

Staff-on-Offender Sexual Abuse and Sexual Harassment:

Using the PREA definitions, six (6) DCR Correctional Facilities reported allegations of Staff-on-Offender sexual abuse, and six (6) facilities reported allegations of Staff-on-Offender sexual harassment. In addition, out of the contracted facilities, MBU (Saguaro Correctional Center) reported one (1) allegation of Staff-on-Offender sexual abuse and no allegation of Staff-on-Offender sexual harassment. FDC reported no allegations of staff-on-offender sexual abuse and or harassment.

There was a total of twenty-nine (29) Staff-on-Offender allegations all together including contracted facilities: Eighteen (18) sexual abuse allegations and eleven (11) sexual harassment allegations. Of the eighteen (18) allegations of Staff-on-Offender sexual abuse, three (3) were substantiated, two (2) were unsubstantiated, six (6) were unfounded, seven (7) are currently pending investigation. Of the eleven (11) allegations of Staff-on-Offender sexual harassment, zero (0) were substantiated, three (3) were unsubstantiated, zero (0) were unfounded, and eight (8) are pending investigation. The following table presents the allegations by facility.

Staff-on-Offender Sexual Abuse and Sexual Harassment Allegations
January 1 – December 31, 2024

FACILITY	TYPE	TOTAL	SUBSTANTIATED	UNSUBSTANTIATED	UNFOUNDED	PENDING
MBU CC/SCC (private contracted facility)	SEXUAL ABUSE	1	0	0	0	1
	SEXUAL HARASSMENT	0	0	0	0	0
FEDERAL DETENTION CENTER (federally contracted facility)	SEXUAL ABUSE	0	0	0	0	0
	SEXUAL HARASSMENT	0	0	0	0	0
HCCC*	SEXUAL ABUSE	3	1	1	0	1
	SEXUAL HARASSMENT	0	0	0	0	0
HCF	SEXUAL ABUSE	3	1	0	0	2
	SEXUAL HARASSMENT	4	0	0	0	4
KCCC*	SEXUAL ABUSE	0	0	0	0	0
	SEXUAL HARASSMENT	1	0	1	0	0
KCF	SEXUAL ABUSE	0	0	0	0	0
	SEXUAL HARASSMENT	0	0	0	0	0
MCCC*	SEXUAL ABUSE	1	1	0	0	0
	SEXUAL HARASSMENT	2	0	0	0	2
OCCC	SEXUAL ABUSE	6	0	0	3	3
	SEXUAL HARASSMENT	1	0	0	0	1
WCCC (F)	SEXUAL ABUSE	3	0	0	1	3
	SEXUAL HARASSMENT	2	0	2	0	0
WCF	SEXUAL ABUSE	1	0	1	0	0
	SEXUAL HARASSMENT	1	0	0	0	1

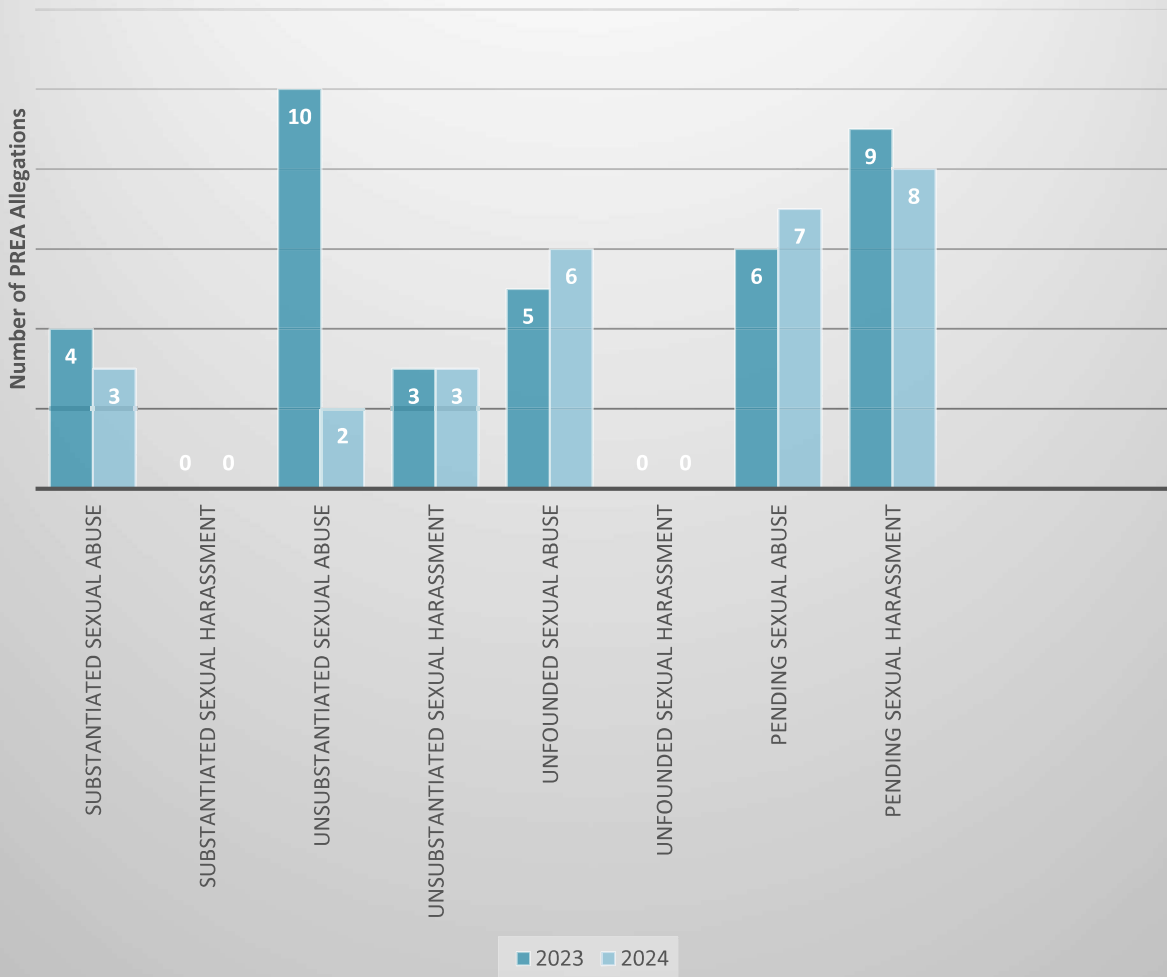
*Facility has both male and female Offenders.

