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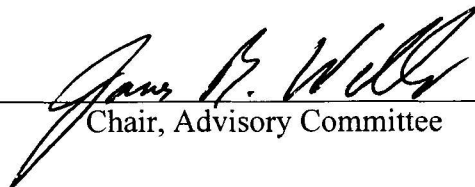
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Predicting Staff Sexual Misconduct In Female Housing Units: Individual Versus Social Climate Factors

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PREDICTING STAFF SEXUAL MISCONDUCT IN FEMALE
HOUSING UNITS:
INDIVIDUAL VERSUS SOCIAL CLIMATE FACTORS

By

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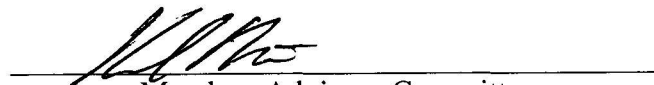INDIVIDUAL VERSUS SOCIAL CLIMATE FACTORS

By

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Bachelor of Science
Eastern Kentucky University
Richmond, Kentucky
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Submitted to the Faculty of the Graduate School of
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DEDICATION

This thesis is dedicated to my parents
Ernie and Lisa Robbins
for their unwavering support.

ACKNOWLEDGMENTS

ABSTRACT

Staff sexual misconduct in prison has received increased attention since passage of the Prison Rape Elimination Act. As part of a larger investigation of violence and conflict in women's correctional facilities, over four thousand women prisoners from 15 facilities and 80 housing units rated the kinds of inmate and staff problems they felt existed in their housing units, including staff sexual misconduct. Due to the data being nested in housing units, we utilized multilevel regression analyses that regressed staff sexual misconduct scores on a range of individual and social climate variables. Social climate variables were found to be more influential in regard to inmate perceptions of staff sexual misconduct than were individual variables. Implications of the findings are discussed.

TABLE OF CONTENTS

LIST OF TABLES

CHAPTER I

INTRODUCTION

The United States currently has the highest rate of incarceration of any modern

democracy (Reinarman & Levine, 2004). In 2013, 1,574,700 inmates were housed in

either state or federal correctional institutions (Carson, 2014). The overwhelming

majority of occupants both today and in the past have always been male. Women

currently only represent 6.7% of the state and federal prisoner population (Carson &

Sabol, 2011). With this grossly uneven ratio, little attention is paid to female offenders

when considering new policies or any other aspect of prison reform.

The relatively small number of female offenders in comparison to men should not

negate their needs or concerns. There were still 111,287 female inmates under state and

federal jurisdiction in 2013 whose issues certainly merit consideration (Carson, 2014).

Though sexual victimization is a cross gender issue, this particular project will take a

look at the needs of female inmates in regards to staff sexual misconduct. Of the over 1.5

million offenders incarcerated in the United States, an estimated 2.4 percent of prison

inmates and 1.8 percent of jail inmates reported experiencing one or more incidents of

sexual victimization by facility staff in the past twelve months (Beck, Berzofsky, Caspar

& Krebs, 2013). Sexual violence within correctional facilities, often labeled as "prison

rape," has long been an issue in correctional institutions in the United States, yet public

awareness of this issue has only recently occurred. Within the past year new evidence of

the seriousness of staff sexual misconduct has come to light in the form of a Department of Justice Report which revealed the injustices occurring in Alabama's Julia Tutwiler Prison for Women (Department of Justice, 2014).

In 2003 Congress enacted The Prison Rape Elimination Act (PREA) to address the problem of sexual abuse of persons in the custody of U.S. correctional agencies. The aim in developing these national standards was to prevent incidents of sexual violence in prison, make the policies which are in place to prevent violence more accessible and known, and to make facilities more accountable for incidents of prison sexual violence. Since PREA was enacted there have been several additional reporting mechanisms and measures of sexual assault in correctional facilities. The 2007-2008 Sexual Victimization Reported by Adult Correctional Authorities (a Bureau of Justice Statistics report) concluded about 54 percent of substantiated incidents of sexual victimization involved only inmates, while 46 percent of substantiated incidents involved staff with inmates (Beck & Geurino, 2011). Further, female inmates, who have traditionally been grossly understudied, were disproportionately victimized by both other inmates and staff in federal and state prisons, as well as local jails.

The focus of my thesis will be on the much understudied female inmate population, and the challenges female prisoners' face, particularly in regards to staff sexual misconduct. The purpose of this work will be to explore staff sexual misconduct and to explain the effects of both individual and social climate factors on inmate

perceptions of staff sexual misconduct. For the purposes of this paper staff sexual

misconduct will be defined as any kind of sexual acts, requests or threat by any staff

member to an inmate; romance between staff and inmates is included. This term includes

"willing or unwilling sexual acts, examples include: intentional touching of genitals,

anus, groin, breast, inner thigh, or buttocks to sexually abuse, arouse, or gratify,

completed, attempted, threatened or requested sexual acts, staff exposing themselves,

invading privacy, giving vulgar looks, or viewing inmates for sexual gratification"

(Owen, Wells, Pollock, Muscatt & Torres, 2008).

This thesis provides a theoretical basis for understanding staff sexual misconduct

in female correctional facilities, and is part of a larger project entitled, PREA Validation

Project for Improving Safety in Women's Facilities (Wells, Owen, & Parsons, 2013).

This portion of the project involves a secondary analysis of data that was originally

collected as part of the National Institute of Corrections (NIC) funded PREA project.

The NIC project and the resulting protocol involved developing and validating a survey.

A primary goal of the original project was to improve the sexual and physical safety of

women in female facilities. My thesis will primarily utilize the survey data the research

team and I collected, to quantitatively examine the effects of individual and social climate

factors on staff sexual misconduct. Some of the characteristics examined include: (a) age

(b) type of offense (c) time spent in the facility as well as total time incarcerated (d) race

and ethnicity (e) level of education (f) type of facility (g) location of the facility

(rural/urban) and (h) size of the facility (a full list of variables is presented in Appendix B).

The goal of my secondary data analysis will be to gain a greater understanding of inmate perceptions of staff sexual misconduct. Analysis of these data will reveal the perceived prevalence of staff sexual misconduct in female correctional facilities, as well as how this misconduct relates to inmate individual and social climate factors.

The theoretical basis for this study will primarily be derived from the importation and deprivation theories. These theories seek to determine what factors most affect women inmates' psychological response to the prison environment. With this study I will investigate which type of theory can better predict women prisoner's perceptions of staff sexual misconduct.

If importation factors have a more prevalent influence on women's adjustment to the prison environment, then factors such as criminal history, demographic characteristics and other individual factors will be most predictive (Innes, 1997). Deprivation theories, however, have normally concluded that deprivation factors are more significant in regards to women's adjustment to prison life. If this is the case, factors such as facility characteristics, social climate, and treatment by staff as well as treatment by other inmates would be most relevant when considering women's adjustment to prison life (Lawson, Segrin, & Ward, 1996).

The purpose of this work is not to merely test the cogency of either importation or deprivation theories, but instead to use this theoretical basis as a building block for analyses. My quantitative analysis will reveal some support for either importation or deprivation factors. The results from this analysis will then offer some support for the impact of either individual or social climate factors in regards to staff sexual misconduct in female facilities. This thesis is not intended to be a test of importation and deprivation theories, but rather to offer suggestions for which factors to illuminate when developing criminal justice practices in respect to female prisoners.

The pathways theory to crime was also drawn from for the purpose of this study. Several persons have been significant in the development of this theory (Daly, 1992: Triplett & Myers, 1995: Pollock, 1998, 2002; Bloom, 2004; Chesney-Lind, 1997, 2000; Belknap & Holsinger, 1998; Covington, 1998; and Bloom et. al., 2003; Belknap & Holsinger, 2006; Brennan, Breitenbach, & Dietrich, 2009; Brennan, Breitenbach, Dieterich, Salisbury, & Van Voorhis, 2012). The pathways perspective suggests female offenders have different experiences than male offenders when it comes to their path to imprisonment. This theory highlights and supports the unique needs of female offenders and the need to study them separately from males.

The ecological model of sexual victimization also offers useful theoretical insight into the phenomenon of staff sexual misconduct. This model examines the ways in which individual and societal factors together effect sexual assault (Wells et al, 2013).

5

This view will offer useful information when predicting which factors influence staff sexual misconduct.

With this analysis I hope to support the claims of previous literature, but also to develop a further understanding of staff sexual misconduct. I further intend to support the existing data regarding the characteristics of female inmates who become victims of staff sexual misconduct. My analysis will provide unique insight into a largely understudied population as well as the nearly unstudied occurrence of staff sexual misconduct in female correctional facilities. This work will not offer specific policy suggestions but will serve to highlight the issue of staff sexual misconduct and suggest which factors most affect inmate perceptions of its prevalence. These findings will be informative and will help develop an understanding of the needs of female inmates, which, in turn, can be used to provide safe living conditions for inmates and better working conditions for staff.

It is my belief that social climate factors will more heavily influence female inmates' perceptions of staff sexual misconduct. If this is the case, factors such as the type of facility, the type of housing unit (low or high violence), and other social climate factors will serve as more significant predictors of female inmates perceptions of staff sexual misconduct. The results of my analysis will either support or refute this hypothesis.

6

The study will utilize survey data which was self- reported by inmates. This includes inmate perceptions of how problematic staff sexual misconduct is within their housing units. With this aspect I hope to gain insight into inmate perceptions of safety in the units. Through my analysis I also expect to support the belief that social climate factors may have a greater bearing upon staff sexual misconduct than do individual factors. I further hope to identify which sorts of social climate factors affect staff sexual misconduct.

CHAPTER II

LITERATURE REVIEW

As I mentioned previously, a thorough review of the literature is necessary in order to make claims regarding which factors are most relevant to inmate perceptions of staff sexual misconduct. As the research related to this topic is sparse, I have gathered what literature I could in order to better understand staff sexual misconduct in female facilities. This literature review will first consider how and when staff sexual misconduct in female facilities occurs. It will then focus on the specific individual and social climate factors which affect its occurrence. Finally, there will be a review of the relevant theories related to staff sexual misconduct in female facilities.

Historically, it was customary for female officers to guard most female prisoners in this country. This practice has changed quite significantly over the years; today over 50 percent of the officers in prisons for women are male (Pollock, 2002). The job of an officer inherently requires the invasion of privacy on nearly every level. For example, they are often required to conduct invasive searches and monitor the day to day life of inmates, including clothing changes and showers. Thus, there are many opportunities for staff sexual misconduct to occur, especially when male officers guard female inmates. One mixed-method study, which used inmate and staff focus groups as well as an inmate survey, found inmates perceived that staff invaded the privacy of women inmates more than what was necessary for them to do their jobs (Wells, Owen, & Parsons, 2013). This

same study also found women inmates perceived that staff stared at women inmates'

bodies (Wells et al. 2013).   At least one study found that inmates perceived staff sexual

misconduct when both male and female officers were conducting pat and strip searches,

as well as when officers observed them in the shower and in their beds (Calhoun and

Coleman, 2002). Many primarily qualitative studies have also found "trading" was a

common form of sexual harassment or abuse as inmates traded sexual actions for things

they wanted such as phone privileges (Baro, 1997; Calhoun & Coleman, 2002; Henriques

& Gilbert 2000; Watterson 1996).

