



## Midland County Juvenile

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## Probation Department

**FOREST HANNA**  
Chief Juvenile Probation Officer

# Annual Report, Findings and Action Plan

Reference: 28 115.388 Data Review: Data Review for Corrective Action

The Midland County Juvenile Probation Department (Department) has a zero-tolerance policy towards any type of abuse, neglect, and exploitation, to include sexual abuse and sexual harassment. Department efforts to prevent and detect sexual abuse and sexual harassment include but are not limited to: staff screening and training. Providing adequate supervision, resident education, and detecting early indicators of abuse.

In calendar year 2016, there were no allegations of youth-on-youth sexual harassment or sexual abuse or staff sexual misconduct. In calendar year 2016, there were no founded allegations of youth-on-youth abusive sexual contact, which is defined as sexual contact and/or intentional touching directly or through the clothing of any resident without his or her consent.

Although there have been zero allegations of sexual abuse and sexual harassment, the Department will continue to be vigilant, thorough, and promptly investigate all allegations by assigning appropriately trained personnel with continued oversight, staff training and resident education. Current systems appear to be effective in preventing, detecting, also responding to allegations of sexual abuse and sexual harassment.

Continuing to address the allegations and to effectively prevent, detect, and address all allegations of sexual abuse and sexual harassment; the facility and the Department 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, 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 TTJD that detail reporting methods available.
  - 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, sexual harassment, and methods of reporting any allegations.
- Comply with the mandated staffing ratios and the staffing plan for the facilities and assess the staffing plan an annual basis.
- Ensure adequate staff coverage to provide appropriate supervision based on the current population needs.
- Continue to conduct unannounced rounds in the facilities on a regular basis.
- Continue to have staff announce their presence with 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 in detection, reporting, response policies and procedures.
  - The residents’ right to be free from 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.
  - How to comply with mandatory reporting laws.
- Continue to conduct criminal history and background checks on employees, volunteer, interns and contractors.
- Continue to report and investigate all allegations of abuse, neglect and exploitation. Including sexual abuse or sexual harassment by:
  - Referring all allegations of a criminal nature to the appropriate law enforcement agency.
  - Referring all allegations to TJJD and/or any applicable local, state, or national oversight agency.
  - Ensuring that an administrative and/or criminal investigation is completed for all allegations.
- Continue to provide information for and confidential access to MRCCAC (Midland Rape Crisis and Children’s Advocacy Center) for all residents. MRCCAC 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.

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Forest Hanna, Chief Juvenile Probation Officer

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Date

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Cathey L. Chavez, PREA Coordinator

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Date