

PREA Agency Audit Report: Final

Name of Agency: Arkansas Department of Corrections

Facility Type: Prison / Jail

Date Interim Report Submitted: 07/30/2024

Date Final Report Submitted: 01/22/2025

Auditor Certification	
The contents of this report are accurate to the best of my knowledge.	<input type="checkbox"/>
No conflict of interest exists with respect to my ability to conduct an audit of the agency under review.	<input type="checkbox"/>
I have not included in the final report any personally identifiable information (PII) about any inmate/resident/detainee or staff member, except where the names of administrative personnel are specifically requested in the report template.	<input type="checkbox"/>
Auditor Full Name as Signed: DeShane Reed	Date of Signature: 01/22/2025

AUDITOR INFORMATION	
Auditor name:	Reed, DeShane
Email:	dreed@drbconsultinggroup.com
Start Date of On-Site Audit:	
End Date of On-Site Audit:	

AGENCY INFORMATION	
Name of agency:	Arkansas Department of Corrections
Governing authority or parent agency (if applicable):	
Physical Address:	1302 Pike Avenue, Suite C, North Little Rock, Arkansas - 72114
Mailing Address:	
Telephone number:	

Agency Chief Executive Officer Information:

Name:	Lindsay Wallace
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Telephone Number:	501-682-3309

Agency-Wide PREA Coordinator Information

Name:	Haley Trantham	Email Address:	haley.trantham@doc.arkansas.gov
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Agency AUDIT FINDINGS**Summary of Audit Findings**

The OAS automatically populates the number and list of Standards exceeded, the number of Standards met, and the number and list of Standards not met.

Auditor Note: In general, no standards should be found to be "Not Applicable" or "NA." A compliance determination must be made for each standard. In rare instances where an auditor determines that a standard is not applicable, the auditor should select "Meets Standard" and include a comprehensive discussion as to why the standard is not applicable to the facility being audited.

Number of standards exceeded:

0

Number of standards met:

10

Number of standards not met:

0

Standards	
Auditor Overall Determination Definitions	
<ul style="list-style-type: none"> • Exceeds Standard (Substantially exceeds requirement of standard) • Meets Standard (substantial compliance; complies in all material ways with the stand for the relevant review period) • Does Not Meet Standard (requires corrective actions) 	
Auditor Discussion Instructions	
<p>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.</p>	

115.11	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>This PREA Auditor reviewed Arkansas Department of Corrections (ARDOC) pre-audit evidentiary documents uploaded via PREA Resource Center’s Online Audit System (OAS), as well as documents submitted through other electronic sources. This PREA Auditor also relied upon documentation from on-site interviews, as well as on-site documents/files reviewed and observations to determine compliance for Standard 115.11. Arkansas Department of Corrections submitted their “Arkansas Department of Corrections PREA Secretarial Directive (2024-02)” as evidence of compliance with PREA Standard 115.11. It states, <i>“As the executive head of the Arkansas Department of Corrections (DOC), it is the responsibility of the Secretary of Corrections (Secretary) to administer the various rules, orders, or directives issued by the DOC. The purpose of this directive is to ensure that the DOC remains in compliance with the Prison Rape Elimination Act (PREA). The DOC has a “zero-tolerance” approach toward all forms of sexual abuse and sexual harassment. This directive also sets forth the DOC’s zero-tolerance approach to preventing, detecting, and responding to such conduct. The DOC will initially respond to all reports of sexualized behavior or abuse as nonconsensual, regardless of perception, rumor, appearance, or participant</i></p>

disclosure.” Additionally, “Arkansas Department of Corrections PREA Secretarial Directive (2024-02)” states, “*PREA Coordinator: Individual responsible for developing PREA training as needed, writing, revising, and updating policies and procedures involving PREA standards; annually reviewing policies for effectiveness and possible standard deficiencies; and advising staff regarding implementation and interpretation of PREA policies.*” This auditor reviewed “ARDOC’s Secretarial Directive (2024-02)” and has concluded that it has the necessary language to align with PREA Standard 115.11.

Arkansas Department of Corrections (ARDOC) submitted their Organizational Chart which identified their PREA Coordinator who oversees all ARDOC’s efforts to comply with PREA Standards in all their facilities. Additionally, this PREA auditor interviewed ARDOC’s Secretary of Corrections (Agency Head), who shared ARDOC’s commitment to PREA’s efforts to prevent, detect and respond to sexual abuse and sexual harassment within all ARDOC facilities. Additionally, this PREA Auditor interviewed ARDOC’s PREA Coordinator (PC). She shared the same commitment to PREA’s efforts, as well as stated that she was supported by ARDOC Secretary of Corrections and ARDOC’s Chief of Legal Council (PC’s direct report under the Secretary of Corrections). However, during this auditor’s interview with ARDOC’s PC, she shared the multiplicity of additional responsibilities which compete for her time as ARDOC’s PC. She shared that she is responsible for coordinating and monitoring PREA efforts throughout all 28 facilities statewide, conducting PREA Training for all new hired facility employees, tracking PREA incidents/allegations/investigations, and writing annual reports. This auditor sees this as a daunting/overwhelming task for a single PREA Coordinator, without consistent support, to be effective and successful.

This auditor recommended ARDOC Secretary of Corrections develop an Agency-level PREA Compliance Unit (PCU), or add a team, which consists of 1 to 2 assigned ARDOC staff to be added to ARDOC PREA Coordinator’s team. The assigned team member(s) could take on a designated group of tasks, to afford ARDOC’s PREA Coordinator with enough time to effectively engage in her primary PREA Coordinating role. This auditor concluded that Arkansas Department of Corrections (ARDOC) was not in compliance with this PREA standard. Corrective Action was required.