The qualitative study by Calhoun and Coleman (2002) acknowledged the

considerable issues surrounding use of male officers to guard female inmates. The usage

of male correctional officers has led to "sex scandals" in many states. It has also been

concluded that women in prison face significant risk of sexual misconduct by a small

portion of brutal male correctional staff who use fear, retaliation, and recurring

victimization to pressure and terrorize imprisoned women (Human Rights Watch, 1996).

However, staff sexual misconduct inside of female facilities is not exclusive to male

officers. Several studies, both quantitative and qualitative in nature, have found that

officers of the same sex also engage in staff sexual misconduct; specifically during strip

and pat searches (Blackburn, Fowler, Mullings, & Marquart, 2011; Calhoun & Coleman,

2002; Henriques & Gilbert, 2000; Watterson, 1996 Wells et al, 2013). These searches

present many opportunities for staff sexual misconduct to occur. One quantitative study,

utilizing a survey instrument, concluded that searches were used as an avenue to exert

power over inmates and to degrade them (Blackburn et al, 2011).

Female inmates represent an especially vulnerable population for various reasons,

and one quantitative study, utilizing an audio-assisted computer survey, found that staff-

on-inmate sexual victimization was about one and a half times higher (53/1,000 v.

34/1,000) in the women's prison than in the men's prison (Wolff, Blitz, Shi, Bachman, &

Siegel, 2006). As such is the case, many studies have sought to determine the reasons

why female inmates are particularly vulnerable to such abuses. This thesis, along with

many other studies, has examined which individual factors may be more predictive of

staff sexual misconduct. The paragraphs below will provide some insight into the sorts

of individual characteristics of women inmates which may make them more susceptible

to staff sexual misconduct.

Individual Factors

Some primarily quantitative studies have found that younger inmates were more

likely than older prisoners to be victims of sexual victimization by staff (Beck et al, 2013;

Wolff et al, 2006). One study found that younger inmates were more supportive of

officer boundary violations, which could include staff sexual misconduct (Blackburn et

al, 2011).

Race is also associated with instances of staff sexual misconduct. One study,

conducted by the Bureau of Justice Statistics, found that African American prison and jail

inmates reported higher rates of staff sexual misconduct than do white inmates (Beck et al, 2013). Another quantitative study, utilizing a survey instrument, also found that non-white inmates were more likely to be victimized by staff than were white inmates (Perez, Gover, Tennyson, & Santos, 2010). When examining inmate on inmate and staff on inmate sexual victimization combined, one quantitative study found that white inmates were more likely to be victimized than African Americans (Hensley, Castle, and Tewksbury, 2003). The converse was found to be true when considering inmates with mental disorders (Hensley et al 2003).

Education level of inmates may also be related to sexual victimization and staff sexual misconduct inside of facilities. Studies linking education level and perceptions of staff sexual misconduct have yielded mixed results; one study found that both prison inmates with less than a high school diploma or GED and those with a college degree or more reported higher rates of staff sexual misconduct than those with a high school diploma, but less than a college degree (Beck et al, 2013). The same study found that jail inmates with a college degree or higher reported significantly higher rates of staff sexual misconduct than those with less education (Beck et al, 2013).

There is some evidence that time served in a facility is also related to rates of staff sexual misconduct. One study found that prison and jail inmates who had been in the facility longer were more likely to report higher rates of staff sexual misconduct (Beck et. al, 2013).

Social Climate Factors

Women inmates' perceptions of staff sexual misconduct are also shaped by many social climate factors. Facility characteristics and the ways in which staff perform their job also affect the way inmates perceive staff sexual misconduct.

Staff sexual misconduct can occur in many forms, including: inappropriate language, verbal abuse, improper searches and visual supervision, manipulation of goods and privileges, force or the threat of force, and rape (Beck & Guerino, 2011; Human Rights Watch, 1996; Dumond, 2000; Siegal, 2001). Existing literature finds that lewd, suggestive, and disrespectful comments are the most common forms of abuse (Human Rights Watch, 1996; Dumond, 2000; Siegal, 2001).

The very atmosphere of correctional institutions can have an effect upon staff sexual misconduct and the women who are affected by it. For instance, the use of restraints, searches, and other degrading policies can have a particular effect on women who have been subjected to domestic violence or abuse. Such acts can trigger past memories and result in passive acceptance of officers' aggression (Kubiak, Hanna, and Balton, 2005). One study concluded the vulnerability of female inmates to sexual victimization inside prisons may result from the placement of women in patriarchal institutions (Blackburn et al, 2011). Such patriarchal institutions may further add to women's feelings of powerlessness.

Much of the literature related to staff sexual misconduct is found within writings on inmate victimization in general. A study by Struckman-Johnson and Struckman-Johnson (2000) found that 45 percent of incidents of sexual coercion reported by inmates involved staff as perpetrators. Still, research which primarily focuses on staff sexual misconduct is almost non-existent. There has been very little research in regards to the study of individual versus social climate factors in the prediction of staff sexual misconduct. There is some indication, though, that social climate factors may have a stronger effect on prison violence, including staff sexual misconduct, than individual characteristics (Wolf et al, 2006).

Theoretical Framework

There are some theories which aid in attempting to explain and predict staff sexual misconduct in female facilities. The primary theoretical basis for this thesis is drawn from importation and deprivation theories. These theories offer insight into the types of occurrences which shape women's adjustment to imprisonment. The pathways perspective and the ecological model are also very useful when examining the way in which female inmates perceive staff sexual misconduct. The following paragraphs will present an overview of these theories, and the way they relate to staff sexual misconduct in female facilities.

Importation and deprivation theories do offer evidence as to which type of factors, individual or social climate, effect how women inmates perceive staff sexual misconduct

13

in their housing units. The literature is divided when it comes to whether inmates import the actions which most affect their adjustment to prison or if the prison environment is criminogenic (labeled as the deprivation perspective (Innes, 1997). Some studies have found support for both importation and deprivation factors (Lawson et. al., 1996; Jiang & Fisher-Giorlando,2002; Perez et. al, 2010). While there is support for both the effects of importation and deprivation factors, there are studies which have found deprivation factors to be most salient in regards to inmates' adjustment to prison life (Hochstetler & DeLisi, 2005; Thomas, 1977). One study also found social climate factors to be able to explain a significant amount of variance in inmate perceptions of staff sexual misconduct (Wells et al, 2013). These social climate factors can be likened to deprivation factors. The social climate factors found to be predictive in the Wells et al study (2013) include the type of facility (jail or prison), type of climate (low or high violence), as well as many other variables which dealt with staff and inmate behavior inside of the facility (2013).

The pathways perspective has also been very useful in studying female prison inmates and their reactions to the prison environment. This theory asserts that women have different pathways to imprisonment than do men; meaning they have differing circumstances which lead to the commission of their crimes (Daly, 1992; Triplett & Myers, 1995; Pollock, 1998, 2002; Bloom, 2004; Chesney-Lind, 1997, 2000; Belknap & Holsinger, 1998; Covington, 1998; and Bloom et al, 2003). These theories note many differentiations between male and female offenders. The pathways perspective suggests

female offenders have different experiences than male offenders when it comes to their path to imprisonment. This perspective presumes:

- women are likely the main caregivers of children
- they are more likely to have been victims of childhood physical and/or sexual abuse
- they are more likely to report sexual and physical abuse in adulthood
- they are more likely to have drug issues
- fewer are convicted for violent crimes
- they are less likely to have a steady work history
- are more likely to be impoverished
- are more likely to have social and psychological problems
- they are more likely to have a parent who is incarcerated
- they are more likely to have been raised by a single parent
- they are more likely to have health issues including sexually transmitted diseases

(Wells, Owen, & Parsons, 2013)

This theory highlights and supports the unique needs of female offenders and the need to study them separate from males.

The ecological model of sexual victimization may also be utilized in studying female inmates and their views towards sexual safety inside of facilities (Centers for

15

Disease Control, 2004). This model looks at the way in which sexual assault is influenced by individual factors which in turn intermingle with relationship, community, as societal factors (Wells et al, 2013). This model is useful in explaining the occurrence of staff sexual misconduct in women's facilities. It has been previously established that women inmate's views of sexual safety inside of facilities are not only shaped by their individual characteristics but also by relationships, community or housing unit factors, and society or facility factors as well (Wells et al, 2013). Women's housing units heavily influenced their experiences in prison. In order to accurately reflect the importance of these housing units we utilized a random sample, which included women from many different types of housing units and custody levels in the facilities. The assumptions of the ecological model provide support for the influence of women's individual housing units upon staff sexual misconduct in women's facilities. Thus, this theory is very valuable in considering predictors of staff sexual misconduct in female facilities.

Conclusion

This chapter has examined the relevant literature relating to staff sexual misconduct in female facilities. A review of the ways in which staff sexual misconduct occurs have been presented as well as the factors (individual and social climate) which help explain its occurrence. This was followed by an overview of the theories which are useful in attempting to explain the occurrence of staff sexual misconduct in female

facilities. The proceeding chapter will describe the methodology used for the purpose of this thesis.

CHAPTER III

METHODOLOGY

It has been established that female inmates represent a very unique population with differing responses to incarceration and incarceration related issues, including staff sexual misconduct. This particular issue has affected women prisoners on a larger scale than it has male prisoners. Despite this expanded impact upon female prisoners, the research related to female prisoners in general, and on this issue in particular, is quite sparse. There exists a great need for research relating to staff sexual misconduct in female facilities in order to develop a greater understanding of the issue as well as to learn how to combat it. This study should help to shed light on many issues facing female offenders, and this thesis will specifically examine the way in which staff sexual misconduct has affected this population.

The survey instrument, as well as the data analyzed for the purpose of this thesis, was obtained from part of a study (supported by the National Institute of Justice NIJ Award #2006-RP-BX-0016, Research on Violent Behavior and Sexual Violence in Corrections 2006) conducted by Owen, Wells, Pollock, Muscat, and Torres (2008). From this initial study the instrument was further refined and validated by Wells et al. (2013) as a portion of a follow up study (funded by the National Institute of Corrections (NIC) Award #10PEI34GKB6) which was known as the PREA Validation Project for Improving Safety in Women's Facilities.

I am examining data gathered from female inmates across the United States in the course of the Validation Project for Improving Safety in Women's Facilities. It was at this stage in the process that I became involved in the study, traveling the country with the research team to survey over 4,000 female inmates. The resulting validation project has yielded a vast amount of knowledge regarding the safety concerns of female offenders. It has also provided valuable information pertaining to the variables I plan to examine for the purpose of answering my research question.

The survey instrument used in this thesis contains several mechanisms which ensure its accuracy. Eighteen points of consistency were utilized to identify possible surveys that should be excluded from the analyses due to various issues (Wells et. al., 2013). These points of consistency allow the researchers to check for lack of attention, effort, and capacity to truthfully complete the survey (Wells et al, 2013). These checks allowed survey items which should evoke a similar response to be tested. If opposing answers were given for items which should have elicited similarly meaningful responses, it is most likely the respondent was not paying attention. To ensure good survey data were retained, the sum of the 18 checks for each survey was calculated. Those surveys which had hits on twelve or more of the eighteen points of consistency were thrown out (Wells et. al., 2013). This accounts for the fact that although over 4,000 surveys were collected initially, 3,499 were used for the purpose of analyses.

