



DEPARTMENT OF CORRECTIONS 2021 Prison Rape Elimination Act (PREA) Corrective Action Plan and Annual Report

The Florida Department of Corrections (FDC) has adopted a zero-tolerance policy regarding sexual abuse and sexual harassment. The Department is continuously improving operations to prevent, detect, and respond to sexual victimization. This annual report complies with 28 C.F.R. Part 115 Standard 115.87-89 for the agency.

In June 2021, the FDC completed year two in cycle three of the Department of Justice Prison Rape Elimination Act (PREA) audit cycle and accomplished the third year of full compliance for all facilities audited. Some of the audited facilities were identified as having exceeded requirements in the final audit report.

During the 2021 calendar year, FDC had 1,550 allegations meeting the definitions in standard 115.6 related to sexual abuse of the Prison Rape Elimination Act. These allegations were reported statewide and encompass 50 institutions, including their satellite facilities, seven privately operated facilities, and individuals under FDC supervision as a condition of their probation. All allegations were reported to the Office of the Inspector General (OIG). Below is a comparison table detailing the PREA allegations for the 2020 and 2021 calendar years. Currently, there are zero sustained cases for 2021.

Allegation type	Sustained	Not Sustained	Unfounded	Ongoing	Total
2020 Abusive Sexual Contact	1	113	31	22	167
2021 Abusive Sexual Contact	0	137	11	36	184
2020 Non-Consensual Sex Acts	12	327	103	68	510
2021 Non-Consensual Sex Acts	0	193	42	173	408
2020 Inmate-on-Inmate Sexual Harassment	1	153	41	1	196
2021 Inmate-on-Inmate Sexual Harassment	0	174	17	7	198
2020 Staff Sexual Misconduct	11	372	278	110	771
2021 Staff Sexual Misconduct	0	362	128	157	647
2020 Staff Sexual Harassment	1	52	41	5	99
2021 Staff Sexual Harassment	0	80	22	11	113
2020 Grand Total	26	1017	494	206	1743
2021 Grand Total	0	946	220	384	1550

The culture within the Florida Department of Corrections is changing. With the implementation and continuous improvement of its sexual abuse prevention, detection, and response in 2021, there was a decrease of 193 allegations from 2020. The Department has continued its training efforts for staff and inmates, making them aware of what constitutes a PREA allegation under the definitions provided in 28 C.F.R. Part 115. Additionally, the staff has continued to be diligent in reporting and documentation practices of allegations.

In comparison to the previous year's corrective action plan, in 2021, the Department added the PREA "What You Need to Know" video on the inmate tablets and continued to build on its efforts to improve current reporting policies and procedures. The installation of additional video monitoring technology and physical plant modifications made at facilities throughout the year have continued to enhance safety and security.

In 2021, the Department continued its efforts to improve our critical staffing shortages by seeking approval through the Legislative Budget Commission (LBC) to increase the base rate salary for several positions in the Correctional Officer class series, specifically Correctional Officer through Correctional Officer Captain. The LBC approved our request, and the increase was effective December 24, 2021. In addition to the base rate of pay increase, staff in this class also received a one-time retention bonus of \$1,500. A one-time retention bonus of \$3,000 for staff in the Correctional Probation class series was also implemented. The Department also increased the New Hire Bonus Program for Correctional Officers to aid our recruitment and retention efforts. The program includes the following bonus structure:

- \$3,000 hiring Bonus for all Correctional Officers (certified or non-certified)
 - \$1,000 hiring bonus for correctional officers to join facilities with a vacancy rate of 10% or above (certified or non-certified)
 - \$1,000 hiring bonus for certified correctional officers
- Certified staff returning are eligible to receive \$5,000 if all the above criteria are met.*

The state budget for FY 22/23 approved by the Florida Legislature contains an across-the-board pay raise for all staff and a substantial pay increase for the Correctional Officer and Correctional Probation Officer series. It is currently awaiting Executive Branch approval and a July 1 implementation.

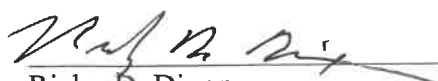
The Department plans to build and improve on the below corrective actions over the next year from the foundation that has been set in years past.

- Continue our efforts to recruit and retain employees to fully staff facilities.
- Continue to provide advanced training to PREA Compliance Managers and PREA Auxiliary staff on PREA definitions, reportable incidents, and PREA compliance, allowing them to conduct needed training for the facility staff.
- Continue to provide training to inmates on PREA definitions and reporting requirements.
- Continue to utilize available funding for installing cameras in common areas, program areas, work areas, and high traffic areas.