During ARDOC’s Corrective Action Period (CAP), this auditor conducted multiple meetings and engaged in a series of email correspondence with ARDOC’s PREA Coordinator. The goal was to discuss and track the recommended corrective actions needed to meet compliance with this standard. After the meetings and email correspondence, ARDOC posted a new position, on 10/01/2024, to hire an *Assistant PREA Coordinator/Administrative Analyst* position. The goal is to develop ARDOC’s agency level PREA compliance team, to oversee PREA efforts throughout ARDOC facilities. ARDOC submitted their job posting, which included job duties, as evidence of compliance. On 11/25/24, ARDOC hired their *Assistant PREA Coordinator/Administrative Analyst*. This auditor formerly met the new team member in-person. Additionally, ARDOC's PREA Coordinator submitted the “welcome email” she sent to all ARDOC facilities PREA Compliance Managers, informing them of their *Assistant PREA Coordinator/Administrative Analyst’s* new hire. See ARDOC's PREA Coordinator's redacted email below:

*From: -----, PREA Coordinator (DOC)
Sent: Tuesday, November 26, 2024, 9:33 AM
To: ADC PREA Compliance Managers
Subject: PREA Assistant - Welcome
Importance: High*

Good morning, everyone,

Please welcome Ms. ----- to the PREA team! She will be working as my assistant on various projects as well as helping you all with compliance. Please forward your monthly reports to her starting with the December 2nd report. Beginning December 9, she will be responsible for ensuring your retaliation assessments and Sexual Abuse Incident Reviews (SAIRs) are being completed in a timely manner. Furthermore, she will be my backup to any trainings I instruct. As always, feel free to reach out to me if you need anything.

Thank you,

PREA Coordinator, M.A., PhD-C

Agency PREA Coordinator

Arkansas Department of Corrections (ARDOC)

Finally, the addition of this team member will allow for enough time for ARDOC's PREA Coordinator to effectively engage in her primary role.

This PREA auditor concludes that Arkansas Department of Corrections (ARDOC) is in compliance with PREA Standard 115.11.

115.12	Contracting with other entities for the confinement of inmates
	Auditor Overall Determination: Meets Standard
	Auditor Discussion This PREA Auditor reviewed Arkansas Department of Corrections (ARDOC) pre-audit evidentiary documents uploaded via PREA Resource Center's Online Audit System (OAS), as well as documents submitted through other electronic sources. This PREA Auditor also relied upon documentation from on-site interviews, as well as on-site documents/files reviewed and observations to determine compliance for Standard 115.12. Arkansas Department of Corrections submitted in OAS 53 of their contracts for confinement. Three contracts were with "Re-Entry Facilities" and 50 were with contracted jails through their "309 Program Contracts." ARDOC's "309 Contracts" are agreements between ARDOC and participating county jails within the state, to provide confinement (bed space) at local county jails for specifically screened/charged ARDOC

inmates. This auditor reviewed the 3 contracts ARDOC have with the "Re-Entry Facilities." Each of the 3 had language in the contracts which aligns with this PREA Standard. When this auditor reviewed the language in the 50 ARDOC "309 Contracts," they did not contain the language required for the contracted entities to be compliant with ALL PREA Standards. USDOJ PREA Standard 115.12 language states, "(a) A public agency that contracts for the confinement of its inmates with private agencies or other entities, including other government agencies, shall include in any new contract or contract renewal the entity's obligation to adopt and comply with the PREA standards. (b) Any new contract or contract renewal shall provide for agency contract monitoring to ensure that the contractor is complying with the PREA standards."

Excerpts from ARDOC's 50 "309 Contracts" language states, "The contractor (county) must be in compliance or have asserted the agency is working towards full compliance, with 28 CFR Part 115 (PREA)...(c) by no later than 60 calendar days after the state agencies authorization to proceed, the contractor shall develop a standard operating procedure (SOP) regarding PREA. At a minimum the SOP shall address the following:

1. *Emergency response to an incident of sexual abuse or assault*
2. *Standard response protocols to reported incidents of sexual harassment*
3. *Prohibition of all cross-gender strip searches and body cavity searches and a prohibition of all cross-gender pat down searches of female inmates by the county."*

While onsite, this auditor interviewed ARDOC's 309 Coordinator, who serves as the liaison between ARDOC and the participating "309" county jails. He shared that he cannot recall any of the 50 participating "309" county jails making efforts to be "fully compliant" with the PREA Standards. He further shared that each jail has PREA-related protocols and procedures, however, doesn't comply with all PREA Standards. Becoming fully PREA compliant is not in their radar. This auditor confirmed this while interviewing ARDOC's Agency Head, Chief of Staff, and PREA Coordinator. They also confirmed that the participating "309" jails are not PREA compliant nor making efforts to be PREA compliant jails. This auditor can confirm that 1 participating "309" county jail is compliant with PREA standards, as this auditor conducted the audit of the facility. Furthermore, currently ARDOC does not have any personnel who monitor the participating "309" county jails, to ensure that the jails are complying with the PREA standards. As a result, many of ARDOC's reoccurring "309" contracts with county jails have been in place for many years and have not had PREA monitoring oversight or a PREA Facility Audit.

This auditor recommended ARDOC revise their "309" contract language to clearly align with PREA Standard 115.12, ensuring that each contracted for confinement "309" county jail adopt and comply with PREA Standards, receiving PREA facility audits every 3 years. Additionally, this auditor recommended the ARDOC provide monitoring to all its participating "309" county jails, with the goal of ensuring full PREA compliance through receiving a PREA Audit. This auditor concluded that