In this chapter I will provide a description of the research methods utilized during the course of the project. Additionally, I will describe the research design and the setting in which the research was conducted as well as detail the population. Finally, I will provide an overview of the sampling procedures, the variables considered, the instrumentation used, and offer preliminary data analyses.

Research Design

Though we obtained both quantitative and qualitative data during the current study, the bulk of the data acquired in this project was quantitative. Descriptive statistics including frequencies, means, and standard deviations, were calculated for all applicable variables. Analyses for this thesis were completed using the latest versions of SPSS and Mplus software.

This survey data includes some important characteristics which could not be overlooked. Most of the female inmates we surveyed resided in housing units, not individual cells. This atmosphere means they inhabit a shared living space, and thus have many similar experiences. Our survey respondents were clustered in 80 different housing units. This clustering means the perceptions of inmates within a particular housing unit may have similar patterns due to common environment, experiences, and interactions. This sharing of perceptions is known as nested data. Normal factor analyses, ordinary least squares multiple regression, and other multivariate statistics do not consider the nesting of data. Failing to address this phenomenon could lead to invalid and incorrect

conclusions (Wells, Owen, & Parson, 2013). It has been established that regular multiple

regression and fixed effects regression can miscalculate standard error and confidence

intervals (Mirjam, Gerard, and Martijin 2003).   To combat this we utilized multilevel

confirmatory factor analysis and multiple regression (HLM).   This particular technique

allows inmates to be the unit of analysis while also considering the association between

the perceptions of inmates nested in the same housing units (Mirjam et al, 2003). This

multi-level regression also controlled for within housing unit variation, as well as

examined the separate effects of between level variation with jails and prisons. These

statistical analyses were constructed using the Mplus version 6.12 software.

Population and Sample

Due to the quite large number of female prisoners which span the United States, it

would be very difficult to obtain a random sample of this population. As such, we

employed a purposive sampling technique, surveying inmates in seven geographically

dispersed states and fifteen facilities. Through this purposive sampling technique, sites

were carefully selected to ensure the sample included a diversity of inmates from rural

and urban areas. The sample also included inmates housed in county jails, state and

federal prisons. Institutions ranged in size, and both public and private facilities were

included. The women surveyed also represented the various custody levels and housing

situations and custody levels which are employed in institutions today. Our sample

included women from general population, low and high custody level units, individual

21

cells, segregation units, and the infirmary.   Though this sample is not strictly random,

this diversity in location, types of facilities, housing units, and custody levels does allow

us to assume the sample characteristics mirror those of female prisoners across the United

States.   Throughout the course of this project we visited 15 different facilities, and

surveyed 4,040 women. We received a respectable overall response rate of 89.0%, and

the response rates of the individual housing units varied between 50% and 100% (Wells

et al, 2013).

Instrumentation

In 2008 Owen et al developed and pilot tested an initial version of the Women's

Correctional Safety Scales (WCSS); this instrument was based upon prior research

funded by the NIJ. This previous research included a thorough review of the literature, a

review of existing survey instrumentation which measured prison violence, and focus

groups with staff and inmates. Prior to conducting the focus groups, the research team

developed a detailed focus group protocol to describe the dynamics and context of

interpersonal sexual and physical violence in women's correctional facilities. Using this

protocol, the team amassed hundreds of pages of focus group narrative. From this

narrative, a content analysis revealed five major perceptual constructs: violence involving

inmates, staff victimization and misconduct, likelihood of violence in the housing units,

personal awareness of policies and procedures, and reporting climate. Violence

involving inmates was further broken down into various forms including: verbal conflict,

economic conflict, physical violence, and sexual violence. Staff victimization and misconduct was also broken down into various forms: staff verbal harassment, staff sexual harassment, staff physical violence, and staff sexual misconduct.

The team then developed, refined, and validated a battery of instruments designed to assess safety in women's facilities across multiple dimensions. The resulting Women's Correctional Safety Scales is an extensive survey instrument which allows for the assessment of female inmates' perceptions of safety and violence in their housing units. The initial survey instrument was quite lengthy, and the reading level of those being studied was a concern. Thus the readability and grade level of the instrument was also assessed and adjusted to meet the needs of the population being studied.

During the course of 2013, the survey instrument was further refined by Wells et al. through the sponsorship of the NIC. At this stage, various alterations were made to the WCSS in order to ensure the instrument could be read and completed by the population. Ninth grade is the highest reading comprehension level for the current survey and consent form. During the process of further validating the instrument, several statistical analyses were performed in order shorten the WCSS. These analyses included exploratory factor analyses, regression analyses, as well as other statistical techniques. Following the collection of the data from the final WCSS, the nesting of the data was also taken into account by using multi-level confirmatory factor analysis (MCFA). This particular technique is not widely recognized in the field of criminology as of yet, but

was essential to interpreting the survey data. Following these processes of further refinement and validation, a very usable battery of instruments (WCSS) was developed to assess various dimensions of safety in women's facilities.

In the next section the variables which were examined in the current study will be operationally defined.

Dependent Variables

The dependent variable, staff sexual misconduct, is a composite measure and is operationally defined by six survey items (questions: 40, 42, 43, 44, 45, 46). (Appendix A)

For the survey items, a Likert scale was utilized to measure inmate perceptions. This scale ranged from 0 (Not a Problem at all) to 4 (Very Big Problem) and 1 (Strongly disagree to 5 (Strongly Agree). Cronbach's alpha for this scale was .941.

Independent Variables

The following section will provide an overview of the various individual factors which were utilized in the survey. Many of the survey items asked inmates to report an exact number, such as when inmates were asked to report their age, or the number of times they have been in jail or prison. Other variables were coded with a score of 0 indicating a "no" response, and a 1 indicating a "yes" response. The variable race was also coded, with a score of 0 indicating the respondent identified themselves as "non-

white", and a score of 1 indicating the inmate was of the white race. One variable (education) had responses which were coded with numbers 1-8, with higher numbers indicating higher levels of education. Ethnicity was also coded. A score of 0 represented a response of "no," meaning the inmate was non-Hispanic and a score of 1 indicating the inmate was Hispanic.

Individual Factors:

Age at time of survey

Highest degree of education (1= less than high school, 8 = graduate degree)

Violent crime history (0 = no, 1 = yes)

Property crime history (0 = no, 1 = yes)

Drug offense crime history (0 = no, 1 = yes)

Other crime offense history (0 = no, 1 = yes)

Number of times has been in jail before this sentence or detention.

Number of times has been in prison before this sentence or detention.

Time (in years) have you served in this facility?

Time (in years) have you served in this housing unit?

Race of inmate (0= non-white, 1 = white).

Ethnicity (Are you Hispanic or Latino, 0 = no, 1 = yes).

Social Climate Factors:

The following paragraphs will provide a summary of the various scales in the survey instrument. They will also include a discussion of how the various scales relate to perceptions of staff sexual misconduct. The Cronbach's alpha's for the various scales are also reported (the Cronbach's alpha's were calculated during the NIC phase of the study (Wells et al, 2013). As can be seen, the scales were highly reliable.

Inmates' rating on how physically violent unit is measured by question 57 from the WCSS and ranged from 1 (not physically violent) to 10 (very physically violent).

Inmates' rating on how sexually violent unit is measured by question 58 from the WCSS and ranged from 1(not sexually violent) to 10 (very sexually violent).

In a prison setting various types of violence can propagate other types of violence. Often the presence of physical violence and sexual violence can be connected to staff violence, including staff sexual misconduct.

Inmates' rating on the inmate economic conflict scale are measured by 6 questions from the survey (questions: 1,2,3,4,5,6) and ranged from 0 (not a problem at all) to 4 (very big problem). The Cronbach's alpha was calculated to measure reliability for the scale. The Cronbach's alpha for the scale was .940.

Inmate economic conflict may have a connection with staff sexual misconduct in that those inmates who have a lack of economic resources, and are therefore involved in economic conflict, may see engaging in sexual acts with staff as a way to meet their economic needs. They may trade sexual favors with staff in order to meet their basic

26

needs and wants such as commissary, toiletry items, medical care, etc. Inmates who are the perpetrators of inmate economic conflict may participate in sexual relations with staff in order to avoid the consequences which would be associated with theft, physical fights, or arguments over debt.

Inmates' rating on the inmate sexual violence scale is measured by 12 survey items (questions: 7, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20) and varies from 0 (not a problem at all) to 4 (very big problem). The inmate sexual violence scale has a reported Cronbach's alpha value of .968.

Staff sexual misconduct is a type of sexual violence. It can be assumed that an atmosphere of inmate sexual violence can also be connected to staff sexual misconduct. Inmates who have been victims of sexual abuse and violence in prior to or during incarceration may be especially vulnerable to staff sexual misconduct. An atmosphere of inmate on inmate sexual violence may also lead to instances of staff sexual misconduct, if it is perceived staff and/or inmates can "get away with" sexual violence and misconduct. Additionally inmate on inmate sexual violence may occur as a result of jealousy related to staff and inmate sexual relations. Inmates may feel jealous of other inmates who engage in sexual relations with staff they are fond or with staff they have had relationships in the past. Conflict may also occur if an inmate's girlfriend or ex-girlfriend engages in a sexual relationship with staff.

Inmates' rating on the inmate physical violence scale are measured by 8 questions from the survey (questions: 21, 22, 24, 25, 26, 27, 29, 31) and ranged from 0 (not a

27

problem at all) to 4 (very big problem). The inmate physical violence scale has a reported Cronbach's alpha value of .963.

Physical violence and altercations are fairly common occurrences inside of correctional facilities, though it is less prevalent in women's facilities than it is men's. Inmates may get into physical altercations with other inmates as a result of sexual relationships with staff. These sorts of relationships may cause jealousy among the inmates, which may lead to inmate on inmate physical violence. Women inmates may also provide sexual favors to staff in order to avoid consequences for physical altercations with other inmates. Inmates may also physically abuse other inmates in order to get them to stay quiet about staff on inmate relationships.

Inmates' rating on the staff verbal harassment scale was measured by 4 items (questions: 32, 33, 34, 35) and ranged from 0 (not a problem at all) to 4 (very big problem. The staff verbal harassment scale has a reported Cronbach's alpha of .939.

Staff verbal harassment may be a part of staff sexual misconduct. Staff verbal harassment may also be a precursor to staff on inmate sexual relations or in response to an inmate refusing sexual relationships with staff. Staff may abuse the inmate verbally in order to get back at them for not engaging in sexual relations or in order to try to make them engage in sexual activities.

Inmates' rating on the staff sexual harassment scale was measured by 3 items (questions 36, 37, 38). Both scales ranged from 0 (not a problem) to 4 (very big problem).

The staff verbal harassment scale has a reported Cronbach's alpha value for the staff sexual harassment scale is .918.

Staff sexual harassment is often a precursor to or a portion of staff sexual misconduct. Staff may make lewd or suggestive comments towards inmates in order to express their interest in engaging in sexual acts with the inmate. Staff may also stare at women inmate's bodies and make suggestive comments prior to or during their involvement in sexual relations with inmates.