(F) Female Facility

**Staff-on-Offender Sexual Abuse and Sexual Harassment Allegations
2023 and 2024 Yearly Comparison**

Year	Substantiated		Unsubstantiated		Unfounded		Pending	
	Sexual Abuse	Sexual Harassment	Sexual Abuse	Sexual Harassment	Sexual Abuse	Sexual Harassment	Sexual Abuse	Sexual Harassment
2023	4	0	10	3	5	0	6	9
2024	3	0	2	3	6	0	7	8

**2023 and 2024 Yearly Comparison
STAFF-on-Offender PREA Allegations**



AGENCY AND FACILITY PREA SUMMARY, ACHIEVEMENTS AND PROGRESS:

DCR continues its efforts to maintain compliance with the PREA standards, and working to prevent, detect, and respond to sexual abuse and sexual harassment in confinement settings. Some of these efforts include, but are not limited to internal reviews, DOJ PREA audits, updating policies, partnering with the community rape crisis centers that provide emotional counseling support services for offenders, updating PREA training and education with current information and materials. In 2012, DCR appointed an Agency Wide PREA Coordinator located in the Litigation Coordination Office to coordinate and oversee the agency's implementation and compliance efforts. Each facility Warden designated a staff member to act as a PREA Compliance Manager who would be responsible for facility-level implementation of PREA procedures, and protocols, and to foster a sexually safe environment by maintaining compliance with national PREA standards.

PREA training initially began in 2012, providing training, and education, emphasizing zero tolerance for sexual abuse and sexual harassment, victim services, inmate, and staff rights to not be retaliated against, the importance of preventing, detecting, deterring, prosecuting violators, and encouraging the reporting of sexual abuse/sexual assault and sexual harassment incidents. Staff are also informed about the serious impact of offender sexual victimization within a correctional setting and its effects. DCR staff members, volunteers, and contractors are provided with refresher PREA training every two (2) years to ensure that they are aware of PREA policies, procedures, and goals. In years when a staff member does not receive refresher training, they are provided with updated information on current sexual abuse and sexual harassment policies, and any relevant updates or changes through handouts, memoranda, and posters.

In July 2014, DCR finalized the itss PREA policy (ADM.08.08). The policy is reviewed annually and updated based on the need to address updated information and changes due to modified protocols or additional guidance on PREA standards provided by the PREA Resource Center (PRC) and the PREA Management Office (PMO). The policy has been updated in 2017, 2020, 2021, and January 2024 which can be accessed at: <https://dcr.hawaii.gov/wp-content/uploads/2024/06/ADM.08.08-Prison-Rape-Elimination-Act-PREA.pdf>.

All new admission and transfers receive comprehensive PREA education within thirty (30) days of arrival through an education video developed by Just Detention International and provided with an informational brochure about DCR's zero tolerance policy, medical and mental health care, victim services, strategies to stay safe, and how to report incidents or suspected incidents of sexual abuse or sexual harassment. PREA related information is consistently posted throughout the facility and on the department's website. Written materials can be accessed at: <https://dcr.hawaii.gov/wp-content/uploads/2024/08/PREA-Brochure-DCR-2-9-24.pdf>.