	<p>Arkansas Department of Corrections (ARDOC) was not in compliance with this PREA standard. Corrective Action was required.</p> <p>During ARDOC’s Corrective Action Period (CAP), this auditor conducted multiple meetings and engaged in a series of email correspondence with ARDOC’s PREA Coordinator and ARDOC’s Legal/Contracts Team. The goal was to discuss and track the recommended corrective actions needed to meet compliance with this standard. After the meetings and email correspondence, ARDOC engaged in multiple meetings with ARDOC’s agency leadership, as well as multiple communications with the 50 currently participating “309” county jails. These meeting entailed ARDOC making the current 50 participating “309” county jail leaders aware of ARDOC’s non-compliance with PREA Standard 115.12, informing the actions ARDOC needed to take to move into compliance, and adjustments ARDOC will be making to their “309” county jail contracts to move into compliance. Furthermore, ARDOC amended all their current “309” county jail contracts, provided a window of opportunity for the various 52 participating count jails leaders to review, respond, sign, or opt out of ARDOC’s amended contract (which contained new contractual language/requirements to align with the PREA Standard 115.12). ARDOC’s amended contractual language states, “The COUNTY shall adhere to the standards as stated in the Prison Rape Elimination Act of 2003. The DIVISION shall conduct an informal audit prior to August 19, 2025. The COUNTY shall allow access to facilities and records to the DIVISION as needed to perform the informal audit. The COUNTY shall provide to the DIVISION a certification of full compliance with the PREA prior to August 19, 2026.”</p> <p>On 1/15/25, ARDOC’s PREA Coordinator submitted 49 executed/signed amended contracts (uploaded in OAS) from 49 participating “309” county jails. ARDOC’s PREA Coordinator shared that, going forward, additional county jails interested in becoming a contracted “309” county jail, will have to adhere to the amended contract provisions (which includes the amended PREA language).</p> <p>This PREA auditor concludes that Arkansas Department of Corrections (ARDOC) is in compliance with PREA Standard 115.12.</p>
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115.17	Hiring and promotion decisions
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>This PREA Auditor reviewed Arkansas Department of Corrections (ARDOC) pre-audit evidentiary documents uploaded via PREA Resource Center’s Online Audit System (OAS), as well as documents submitted through other electronic sources. This PREA Auditor also relied upon documentation from on-site interviews, as well as on-site documents/files reviewed and observations to determine compliance for Standard 115.17. Arkansas Department of Corrections submitted their “Arkansas Department of Corrections PREA Secretarial Directive (2024-03: Subject: Employment)” as evidence</p>

of compliance with PREA Standard 115.17. An excerpt states, *“The Department shall not hire or promote anyone who may have contact with inmates, and shall not enlist the services of any contractor who may have contact with inmates, who: **t.** Has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution (as defined in 42 U.S.C. 1997); **11.** Has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse; or **w.** Has been civilly or administratively adjudicated to have engaged in the activity described in paragraph **(a)(ii)** of this section.”* Arkansas Department of Corrections also submitted their “Arkansas Department of Corrections PREA Secretarial Directive (2024-02: Subject: PREA)” as evidence of compliance with PREA Standard 115.17. An excerpt states, *“**a.** The DOC shall perform a criminal background record check before enlisting the services of any Contractor who may have contact with Offenders. **b.** The DOC shall conduct criminal background record checks at least every five years of current employees and Contractors who may have contact with Offenders.”* This auditor reviewed “ARDOC’s Secretarial Directive (2024-03; Subject: Employment)” and (2024-02: Subject: PREA), concluding that they have the necessary language to align with PREA Standard 115.17.

While onsite, this PREA auditor interviewed two ARDOC Human Resource (HR) Managers. Both shared that ARDOC conducts background checks on all employees and contractors. They further shared that background screenings include ACIC (Arkansas Crime Information Center), NCIC (National Crime Information Center) fingerprinting, Court Connect (Open Cases review system), and Employee reference Checks. When this auditor asked ARDOC’s HR Managers about conducting 5-year background checks (on employees and contractors) and “*PREA Affirming Acknowledgement Disclosures*” for employees, ARDOC’s HR shared that they have not been conducting background checks, at minimum, every 5 years of employees or contractors beyond their initial background checks. Furthermore, ARDOC’s HR shared that they have not been consistent in administering their “*PREA Affirming Acknowledgement Disclosures*” to all employees at hire, upon promotion, or as a part of performance reviews.

This auditor randomly selected 75 employee files. This auditor’s random selection consisted of employees of various years of service and rank, from ARDOC’s 25 facilities. This auditor confirmed that 0 of the 75 employee files had 5-year background/promotion background checks for active employees with 5 plus years of service or who received promotions. Additionally, 0 of 75 employees had “*PREA Affirming Acknowledgement Disclosures*” in their files. Three of the 10 selected employee files were staff who were promoted. Finally, this auditor asked ARDOC PREA Coordinator (PC) if ARDOC discloses former employee substantiation of sexual abuse or sexual harassment. ARDOC’s PC share Arkansas’ Statute on providing references to prospective employers which states, *“A current or former employer may disclose the following information about a current or former employee's employment history to a prospective employer of the current or former employee upon receipt of written consent from the current or former employee:*

- (A) Date and duration of employment;
- (B) Current pay rate and wage history;
- (C) Job description and duties;
- (D) The last written performance evaluation prepared prior to the date of the request;
- (E) Attendance information;
- (F) Results of drug or alcohol tests administered within one (1) year prior to the request;
- (G) Threats of violence, harassing acts, or threatening behavior related to the workplace or directed at another employee;
- (H) Whether the employee was voluntarily or involuntarily separated from employment and the reasons for the separation; and
- (I) Whether the employee is eligible for rehire."

This auditor recommended HR develop procedures which aligns with their "Secretarial Directives" and PREA Standards on conducting initial background checks and 5-year background checks on employees and contractors (who may have contact with inmates/residents), background checks for employee promotions, and administering "PREA Affirming Acknowledgement Disclosures." This auditor also recommended ARDOC's HR conduct background checks on all ARDOC employees to establish a new baseline for structured background checks. Additionally, this auditor recommended ARDOC administer their "PREA Affirming Acknowledgement Disclosure" to all ARDOC employees, to establish a new baseline of administering annual acknowledgements.

Finally, this auditor recommended receiving a "MEMO" from ARDOC's Secretary of Corrections affirming that going forward initial and 5-year background checks will be conducted on all ARDOC employees and contractors (who may have contact with inmates/residents), background checks completed for ARDOC employees prior to promotions, and administering their "PREA Affirming Acknowledgement Disclosures" to all ARDOC employees annually. This auditor concluded that Arkansas Department of Corrections (ARDOC) was not in compliance with this PREA standard. Corrective Action was required.