Inmates' rating on the staff physical violence scale was measured by 4 items from the WCSS scale (questions: 47, 48, 49, 50). The scale ranged from 0 = not a problem to 4 = very big problem. Cronbach's alpha for the scale is .908.

Staff physical violence may be part of, or a result of, staff on inmate sexual relations. Staff may physically abuse inmates in order to force them to perform sexual acts. Inmates may be afraid not to engage in sexual relationship with staff due to the treat of physical violence.   Staff physical violence may also be a part of the staff sexual misconduct, staff may abuse inmates physically in order to get them to stay quiet about their sexual relations with staff.

Inmates' rating on the likelihood of violence from inmates was measured by 3 items from the WCSS scale (questions: 51, 52, 53). The possible answers ranged from 1(strongly disagree) to 5(strongly agree). The Cronbach's alpha for the scale is .858. *Inmates' rating on the likelihood of violence from staff* was measured by 3 items from the

29

WCSS scale (questions: 54, 55, 56). The scale ranged from 1 (strongly disagree) to 5 (strongly agree). The Cronbach's alpha for the scale is .858.

Inmate perceptions of the likelihood of violence from inmates may not be directly related to instances of staff sexual misconduct; however, inmate perceptions of the likelihood of inmate violence may be increased due to their view of the physical altercations which occur as a result of staff on inmate relationships. Inmates' ratings on the likelihood of violence from staff may be at least partially attributed to instances of staff sexual misconduct. These sorts of relationships may precipitate both physical and sexual violence from staff.

Inmates' ratings on the successfulness of facility procedures in protecting women inmates was measured by 4 items from the WCSS scale (questions: 59a, 59b, 59c, 59d). This scale ranges from 1 (strongly disagree), 5 (strongly agree). The Cronbach's alpha for the scale is .860.

Those inmates who believe the facility offers successful protection will likely not perceive staff sexual misconduct to be much of a problem. If the converse is true, the inmate may very likely have low ratings on the successfulness of facility procedures in protecting women inmates. Inmates who do not feel the facility offers them protection may be more vulnerable to staff sexual misconduct, as this may offer a form of protection.

Inmates' ratings on staff harassment of inmates that report was measured by 4 items from the WCSS scale (questions: 60a, 60b, 60c, 60d). The scale ranged from 1 (strongly disagree), 5 (strongly agree). The Cronbach's alpha for the scale is .919.

It is possible that staff will harass inmates who make reports on several types of issues. Question 60c pertains particularly to staff harassment of inmates who make reports about staff sexual misconduct.

Inmate's ratings of inmate harassment toward inmates who report was measured by 4 items from the WCSS scale (questions: 61a, 61b, 61c, 61d). The scale ranged from 1 (strongly disagree) to 5 (strongly agree). The Cronbach's alpha for the scale is .905.

Inmates harass other inmates for many reasons, including making reports about different types of misconduct and violence. Question 61c pertains particularly to inmate harassment of inmates who make reports about staff sexual misconduct.

Control Variable

Type of institution (0 = jail, 1 = prison)

Statement of Hypotheses

Using the information obtained from the literature review, I am able to offer several hypotheses.

Hypothesis -1: There is a significant relationship between inmates' perceptions of staff sexual misconduct and the type of the facility (prison or jail). Multiple regression statistics were calculated to determine if there was a significant difference between inmate perceptions of staff sexual misconduct and being in prison or jail.

Hypothesis -2: There is a significant relationship between individual characteristics of the prisoners (type of institution, highest degree of education, race, ethnicity, history of the offences, age, number of times in jail, number of times in prison, length of time spent in facility, and the length of time in the housing unit) and inmate perception of staff sexual misconduct. To determine this, hierarchical linear modeling was conducted utilizing only the first portion of independent variables which are individual characteristics of the prisoners.

Hypothesis -3: There is a significant relationship between the social climate factors of the institution (inmate economic conflict, inmate sexual violence, inmate physical violence, staff verbal harassment, staff physical violence, staff sexual harassment, successfulness of facility procedure in protecting women inmates, staff harassment of inmates that report, inmate harassment of inmates that report, fear of inmate and staff physical and sexual violence, likelihood of violence from inmates, likelihood of violence from staff, how physically violent unit it, how sexually violent unit is) and inmate perception of staff sexual misconduct. In order to test this hypothesis, the second portion of independent variables, which consists of social climate characteristics, was entered into the hierarchical linear modeling.

Hypotheses -4: Social climate variables, which represent a deprivation model, are projected to be better able explain and predict staff sexual misconduct in the correctional facilities than individual and demographic variables, which represent an importation model. To determine this, hierarchical linear modeling was utilized to find how much variance in the dependent variable can be explained by individual and social climate independent variables, as well as by the type of facility (jail or prison).

Limitations

The survey we utilized did not test all possible variables which we would have liked to examine. Other possible variables might include more background variables, particularly in regards to staff sexual misconduct; it might have been pertinent to obtain a history of past sexual abuse of the inmates. It has been previously established that past victimization affects behaviors and offenses during incarceration (Bloom, Owen, & Covington, 2003; Belknap, Holsinger & Dunn, 1997; Belknap, 2001; Pollock, 1998, 2002; McClellan, Farabee & Crouch, 1997; Human Rights Watch, 1996; Tjaden & Thoennes, 2006; Carlson, 2005; Browne, Miller & Maguin, 1999; Harlow, 1999). Additionally, our study was cross sectional in nature, thus is does not allow us to fully examine change and social processes in facilities. Despite these limitations, our survey does allow us to make determinations concerning our hypotheses about the possible predictors of staff sexual misconduct phenomena.

Delimitations

The female inmate population in the United States is quite diverse, and to account for this our research team had both English and Spanish versions of the survey accessible to Spanish speakers. This insured the voices of Spanish speaking inmates would not be excluded from the analyses. Additionally inmates who may have had difficulty reading the survey were offered assistance. In these instances the research team read and explained the survey instrument to the inmates.

Assumptions

From the outset of this project, inmates' safety and anonymity remained a primary concern since they represent a vulnerable population. In order to ensure this protection, full IRB approval was obtained. Participating inmates were also given a full explanation of the study, along with all required forms and contracts. In this way the research team ensured the project was conducted ethically and honestly. Being concerned and respectable researchers, it is our assumption that the inmates were honest and attentive when filling out the surveys. We did, however, recognize the need to perform several quality control procedures, as we were working with human subjects in an institutional setting. These quality controls allowed us to remove data which were incomplete or inconsistent, ensuring the data we had accurately reflected the perceptions of female inmates.

CHAPTER IV

RESULTS

The intent of this thesis is to describe women inmates' perceptions of staff sexual misconduct in their housing units. This includes how this occurrence is shaped by both individual and social climate factors. It was hypothesized that social climate factors (which represent the deprivation model) would be most predictive of perceptions of staff sexual misconduct. In this chapter the findings from the study will be discussed. Demographic variables will be reported. The individual hypotheses mentioned earlier will be examined by utilizing regression coefficients and levels of significance. This will shed light on the extent to which both individual and social climate factors shape women inmates' perceptions of this phenomenon.

Respondent Demographics

The survey instrument included a host of demographic and background questions, the responses to which can be used to measure the relationship between individual factors and women inmates' perceptions of staff sexual misconduct. These demographic variables are presented in Table 1 in aggregated form.

For those variables which are nominal, the number of cases and percentages are presented. For interval level variables, the number of cases as well as means and standard deviations are reported.

35

Table 1 Demographics

Variable	Response	N	%
Type of Institution	Jail	659	18.8
	Prison	2840	81.2
Highest Degree of Education (Collapsed)	Less than high school	761	21.9
	High school diploma or GED	2711	78.1
	Undergraduate college degree completed	380	10.9
Race	Non–White	1148	33.1
	White	2321	66.9
Ethnicity (Collapsed)	Non-Latino	3109	91.5
	Latino	288	8.5
Violent Crime Offense History	No	2509	72.5
	Yes	952	27.5
Property Crime Offense History	No	2880	83.2
	Yes	581	16.8
Drug Offense Crime History	No	2120	61.2
	Yes	1342	38.8
Other Crime Offense History	No	2384	68.9
	Yes	1077	31.1

Variable	N	Mean	Standard Deviation
Age	3461	35.48	10.41
How many times have you been in Jail before this sentence or detention?	3425	4.34	8.19
How many times have you been in prison before this sentence or detention?	3445	0.73	1.6
How long (how many months) have you served in this facility?	3453	24.53	44.27
How long (how many months) have you been in this housing unit?	3437	11.15	22.89

Descriptive Results from the Staff Sexual Misconduct Scale

Descriptive statistical analysis was also performed on the items that make up the

staff sexual misconduct scale. The percentages, means and standard deviations for each

item and the scale were calculated and are presented in Table 2. A higher mean indicates

a higher perception of staff sexual misconduct. The scale for these items ranged from 0

(no problem at all) to 4 (a very big problem). When looking at the table it can be seen that

the means of each individual question as well as the scale mean falls between zero and

one. This indicates that on average most of the inmates see staff sexual misconduct as no

problem at all to a small problem. It is important to note that these are just averages of

the group as a whole, and that some women perceive staff sexual misconduct very

differently.

Table 2 Descriptive Results from Staff Sexual Misconduct Scale

Item	Not a Problem at all	Small Problem	Medium Problem	Big Problem	Very Big Problem	N	Mean	Standard Deviation
Staff here have touched women inmates in a sexual way.	66.8	13.5	8.5	4.6	6.6	3489	.7062	1.20
Staff here have exposed their genitals and/or breasts to women inmates.	82.1	7.8	4.6	2.1	3.4	3487	.3682	.926
Staff here have engaged in sexual activity with women inmates.	63.9	14.0	8.7	5.8	7.7	3490	.7934	1.27
Staff here have pressured or threatened women inmates to engage in sexual activity. .	78.3	9.4	5.7	2.8	3.8	3487	.4428	.99
Staff here have forced women inmates through physical violence to perform sexual activity.	83.7	7.2	4.3	2.1	2.7	3488	.3277	.868
Staff here have pressured or threatened women inmates with physical violence to keep quiet about staff-inmate sexual relationships.	78.7	8.5	4.8	3.6	4.4	3486	.4662	1.04
Scale						3453	.511	.936

Diagnostics

Some facets of staff sexual misconduct were only viewed as problematic by a small portion of the women we surveyed (Wells et al, 2013). It can be seen in Table 2, that for each question pertaining to staff sexual misconduct there were between 2.7% and 7.7% of women who perceived it to be a very big problem, even though the average perception was that staff sexual misconduct was less than a small problem. With this variation in views it was expected that the data might be skewed and kurtotic, and also include outliers. Although we did identify items which were skewed and kurtotic we suspect these variables are legitimate and contain valuable information related to the study. With this particular survey instrument it is important not to exclude the voices of the women who are victims of physical and sexual violence inside of correctional facilities; despite the fact their experiences are not the prevailing ones. For this reason outliers were not always eliminated in our analysis. As an added precaution, the Maximum Likelihood Robust (MLR) estimator, which is robust to non-normal data and non-independence of observations, and can include missing data, was utilized. The MLR estimator was able to satisfy any absence of normality in the data (Wells et al, 2013). Those items which were necessary to transform and those variables which were necessary to delete will be discussed further at latter portions of this chapter.

