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Gendered Violence and Safety:

A contextual approach to improving security in women's facilities

Part I of III

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Improving security in women's facilities

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FINAL REPORT
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GENDERED VIOLENCE AND SAFETY:
A CONTEXTUAL APPROACH TO IMPROVING SECURITY IN WOMEN'S FACILITIES

PART I OF III:

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ABSTRACT

In response to the Prison Rape Elimination Act of 2003 (PREA), this project investigated the context of gendered violence and safety in women's correctional facilities. Through a multi-method approach, including focus groups with female inmates and staff and survey development, we examined the context and correlates of both violence and safety in correctional facilities for women. The data support our original hypothesis that sexual violence is embedded in a broader context of violence and safety and that this context is gender-based. We argue that prevention and intervention, through inmate programs and education, staff training and other operational practices, are primary strategies in meeting the goals of PREA. Like all aspects of incarceration, violence in women's correctional facilities was markedly gendered and nested within a constellation of overlapping individual, relational, institutional, and societal factors. We found that many of the factors contributing to potential violence converge within living units and, thus, present an opportunity for measuring the relative degree of safety and danger of each unit. We also found that violence in women's jails and prisons is not a dominant aspect of everyday life, but exists as a potential, shaped by time, place, prison culture, interpersonal relationships, and staff actions. On-going tensions and conflicts, lack of economic opportunity, and few therapeutic options to address past victimization or to treat destructive relationship patterns contribute to the potential for violence in women's facilities. Our findings did not suggest that women's jails and prisons are increasingly dangerous. While some patterns that shape vulnerability and aggression exist in any facility, most women learn to protect themselves and do their time safely. We also found that most staff and managers are committed to maintaining a safe environment. Building on the focus group data, we developed a comprehensive battery of survey instruments to assess prisoner perceptions of violence and safety in women's facilities. The resultant battery is comprised of multi-dimensional instruments with specific questionnaire items and response categories designed to accurately capture women's experiences in correctional facilities. The operational implications of this model focus on prevention and intervention by addressing multiple factors that shape the context of violence in women's facilities. We offer this study as a way of increasing the ability to ensure all forms of safety for women offenders.

This report is presented in three parts. Part I summarizes our findings and provides specific recommendations for improving safety for women offenders. Part II provides a detailed analysis of the focus group data. Part III describes the development of quantitative measures of violence and safety in women's correctional facilities. Two bulletins regarding the applications of these findings were also developed.

EXECUTIVE SUMMARY

In response to the Prison Rape Elimination Act (PREA) of 2003, this project investigated the context of gendered violence and safety in women's correctional facilities. Through a multi-method approach, we examined the context and correlates that produce and support both violence and safety in facilities for women. The data support our original hypothesis that sexual violence is embedded in the broader context of violence and safety and that this context is gender-based. We also suspected that prior victimization often contributes to a cycle of future and repeated victimization among women. We have analyzed our data through an ecological framework suggested by the Centers for Disease Control and Prevention (CDC) in their 2004 report, *Sexual Violence and Prevention: Beginning the Dialogue.* This model provides both a framework for analysis and a foundation for prevention and intervention policies and practices in women's correctional facilities. We argue that prevention and intervention, through inmate programs and education, staff training and other operational practices, are primary strategies in meeting the goals of PREA.

EMPIRICAL GOALS

Our specific empirical goals included describing the dynamics and context of interpersonal sexual and physical violence in women's correctional facilities. To construct these descriptions, we developed a focus group strategy and interviewed specific groups of female inmates and staff in two state prison systems and three local jail systems. By employing open-ended, unstructured interviews, focus group methodology elicited multiple perspectives on safety and violence from the female inmate and staff participants. For the inmate focus group interviews, we developed a two-session interview protocol that yielded rich and detailed descriptions of women's experiences. Individual interviews were also conducted with the female inmate focus group participants at their request. A total of 40 focus groups, with 161 inmate and 30 staff participants, were completed by the research team during the course of the project. Overall, the profile of the sample resembled the profile of women nationally, with a slighter higher number of women who were serving longer than average sentences.

Four questions structured the core of the interview for the female inmate and detainee groups:

1. What do you know about violence or danger in this facility?
2. How do women currently protect themselves from the violence in this facility?
3. What are some things that can be done here to protect women from danger and violence?
4. What else should we know about violence and danger here?

The questions for the staff participants were:

1. What do you know about violence or danger among women in this facility?
2. What problems are associated with preventing and responding to female sexual and physical violence in this facility?
3. How do women currently protect themselves from the violence in this facility?
4. What are some things that can be done here to protect women from danger and violence?
5. What else should we know about violence and danger here?

The Ecological Model (CDC, 2004) was then used to frame these data. We also drew on an Escalation Model (Edgar and Martin, 2003) and found that most violence began with identifiable (and preventable) conflict that escalated over time. Multiple organizational, environmental and individual factors contribute to violence in women's facilities. Analysis of the focus group data found that the dynamic interplay between individual, relational, community, facility and societal factors create and sustain violence potentials in women's jails and prisons. Staff members play a critical role in creating the potential for violence and conflict. In a similar way, aspects of policy and practice also can support or mitigate such violence. In advocating this prevention and intervention strategy, we argue that these same factors can create and sustain safety as well.

Like all aspects of incarceration, violence in women's correctional facilities was markedly gendered and nested within a constellation of overlapping individual, relational, institutional, and societal factors. We learned that violence between female inmates occurred on a continuum, ranging from verbal intimidation to homicide. Violence was most prevalent at the lower end of the continuum and quite rare at the extreme end. While our research was consistent with prior findings that violence in women's prisons was not as severe or as prevalent as in men's institutions, we did find that some forms of violence were particular to women's facilities and required their own definitions.

We found that violence in women's jails and prisons is not a dominant aspect of everyday life, but exists as a potential, shaped by time, place, prison culture, interpersonal relationships, and staff actions. On-going tensions and conflicts, lack of economic opportunity, and few therapeutic options to address past victimization or to treat destructive relationship patterns contribute to the potential for violence in women's facilities. Four categories of conflict and violence are detailed:

- Verbal conflict
- Economic conflict and exploitation
- Physical violence
- Sexual violence

For female inmates, the most common forms of violence and conflict include verbal conflict and economic exploitation. Bullying and intimidation occur primarily over material goods or control over physical spaces, such as cells or dorms, especially when women exhibited vulnerabilities. We learned that any form of violence had the

potential for escalating into a more serious and dangerous form. Physical violence was typically the result of escalating conflict over debts or "disrespect," or occurred between women in an on-going difficult relationship. Sexual violence was rarely discussed in our interviews unless prompted, but when mentioned, was seen to be usually a product of these problematic inter-personal relationships. In an attempt to capture the complexity of sexual violence, we have constructed a "continuum of coercion" that describes the sexual victimization that occurs, which includes:

- Sexual comments and touching
- Sexual intimidation and pressure`
- "Fatal Attractions" (Stalking)
- Sexual aggressors
- Sexual violence in relationships
- Sexual assault

In our discussions with inmates and correctional staff, there was general consensus among inmates and staff regarding the causes of fighting and other forms of violence in the prison. Generally, both groups believed that jealousy, debts, and disrespect were the major catalysts for violence. We contend, however, that these factors are dynamic contributors to the potential for violence, and interact within the four levels outlined in the Ecological Model (individual, relationship, community, and society).

The women's jail and prison population is characterized by women with long histories of abuse and victimization and, for the most part, this past trauma remains untreated. These personal histories can result in intense and dysfunctional relationships with other women with similar histories. Women's relationships take on such importance that jealousy looms as a frequent trigger for violence. Other violence erupts when women respond to debts with violent retaliation. Women referred to unpaid debts as a form of disrespect, but disrespect also encompassed a wide range of other behaviors as well. "Disrespect" refers to interpersonal behaviors that impinge upon another woman's status, reputation, sense of self, personal space, or rights of "citizenship." The concept of disrespect is closely tied to the subcultural norms and values of the prison and jail world. Idle female inmates, either due to a lack of available programming or individual resistance to such participation, are most likely to participate in these risky behaviors and relationships.

With few exceptions, women told us that they became less worried about physical or sexual violence over the course of their incarceration. While again stressing that "anything can happen at any time," most women learned how to protect themselves from all forms of violence. Day-to-day tension, crowded living conditions, the lack of medical care and the potential for disease, and a scarcity of meaningful programs and activities were seen as more significant threats to a woman's overall well-being than physical or sexual attack. Some individual women said they did "not feel safe at all," but most said they learned to protect themselves. Health concerns eclipsed worries about sexual or physical safety in every focus group and these concerns were related to lack of medical care and cleaning supplies, deteriorating physical plant conditions, substandard food, and the lack of rehabilitative programs. Idleness and an inability to earn money were also said to undermine women's sense of well-being.

Women also expressed little confidence in the ability of staff members to protect them from violence, either from other female inmates or from staff. Women described staff as "just not caring;" "playing favorites" with aggressors; "enjoying their fears" or refusing to take their fears seriously; "covering up for their buddies;" and telling them "This is prison—deal with it." Women also stated that they were told by staff that they would have to "name names" if they went to staff for help in dealing with threats to their safety. Staff, too, remarked that they often felt unable to protect women, but their reasons differed from those offered by the women. Lack of knowledge about reporting practices, reluctance to "snitch," distrust of the entire investigative process, and concerns about retaliation from inmates and staff were mentioned frequently. Inmates had little confidence in this process even in facilities with well known formal policies and procedures to report such concerns. Staff felt that their abilities to respond to violence depended on inmate reporting, but there were tremendous barriers and liabilities surrounding reporting feared or actual victimization.

One point of agreement was a strong perspective on place. In every site location, inmates and staff were unanimous that some facilities were far more dangerous than others; and, within facilities, particular living units were also defined as particularly risky and dangerous. Contributing factors to any particular locale included an interactive combination of individual, relational, and living unit and facility characteristics. Living units function as "neighborhoods" and, as such, exist as the physical place where the processes that shape violence or safety converge. This insight about place led to our approach of creating an instrument that can empirically measure the context of violence and safety within these living units.

In terms of staff, the most common problem reported by the inmate participants was "down talk" or disrespectful and derogatory verbal interactions. Most of the staff sexual misconduct described occurred at the lower end of a coercion continuum. By far, the most prevalent form of officer sexual misconduct was inappropriate touching, comments and suggestions, or other non-physical assaults. However, we heard a wide range of staff sexual misconduct that we placed upon a continuum of coercion as follows:

- Love and seduction
- Inappropriate comments and conversation
- Sexual requests
- "Flashing," voyeurism and touching
- Abuse of search authority
- Sexual exchange
- Sexual intimidation
- Sex without physical violence
- Sex with physical violence.

Part II of the final report provides a complete description of the methodology and findings from the focus groups.

MEASUREMENT GOALS

Measurement goals included creating new measures of safety, danger, risk and violence that are specific to the behavior of women and can be used in the operation of women's institutions to improve safety and security. We developed a comprehensive battery of survey instruments to assess prisoner perceptions of violence and safety in women's facilities. The resultant battery is comprised of multidimensional instruments with specific questionnaire items and response categories designed to accurately capture women's experiences in correctional facilities. Initial survey items were developed from a preliminary analysis of the focus group data, pre-tested, and then piloted in one large prison system and three jails.

Surveys were administered to inmates or detainees housed in "low" and "high" violence housing units as identified by correctional administrators, supervisors and line staff via our structured interview and rating forms. Surveys were then administered to inmates and detainees in low and high violence units at six different facilities. The average response rate across all survey administrations was 83.20%. Response rates from the low violence units averaged 91.89% (544/592). Response rates from the high violence units averaged 73.76% (402/545).

This new instrument created and tested major constructs derived from the focus groups and included the following:

Problems in the housing unit

- Issues involving women inmates
- Issues involving staff

Violence in the housing unit, and policy, procedures, and climate in the facility

- Likelihood of violence
- Personal awareness of policies and procedures related to safety and violence
- Reporting climate (refers to the attitude of staff and inmates about grievances, complaints, or other reports of physical or sexual violence and misconduct; whether staff members are open to grievances and complaints or hostile to them.)

Potential factors leading to different types of violence and misconduct

- Inmate sexual violence
- Inmate physical violence
- Staff verbal harassment
- Staff sexual harassment
- Staff sexual misconduct
- Staff physical violence

Part III of the final report provides exhaustive detail on the construction and development of this battery of instruments.

OPERATIONAL GOALS

The third goal of this project is to improve policy and practice by applying what we learned about female offenders as a result of our empirical and measurement objectives. The prevention model advocated by the Centers for Disease Control was modified to frame our recommendations to address sexual and other forms of violence in women's facilities. Two short operational bulletins were developed from our empirical work. The first bulletin, *Violence and safety programs in women's prisons and jails: Addressing prevention, intervention and treatment,* written by Bernadette T. Muscat, applies a victim services perspective to these issues. Marianne McNabb developed a second bulletin, *Translating research to practice: Improving safety in women's facilities,* which examines our findings from a practitioner's perspective.

It is important to note that this study did not attempt to provide any measures of incidence or prevalence of individual-level violence and victimization. Instead, we focused exclusively on elements that contribute to a correctional climate that supports or undermines safety for female offenders. In our emphasis on place, specifically housing units, we explore a range of factors that impinge on these potentials.

IMPLICATIONS FOR POLICY AND PRACTICE

The Prison Rape Elimination Act is intended to improve sexual safety in correctional environments. In this study, we argue that sexual safety has a gendered meaning. We argue that improving safety for female offenders requires a focus on both "kinds of person" and "kinds of places" in order to effectively prevent and intervene in violence in women's facilities. In presenting our findings and recommendations, we applied three different models discovered during our review of relevant literature. The Ecological Model, with an emphasis on the interaction of individual, relational, community, and societal factors, expands the targets for improving safety (CDC, 2004). The Escalation Model illustrates that early intervention can prevent the escalation of violence (Edgar & Martin, 2003). The Sanctuary Model proposes that definitions of safety for women must be expanded to address psychological, physical, social, and moral forms of safety (S. Bloom, 2008). We also draw on the field of victim services as adapted to women's correctional facilities.

The first step in meeting the goals of PREA is to recognize that safety and violence have different meanings for female and male inmates. Our data lead us to conclude that aspects of the overall context, including individual, relationship, living unit, and facility-based factors, either support or mitigate the potential for sexual and other forms of violence in women's facilities. While many individual-level risk factors can be addressed with individual-level treatment, we argue strongly that aspects of place, policy, and practice contribute to violence and safety. In many cases, the living unit may be the "place" where sexual and other forms of violence can occur, but we also found that any location in a facility has this potential. In a similar way, aspects of policy and practice either support or mitigate such violence.

We also argue that a prevention approach is the foundation for a gender-appropriate response to PREA. Just as the data in this study show that violence occurs in a multi-level context, we argue that safety can be maximized by addressing these

contextual factors. We also submit that, in order to meet the goals of eliminating physical and sexual violence in all facilities, systems and agencies must expand their approach beyond counting, investigations, and sanctions. We agree that these strategies are integral to a broad-based response to PREA but argue here that a comprehensive approach to PREA includes prevention, intervention, and treatment, as well as the more traditional responses of investigations and sanctions.

We suggest that correctional systems consider a broader definition of safety to include physical, psychological, social, moral, and ethical safety. Expanding on these broader components of safety for female offenders directs our attention not only to improving safety in women's facilities, but also supports successful re-integration and rehabilitation. For many women, jails and prisons do not address these multiple dimensions of safety. We suggest that investing in programs, education, and treatment that address interpersonal violence and its collateral damage will increase safety in the women's prison, and may reduce recidivism among female offenders by addressing their pathways to prison.

We continue to believe that improving all forms of safety is good correctional practice and has broader implications for meeting the goals of incarceration. We have proposed strategies for addressing these issues (in Part I of the report), based on an analysis of violence and safety using the framework of CDC's Ecological Model (in Part II of the report), and have begun to develop measurement strategies which can ultimately move the corrections field closer to improving safety in women's correctional facilities (in Part III of the report).

ACKNOWLEDGEMENTS

INTRODUCTION 1

REVISITING THE PURPOSE, GOALS, AND OBJECTIVES OF THIS PROJECT

In response to the Prison Rape Elimination Act (PREA) of 2003, this NIJ-funded project investigated the context of gendered violence and safety in women's correctional facilities. Through a multi-method approach, we have examined the context and correlates that produce and support both violence and safety in facilities for women. We originally hypothesized that sexual violence itself is embedded in the broader context of violence and safety and that this context is gender-based. We also suspected that prior victimization often contributes to a cycle of future and repeated victimization among women. Our research, described in this Final Report, supports these initial ideas.

We have analyzed our data through an ecological framework suggested by the Centers for Disease Control and Prevention (CDC) in their 2004 report, *Sexual Violence and Prevention: Beginning the Dialogue.* This model provides both a framework for analysis and a foundation for prevention and intervention policies and practices in women's correctional facilities. As we began to think about our data and its implications for practice, we became convinced that this model held the most promise for meeting our project's operational goals. In Part I, Chapter Four, we argue that prevention and intervention, through inmate programs and education, staff training, and other operational practices, are primary strategies in meeting the goals of PREA.

EMPIRICAL GOALS

This project had the specific empirical goal of describing the dynamics and context of interpersonal sexual and physical violence in women's correctional facilities. We developed a focus group strategy and interviewed purposive groups of female inmates and staff in two state prison systems and three local jail systems. By employing open-ended, unstructured interviews, focus group methodology elicited multiple perspectives on safety and violence from the female inmate and staff participants. Individual interviews were also conducted with the female inmate focus group participants at their request. These focus group narratives were transcribed, and then coded and analyzed using The Ethnograph[©], a qualitative software package. The Ecological Model was then used to frame these data. We also note here that we had tremendous cooperation from the fieldwork sites and remain grateful for their support.

In addition to the focus groups, we also reviewed one supplemental source of information to deepen our understanding of violence and victimization. We conducted a content analysis of letters received by Stop Prison Rape (SPR). These findings supplemented our data and informed our analysis.

As originally proposed, we found that organizational, environmental and individual factors contribute to violence in women's facilities. Analysis of the focus group data found that the dynamic interplay between individual, relational, community, facility and societal factors create and sustain violence potentials in women's prisons. We also found that staff members play a critical role in creating the potential for violence and conflict. In a similar way, aspects of policy and practice either support or mitigate such violence. In advocating this prevention and intervention strategy, we argue that these same factors can create and sustain safety as well.

Part II of this report provides a detailed and comprehensive description of the methodology and findings of the focus groups and qualitative data sources.

MEASUREMENT GOALS

Measurement in this project included creating new measures of safety, danger, risk and violence that are specific to the behavior of women and can be used in the operation of women's institutions to improve safety and security. Building on the rich and detailed data collected in the focus groups, we created new instruments that measured a number of interrelated factors that shape the context for all forms of violence. One prison system and three jail systems participated in the development of these instruments. We learned from the focus groups that living units shaped the context of violence and safety and decided to focus our measurement activities on living units rather than sampling from the facility at large. In consultation with facility managers, we determined that some living units were known to be "high risk" units for potential violence while others were defined as "low risk." We suspected that the factors related to violence and safety were best measured in these areas. We tested this approach by sampling six different prison living units and several jail living units. The instrument, now in the form of 11 batteries of items, was developed through a comprehensive instrument development process, including pre-testing, piloting, validation, and subject-matter expert assessment. Over 900 cases were used to validate these measures.

This new instrument created and tested major constructs derived from the focus groups and included the following:

Problems in the housing unit

- Issues involving women inmates
- Issues involving staff

Violence in the housing unit, and policy, procedures, and climate in the facility

- Likelihood of violence
- Personal awareness of policies and procedures related to safety and violence
- Reporting climate (refers to the attitude of staff and inmates about grievances, complaints, or other reports of physical or sexual violence and misconduct; whether staff members are open to grievances and complaints or hostile to them.)

Potential factors leading to different types of violence and misconduct

- Inmate sexual violence
- Inmate physical violence
- Staff verbal harassment
- Staff sexual harassment
- Staff sexual misconduct
- Staff physical violence

Part III of this report is a comprehensive and detailed description of the construction and development of these measurement tools.

OPERATIONAL GOALS

The third goal of the project is to improve policy and practice by applying what we learned about female offenders as a result of our empirical and measurement objectives. The prevention model described in Chapter Four of Part I is our first contribution to operational practice. Another contribution to operational practice is the creation of two short bulletins based on our findings.

The first bulletin, *Violence and safety programs in women's prisons and jails: Addressing prevention, intervention and treatment,* written by Bernadette T. Muscat, applies a victim services perspective to these issues. Marianne McNabb developed a second bulletin, *Translating research to practice: Improving safety in women's facilities,* which examines our findings from a practitioner's perspective.

ANALYSIS AND POLICY IMPLICATIONS

Our analysis drew significantly from the Ecological Model advocated by the Centers for Disease Control (2004). The operational implications of this model focus on prevention and intervention by addressing multiple factors that shape the context of violence in women's facilities. Building on this empirical work, the prevention approach is the foundation for a gender appropriate response to PREA. We continue to believe that improving sexual safety is good correctional practice and has broader implications for meeting the goals of incarceration. As we analyzed our qualitative and quantitative data, we concluded that a model based on prevention and intervention is a critical step in improving safety in women's facilities. This approach to improving safety in women's facilities focuses on prevention and intervention at multiple levels. Just as the data in this study shows that violence occurs in a multi-level context, we argue that safety can be maximized by addressing these contextual factors. We also submit that, in order to meet the goals of eliminating physical and sexual violence in all facilities, systems and agencies must expand their approach beyond counting, investigations, and sanctions. We agree that these strategies are integral to a broad-based response to PREA, but argue here that a comprehensive approach to PREA includes prevention, intervention, and treatment as well as the more traditional responses of investigations and sanctions.

It is important to note that this study did not attempt to provide any measures of incidence or prevalence of individual-level violence and victimization. During our field work, the Bureau of Justice Statistics (BJS) issued their findings regarding these rates (Beck & Harrison, 2007). Instead, we focus exclusively on elements that correlate with a correctional climate that supports or undermines safety for women offenders. In our emphasis on place, specifically housing units, we explore a range of factors that impinge on these potentials. Fleischer and Krienert (2006) found that all inmates seek safe harbors as they negotiate their prison or jail term. We submit here that attention to safety in the housing units can promote and sustain such safe harbors.

Our findings did not suggest that women's jails and prisons are becoming increasingly dangerous. While some patterns that shape vulnerability and aggression exist in any facility, most women learn to protect themselves and do their time safely. We also found that most staff and managers are committed to maintaining a safe environment. We offer this study as a way of increasing the ability to ensure all forms of safety for women offenders.