During ARDOC's Corrective Action Period (CAP), this auditor conducted multiple meetings and engaged in a series of email correspondence with ARDOC's PREA Coordinator. The goal was to discuss and track the recommended corrective actions needed to meet compliance with this standard. After the meetings and email correspondence, ARDOC's Secretary of Corrections submitted a "MEMO" (on 7/15/24) affirming that initial background checks will be conducted on all existing employees at least every 5-years and upon promotion. ARDOC's Secretary of Corrections "MEMO" also affirmed that DOC will require all prospective employees to complete a questionnaire regarding any previous misconduct under this PREA Standard 115.17. ARDOC Secretary of Corrections "MEMO" further shared that employees will be required to complete this questionnaire as a part of their annual acknowledgement renewal. This "MEMO" was uploaded into OAS, as evidence of compliance.

Additionally, this auditor requested 180 randomly selected ARDOC employee "PREA Affirming Acknowledgement Disclosures" from various ARDOC facilities (between dates 7/1/24 through 7/25/24). ARDOC's HR Director and PREA Coordinator submitted

	<p>the 180 requested completed/signed “PREA Affirming Acknowledgement Disclosures” within the requested dates. Moreover, this auditor also requested 75 randomly selected ARDOC employee background re-checks from various ARDOC facilities (between dates 7/1/24 through 7/25/24). ARDOC’s HR Director and PREA Coordinator submitted the 75 requested completed background checks within the requested dates. All documentation was uploaded into OAS, as evidence of compliance.</p> <p>Finally, on 1/3/25, ARDOC’s PREA Coordinator submitted new procedures emailed by ARDOC’s HR Director to all site-based HR Liaisons at each ARDOC facility. This email shared new HR procedures on conducting background checks annually, administering “PREA Affirming Acknowledgement Disclosures” annually, as well as the new HR Checklists (for new hires, promotions, and transfer staff), to ensure file uniformity, structure, and organization across all ARDOC facilities. ARDOC’s HR Director’s new procedures email and new HR Checklists were uploaded into OAS, as evidence of compliance.</p> <p>This PREA auditor concludes that Arkansas Department of Corrections (ARDOC) is in compliance with PREA Standard 115.17.</p>
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115.18	Upgrades to facilities and technologies
	Auditor Overall Determination: Meets Standard
	<p>Auditor Discussion</p> <p>This PREA Auditor reviewed Arkansas Department of Corrections (ARDOC) pre-audit evidentiary documents uploaded via PREA Resource Center’s Online Audit System (OAS), as well as documents submitted through other electronic sources. This PREA Auditor also relied upon documentation from on-site interviews, as well as on-site documents/files reviewed and observations to determine compliance for Standard 115.18. Arkansas Department of Corrections (ARDOC) did not submit evidence of any facility upgrades in the OAS. Furthermore, this auditor interviewed ARDOC’s Secretary of Corrections (agency head) and Chief of Staff (designee). Both shared that ARDOC has not acquired a new facility or made a substantial expansion to existing facilities since 2012, due to this being their first PREA Audit. Furthermore, both did share that ARDOC will be acquiring another facility months away, and ARDOC will be ensuring that the design, supervision, and monitoring technology will improve their ability to protect inmates from sexual abuse. Additionally, while on site, ARDOC’s PREA Coordinator (PC) confirmed that there were no new facilities or substantial monitoring or physical plant upgrades to current facilities.</p> <p>This PREA auditor concludes that Arkansas Department of Corrections (ARDOC) is in compliance with PREA Standard 115.18.</p>

115.42	Use of screening information
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	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p> <p>This PREA Auditor reviewed Arkansas Department of Corrections (ARDOC) pre-audit evidentiary documents uploaded via PREA Resource Center’s Online Audit System (OAS), as well as documents submitted through other electronic sources. This PREA Auditor also relied upon documentation from on-site interviews, as well as on-site documents/files reviewed and observations to determine compliance for Standard 115.42. Arkansas Department of Corrections submitted their “Arkansas Department of Corrections PREA Secretarial Directive (2024-02: Subject: PREA)” as evidence of compliance with PREA Standard 115.42. An excerpt states, <i>“Placement decisions regarding Transgender and Intersex Offenders shall be individualized.”</i> Arkansas Department of Corrections also submitted their “Arkansas Department of Corrections PREA Secretarial Directive (2024-02: Subject: PREA)” as evidence of compliance with PREA Standard 115.42. An excerpt states, <i>“The information from the PREA screening shall be used to make housing, bed, program, and work assignment decisions with the goal of keeping separate those Offenders who are prone to sexual Victimization from those who are prone to sexual aggression. The facility PCM is responsible for ensuring such separation.”</i> This auditor reviewed “ARDOC’s Secretarial Directive (2024-02: Subject: PREA) and concludes that they have the necessary language to align with PREA Standard 115.42.</p> <p>While onsite, this auditor interviewed ARDOC’s Secretary of Corrections (agency head) and Chief of Staff (designee). Both shared that the courts make the decisions where ARDOC’s inmates are initially placed stating, <i>“Whom the courts deem as male are placed at ARDOC’s Ouachita facility for assessment. Whom the courts deem to be female are placed at ARDOC’s McPherson facility for assessment.”</i> Both further shared that assessments conducted at Ouachita and McPherson facilities help ARDOC determine their inmate’s subsequent facility placement. Each placement of inmates is individualized. Even more, transgender/intersex inmate s placement considerations are done on a case-by-case basis. Through these multi-disciplinary assessments, the team identifies the best fit facility to place the inmate. Furthermore, ARDOC’s PREA Coordinator (PC) confirmed during her interview that ARDOC do not have designated placement facilities for LGBTI or Transgender/Intersex inmates. ARDOC’s PC further shared that the facility where transgender/intersex inmates are placed follows PREA Standards. Regarding transgender/intersex inmates.</p> <p>This PREA auditor concludes that Arkansas Department of Corrections (ARDOC) is in compliance with PREA Standard 115.42.</p>
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115.66	Preservation of ability to protect inmates from contact with abusers
	<p>Auditor Overall Determination: Meets Standard</p> <p>Auditor Discussion</p>