Prior to each factor analysis the data were screened. Correlation matrices, condition indexes and variance proportions were utilized to assess any multicollinearity

39

in the data set. Following the screening process variables were transformed, univariate

outliers were deleted, and variables were also deleted due to bivariate and multivariate

multicollinearity. Several variables were skewed enough to warrant transformation.

These variables included: age, times in jail, times in prison, time spent in the facility,

time spent in the housing unit, inmate's rating on how physically violent the unit was,

inmate's rating on inmate economic conflict and on how sexually violent the unit was,

inmate's rating on staff verbal harassment, staff sexual harassment, staff sexual

misconduct, and staff physical violence, inmate's rating on the likelihood of violence

from staff and the likelihood of violence from inmates.

There were also six univariate outliers which were necessary to delete. These

were manually deleted and all occurred on question 3.42 (how many times have you been

in prison before this sentence or detention?). Most of the women we surveyed had either

never been in prison before, or had been in prison one time before their current

incarceration. Those responses which exceeded four times in prison were found to be

outliers, and were subsequently deleted. Five variables were also deleted due to bivariate

multicollinearity. These variables were so highly correlated, they were somewhat

redundant. The variables which were deleted included: 74a (Have you had an orientation

or class about how to protect yourself from inmate sexual violence?), 75a (Have you had

an orientation or class about how to protect yourself from inmate physical violence?), 76a

(Have you had an orientation or class about how to protect yourself from staff sexual

misconduct?), and 77a (Have you had an orientation of class about how to protect

yourself from staff physical violence?).   One variable was also deleted due to multivariate multicollinearity, this variable was the transformed variable likelihood of violence from inmates average.

Multivariate Analyses

Hierarchical linear modeling was utilized to test the hypotheses which were previously stated. Two models were estimated. Model 1 assessed the relationship between staff sexual misconduct and individual factors, after accounting for the effects of type of facility. Model 2 assessed the relationship between staff sexual misconduct and social climate factors, after accounting for the effects of type of facility. These results are presented in Table 3.

Table 3 Summary of Multilevel Multiple Regression Results for Inmate Perceptions of Staff Sexual Misconduct

	Staff Sexual Misconduct	S.E.
Model 1 **Within Level** **Individual Factors**		
Age at time of survey	-.032	.018
Highest degree of education	-.027	.020
Violent crime history	.101**	.020
Property crime history	.013	.020
Drug offense crime history	-.021	.023
Number of times been in jail before this sentence or detention	.016	.023
Number of times been in prison before this sentence or detention	.072**	.020
How much time (in years) have you served in this housing unit?	.089**	.024
Whether race of inmate is white	-.087**	.021
Ethnicity	.019	.018
Have had an orientation of class about the Prison Rape Elimination Act PREA Table 3 (continued)	-.079*	.028
R² **Between Level**	.045**	
R²	.126	
Type of institution	0.355**	

	Staff Sexual Misconduct	S.E.
Model 2 **Within Level** **Social Climate Factors**		
Inmates' rating on how physically violent unit	-.035	.025
Inmates' rating on how sexually violent unit	.095**	.018
Inmates' rating on inmate economic conflict scale	.002	.018
Inmates' rating on staff verbal harassment scale	.106**	.018
Inmates' rating on staff sexual harassment scale	.467**	.027
Inmates' rating on staff physical violence scale	.332**	.020
Inmates' rating on inmate sexual violence average	.190**	.026
Inmates' rating on inmate physical violence average	-.036	.021
Inmates' rating on likelihood of violence from inmates scale	-.051	.020

Table 3 (continued)

	Staff Sexual Misconduct	S.E.
Model 2		
Within Level		
Social Climate Factors		
Inmate's rating on staff harassment of inmates that report	.048**	.015
Inmate's rating on successfulness of Facility Procedures in protecting women inmates	-.013	.013
Inmate's rating on harassment of inmates that report	-.007	.015
Inmate's rating on staff concerns about safety scale	-.018	.015
Inmate's rating on women afraid to report of climate scale	-0.37**	.011
R^2	.69**	
Between Level		
R^2	.107	
Type of Institution	0.328*	

*p<.05;**p<0.01.

Hypothesis 1 stated "There is a significant relationship between inmates'

perceptions of staff sexual misconduct and the type of the facility (prison or jail)." To

assess the extent of the relationship between the independent variable (the type of

institution) and the dependent variable (staff sexual misconduct), hierarchical linear

modeling was performed. It was determined that there is an association between whether

inmates were housed in prison or jail and inmate perceptions of staff sexual misconduct

in both models (β= .355 and .328 respectively). The relationship between type of

institution and perceptions of staff sexual misconduct was significant in both models (.01

level and .05, respectively).

Inmates housed in prison perceived staff sexual misconduct to be more

problematic than those housed in jail. Thus, hypothesis 1 is supported. Reasons prison

inmates perceived staff sexual misconduct as more problematic could be related to the

transitory nature of the jail setting. Some of the jail inmates we surveyed had only been

in the facility for a few hours, thus they may not have been able to perceive the issue yet.

The jail setting is very fluid in general, inmates are constantly being booked in and

released, thus inappropriate relations with staff may not have time to develop or be

perceived.

Hypothesis 2 stated "There is a significant relationship between individual

characteristics of the prisoners (type of institution, highest degree of education, race,

ethnicity, history of offenses, age, number of times in jail, number of times in prison,

length of time spent in the housing unit, and the length of time in the housing unit) and

inmate perceptions of staff sexual misconduct." To assess the extent to which these

independent variables, which were individual characteristics of the prisoners, correlated

with the dependent variable staff sexual misconduct; the results from the model must be

noted. These analyses brought to light that only a few of the individual factors were

significant predictors of inmate perceptions of staff sexual misconduct.   Those

significant factors were: violent crime history (β= .101, p<.01) number of times in prison

(β=.072, p<.01), time served in facility (β=089, p<.01), race (β= -.087, p <.01), and

having had a PREA class (β= -.079, p< .05). Violent crime history, number of times in

prison, and time spent in the facility were all positively correlated with inmate

perceptions of staff sexual misconduct. This indicates that those inmates with a violent

crime history, as well as those inmates who had been in prison before and those who had

been in the facility longer were more apt to perceive staff sexual misconduct as a

problem.

Whether the race of an inmate was white and having had a PREA class was

negatively correlated with inmate perceptions of staff sexual misconduct. Thus, non-

white inmates perceived staff sexual misconduct as more problematic, along with those

women who had never before had a PREA class. None of these relationships were

necessarily unsuspected. With regards to support of hypothesis 2, the amount of variance

explained by all of the individual factors was only 4.5%. Despite this, there were five

individual factors which were significant in regards to inmate perceptions of staff sexual

misconduct. Thus, there is some support for hypothesis 2.

Hypothesis 3 stated "There is a significant relationship between social climate

factors of the institution (i.e., inmate economic conflict, inmate sexual violence, inmate

physical violence, staff verbal harassment, staff physical violence, staff sexual

harassment, successfulness of facility procedure in protecting women inmates, staff

harassment of inmates that report, inmate harassment of inmates that report, fear of

inmate and staff physical and sexual violence, likelihood of violence from inmates,

likelihood of violence from staff, how physically violent unit it, how sexually violent unit

is) and inmate perceptions of staff sexual misconduct." Multilevel modeling in model 2

was performed to assess the relationship between staff sexual misconduct and social

climate factors (individual variables and type of climate were controlled for during these

analyses).

Seven social climate variables were found to be significant in regards to inmates'

perceptions of staff sexual misconduct. These included: inmate's ratings on how sexually

violent the unit is (β=.095, p<.01), staff verbal harassment (β=.106, p<.01), staff sexual

harassment (β=.467, p<.01), staff physical violence (β=.332, p<.01), inmate sexual

violence (β=.190, p<.01), staff harassment of inmates that report (β=.048, p<.01), and

inmates' rating on the women afraid to make reports scale (β=-.037, p<.01). These

regression coefficients were not unsuspected by the researchers.

It is expected that the more sexually violent a unit is perceived, the more problematic staff sexual misconduct will be perceived. Staff verbal harassment, staff sexual harassment, and staff physical violence also had a positive relationship with inmates' perceptions of staff sexual misconduct. These results indicate that the more problematic staff verbal harassment, staff sexual violence, and staff physical violence are perceived by the inmates, the more problematic staff sexual misconduct is perceived as well. These relationships are quite intuitive other issues with staff may precipitate or happen in conjunction with staff sexual misconduct. For instance, staff may verbally harass inmates prior to, or during, sexual relationships with inmates. The same could be said of the other variables as well.

The inmates' rating on the inmate sexual violence average was also positively correlated with inmates' perceptions of staff sexual misconduct. Thus, the more problematic inmate sexual violence is perceived to be, the more problematic staff sexual misconduct is perceived. Instances of staff sexual misconduct may certainly play into an overall perception of a sexually violent unit, and this includes inmate on inmate sexual violence. Instances of staff sexual misconduct may possibly lead into or be the cause of inmate on inmate sexual violence, due to jealousy.

Inmate's rating on the staff harassment of inmate's who report was also found to be a positively significant predictor of perceptions of staff sexual misconduct. Those inmates who believe staff harass other inmates who make reports related on any issue

47

perceive staff sexual misconduct as more of a problem. It may be that inmates feel that staff harass those who make reports related to staff sexual misconduct or other issues which may reflect poorly on staff. This may happen in order to keep inmates quiet about inappropriate staff and inmate relationships.

The only negatively correlated social climate variable was inmate's rating on women afraid to make reports scale. This would indicate the less women are afraid to make reports about violence, including staff sexual misconduct, the more likely they are to perceive staff sexual misconduct as a problem. This is the only variable we encountered in our analysis which may seem counter-intuitive. Upon closer examination, however, possible explanations have been found. Those inmates most vocal in a correctional setting (those who make reports) may perceive issues such as staff sexual misconduct as more of a problem because they may be the very inmates who are relied upon to report such issues. Experienced prisoners may often be the sounding board for the facilities problems, due to their lack of fear to report on issues, they may become most attuned with issues in the facility.

Social climate factors were found to be much more important than individual factors when explaining or predicting inmate ratings of how problematic staff sexual misconduct is in the housing unit. Overall social climate factors accounted for sixty-eight percent of the variance. This indicates that environment is key when it comes to explaining perceptions of staff sexual misconduct; thus hypothesis three is supported.

Hypothesis 4 dealt with the importation and deprivation models, and how predictive these models, related to individual and social climate factors respectively, are of staff sexual misconduct. It was hypothesized that social climate factors would be more predictive of staff sexual misconduct. This hypothesis was also supported by the results of our analyses. This can be concluded by the finding that social climate factors accounted for 68.6% of the variance, while individual factors only accounted for a mere 4.5%. Deprivation factors are much more predictive when it comes to explaining inmate perceptions of staff sexual misconduct. It appears as though what occurs inside a facility has much greater impact on the incarceration experience than does the characteristics inmates bring with them into the facilities.

CHAPTER V

DISCUSSION

This thesis has explored the relationship of individual (importation) and social climate (deprivation) factors upon female inmates' perceptions of staff sexual misconduct in correctional facilities. This concluding chapter will include a review of the major findings as well as a discussion of the limitations of this study. Recommendations for future research will also be discussed, as well as my personal reflections on the project.