THE ORGANIZATION OF THIS FINAL REPORT

This Final Report has been divided into three parts that may be examined independently. We do, however, encourage readers to review all three parts. In Part I, following this introductory chapter, Chapter Two offers a detailed discussion of relevant literature. We will briefly discuss the characteristics of female prisoners; the pathways model to crime and prison; women's prison culture; sex and sexual assault in women's prisons, including staff sexual victimization; risk instruments; and three models that we found helpful in analyzing our findings: the Ecological Model, the Escalation Model, and the Sanctuary Model. Chapter Three uses these models to frame our analysis and summarize our findings. Chapter Four outlines policy implications and offers our recommendations for increasing safety for women offenders. We argue that prevention and intervention, through inmate programs and education, staff training, and other operational practices, should be a primary strategy in meeting the goals of PREA.

Part II presents our focus group methodology and findings of the focus groups in greater detail. Chapters identify and describe the contextual factors and their correlates that contribute to female prisoners' conflict and violence. Focus group findings are framed by the Ecological Model and separate chapters are devoted to individual, relationship, community (group), and societal (facility and society) factors. A separate chapter is directed to staff issues and contains concluding remarks.

Part III is a comprehensive discussion of the development of a series of instruments designed to measure the social climate and context of housing units. The resultant battery is comprised of multidimensional instruments with specific questionnaire items and response categories designed to accurately capture women's experiences in correctional facilities.

LITERATURE REVIEW 2

In this chapter, we review the literature relevant to the study of violence and safety in women's prison. We begin with the demographic and background characteristics of female offenders. The pathways model is described, which emphasizes certain life experiences of women that contribute to criminal behavior. This review will then describe the subcultural elements of women's prisons that influence vulnerabilities, victimization, and violence. The types and prevalence of violence in women's prisons, particularly sexual assault, are also described. A review of attempts to develop risk instruments that may predict victimization follows. Finally, we offer a discussion of the Ecological Model, the Escalation Model and the Sanctuary Model and propose how these may be used to understand violence in women's prisons and jails.

CHARACTERISTICS OF FEMALE OFFENDERS

In 1990, there were 44,065 women incarcerated in state and federal prisons (Sourcebook, 2008). By mid-year 2007, there were approximately 115,308 women incarcerated, representing 7.2% of the total prisoner (state and federal) population (Sabol & Couture, 2008, p. 4). The number of women in prison varies from around 13,900 (Texas) and 12,100 (California), to fewer than 200 in states such as Maine, Vermont, and North Dakota (Sabol & Couture, 2008, p. 16). While the size of any given prison population is tied to a state's population, prison populations are also affected by the state rate (per 100,000) of incarceration. Massachusetts has the lowest incarceration rate for women (13), while Oklahoma has the highest (131). Texas and California, with the largest prison populations in the country, have rates of 99 and 65, respectively (Sabol & Couture, 2008, p. 17). The national rate (per 100,000) of incarceration for women has increased from 52 per 100,000 in 1997 to 69 per 100,000 in 2007 (Gilliard & Beck, 1998; Sabol & Couture, 2008, p. 4).

There were also 100,047 women in this nation's jails on any given day in 2007 (Sabol & Minton, 2008, p. 4). Similar to their counterparts in prison, the number of jailed women has increased over the last several decades. Between 2000 and 2006, the number of female jail prisoners increased about 40%, compared to an increase of only 22% for adult men. During this time period, women increased from 11.4% to 12.9% of the total jail population (Sabol, Minton & Harrison, 2007, p. 5).

Current research has established that female prisoners differ from their male counterparts in demographics and criminal histories (Richie, 1996; Chesney-Lind, 1997; Owen, 1998; Belknap, 2001; Pollock, 1998, 2002; Bloom, Owen & Covington, 2003, 2004; Chesney-Lind & Pasco, 2004; Bloom, 2005). Female prisoners are typically low-income, undereducated, and unskilled with sporadic employment histories. Like male inmates, female inmates are disproportionately African American, although, according to recent federal statistics, black women were

incarcerated at a rate six times that of white women in 2000; however, by 2007, that ratio had declined to 3.7 times higher (348 vs. 95) (Sabol & Couture, 2008, p. 8).

Female offenders are much less likely than men to have committed violent offenses. Women were responsible for only about 10% of all convictions for violent crimes in 2004, 26% of all property convictions, and 18% of all drug offenses (Bureau of Justice Statistics, 2008; note that 2004 seems to be the last year for which these data are available). Violent offenders receive longer sentences so they "stack up" in prison, and, in 2003, violent female offenders made up about 35% of the total female prisoner population in this country, with property offenders (30%) and drug offenders (30%) making up the remaining two-thirds (Harrison & Beck, 2006).

Although some researchers believe that women and girls are becoming more violent than in the past, their contribution to murder, robbery, rape, and kidnapping has been remarkably stable (Pollock & Davis, 2005; Chesney-Lind & Eliason, 2006). Women's contributions to the total numbers of arrests for assault and aggravated assault do seem to be increasing; however, many argue that these increases are largely due to reporting and system practice changes, i.e., girls and women are more likely to be arrested today than in past years for the same behaviors (Steffensmeier & Allen, 1988, 1996; Pollock & Davis, 2005; Steffensmeier, et al., 2006). When women do commit violent crimes, their victims tend to be family members, acquaintances, and intimates, especially in the context of intimate partner violence. Some research indicates that female violent crime is moving away from these victim groups into more distal targets. These violent female criminals are influenced by poverty stricken communities and the endemic drug trade (Kruttschnitt, Gartner, & Ferraro, 2002; Sommers & Baskin, 1993).

Researchers have documented widespread drug and alcohol abuse among female offenders. According to some research, female offenders may be more likely than male offenders to be drug abusers (Jordan, Schlengler, Fairbank & Caddell, 1996; Brewer-Smyth, Burgess & Shults, 2004). In a national survey of prison inmates conducted by the Bureau of Justice Statistics in 1991, findings indicated that female prisoners were more likely to have used drugs than male prisoners, and were more frequent users of drugs. In this study, it was reported that 65% percent of female inmates had used drugs regularly before their incarceration (Snell, 1994).

Female prisoners are likely to suffer from mental health disorders. Estimates suggest that 25% to over 60% of the female prison population require mental health services (see review in Pollock, 2002). For example, Teplin, Abram, and McClelland (1996) reported a 33% lifetime prevalence of Post-Traumatic Stress Disorder (PTSD) for incarcerated women. Others have also reported that about a third of incarcerated women have experienced violent trauma and exhibit signs of PTSD, and that women who have experienced abuse are about twice as likely to exhibit signs of mental illness (Jordan, Schlengler, Fairbank & Caddell, 1996; Powell, 1999). Researchers who survey jail inmates report similar findings (Veysey, 1998; Haywood, et al., 2000). For instance, Green et al. (2005) found in their jail sample that 98% of women had experienced trauma exposure, 36% reported some current mental disorder, and 74% had some type of drug/alcohol problem.

PATHWAYS TO PRISON

Daly (1989, 1992) was one of the first researchers to argue that the differences between male and female offenders are related to different pathways to crime. Researchers have noted the following differences between male and female offenders that result in different pathways to crime for women:

- women are more likely to be primary caregivers of young children
- they are more likely to have experienced childhood physical and/or sexual abuse
- they are more likely to report physical and sexual abuse victimization as adults
- they are more likely to have drug dependency issues
- they are less likely to be convicted of a violent crime
- they are less likely to have any stable work history and, therefore, experience greater poverty
- they are more likely to indicate psycho-social problems
- they are more likely to have an incarcerated parent
- they are more likely to come from a single parent household
- they are more likely to suffer from serious health problems, including HIV/AIDS

(Triplett & Meyers, 1995; Pollock, 1998, 2002; Bloom, 2004; Bloom, Owen, & Covington, 2003, 2004; Chesney-Lind, 1997, 2000; Belknap, Holsinger, & Dunn, 1998; Covington, 1998, 2000, 2001).

In the following paragraphs, we will detail findings in four key areas:

(1) the importance of relationships, (2) victimization (especially childhood sexual victimization) and its effects, (3) the nexus among victimization, drugs, and high risk behaviors, and (4) the nexus between victimization and adult violence.

The importance of relationships

Covington (1998) describes the "relational model" of development for women. The premise is that the primary motivation for women throughout life is not separation, but connection. Women's emotional development is dependent upon relationships and when women feel disconnected from others, they experience disempowerment, confusion, and anxiety. Dysfunctional families where emotional support is weak or non-existent and where relationships with primary caregivers may be rife with violence or exploitation dramatically affect a woman's ability to have healthy relationships in her adult life. Patterns emerge where the woman may form a sequence of intense, but dysfunctional relationships (Covington, 2000).

If one accepts the premise that male and female emotional development follows a different path, then it makes sense that victimization in childhood dramatically affects the relational development of women (perhaps even more so than men) and creates trauma that has long term consequences.

Victimization and its effects

One of the most consistent findings has been that female offenders are more likely than male offenders to have experienced violent victimization in childhood, and much more likely to have experienced violent victimization than non-incarcerated women. This finding has been replicated in probationer samples, jail samples, and, especially, female prisoner samples (Snell, 1994; McClellan, Farabee & Crouch, 1997; Pollock, 2002; Owen, 1998; Bloom, Owen & Covington, 2003).

Browne, Miller and Maguin (1999), for instance, found that in their sample of 150 New York female prisoners, 59% had been sexually abused and 70% had been physically abused as children, 49% had been raped as an adult, and 70% had experienced severe intimate partner abuse. The most comprehensive national study was conducted by the Bureau of Justice Statistics researchers with Harlow (1999) indicating that 47% of women in state prisons reported physical abuse and 39% reported sexual abuse at some point in their lives; 25% and 26% reported experiencing physical abuse and sexual abuse before age 18.

Childhood sexual victimization has been linked to a wide range of physical and psychological consequences, including personality disorders, depression, suicidal and self-destructive behaviors, eating disorders, anxiety, feelings of isolation and stigma, poor self esteem, poor social and interpersonal functioning, trust issues, substance abuse, sexual problems, and high risk sexual behavior (Breitenbecher, 2001; Islam-Zwart & Vick, 2004; Easteal, 2001; Ketring & Feinaur, 1999). Such victimization has been linked to later prostitution and drug abuse as well (Browne & Finkelhor, 1986). Cathy Widom (1991, 2000) argues that childhood experiences of victimization contribute to the multiple problems female offenders have in adulthood, including lack of intellectual performance, inability to cope with stress, suicide, abuse of alcohol and drugs, sensation seeking and anti-social attitudes, and lower levels of self esteem and sense of control.

Finkelhor and Browne (1985, see also, Browne & Finkelhor, 1986) describe several consequences that may occur from childhood sexual abuse. The first is that the girl becomes prematurely sexualized and learns to use sex to manipulate others and views herself primarily as a sexual commodity. A second consequence is that the girl feels betrayed by someone who was a trusted caregiver leading to dependency, impaired judgment of the trustworthiness of others, and vulnerability to abusive partners. A third consequence is a pervasive feeling of powerlessness that extends into adulthood. The fourth consequence is that the girl grows up with a feeling of shame and guilt with a self image that incorporates a feeling of "badness" that, in turn, translates to self destructive behavior.

Maeve (2000) chronicles the high prevalence of childhood abuse among female prisoners. She explains that such abuse can lead to symptoms of Post-Traumatic Stress Disorder (PTSD), such as "over-remembering," which may lead to lashing out in violence to inappropriate cues; "under-remembering," a type of disassociation, which may lead to reacting with passivity to an external threat; cyclical re-experiencing, which may lead to becoming involved in successive intense relationships that are "unstable" in a continual reenactment of "rescue, injustice, and betrayal;" and a pervasive feeling of self blame, which may lead to self-hate and self-destructive behavior.

Maeve (2000) further argues that a prison sentence sometimes recreates trauma and aggravates the symptoms of PTSD. The experiences of pat-downs and strip searches are recreations of childhood sexual abuse, especially when the authority figure abuses his or her position. Maeve argues that female prisoners' violence, dissociation, depression, and self-mutilating behaviors could be predicted based on their prior histories. Women's violence in prison relationships can be understood by recognition of PTSD symptoms. For some women, erupting in violence reduces anxiety. Partners in prisons are also likely targets of abuse. She described one prisoner with an extensive history of childhood abuse who became increasingly anxious when a relationship was too peaceful; her comment was that "…I don't like it, it's not real—something's got to happen" (Maeve, 2000, p. 485).

Even greater numbers of female offenders have been victims of victimization in adulthood. Studies report that between 40% to 88% of incarcerated women have been the victims of domestic violence, also referred to here as intimate partner violence, and sexual or physical abuse prior to incarceration. This compares to lifetime prevalence rates of non-incarcerated women of about 18% for rape and 52% for physical assault (Bloom, Owen & Covington, 2003; Human Rights Watch, 1996; Tjaden &Thoennes, 2006; Carlson, 2005; Batchelor, 2005).

Cook, et al. (2005) found that, in their sample of incarcerated women, 99% reported experiencing at least one traumatic life event, 81% reported five or more. Some evidence indicates that white women in prison are even more likely than black women to have these experiences (Keaveny & Zausniewski, 1999). The data is clear that women in prison have experienced more traumatic events than non-incarcerated samples, and especially trauma that involves violence, either as a victim of violence or the loss of a loved one through violence.

Nexus: Victimization, drug use, and high risk lifestyles

The nexus among childhood victimization, substance abuse, and sex work has been identified by several researchers (see, for instance, Siegel & Williams, 2003). In one study of sex workers, for instance, nearly half reported physical abuse and half reported sexual abuse as children (Surratt, et al., 2004). Note the explanation of one sex worker:

> I think people who have been abused, like from childhood, sexual, or physical … I think they become co-dependent [on it]. Like my first boyfriend ... I was like co-dependent on him, even though he was violent, a drug dealer, a drug addict, and, you know, I was used to that kind of lifestyle anyway cause that's what I had in my parent's home (Surratt, et al., 2004, p. 53).

Drug use has consistently been associated with sex work and high-risk sexual practices (Mullings, Marquart & Brewer, 2000; Mullings, Marquart & Hartley, 2003). Childhood sexual victimization seems to be a precursor to this type of lifestyle (Mullings, Marquart & Brewer, 2000; Mullings, Marquart & Hartley, 2003; Mullings, Pollock & Crouch, 2002; Pollock, Mullings, & Crouch, 2006). In a study of homeless women and exotic dancers by Wesely (2006), more than half of her small sample experienced horrific sexual and physical abuse as children. Their adult lives were also filled with violence from intimate partners, customers, and strangers.

Sexual victimization, in childhood or adulthood, seems to be correlated with re-victimization. Studies consistently demonstrate that women and girls who are raped are more likely than non-victims to experience subsequent sexual victimization (Breitenbecher, 1999; Messman-Moore & Long, 2000; Tjaden & Thoennes, 2006). This certainly seems to be true for incarcerated women, although exactly why such women are vulnerable to re-victimization is unclear. For incarcerated women, it is most probably due to a variety of risky behaviors and their tendency to become involved with abusive partners and engage in high-risk sexual behavior. However, one study identified a greater vulnerability to sexual harassment and coercion from authority figures for those women who had experienced prior sexual victimization (Messman-Moore & Long, 2000).

The use of drugs or alcohol to "self medicate" is a pervasive theme in research on female prisoners (Maeve 2000; Battle et al., 2003). Green et al., (2005), in a study of jail inmates, reviewed a number of studies that linked childhood and adult sexual and physical victimization to drug and alcohol use, mental disorders, and criminality. In another study of female prisoners, drug use was found to be related to a disordered home life (Batchelor 2005). Most of the female prisoners had started drinking at an early age and had histories of self injury, suicide attempts and traumatic loss. Batchelor suggests that drugs and alcohol use can be seen as a way to cope with grief, and anger.

Nexus: Victimization and violence

The most obvious and direct example of the nexus between victimization and violence is when a victim of intimate partner violence kills or injures her attacker. Several researchers have shed light on the issues of women imprisoned for killing an intimate aggressor (Ewing, 1987; Browne, 1997; Browne, Miller & Maguin, 1999). Women may be arrested for intimate partner violence more frequently today because of mandatory arrest policies and officers who do not attempt to sort out who was the initial aggressor and who was acting in self defense (for a review, see Miller & Meloy, 2006).

Despite much evidence to the contrary, some researchers propose that women are just as likely as male partners to be perpetrators of intimate partner violence (for a review, see Robertson & Murachver, 2007). It may be the case that there are two types of female domestic assault offenders: the first type is the "classic" battered victim who strikes back in self defense; and the second might be called a "mutual combatant" who has developed violent behavior patterns in domestic relationships as (perhaps) a consequence of childhood abuse. There is anecdotal evidence to support this assumption. For instance, almost all of the women in Wesely's (2006) sample of homeless women and exotic dancers had been victimized in childhood. They described their violent resistance to sexual assaults and harassment, using their fists, heels, knives and guns. Their lifestyles exposed them to an almost constant potential for sexual and physical violence. Their anger and frustration from years of abuse made some women erupt in violence against others who were not necessarily physically victimizing them. Some of the participants in this study noted that when they were in relationships with partners who did not abuse them, they were the ones who initiated abuse (Wesely, 2006).

Widom (1989a & b) linked early victimization to criminality for both sexes, although she found a correlation between early victimization and later violent crimes during adulthood only for men, not women. She did find, however, that early victimization was correlated with violent delinquency by female juveniles (Widom, 1991). Other researchers reported that while early victimization seems to be correlated with violent crime for male victims, the relationship is not so clear for female victims, who seem to be more prone to drug/alcohol and other crimes (for a review, see Holsinger & Holsinger, 2005).

In a study that examined the later lives of a sample of girls treated for child sexual abuse and a control sample, Siegel and Williams (2003, p. 79) found that the sexual abuse was a significant factor in later violent criminality, but so, too, was familial neglect and abuse. The women in the victim sample were over twice as likely to have committed a violent offense as a juvenile and five times as likely to have run away as a juvenile. As adults, they were twice as likely to commit any crime, about twice as likely to commit a violent crime, and about seven times as likely to commit a drug crime.

Other researchers, looking at incarcerated populations, have found that violent female offenders are more likely to have experienced childhood victimization than property offenders (Brewer-Smyth et al., 2004; Pollock, Mullings & Crouch, 2006). Brewer-Smyth, et al., (2004) link early violent victimization to neurobiological effects. In this proposed relationship, early abuse leads to either brain injury or adverse brain development because of elevated levels of cortisol (the stress hormone). A variety of behavioral effects may result, including reacting in violence to stressors or triggers that would not create a violent response in non-traumatized individuals.

Pathways and Race

A complete pathways model would include race and ethnicity to better understand how women come to prison. For instance, Henriques and Manatu-Rupert (2001), Richie (1996), and Simpson (1991) add race to the discussion of pathways to prison. Holsinger and Holsinger (2005, p. 227) discovered that race complicates the relationship between gender and violence. In their study of incarcerated female juveniles, they found that black girls were less likely than white girls to report both physical (70% compared to 90%) and sexual abuse (46% compared to 62%), although both groups reported very high levels. White girls also reported more substance abuse overall. These researchers also found that white girls' victimization seemed to result in a greater likelihood of suicide attempts while black girls' victimization seemed to more likely result in violent crime. Looking at the relationship in another way, they found that violence was correlated with abuse only for black girls, and with anti-social personality for white girls. They also found that substance abuse and self-esteem were also correlated with violence. Holsinger and Holsinger (2005) conclude that any study of the relationship between victimization and criminality, especially violent criminality, should be disaggregated by race.

WOMEN'S PRISON EXPERIENCE

There is a great deal of research indicating that the prison culture of men and women are different and reflects, to a certain extent, differences between the sexes in the outside world. Men's prison culture has been described as a "jungle" where the strong prey upon the weak and both expressive and instrumental violence is not uncommon (see Johnson, 2006; Pollock, 2004). Sexual assault is only one type of violence found in prisons for men, albeit, perhaps, the most feared. Sex, in men's prisons, seems to equal power, control, and violence.

The subculture in women's prisons has been described as very different from that found in prisons for men (Pollock, 2002; Owen, 1998). While all researchers note that some violence does occur, it has been perceived as relatively rare. Women's sexual relationships are described as usually consensual rather than coercive; unlike men, women sometimes develop pseudo-families as a result of these relationships. These affiliations mimic familial relationships in society, with mothers, fathers, siblings, and children acting in general accordance with their role (Owen, 1998; Pollock, 2002; Girshick, 1999). While some more current research disputes the presence of familial groupings (Greer, 2000), others note their continued existence (Keys, 2002). Inconsistent findings may be due to type of institution, regional differences, or methodology.

In general, older studies of women's prison subculture portrayed it as less violent and victimizing than the subculture in men's prisons. Unlike men's institutions, women's prisons were described with remarkably low levels of racial tension and violence (Kruttschnitt, 1983; Pollock, 2002). Owen (1998), in one of the more comprehensive examinations of the women's prison subculture, describes "the mix" as the activities women engage in that are likely to get them into trouble with each other and with prison officials. The "mix" included involvement with homosexuality, use of drugs, and fighting. Owen's respondents advised new inmates to stay out of "the mix" in order to do their time with less trouble. There was little mention of violent sexual assault or coercion, especially for those women who stayed out of "the mix." In contrast, Alarid (2000), Greer (2000), and Pogrebin and Dodge (2001) suggest that this culture is changing, and sexual coercion and victimization does occur quite often in women's prisons.

WOMEN'S PRISON VIOLENCE: TYPES AND PREVALENCE

Generally, women's prisons are considered safer than men's prisons. Organized conflict related to gangs and ethnic strife is extremely rare in women's prisons (Owen, 1998; Harer & Langan, 2001). Research shows that many female prisoners express feelings that prison is safer than the streets (Covington, 1998; Davino, 2000; Owen, 1998; but for contrary findings, see Bradley & Davino, 2002, p. 357).

Official reports indicate there are more "incidents" or disciplinary infractions in women's prisons than men's. In her comparative study of Texas prisons, McClellan (1994) found that women were cited more frequently, but for petty offenses, not major misconducts. The conclusion of this study was that there tended to be more rigid and formalistic rule compliance expected of women. Pollock (2002) and Bosworth (2007) also suggested that staff expectations and differential responses to

the behavior of women and men accounted for the greater number of disciplinary infractions for women.

Edgar and Martin (2003) found, in their study of prison violence in Britain, that female prisoners used weapons less frequently than males. If used, weapons were "at hand" rather than fabricated in advance. The female respondents in this British study reported almost never using violence to settle their differences and indicated that the female prison community disapproved of violence in most circumstances.

