

# Tom Green County

## Annual Report, Findings and Action Plan

Reference: 28 C.F.R. 115.388: Data Review for  
Corrective Action  
September 15, 2022

The Tom Green County Juvenile Probation Department has a zero- tolerance policy towards any type of abuse, neglect and exploitation, to include sexual abuse and sexual harassment.

In calendar years 2019, 2020, and 2021, there were zero (0) allegations in each of the following: *Staff Sexual Misconduct, Staff Sexual Harassment, Youth-on-Youth Nonconsensual Sexual Abuse, Youth-on-Youth Abusive Sexual Contact, and Youth-on-Youth Sexual Harassment.*

Critical Incident Reviews will be conducted via the Sexual Assault Response Team (SART) to review substantiated and unsubstantiated allegations of sexual abuse. The PREA Coordinator, Assistant Facility Administrator, and Mental Health Coordinator review incidents and present recommendations to the Facility Administrator and Chief Juvenile Probation Officer. This year, there were no incidents of substantiated or unsubstantiated sexual abuse which would require a critical incident review.

In FY2022, an upgrade to the security camera system began. Additional cameras are being installed in areas to eliminate blind spots. A computer station with camera view access has been set up in both observation rooms. The facility has fully implemented a limited movement policy for residents.

Facility personnel received a refresher training this year that consisted of the Zero Tolerance policy, PREA Policies and Procedures, a review of the sexual harassment and sexual abuse data.

The Tom Green County Juvenile Detention Center had the first PREA audit in 2016. The second audit concluded in FY19, with the final audit report being received on 8/22/2019. At that time, the facility was found to be in compliance with all PREA standards. The report was made available to the public via the Tom Green County Juvenile Probation website [Tom Green County \(tomgreencountytx.gov\)](http://TomGreenCounty(tomgreencountytx.gov)). The third PREA audit is scheduled for August 2022. Elaine Brideschge of Rising Sun Auditing Services, LLC, was selected to conduct the 2022 audit.

To continue to effectively prevent, detect and address all allegations of sexual abuse and sexual harassment, the Tom Green County Juvenile Detention Center will:

- Ensure that juveniles and visitors are provided information on the Department's zero-tolerance policy and methods of reporting alleged abuse by:
  - prominently displaying posters in public areas, and general programming and housing areas in the facilities that explain how to report allegations directly to the Texas Juvenile Justice Department (TJJD);
  - providing brochures created by TJJD that detail reporting methods; and
  - providing detailed information to residents during the intake and orientation process on their right to be free from sexual abuse and sexual harassment, methods of avoiding sexual abuse and sexual harassment, and methods of reporting any allegations.
- Comply with the mandated staffing ratios and the staffing plan, absent exigent circumstances, and assess the staffing plan on an annual basis.
- Ensure adequate staff coverage to provide appropriate supervision based on the current population needs.
- Continue to conduct unannounced rounds in the facility on a regular basis.
- Continue to have staff announce their presence when entering the housing units of the opposite gender to enhance the privacy of residents.
- Continue training staff on topics to include, but not limited to:
  - the zero-tolerance policy for all forms of abuse, to include sexual abuse and sexual harassment;
  - how to fulfill their responsibilities under agency sexual abuse and sexual harassment prevention, detection, reporting, and response policies and procedures;
  - the residents' right to be free from sexual abuse and sexual harassment;
  - the right of residents and employees to be free from retaliation for reporting sexual abuse and sexual harassment;
  - the dynamics of sexual abuse and sexual harassment in juvenile facilities;
  - how to detect and respond to signs of threatened and actual sexual abuse and sexual harassment; and
  - how to comply with mandatory reporting laws.
- Continue to conduct criminal history and background checks on employees, volunteers, interns and contractors.
- Continue to report and investigate all allegations of abuse, neglect and exploitation, to include sexual abuse or sexual harassment by:
  - Referring all allegations of a criminal nature to the Tom Green County Sheriff's Office
  - Referring all allegations to TJJD and/or any applicable local, state, or national oversight agency; and
  - Ensuring that an administrative and/or criminal investigation is completed for all allegations.
- Continue to provide information for and access to outside resources such TJJD and Concho Valley Rape Crisis Center (CVRCC) for all residents. CVRCC is the community resource that provides emotional support and access to counseling for individuals to heal from the trauma of sexual abuse.

- Prioritize the enhancement of staff supervision by utilizing technology, such as video surveillance, to enhance and supplement supervision in resident program areas to protect the residents from sexual abuse and sexual harassment.

  
Chief Juvenile Probation Officer

9.19.2022  
Date

  
Facility Administrator

9.19.2022  
Date

  
PREA Coordinator

09/19/2022  
Date