



## Message from DYS Director Harvey Reed

### Short-Term Progress and Longer-Term Recommendations

August 12, 2013

Dear Staff and Stakeholders:

In my message on July 10, I explained the immediate tasks underway to guard against the opportunity for sexual misconduct to occur in our facilities. The Interagency Task Force on Sexual Misconduct has observed staff assertively taking steps to make substantial progress. Progress to date includes the following:

- We are currently training staff at the facilities to make more meaningful security rounds, which target vulnerable areas and times
- We are working with our phone company to establish a “Tipline” for youth and staff
- An interagency work group is reviewing policy and codes to better coordinate reporting and investigations
- Cabinet Directors from the Task Force made unannounced visits to all facilities on July 11 and found that staff and youth understand the mechanisms and importance for reporting and shared the many efforts that are underway to address identified issues
- Protocol team members have also visited every facility to conduct interviews with staff and youth, identify potential security risks and collect input from youth and staff on how to address this issue
- The first cultural assessment took place at Circleville Juvenile Correctional Facility the week of July 22, and a cultural assessment is taking place at Cuyahoga Hills Juvenile Correctional Facility this week
- We are adding training sessions for staff on “Unauthorized Relationships and Youth Manipulation” and “Correctional and Professional Boundaries”

In addition to the immediate recommendations, the Task Force has also established longer-term recommendations, including:

- Research evidence-based practices and strategies
- Review contents of Prison Rape Elimination Act (PREA) materials to ensure that DYS youth are able to understand and relate to the materials
- Review all prior substantiated and unsubstantiated instances of DYS staff sexual misconduct to analyze trends, develop training and make systemic improvements
- Analyze data to identify any staffing trends related to sexual misconduct
- Develop more effective responses to youth who expose themselves
- Evaluate the organizational structure of the central office PREA Coordinator and facility PREA Coordinators to ensure that the structure supports the agency in successful PREA efforts
- Collect sexual victimization information from each youth and staff member exiting DYS and use data to make improvements

- Collect additional sexual victimization history information from each youth entering DYS and use to improve classification and placement
- Use the Activity Management System (AMS) to strategically manage policies and practices related to PREA standards
- Develop an internal sexual victimization survey of youth to assess whether the new interventions are working and make adjustments as needed
- Complete annual security assessments and sexual safety assessments
- Analyze additional DYS organizational and administrative issues including the screening process for new hires, staffing and overtime patterns, administrative oversight and team building

These longer-term goals will help ensure that we improve safeguards at all levels. As we continue to reach milestones, I will keep you updated. You are encouraged to email [suggestions@dys.ohio.gov](mailto:suggestions@dys.ohio.gov) with any suggestions for improvements. Thank you for your continued support of DYS and commitment to this important work.