While serious physical violence between female prisoners is infrequent, especially assaults involving weapons, some research indicates that to characterize women's prisons as less violent than men's prisons is inaccurate. Wolff, Blitz, Shi, Siegel and Bachman (2007, p. 592), in a comparative study of violence in men's and women's prisons, found that 20% of women and 25% of men reported being physically assaulted by another inmate during their current sentence. In this same study, about 29% of male inmates, compared to about 8% of female inmates reported physical violence by correctional officers. However, consistent with Edgar and Martin's research, women were much less likely to report being victimized with a weapon than male inmates (Wolff, Blitz, Shi, Siegal & Bachman, 2007, p. 592).

Similar to findings from prisons for men, female prisoners who commit violence in prison tend to be older, have longer prison sentences, and are more likely to be committed for violent crimes. Researchers have found that while short-timers committed more minor infractions, female inmates who are serving long sentences were more likely to be disciplined for assaultive acts (Casey-Acevedo & Bakken, 2001). Other researchers note that situational factors may be more important than individual factors when explaining or predicting female violence in prison (Shaw, 1999).

In her study of women found guilty of serious prison infractions, Torres (2007) examined case records of 142 women who were placed in disciplinary housing. Typically, serious rule violations are considered to be violent infractions, with inmates who commit them regarded as a threat to the safety and security of others and the institution. Women in disciplinary housing differed from general population inmates: They were more likely to be women of color; more likely to be convicted of a violent offense; and more likely to have a documented mental health diagnosis prior to their placement in disciplinary housing. The most frequently recorded rule violations included battery on staff, threatening staff, possession of a weapon, battery on an inmate with a weapon, and battery on an inmate. No sexual assaults were recorded in the disciplinary records reviewed. Women's violent offenses were found to most often be preceded by a verbal escalation leading to the physical conflict. Rule violations were found to escalate from past or earlier unresolved ongoing personal disputes, exchanges between staff and inmates, or during controlled movements of inmates by staff.

Some research indicates that the prison culture in women's prisons may be changing and becoming more similar to that found in men's prisons. For instance, Batchelor (2005) discovered that female juvenile prisoners placed a high value on "respect," similar to young men. The author pointed out that this emphasis stems from economic and social marginalization. Belknap, Holsinger and Dunn (1997) noted that young women in the juvenile system objected to the way they were "disrespected" and placed a high value on respect. The concept of respect was also noted in a

study of adult women by Kruttschnitt and Carbone-Lopez (2006). They found that, in their sample of violent incarcerated women, disrespect and jealousy were mentioned almost equally as the primary motivation for violent acts, with self defense a close third. They argue that "violent responses to disrespect may have relatively little to do with gender and more to do with social locations" (Kruttschnitt & Carbone-Lopez, 2006, p. 340).

Batchelor, et al.,(2001) noted the prevalence of violence in young female prisoners' lives. Almost all respondents had been verbally intimidated by offensive name-calling, threats, taunts, or ridicule. Gossiping, bullying and threatening behavior were identified as a very real form of violence that they had fallen victim to and, in some cases, employed against others. They noted that the young women often did not view certain behaviors or experiences as violent, such as attempted rapes by acquaintances or physical fights with siblings, even though objective observers would define these as examples of violence. Violent acts were more likely to be defined as such when they occurred in public with strangers, rather than in private with family or acquaintances. This indicates that violence is defined partially by one's culture and perspective. What may be seen as violence to one person is not necessarily seen that way by another. Another important finding of this research was that the female offenders could not be neatly placed into victim or offender categories. They often had experienced both roles and were quite comfortable with the notion of violence as a solution to problems, especially when someone disrespected them. This study illustrates that violence is both an individual and a situational or cultural factor and it is "imported" to prison and juvenile facilities as part of the cultural socialization of some female offenders. It also emerges as an element of the prison environment even for those who do not share the same socialization to violence (Batchelor, et al., 2001).

SEX AND SEXUAL ASSAULT IN PRISON

Most of the literature on sexual assault in prison concerns men's prisons. Although it has been assumed that sexual assault occurs more frequently in men's rather than in women's prisons, researchers report difficulty in describing the scope of the problem in men's prisons. Gaes and Goldberg (2004), in an exhaustive review of prior studies, found that this research is fraught with methodological difficulties. They show that the various studies have "used different questions," that definitions "vary from rape to sexual pressure," and studies use different time-of-exposure making any comparisons very difficult. Multiple factors affect reporting victimization to researchers and to authorities, including:

- the disinclination to admit socially undesirable behavior,
- a feeling that privacy is invaded by answering such questions,
- fear of repercussions, and
- a fear of loss of status/reputation (Gaes and Goldberg, 2004, p. 2).

Existing studies report a wide range of prevalence rates. The lowest numbers are attached to official reports, the highest numbers occur with anonymous surveys. Hensley (2000; also see, Hensley, Struckman-Johnson, & Eigenberg, 2000), in a review of the literature, reported prevalence rates in men's prisons ranged from 1.3%

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GENDERED VIOLENCE AND SAFETY: A CONTEXTUAL APPROACH TO IMPROVING SECURITY IN WOMEN'S FACILITIES

to 28%, although these percentages were from different studies, different states, and asked different specific questions. Struckman-Johnson, et al. (1996) reported that 22% of male prisoners in a maximum security prison reported sexual assault. In Hensley and Tewksbury's 2002 study of three facilities for men in Oklahoma, they found about 13.8% of inmates had been the victim of a sexual "threat" with only two actual rapes reported amongst the 174 respondents. Gaes and Goldberg's (2004) meta-analysis found that the average prison lifetime sexual assault prevalence rate was only 1.91%. Wolff, Blitz, Shi and Bachman (2006) report a prevalence rate for male inmates of 4.3%, with 3.5% reporting "any abusive sexual contact" and 1.5% reporting nonconsensual sex acts. Importantly, the rate was higher for staff-on-inmate sexual victimization than it was for inmate-on-inmate (76 per 1,000 compared to 43 per 1,000) (Wolff, et al, 2006, p. 843)

Research on male sexual assault has identified the typical victim as a young, white property or drug offender who is physically small or weak. Other factors associated with being a victim include: mental illness or developmental disabilities, being middle class, not gang-affiliated, known to be homosexual or overtly effeminate, convicted of sexual crimes, those who are labeled as "rats," disliked by staff or other inmates, and previously sexually assaulted (Dumond, 2000).

Austin, et al. (2006) examined over 2,000 reports of sexual assaults between 2002 and 2005 in the Texas prison system and reported the following findings:

- Reported assaults increased substantially after Texas began a "Safe Prisons Program" that promoted broader definitions of sexual victimization and encouraged reporting.
- There were a large number of unsubstantiated cases where the victim and/or assailant were transferred anyway.
- Both victims and assailants represent only about 2% of the prison population.
- Reported victims were most likely young, white, with a non-violent crime of conviction. They were also more likely to have a sexual offense as a crime of conviction, and there is some evidence to indicate that mentally ill inmates are a greater risk of victimization.
- Reported assailants were more likely to be black or Hispanic, gang-affiliated, and convicted of a violent crime.
- Incidents were most likely to occur in the daytime in housing cellblocks. Other locations for assaults were showers or bathrooms, followed by dorms.
- Injuries were noted in only about 10% of the reported assaults.

The Bureau of Justice Statistics (Beck & Hughes, 2005) offered findings from official reports in 2004 from 2,700 correctional facilities holding 79% of all incarcerated adults and juveniles. In this study, BJS utilized very specific definitions of both inmate-on-inmate and staff-on-inmate sexual victimization, however, only about half of all reports they examined from the correctional facilities could be placed in these four definitions:

- Nonconsensual sexual acts: contact between penis and vagina or penis and anus or mouth and penis, vagina or anus, or penetration by hand, finger or other object.

- Abusive sexual contacts: touching of the genitalia, anus, groin, breast, inner thigh, or buttocks.

- Staff sexual misconduct: any behavior of a sexual nature, including consensual and non-consensual sexual acts, including touching, indecent exposure, invasion of privacy, and voyeurism.

- Staff sexual harassment: repeated verbal statements or comments of a sexual nature by staff, including demeaning references to gender or body or clothing or profane or obscene language or gestures (Beck & Hughes, 2005, p. 3).

Findings indicated that the allegation rate of sexual violence was 3.15 per 1000. Beck and Hughes (2005, p.4) note that the substantiation rate of these allegations was only about 18%. The authors also noted wide variations in both the rate of allegations and the rate that allegations were substantiated by authorities between states, and even between facilities in the same state. These findings call into question all past prevalence studies that utilized single states or single prisons in studies of prevalence.

Fleischer and Kreinert 's (2006) qualitative research on sexual violence in men's and women's prisons indicated that while sexual assault was very rare, stories and myths about rape were very common. Twenty-two percent of the male respondents reported they were certain that at least one rape had occurred in a prison where they have served time. Almost that same number reported some worry or threat of rape. Sexual behavior in the prison did not fit neatly into categories of consensual and coercive, and included a range of utilitarian, manipulative, and exchange aspects. Their findings also included the following:

- Inmates indicated that they policed themselves to reduce sexual violence and rapists are unwelcome in the prison community.

- Protective social arrangements provided safety and social support.

- The definition of sexual violence as rape hinged on the relationship between the parties.

- Men's and women's prisons share a prison culture which results in similar interpretations of sexual violence.

- Debts sometimes led to sexual services being demanded as payment.

- Generally prisoners found that there was less sexual violence than staff threats indicated (Fleischer & Kreinert, 2006).

Jones and Pratt (2008) placed sexual violence in the context of all prison violence. They noted that the range of prevalence rates may be at least partially explained by the different definitions employed by researchers. While reports of completed, forceful rapes were rare, the number of reported victimizations increased when the researchers expanded the definition of victimization to other forms of sexual assault, coercion, or harassment. Another methodological problem noted is that some authors report incidence (the number of victimizations), others report prevalence (the number of inmates who report one or more victimizations). These two numbers are not comparable. Finally, the measure of time varies from incidents of sexual violence in the last year to at any time during a prison sentence.

It is clear that our understanding of male sexual violence in prison has suffered from lack of consistent methodology. The disagreement regarding prevalence between studies can be largely attributed to the definition of victimization. Lockwood (1983) was one of the earliest researchers who argued that forcible rape was rare, but sexual harassment was endemic in prisons for men. More recently, Keys (2002) noted that inmates argue that "turning out a punk" is a skill and much more common than physical rape. Submitting to sex was described by Keys' respondents as "accommodation," "a favor," "a relief of anxiety," "fulfillment of an obligation," or "solidifying alliances" (Keys, 2002, p. 268). Trammell's (2006) respondents also described the participation of "wives" or "punks" as something less than consensual, but short of being physically coerced. They struggled to find an accurate term and settled on "business arrangement." The question as to whether or not the resulting relationship is actually consensual or coercive remains unanswered.

The recent Bureau of Justice Statistics prevalence study is the largest and most comprehensive study available on sexual assault and victimization in prison (Beck & Harrison, 2007). The survey was administered in 146 state and federal prisons via laptop computers assisted by recorded instructions. About 4.5% of total respondents (men and women) reported they had been sexually victimized, representing about 60,500 inmates across the country. Sexual victimization by staff members was slightly more frequently reported (2.9%) than inmate-on-inmate sexual victimization (2.1%), and a small number (.5%) reported victimization by both groups. Staff sexual contact was equally likely to be reported as unwilling (1.7%) or willing (1.7%) participation by the victim. Reports of victimization varied among the BJS study sites. Ten facilities had prevalence rates of 9.3% or higher; with the highest number of reports occurring in the Estelle Unit in Texas where 15.7% of inmates reported victimization. In six facilities across the country, inmates reported no incidents. When looking only at the most serious types of sexual victimization (non-consensual acts among inmates and unwilling sexual contact with staff), three facilities had rates of 10% or higher.

The Bureau of Justice Statistics has also published a study of sexual victimization in jails (Beck & Harrison, 2008). About 40,419 inmates in 282 jails participated. About 3.2% reported some form of sexual assault; 1.6% reported an incident involving another inmate and 2% reported their assailant was a staff member. Less than one percent (.7%) of jail inmates reported inmate-inmate victimization that involved non-consensual sexual contact (oral, anal, or vaginal penetration). Another .9% said victimization occurred that involved non-consensual touching of the breasts, buttocks, or genitals in a sexual way. An estimated 1.3% reported unwilling sexual contact with staff as a result of physical force, pressure or offers of favors or privileges. About 1.1% reported sexual acts and .3 reported only touching. An estimated 1.1% of all inmates reported willing sex or sexual contact (.9% reported sexual acts and .2% reported only touching).

Prevalence surveys of sexual victimization are in their infancy and there are problems to overcome. In the BJS jail survey, response rates ranged from 40% to 100%. Reported victimization ranged from 13.4% to percents indistinguishable from zero. In fact, nearly a third of sampled jails had a reporting rate indistinguishable from zero (Beck & Harrison, 2007).

SEXUAL ASSAULT IN WOMEN'S PRISONS & JAILS

In their review of prison sexual assault studies, Gaes and Goldberg (2004) stated that the few studies that have considered sexual assault in women's facilities find that the prevalence of sexual victimization appears to be lower than sexual victimization in men's prisons. Austin, et al., (2006), in their study of reported sexual assaults in Texas, indicated that prison staff held the belief that sexual behavior in women's prisons was more often consensual and not coercive as in the men's facilities. However, these researchers stated, "We are not persuaded that this is indeed the case. Clearly a separate and more detailed assessment of sexual assault among female prisoners is needed" (Austin, et al., 2006, p. viii). In their study of official reports of sexual assaults in the Texas prison system, researchers found that assailants in women's prisons were likely to be black, and that both victims and assailants in women's prisons were likely to have violent crimes of conviction (Austin, et al., 2006).

Hensley, Castle, and Tewksbury (2003) administered surveys to all female inmates in one facility, with 4.5% of the 245 respondents reporting victimization by some form of sexual coercion. These numbers referred solely to inmate-on-inmate assaults while Austin's study included both inmate-on-inmate and staff-on-inmate assaults.

In an early study of three men's prisons and one women's prison in Nebraska, using anonymous mail surveys, Struckman-Johnson and colleagues found that 22% of the men and 7.7% of women reported being "pressured" or "forced" into sexual contact (Struckman-Johnson, et al, 1996, p. 74). A later study, conducted in seven men's prisons and three prisons for women, found that prevalence rates varied by the institution (Struckman-Johnson & Struckman-Johnson, 2000, 2002). In the three prisons for women, the prevalence rates for rape ranged from zero to five percent; and "sexual assault" (which included more behaviors than forced genital sex) ranged from 6% to 19%. The reports of sexual coercion ranged from 11% to 21% between the institutions. Another finding of this study was that, while the majority of sexual victimization (between 55% and 80%) was perpetrated by other inmates, there was a sizeable percentage perpetrated by officers or staff (Struckman-Johnson & Struckman-Johnson, 2000, 2002).

Struckman-Johnson and Struckman-Johnson (2006) also reported that female victims in their sample were less likely to identify their perpetrator as black than were male victims, and that male victims were more likely to report a completed rape than were women, whose worst victimization was more often something less than a completed physical rape.

Struckman-Johnson and Struckman-Johnson (2002) compared the perceptions of inmates and staff concerning the prevalence of sexual coercion. In every facility, staff's perceptions of prevalence were dramatically lower than those of female inmates. In the first facility, inmate-respondents reported that 21% of inmates were sexually coerced (staff reported 10%), the second facility's respondents reported 11% (and staff reported 2%), and in the third facility, inmates reported 13% (and staff reported 4%).

Wolff and her colleagues have published a number of articles from their survey of sexual assault in prison, with a sample of 6,964 men and 564 women (i.e., Wolff,

Blitz, Shi, Bachman, & Siegel, 2006; also see Wolff, Blitz, & Shi, 2007; Wolf, Blitz, Shi, Siegel, & Bachman, 2007; and, Wolf, Shi, Blitz, & Siegel, 2007). The authors argue that their study improved on the previous studies in representativeness, validity, and reliability. The researchers asked about nonconsensual sexual acts (forced sex acts, including oral and anal sex), and abusive sexual contacts (intentional touching of breasts, buttocks, groin areas). They found that rates of sexual victimization varied significantly by gender, age, perpetrator, facility, and the way the question was worded. They found that the reported rate of inmate-on-inmate sexual victimization in the previous six months was four times higher for women than for men (212 per 1,000 compared to 43 per 1,000) (Wolff, et al., 2006, p. 842). Prevalence rates over the course of a prison sentence for inmate-on-inmate sexual assault was two times higher for female inmates than male inmates (39/1000 vs. 16/1000), and staff-on-inmate was about one and one-half times higher (53/1000 vs. 34/1000) (Wolff, et al, 2006, p. 840). In large part, the increased number of reports by women was accounted for by abusive sexual contacts, not sexual acts. Women were six times more likely to report abusive sexual contacts and twice as likely as male inmates to report non-consensual sex acts. There were no statistically significant differences between men and women in their reports of sexual victimization by staff (Wolff, et al., 2006, p. 840).

Using a broad measure of in-prison sexual victimization, which included completed and attempted sexual assault as well as unwanted touching and sexual abuse, Blackburn (2006) conducted a study utilizing self-report surveys among 436 incarcerated women in Texas. She found that 17% of the inmates reported such victimization, with 3% of the sample reporting a completed sexual assault, or rape, while incarcerated. The majority of the sample (86%) believed that in-prison sexual assault occurs and 72.7% indicated that they would officially report an in-prison sexual assault if they were so victimized. Blackburn (2006) found no significant demographic differences between victims of in-prison sexual victimization and non-victims indicating that it may be difficult to identify those women most likely to be sexually victimized while incarcerated.

As more studies have been completed, it has become apparent that researchers must separate sexual assault (a forced sexual interaction involving genital contact or genital/mouth or hand contact) from sexual misconduct, which involves unwanted touching and verbal sexual harassment. Furthermore, Hensley and Tewksbury (2002) have argued that sexual coercion rather than sexual assault in prisons for women is by far the most neglected topic of prison researchers.

The recent Bureau of Justice Statistics national survey of sexual victimization in prison included 15 women's correctional facilities (Beck & Harrison, 2007). As shown in Table 1 in this chapter, inmates' reported victimization ranged widely between facilities, from 3.4% to 10.8%. Reports of staff victimization ranged from 0 to 5.3%. The national survey defined sexual victimization as any type of sexual activity, including sexual activity, touching, and consensual or non-consensual sexual activity. Non-consensual sexual acts were defined as unwanted oral sex, anal sex, vaginal sex, "hand-jobs," or other sexual acts with a staff or inmate. Abusive sexual contacts were defined as touching of the inmate's buttocks, thighs, penis, breasts, or vagina in a sexual way (Beck & Harrison, 2007, p. 8).

Table 1

Selected Findings From BJS Sexual Victimization Study:

Women's Correctional Facilities

Sexual Victimization (Percent Reporting)

Women's Facility	Inmate	Staff	Total
Julia Tutwiler (AL)	5.0	1.7	6.3
Central (CA)	5.7	1.7	7.0
Valley (CA)	7.9	5.3	10.3
High Plains (CO)	2.2	3.8	5.9
Lowell (FL)	5.7	1.8	7.0
Metro (GA)	7.6	1.6	8.0
Rockville (IN)	10.2	2.0	10.8
Baltimore Pre-Release (MD)	6.0	0.0	6.0
Florence McClure (NV)	6.6	1.7	7.7
Fountain (NC)	3.8	0.4	4.3
Cambridge Springs (PA)	4.4	0.0	4.4
Women's Div (RI)	4.4	3.1	7.5
Tennessee Prison for Women (TN)	1.1	4.3	4.8
Hilltop (TX)	3.0	1.5	3.4
Mt. View (TX)	8.7	3.4	9.5

Non-Consensual Sexual Acts (Percent Reporting)

Women's Facility	Inmate	Staff
Julia Tutwiler (AL)	4.0	1.7
Central (CA)	3.5	1.1
Valley (CA)	1.4	1.5
High Plains (CO)	1.3	3.1
Lowell (FL)	2.4	1.8
Metro (GA)	3.6	1.2
Rockville (IN)	4.6	2.0
Baltimore Pre-Release (MD)	2.8	0.0
Florence McClure (NV)	2.8	1.7
Fountain (NC)	1.9	0.4
Cambridge Springs (PA)	2.3	0.0
Women's Div (RI)	2.2	3.1
Tennessee Prison for Women (TN)	0.0	3.7
Hilltop (TX)	1.0	1.0
Mt. View (TX)	2.7	2.3

Non-consensual Sexual Acts = unwanted oral sex, anal sex, vaginal sex, "hand-jobs" or other sexual acts with a staff or inmate. Source: Beck, A. and Harrison, P (2007). *Sexual Victimization in State and Federal Prisons Reported by Inmates, 2006.* Washington, D.C.: Bureau of Justice Statistics. Data Taken from Table 2 (p.17-20), Table 4 (p. 25-28), and Table 5 (p. 29-32).

The most common location for sexual assaults by inmates is in cellblocks, according to Wolff, Shi, Blitz, and Siegel (2007), Austin et al. (2006), and Struckman-Johnson and Struckman-Johnson (2006). In contrast, other researchers have found that sexual assault and coercion was more likely to occur in open dormitory style housing that contained female offenders convicted for crimes against persons (Struckman-Johnson & Struckman-Johnson, 2000, 2002). Alarid (2000) also identified dormitory style housing as the more likely location of sexual victimization. Restricted housing where women did not receive as much access to programming or privileges was also seen as high risk. These conflicting findings could be due to counting different types of victimization. It may be that while physical rapes occur in cells, other forms of sexual coercion and harassment occur in dormitory settings.

Emerging research indicates that distinguishing consensual from coerced sexual relationships in women's prisons may be more difficult than earlier researchers assumed. Some research indicates that a little less than half of female prisoners have participated in sexual relationships with other prisoners, with age (younger) and length of sentence (longer) being most predictive of participation (Hensley, Tewksbury, & Koscheski, 2002). Most of the women who engage in homosexual relationships in prison did not have that sexual orientation outside of prison. Inmates refer to this sexual involvement as "gay for the stay." In a study of 35 female inmates in Midwestern correctional institutions, Greer (2000) found that, although the majority of female inmate respondents did not wish to become involved in an intimate relationship with other female inmates, such relationships were extremely prevalent. The motivations for such relationships included economic manipulation, sincere attachment, loneliness, curiosity, sexual identity, peer pressure, sexual release, and diversion from boredom. Greer (2000) also found that over 71% of female inmate respondents believed that sexual relationships were based on manipulation rather than genuine affection or attraction.