The Department intends to initiate the below projects and to continue our efforts to recruit and retain staff and additional positions for the Office of the Inspector General (OIG) over the next year:

- Review and make any necessary revisions to the Department's current Volunteer, Contractor, and Intern training
- Review the options for placement of PREA related resources on the inmate tablets
- Through Legislative action, pursue competitive pay increases for all series with direct inmate offender contact. These include the Correctional Officer class, Correctional Probation Officers, Classification, and Maintenance.
- Through Legislative action, pursue competitive pay increases for OIG Inspectors and increase the number of Inspectors dedicated to PREA investigations.

Our corrective action plan outlined above serves to reduce victimization by deterring abusive behavior and dealing with it appropriately and justly when it does occur. These measures will subsequently reduce reported allegations over time and foster a safe environment.


Ricky D. Dixon
Secretary of Corrections

MAY 16 2022

Date

FDC 2021 Aggregated data by facility and type

Abusive Sexual Contact

Facility	Sustained	Not Sustained	Unfounded	Ongoing	Total
APALACHEE C.I.	0	5	0	2	7
AVON PARK C.I.	0	0	0	2	2
BAKER C.I.	0	1	0	0	1
BAY C.F.	0	2	0	0	2
BLACKWATER C.F.	0	6	0	2	8
CALHOUN C.I.	0	1	0	0	1
CENTURY C.I.	0	1	0	2	3
CENTRAL FL. RECPN. CTR	0	3	0	3	6
CHARLOTTE C.I.	0	2	0	1	3
COLUMBIA C.I.	0	3	2	0	5
CROSS CITY C.I.	0	0	1	0	1
DADE C.I.	0	10	0	0	10
DESOTO ANNEX	0	2	0	1	3
EVERGLADES C.I.	0	1	0	1	2
FL. WOMEN'S RECPN.CTR	0	0	0	1	1
FLORIDA STATE PRISON	0	1	1	0	2
FRANKLIN C.I.	0	1	0	0	1
GADSDEN C.F.	0	0	0	0	0
GRACEVILLE C.F.	0	3	0	0	3
GULF C.I.	0	9	0	1	10
HAMILTON C.I.	0	6	0	1	7
HARDEE C.I.	0	2	0	0	2
HERNANDO C.I.	0	0	0	0	0
HOLMES C.I.	0	2	0	0	2
HOMESTEAD C.I.	0	1	0	1	2
JACKSON C.I.	0	3	0	0	3
JEFFERSON C.I.	0	0	0	0	0
LAKE C.I.	0	5	0	0	5
LAKE CITY CF	0	0	0	0	0
LANCASTER C.I.	0	5	1	0	6
LAWTEY C.I.	0	1	0	0	1
LIBERTY C.I.	0	0	0	1	1
LOWELL C.I.	0	5	0	0	5
MADISON CI	0	0	0	0	0
MARION C.I.	0	0	0	0	0
MARTIN C.I.	0	4	0	1	5
MAYO C.I. ANNEX	0	0	1	1	2
MOORE HAVEN C.F.	0	1	0	0	1
NEW RIVER C.I.	0	2	0	0	2
N.W. FL RECPN. CTR.	0	8	0	1	9
OKALOOSA C.I.	0	3	0	1	4
OKEECHOBEE C.I.	0	5	0	2	7
ORLANDO CENTRAL	0	0	0	1	1
POLK C.I.	0	0	0	0	0
PUTNAM C.I.	0	0	0	0	0
RECEPTION AND MEDICAL CENTER	0	2	0	0	2
SANTA ROSA C.I.	0	8	1	1	10
SARASOTA CIRCUIT	0	0	0	1	1

FDC 2021 Aggregated data by facility and type

Abusive Sexual Contact (continued)

Facility	Sustained	Not Sustained	Unfounded	Ongoing	Total
SOUTH BAY C.F.	0	4	0	1	5
S. FL. RECPN. CTR.	0	0	0	0	0
SUMTER C.I.	0	0	0	0	0
SUWANNEE C.I.	0	4	0	1	5
TAYLOR C.I.	0	3	1	1	5
TOMOKA C.I.	0	4	0	2	6
UNION C.I.	0	1	0	0	1
WAKULLA C.I.	0	3	1	2	6
WALTON C.I.	0	2	1	1	4
ZEPHYRHILLS C.I.	0	2	1	0	3
Grand Total	0	137	11	36	184