	<p>This PREA Auditor reviewed Arkansas Department of Corrections (ARDOC) pre-audit evidentiary documents uploaded via PREA Resource Center’s Online Audit System (OAS), as well as documents submitted through other electronic sources. This PREA Auditor also relied upon documentation from on-site interviews, as well as on-site documents/files reviewed and observations to determine compliance for Standard 115.66. This PREA Auditor did not receive any pre-audit documents to be reviewed by Arkansas Department of Corrections (ARDOC) to determine compliance for Standard 115.66.</p> <p>During the onsite interview with ARDOC’s Secretary of Corrections (agency head) and Chief of Staff (designee), both reported that ARDOC is a non-union agency. Both further shared that Arkansas State Law prohibits unionizing. ARDOC’s PREA Coordinator submitted in their Pre-Audit Questionnaire that ARDOC have not engaged in collective bargaining on their agency’s behalf or renewed any collective bargaining agreement or other agreement since August 20, 2012. This is ARDOC’s first Audit. Finally, ARDOC’s 2 Human Resources Managers confirmed that ARDOC’s hiring process and employee acquisition/onboarding does not include union options.</p> <p>This PREA auditor concludes that Arkansas Department of Corrections (ARDOC) is in compliance with PREA Standard 115.66.</p>
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115.87	Data collection
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>This PREA Auditor reviewed Arkansas Department of Corrections (ARDOC) pre-audit evidentiary documents uploaded via PREA Resource Center’s Online Audit System (OAS), as well as documents submitted through other electronic sources. This PREA Auditor also relied upon documentation from on-site interviews, as well as on-site documents/files reviewed and observations to determine compliance for Standard 115.87. Arkansas Department of Corrections submitted their “Arkansas Department of Corrections PREA Secretarial Directive (2024-02: Subject: PREA)” as evidence of compliance with PREA Standard 115.87. An excerpt states, <i>“1. Data shall be collected for every allegation of Sexual Abuse using the PREA investigating screens in eOMIS designed to contain the data necessary to answer all questions for the Survey of Sexual Violence requested annually from the Department of Justice for the set of definitions. All data collected shall be securely retained.</i></p> <p><i>2. Each facility shall document the number of allegations, completed investigations, and investigative outcomes in a monthly report. The report shall be submitted to the PREA Coordinator along with the facilities tracking spreadsheet.</i></p> <p><i>3. All data from available incident-based documents related to allegations of Sexual Abuse shall be collected, reviewed, and maintained as needed.</i></p>

- 4. Data shall be obtained from each private facility which contracts for the confinement of DOC Offenders.*
- 5. Aggregated data collected shall be made available to the public annually through the DOC website.*
- 6. All case records associated with claims of sexual offenses, including incident reports, investigation reports, Offender information, case disposition, and medical and counseling evaluation findings and recommendations for post-release treatment or counseling, shall be retained in accordance with the records retention schedule." This auditor reviewed "ARDOC's Secretarial Directive (2024-02: Subject: PREA) and concludes that they have the necessary language to align with PREA Standard 115.87."*

While onsite at ARDOC's Headquarters, this auditor interviewed ARDOC's PREA Coordinator (PC). She shared the process for collecting and aggregating monthly data on sexual abuse/sexual harassments incidents and investigations. She also shared that she receives sexual abuse incident/investigation information from each ARDOC facility's PREA Compliance Manager/Superintendent, develop monthly and annual reports, then submit ARDOC's Secretary of Corrections for review/approval. This PREA auditor also interviewed ARDOC's IT/Social Media Manager, who's the gatekeepers of electronic information being disseminated to the public via ARDOC's website (after approval from ARDOC's Secretary of Corrections (agency head) and PREA Coordinator's submittal). Additionally, ARDOC's IT/Social Media Manager walked this auditor through the process once she receives PREA Annual Reports to the reports "going live" onto ARDOC's website for public viewing. Finally, ARDOC's PC and IT/Social Media Manager shared that Personal Identifiers are not written into annual reports or redacted prior to "going live" for public viewing. Finally, this auditor reviewed annual reports on ARDOC's website from 2015 through 2023. Each report contained corrective actions taken. ARDOC's IT/Social Media Manager shared that ARDOC PREA-related documents are still available for up to 10 years.

This PREA auditor concludes that Arkansas Department of Corrections (ARDOC) is in compliance with PREA Standard 115.87.

115.88	Data review for corrective action
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	This PREA Auditor reviewed Arkansas Department of Corrections (ARDOC) pre-audit evidentiary documents uploaded via PREA Resource Center's Online Audit System (OAS), as well as documents submitted through other electronic sources. This PREA Auditor also relied upon documentation from on-site interviews, as well as on-site documents/files reviewed and observations to determine compliance for Standard 115.88. Arkansas Department of Corrections submitted their "Arkansas Department of

Corrections PREA Secretarial Directive (2024-02: Subject: PREA)" as evidence of compliance with PREA Standard 115.88. An excerpt states, "**1.** *Data shall be collected for every allegation of Sexual Abuse using the PREA investigating screens in eOMIS designed to contain the data necessary to answer all questions for the Survey of Sexual Violence requested annually from the Department of Justice for the set of definitions. All data collected shall be securely retained.*

2. *Each facility shall document the number of allegations, completed investigations, and investigative outcomes in a monthly report. The report shall be submitted to the PREA Coordinator along with the facilities tracking spreadsheet.*

3. *All data from available incident-based documents related to allegations of Sexual Abuse shall be collected, reviewed, and maintained as needed.*

4. *Data shall be obtained from each private facility which contracts for the confinement of DOC Offenders.*

5. *Aggregated data collected shall be made available to the public annually through the DOC website.*