Fleischer and Krienert (2006) explored the "socio-sexual" nature of prison culture for both incarcerated women and men, and suggested that women may experience sexual violence and coercion in ways not previously described. Both Owen (1998) and Fleischer and Krienert (2006) found that female prisoners could decline participation in sexual relationships, but that fear and lack of knowledge about "how to do time" often compromised their ability to say no to requests or pressure for sex.

Alarid (2000) suggests that some passive female inmates submit to verbal sexual coercion. In a case study, she reported the first person observations of one incarcerated woman who detailed her experiences of prison sexual victimization. According to this respondent, women were approached early in their prison sentence, but if they were "prison Christians" or made it clear that they didn't want to "play," they would be left alone. Alarid's respondent argued that it was the "stud" women who play the masculine role who were more likely to be the target of sexual aggression from "femmes" (those women who did not display masculine characteristics) because there were fewer of them. She also observed that many women, because of previous victimization and lack of healthy relationships on the outside, did not recognize the coercive nature of their prison relationships. Because most women capitulated to sexual coercion, force was unnecessary. Women entered into relationships because they wanted to "belong" to somebody to combat loneliness. Another reason, however, was that they were intimidated by threats of violence, or being "set up" (i.e., with contraband). Types of sexual coercion described

by Alarid's respondent included verbal sexual harassment, genital exhibition, and masturbation.

The concept that the "stud" or masculine woman was more likely to be the victim of sexual aggression seems to run counter to intuition as the general assumption has been that the "masculine" or "stud" inmate initiates the relationship (see a critical review of this assumption in Chesney-Lind & Eliason, 2006). Some support for the idea that "studs" do not necessarily act in a dominant or predatory role compared to "femmes" is given by Keys (2002) who found that there was no power differential between the two roles. He especially noted that this egalitarianism was quite different from the relationship between the "punk" and "wolf" role found in prisons for men.

In contrast, Trammell (2006) did describe the "stud" as the one who "calls all the shots" and several inmate narratives explained how weak women would "hook up" with a stronger, bigger woman who controlled her. On the other hand, one inmate narrative described an assault of an stud/masculine woman. The inmate described a woman who said she was a "dyke" and then refused to give oral sex to her "girlfriend" because she "really liked guys." This resulted in the girlfriend and others raping her with a curling iron, although the inmate respondent explained it was not rape because she "deserved it" for lying.

Alarid's (2000) respondent described preferential treatment by correctional officers toward "femmes" who looked more feminine. If no other evidence was available, "femmes" were more likely to be considered the victim rather than the aggressor, and "studs" spent more time in punitive segregation for fighting. Alarid concludes that unreciprocated love, jealousy, and sexual pressuring are the causes for most violence in women's prisons.

Greer's (2000) respondents also described sexual jealousy and the attempt to control partners as one of the main factors in prison violence. In fact, some of her respondents characterized the nature of the violence as similar to domestic violence on the street as this quote indicates:

> They fight … and it is jealous like…hollering at her, "you don't do this, you don't talk to her, you don't give her nothing, you don't take nothing, you do what I say, I am here for you." I don't think so. You know, I mean personally, I ate enough shit off men [not] to have a woman check [control] me (Greer, 2000, p. 458).

Smith (2006a & b) points out that a potential result of the PREA focus on sexual assault and victimization in men's and women's prisons is that consensual sexual activity between inmates will be targeted and punished by correctional authorities. She notes that sex may occur between female inmates for trade, freedom, transgression, safety, and love. According to Smith, sex is considered a fundamental right and, even though a prison sentence involves a great deal of limitations on one's freedom, it may be that individuals should retain this particular self expression. This principle should be kept in mind in developing policies and procedures designed to reduce sexual victimization in prison.

Staff perspectives

Owen and Wells (2005), two of this project's authors, conducted a series of structured focus group interviews with correctional staff regarding sexual victimization in women's prisons. Findings from these interviews include the following:

- Sexual assault training typically focuses on male-based information and staff receive very little information about the dynamics and prevention of sexual assault within facilities for women. Many staff from mixed or facilities for women indicated that they had had very little training on working with female inmates in general.

- Staff felt that sexual assault and other forms of sexual violence were relatively infrequent, but most felt that the actual occurrence was difficult to count.

- Staff in every facility discussed the role inmate culture plays in sexual violence in prison and jails. Definitions of "weak" and "tough" inmates shape the context of victimization and strong prohibitions against informing on another inmate inhibit staff response.

- Staff were aware of the processes known as "protective pairing" and "grooming" for sexual activities. Many suggested that a large part of sexual victimization was tied to "domestic violence" in both male and female institutions and rooted in relationships that may have begun as consensual and turned coercive over time.

- Staff in both facilities for men and women discussed the difficulty in distinguishing between consensual and coerced sexual relationships.

- Staff in both facilities for men and women also suggested that women with histories of prior victimization, either through incest, molestation, or other forms of sexual assault, were more vulnerable to in-custody assault.

- Many staff members described their experience with female "predatory inmates" and acknowledged that some women are aggressive in their pursuit of a relationship with other female inmates that may or may not involve coerced sexual acts.

- Staff acknowledged that while male staff involvement with female inmates was the more common occurrence, misconduct between female staff and inmates was also a possibility. Staff sexual misconduct was seen as a safety violation and contrary to the purpose of the job itself.

- Staff also expressed great concern over the validity of claims of staff sexual misconduct and the damage such false accusations could create. Credibility was also an issue in reports of staff sexual misconduct. Staff in every facility was very concerned that co-workers would be damaged by falsely accusations (Owen & Wells, 2005).

Staff sexual victimization

From the early 1900s to the late 1970s, female officers guarded most female prisoners in this country. Since the late 1970s, most states have allowed male officers to work in prisons for women. Today in many states, over 50% of correctional

officers in prisons for women are men (Pollock 2002). This has led to female inmates being patted down, and, in some cases, strip searched by male officers. When female inmates have challenged such treatment, utilizing the right to privacy and Eighth Amendment arguments, some courts have agreed that women and men are not "similarly situated." Courts have acknowledged the fact that many women in prison have experienced sexual abuse by men, which arguably makes them different from male prisoners who are not as likely to have this history of victimization and, therefore, do not experience the same level of anxiety or violation as do women when undergoing a search conducted by a guard of the opposite sex (for a review of cases, see Pollock, 2002; Flesher, 2007). Standard policies and procedures in correctional settings (e.g., searches, restraints, and isolation) can have profound effects on women with histories of trauma and abuse, and they often act as triggers to re-traumatize women who have PTSD (Maeve, 2000). However, not all courts accept this argument and pragmatic concerns force prison administrators to utilize male officers for supervision in housing units, for transportation, and other duties that put them in positions of direct supervision over female inmates.

A few male (and female) officers have used their positions to perpetrate sexual abuse and exploitation of women in prison. The problem of correctional staff sexual misconduct in women's correctional facilities has been identified by the media, the public, and human rights organizations. Almost every state has had a "sex scandal" involving officers and female inmates. In fact, the United States has been criticized in several international reports on the use of male guards to supervise female inmates and the documented incidents of sexual assault and coercion that have resulted (Amnesty International, 1999; Human Rights Watch, 1996). The policy of utilizing male officers to supervise, pat down, and strip search female inmates puts the United States in conflict with international treaties and the United Nations Standards for the Treatment of Prisoners (Flesher, 2007).

Misconduct can take many forms—including inappropriate language, verbal degradation, intrusive searches, unwarranted visual supervision, using goods and privileges to coerce cooperation in sexual activities, the use or threat of force, and physical rape (Human Rights Watch, 1996, Dumond, 2000; Siegal, 2001; Baro, 1997). Disrespectful, unduly familiar or threatening sexual comments are the most common forms of abuse, but women have been subject to coerced and forced assault as well.

In 1999, the General Accounting Office published a study on sexual misconduct by correctional staff in women's prisons (GAO, 1999). This report noted that state laws and correctional policies changed in the 1990s in response to a perceived growing problem of staff sexual misconduct. The study examined the prison populations in California, Texas, the District of Columbia, and the Federal Bureau of Prisons, finding that between 11% to 18% of the inmates' allegations were substantiated and in very few cases were any staff member prosecuted. The study also noted that it was widely believed that staff sexual misconduct is underreported. Between 1995 and 1998, 506 allegations were recorded in the four correctional systems studied; however, report authors found that some states did not record all allegations.

It should be noted that female officers working in both men's and women's prisons have also been found to be involved in sexual misconduct. About half of all verified staff sexual misconduct is perpetrated by female staff members guarding male inmates (Marquart, Barnhill, & Balshaw-Biddle, 2001). However, the problem of more

coercive and/or assaultive offenses appears to occur between male staff and female inmates. The problem can be aggravated by poor grievance procedures, inadequate investigations, and staff retaliation against inmates or parolees who "blow the whistle."

Kubiak, Hanna, and Balton (2005) describe three case histories of women who were raped in prison by correctional staff members. The women had histories of sexual victimization and their reaction to the officers' sexual aggression could be described as passive acceptance. As one woman said in response to the male officer telling her he was going to have sex with her, "Yeah, right. Whatever." (Kubiak, Hanna, & Balton, 2005, p. 164). This fatalistic acceptance of sexual assault seems to be related to their histories of childhood sexual violence, reflecting their fear that the correctional officer—like the male adult when they were children—was omnipotent and would punish resistance. In their eyes, acceptance was simply the best approach in order to ensure overall safety. These inmates believed that if they reported the incidents, the officers and other staff members would retaliate.

Struckman-Johnson and Struckman-Johnson's (2000) findings indicated that 45% of reported incidents by inmates of sexual coercion involved staff as perpetrators. Wolff, et al. (2006, p. 840) found that staff-on-inmate sexual victimization was about one and one-half times higher (53/1000 vs. 34/1000) in the women's prison than in the men's prison. They also noted that younger inmates were significantly more likely to be victims of sexual victimization by staff. The Bureau of Justice Statistics found that the reported instances of staff sexual victimization ranged from 0 to 5.3% and reported non-consensual sexual acts ranged from 0 to 3.7% (Beck and Harrison, 2007).

Calhoun and Coleman (2002) studied staff-inmate sexual conduct in a female correctional facility in Hawaii. The authors argue that staff-inmate sexual contact is not a rare occurrence, but not publicly recognized. Their female respondents described three types of sexual abuse in prison: "trading," "love," and "in the line of duty." It is reported that female inmates engage in "trading" sexual acts to gain access to material goods or services regularly denied to inmates such as food, clothes, or drugs. Calhoun and Coleman (2002) suggest that inmate "trading" does not constitute consensual sexual acts because of the unequal power relationship between staff and inmates in the prison setting. As for the other two types of sexual misconduct, their respondents suggest that "love" between staff and inmates can occur but it is rare. The "in the line of duty" misconduct involved abuses during searches or pat downs. Female respondents indicated these searches often made them feel humiliated, sexualized, and powerless.

One important point to note is that female inmates are not a homogenous group of passive victims. Some do fall in love with correctional officers, some actively exploit male or female officers who fall in love with them, and some willingly participate in sexual banter. One female inmate describes one male officer's daily experience in the women's prison as characterized by "wolf whistles" and women "licking their lips, or "offering open mouths and tongues" while "flirting shamelessly with him." This officer was later indicted and convicted for sexual misconduct (Petersen, 2000). According to this inmate, female inmates use sex with staff members for physical affection, to secure lighter work details, special privileges, money, or contraband. Trammell (2006) also provided narratives of female inmates who described situations where male correctional staff members did not engage in sexual misconduct until

women started to flirt with them. According to these reports, most sexual contact between female inmates and staff members was consensual. If it is true that female inmates actively seek out sexual relationships with male staff members, it may be the case that such relationships are truly consensual; or it may be that such relationships can be understood as the tactics of the oppressed, a result of sexualized identity and low self image because of childhood sexual abuse, or a result of gender socialization. Regardless of motivation, sexual relationships with inmates are unprofessional, against policy, and, in most states, illegal, regardless of consent.

Official reports of sexual victimization (inmate-inmate or staff-inmate) are almost certain to be lower than the actual number of incidents. Inmates indicate in most studies that they would be unlikely to report any but the most extreme cases of sexual victimization. Calhoun and Coleman (2002) found that the female inmates in their study agreed that the consequences of exposing sexual assault are too costly to both the inmate and the staff, and therefore underreported. Hensley, Tewksbury, and Koscheski (2002) suggest that the lack of female inmate's reporting sexual coercion may be due to fear of repercussions, and wanting to protect their social image or reputation to other inmates because being a victim may be seen as a sign of weakness.

RISK INSTRUMENTS

One of the objectives of prison sexual victimization research is to identify predictive factors of assault. There are a few instruments that are currently used to assess the risk of general violence in prisons (Austin et al., 2006), but the goal of predicting who is likely to be violent or, alternatively, who might become a victim is far from being achieved. On-going research continues to improve all types of risk instruments (e.g., instruments predicting recidivism), however, there is considerable controversy whether risk instruments developed for men can successfully be used to predict risk for female offenders.

The *clinical approach* to prediction employs interviews, social histories, and psychological tests given by psychologists or psychiatrists, to make predictions on future offending. Typically, such characteristics as anti-social or anti-authority attitudes, pro-criminal associates, egocentric thinking, weak problem-solving, family conflict, risk-seeking, early misbehavior, below average verbal intelligence, poor school performance, troubled relationships, drug or alcohol abuse, and other characteristics are noted in an attempt to predict future violence. The *actuarial approach* predicts risk based on prior behavior and the behavior of those with similar characteristics (Van Voorhis, 2004). Both of these approaches have been used to predict offender recidivism. For instance, the Hare Psychopathy Checklist, the Violence Risk Appraisal Guide, and the Lifestyle Criminal Screening Form are some of the instruments that have been used to predict future violent crime (Kroner, et al., 2007). Risk instruments for sexual offenders, such as the Static-99, the Rapid Risk Assessment for Sexual Offense Recidivism, the Minnesota Sex Offender Screening Tool-Revised, and the Sexual Violent Risk-20, also attempt to predict the likelihood of recidivism (Kroner, et al., 2007).

In general, actuarial approaches have been found to be better predictors of recidivism than clinical assessments (Morgan, 1994; Sims & Jones, 1997; Hanson &

Bussier, 1998), but improvements are still needed. The *risk/need assessments* approach combines the two approaches by utilizing risk instruments that utilize static factors (demographic, file and historical information) and dynamic factors (as identified by personality tests and clinical interviews). Types of information collected include: physical health, vocational/financial situation, education, family and social relationships, residence and neighborhood, alcohol use, drug abuse, mental health, attitude, past and current criminal behavior. This approach (also called third generation assessment) of utilizing both actuarial and clinical assessments offers the greatest potential for accurate and useful assessment (Van Voorhis, 2004). Three instruments that are considered "third generation" are the Wisconsin Risk and Needs Assessment Instrument, the Community Risk-Needs Management Scale, and the Level of Service Inventory-Revised (LSI-R) (Van Voorhis, 2004).

Critics note that the current assessment approach ignores special issues of women and minorities, personal strengths, and justice concerns (Byrne & Taxman, 2005). Risk factors may or may not be the same for men and women. The pathways approach argues that different factors seem to be salient to women's crime, violent crime, and recidivism (Covington, 2001; Bloom, Owen, & Covington, 2003). Few studies have attempted to validate or replicate the risk instruments described above with female offenders. Earlier studies indicated that classification systems in use in prisons that were developed and validated with samples of male offenders "over-classified" female prisoners, meaning they indicated women needed more secure settings than probably necessary (Farr 2000; Hardyman & Van Voorhis, 2004). It has been found that factors such as child abuse, mental health, substance abuse, and employment were stronger predictors of institutional behavior for women than were factors that were strong predictors for men, such as age, time to serve, crime of conviction and prior offenses (Van Voorhis & Presser, 2001). Other factors may also be risk factors for women, including marital status and suicide attempts, family structure of childhood home, childhood abuse, depression and substance abuse, single parenting, reliance on public assistance, dysfunctional relationships, and victimization (Van Voorhis, 2005; Blanchette, 2002).

In the few studies that have examined the predictive ability of instruments such as the LSI-R for female offenders, some researchers have found that it effectively predicts recidivism for women as well as for men (Coulson, et al., 1996; Lowenkamp, Holsinger & Latessa, 2001; Bonta, Pang, & Wallace-Capretta, 1995). Other actuarial instruments have also been found to predict future violence equally well for male and female offenders (Loza, et al., 2005). However, Holtfreter, Reisig and Morash (2004) found that the LSI-R was *not* effective in predicting women's recidivism among a community corrections sample of 134 female probationers and parolees because it did not factor in women's economic marginality. In a longitudinal study, they found that women who were given state support were 83% less likely to recidivate than those who did not receive economic support. Risk scores did not predict recidivism when poverty status was taken into account.

Reisig, Holtfreter, and Morash (2006) reported that the LSI-R was highly accurate in predicting recidivism for some women, but not others. This research follows Daly's (1992) "pathways" approach which identified several different pathways to crime for women:

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GENDERED VIOLENCE AND SAFETY: A CONTEXTUAL APPROACH TO IMPROVING SECURITY IN WOMEN'S FACILITIES

- *street women* (who left abusive homes only to become addicts, prostitutes, drug dealers or thieves to survive);

- *drug connected* (who used drugs through significant others);

- *harmed and harming* (who had chaotic living situations with abuse),

- *battered women* (whose crime was only toward intimate partners); and

- *other* (women who were economically motivated, and lacked any notable abuse history; they were not violent, and had no identifiable problem with drugs or alcohol; some were economically marginalized, but not all).

Findings indicated that the LSI-R was successful in predicting recidivism for the economically motivated group in the "other" category, but over-classified the harmed and harming group of women, and under-classified drug connected women (based on their subsequent recidivism) (Reisig, Holtfreter, & Morash, 2006).

Current research, funded by the National Institute of Corrections (Van Voorhis, 2005), is concerned with testing whether the risk factors and needs identified by the LSI-R are predictive of women's behavior. The researchers have added a special addition to the LSI-R, to be completed only by female offenders, that includes measures assessing self-efficacy, self-esteem, parenting, relationships, abuse, and other factors. The study also collected additional information from female offenders such as children, marital status, education, public assistance, and other factors (Van Voorhis, 2005). Findings from this additional instrument indicate that the pathways approach is helpful in several ways. Wright, Salisbury, and Van Voorhis (2007) tested whether the pathways factors could predict prison misconduct. They found that the pathways model did predict prison misconduct, although this research did not separate violent from non-violent misconduct reports. The authors found that factors such as substance abuse, mental health, self concept, and relationship issues better predicted prison misconducts than using criminal history alone. This study used the gender-responsive addendum developed from the pathways literature, asking questions regarding self esteem, self efficacy, parenting problems, childhood and adult victimization, depression or anxiety, psychosis, and involvement in unsupportive relationships, in addition to more general prison classification items that measured antisocial attitudes, high family conflict, low family support, mental illness, and low anger control (Wright, Salisbury, & Van Voorhis, 2007).

The researchers examined the relative predictive strength of pathways factors versus traditional factors. They found that in their sample of 272 female prisoners, with six month and 12 month measures of misconducts, many gender neutral and gender responsive factors were highly correlated with institutional misconduct, and coefficients for the pathways or gender responsive factors were as strong as or stronger than the gender neutral factors. The authors reported that, upon entry, women who reported more conflict in relationships exhibited less misconduct in prison. Wright, Salisbury, and Van Voorhis, 2007) speculated that these women had been in abusive relationships and found stability in prison away from the abuser. The researchers also found that self esteem, self efficacy, adult emotional abuse, and adult physical abuse were not significantly related to institutional misbehavior (note that this measure includes all forms of misbehavior, not just violence). The significant gender neutral needs were antisocial attitudes, employment and financial difficulties, family problems, mental illness, and anger. Factors that were not predictive of

institutional misconduct were antisocial friends, low education, and substance abuse (Wright, Salisbury, & Van Voorhis, 2007).

In another study of 156 women, researchers examined serious prison misconducts six months after intake, and also followed the women into the community 44 months after release (Salisbury, Van Voorhis, & Spiropoulos, 2008). The researchers had female inmates complete the LSI-R, the gender responsive (pathways) addendum, and the institutional risk score instrument, which included such items as history of institutional violence, severity of current offense, multiple convictions, severity of prior convictions, escape history, current or pending detainers, prior felony convictions, and duration of sentence. They found that, while the LSI-R more accurately predicted recidivism, it did not predict institutional misconducts as well as the gender responsive addendum. Further, the gender responsive needs scales were correlated with prison misconducts *and* recidivism. While mental health did not predict general misconducts, it did predict aggressive prison misconducts. Salisbury, Van Voorhis, and Spiropoulos (2008) identified pathways or gender responsive factors as:

- extensive traumatic and abusive histories;
- experiences of acute mental illness (depression, anxiety, PTSD);
- issues with self esteem and self-efficacy;
- overwhelming parental responsibility;
- dysfunctional relationships with intimates; and,
- substance abuse and the use of drugs as self medication.

These researchers pointed out those women who had relationships that were characterized by high co-dependency incurred more disciplinary infractions while incarcerated. Interestingly, higher self efficacy (confidence in achieving specific goals) was associated with a greater incidence of prison misconduct.

While the LSI-R is used in prison and community settings to predict prison misconduct and recidivism upon release, the Risk Assessment Scale for Prison (RASP) was specifically developed to measure the risk of violent incidents in prison (Cunningham & Sorensen, 2007). This instrument is based on an actuarial model, looking at such factors as age, education, prior prison confinement, offender type (property or violent crime), and sentence type (life without parole). It has shown modest success in predicting which inmates commit violent disciplinary infractions. The two strongest predictors of who is likely to engage in violent infractions is age (e.g., younger offenders are more likely to engage in violence) and education (e.g., those with higher than 9th grade level are *less* likely to engage in violence) (Cunningham & Sorensen, 2007). Having a violent crime of conviction was not found to be predictive of violent infractions, but having a short sentence was. Both of these factors run counter to typical prison classification systems. The authors admit, however, that the classification system itself may be the reason why these inmates did not commit more violent infractions. According to the researchers, the scale was developed using exclusively male offenders, but in a replication study in another state with both male and female prisoners, the scale predicted violence better for female prisoners than for male prisoners (Cunningham & Sorensen, 2007, p.261).