The agency created multiple methods for staff and offenders to report incidents of sexual abuse and sexual harassment; methods include internal and external reporting hotlines, providing addresses for confidential written correspondence, grievance procedures, and verbal reporting processes. Family, friends, attorneys, and other third parties are informed of ways they can report incidents of offender institutional sexual abuse and/or sexual harassment by other offenders, DCR staff, contractors, or volunteers. The information can be accessed at: <https://dcr.hawaii.gov/wp-content/uploads/2024/02/HOW-TO-REPORT-PREA-INCIDENTS.pdf>; <https://dcr.hawaii.gov/wp-content/uploads/2024/02/PREA-POSTER-UPDATE-DCR-12-14-23.pdf>

All offenders are assessed through a PREA screening process during admission or transfer. Screening occurs by utilizing the DCR PREA Screening Tool which assesses an offender's vulnerability or predatory risk factors for sexual abuse or having the propensity to be sexually abusive towards other offenders. In April 2016, DCR conducted training for key staff on the electronic PREA screening form through DCR's Offendertrak system. The electronic process went live on June 1, 2016. The electronic screening process considers all screening variables from the National PREA Standards which enables an effective and efficient process for offender designations that will assist in housing, work assignment, programming, education and keeping separate those inmates at high risk. The screening process and instructions were updated in 2021 and most recently in May 2022. The updates were based on previous and current internal/external audits, updated guidance by PRC and PMO. The update included the ability to choose specific LGBTI, cognitive, and physical designations that assists in considering the type of housing, program, and work assignments. Additionally, the update assists in tracking targeted/specialized populations throughout the department and individual facilities.

In 2024, the agency and its facilities continued to strengthen and rise to unexpected challenges, repeatedly adapting to the shifting restrictions and requirements for unprecedented staffing shortages while prioritizing the health, safety, and security of those in our care, and for those tasked to ensure care. The agency and its facilities have demonstrated teamwork to continually implement and enforce the department's zero-tolerance PREA policy, adapt and strengthen practices to remain compliant with the National PREA Standards.

DCR conducts quarterly PREA Compliance Manager (PCM) meetings and check-ins, rather than annually. The frequency was changed for the intended purpose of increasing contact for efficiency and effectiveness in monitoring and status check on PREA protocols and standards within each institution. This also reinforces PCM roles and responsibilities, includes issuance of updated PREA and current audit information, reviews of facility progress in audit preparedness, PREA investigations, continuous guidance and addressing issues of sustainability for compliance, address agency and facility wide corrective measures from internal or external audits, and have discussions concerning proactive approaches for improvement and compliance.

The total number of combined reported sexual abuse and sexual harassment for inmate on inmate and staff on inmate allegations were (140) allegations in 2023 and (111) in 2024 showed a 23% decrease in allegations. The number of allegations between the two years is based on a continued and heightened comprehensive education for offenders, fostering a facility climate which condemns sexual abuse, promoting a safe environment for alleged victims, reporters, and witnesses due to active monitoring for retaliation, and the agency's efforts towards investigating all allegations, providing victims with sensitive care, resources, and support. Additionally, the numbers reported reflect allegations that are reported during PREA risk screening upon admission/transfer. One of the risk screening factors are inquires if the offender had experienced previous victimization of sexual abuse, or sexual harassment to include inquiring if the offender had perpetrated sexual abuse, or sexual harassment while in a confinement setting or while out in the community. Many report more than five to ten (5-10) years later. This shows that the offender is comfortable reporting in the current environment that they are in.

DCR completed the third year (August 2023 – August 2024) of the fourth cycle of PREA audits with two of the eight DCR facilities being deemed compliant with the National DOJ PREA Standards after minimal corrective action and auditor recommendations were completed. The facilities that were audited within this cycle year were KCF, and HCCC. Currently, DCR is in the first year of the fifth cycle continuing to audit for compliance at OCCC, WCCC and WCF. The three facilities recently completed the onsite portion of their DOJ PREA audit, OCCC in September 2025, WCF and WCCC in October 2025. The scheduling for the second year of the fifth cycle audits are currently in progress.

Conducting one third of its facilities in each of the years of the cycle. DCR's eight facilities were audited for compliance with the PREA standards between PREA audit cycles three and four by two (2) different Certified DOJ PREA Auditors within the States PREA Circular Auditing Consortium, formerly known as the Western State Consortium. DCR's contract facilities, SCC and FDC were also audited during 2023-2024 and are not due for their next audit until 2026-2027. All final PREA audit reports for all eight (8) DCR facilities and two (2) contracted facilities for all three audit cycles can be accessed at: <https://dcr.hawaii.gov/policies-and-procedures/pp-prea/>.

DCR has conducted annual staffing plan reviews and has continued its partnership with the States PREA Circular Auditing Consortium for required DOJ PREA audits. DCR's DOJ Certified Auditors conducted three (3) out of state DOJ PREA audits in year three of the fourth cycle within the consortium.

Plans for the future, in addition to maintaining existing procedures, protocols, and compliance with the national PREA standards, are to elevate the commitment to zero tolerance for sexual abuse and sexual harassment that will assist in reaching the DCR's vision of prevention in its confinement facilities, improve PREA training and comprehensive education, continued reviews of operational practices to improve sexual safety, and drafting of advanced policies, procedures for management of transgender and intersex populations within the institutions.