Non-Consensual Sex Acts

Facility	Sustained	Not Sustained	Unfounded	Ongoing	Total
APALACHEE C.I.	0	7	0	11	18
AVON PARK C.I.	0	4	1	1	6
BAKER C.I.	0	1	0	1	2
BAY C.F.	0	0	0	0	0
BLACKWATER C.F.	0	7	1	2	10
CALHOUN C.I.	0	9	2	5	16
CENTURY C.I.	0	3	0	3	6
CENTRAL FL. RECPN. CTR	0	3	0	1	4
CHARLOTTE C.I.	0	4	1	3	8
COLUMBIA C.I.	0	9	3	8	20
CROSS CITY C.I.	0	3	0	2	5
DADE C.I.	0	6	0	8	14
DESOTO ANNEX	0	1	0	4	5
EVERGLADES C.I.	0	0	0	1	1
FL. WOMEN'S RECPN.CTR	0	1	0	1	2
FLORIDA STATE PRISON	0	3	2	2	7
FRANKLIN C.I.	0	0	0	1	1
GADSDEN C.F.	0	0	0	0	0
GRACEVILLE C.F.	0	4	1	12	17
GULF C.I.	0	5	1	6	12
HAMILTON C.I.	0	5	6	7	18
HARDEE C.I.	0	2	0	2	4
HERNANDO C.I.	0	0	0	0	0
HOLMES C.I.	0	3	1	3	7
HOMESTEAD C.I.	0	4	1	0	5
JACKSON C.I.	0	0	0	1	1
JEFFERSON C.I.	0	1	0	0	1
LAKE C.I.	0	2	1	4	7
LAKE CITY CF	0	1	0	0	1
LANCASTER C.I.	0	2	0	0	2
LAWTEY C.I.	0	0	0	0	0
LIBERTY C.I.	0	3	0	0	3
LOWELL C.I.	0	2	3	0	5
MADISON CI	0	0	0	0	0

FDC 2021 Aggregated data by facility and type

Non-Consensual Sex Acts (continued)

Facility	Sustained	Not Sustained	Unfounded	Ongoing	Total
MARION C.I.	0	1	0	0	1
MARTIN C.I.	0	9	2	0	11
MAYO C.I. ANNEX	0	3	2	2	7
MOORE HAVEN C.F.	0	0	1	2	3
NEW RIVER C.I.	0	0	0	0	0
N.W. FL RECPN. CTR.	0	8	1	12	21
OKALOOSA C.I.	0	4	0	0	4
OKEECHOBEE C.I.	0	6	0	6	12
POLK C.I.	0	3	0	0	3
PUTNAM C.I.	0	0	0	1	1
RECEPTION AND MEDICAL CENTER	0	7	1	4	12
SANTA ROSA C.I.	0	13	4	6	23
SOUTH BAY C.F.	0	2	0	4	6
S. FL. RECPN. CTR.	0	4	0	1	5
SUMTER C.I.	0	4	0	0	4
SUWANNEE C.I.	0	8	0	5	13
TAYLOR C.I.	0	5	1	5	11
TOMOKA C.I.	0	5	3	13	21
UNION C.I.	0	1	0	1	2
WAKULLA C.I.	0	5	2	12	19
WALTON C.I.	0	9	1	9	19
ZEPHYRHILLS C.I.	0	1	0	1	2
Grand Total	0	193	42	173	408

Inmate-on-Inmate Sexual Harassment

Facility	Sustained	Not Sustained	Unfounded	Ongoing	Total
APALACHEE C.I.	0	1	0	1	2
AVON PARK C.I.	0	1	0	0	1
BAKER C.I.	0	1	0	0	1
BAY C.F.	0	1	0	1	2
BLACKWATER C.F.	0	0	0	0	0
CALHOUN C.I.	0	4	0	0	4
CENTURY C.I.	0	2	1	0	3
CENTRAL FL. RECPN. CTR	0	2	0	0	2
CHARLOTTE C.I.	0	0	0	0	0
COLUMBIA C.I.	0	10	0	1	11
CROSS CITY C.I.	0	0	0	0	0
DADE C.I.	0	13	0	0	13
DESOTO ANNEX	0	2	0	0	2
EVERGLADES C.I.	0	2	0	0	2
FL. WOMEN'S RECPN.CTR	0	6	0	0	6
FLORIDA STATE PRISON	0	12	0	0	12
FRANKLIN C.I.	0	0	0	1	1
GADSDEN C.F.	0	1	0	0	1
GRACEVILLE C.F.	0	2	0	0	2
GULF C.I.	0	4	0	0	4
HAMILTON C.I.	0	8	1	0	9
HARDEE C.I.	0	2	0	1	3

FDC 2021 Aggregated data by facility and type

Inmate-on-Inmate Sexual Harassment (continued)