The Prison Adjustment Scale (PAQ) measures prison adjustment (Warren et al., 2004). This scale defines adjustment, not only by infractions, but also by a range of

other measures that target "distress" and "conflict." The instrument measures the extent to which inmates report discomfort around inmates or correctional officers, feelings of anger, fear of being attacked, illness and injury, trouble sleeping, physical fights and arguments, and instances of feeling taken advantage of by others. This instrument also includes questions on exercise, food, activity, privacy, understanding prison rules, presence of good friends, and opportunities. Warren, et al.,(2004) evaluated whether this instrument can be used to predict violent victimization in prison by constructing a prison violence inventory. This measure included whether and how often the inmate had been a victim or perpetrator of a range of violent incidents including: threats, throwing objects, pushing, grabbing, shoving, slapping, kicking, biting, or strangling another inmate or guard, hitting with a fist or beating someone, forcing someone to have sex, or threatening someone with a weapon. Researchers obtained this violence inventory from a female inmate sample, along with the Brief Symptom Inventory's (BSI) scales of Depression, Anxiety, and Somatization, and the DSM-IV Personality Disorders Screening Questionnaire (Warren et al., 2004).

In this research, it was found that, for almost half of the female inmates, many of the measures, including the fear of violence measures, were no worse in prison than when they were in the community. For instance, 95% of the women said that fighting, 94% said fear of being injured, 77% said fear of being attacked, and 77% said heated arguments were the same or worse outside of prison (Warren et al., 2004, p. 634). The researchers developed a Conflict Scale (comprised of items measuring feelings of anger, arguing, fighting, and being injured), and a Distress Scale (comprised of items for discomfort, sleep problems, sickness, and fear of being attacked or taken advantage of). Findings indicated that high scores on the conflict scale were associated with high scores on the Brief Symptom Inventory (BSI) Hostility scale and low scores on the BSI Phobic Anxiety scale, presence of a personality disorder, having been married, being the victim of threats and physical assaults before age 18, time served, and being incarcerated for a violent crime (Warren et al., 2004, p. 639).

Thus far, designing an instrument to specifically predict the risk of sexual assault in prison has not been attempted. One of the problems of predicting sexual violence is that low base rates make any predictions of who is likely to assault or be assaulted extremely problematic. Some characteristics of male victims are fairly well-known (young, white, small, effeminate, homosexual, convicted of a sex crime, non-gang-affiliated), as are the characteristics of male assailants (black, older, gang-affiliated, serving a second or third prison term) (Austin et al, 2006). However, there is a high risk of false positives when predicting assailants. Also, because these profiles have been developed with male inmates, they are not applicable to women.

Another concern with risk instruments is that institutional factors may be as important, or even more important, than individual characteristics. Austin et al. (2006) noted that the varied rates across prisons in the same state indicated that perhaps management "style" might influence the amount of sexual victimization. Cunningham and Sorensen (2007) also reviewed research that indicated that institutional factors, such as type of staff, produced stronger correlations than did individual predictors.

It should be noted that a risk instrument may be directed at the individual level or an institutional level. Some instruments may measure whether any given inmate has a high potential for being an aggressor (or victim). These risk instruments need to

measure static (actuarial) and dynamic (personality and social) factors that have been associated with violence. Each individual is accorded a "risk score" that can then be used to assign custody level and the like. Another type of risk is whether a particular prison or housing unit within a prison has a high potential for violence. These instruments may collect measures of individuals in that environment, but also will measure environmental and institutional factors. The focus is on the climate or level of potential violence in the institution. The Moos Social Climate Scale is an example of this type of instrument (Moos, 1968). At this point, correctional authorities have no validated empirical instrument that measures risk of sexual violence for women's prisons or jails. One thing that seems clear is that any instrument should include both static and dynamic factors of individuals, and also include environmental factors that may contribute to the risk of violence. Support for this proposition comes from a variety of models of violence and safety summarized in the next section.

THE ECOLOGICAL, ESCALATION, AND SANCTUARY MODELS

Our approach suggests that violence, including sexual violence, is an interaction between two individuals, both of whom are influenced by environmental factors that support or suppress violence. In each of the models described below, there is an attempt to provide an analysis of how aggressive victimization, including sexual victimization, occurs.

The Ecological Model

An Ecological Model of violence presumes that individual factors interact with environmental factors to create the potential for victimization. Although there are a number of researchers who have developed slightly different Ecological Models, all of them separate out individual from external factors that contribute to violence. Models typically differ in the number of layers of external factors and where specific influences are placed (i.e., whether family dysfunction is placed in individual or relationship levels; or whether patriarchy is placed in societal or group level categories). Heise (1998), in a discussion of violence against women, utilizes an Ecological Model that is comprised of the following elements:

Personal History
- Witnessing parental marital violence
- Child abuse
- Absent or rejecting father

Microsystem
- Male dominance and control of wealth in family
- Use of alcohol
- Marital/verbal conflict

Exosystem
- Low socioeconomic status/unemployment
- Isolation
- Delinquent peers

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GENDERED VIOLENCE AND SAFETY: A CONTEXTUAL APPROACH TO IMPROVING SECURITY IN WOMEN'S FACILITIES

Macrosystem

- Male entitlement
- Masculinity link to aggression and dominance
- Rigid gender roles
- Acceptance of interpersonal violence
- Acceptance of physical chastisement

The value of such models is that the various factors that are associated with the likelihood of any type of victimization can be better understood as operating in relationship to each other. Abuse in the family, for instance, has a different effect when it is coupled with a cultural acceptance of male dominance. Addressing individual factors of violence alone may not be successful if underlying group and societal influences are ignored.

The Ecological Model of sexual victimization prevention promoted by the Centers for Disease Control (2006, also see World Health Organization, 2002) applies an ecological approach specifically to the likelihood of sexual assault. In this model, the following factors are discussed as influencing potential victimization (Centers for Disease Control and Prevention, 2004):

- *individual factors* (such as attitudes and beliefs that support sexual violence, impulsive and antisocial behavior, childhood history of victimization, and alcohol and drug use);

- *interacting with relationship factors* (such as unsupportive, violent or patriarchal family environments);

- *in the context of community factors* (tolerance of sexual assault, with weak sanctions); and

- *societal factors* (inequalities based on gender and race, and cultural beliefs about sex).

The value of this model is obvious in that it includes factors that may influence the likelihood of victimization that extend beyond individual characteristics. We utilize this model as a framework to analyze and present our findings.

The Escalation Model

Edgar and Martin (2003; also, see Edgar, O'Donnell, & Martin, 2003) examined violence in prison by researching the "dynamics of interactions that lead" to the violent incident. They found that violence resulted from an interactive process between two prisoners and argue that the following factors comprise this interactive process:

- deconstruction – of the accounts provided by participants;
- spark – the trigger that immediately preceded the use of force;
- interests – what each party wanted to gain;
- interpretations – evidence of how each saw the other's intentions;

- catalysts – behavior and language that aggravated conflicts;
- motivations – feelings driving the behavior;
- environment – situational influences, including peer pressures;
- relationships – between the participants before and after the incident;
- purposes – intended purposes of injurious force; and
- prevention – what each could have done (or did) to prevent violence.

Edgar and Martin found that fights, assaults and other disputes can be analyzed in terms of the following variables: the structural setting, interests, catalysts, interpretations, purposes, and the power relations between prisoners. These six factors, forming the basic components of every conflict, are inter-related so that each influences the others. Interpretation by the participants is critical in determining if any conflict results in physical violence. More specifically, these researchers found that elements of the prison social structure created the potential for violence, including material deprivations, competition for scarce resources, restrictions on movement inhibiting one's ability to avoid other prisoners, and the lack of overall privacy. Prison culture and its norms regarding respect and "not backing down" also contributed to violence.

In their study of a woman's prison, Edgar and Martin found that about half of the conflicts involved a material interest, such as drugs, personal possessions, games, food, tobacco, and phone cards. Non-material interests (self-respect, honor, fairness, loyalty, personal safety, or privacy) were important in all incidents (Edgar & Martin, 2003, p. v).

One of the many insights that can be gleaned from the Escalation Model is that victimization can be better understood not as a solitary event, but, rather, a dynamic occurrence arising from a history between the two individuals who are both influenced by elements of their environment.

The Sanctuary Model

S. Bloom (1997, 2008) argues that prior life experiences and trauma affect present behavior; traumatized individuals have difficulty staying safe, controlling their emotions, and may be so numb that they cannot access their emotions. In order for change to occur and victims to move beyond trauma, they must find "sanctuary." She further describes the four levels of safety or sanctuary necessary. These levels are:

- Psychological safety
- Physical safety
- Social safety
- Moral/Ethical safety.

Psychological safety is defined as the ability to feel safe, to rely on one's own ability to self-protect against any destructive impulses coming from within oneself or deriving from other people, and to keep oneself out of harm's way (S. Bloom, 2008). She further notes that trauma victims, particularly those who have experienced such violence as children, have a diminished sense of self and a loss of self efficacy. She

also sees that relationships become sabotaged as a result of the profound tendency to reenact in the present, relational patterns from the past (S. Bloom, 2008).

Physical safety is defined by an absence of any kind of violence (e.g. physical, emotional, sexual, or verbal) including suicidality and self-destructive behavior; freedom from substance abuse and other addictions; healthy, safe, sexual behavior; the avoidance of unnecessary risks; and maintaining good health practices. However, physical safety alone does not constitute a safe environment for growth (S. Bloom, 2008).

Social safety describes the sense of feeling safe with other people. In the Sanctuary Model, traumatized individuals are seen as recreating the relational patterns they have learned as children until they are afforded an opportunity to change these patterns. Social safety involves being around people who are not victimizing and, preferably, do not have issues themselves which would lead to the creation of unhealthy relationships (S. Bloom, 2008).

A morally safe environment is one that permits an ongoing ethical dialogue and a search for higher meaning and purpose. A morally healthy environment is one were power-holders do not abuse their power and the environment is one that promotes "learning, growth, and change" (S. Bloom, 2008).

As evidenced by multiple studies, the typical woman in prison has experienced a high level of violence and trauma. Therefore, we see that the Sanctuary Model is extremely applicable to female prisoners. Improving safety for women includes support and respect, and providing opportunities for healthy relationships with appropriate boundaries and healthy resolution of conflict. Once again, the value of this model is that it places the individual in a context and recognizes that for individual change to occur, the environment must be conducive to personal safety and growth. In contrast, environments that do not provide moral, social, or even physical safety will result in the traumatized individual recreating negative relationships. The application of this model to prisons is clear. Since many women in prison have experienced trauma, the ability to move past their victimization and create healthy relationships is compromised by the lack of safety in the prison environment.

CONCLUSION

Female offenders are different from male offenders in family background, criminal history, drug and alcohol use, and prior sexual and physical victimization. Their current lives are shaped by their past history. Violence in women's prisons is rarely stranger violence and, more often, takes place within relationships. Prior histories of intimate partner violence seem to be repeated in the prison environment. Cultural and subcultural factors also affect the potential for violence, i.e., living in a subculture where "respect" is given extraordinary emphasis can affect women's tendencies to use violent means to protect their self-image.

As demonstrated here, the prison and jail environment also seems to be a factor in the potential for violence. Prisons for men and women are different. Early studies indicated that women's prisons were much less violent than men's prisons, although this may be changing today. The most recent prevalence study for sexual

victimization showed a fairly large range of reported victimization. In the 15 women's prisons surveyed, between 3.4 and 10.8% of women reported sexual victimization by other inmates, and between 0 and 5.3% reported sexual victimization by staff members (Beck & Harrison, 2008).

As this review suggests, individual factors alone are not sufficient to understand vulnerabilities and victimization. While they may have a significant effect on any given woman's potential for violence and conflict, individual factors such as pre-prison victimization are mitigated or aggravated by contextual elements in the environment, including relationship, group, and environmental factors. Our detailed findings from the focus group and our preliminary validation work describes and attempts to measure these correlates of violence and safety in women's correctional facilities. In the next chapter, a summary of our major findings is presented.

GENDERED VIOLENCE IN WOMEN'S PRISONS AND JAILS

3

In this chapter, we will detail the types of violence described by our focus group participants, review and adapt the Centers for Disease Control's (CDC, 2004) model of sexual victimization, and identify focus group findings as they fit within this model of victimization. As such, this section overlaps significantly with the detailed presentation of the focus groups described in Part II of this report.

PERCEPTIONS OF VIOLENCE

Women enter jails and prisons with a range of expectations about their safety and vulnerabilities. Our sampling procedure allowed us to capture this range of experience by including women who were coming to prison or jail for the first time, those who were serving a second or a third term, as well as those who had lived in prison for decades. In the jails, we also interviewed women who were awaiting trial and those who had been convicted and were serving time in the jail or were waiting for transfer to a state prison. Within these varied focus groups, we collected detailed descriptions of the factors that contribute to the creation of violence and safety in the jail and prison environment.

There was little consistency in inmate or staff perceptions of prevalence or changes over time in the rate of violence. Opinions varied across the states and different facilities, and even within a facility. This inconsistency was apparent in inmate focus groups as well as staff focus groups. Some inmates felt their facility was safer now than in the past; others said the facility was increasingly dangerous. Staff also voiced this mixed perspective. We concluded that perceptions of safety were most influenced by immediate experiences and housing (or duty) assignments. No general consensus emerged as to whether prisons and jails for women were safer or more dangerous today than in the past.

We found that violence in women's jails and prisons is not a dominant aspect of everyday life, but exists as a potential, shaped by time, place, prison culture, interpersonal relationships, and staff actions. As we will argue throughout the report, on-going tensions and conflicts, lack of economic opportunity, and few therapeutic options to address past victimization or to treat destructive relationship patterns contribute to the potential for violence. We also found that "place" has a significant role in perceptions of safety. In every study site, some facilities and living units were seen to be more dangerous than others.

In our discussions with inmates and correctional staff, there was general consensus among inmates and staff regarding the causes of fighting and other forms of violence in the prison. Generally, both groups believed that jealousy, debts, and disrespect were the major catalysts for violence. We contend, however, that these three contributors to violence exist within the framework of the four levels outlined in the

Ecological Model (CDC, 2004) and are affected by the Escalation Model (Edgar & Martin, 2003).

Jealousy was a pervasive theme when women talked about violence. The women's jail and prison population is characterized by those with long histories of abuse and victimization; most of this past trauma remains untreated. Few programs or services exist that address these personal histories, which can result in intense relationships with other women with similar histories. As detailed in the literature review, untreated trauma contributes to symptoms of Post-Traumatic Stress Disorder (PTSD) and exacerbates inabilities to have healthy relationships.

Debt and its connection to conflict was also a pervasive theme in all study sites. Hustling and participating in the prison economy of "trafficking and trading" can lead to conflict and escalate to violence. The haves and the have-nots in prison create economic crimes in the same way they do on the outside: There is theft, fraud, and extortion by offenders who want what others have. Economic exploitation and debts are common in a jail or prison environment where many women have no outside support, minimum options to earn money, and desire both legitimate and contraband goods and services.

The third major factor discussed by our participants was disrespect. This concept, also identified in the literature review, concerns a wide range of behaviors and refers to interpersonal behavior that impinges upon another woman's status, reputation, sense of self, personal space, or rights of "citizenship." Disrespect is closely tied to the subcultural norms and values of the prison and jail world. Idle female inmates, either due to a lack of available programming or individual resistance to such participation, are most likely to participate in risky behaviors and relationships that contribute to the potential for being victimized or being a victimizer.

Staff behavior toward female inmates also contributes to a context where violence is either a greater or lesser possibility. In terms of staff, the most common problem reported by the women participants was "down talk" or disrespectful and derogatory verbal interactions. We found that the Escalation Model (Edgar & Martin, 2003) fit our findings of both staff-to-inmate and inmate-to-inmate violence, with verbal conflict sometimes escalating to physical violence.

CONTINUUMS OF VIOLENCE

We learned that violence occurred on a continuum, ranging from verbal intimidation to homicide. Violence at the lower end of the continuum was most prevalent and the type of violence found at the extreme end was quite rare. While our findings were consistent with prior research that indicated violence in women's prisons was not as severe or as prevalent as in men's institutions, we did find that some forms of violence were particular to women's facilities and required their own definitions. In the following sections, we describe the four forms of violence found in women's facilities:

- Verbal conflict
- Economic conflict and exploitation
- Physical violence
- Sexual violence

VERBAL CONFLICT

Verbal conflict over "anything and everything" was the most commonly reported form of conflict throughout the interviews. Sometimes the focus group participants' descriptions seemed stereotypical, e.g., verbal arguments were often explained as the inability for women to "get along" or related to the "female" nature.

Verbal arguments can be placed into five general categories: 1) those grounded in the everyday tensions of living in close and often uncomfortable surroundings; 2) those that derived from other forms of conflict, such as gossip, debts, "room politics" or "disrespect"; 3) troubled relationships that involved on-going conflict; 4) those based on establishing or confirming a reputation as "one not to be messed with", or protective coloring as a way of "standing up" or "pushing back" to a perceived threat; or 5) those that were an indirect means to another end. This last category can be seen as "instrumental arguments" and included "dry-snitching" (drawing staff attention without actually informing) as a means to change housing or get removed from an undesirable program or job; or verbal intimidation or pressure to obtain goods or favors. Unlike conflicts in male prisons, where verbal arguments often lead to physical violence, most of these verbal fights remained as unpleasant situational skirmishes. Threats of physical violence, however, often accompanied other forms of verbal intimidation, as in the case of "bullying" to control the room, for example. The interviews contained few reports of verbal coercion relating to sexual pressure.

The frequency of these arguments also contributed to a normalizing effect ("It is an everyday thing around here"), with most inmates and staff routinely ignoring them. This was particularly true of relationship-based arguments and those where women were trying to "prove a point." The focus group participants did acknowledge that if one was not a direct participant in a verbal argument, it was important to stay out of it and "mind one's own business" for personal protection. The women also recognized that every argument had the potential to escalate into a more severe form of violence.

Verbal conflict was also said to be part of everyday interactions between female inmates and staff. Few women seemed bothered by their experiences with insulting or demeaning conversations among inmates. This was not the case with staff verbal abuse, with the power differential between inmates and staff shaping much different outcomes. Yelling and screaming by staff members was seen to be a too-common occurrence that, in addition to being unpleasant and unprofessional, was potentially damaging to women who had not recovered from prior abuse, violent victimization, and trauma. Threats, profanity, name-calling, sexual jokes, and misanthropy were forms of verbal abuse frequently committed by staff. This disrespectful, demeaning, and derogatory language was seen by almost all women as the most common—and the most disturbing—form of verbal conflict in these facilities. To be sure, not all staff were said to engage in insulting and damaging commentary. Those staff members who approached women in this unprofessional manner were seen to have a negative effect on the facility's social and emotional climate disproportionate to their numbers.

The uneven power relations between inmates and staff also shaped more serious outcomes related to verbal conflict. Verbal jousting between women and staff often took an ugly turn when staff members stopped "just playing" and the event escalated into a disciplinary incident. A verbal conflict over complying with an order could lead to a use of force by a staff member. The focus group findings indicated that most

serious physical violence between inmates and between inmates and staff escalated from verbal conflict. This was consistent with prior findings by other researchers (Edgar and Martin, 2003; Torres, 2008).

ECONOMIC CONFLICT AND EXPLOITATION

The second most common form of conflict reported in the interviews was economic exploitation. While not typically defined as a form of violence *per se*, such economic conflict contributed both to a diminished perception of safety overall and to the potential for more serious forms of violence. Economic exploitation took multiple forms: Theft was a common occurrence and included stealing possessions when the owner was absent; "borrowing" without any intent to return; or boldly commandeering a possession by directly confronting the owner. The interviews provided some evidence of women avoiding other forms of conflict by "buying their way out" of trouble, but there were few reports of paying for protection from sexual or other forms of violence. Extortion of women who were more materially advantaged and vulnerable, either through demands or through exploitative personal relationships, was more common. Verbal actions, such "begging" or "sweet-talking," "pressuring," or "intimidating" another woman out of her belongings, commissary purchases, or packages was also frequently mentioned.

Known in some systems as "trafficking and trading," the inmate economy and corresponding debt contributes significantly to potential violence and conflict. Debts were very frequently mentioned as the source of violence among women inmates. Debts can occur over failure to pay for services, such as braiding hair or laundry, over commissary items, or borrowing. Debts over contraband, such as tobacco or drugs, were seen to be very serious. Gambling debts were seldom mentioned overall, but common types of debts differed somewhat between the various focus group locations.

Debts also escalated through the rules of the prison economy; "doubling" requires exponential payment when deadlines are not met. Women who accumulated this type of debt were seen to have "put themselves in that situation" and there was little sympathy when describing the physical punishments that some debtors experienced. Some interpersonal relationships were also seen as economic exploitation, although which direction the exploitation developed was unclear; some descriptions identified women with resources as exploiting those without for friendship and affection, while others described exploiters as those without resources who targeted "rich" women for intimidation, coercing them to enter into relationships to gain access to their commissary.

Like verbal conflict, economic conflict also had a potential for escalation to more severe forms of violence. Retaliation for theft, reacting to extortion, or settling debts was said to lead to verbal threats and physical violence. Sexual violence as punishment or payment was rarely mentioned in the interviews.

Staff economic exchanges occurred in two general forms. In its milder form, staff would offer women desired goods, such as "street" food or coffee, or increased privileges, such extra phone calls, to entice them to do extra work, or as a show of favoritism. The more severe form involved a continuum of sexual exploitation which ranged from having women show their breasts to sexual acts in exchange for scarce

material goods, contraband, or additional privileges. Women told us "the going rate" for certain items or privileges, and often said that these were fair exchanges where they did not feel exploited. In the economic scarcity of the jail and the prison, we were told that limited opportunity to earn money and procure both necessary and desired goods was one primary reason women participated in these sexual exchanges with staff.

PHYSICAL VIOLENCE

Most women felt that the potential for physical violence and the fact that fights "could kick off at any time" was more worrisome than actual combat. Physical violence most often took the form of fights between two women. These fights included slapping, pushing, hair pulling, punching, kicking, or gouging. Often, fights were brief and those that occurred in public areas or in the view of staff were seen as symbolic, much like the verbal conflict described above. These types of physical fights involved "making a point" or "taking a stand" so one would not appear "weak" or vulnerable. Also, similar to verbal conflict, instrumental fights were sometimes motivated by a desire to change housing units, get "kicked out" of a program, or in extreme cases, join a romantic partner in disciplinary housing. Serious fighting was almost always said to occur away from any staff member's view and took place in private, such as cells, rooms, showers, or isolated locations on the recreation yard.

Most fights did not involve weapons and rarely involved more than two women. Unlike men, the use of prison made weapons, such as "shanks," was rare with "weapons of convenience" used in the rare case of weapon-involvement. Staff members were likely to characterize the majority of fights as "mutual combat," between two equally matched opponents. Both the inmate and the staff participants acknowledged that fights were most likely to occur between women in troubled relationships, although fights could also occur between cellmates or others who had some type of conflict. Participants suggested that "weak" women "who did not know they were supposed to fight back" were also threatened and sometimes physically assaulted.

