

2021 Prison Rape Elimination Act (PREA) Annual Report

Introduction: The Prison Rape Elimination Act was originally developed for adult prison inmates. Even though Crossroads for Youth is not a prison, the agency has residential custody of youth. Therefore, we fall under the Juvenile Standards of this act.

The agency has developed policies and procedures in compliance with PREA, and the Department of Human Services has approved them. The purpose of the agency practices is to ensure that all employees, interns, regular volunteers, and contractors understand and comply with these policies and procedures, and the youth are aware of their rights.

This Act came about because of the increase in sexual assault, abuse, and harassment in adult prisons over the last couple decades. A person under the care of people with authority over him is in a vulnerable state, and authority figures can sometimes abuse their power. Residents may also seek to make victims of other residents in residential care and may take advantage of hidden spaces and staff's lack of attention to perpetrate these acts. This Act helps residential institutions learn to prevent, detect, and respond to incidents of sexual abuse, assault, and harassment, whether perpetrated by a staff or another resident.

Investigations and Incidents

Zero Tolerance Policy

Crossroads for Youth has established a zero tolerance policy for sexual abuse and sexual harassment. Zero tolerance means that there are no exceptions to the requirement of fully following the policies and procedures. Any violation of the policies and procedures will result in one or more of the following actions for: staff in violation-discipline, criminal charges, termination; or youth in violation-removal from the agency, loss of privileges, criminal charges.

- Allegations of youth-on-youth nonconsensual sex acts: 0
- Allegations of youth-on youth abusive sexual contacts: 6
 - Allegations substantiated: 2
 - Allegations unsubstantiated: 3
 - Allegations unfounded: 1
 - Allegations ongoing: 0
- Allegations of youth-on youth sexual harassment:0
- Allegations of staff sexual misconduct: 0
 - Allegations substantiated: 0
 - Allegations unsubstantiated: 0
 - Allegations unfounded: 0
 - Allegations ongoing: 0
- Allegations of staff sexual harassment: 0

Daily Population Report

Month	Total Monthly Admissions	Total Monthly Discharge	Total Youth Served
January	2	2	17
February	3	2	18
March	12	5	30
April	3	5	28
May	4	4	27
June	8	5	31
July	9	3	35
August	4	9	36
September	6	6	33
October	5	15	32
November	4	2	21
December	3	6	23
		Total Served Annually	86

Reporting

Anyone can report allegations or suspected incidents of sexual abuse or sexual harassment; including youth, staff, or third parties. This can include allegations that may have occurred at another facility.

There are multiple ways to file a report at Crossroads for Youth, including but not limited to:

- Send a letter to the PREA Coordinator or Compliance Manager(s) at the listed administrative address:
820 James Hunt Drive
Attention: Ariana Boufford, PREA Coordinator.
Attention: Cynthia Villa, PREA Compliance Manager.
Attention: Nayka Rosado, PREA Investigator.
Attention: Payton Sabourin, PREA Investigator.
Attention: Christie Coffey, PREA Investigator.
- Youth may notify any staff member (verbally or in writing), or they may call the main line and submit an anonymous report: 248-628-2561 ext. 200
- Staff may report any allegation via their chain of command, or anonymously through the above line; additionally, they may call Children's Protective Services CPS: 855-444-3911
- Staff and third parties may contact the agency PREA Coordinator, Compliance Manager(s). File a grievance, Call CPS, and/or notify the youths caseworker (may do so anonymously).

It is not required that any personal information be provided. However, more detailed information can be provided regarding dates, times, locations, witnesses, and other specifics pertaining to the known incident serve to assist both agency staff and law enforcement in investigative efforts.

Definitions

Substantiated – allegation investigated and determined to have occurred.

Unsubstantiated – allegation investigated and produced insufficient evidence to determine whether or not the event occurred.

Unfounded – allegation investigated and determined to not have occurred.

PREA Coordinator Review of Corrective Actions

Supervising and Monitoring: PREA section 115.313(e) states that each secure facility shall implement a policy and practice of having intermediate level or higher lever supervisors conduct and document unannounced rounds to identify and deter staff sexual abuse and harassment. Such policy and practice shall be implemented for night shifts as well as day shifts. Each secure facility shall have a policy to prohibit staff from alerting other staff members that these supervisory rounds are occurring, except when such an announcement is related to legitimate operational functions of the facility.

Corrective action steps: In 2019 Crossroads for Youth implemented MDHHS 5830 PREA Unannounced Rounds form, and continue to complete and document unannounced rounds in each program.