Facility	Sustained	Not Sustained	Unfounded	Ongoing	Total
HERNANDO C.I.	0	0	0	0	0
HOLMES C.I.	0	1	0	0	1
HOMESTEAD C.I.	0	0	1	0	1
JACKSON C.I.	0	3	2	0	5
JEFFERSON C.I.	0	0	0	0	0
LAKE C.I.	0	5	0	0	5
LAKE CITY CF	0	0	0	0	0
LANCASTER C.I.	0	0	1	0	1
LAWTEY C.I.	0	0	0	0	0
LIBERTY C.I.	0	0	0	0	0
LOWELL C.I.	0	4	3	0	7
MADISON CI	0	1	0	0	1
MARION C.I.	0	0	0	0	0
MARTIN C.I.	0	1	0	0	1
MAYO C.I. ANNEX	0	0	0	0	0
MOORE HAVEN C.F.	0	0	0	1	1
NEW RIVER C.I.	0	5	0	0	5
N.W. FL RECPN. CTR.	0	4	0	0	4
OKALOOSA C.I.	0	5	0	0	5
OKEECHOBEE C.I.	0	3	0	0	3
POLK C.I.	0	1	0	0	1
PUTNAM C.I.	0	0	0	0	0
RECEPTION AND MEDICAL CENTER	0	6	0	0	6
SANTA ROSA C.I.	0	16	1	0	17
SOUTH BAY C.F.	0	1	1	0	2
S. FL. RECPN. CTR.	0	3	0	0	3
SUMTER C.I.	0	2	0	0	2
SUWANNEE C.I.	0	3	1	0	4
TAYLOR C.I.	0	1	0	0	1
TOMOKA C.I.	0	2	0	1	3
UNION C.I.	0	12	0	0	12
WAKULLA C.I.	0	14	2	0	16
WALTON C.I.	0	2	0	0	2
ZEPHYRHILLS C.I.	0	5	3	0	8
Grand Total	0	174	17	7	198

Staff Sexual Misconduct

Facility	Sustained	Not Sustained	Unfounded	Ongoing	Total
APALACHEE C.I.	0	9	2	0	11
AVON PARK C.I.	0	1	0	5	6
BAKER C.I.	0	2	0	1	3
BAY C.F.	0	1	0	0	1
BLACKWATER C.F.	0	4	0	0	4
CALHOUN C.I.	0	2	1	0	3
CENTURY C.I.	0	1	0	0	1
CENTRAL FL. RECPN. CTR	0	6	2	1	9
CHARLOTTE C.I.	0	6	6	6	18
COLUMBIA C.I.	0	9	8	6	23

FDC 2021 Aggregated data by facility and type

Staff Sexual Misconduct (continued)

Facility	Sustained	Not Sustained	Unfounded	Ongoing	Total
CROSS CITY C.I.	0	4	0	2	6
DADE C.I.	0	4	0	2	6
DESOTO ANNEX	0	4	0	1	5
EVERGLADES C.I.	0	0	2	1	3
FL. WOMEN'S RECPN.CTR	0	6	2	7	15
FLORIDA STATE PRISON	0	31	17	3	51
FRANKLIN C.I.	0	2	1	1	4
GADSDEN C.F.	0	4	0	3	7
GRACEVILLE C.F.	0	0	0	1	1
GULF C.I.	0	3	0	1	4
HAMILTON C.I.	0	10	3	6	19
HARDEE C.I.	0	12	0	4	16
HERNANDO C.I.	0	2	0	3	5
HOLMES C.I.	0	3	1	0	4
HOMESTEAD C.I.	0	13	0	2	15
JACKSON C.I.	0	14	4	2	20
JACKSONVILLE SOUTHW	0	0	0	2	2
JEFFERSON C.I.	0	1	0	0	1
LAKE C.I.	0	10	2	6	18
LAKE CITY CF	0	0	0	0	0
LANCASTER C.I.	0	3	0	3	6
LAWTEY C.I.	0	2	0	0	2
LIBERTY C.I.	0	1	0	1	2
LOWELL C.I.	0	47	10	18	75
MADISON CI	0	0	1	1	2
MARION C.I.	0	3	1	1	5
MARTIN C.I.	0	3	1	1	5
MAYO C.I. ANNEX	0	9	0	1	10
MOORE HAVEN C.F.	0	1	0	1	2
NEW RIVER C.I.	0	1	2	2	5
N.W. FL RECPN. CTR.	0	8	4	0	12
OKALOOSA C.I.	0	8	8	9	25
OKEECHOBEE C.I.	0	10	0	7	17
PANAMA CITY EAST	0	0	0	1	1
POLK C.I.	0	0	0	0	0
PUTNAM C.I.	0	0	0	1	1
RECEPTION AND MEDICAL CENTER	0	3	2	4	9
SANTA ROSA C.I.	0	44	21	7	72
SARASOTA INTAKE	0	0	0	1	1
SOUTH BAY C.F.	0	2	0	1	3
S. FL. RECPN. CTR.	0	3	0	0	3
SUMTER C.I.	0	3	4	4	11
SUWANNEE C.I.	0	3	1	1	5
TALLAHASSEE MAIN	0	1	0	0	1
TALLAHASSEE NORTH	0	0	0	1	1
TAMPA NORTH	0	0	0	1	1
TAYLOR C.I.	0	4	2	5	11
TOMOKA C.I.	0	2	0	4	6

