TRAVIS COUNTY JUVENILE PROBATION DEPARTMENT

2515 South Congress Avenue ~ Austin Texas 78704
Phone: (512) 854-7000 Fax: (512) 854-7097

ESTELA P. MEDINA
Chief Juvenile Probation Officer

Annual Report, Findings and Action Plan

Reference: 28 CFR 115.388: Data Review for Corrective Action

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

In calendar year 2016, there were no allegations of youth-on-youth sexual abuse or sexual harassment at the Department. In addition, there were no allegations of staff sexual misconduct, to include sexual abuse and sexual harassment. In calendar year 2015, there were two (2) founded allegations of youth-on-youth abusive sexual contact, which is defined as sexual contact and / or intentional touching directly or through the clothing of any resident without his or her consent. Even though the instances of sexual abuse and sexual harassment has decreased from 2015 to 2016, the Department will continue be vigilant and carefully and promptly investigate all allegations by appropriately trained personnel. With continued oversight, staff training and resident education, current systems appear to be effective in preventing, detecting and responding to allegations of sexual abuse and sexual harassment.

To continue to address the allegations and to effectively prevent, detect and address all allegations of sexual abuse and sexual harassment, the facilities and the Department as a whole will:

- Ensure that juveniles and visitors are provided information on the Department's zero tolerance policy and methods of reporting alleged abuse by:
  - prominently displaying posters in public areas, and general programming and housing areas in the facilities that explain how to report allegations directly to the Texas Juvenile Justice Department (TJJD);
  - providing brochures created by TJJD that detail reporting methods available; and
  - providing detailed information to residents during the intake and orientation process on their right to be free from sexual abuse and sexual harassment, methods of avoiding sexual abuse and sexual harassment, and methods of reporting any allegations.
- Comply with the mandated staffing ratios and the staffing plan for the facilities and assess the staffing plan on an annual basis.
- Ensure adequate staff coverage to provide appropriate supervision based on the current population needs.
- Continue to conduct unannounced rounds in the facilities on a regular basis.

- Continue to have staff announce their presence when entering the housing units of the opposite gender to enhance the privacy of residents.
- Continue training staff on topics to include, but not limited to:
  - the zero-tolerance policy for all forms of abuse, to include sexual abuse and sexual harassment;
  - how to fulfill their responsibilities under agency sexual abuse and sexual harassment prevention, detection, reporting, and response policies and procedures;
  - the residents' right to be free from sexual abuse and sexual harassment;
  - the right of residents and employees to be free from retaliation for reporting sexual abuse and sexual harassment;
  - the dynamics of sexual abuse and sexual harassment in juvenile facilities;
  - how to detect and respond to signs of threatened and actual sexual abuse and sexual harassment; and
  - how to comply with mandatory reporting laws.
- Continue to conduct criminal history background checks on employees, volunteers, interns and contractors.
- Continue to report and investigate all allegations of abuse, neglect and exploitation, to include sexual abuse or sexual harassment by:
  - Referring all allegations of a criminal nature to the appropriate law enforcement agency;
  - Referring all allegations to TJJD and / or any applicable local, state or national oversight agency; and
  - Ensuring that an administrative and / or criminal investigation is completed for all allegations.
- Prioritize the enhancement of staff supervision by utilizing technology, such as video surveillance, to enhance and supplement supervision in resident program areas to protect the residents from sexual abuse and sexual harassment.

Estela P. Medina

Estela P. Medina, Chief Juvenile Probation Officer

April 28, 2017

Date

Brandy Baptiste, PREA Coordinator

April 28, 2017

Date