This secondary data analysis has included information collected from over four thousand women inmates in seven states geographically dispersed states. Previous research related to staff sexual misconduct, especially in female facilities, is minimal. Other studies have found support for both individual and social climate factors affecting staff sexual misconduct or sexual violence in general inside of facilities (Lawson et. al., 1996; Jiang & Fisher-Giorlando, 2002; Perez et. al, 2010). However, no study has focused expressly on staff sexual misconduct in female facilities. To this end, this thesis extended the current knowledge of the phenomenon of staff sexual misconduct in female facilities.

Descriptive findings from this study establish that in the housing unit, staff sexual misconduct is perceived to be somewhere between no problem at all to a small problem. The fact that most women perceive staff sexual misconduct as a less than a small problem

does not negate the fact that a small percentage of women perceive it as a big problem. It is essential to consider these perceptions as well.

Those women who did perceive staff sexual misconduct as a big or very big problem are the minority, but their views certainly merit consideration. They are the ones in the most need of aid. They have differing pathways which lead to their incarceration that may also help to explain why they perceive staff sexual misconduct differently. The factors which contribute to the differing perceptions of staff sexual misconduct among the women we surveyed are considered below.

My analyses reveal that the amount of variation in perceptions of staff sexual misconduct explained by the backgrounds (individual variables) of women inmates was minimal. This refers to their age, offense type, etc. However, there was a tremendous amount of variation explained in staff sexual misconduct by the atmosphere in the facilities (social climate related variables). This was expected as the variation among housing units and facilities was very apparent as we traveled, from facility to facility, and also from differing housing units in the respective facilities. Some women were warehoused in massive concrete buildings with less than favorable living conditions, while others were housed in typical cells. This apparent variation in living conditions, or social climate variables, became crucial in our analyses.

The results from our analyses concur with our initial observations. Those variables which are most predictive in regards to women inmates' incarceration

experiences were found nearly exclusively to be deprivation related factors. Though

factors such as race, number of times an inmate has been in prison, length of time spent

in a housing unit, history of violent crime and whether an inmate had ever had a PREA

class were significant predictors, they did not explain a large amount of the variance.

These factors were able to explain only a small portion of the variation in the dependent

variable perceptions of staff sexual misconduct in the housing unit.

Race as a factor in sexual violence and staff sexual misconduct inside of facilities

has been previously established in the literature (Beck et al, 2013; Hensley et al, 2003;

Perez et al, 2010). We found that non-white inmates were more likely to perceive staff

sexual misconduct as a problem. This concurs with previous literature which found non-

whites were more likely to be victimized by staff (Perez et al, 2010) and that non-white

inmates reported higher rates of staff sexual misconduct (Beck et al, 2013). Thus, our

findings agree with previous research.

The length of time an inmate has spent in a housing unit has not specifically been

addressed in previous research as it relates to staff sexual misconduct; however, length of

time served in a facility has. One study found that inmates who had been in a facility

longer were more likely to report higher rates of staff sexual misconduct inside the

facility (Beck et al, 2013). This would concur with our finding that the longer an inmate

has been in a housing unit, the more likely they are to perceive staff sexual misconduct as

a problem.

The number of times an inmate has been in prison, history of violent crime, and whether an inmate had ever had a PREA class were significant predictors in this thesis but they were not addressed in previous literature in regards to how they relate to staff sexual misconduct in female facilities. It makes intuitive sense, however, that if inmates who have been housed in a facility or housing unit longer perceive staff sexual misconduct as more of a problem, then also those inmates who have been in prison more times would perceive staff sexual misconduct as more of an issue. In regards to a history of violent crime and perceiving staff sexual misconduct as more of an issue, those women who have a history of such crimes have likely served longer sentences. They may, therefore, have had more opportunities to perceive staff sexual misconduct as an issue.

Whether an inmate has had a PREA class was negatively related to perceptions of staff sexual misconduct. Those women who have never had a PREA class may not know how to protect themselves or know how to properly report such issues. The fact women who had never had a class perceived staff sexual misconduct as more of a problem makes intuitive sense. The combination of these individual factors, though they were found to be significantly related to female inmate's perceptions of staff sexual misconduct in the housing unit, accounted for only a little over four percent of the variance in perceptions of staff sexual misconduct in the housing unit.

Most of the significant predictors of staff sexual misconduct in female facilities were found to be social climate variables. This finding concurs which previous literature

53

which has found that social climate factors have a stronger effect on prison violence, including staff sexual misconduct, than individual characteristics (Hochstetler & DeLisi, 2005; Thomas, 1997; Wells et al. 2013). Our analyses revealed that inmate ratings on how sexually violent the unit is, staff verbal harassment, staff sexual harassment, staff physical violence, inmate sexual violence, staff harassment of inmates that report, and inmates' rating on the women afraid to make reports scale were significant predictors of perceptions of staff sexual misconduct. These factors are all part of the environment inside of a housing unit. This suggests that changes in the prison environment must occur in order for changes in perceptions of staff sexual misconduct to occur.

There has been essentially no prior research which has addressed the ways in which women's perceptions of staff sexual misconduct are specifically affected by how sexually violent the unit is, staff verbal harassment, staff sexual harassment, staff physical violence, inmate sexual violence, staff harassment of inmates that report, and if women fear making reports about sexual violence. Aside from fear of reporting, all of the other significant social climate variables were found to be positively related to women inmates perceptions of staff sexual misconduct. This means women who perceive staff sexual misconduct as more of an issue also perceive these variables as an issue. Though these findings have not been specifically addressed in prior research, they are intuitive.

It has also been established previously that staff sexual misconduct can occur in many forms including inappropriate language, verbal abuse, improper searches and visual supervision, manipulation of goods and privileges, force of threat of force, and rape (Human Rights Watch, 1996; Dumond, 2000; Seigal, 2001). Such findings offer support for our findings such as the significance of social climate variables: how sexually violent the unit is, staff verbal harassment, staff sexual harassment, staff physical violence, and staff harassment of inmates that report.

Previous literature has also found that lewd, suggestive, and disrespectful comments are the most common forms of abuse (Human Rights Watch, 1996; Siegal, 2001). This would agree with our finding that women inmates who perceive staff verbal harassment as a problem also perceive higher rates of staff sexual misconduct. This could also support our finding that women who perceive staff sexual harassment as more of an issue are more likely to perceive staff sexual misconduct as more of an issue.

In regards to the negative relationship between inmate fear of reporting and perceptions of staff sexual misconduct, no support can be found in the literature. This relationship is somewhat complicated, though. It may be that women who are unafraid to make reports have experienced or seen more acts of staff sexual misconduct than other women and may, therefore feel a greater need to report such instances.

Our findings that most of the significant predictors of staff sexual misconduct in female facilities were found to be social climate variables also find support in literature

related to deprivation factors, as social climate factors are essentially deprivation factors. Previous research has found deprivation factors are most salient in regards to inmate's adjustment to prison life (Hochstetler & DeLisi, 2005; Thomas,1977). Another study found social climate factors to be most predictive in regards to inmate perceptions of staff sexual misconduct (Wells et al, 2013).

Limitations and Implications for Future Research

Through our analyses I was able to establish which factors are generally more predictive in regards to inmate perceptions of staff sexual misconduct in female facilities. Due to the cross sectional nature of the data and my research design, the causal order of these relationships could not be established. Also, since the WCSS was created to measure several correlates of violence inside of women's facilities, and not solely perceptions of staff sexual misconduct, there are several additional variables which may have been pertinent to the study, which I did not have access to (Bosworth, 1996; Owen, 1998). Some other possible questions which might be pertinent to the furtherance of knowledge related to inmate perceptions of staff sexual misconduct are presented below.

Were you sexually abused as a child?

Were you sexually abused as an adult prior to incarceration?

Have you ever been raped prior to incarceration?

Have you ever had sexual relations with a staff member?

Would more commissary, visits, phone time etc. possibly lure you into sexual relations with staff?

Have you ever gotten into altercations with other inmates over staff-inmate sexual relations?

Additionally there could have been more specific questions addressing staff sexual misconduct in the facility and the sorts of issues which may occur as a result of this issue. While our instrument addressed numerous variables, including several back ground variables, a more thorough investigation of events in an inmate's past might lead to a better idea of the way in which individual factors effect inmate's perceptions of staff sexual misconduct (Bosworth, 1996; Owen, 1998). Past victimization or circumstances could lead to their perceiving staff sexual misconduct as more problematic. This could aid in explaining what was different about the women who perceived staff sexual misconduct as a big or very big problem.

Another important consideration could be the way in which a prison in governed. DiIulio (1987) asserts that the quality of prison life is tied to how well order is maintained, and what amenities and service are available to inmates. Prison's that are well governed have a high level of order as well as many amenities and services available to inmates. The minority of women who perceived staff sexual misconduct as more of a problem may experience order differently. Even if these factors are well maintained in the facility as a whole, certain inmates may not have the same level of access to these.

This could lead to them feeling more vulnerable and being more perceptive of staff sexual misconduct.

It is also pertinent to remember that this study utilizes human subjects. While we would like to believe that all of our respondents answered truthfully and thoughtfully, we have to remember that there is always a margin of error when dealing with human subjects. Overall, the WCSS is a very valid and reliable instrument of inmate perceptions. This instrument did allow us to obtain an accurate picture of the sorts of issues and precursors which surround female inmate's perceptions of staff sexual misconduct. This instrument contains several mechanisms which ensure its accuracy. A complete discussion of this instrument's accuracy is included in the methods chapter.

Our sample itself must also be taken into consideration. The characteristics of the female inmate population in the United States does not lend itself to probability sampling, simply due to its size and the vast amount of areas in which female inmates reside. Thus, we had to employ a purposive sampling technique. The theory behind the Women's Correctional Safety Scales suggested housing unit was key when it comes to obtaining an accurate picture of female inmate's perceptions. As such was the case, we had to do a census of the housing units that we selected. The selection of these housing units was determined via purposive sampling. We would like to think this sample is representative of all female inmates in the United States considering the sheer number we surveyed

along with the diverse geographic and custody level representations. However, a margin of error is impossible to determine when using a non-probability sampling technique.

A secondary data analysis also presents certain limitations. The data I utilized was not gathered specifically for the purpose of determining inmate perceptions of staff sexual misconduct. Though the data certainly provide vital information in regards to perceptions of staff sexual misconduct, they are somewhat restricted. A study explicitly geared towards one purpose, such as gathering data relating to inmate perceptions of staff sexual misconduct, could perhaps provide more detail.

Recommendations

As with any research project there is always room for improvements or modifications. As I reflect back on this thesis I realize this data set could be amended. The Women's Correctional Safety Scales offers a plethora of useful information regarding the perceptions of safety among incarcerated women. With such a large data set and variety of scales, the possibility for additional research utilizing other dependent variables is always available. One could examine women inmate's perceptions of other dependent variables such as inmate on inmate sexual violence, as well as many others.

This data set also offers a qualitative component which has not been addressed in this thesis. At two different points on the survey instrument, women were given an opportunity to write any information they wished the researchers to know. Many women took advantage of this opportunity, and many even provided rather lengthy responses. A

content analysis could be performed utilizing the responses to these open ended questions. From this, various themes surrounding staff sexual misconduct and other phenomena could be established.