6. *All case records associated with claims of sexual offenses, including incident reports, investigation reports, Offender information, case disposition, and medical and counseling evaluation findings and recommendations for post-release treatment or counseling, shall be retained in accordance with the records retention schedule." This auditor reviewed "ARDOC's Secretarial Directive (2024-02: Subject: PREA) and concludes that they have the necessary language to align with PREA Standard 115.88."*

While onsite at ARDOC's Headquarters, this auditor interviewed ARDOC's PREA Coordinator (PC). She shared the process for collecting and aggregating monthly data on sexual abuse/sexual harassments incidents and investigations. She also shared that she receives sexual abuse incident/investigation information from each ARDOC facility's PREA Compliance Manager/Superintendent, develop monthly and annual reports, then submit ARDOC's Secretary of Corrections for review/approval. This PREA auditor also interviewed ARDOC's IT/Social Media Manager, who's the gatekeepers of electronic information being disseminated to the public via ARDOC's website (after approval from ARDOC's Secretary of Corrections (agency head) and PREA Coordinator's submittal). Additionally, ARDOC's IT/Social Media Manager walked this auditor through the process once she receives PREA Annual Reports to the reports "going live" onto ARDOC's website for public viewing. Finally, ARDOC's PC and IT/Social Media Manager shared that Personal Identifiers are not written into annual reports or redacted prior to "going live" for public viewing. Finally, this auditor reviewed annual reports on ARDOC's website from 2015 through 2023. Each report contained corrective actions taken. ARDOC's IT/Social Media Manager shared that ARDOC PREA-related documents are still available for up to 10 years.

This PREA auditor concludes that Arkansas Department of Corrections (ARDOC) is in compliance with PREA Standard 115.88.

115.89	Data storage, publication, and destruction
	<p data-bbox="256 188 959 224">Auditor Overall Determination: Meets Standard</p> <hr/> <p data-bbox="256 264 544 300">Auditor Discussion</p> <p data-bbox="256 340 1485 833">This PREA Auditor reviewed Arkansas Department of Corrections (ARDOC) pre-audit evidentiary documents uploaded via PREA Resource Center’s Online Audit System (OAS), as well as documents submitted through other electronic sources. This PREA Auditor also relied upon documentation from on-site interviews, as well as on-site documents/files reviewed and observations to determine compliance for Standard 115.89. Arkansas Department of Corrections submitted their “Arkansas Department of Corrections PREA Secretarial Directive (2024-02: Subject: PREA)” as evidence of compliance with PREA Standard 115.89. An excerpt states, <i>“1. Data shall be collected for every allegation of Sexual Abuse using the PREA investigating screens in eOMIS designed to contain the data necessary to answer all questions for the Survey of Sexual Violence requested annually from the Department of Justice for the set of definitions. All data collected shall be securely retained.</i></p> <p data-bbox="256 873 1461 990"><i>2. Each facility shall document the number of allegations, completed investigations, and investigative outcomes in a monthly report. The report shall be submitted to the PREA Coordinator along with the facilities tracking spreadsheet.</i></p> <p data-bbox="256 1025 1453 1102"><i>3. All data from available incident-based documents related to allegations of Sexual Abuse shall be collected, reviewed, and maintained as needed.</i></p> <p data-bbox="256 1137 1315 1214"><i>4. Data shall be obtained from each private facility which contracts for the confinement of DOC Offenders.</i></p> <p data-bbox="256 1249 1453 1326"><i>5. Aggregated data collected shall be made available to the public annually through the DOC website.</i></p> <p data-bbox="256 1361 1461 1653"><i>6. All case records associated with claims of sexual offenses, including incident reports, investigation reports, Offender information, case disposition, and medical and counseling evaluation findings and recommendations for post-release treatment or counseling, shall be retained in accordance with the records retention schedule.” This auditor reviewed “ARDOC’s Secretarial Directive (2024-02: Subject: PREA) and concludes that they have the necessary language to align with PREA Standard 115.89.”</i></p> <p data-bbox="256 1688 1474 2065">While onsite at ARDOC’s Headquarters, this auditor interviewed ARDOC’s PREA Coordinator (PC). She shared the process for collecting and aggregating monthly data on sexual abuse/sexual harassments incidents and investigations. She also shared that she receives sexual abuse incident/investigation information from each ARDOC facility’s PREA Compliance Manager/Superintendent, develop monthly and annual reports, then submit ARDOC’s Secretary of Corrections for review/approval. This PREA auditor also interviewed ARDOC’s IT/Social Media Manager, who’s the gatekeepers of electronic information being disseminated to the public via ARDOC’s website (after approval from ARDOC’s Secretary of Corrections (agency head) and PREA</p>

	<p>Coordinator’s submittal). Additionally, ARDOC’s IT/Social Media Manager walked this auditor through the process once she receives PREA Annual Reports to the reports “going live” onto ARDOC’s website for public viewing. Finally, ARDOC’s PC and IT/Social Media Manager shared that Personal Identifiers are not written into annual reports or redacted prior to “going live” for public viewing. Finally, this auditor reviewed annual reports on ARDOC’s website from 2015 through 2023. Each report contained corrective actions taken. ARDOC’s IT/Social Media Manager shared that ARDOC PREA-related documents are still available for up to 10 years.</p> <p>This PREA auditor concludes that Arkansas Department of Corrections (ARDOC) is in compliance with PREA Standard 115.89.</p>
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115.401	Frequency and scope of audits
	Auditor Overall Determination:
	Auditor Discussion
	<p>Arkansas Department of Corrections (ARDOC) understands PREA Standard 115.401, which states, <i>“During the three-year period starting on August 20, 2013, and during each three-year period thereafter, the agency shall ensure that each facility operated by the agency, or by a private organization on behalf of the agency, is audited at least once.”</i> This auditor interviewed ARDOC’s Secretary of Corrections (agency head), who shared that she and Arkansas Governor supports and are committed to their facilities receiving PREA Audits during this 3rd year of this 4th Cycle. ARDOC plans to continue to have a PREA audit conducted every three years. This is ARDOC’s first PREA Agency/Facility Audits and the third year of the current audit cycle. This auditor had access to, and the ability to observe, all areas of the audited agency. This auditor was permitted to request and receive copies of any relevant documents. The auditor was permitted to conduct private interviews with agency staff whose roles held responsibility for specific PREA Standards. The ARDOC were permitted to send confidential information or correspondence to the auditor in the same manner as if they were communicating with legal counsel.</p> <p>This PREA auditor concludes that Arkansas Department of Corrections (ARDOC) is in compliance with PREA Standard 115.401.</p>

115.403	Audit contents and findings
	Auditor Overall Determination: Meets Standard
	Auditor Discussion
	<p>This PREA Auditor reviewed Arkansas Department of Corrections pre-audit evidentiary documents uploaded via PREA’s Online Audit System (OAS), documents</p>

submitted through other electronic sources, conducted on-site interviews, as well as on-site document/file reviews and observations to determine compliance for Standard 115.403.