FDC 2021 Aggregated data by facility and type

Staff Sexual Misconduct (continued)

Facility	Sustained	Not Sustained	Unfounded	Ongoing	Total
UNION C.I.	0	19	10	1	30
WAKULLA C.I.	0	7	5	11	23
WALTON C.I.	0	7	2	3	12
ZEPHYRHILLS C.I.	0	4	3	0	7
Grand Total	0	362	128	157	647

Staff-on-Inmate Sexual Harassment

Facility	Sustained	Not Sustained	Unfounded	Ongoing	Total
APALACHEE C.I.	0	0	0	0	0
AVON PARK C.I.	0	0	0	0	0
BAKER C.I.	0	0	1	0	1
BAY C.F.	0	2	0	0	2
BLACKWATER C.F.	0	1	0	1	2
CALHOUN C.I.	0	1	0	0	1
CENTURY C.I.	0	1	0	0	1
CENTRAL FL. RECPN. CTR	0	0	0	0	0
CHARLOTTE C.I.	0	4	1	1	6
COLUMBIA C.I.	0	0	1	0	1
CROSS CITY C.I.	0	0	0	0	0
DADE C.I.	0	3	0	2	5
DESOTO ANNEX	0	0	0	0	0
EVERGLADES C.I.	0	0	1	0	1
FL. WOMEN'S RECPN.CTR	0	1	0	0	1
FLORIDA STATE PRISON	0	9	3	0	12
FRANKLIN C.I.	0	1	0	0	1
GADSDEN C.F.	0	0	0	0	0
GRACEVILLE C.F.	0	0	0	0	0
GULF C.I.	0	1	0	0	1
HAMILTON C.I.	0	1	0	0	1
HARDEE C.I.	0	2	0	1	3
HERNANDO C.I.	0	0	0	0	0
HOLMES C.I.	0	1	0	0	1
HOMESTEAD C.I.	0	1	0	0	1
JACKSON C.I.	0	0	0	0	0
JEFFERSON C.I.	0	1	0	0	1
LAKE C.I.	0	2	0	0	2
LAKE CITY CF	0	0	0	0	0
LANCASTER C.I.	0	0	0	0	0
LAWTEY C.I.	0	2	0	0	2
LIBERTY C.I.	0	0	0	0	0
LOWELL C.I.	0	4	2	1	7
MADISON CI	0	0	0	0	0
MARION C.I.	0	1	0	0	1
MARTIN C.I.	0	1	0	0	1
MAYO C.I. ANNEX	0	1	0	2	3
MOORE HAVEN C.F.	0	1	0	0	1
NEW RIVER C.I.	0	0	0	0	0
N.W. FL RECPN. CTR.	0	2	1	0	3

FDC 2021 Aggregated data by facility and type

Staff-on-Inmate Sexual Harassment (continued)

Facility	Sustained	Not Sustained	Unfounded	Ongoing	Total
OKALOOSA C.I.	0	3	1	0	4
OKEECHOBEE C.I.	0	1	2	1	4
POLK C.I.	0	0	0	0	0
PUTNAM C.I.	0	0	0	0	0
RECEPTION AND MEDICAL CENTER	0	3	0	0	3
SANTA ROSA C.I.	0	15	8	0	23
SOUTH BAY C.F.	0	0	0	0	0
S. FL. RECPN. CTR.	0	0	0	0	0
SUMTER C.I.	0	1	0	0	1
SUWANNEE C.I.	0	0	0	0	0
TAVARES MAIN	0	1	0	0	0
TAYLOR C.I.	0	1	0	1	2
TOMOKA C.I.	0	1	0	0	1
UNION C.I.	0	6	0	1	7
WAKULLA C.I.	0	3	0	0	3
WALTON C.I.	0	1	1	0	2
ZEPHYRHILLS C.I.	0	0	0	0	0
Grand Total	0	80	22	11	113