Random physical attacks by strangers were said to be very rare; but again, women told us that the potential for random violence was part of prison life. Like conflict related to economics, women also suggested that most women involved in fights "put themselves in that situation" through their own behaviors and actions. Although extremely rare, our interviews contained descriptions of serious and extreme physical violence between female inmates that resulted in injury, disfigurement and, atypically, death. Across the different study sites, we heard accounts of high-profile cases that were offered as precautionary tales about the potentially violent relationships that can occur among women offenders.

Violence involving staff was also described in the interviews. A few staff members described serious assaults by female inmates and a few inmates described serious physical assaults by staff members. Again fitting the escalation pattern, most violence perpetuated against staff began with an inmate's refusal to comply with an order, but occurred after a build-up of interpersonal or verbal conflict.

SEXUAL VIOLENCE

Sexual violence can also be placed upon a continuum. Consistent with the BJS prevalence data (Beck & Harrison, 2006), violent sexual attacks were said to be rare, with abusive sexual language or contacts more prevalent for both inmate-inmate and staff-inmate victimizations. While women new to incarceration said they were initially worried about sexual assault, the majority of those interviewed found this worry to be unfounded over time. One woman captured this view by saying, while she had seen many incidents of (non-sexual) physical violence, it was "nothing like the rapes and stuff in the movies." We did collect multiple reports of mild forms of sexual coercion, involving flattery, verbal pressure and unwanted touching. Verbal threats of sexual violence were also described to us. Most women indicated that they eventually learned how to avoid these situations and those women known to be sexually aggressive. Accounts of sexual violence between female inmates were almost always grounded in personal relationships, following the pattern of interpersonal violence in the community. Our focus group participants reported that, while sexual violence was rare, it was most likely to occur in the context of an on-going, violent relationship.

We could not determine the level of "protective pairing" present in jails and prisons. Generally, participants did suggest that young, naïve, or scared offenders entered into relationships with more aggressive women, offering commissary and sexual intimacy in return for protection. Yet, female inmates typically saw these relationships as consensual.

We have constructed a "continuum of sexual coercion" that describes the sexual victimization that occurs in women's facilities. In this continuum, no activity is necessarily exclusive of any other. It was more often the case that a range of escalations and "grooming" behaviors coerced a woman into the victim role. Once she became the submissive partner, the aggressor may move on to another victim.

A continuum of sexual victimization can be constructed as follows:

- Sexual comments and touching
- Sexual pressure or intimidation
- Stalking and "Fatal Attraction"
- Sexual Aggressors
- Sexual Violence in Relationships
- Sexual Assaults

Sexual comments and touching

The least serious form of sexual victimization described in the interviews was verbal, e.g., referring to another woman's body or making sexual innuendos. The BJS data found that abusive sexual contacts were the most common form of sexual violence reported by women in their national sample. Sexual "horseplay" or touching a woman's body in a non-violent (but uninvited and unwanted) manner is also a relatively mild form of victimization. Note, however, that unwanted hugging, and other forms of touching, were described and interpreted by our participants as a form of

aggression, leading to feelings of vulnerability. A custody staff person from a prison described this behavior:

> *[The aggressive inmate] will get very close in, very close. Then, they will touch their leg and give them an embrace. There are two types of embraces. Here, an open embrace is fine. It is not so much that it is mutual, but that it is open. The other is one arm around the neck. Then they bring them down, almost into a head-lock. I do martial arts and that is one of the controls. [The aggressor] can smell you and you are either going to cock back and pound on them or you are going to submit. It is real subtle.*

An inmate participant offered this description:

> *Sometimes I've seen girls who don't like to be touched and [the aggressive inmate] will touch them in certain ways. They might slap them in the ass, or they grab their titties. The woman feels violated. We might be afraid to take showers [because] we are going to be looked at.*

Sexual pressure or intimidation

Sexual pressure occurs when a woman is asked repeatedly to become involved romantically or sexually with another inmate. Some women described incidents where the target feared that she would be hurt or "set up" if she didn't enter into the relationship. At first, most of our participants said that sexual intimidation was very rare. But, in further discussion, some women ventured that it was "hard to know" if women were coerced or entered into such relationships voluntarily. As mentioned previously, many of the relationships might be considered an exchange where each party benefits in some way. It may be, however, that intimidation was used to convince the other party to agree to the exchange. We did note that in those facilities that had PREA inmate education, women were much more cognizant of the possibility of coercion in such relationships.

One woman said:

> *I've basically seen everything from simple physical assault to being cut. I've never seen any type of rape or sexual violence. Well, in some sense, [I have seen] sexual intimidation.*

Even relationships that appear consensual may have some element of coercion as suggested in this remark:

> *It can be a consensual relationship but you really aren't ready to go that far. But they keep pushing it. I was in a situation where several inmates were trying to force me to be in a relationship that was more than friends. Then she said, "Girl, we are going to hit you with a cup." She is always trying to come at me real aggressive like and she is trying to bump and run with me all the time.*

Staff also recognized that some women may be coerced or pressured into relationships, as suggested in this staff comment:

> *In the female setting, you don't have a lot of direct actions, but there is a lot of coercion. It is implied coercion and not a lot of direct threat.*

Stalking and fatal attraction

A particular type of sexual pressure or intimidation occurs in so-called "fatal attraction" cases or "fatals," named after the movie of the same name that involved a stalker who would not give up her quest for a love interest. In these cases, one woman is enthralled with another and seeks a sexual liaison at any cost. Our participants distinguished these "fatals" from "hustlers," "bullies" or sexual aggressors who target vulnerable inmates for gain. This inmate offered her observation of the "fatal":

> *[The fatal] said first she was going to beat her up and then she said she was going to take her to Seg with her. That is real easy to do. I don't think that this is fair because this lady [being pursued] is trying to break away, and this fatal one is trying to take her to Seg.[The fatal] probably figures that if she takes her to Seg, she can take time to talk to her and, at the least, she can keep her away from everyone else back there, too.*

Sexual aggressors

In some instances, women described certain individuals in the prison as "predators" in the same manner that the "booty bandits" exist in men's prisons. These descriptions were not common, but they were mentioned. In one system, staff were asked what percent were violent aggressors. The estimates were fairly consistent at about 5% to 10% of the female population belonging to the aggressive category, with victims (sometimes called "rabbits") being 10% to 25%. Again, however, the word "predator," "aggressor," or similar terms referred to all forms of victimization, not just sexual victimization. A few of our participants described situations where aggressive women forced themselves on unwilling partners solely for sex, rather than primarily for access to commissary or other goods. In responding to another participant who said, "There is no forced sex here," another woman remarked:

> *I am going to disagree with that. There is this lady that forces herself on people. But she knows who to pick. But it is not prominent because it's not like the men.*

One staff member said that sexual aggression was worse in the women's prison than in the men's prisons:

> *I locked up an inmate for being a sexually violent predator. One inmate was holding the other down and sexually assaulting her with objects. She was just really bad. But good at getting people to help her. Here, these sexually devious ones seem to get together. I know that sexual deviance here far outweighs the men's facilities. It is bad.*

Sexual violence in relationships

Most of the descriptions of forced sex took place within an intimate relationship. Although two women may be involved in an on-going, seemingly consensual sexual relationship, violence was possible when one partner is not interested in sex at that moment, and the other partner becomes abusive. This comment illustrated this situation:

> *A lady was getting beat up, because she did not want to have sex with her girlfriend that night. Her girlfriend said, "Suck on me," and she did not want to suck on her.*

At another site, this explanation was offered:

> *You have a lot of women in here who think they are men. They want to be dominant over everything. Maybe she wasn't feeling it that night [sexually interested], but the other will say, "Who are you to tell me 'No'?"*

Sexual assaults

At the most serious end of the coercion continuum, forced sex occurs. Most women had only heard of rapes or assaults in prison; very few had seen a rape personally. In most situations, women said the motivation for the sexual assault was unclear. Victims were usually described as young or small. We did hear rare reports of sexual assault for retaliation for some personal, social or economic transgression. Our participants believed that a sexual assault was often the result of the victim's actions, as suggested in this example:

> *It is always behind [caused by] something. They stick a plunger in you or whatever. [Because] you stole something; [because] you messed with someone's girlfriend.*

Most often, descriptions of sexual assault were presented as occurring in other prisons and jails or in the past. Like Fleischer and Krienert (2006) found, most of these accounts had the character of stories or prison myths rather than first-person reports. As one woman said, "I've heard that women got raped with the toilet brushes. It's not fiction, but it's in the past."

Many women agreed with the view that sexual assaults were about power, control and humiliation, as described here:

> *There was one incident two years ago. They humiliated the girl. They made [her] give two or three of them oral sex. But it is about power and humiliation.*

STAFF SEXUAL MISCONDUCT AND VICTIMIZATION

As mentioned above, the most common form of misconduct by staff seemed to be verbal abuse (referring to women in derogatory terms and yelling or screaming at them). We also received a few descriptions of staff members who seemed to have a pattern of utilizing greater than necessary force; however, the focus group discussions most often centered on sexual victimization involving staff members. Such victimization was perceived as not as common as what had occurred in the past. In their descriptions, our participants mentioned verbal harassment, such as inappropriate but seemingly flattering remarks ("You are too pretty to be in prison."); unprofessional conjecture ("What I'd like to do with a body like that."); and sexual solicitation "("You know you want it"). These interactions had an unnerving effect on women's overall well-being and contributed to a generalized feeling of vulnerability. Like sexually aggressive inmates, most of the sexually aggressive staff members had public reputations as "perverts" whom women took pains to avoid. Sexual relationships between staff members and female inmates, while acknowledged to be "wrong," were perceived as a commercial exchange, with both parties often seeing them as a fair trade.

Our findings show that staff-inmate relationships are interrelated with other forms of victimization. For instance, situations described included cases where a staff member in a relationship with an inmate became jealous over her relationship with another inmate and so used excessive force on her; a staff member in a relationship with an inmate was married to another correctional officer, who found out and retaliated against inmate; and, a staff member had relationships with two inmates who found out and assaulted each other.

In the same way that inmate-on-inmate sexual victimization can be described as occurring along a continuum of coercion, so, too, can staff misconduct. We present here a continuum of staff sexual misconduct that includes:

- Love and seduction
- Inappropriate comments and conversation
- Sexual requests
- "Flashing," voyeurism and touching
- Abuse of search authority
- Sexual exchange
- Sexual intimidation
- Sex without physical violence
- Sex with physical violence

Love and seduction

In any setting where adults are in close proximity over time, there is the possibility for mutual attraction, even when one party happens to be an officer. It should be noted that love relationships were described with male and female officers. Instances were described where an officer had fallen in love with an inmate, an inmate fell in love with an officer, or the two parties fell in love with each other. In the first two situations, the individual in love may be used and exploited by the other person.

Even in the rare case where both parties are sincere in their feelings, relationships between staff and inmates never end well, as described here:

> *They had a five year relationship. He would key her out at night and then he started dating a girl from the free world and she got mad. He got walked off and now she is filing a lawsuit.*

Inappropriate Comments and Conversation

As with inmate-on-inmate sexual violence, the least serious type of victimization, and the most common as reported in our inmate focus groups, is inappropriate comments and conversation. Sexual banter between officers and between officers and inmates was said to be prevalent in every study site. It was not clear to us whether staff members did not understand the inappropriateness of these comments, or if such comments were intended to test female inmates to explore the possibility of a sexual relationship. Typical comments included:

> *I was in the front row [of the shower] and someone [staff member] came in and said, "Damn, that should be illegal" [referring to her body]. I felt very uncomfortable.*

> *There was this officer who called me out. He gave me a note one time about how I was sexy. I did not know what to do, who to tell. I had just got to prison. I felt like he just could do that because I was a prisoner. When he would come in to do a cell check, he would come over to my bunk and stand there over me. He would make little comments … sexual comments … stuff he should not be saying. I threatened to tell the lieutenant.*

It is also true that some inmates participate in sexual banter because they either enjoy it; they think they may get something from it; or, they do not know any other way to interact, as expressed in this inmate observation:

> *There are a lot of socially immature women who come in and do engage in a silly banter and don't know the boundaries. One staff supervisor who worked with many kitchen workers would continually ask them, "Would you ever consider having sex with the CO?" Then this inmate, she asked me if that was unacceptable. He was definitely coming on to those gals.*

Sexual requests

It was frequently reported to us that sexual requests were covered up as jokes or, when reported, dismissed by supervisors as insincere and "just kidding." These comments represent only two examples of those reported to us by study participants:

> *If you tell an officer that you are being sexually harassed, they will tell you that the officers are just joking. They say just because the other officers asked to see your titties doesn't mean they really wanted to.*

> *This man last month said, "Oh, I wish I could take you in the room and you know what." I said, "What?" He says, "You know, so you could give me some head and then I could do you." I was, like, "What?" I couldn't believe he said that and I was, like, "You nasty bastard, you mf-er." I got embarrassed.*

"Flashing," Voyeurism, and Touching

More assertive sexualized behavior included looking at women in inappropriate ways, asking a woman to expose herself, and inappropriate touching. Women described various situations where officers would look at them, or ask them to "flash" for the officer, as in this example:

> *He likes for you to bend down [to show your breasts], and then he rubs his hands on his pants and says, 'Look! Look!" to show you that you are turning him on.*

Our focus group participants discussed the practice of male officers "peeping" in on them when they were sleeping, showering, or going to the bathroom, as seen in these quotes:

> *The two women would sleep in short shorts and a sports bra and she would wake up every night and the CO would be standing outside looking at them. Watching through the [window]. She and her roommate changed clothes, and he didn't do it anymore.*

> *There was this one officer. When I got in from work, he would fix hot chocolate and ask me to stir it. While I was stirring it, he would stare down my shirt. One time I got a soda and I was going to put ice in it. He stuck his tongue out for me to put ice in his mouth [stuck her tongue out in a sexually suggestive manner to demonstrate].*

Inmates explained that sometimes women would cooperate in the "peeping" by not wearing underwear or otherwise giving the officer a "show," usually for some compensation. Again, these comments were representative:

> *The male officers watch the girls. They prey on those girls that are in their area. They go around at night. They peep.* (Laughter) *They [inmates] give them a peep show. They lay there naked. [The inmates] give them their eyes full so they [officers] give her a trinket*

> *The officers go around and they single in on the weak woman and they boost her up. Then when they get caught, the female says [staff] promised me this or that, and then they write up the woman.*

> *I would always wonder why are the cops always hanging around and looking at our window. And she would be flashing the tits or being naked for him to watch. This is just sick.*

Some inmates mentioned incidents where officers touched them inappropriately. In the incident described below that occurred in the hospital, it is important to note that the woman did not object to the assault, we suspect, because she had been used sexually all her life and it was just another incident in a long history of sexual victimization.

> *I had to go to hospital for surgery. So I was prepped for surgery. They had me in a room with empty beds. They left me in there with a man for four hours. I had no clothes on. So he was there when they were doing my blood work. He was listening [to make sure] that I didn't have AIDS, that I was*

clean. I was drifting off to sleep and I felt his hand was feeling my tits. I could see the nurses' station, and here he is by me, watching for them too, but with his hand on me. He was running his hands under my gown, on my breast. I said, "No. No." I ended up not having the surgery, but I couldn't believe it. He like said, "You're OK with this, right?" I said, "Whatever. Whatever."

Abuse of Search Authority

The literature on cross gender supervision has described the problem of male officers physically searching women who suffer from PTSD from past sexual victimization. For these women, the experience of being under the control of and touched by a man in this situation is frightening and may trigger feelings of anxiety and seemingly irrational reactionary violence. In some locales, male officers are prohibited from patting down female inmates unless it is an emergency. In other locations, there are no such restrictions. What became clear to us, however, was that female inmates were just as likely to feel victimized by female officers who abused their power of physically searching. It may not be the gender of the officer that is the central issue in abuse of search authority, but, rather, training and management in order to ensure that the power is not abused. These comments convey this view:

One girl has this white tee shirt that she has had forever and it is getting thin and she wears a black bra. The officer had his hands all over her tits when he patted her down.

The female staff search me so thoroughly that I think they owe me dinner. I am glad that the men do not search, but the women have become very bad.

They will touch your private parts and she will grab you up all up in here [touching her privates].

A few of our participants indicated that they preferred male officers to search them. Some women object to being searched by female officers they perceived as gay:

It's a couple or few who are gay. One girl told me one of the guards said, "I feel like I'm going to strip someone. I ain't seen no such and such lately." Then there's this one lady. Lord help me! Please don't let this lady have me down. This lady goes up in your crotch and goes up and grips your stuff [crotch]. [Demonstrates grabbing genital area] And then [she] goes up and lifts up your breasts [Demonstrates by squeezing breasts]. And you can't say anything to them. Then you'll get in trouble.

On the other hand, it was noted by a few inmates that gay officers (who arguably are afraid of being accused of inappropriate searching) don't perform searches in a way that ensures the security of the facility.

I know two gay officers in my dorm. And in all the years I had known them, they would not pat search us. Anyone that is openly gay would not pat search us and a lot [of inmates] would be glad [because they could sneak things into the dorm]. When you get the straight ones, they most likely are going to touch you.

Sexual Exchange

As indicated by the pathways model, many women in prison and jail have had lives where sexual victimization and inappropriate sexualization occurred very early in life. Thus, it is not surprising that they may use the offer of sex to get what they feel they need in a prison. Whether or not this offer means that the exchange is non-coercive is almost a philosophical question; women who have nothing but their bodies to offer are hardly in a position to make free and voluntary decisions. These examples were offered:

> *One cup of coffee can get (an officer) whatever you want in here. The men and female officers know that and they use that to manipulate and degrade us.*

> *She did that for him and all she gets is a pen. He gets to watch her take a shower. I want more than a pen and a phone call. You better bring me some Coca Cola. I have a list.* (Laughter)

> *You have those where an officer promises you something, like to call your family, put something under your mattress, or write you a recommendation to parole. The young ones, they don't know any better. They will do oral or whatever, because they don't know [that it is not possible] when the officer says, "I'm going to get you out of here." It wasn't forced, but it was manipulated. We are vulnerable.*

> *I think that young women would do this [have sex with staff] because they think that they can get gratuities from it. Whatever the reason, it is their business, but these men can take advantage of us because they have power over us.*

> *Sexual favors are good for everything from a double cheeseburger to a couple of hundred dollar bills to a pack of gum.*

> *Let's be real. You can get a couple of cigs for a peek-a-boo, a side show [flashing genitals or breasts], hand jobs, lap dance*.

Exchange relationships, even when women actively participate, are clearly outside the realm of appropriate conduct. The constraints and deprivation of the prison world place women in a weaker negotiating position. However, some women clearly see the situation as a business transaction, and, in fact, use the language of sex work to describe it, e.g., calling the COs "tricks."

Intimidation

In the unequal power relations of prisons and jails, there is a fine line between economic exchange and intimidation. If a female inmate says "no," the officer may threaten with a sanction rather than persuade with a reward. Women expressed the view that they would do whatever they needed to not get moved to less desirable prisons or not to be given a disciplinary "ticket" or write-up, as suggested in these comments:

We put up with the abuse because we don't want to move to [another facility]. If the price of staying here is to get down on my knees, then I will get my knee pads.

Back in the day, they would come in your cell and forcibly take it. But now, I don't know, they have a little more finesse. But they will threaten you to do stuff with your room. The cops are known to set women up with drugs and let them get caught. Let the woman go down for the count.

He'd say, "You don't want to mess around? I'm going to cross you out [write a disciplinary report]." He got caught with his dick in her mouth. He was walked off. Fired. Some girls said, "It's about time he got caught; he's been doing it for about 20 years."

Sex Without Physical Violence

As women have little power to object, differentiating between consensual and non-consensual sex in the prison environment has little utility. Many women told us that they cannot refuse these advances because of their powerless position. We also learned that there are some women in prisons and jails who enjoy sex with men and are willing participants in a sexual relationship. They may not "love" an officer, but they do not feel they are intimidated into a sexual relationship either. This neutrality was expressed by women, as shown in these examples:

Many of us were aware that there was a mattress that was frequently used in the loft of the arts room. There was also a girl that was having sex in the back of my housing unit and when she became pregnant there was [internal affairs] here and it was the beginning of the end.

The officer would fake some transport orders, go to the housing unit and get her, put her in a transportation van, take her out of the facility, and pretend he was transporting her to court. At the time, it was considered consensual and he got fired.

In the following account, a woman was in a consensual relationship that she thought was romantic until she discovered that the officer perceived her as a prostitute rather than girlfriend:

She consented to have sex with one of them, but then the other [staff member] came in and said, "You're going to take care of me, too." And she was liking the [first] officer, and she thought he loved her and stuff, but this was the way he treated her. Basically saying that he could get the same thing from anyone else. So the other officer did it in her anus and she was bleeding and she was mad and she reported it.

In this narrative, we see how officers may be involved with several women at the same time:

When you are vulnerable, when someone says he loves you, and cares about you, you let things happen to you. He said he was going to help me restore my relationship with the family. That was the open door that let down my walls and that led to the other things-- rubbing my breast, touching me,

kissing me. And there were other girls too. They were already suspicious of him 'cus there were two other girls that said "He sucked my finger." "He kissed me."

Everybody thought he was so wonderful. They thought he was caring for them. He did things for them that he shouldn't have, so they had a secret. Like my friend. He was making a phone call for her and she had a piece of candy. But then when she put the candy in his mouth, he sucked her finger. She instantly went crazy over him and she was so in love with him. She would get jealous whenever anybody was talking to him. But, see, he instigated that. Then he turned the tables on her and said she was stalking him and stuff. And he told them they needed to get her away from him, and so she was transferred off the unit. That's one of the girls that they didn't believe.

Sex with Physical Violence

We heard very few stories of officers or other staff members physically forcing a woman to have sex. We could not determine whether this was due to the relative rarity of the event or the focus group method we used to collect these accounts. By providing an opportunity for private interviews, and through the analysis of letters sent by female inmates to the advocacy organization, Stop Prison Rape, we did obtain some information on this most severe sexual violence committed by staff. These sources, presented in Part II, Chapter 5, portray the worst of staff sexual behavior, and while perhaps infrequent, demonstrate the potential for sexual harm delivered by those expected to protect women in their custody. We also learned that, in a small number of incidents, staff who were involved in misconduct also used other female inmates to intimidate their inmate victim when she threatened to report their misconduct.

In several locations, women said that policies and sanctions regarding staff sexual misconduct had curtailed the most extreme forms of this sexual victimization by staff. Staff, too, recognized increased attention to the problem of sexual relationships between officers and inmates and new policies, prompted by PREA. They observed that sexual relationships were less likely to occur today than in the past, but also expressed their concern with the potential for false allegations by "manipulative" and "cunning" women.