While onsite at ARDOC's Headquarters, this auditor interviewed ARDOC's PREA Coordinator (PC). She shared the process for collecting and aggregating monthly data on sexual abuse/sexual harassments incidents and investigations. She also shared that she receives sexual abuse incident/investigation information from each ARDOC facility's PREA Compliance Manager/Superintendent, develop monthly and annual reports, then submit ARDOC's Secretary of Corrections for review/approval. This PREA auditor also interviewed ARDOC's IT/Social Media Manager, who's the gatekeepers of electronic information being disseminated to the public via ARDOC's website (after approval from ARDOC's Secretary of Corrections (agency head) and PREA Coordinator's submittal). Additionally, ARDOC's IT/Social Media Manager walked this auditor through the process once she receives PREA Annual Reports to the reports "going live" onto ARDOC's website for public viewing. Finally, ARDOC's PC and IT/Social Media Manager shared that Personal Identifiers are not written into annual reports or redacted prior to "going live" for public viewing. Finally, this auditor reviewed annual reports on ARDOC's website from 2015 through 2023. Each report contained corrective actions taken. ARDOC will be conducting their first agency/facility audits in this 3rd year of this 4th cycle. Finally, ARDOC's IT/Social Media Manager shared that ARDOC PREA-related documents are still available for up to 10 years.

This PREA auditor concludes that Arkansas Department of Corrections (ARDOC) is in compliance with PREA Standard 115.403.

Appendix: Provision Findings		
115.11 (b)	Zero tolerance of sexual abuse and sexual harassment; PREA coordinator	
	Has the agency employed or designated an agency-wide PREA Coordinator?	yes
	Is the PREA Coordinator position in the upper-level of the agency hierarchy?	yes
	Does the PREA Coordinator have sufficient time and authority to develop, implement, and oversee agency efforts to comply with the PREA standards in all of its facilities?	yes
115.12 (a)	Contracting with other entities for the confinement of inmates	
	If this agency is public and it contracts for the confinement of its inmates with private agencies or other entities including other government agencies, has the agency included the entity's obligation to comply with the PREA standards in any new contract or contract renewal signed on or after August 20, 2012? (N/A if the agency does not contract with private agencies or other entities for the confinement of inmates.)	yes
115.12 (b)	Contracting with other entities for the confinement of inmates	
	Does any new contract or contract renewal signed on or after August 20, 2012 provide for agency contract monitoring to ensure that the contractor is complying with the PREA standards? (N/A if the agency does not contract with private agencies or other entities for the confinement of inmates.)	yes
115.17 (a)	Hiring and promotion decisions	
	Does the agency prohibit the hiring or promotion of anyone who may have contact with inmates who has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution (as defined in 42 U.S.C. 1997)?	yes
	Does the agency prohibit the hiring or promotion of anyone who may have contact with inmates who has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse?	yes
	Does the agency prohibit the hiring or promotion of anyone who may have contact with inmates who has been civilly or administratively adjudicated to have engaged in the activity	yes

	described in the two bullets immediately above?	
	Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates who has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility, or other institution (as defined in 42 U.S.C. 1997)?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates who has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse?	yes
	Does the agency prohibit the enlistment of services of any contractor who may have contact with inmates who has been civilly or administratively adjudicated to have engaged in the activity described in the two bullets immediately above?	yes
115.17 (b)	Hiring and promotion decisions	
	Does the agency consider any incidents of sexual harassment in determining whether to hire or promote anyone who may have contact with inmates?	yes
	Does the agency consider any incidents of sexual harassment in determining whether to enlist the services of any contractor who may have contact with inmates?	yes
115.17 (c)	Hiring and promotion decisions	
	Before hiring new employees who may have contact with inmates, does the agency perform a criminal background records check?	yes
	Before hiring new employees who may have contact with inmates, does the agency, consistent with Federal, State, and local law, make its best efforts to contact all prior institutional employers for information on substantiated allegations of sexual abuse or any resignation during a pending investigation of an allegation of sexual abuse?	yes
115.17 (d)	Hiring and promotion decisions	
	Does the agency perform a criminal background records check before enlisting the services of any contractor who may have contact with inmates?	yes
115.17 (e)	Hiring and promotion decisions	

	Does the agency either conduct criminal background records checks at least every five years of current employees and contractors who may have contact with inmates or have in place a system for otherwise capturing such information for current employees?	yes
115.17 (f)	Hiring and promotion decisions	
	Does the agency ask all applicants and employees who may have contact with inmates directly about previous misconduct described in paragraph (a) of this section in written applications or interviews for hiring or promotions?	yes
	Does the agency ask all applicants and employees who may have contact with inmates directly about previous misconduct described in paragraph (a) of this section in any interviews or written self-evaluations conducted as part of reviews of current employees?	yes
	Does the agency impose upon employees a continuing affirmative duty to disclose any such misconduct?	yes
115.17 (g)	Hiring and promotion decisions	
	Does the agency consider material omissions regarding such misconduct, or the provision of materially false information, grounds for termination?	yes
115.17 (h)	Hiring and promotion decisions	
	Does the agency 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? (N/A if providing information on substantiated allegations of sexual abuse or sexual harassment involving a former employee is prohibited by law.)	na
115.18 (a)	Upgrades to facilities and technologies	
	If the agency designed or acquired any new facility or planned any substantial expansion or modification of existing facilities, did the agency consider the effect of the design, acquisition, expansion, or modification upon the agency's ability to protect inmates from sexual abuse? (N/A if agency/facility has not acquired a new facility or made a substantial expansion to existing facilities since August 20, 2012, or since the last PREA audit, whichever is later.)	na
115.18 (b)	Upgrades to facilities and technologies	
	If the agency installed or updated a video monitoring system,	na