This research could also be furthered by taking into account actual incident data. The WCSS is designed to measure women's perceptions of safety, which is does quite well. It would be useful to further the information gathered from this instrument and compare it to actual incident data. The various issues the women rate and perceive could be compared to facility reports and other recording mechanisms of actual occurrences inside of the facility, such as the data Bureau of Justice Statistics collects (Beck et al, 2013; Beck & Guerino, 2011). This could aid in verifying and expanding the information we have obtained.

The perceptions of staff could also become an added component to this research. Interviews were conducted with staff at each facility prior to interviewing inmates in order to determine the custody level of each unit we surveyed. From these interview additional information regarding the specific programs offered (i.e. residential substance abuse treatment, various dog programs, religious programs, etc.) in each unit as well other information was obtained. A content analysis could be performed from the narrative from these staff interviews. More in-depth interviews with staff could also have been conducted to glean even further information. This information could then be used to further and/or verify the information obtained from the survey instrument.

60

The minority of women who perceived staff sexual misconduct as a big or very big problem could also be studied further. If these women were to be identified it would be very useful to study them in depth. Examining their past more thoroughly and looking at the ways in which they experience the prison order differently could be very informative. This course of research could yield much information as to why certain women perceive the prison environment so differently.

There are multiple possibilities for the expansion of this research. There are other factors which have yet to be considered in-depth. Additionally, other information could be obtained both from inmates and staff. This information could aid in furthering the information we have currently and could lead to an even greater expansion of the knowledge regarding the perceptions of safety among female inmates. The lack of research and overall all knowledge surrounding female inmates and their needs still persists (Bloom, Owen, & Covington, 2004; Owen, 1996; Owen et al, 2008). There is still a very pronounced difference in the resources and knowledge we have regarding male prison inmates in comparison to female inmates. With this in mind, knowledge of female inmates and their perceptions of safety and other prison conditions is still greatly needed.

Reflections

I became personally involved in this study at the NIC phase (Owen et al, 2008), immediately after the initial instrument had been developed. I had never stepped foot

inside of correctional facility of any kind and really had no idea of what exactly I was venturing into. After my first ever air plane ride (with many more to follow) I was whisked into the world of female corrections. I was very unaware of what to expect, but acclimated to my newfound role as a research assistant quickly.

What I found in my new surroundings was a world full of women who had made mistakes, and many of whom desperately needed help. After a particularly horrifying experience at one facility, I was assured the research I was involved in was very necessary and essential in order to offer some aid in improving the living conditions for these women. While situations varied, I repeatedly heard cries for help. I was even faced with women who literally had tears streaming down their faces recounting some of the abuses they suffered.

Following the conclusion of this project, and my involvement in another project, I have now personally aided in surveying over 6,000 women inmates across the United States. My hope is that this research will aid in helping these women, or at the very least future generations of incarcerated women.

Conclusion

Staff sexual misconduct is serious issue in women's corrections today. Although it does not occur extremely frequently (as most inmates found it to be between no problem to a small problem), it is vital to remember any incidence of staff sexual misconduct is a very significant issue. It has been previously established that deprivation

factors are most salient in regards to inmates' adjustment to prison life (Hochstetler & DeLisi, 2005; Thomas, 1977). The results of this thesis concur with these past studies.

My results indicate that staff sexual misconduct in female facilities needs to be addressed from the facility level. This can include utilizing resources from the system level, such as funds and training, to address facility level issues. However, it is not individual characteristics such as age, race, and education level which explain the occurrence of this phenomenon. It is the environment of the institution itself which most influences perceptions of staff sexual misconduct. Prevention and avoidance of this issue is dependent upon the social environment of the facility. If effort is made to combat sexual safety issues, then it is likely that inmate perceptions' of staff sexual misconduct will decrease. The results of this thesis indicate that the most effective way to prevent staff sexual misconduct from occurring would be to change the atmosphere inside of the facilities. Thus, effort must be made to alter the atmosphere inside of the facilities in order to prevent further instances of staff sexual misconduct.

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APPENDIX A.

Operational Definition of Staff Sexual Misconduct.

Factor Loadings.

	Factor
Questions	Loadings
Q40. Staff here have touched women inmates in a sexual way.	.818
Q42. Staff here have exposed their genitals and/or breasts (if female staff) to women inmates.	.835
Q43. Staff here have engaged in sexual activity with women inmates.	.800
Q44. Staff here have pressured or threatened women inmates to engage in sexual activity.	.915
Q45. Staff here have forced women inmates through physical violence to keep quiet about staff-inmate sexual relationships.	.874
Q46. Staff here have pressured or threatened women inmates with physical violence to keep quiet about staff-inmate sexual relationships.	.874

APPENDIX B.

Predictors of Inmate Perceptions of Staff Sexual Misconduct.

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1. Type of institution (0 = jail, 1 = prison)
2. Type of climate (0=low problem unit, 1=high problem unit)
3. Age at time of survey
4. Highest degree of education (0= less than high school, 1= high school diploma/GED or higher)
5. Violent crime history (0 = no, 1 = yes)
6. Property crime history (0 = no, 1 = yes)
7. Drug offense crime history (0 = no, 1 = yes)
8. Other crime offense history (0 = no, 1 = yes)
9. Number of times been in jail before this sentence or detention.
10. Number of times been in prison before this sentence or detention.
11. How much time (in months) have you served in this housing unit?
12. Race of inmate (0= non-white, 1 = white).
13. Ethnicity (Are you Hispanic or Latino, 0 = no, 1 = yes).
14. Inmates' rating on the inmate economic conflict scale (0 = not a problem, 4 = very big problem).
15. Inmates' rating on the inmate sexual violence scale (0 = not a problem, 4 = very big problem).
16. Inmates' rating on the inmate physical violence scale (0 = not a problem, 4 = very big problem).
17. Inmates' rating on the staff verbal harassment scale (0 = not a problem, 4 = very big problem).
18. Inmates' rating on the staff physical violence scale (0 = not a problem, 4 = very big problem).
19. Inmates' rating on the staff sexual harassment scale (0=not a problem, 4= very big problem).
20. Inmate's rating on the successfulness of facility procedures in protecting women inmates (4 items, 1=strongly disagree, 5= strongly agree).
21. Inmate's rating on staff harassment of inmates that report (4 items, 1 = strongly disagree, 5= strongly agree).
22. Inmate's rating on inmate harassment of inmates that report (4 items, 1 = strongly disagree, 5= strongly agree).
23. Inmate's rating on fear of inmate and staff physical and sexual violence (4 items, 1=strongly disagree, 5= strongly agree).
24. Inmate's rating on the likelihood of violence from inmates scale (4 items, 1=strongly disagree, 5=strongly agree).
25. Inmate's rating on the likelihood of violence from staff scale (4 items, 1=strongly disagree, 5=strongly agree).
26. How physically violent is this housing unit? (1=not physically violent, 10= very physically violent).
27. How sexually violent is this housing unit? (1=not physically violent, 10= very physically violent).

APPENDIX C.

Survey.

IMPROVING SAFETY IN WOMEN'S FACILITIES

August 2011

A PREA study funded by the National Institute of Corrections

Dr. James B. Wells & Dr. Barbara Owen
Commonwealth Research Consulting, Inc.
P.O. Box 54885, Lexington, KY 40555-4885

IMPROVING SAFETY IN WOMEN'S FACILITIES

This survey asks you questions about how safe you feel in your housing unit and this facility. It is part of a federal law called PREA. "PREA" stands for the Prison Rape Elimination Act. This law is meant to help eliminate and prevent sexual assault and rape in all corrections systems.

Your answers will help us learn about the problems and dangers women inmates face in this facility. The information you give will be used to develop ways to help reduce these problems and dangers.

The questions in this survey ask about your opinions or views. We do not ask you to identify anyone (inmate or staff) who may be involved. You will never be identified or associated with anything you write on the survey. Everything you tell us is confidential. No one will know what information you give. Only the researchers will look at the survey. Your answers will be combined with other answers from everyone in this housing unit. Our reports will only talk about the combined information, not individual answers.

This survey has three sections.

First, we ask about problems that may have occurred in your housing unit.

Second, we ask about violence in your housing unit and policies and procedures at your facility.

Third, we ask for background information about you. This will help us compare the opinions of different groups of inmates. It does NOT include your name or other information that could be used to identify you. Please do <u>not</u> write your name or inmate ID number anywhere on the survey.

You received a copy of the information sheet that gives more information about the study. That sheet also says how to get help if you have any concerns about your safety here.

Please do not hesitate to ask us any questions that you might have.

Thank you very much for your help with this important project.

Instructions

Please read all of the instructions and the definitions completely. Please answer all of the questions you are willing to answer as best as you can. If a question you wish to answer does not have an answer that exactly fits, please select the answer that comes closest to your opinion. It should take you 20 to 30 minutes to finish the survey.

Again, please ask us if you have any questions about the survey. **Your opinion is very important to us.**

Section 1: Problems in the Housing Unit

Below is a list of things that women inmates may consider to be a problem in their housing unit. Please indicate, by circling the appropriate number, how much of a problem (if at all) you consider each thing to be in your housing unit since you have been there. If you do not know about a certain thing, or have no opinion, please indicate that it is not a problem to you by circling 0 = Not a Problem at all.

In this survey, we use the words:

- **"women"** to mean one or more women inmates or detainees
- **"staff"** to mean *anyone who works here at the facility*, including paid employees, agency representatives, and contract workers; but also including official visitors, and volunteers.
- **"problem"** to mean *anything that interferes with your sense of safety and well being.*

1.1 Issues Involving Women Inmates

How much of a problem have the following been in <u>your HOUSING UNIT since you have been there</u>?

0 = Not a Problem at all   1 = Small Problem   2 = Medium Problem   3 = Big Problem   4 = Very Big Problem

1. Women here have gotten into verbal arguments over debts.	0 1 2 3 4
2. Women here have used pressure or threats to collect on debts.	0 1 2 3 4
3. Women here have gotten into physical fights with other women inmates over debts.	0 1 2 3 4
4. Women here have used pressure or threats to steal from others.	0 1 2 3 4
5. Women here have gotten into physical fights over theft.	0 1 2 3 4
6. Women here have used physical force to steal from others.	0 1 2 3 4
7. Women here have used physical force to touch, feel, or grab other women in a sexually threatening or uncomfortable way.	0 1 2 3 4
8. Without using physical force, women here have touched, felt, or grabbed other women in a sexually threatening or uncomfortable way.	0 1 2 3 4
9. Women here had to pay "protection" to other women in order to keep themselves safe from sexual assault.	0 1 2 3 4
10. Women here have offered to protect other women to get them to perform UNWANTED sexual activity.	0 1 2 3 4
11. Women here have asked other women to perform UNWANTED sexual activity.	0 1 2 3 4

How much of a problem have the following been in <u>your HOUSING UNIT since you have been there</u>?