PERCEPTIONS OF SAFETY

With few exceptions, women told us that they became less worried about physical or sexual violence over the course of their incarceration. While again stressing that "anything can happen at any time," most women learned how to protect themselves from all forms of violence. Day-to-day tension, crowded living conditions, the lack of medical care and the potential for disease, and a scarcity of meaningful programs and activities were seen as more significant threats to a woman's overall well-being than physical or sexual attack. Some individual women said they did "not feel safe at all," but most said they learned to protect themselves. Health concerns eclipsed worries about sexual or physical safety in every focus group and these concerns were related to lack of medical care and cleaning supplies, deteriorating physical

plant conditions, substandard food, and the lack of rehabilitative programs. Idleness and an inability to earn money were also said to undermine women's sense of well-being.

Women also expressed little confidence in the ability of staff members to protect them from violence, either from other female inmates or from predatory staff members. Women described staff as "just not caring;" "playing favorites" with aggressors; "enjoying their fears" or refusing to take their fears seriously. Women described staff members' reactions to their reporting as "covering up for their buddies" and telling victims "This is prison—deal with it." Women also stated that they were told by staff that they would have to "name names" if they went to staff for help in dealing with threats to their safety.

Staff members also remarked that they often felt unable to protect women, but their reasons differed from those offered by the women. They admitted that it was hard to keep reports of victimization confidential and this fact prevented victims from coming forward. Staff also told us that they were concerned with inmate "manipulation" when requests for help were tied to requests for room or cell changes. Indeed, inmates also told us that they would manufacture arguments, and even physical fights, in order to bolster their requests for housing changes, so the officers' fears were evidently justified. It became clear, however, that real victims were also not believed and were left with potential abusers in housing units.

Staff felt that their abilities to respond to violence depended on inmate reporting and acknowledged barriers to reporting victimization incidents that included lack of knowledge about reporting practices, subcultural sanctions against "snitches" (by inmates and officers), distrust of the entire investigative process, and concerns about retaliation from inmates and staff. Inmates had little confidence in the reporting process even in facilities with well-known formal policies and procedures.

One point of agreement was a strong perspective on place. In every facility where we conducted interviews, inmates and staff were unanimous that some facilities were far more dangerous than others. Within facilities, particular living units were also defined as particularly risky and dangerous. Contributing factors in any particular locale included an interactive combination of individual, relational, and living unit and facility characteristics. Living units function as "neighborhoods" and, as such, exist as the physical place where the processes that shape violence or safety converge. Women perceived themselves as safe when they were comfortable in their living unit. Many participants expressed fear regarding other units in the same facility or other facilities because of the reputation such places had for increased violence and victimization.

We argue here that violent victimization occurs as a combination of inter-related factors within the ecology of the prison or jail and often escalates from an initial conflict to increasingly violent acts. To varying degrees, specific to time and place, each of these factors contributes to a climate of potential violence or safety.

THE ECOLOGICAL MODEL AS APPLIED TO WOMEN'S FACILITIES

Recall that in the CDC (2004) Ecological Model, individual, relationship, community, and societal factors were described as interacting to form the risk of violent victimization. We have adapted this model to address the experience of imprisoned women by using community factors to refer to issues of the housing unit the woman lives in and the prisoner subculture. We also perceived societal factors as referring to factors associated with the facility itself as well as free-world influences (such as gender roles) that are imported into the facility. Below, we will review the findings from the literature review, as they appear to relate to each of the factors in the Ecological Model and briefly offer our findings. In Part II of this report, our findings related to individual, relationship, community and societal factors of victimization are presented in much greater detail.

INDIVIDUAL FACTORS

In the CDC Ecological Model (2004), the individual level influences include personal history factors that increase the likelihood that an individual will become a victim or perpetrator of violence. Research on sexual assault indicates that factors associated with being a perpetrator or victim of sexual violence include:

- alcohol or drug use
- attitudes and beliefs that support sexual violence
- impulsive tendencies
- a childhood history of sexual abuse, and
- relationships with peers and family

Whether these factors also predict victimization in the prison is not yet clearly established. Wolff, Shi, Blitz, and Siegel (2007) reported that targets of sexual victimization in women's prisons were young, white, female inmates, new to the facility, with a history of sexual abuse before the age of 18 years. Those inmates who reported sexual abuse before the age of 18 were three to five times more likely to report an incident of sexual victimization while in prison (Wolff, et al., 2007, p. 548). Targets of sexual assault were considered both socially weak and attractive, and included those who were younger, and with a higher education. Women with a history of mental disorder also seemed to be more vulnerable to sexual victimization, with slightly over a quarter reporting victimization compared to about a fifth of those women without mental disorders (Wolff, Blitz, & Shi, 2007). Struckman-Johnson and Struckman-Johnson (2006) reported that female victims shared many characteristics with male prisoner victims, but may be more likely to self identify as homosexual than non-victims or male victims. In contrast, Blackburn (2006) found no differences between victims and non-victims.

Because the body of knowledge regarding sexual victimization in women's prisons is just now beginning, we should be cautious about any conclusions regarding who is at risk or who is likely to perpetrate violence. Given that caution, our findings tentatively suggest the following factors supporting or mitigating victimization in women's facilities:

Individual Factors Associated with Victimization

- Being younger
- Having a history of sexual victimization (childhood and adult)
- Poor self esteem and poor interpersonal functioning (perhaps due to prior victimization)
- Tendency to engage in co-dependent relationships
- Having anger control issues (perhaps due to prior victimization)
- Having other psycho-social problems (i.e., PTSD)
- Alcohol or drug abuse
- Having a history of self destructive behavior
- Early sexualization and having negative attitudes toward sex (due to prior victimization)
- Being involved (or perceived to be involved) in prison homosexuality
- Being an attractive target (physical appearance; or commissary resources)

Individual Factors Associated with Being an Aggressor

- Being younger
- Having a history of sexual victimization (childhood and adult)
- Poor self esteem and poor interpersonal functioning (perhaps due to prior victimization)
- Tendency to engage in co-dependent relationships
- Having anger control issues (perhaps due to prior victimization)
- Having other psycho-social problems (i.e. PTSD)
- Alcohol or drug abuse
- Having a history of self destructive behavior
- Early sexualization and having negative attitudes toward sex (due to prior victimization)
- Being involved (or perceived to be involved) in prison homosexuality
- Having a violent crime of commission
- Having a longer prison sentence

As noted, many similar factors may influence both sexual victimization and being sexually aggressive toward another (e.g., prior sexual and/or physical victimization, poor self esteem and poor interpersonal functioning, or alcohol or drug abuse). For instance, in a prison intimate relationship, a woman might be a "classic" victim in one prison relationship, only to become the aggressive partner in a subsequent relationship. Pre-prison alcohol and drug use may predict use and while incarcerated and may be associated with both victimization and violent aggression. There are also individual factors shared by only victims, such as certain factors that make victims attractive to aggressive inmates (i.e., physical appearance or commissary

resources). It is harder to glean from the literature any particular factors that might be associated with a risk of victimization by staff members, although the factors below seem logical:

Individual Factors Associated with Being a Victim of Staff Sexual Misconduct

- Being younger
- Having a history of sexual victimization (childhood and adult)
- Poor self esteem and poor interpersonal functioning (perhaps due to prior victimization)
- Tendency to engage in co-dependent relationships
- Having other psycho-social problems (i.e. PTSD)
- Alcohol or drug abuse
- Having a history of self destructive behavior
- Early sexualization and having negative attitudes toward sex (due to prior victimization)
- Being an attractive target (either because of looks or lack of commissary resources)

Both inmates and staff members described some inmates as more likely to be victimized. The characteristics of a "victim" were demographic factors (such as age, attractiveness, and body type), but, also, personality and carriage were considered important (i.e. not "acting like a victim"). Our participants were also very astute in the parallels they drew between women who had been the victims of interpersonal violence on the outside and their tendency to get involved in abusive relationships inside the prison. Both inmates and staff members described some victims as "knowing nothing but being a victim." Inmates also mentioned mental illness and whether one had financial resources as contributing to the potential for victimization. While our findings show that individual factors are salient in understanding the potential for sexual victimization, we also found that multiple other factors shape the outcome of how these individual factors affect the potential for victimization. These dynamic factors include the climate of the facility and the behaviors of the staff.

RELATIONSHIP FACTORS

In the CDC model (2004) of sexual assault, relationship factors that increased sexual victimization included family characteristics (such as a patriarchal family structure and intimate partnerships that were with high risk partners). It seems clear that prior experiences influence present relationships. Large numbers of female inmates have come from families characterized by abuse and dysfunction, with significant involvement in pre-prison co-dependent, and/or abusive relationships. While incarcerated, these patterns may be repeated with prison or jail intimate relationships often (but not always) involving violence, including sexual violence. The following relationship factors can be gleaned from prior research:

Relationship Factors Contributing to Sexual Victimization

- Family history of abuse and dysfunctional relationships (no healthy relationship models)
- Women's primary focus on relationships which leads to overdependence
- Pattern of co-dependent, violent relationships (characterized by patterns of violence or "flipping")

As mentioned, our participants seemed well aware that many female inmates had been victimized as children, had experienced abusive relationships outside of prison, and were continuing to engage in abusive relationships inside prison. Some inmates were quite eloquent in their explanations of why relationships are so important to women ("because it's all we have") and the violence that ensues when jealousy occurs. Some of our participants were the violent partners in prison relationships and they struggled to explain why they exploded in violence toward partners they loved. A few indicated that they had decided to stay away from prison relationships because they couldn't control their violence. Their descriptions were extremely consistent with the propositions of the Sanctuary Model (S. Bloom, 2008) in that they were not in a position of psychological safety where they could learn to control their emotions or feel good about their ability to protect themselves. The descriptions we heard also were very reminiscent of Maeve's (2000) description of the PTSD symptoms of female prisoners who would "flip" and become violent toward partners for irrational reasons. We must again mention, however, that our study found that individual factors alone do not alone account for or predict sexual and other forms of violence in women's facilities. These individual factors must be understood within the context of the community, facility, societal and staff factors described below.

COMMUNITY FACTORS

We interpret community factors for prison and jail sexual victimization to be those factors unique to the women's prison or jail housing unit and the prisoner subculture. Although findings are mixed as to whether violence occurs more often in dormitory settings or cellblocks, it does seem to be the case that sexual and other forms of violence occur more often in certain housing units in any particular prison or jail. To understand why, it is important to consider social or group factors of these housing units, including the tolerance level for sexual violence, staff members' behaviors and interactions with the inmates, and even the architecture of the units. Alarid (2000) reported that when staff ignored allegations of sexual assault and victimization, prevalence was higher. In some cases, staff may actually encourage and contribute to a sexually charged atmosphere and downplay the seriousness of sexual victimization. Further, correctional officer attitude toward prison homosexuality can affect victimization. If staff members display a judgmental condemnation of homosexuality, this response will discourage reporting of sexual violence. If staff members display a prurient, unprofessional interest in prisoner sex, evidenced by joking, casual observation of, and tolerance for sexual harassment, this would also discourage reporting.

If these patterns occur in certain housing units, then we would characterize the influence a "community" factors. If, however, such attitudes and interactions occur

across the prison as a whole, then we would classify the effect as a "societal" factor. Because we did find quite distinct differences between housing units in a single prison, we categorized prisoner-staff interactions as a community factor.

Community Factors Contributing to Sexual Victimization

- Prisoner value placed on "respect" and approval of violence as a response to disrespect
- Prisoner norms of "mind your own business" and "no snitching"
- Prisoner norms of ignoring or tolerating sexual violence within relationships
- Norms (both inmate and staff) approving of sexual interaction between staff and inmates
- Staff members beliefs that women in prison are highly sexed (thereby almost all sex is believed to be consensual)
- Staff member's attitudes and behavior toward so-called "femmes" and "dykes"

As mentioned earlier, "respect" was one of the most often mentioned triggers for violence by our focus group participants. We also heard that, except in rare circumstances, inmates were expected to "do their own time" and not interfere in the relationships of others. Another finding that fits here is the general acceptance of violence by female inmates (and officers). Many women were socialized to consider violence an inevitable part of life and, therefore, levels of violence that might be shocking to an outsider were considered the norm and even the source of humor for prison inmates.

Strong stereotypes of female inmates were displayed by both staff members and the inmates themselves. Inmates also described certain staff members as having values, beliefs, and behaviors that sexualized female inmates.

FACILITY & SOCIETAL FACTORS

Prevalence studies indicate that the reported rate of sexual victimization varies significantly between correctional facilities, suggesting that institutional culture may affect the risk of victimization. Prior research has identified correlates of general prison violence that include overcrowding, management style, and availability of programming (Wolff, et al., 2006, p. 840). It is not clear yet whether or not these correlates also relate specifically to sexual violence. We also propose that "free world" societal factors, such as sexual stereotypes and socio-economic realities, influence prison sexual victimization. Most women in prison are poor and many have used sex as a commodity, both before prison and in prison (Keys, 2002). Further, it is a commodity that is not controlled by prison authorities as is the money on inmate books or visible contraband, such as cigarettes.

Other societal factors include the devaluation of women in society which could lead correctional staff to treat women's issues with less concern. Lack of understanding women's pathways to crime can result in few programs to help women deal with issues of childhood victimization, co-dependency and drug addiction. Female

offenders are stigmatized perhaps even more so than male offenders and their self esteem and efficacy are dealt hard blows by societal condemnation, especially when their crimes involve sexual behavior or injury to children. These attitudes also contribute to the context and potential for sexual victimization. Factors such as "gender inequality, religious or cultural belief systems, societal norms, and economic or social gaps" shape the context and the climate for physical and sexual violence in women's facilities as well as the free world (CDC, 2004, p. 5).

Facility & Societal Factors Contributing to Sexual Victimization

- Idea of women offenders as "doubly deviant" and stigmatized by their past
- Racial stereotypes that predict who is likely to be victimized and who is likely to be an aggressor (e.g., "white girls are always victims" and "black women are always aggressors")
- Sex work economy which makes sexual relations a commodity to be bought, sold, and stolen
- Sexual stereotype of women as liars (that discourages reporting or sanctions against aggressors)
- Sexual stereotype of women as seductresses (that discourages reporting or sanctions against aggressors)
- Sexual stereotype of "dyke" as always aggressor (that encourages victimization of these women)
- Sexual stereotypes that result in different expectations and responses to women (e.g., "good girls can get raped, but bad girls can't")
- Lack of programming that addresses gender specific "pathways" factors such as prior victimization, children, and low self-efficacy
- Facility factors (crowding, lack of sanitation, poor operations) that contribute to general violence potential
- Lack of training for staff related to pathways approach

These factors are not an exhaustive list but are offered as a starting point for an effort to construct an ecological, or contextual, model of prison and jail sexual violence for women. Our findings were also consistent with most of these factors. Specifically, participants indicated that many staff members devalued female inmates and referred to them as "whores" or "crackheads." Both staff and inmates described the general culture of the prison as holding the belief that "inmates always lie." Inmates ruefully admitted that, in many cases, that perception was based in fact when they described the convolutions women would undergo to be close to romantic or sexual partner. Both inmates and staff observed that operational issues of the prison could contribute to the potential for violence, especially when reporting procedures were ineffective.

CONCLUSION

In this chapter, a summary of our findings from the focus groups were presented and placed within the Ecological Model. We found that the model was contributed significantly to our understanding of violence and safety concerns in women's facilities. Specific findings were also consistent with the Escalation Model, in that more serious physical violence tended to escalate from a history of interpersonal conflict. The Sanctuary Model is also applicable to the situation of imprisoned women in that prisons and jails do not offer psychological, physical, social, or moral safety to prisoners, many of whom were damaged from past trauma. These findings are more carefully and comprehensively detailed in Part II of this report. In the next chapter, we present the policy implications of our findings and make recommendations for improving the safety of women in prison.

POLICY IMPLICATIONS AND RECOMMENDATIONS

4

The Prison Rape Elimination Act of 2003 is intended to improve sexual safety in correctional environments. The first step in meeting the goals of PREA is to recognize that safety and violence have different meanings for female and male inmates. We argue that sexual safety has a gendered meaning and that improving safety for female offenders requires a focus on both "kinds of person" and "kinds of places" in order to effectively prevent and intervene in violence in women's facilities. We submit that, in order to meet the goals of eliminating sexual violence in all facilities, systems and agencies must expand their approach beyond counting, investigations, and sanctions. We agree that these strategies are integral to a broad-based response to PREA, but argue that prevention, intervention, and treatment are equally critical elements of a comprehensive approach. Creating safety and address-ing sexual and other forms of violence in women's prisons requires a comprehensive strategy that includes primary, secondary and tertiary responses:

Primary prevention refers to approaches that take place *before* sexual violence has occurred to prevent the initial perpetration of victimization. For incarcerated women, this would include programs and services that address trauma and violence in women's pathways to prison and jail and how these factors may contribute to symptoms of Post-Traumatic Stress Disorder (PTSD) while incarcerated. Primary prevention also includes developing a trauma-informed environment and providing opportunities to learn about healthy relationships and personal boundaries.

Secondary prevention and intervention refers to responses *after* sexual violence has occurred to deal with the short-term consequences of violence. In women's prisons and jails, this would include providing crisis intervention and counseling, ensuring appropriate and victim-sensitive access to medical treatment and attendant health care needs, pairing treatment with the investigative process, creating an anonymous and safe reporting system, ensuring the safety of the victim and treating the perpetrator fairly as well. In the case of staff sexual misconduct, this would involve separating the alleged staff from the female inmate during the investigation. The key here is to provide medical and mental health treatment and safety during the investigative process.

Tertiary prevention and intervention refers to long-term responses *after* sexual violence has occurred to deal with the lasting consequences of violence and sex offender treatment interventions. As many women serve short sentences in jails and prisons, community aftercare for any victimization that occurs while in custody is an essential process in promoting rehabilitation. As described in the Act, in-custody victimization can only compound women's re-entry difficulties. For those serving longer sentences, on-going counseling and other program support that treats all forms of past victimization should be provided within the facility. Sex offender programs for female perpetrators should also be developed to address the specific

factors that create sexual offending among women. Both in-prison and aftercare programs may be appropriate for this small groups of women.

USING THE ECOLOGICAL MODEL TO REDUCE FACILITY VIOLENCE

The Ecological Model, promulgated by the Centers for Disease Control and Prevention (CDC, 2004), provides a foundation for prevention policies and practices in women's correctional facilities. The Ecological Model, with an emphasis on interaction among individual, relational, community, and societal factors, expands the targets for improving safety. Our data led us to conclude that these four interactive factors either support or mitigate the potential for sexual and other forms of violence in women's facilities. While many individual-level risk factors can be addressed with individual-level treatment, we argue strongly that aspects of place, policy, and practice contribute to violence and safety. Key components of an approach that utilizes the Ecological Model include:

- Defining the solutions in terms of populations rather than only individuals
- Prevention concepts and strategies as a foundation for planning, implementing, and assessing activities
- A comprehensive approach that includes individual and system-level strategies
- Data-informed practice
- Building partnerships with victims advocates and social and mental health providers
- Programs that are population-based and culturally competent
- Addressing both the short-term and long-term negative consequences of sexual and other forms of violence.

Individual Factors

Individual level influences include personal history factors that increase the likelihood that an individual will become a victim or perpetrator of violence. For women in prison and jail, these individual level factors include: prior sexual victimization and other forms of violence in their pathways to prison; histories of substance abuse; past or current disconnections from family and children; past experience as sex workers or other risky sex practices; and prior relationships with violent partners. Prevention and intervention strategies within this level include:

- Education and training in trauma, trauma response including symptoms of Post-Traumatic Stress Disorder (PTSD), domestic or intimate partner violence and its impact of behavior for all offenders, regardless of individual assessments
- Clinical treatment for those who have experienced violence and trauma prior to incarceration
- Victim-sensitive medical and mental health treatment for those who have experienced victimization while incarcerated

- Orientation and on-going education about how women can protect themselves and avoid risky relationships and situations.

Relationship Factors

Relationship level factors are those which increase risk as a result of relationships with peers, intimate partners, and/or family members. While the majority of relationship issues in prisons and jails involve other female inmates, relationships with staff should also be addressed. Policy-makers and managers of women's facilities continue to struggle with how to respond to prisoner relationships. Obviously, correctional responses to prisoner relationships are within the purview of correctional administrators. It must be noted that these relationships are an enduring reality of how women do their time. Prevention and intervention strategies within this level include:

- Frank discussion of relationships and their benefits and consequences at orientation
- Discussion of alternative ways for women to develop pro-social and healthy relationships with each other
- The identification and development of healthy boundaries within and outside of relationships
- Opportunities for involvement in effective programs that provide constructive activities while in prison and jail
- Programs that provide alternatives to violent behaviors such as conflict management, de-escalation strategies, and batterer intervention programs
- Education on identifying the warning signs and components of a full spectrum of abuses, awareness of how domestic and intimate partner violence manifests itself and escalates within facilities, protective mechanisms to promote personal safety, healthy boundaries with inmates and staff, and breaking the cycle of violence.

Community and Facility Factors

Although community and facility factors are separated in our analysis, we combine them in our recommendations. For female offenders, these factors can be best thought of in terms of living unit and facility-level factors. This level includes the environment or the climate of the housing unit and the facility as a whole. In correctional facilities, these factors include the level of violence tolerated by the inmate population and the staff; the presence or absence of all forms of sexual harassment of women inmates by staff; a rehabilitative or custodial approach to facility management; and attitudes toward women offenders, and verbal/non-verbal interactions that are degrading, humiliating, and/or serve to decrease one's self-esteem while also perpetuating feelings of worthlessness, hopelessness, and despair. Prevention and intervention strategies within this level include:

- Clear policies that promote safety and healthy living, including zero tolerance for staff verbal, physical, and sexual misconduct
- Opportunities for program or other constructive activities

- Reporting and investigative procedures that protect confidentiality, provide treatment and referrals for appropriate services, while maintaining safety for victimized women

- Training for all staff concerning gender-appropriate ways to manage female offenders, with a particular emphasis on respecting female inmates, understanding the role of trauma and victimization as a pathway to prison/jail, sexual harassment, and staff sexual misconduct

- Provision of clinical and therapy programs that model safe relationships in and out of custody

- Training and education of staff and female inmates that address negative attitudes toward women, including perceptions and stereotypes of drug-using women, women of color, and women in the criminal justice system

- Programs and services that improve women's economic and social status at release

- Programs that address victimization prior to incarceration and/or while incarcerated including how this influences the ways in which women "do time" and referrals for community service programs to assist with long-term recovery post-release

- A collaborative committee comprised of female inmates, custody, and treatment staff to develop and implement innovative ideas to reduce institutional violence.