	electronic surveillance system, or other monitoring technology, did the agency consider how such technology may enhance the agency's ability to protect inmates from sexual abuse? (N/A if agency/facility has not installed or updated a video monitoring system, electronic surveillance system, or other monitoring technology since August 20, 2012, or since the last PREA audit, whichever is later.)	
115.42 (c)	Use of screening information	
	When deciding whether to assign a transgender or intersex inmate to a facility for male or female inmates, does the agency consider, on a case-by-case basis, whether a placement would ensure the inmate's health and safety, and whether a placement would present management or security problems (NOTE: if an agency by policy or practice assigns inmates to a male or female facility on the basis of anatomy alone, that agency is not in compliance with this standard)?	yes
	When making housing or other program assignments for transgender or intersex inmates, does the agency consider, on a case-by-case basis, whether a placement would ensure the inmate's health and safety, and whether a placement would present management or security problems?	yes
115.66 (a)	Preservation of ability to protect inmates from contact with abusers	
	Are both the agency and any other governmental entities responsible for collective bargaining on the agency's behalf prohibited from entering into or renewing any collective bargaining agreement or other agreement that limit the agency's ability to remove alleged staff sexual abusers from contact with any inmates pending the outcome of an investigation or of a determination of whether and to what extent discipline is warranted?	yes
115.87 (a)	Data collection	
	Does the agency collect accurate, uniform data for every allegation of sexual abuse at facilities under its direct control using a standardized instrument and set of definitions?	yes
115.87 (b)	Data collection	
	Does the agency aggregate the incident-based sexual abuse data at least annually?	yes
115.87 (c)	Data collection	

	Does the incident-based data include, at a minimum, the data necessary to answer all questions from the most recent version of the Survey of Sexual Violence conducted by the Department of Justice?	yes
115.87 (d)	Data collection	
	Does the agency maintain, review, and collect data as needed from all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews?	yes
115.87 (e)	Data collection	
	Does the agency also obtain incident-based and aggregated data from every private facility with which it contracts for the confinement of its inmates? (N/A if agency does not contract for the confinement of its inmates.)	yes
115.87 (f)	Data collection	
	Does the agency, upon request, provide all such data from the previous calendar year to the Department of Justice no later than June 30? (N/A if DOJ has not requested agency data.)	yes
115.88 (a)	Data review for corrective action	
	Does the agency review data collected and aggregated pursuant to § 115.87 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Identifying problem areas?	yes
	Does the agency review data collected and aggregated pursuant to § 115.87 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Taking corrective action on an ongoing basis?	yes
	Does the agency review data collected and aggregated pursuant to § 115.87 in order to assess and improve the effectiveness of its sexual abuse prevention, detection, and response policies, practices, and training, including by: Preparing an annual report of its findings and corrective actions for each facility, as well as the agency as a whole?	yes
115.88 (b)	Data review for corrective action	
	Does the agency's annual report include a comparison of the current year's data and corrective actions with those from prior years and provide an assessment of the agency's progress in addressing sexual abuse?	yes

115.88 (c)	Data review for corrective action	
	Is the agency's annual report 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?	yes
115.88 (d)	Data review for corrective action	
	Does the agency indicate the nature of the material redacted where it redacts specific material from the reports when publication would present a clear and specific threat to the safety and security of a facility?	yes
115.89 (a)	Data storage, publication, and destruction	
	Does the agency ensure that data collected pursuant to § 115.87 are securely retained?	yes
115.89 (b)	Data storage, publication, and destruction	
	Does the agency make all aggregated sexual abuse data, from facilities under its direct control and private facilities with which it contracts, readily available to the public at least annually through its website or, if it does not have one, through other means?	yes
115.89 (c)	Data storage, publication, and destruction	
	Does the agency remove all personal identifiers before making aggregated sexual abuse data publicly available?	yes
115.89 (d)	Data storage, publication, and destruction	
	Does the agency maintain sexual abuse data collected pursuant to § 115.87 for at least 10 years after the date of the initial collection, unless Federal, State, or local law requires otherwise?	yes
115.401 (a)	Frequency and scope of audits	
	During the prior three-year audit period, did the agency ensure that each facility operated by the agency, or by a private organization on behalf of the agency, was audited at least once? (Note: The response here is purely informational. A "no" response does not impact overall compliance with this standard.)	no
115.401 (b)	Frequency and scope of audits	
	Is this the first year of the current audit cycle? (Note: a "no" response does not impact overall compliance with this standard.)	no

	If this is the second year of the current audit cycle, did the agency ensure that at least one-third of each facility type operated by the agency, or by a private organization on behalf of the agency, was audited during the first year of the current audit cycle? (N/A if this is not the second year of the current audit cycle.)	na
	If this is the third year of the current audit cycle, did the agency ensure that at least two-thirds of each facility type operated by the agency, or by a private organization on behalf of the agency, were audited during the first two years of the current audit cycle? (N/A if this is not the third year of the current audit cycle.)	no
115.403 (f)	Audit contents and findings	
	The agency has published on its agency website, if it has one, or has otherwise made publicly available, all Final Audit Reports. The review period is for prior audits completed during the past three years PRECEDING THIS AUDIT. The pendency of any agency appeal pursuant to 28 C.F.R. § 115.405 does not excuse noncompliance with this provision. (N/A if there have been no Final Audit Reports issued in the past three years, or, in the case of single facility agencies, there has never been a Final Audit Report issued.)	na