0 = Not a Problem at all   1 = Small Problem   2 = Medium Problem   3 = Big Problem   4 = Very Big Problem

12. Women here have paid (with money, goods or services) other women to perform UNWANTED sexual activity.	0 1 2 3 4
13. Women here have threatened other women inmates with sexual violence.	0 1 2 3 4
14. Weaker women have been sexually assaulted here by other women inmates.	0 1 2 3 4
15. Women here have used physical violence to force other women to perform UNWANTED sexual activity.	0 1 2 3 4
16. Women here involved in intimate relationships have used physical violence to force their partners or girlfriends to perform UNWANTED sexual activity.	0 1 2 3 4
17. Women here have been sexually assaulted by other women inmates.	0 1 2 3 4
18. Women here have been sexually assaulted by another woman inmate acting alone.	0 1 2 3 4
19. Women here have been sexually assaulted by a group of women inmates.	0 1 2 3 4
20. Women here have to defend themselves from sexual assaults by other women inmates.	0 1 2 3 4
21. Women here have verbally threatened other women inmates with physical violence.	0 1 2 3 4
22. Women here have gotten into physical fights that started with arguments.	0 1 2 3 4
23. Women here have had to pay "protection" to other women in order to keep themselves safe from physical assault.	0 1 2 3 4
24. Women here have gotten into physical fights with other women inmates they did not know.	0 1 2 3 4
25. Women here have gotten into physical fights with their roommates/cellmates.	0 1 2 3 4
26. Women here have gotten into physical fights with their friends/others they know.	0 1 2 3 4
27. Women here have gotten into physical fights with their intimate partners or girlfriends.	0 1 2 3 4
28. Women involved with gangs have gotten into physical fights here.	0 1 2 3 4
29. Women here have hit, slapped, kicked or bitten other women inmates.	0 1 2 3 4
30. Women here have used a weapon to physically assault another woman inmate.	0 1 2 3 4
31. Women here have to defend themselves from physical assaults by other women inmates.	0 1 2 3 4

1.2 Issues Involving Staff

How much of a problem have the following been in <u>your HOUSING UNIT since you have been there</u>?

0 = Not a Problem at all   1 = Small Problem   2 = Medium Problem   3 = Big Problem   4 = Very Big Problem

32. Staff here have made disrespectful comments about women inmates when talking with other staff.	0 1 2 3 4
33. Staff here have made disrespectful comments to women inmates.	0 1 2 3 4
34. Staff here have cursed when speaking to women inmates.	0 1 2 3 4
35. Staff here have yelled or screamed at women inmates.	0 1 2 3 4
36. Staff here have made sexual comments to women inmates.	0 1 2 3 4
37. Staff here have made sexual gestures or noises in front of women inmates.	0 1 2 3 4
38. Staff here have stared at women inmates' bodies.	0 1 2 3 4
39. Staff here have invaded the privacy of women inmates more than what was necessary for them to do their jobs.	0 1 2 3 4
40. Staff here have touched women inmates in a sexual way.	0 1 2 3 4
41. Staff here have touched women inmates in a sexual way while searching them.	0 1 2 3 4
42. Staff here have exposed their genitals and/or breasts (if female staff) to women inmates.	0 1 2 3 4
43. Staff here have engaged in sexual activity with women inmates.	0 1 2 3 4
44. Staff here have pressured or threatened women inmates to engage in sexual activity.	0 1 2 3 4
45. Staff here have forced women inmates through physical violence to perform sexual activity.	0 1 2 3 4
46. Staff here have pressured or threatened women inmates with physical violence to keep quiet about staff-inmate sexual relationships.	0 1 2 3 4
47. Staff here have threatened women inmates with physical violence.	0 1 2 3 4
48. Staff here have used too much physical force while controlling women inmates.	0 1 2 3 4
49. Staff here have used too much force while searching women inmates.	0 1 2 3 4
50. Staff here have hit, slapped, kicked or bitten women inmates.	0 1 2 3 4

78

Section 2. Violence in the Housing Unit, Reporting Climate, & Awareness

As a reminder, please note that in this survey, we use the words:

- **"women" to mean one or more women inmates or detainees**
- **"staff" to mean *anyone who works here at the facility*, including paid employees, agency representatives, and contract workers; but also including official visitors, and volunteers.**
- **"problem" to mean *anything that interferes with your sense of safety and well being.***

Please circle the number indicating how much you disagree or agree with each of the following items regarding your HOUSING UNIT?

1=Strongly Disagree	2=Somewhat Disagree	3=Neither Agree or Disagree	4=Somewhat Agree	5=Strongly Agree

51. Women here are likely to be <u>sexually harassed</u> by one or more women inmates.	1 2 3 4 5
52. Women here are likely to be <u>physically assaulted</u> by one or more women inmates.	1 2 3 4 5
53. Women here are likely to be <u>sexually assaulted</u> by one or more women inmates.	1 2 3 4 5
54. Women here are likely to be <u>sexually harassed</u> by one or more staff.	1 2 3 4 5
55. Women here are likely to be <u>physically assaulted</u> by one or more staff.	1 2 3 4 5
56. Women here are likely to be <u>sexually assaulted</u> by one or more staff.	1 2 3 4 5

Pease circle the appropriate number in the following two survey items.

Please base your response on a scale of one to ten by circling one of the numbers below each statement.

57. How physically violent is this unit? On a scale of one to ten, how physically violent do you believe this housing unit is to <u>most</u> women here. (1 = not physically violent; 10 = very physically violent). 1   2   3   4   5   6   7   8   9   10

58. How sexually violent is this unit? On a scale of one to ten, how sexually violent do you believe this housing unit is to <u>most</u> women here. (1 = not sexually violent; 10 = very sexually violent). 1   2   3   4   5   6   7   8   9   10

Below we ask you to think about some statements related to safety here. Please read the statement and then circle your opinion.

1=Strongly Disagree	2=Somewhat Disagree	3=Neither Agree or Disagree	4=Somewhat Agree	5=Strongly Agree

59a. The facility's procedures are successful in protecting women inmates here from **inmate physical violence.**	1 2 3 4 5
59b. The facility's procedures are successful in protecting women inmates here from **inmate sexual violence.**	1 2 3 4 5
59c. The facility's procedures are successful in protecting women inmates here from **staff sexual misconduct.**	1 2 3 4 5
59d. The facility's procedures are successful in protecting women inmates here from **staff physical violence.**	1 2 3 4 5
60a. Staff harass women inmates who make reports about **inmate physical violence.**	1 2 3 4 5
60b. Staff harass women inmates who make reports about **inmate sexual violence.**	1 2 3 4 5
60c. Staff harass women inmates who make reports about **staff sexual misconduct.**	1 2 3 4 5
60d. Staff harass women inmates who make reports about **staff physical violence.**	1 2 3 4 5
61a. Other women harass inmates who make reports about **inmate physical violence.**	1 2 3 4 5
61b. Other women harass inmates who make reports about **inmate sexual violence.**	1 2 3 4 5
61c. Other women harass inmates who make reports about **staff sexual misconduct.**	1 2 3 4 5
61d. Other women harass inmates who make reports about **staff physical violence.**	1 2 3 4 5

80

Please circle the number indicating how much you disagree or agree with each of the following items regarding your HOUSING UNIT?

1=Strongly Disagree	2=Somewhat Disagree	3=Neither Agree or Disagree	4=Somewhat Agree	5=Strongly Agree

62. The staff here have done a good job of handling women's complaints about sexual safety.	1 2 3 4 5
63. Staff members here are concerned about the sexual safety of women inmates.	1 2 3 4 5
64. If a woman inmate believes she will be sexually attacked, the custody housing staff here will protect her.	1 2 3 4 5
65. The custody line staff (i.e. correctional officers) here are concerned about the sexual safety of women inmates.	1 2 3 4 5
66. The administrative staff (i.e. warden/superintendent, and other administrators) here are concerned about the sexual safety of women inmates.	1 2 3 4 5
67. There are programs at this facility to help women inmates deal with sexual safety problems.	1 2 3 4 5
68. Staff here would report other staff who are involved sexually with women inmates.	1 2 3 4 5
69. Women inmates here are afraid to report inmate physical violence.	1 2 3 4 5
70. Women inmates here are afraid to report inmate sexual violence.	1 2 3 4 5
71. Women inmates here are afraid to report staff sexual misconduct.	1 2 3 4 5
72. Women inmates here are afraid to report staff physical violence.	1 2 3 4 5

We are interested in learning how women can better protect themselves from all forms of violence while here. The following questions ask about the kind of classes or orientations you may have had OR would like to have here. Please circle ONE or MORE of the items that best describe your answer:

73. An orientation or class about the Prison Rape Elimination Act (PREA):

a. Have had a class   b. Would like to have a class   c. Neither

74. An orientation or class about how to protect myself from inmate sexual violence:

a. Have had a class   b. Would like to have a class   c. Neither

75. An orientation or class about how to protect myself from inmate physical violence:

a. Have had a class   b. Would like to have a class   c. Neither

76. An orientation or class about how to protect myself from staff sexual misconduct:

a. Have had a class   b. Would like to have a class   c. Neither

77. An orientation or class about how to protect myself from staff physical violence:

a. Have had a class   b. Would like to have a class   c. Neither

Do you have any other suggestions for classes that could help women protect themselves here? If you do, please describe what they are in the space below:

82

Section 3: Demographics

In order to help us learn how to make this facility safer, please answer all of the following questions. Please check the appropriate box or fill in the space for each item.

3.0 <u>Current Age</u>

How old are you today? _____

3.11 <u>Ethnicity</u>

Please check **one** box below that best describes your ethnicity:

☐ I am of Hispanic, Latino, or Spanish Origin

☐ I am NOT of Hispanic, Latino, or Spanish Origin

3.12 <u>Race</u>

Please check **one or more** boxes that best describes your racial identity:

☐ Black or African-American   ☐ American Indian or Alaska Native   ☐ Asian

☐ Native Hawaiian or Other Pacific Islander   ☐ White/Caucasian

☐ Other (please specify) _____

3.2 <u>Education</u>

Please check **one or more** boxes:

☐ Less than high school diploma or GED

☐ High school diploma or GED

☐ Vocational or Trade School Certificate

☐ Some college undergraduate work but no degree completed

☐ Undergraduate college degree completed

☐ Graduate work beyond completed college degree

3.3 <u>Current Offense</u>

Please check **one or more** boxes that pertain to the <u>current offense</u> or offenses for which you are <u>currently</u> in prison or jail for:

☐ Drug Crimes

☐ Property Crimes

☐ Violent Crimes

☐ Other Crimes, Civil Offenses, Etc. (please specify): _____

3.4 Previous Incarceration

3.41 How many times have you been in JAIL before this sentence or detention? _____

3.42 How many times have you been in PRISON before this sentence or detention? _____

3.5 Information about Length of Time in Housing Unit and Facility

3.51 How long (how many months) have you been in THIS facility or institution? _____ Months

3.52 How long (how many months) have you been in THIS housing unit? _____ Months

We would like you to respond to two final items.

3.6 Please respond by circling either Yes, No, or Maybe.

3.61 I may get some form of retaliation or harassment from staff for taking this survey: Yes   No   Maybe

3.62 I may get some form of retaliation or harassment from inmates for taking this survey: Yes   No   Maybe

If there is anything else you would like to tell us about questions on this survey, please do so in the space below. If you need more space, you can write on the back or on the cover page.

Thank you for completing this survey. Your help is appreciated. Please go back and look over your survey one last time to be sure you didn't skip any questions you wanted to answer.

VITA

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