Using the Escalation Model to Reduce Facility Violence

Our findings also supported Edgar and Martin's (2003) Escalation Model of conflict. We found that physical violence was rarely a singular event and took place within the context of a history of escalating conflict, most often in a relationship. In relation to sexual violence, we could see that the Escalation Model could be adapted to include the idea of "grooming" behaviors that, if left unchallenged, could escalate to more serious forms of sexual coercion. Several prevention strategies, in addition to those stated above, are suggested by this model:

- Identifying and defining the continuum of abusive interpersonal interactions and appropriate ways to stop escalation

- Developing de-escalation strategies that assist women in avoiding violence and victimization.

USING THE SANCTUARY MODEL TO REDUCE FACILITY VIOLENCE

One additional model shapes our recommendations. The Sanctuary Model (S. Bloom, 2008) indicates that safety for female prisoners, who are often victims of trauma, must be expanded to address psychological, physical, social, and moral forms of safety. We suggest that correctional systems consider this broader definition of safety. For many women, jails and prisons do not address these multiple dimensions of safety.

Moss (2007) makes this point well by saying that while zero tolerance toward sexual victimization is important, it is not enough. Moss (2007, p. 47) writes that:

> Agency leaders must support policy development that is gender-specific. This requires an organizational structure that ensures a review of gender-specific implications for policy, training, operational practice and *trauma informed programming*. Additional focus should be placed on identifying community resources that work with victims of sexual assault. The agency leaders and facility leadership must make a commitment to a *culture of safety* for women, girls and the staff who work with them [italics added].

As Covington (2002) has argued, women's prisons and jails should work toward a comprehensive "trauma-informed" approach to prior violent victimization through a process that ensures all programs, policies and procedures will be trauma-informed. Program components should include teaching women about trauma, abuse, and post-traumatic stress disorder, typical responses, and helping them to develop coping skills. Policy and procedures should include staff training about trauma and its impact on women's behavior while incarcerated, taking these trauma histories into account in classification and program assignments; and adopting "universal precautions" in relating appropriately to all women regardless of any reported prior victimization. This rehabilitative approach requires:

- Taking the trauma into account
- Avoiding triggering trauma reactions and/or traumatizing the individual
- Adjusting the behavior of counselors, other staff and the organization to support the individual's coping capacity
- Allowing survivors to manage their trauma symptoms successfully so that they are able to access, retain and benefit from the services (Covington, 2003).

It is important to expand any definition of safety or violence beyond individual level static characteristics to encompass the dynamics of sexual violence at all levels. Policy recommendations consistent with the Sanctuary Model include:

- Recognizing the role of past victimization in the presence of Post-Traumatic Stress Disorder (PTSD) and how this is exacerbated by incarceration
- Promoting healthy relationships inside and outside of prison
- Teaching inmates to recognize interpersonal boundaries within prison—including relationships with inmates and staff
- Setting policies in place that improve levels of safety for women (by reporting, investigation, and punishment systems that reduce victimization).

OTHER RECOMMENDATIONS

In addition to the policy recommendations above, there are several that we wish to emphasize separately. First, we must caution against unintended or collateral consequences created by over-reacting to behaviors that occur along the continuum

of sexual victimization. For example, introducing new sanctions against all outward manifestations of relationships between women, without attention to whether or not the relationship is destructive, will have a serious and negative impact on all aspects of managing female offenders. We found that for some female inmates, especially lifers, their relationships with each other serve as essential elements in their psychological well-being. Any PREA-inspired policy response to sexual victimization should take care to distinguish between healthy and unhealthy prison relationships.

We do not find that an absolute ban on cross-gender supervision is warranted. The nature of female inmate-staff interaction and the vulnerabilities inherent in such interaction create the potential for abuse by both male and female staff members. Healthy and appropriate relationships with male correctional officers can be very helpful to female inmates who may have only experienced exploitive relationships. However, it should be clear that prison and jail officials must take every precaution to ensure that all staff members understand and appreciate the boundaries of professional relationships with inmates.

Reporting and Investigations

As described in our data, some women report that they have very little knowledge of PREA, and, equally important, little knowledge of ways to protect themselves from sexual violence. Despite agency policy that requires such notification and education, we found in some of our sites that the information and the education were not reaching some of the inmate population. Female inmates participating in this project also told us that reporting information is not clear and that reporting phone numbers are often incorrect or inaccessible. In order for women to report, they must be knowledgeable about the process. This includes knowing how to make a report and the appropriate contact person as well as how to access services. This information must be readily available to female inmates through an inmate orientation and in written formats in handbooks and on posters and bulletin boards. Those who are unable to read or whose primary language is not English would benefit from verbal and/or video announcements that are repeated frequently in appropriate languages.

Our data found that most current reporting mechanisms are inadequate and can expose inmates to further danger. The need to create and maintain reporting mechanisms that are fully confidential is essential to the success of PREA. Inmate lack of trust in the reporting process was a key finding in our study.

The distinction between disclosing to gain counseling and treatment and reporting to begin a formal investigation should be incorporated into an agency's approach. As the goals of PREA include treatment as well as investigation and sanctions, inmates should be provided a mechanism to obtain treatment separate from investigation. Building capacity on the treatment side by expanding the number and type of strategies for treatment and reporting should increase a facility's range of responses to sexual violence. Different strategies for reporting and seeking treatment for inmate-related and staff-related concerns are also appropriate. Creating processes that allow an inmate to disclose sexual violence without revealing a name to gain treatment and support expands the potential for safety. There is also some anecdotal evidence that, once inmates get effective treatment for their in-prison abuse, they are more likely to report a name and participate fully in an investigation. Educating inmates and staff about this distinction should also be part of this strategy.

Combining services concerning prevention and education in the same location with treatment programs may reinforce confidentiality for those seeking treatment and may improve inmate trust in the process overall. Another suggestion is to develop avenues for reporting sexual violence and staff sexual misconduct anonymously, perhaps similar to the "Crime Stopper" programs in the community.

There are several critical elements of any reporting system. First, the location and recipient of the information must be multipurpose and separate from correctional institution personnel. An ideal system is one that is present in an activity room, programming center, and/or health care building that is easily accessible to all inmates. The multiplicity of locations is important because women can determine the safest and most easily accessible location for reporting. If there is a single location for reporting, such as a programming building and a woman who does not program enters the building, suspicions may arise. The staff serving in this capacity should also have multiple job responsibilities within the institution, creating multiple reasons that a woman may want to speak to staff. Again, if the employee is known simply as a victim advocate, fewer people will report. In contrast, if the employee is an ombudsperson or an inmate rights advocate who has multiple responsibilities to the inmate population, greater safety to the person who needs assistance due to victimization is created. These elements are critical to safety because the outside observer (i.e., correctional personnel and/or other inmates) will be unable to readily ascertain the nature of the visit. The greater anonymity afforded to the woman in this process, the greater likelihood that she will report, seek assistance, and ultimately heal.

Next, the staff members serving in any reporting or investigation capacity should be well-trained in crisis intervention, trauma, and victimization. Training is important in providing immediate and appropriate crisis intervention, ascertaining the extent of the victimization, and determining the type of resources needed for short and long-term recovery. The latter can be facilitated by ensuring that a woman knows how to access appropriate community-based victim services upon release. This provides an added layer of support for the woman while in the community, can help to address any residual fears, and promotes health and continued healing.

It is important that the information is received by an objective and impartial person who is able to foster trust in the reporting process. As such, it is inappropriate for this person to be a correctional officer or administrator who, in one setting, acts in the best interest of the victim and, in another setting, may have a punitive role. This type of role conflict creates mixed signals, breeds mistrust in the process, and may limit victims' willingness to seek primary or continued assistance. One of our most consistent findings was that women did not trust correctional staff members to handle their reports objectively because they were friends, relatives, or co-workers of the accused. Even when reports concerned inmate-aggressors, victims believed that staff members "had favorites" and would not treat their reports in a fair and unbiased manner.

Finally, a correctional institution may benefit from adopting the review team concept whereby multiple individuals review specific reported cases. The review team is comprised of individuals who are not parties to the report, but who are knowledgeable of correctional policies and procedures and issues of victimization. Training must be provided to ensure that all review team members possess a common foundation of understanding. Review team members can include a

combination of correctional employees such as an ombudsperson, medical practitioners, and mental health personnel, as well as volunteers, such as victim advocates, social workers, and/or concerned citizens. Review team meetings can be held weekly, monthly or quarterly, or on an as-needed basis. During the meeting, the review team examines various cases that have been reported since the last meeting. The team will determine the type of victimization that occurred, if there are any patterns or similarities across cases such as common locations or time of day for victimizations, if there are common victims and/or perpetrators, if organizational policies and procedures were followed, if a report was made, and the outcome of the case. The review team will work together to ensure that the case was handled appropriately and that the victim received proper care. As part of this process, the team works together to ensure appropriate and streamlined intervention and to determine strategies to prevent future acts of violence.

Outside reporting avenues should also be part of the overarching PREA strategies. As stated throughout this report, inmates have a low level of trust and a high level of fear in these reporting processes. Implementing an additional reporting avenue through an independent outside agency is fundamental to decreasing sexual violence in women's facilities.

Investigation is a key PREA strategy. The approach taken must be designed specifically to address the complex dynamic of sexual violence among women offenders and the complications related to investigating staff sexual misconduct. Investigators should also be trained in the role of prior victimization in the lives of women offenders and its effect on in-prison behavior. Partnerships with treatment staff should be considered to ensure that women involved in investigations receive treatment. Care must be taken in selecting, training, and monitoring investigators who support a combined treatment and investigation approach. In some facilities, outside investigators may be more appropriate than internal staff.

Screening, Training, and Programs

The development, implementation and monitoring of programs to screen and provide services for women with histories of abuse should be the highest priority for correctional agencies. Staff training is one of the first steps in improving safety and minimizing sexual violence in all facilities. This training should include the unique dynamics of sexual assault within facilities for women, how to maintain professional boundaries and communication with female inmates, and awareness of women's pathways and how these affect current behaviors.

Requiring staff to take proactive steps to communicate respectfully with inmates should be included in a list of training components. We have been told than some staff take a very cavalier attitude toward inmate concerns regarding sexual violence and often tell inmates to "go back there and deal with your own business" or "that is what you get for getting involved with another inmate." This is particularly problematic for those with histories of prior victimization where disclosures of sexual violence were ignored, minimized, or trivialized. This can serve as a trigger for these women to suffer symptoms of Post-Traumatic Stress Disorder (PTSD), which can further jeopardize their personal safety. For female offenders particularly, these staff reactions relate to the relational aspect of much sexual violence in women's prisons. Staff may discount reports of victimization because of a prior relationship between

victim and perpetrator and, thus, discourage reporting. Moss also makes some suggestions about staff training. Many staff, whether new to the system or veterans transferring from male institutions, are often unprepared for the complex and often subtle dynamics that play out in relationships with staff and offenders and shape the context for sexual violence in women's facilities. As Moss (2007, p. 48) suggests:

> To eliminate sexual behavior in women's facilities as defined by PREA, we must prepare staff with a skill set that includes:
>
> - Effective communication skills in working with women and girls;
> - Skills in setting professional boundaries while being respectful;
> - Operational practices that are gender sensitive and meet the goals of safety and security;
> - Awareness of women's pathways to crime and the implications for sexualized behavior and vulnerability to substance abuse and re-offending;
> - Awareness of community resources working specifically with sexual assault, i.e. Rape Crisis Centers;
> - Resources to assist women with re-entry into the community; and
> - Cultural awareness and appreciation of diversity within the population.

Programs for those inmates who abuse other inmates should also be developed. Our data suggest that women who commit sexually aggressive or violent acts also have histories of victimization. While we suspect this may be true for male offenders as well, our evidence is clear that victimization has a reciprocal effect: most women who engage in destructive relationships and engage in all forms of intimate violence have prior histories as victims of violence.

FUTURE RESEARCH

There is much to be done in understanding and measuring climates of safety and violence. The relationships between sexual violence and feelings of safety, and the correlations between sexual violence and other forms of violence require exploration. There may also be a relationship between inmate-to-inmate sexual violence and staff sexual misconduct. One avenue of research would deconstruct the prison to "neighborhoods" by surveying housing units rather than individuals. To this end, we have begun the development of a set of instruments designed to be administered at the housing level. The construction and development of these instruments is detailed in Part III of this report. This approach aligns with the two critical goals of PREA, prevention and detection.

A further emphasis on staff sexual misconduct could be undertaken by utilizing a number of questions that are designed to elicit information on staff members' sexual misconduct in the battery of instruments. Some factors that we have identified as being associated with this particular risk of victimization include: pre-prison victimization (of inmate), presence of disparaging or dismissive attitudes toward inmates expressed through behaviors and comments by staff, and lack of administrative oversight and discipline. Additional research questions may include:

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GENDERED VIOLENCE AND SAFETY: A CONTEXTUAL APPROACH TO IMPROVING SECURITY IN WOMEN'S FACILITIES

- What is the relationship between perceptions of safety and actual risk of sexual victimization?

- What is the relationship between sexual victimization (inmate-inmate) and staff sexual misconduct?

- What are the contextual factors associated with staff sexual misconduct?

- What is the relationship between knowledge of PREA and sexual victimization?

- What is the relationship between other forms of violence and sexual violence?

- What is the relationship between sexual violence and the presence of rehabilitative programs and other institutional factors?

CONCLUSION

The passage of the Prison Rape Elimination Act (PREA) in 2003 brought significant attention to the problem of sexual assault and sexual misconduct in prison and jail. We now have available a national prevalence study from the Bureau of Justice Statistics (Beck & Harrison, 2007) and numerous other studies of prevalence (e.g. Wolff, et al., 2006, Hensley, Castle & Tewksbury, 2003; Struckman-Johnson & Struckman-Johnson, 2000, 2002, 2006). In this project, we found that perceptions of sexual violence varied between facilities, and between housing units as well. We found that, as predicted by the Centers for Disease Control (2004) Ecological Model, sexual violence victimization risk and fear of victimization were affected by individual characteristics of the inmate, *but also* by relationship, community (housing unit and subculture) factors, and societal (prison) factors. Contextual factors were as important as personal factors in the dynamics of sexual and other types of violence. Among other processes, our draft battery of instruments measures the presence of reporting procedures, knowledge of PREA, and administrative responses to inmate reports of victimization. We believe that, with further development, this battery of instruments can measure the multiple influences on all forms of violence and provide an essential tool for correctional administrators who seek to achieve the goals and objectives of PREA.

Analysis of the focus group and the survey data suggests that most violence in women's prison and jail occurs in a context and that "stranger on stranger" violence is rare among women. The prevalence of partner violence within inmate relationships was a critical finding of this research. In most instances, female inmates believed themselves to be consensual partners in these relationships, even when risky and violent. As one inmate said, to "do your time," you either use "religion, sex with guards, or sex with other inmates." Our data also suggest that, without strategic intervention, most violence, including sexual violence, escalates from less serious to more serious forms. With early and effective intervention, correctional staff and programs can de-escalate these continuums of violence, improving safety and security in women's facilities.

Our research also provides a greater understanding of the range of staff sexual misconduct. We found that staff sexual misconduct much more frequently took the form of derogatory and disrespectful language, inappropriate sexual conversations

and comments to female inmates and unnecessary touching and looking than quid-pro-quo sex or forced sexual acts. The range of sexual misconducts described by our respondents was quite extreme, however, and included forcible rape. It is important to note that female inmates often felt that female staff members were also involved in inappropriate behaviors, such as "touching," sexual comments, and "looking".

We have proposed strategies for addressing these issues through the three models used to analyze our findings and conclude that contextual factors are the best targets for improving safety in women's facilities. Taken together, these data, measurement strategies and recommendations move the correctional field closer to improving safety in women's correctional facilities and meeting the goals of the Prison Rape Elimination Act of 2003.

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GENDERED VIOLENCE AND SAFETY: A CONTEXTUAL APPROACH TO IMPROVING SECURITY IN WOMEN'S FACILITIES

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Gendered Violence and Safety:

A contextual approach to improving security in women's facilities

Part II of III

Focus Group Methodology and Findings

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GENDERED VIOLENCE AND SAFETY:

A CONTEXTUAL APPROACH TO IMPROVING SECURITY IN WOMEN'S FACILITIES

PART II OF III:

FOCUS GROUP METHODOLOGY AND FINDINGS

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ABSTRACT

In response to the Prison Rape Elimination Act of 2003 (PREA), this project investigated the context of gendered violence and safety in women's correctional facilities. Through a multi-method approach, including focus groups with female inmates and staff and survey development, we examined the context and correlates of both violence and safety in correctional facilities for women. The data support our original hypothesis that sexual violence is embedded in a broader context of violence and safety and that this context is gender-based. We argue that prevention and intervention, through inmate programs and education, staff training and other operational practices, are primary strategies in meeting the goals of PREA. Like all aspects of incarceration, violence in women's correctional facilities was markedly gendered and nested within a constellation of overlapping individual, relational, institutional, and societal factors. We found that many of the factors contributing to potential violence converge within living units and, thus, present an opportunity for measuring the relative degree of safety and danger of each unit. We also found that violence in women's jails and prisons is not a dominant aspect of everyday life, but exists as a potential, shaped by time, place, prison culture, interpersonal relationships, and staff actions. On-going tensions and conflicts, lack of economic opportunity, and few therapeutic options to address past victimization or to treat destructive relationship patterns contribute to the potential for violence in women's facilities. Our findings did not suggest that women's jails and prisons are increasingly dangerous. While some patterns that shape vulnerability and aggression exist in any facility, most women learn to protect themselves and do their time safely. We also found that most staff and managers are committed to maintaining a safe environment. Building on the focus group data, we developed a comprehensive battery of survey instruments to assess prisoner perceptions of violence and safety in women's facilities. The resultant battery is comprised of multi-dimensional instruments with specific questionnaire items and response categories designed to accurately capture women's experiences in correctional facilities. The operational implications of this model focus on prevention and intervention by addressing multiple factors that shape the context of violence in women's facilities. We offer this study as a way of increasing the ability to ensure all forms of safety for women offenders.

This report is presented in three parts. Part I summarizes our findings and provides specific recommendations for improving safety for women offenders. Part II provides a detailed analysis of the focus group data. Part III describes the development of quantitative measures of violence and safety in women's correctional facilities. Two bulletins regarding the applications of these findings were also developed.

EXECUTIVE SUMMARY

In response to the Prison Rape Elimination Act (PREA) of 2003, this project investigated the context of gendered violence and safety in women's correctional facilities. Through a multi-method approach, we examined the context and correlates that produce and support both violence and safety in facilities for women. The data support our original hypothesis that sexual violence is embedded in the broader context of violence and safety and that this context is gender-based. We also suspected that prior victimization often contributes to a cycle of future and repeated victimization among women. We have analyzed our data through an ecological framework suggested by the Centers for Disease Control and Prevention (CDC) in their 2004 report, *Sexual Violence and Prevention: Beginning the Dialogue.* This model provides both a framework for analysis and a foundation for prevention and intervention policies and practices in women's correctional facilities. We argue that prevention and intervention, through inmate programs and education, staff training and other operational practices, are primary strategies in meeting the goals of PREA.

EMPIRICAL GOALS

Our specific empirical goals included describing the dynamics and context of interpersonal sexual and physical violence in women's correctional facilities. To construct these descriptions, we developed a focus group strategy and interviewed specific groups of female inmates and staff in two state prison systems and three local jail systems. By employing open-ended, unstructured interviews, focus group methodology elicited multiple perspectives on safety and violence from the female inmate and staff participants. For the inmate focus group interviews, we developed a two-session interview protocol that yielded rich and detailed descriptions of women's experiences. Individual interviews were also conducted with the female inmate focus group participants at their request. A total of 40 focus groups, with 161 inmate and 30 staff participants, were completed by the research team during the course of the project. Overall, the profile of the sample resembled the profile of women nationally, with a slighter higher number of women who were serving longer than average sentences.

Four questions structured the core of the interview for the female inmate and detainee groups:

1. What do you know about violence or danger in this facility?
2. How do women currently protect themselves from the violence in this facility?
3. What are some things that can be done here to protect women from danger and violence?
4. What else should we know about violence and danger here?

The questions for the staff participants were:

1. What do you know about violence or danger among women in this facility?
2. What problems are associated with preventing and responding to female sexual and physical violence in this facility?
3. How do women currently protect themselves from the violence in this facility?
4. What are some things that can be done here to protect women from danger and violence?
5. What else should we know about violence and danger here?

The Ecological Model (CDC, 2004) was then used to frame these data. We also drew on an Escalation Model (Edgar and Martin, 2003) and found that most violence began with identifiable (and preventable) conflict that escalated over time. Multiple organizational, environmental and individual factors contribute to violence in women's facilities. Analysis of the focus group data found that the dynamic interplay between individual, relational, community, facility and societal factors create and sustain violence potentials in women's jails and prisons. Staff members play a critical role in creating the potential for violence and conflict. In a similar way, aspects of policy and practice also can support or mitigate such violence. In advocating this prevention and intervention strategy, we argue that these same factors can create and sustain safety as well.

Like all aspects of incarceration, violence in women's correctional facilities was markedly gendered and nested within a constellation of overlapping individual, relational, institutional, and societal factors. We learned that violence between female inmates occurred on a continuum, ranging from verbal intimidation to homicide. Violence was most prevalent at the lower end of the continuum and quite rare at the extreme end. While our research was consistent with prior findings that violence in women's prisons was not as severe or as prevalent as in men's institutions, we did find that some forms of violence were particular to women's facilities and required their own definitions.

We found that violence in women's jails and prisons is not a dominant aspect of everyday life, but exists as a potential, shaped by time, place, prison culture, interpersonal relationships, and staff actions. On-going tensions and conflicts, lack of economic opportunity, and few therapeutic options to address past victimization or to treat destructive relationship patterns contribute to the potential for violence in women's facilities. Four categories of conflict and violence are detailed:

- Verbal conflict
- Economic conflict and exploitation
- Physical violence
- Sexual violence

For female inmates, the most common forms of violence and conflict include verbal conflict and economic exploitation. Bullying and intimidation occur primarily over material goods or control over physical spaces, such as cells or dorms, especially when women exhibited vulnerabilities. We learned that any form of violence had the

potential for escalating into a more serious and dangerous form. Physical violence was typically the result of escalating conflict over debts or "disrespect," or occurred between women in an on-going difficult relationship. Sexual violence was rarely discussed in our interviews unless prompted, but when mentioned, was seen to be usually a product of these problematic inter-personal relationships. In an attempt to capture the complexity of sexual violence, we have constructed a "continuum of coercion" that describes the sexual victimization that occurs, which includes:

- Sexual comments and touching
- Sexual intimidation and pressure`
- "Fatal Attractions" (Stalking)
- Sexual aggressors
- Sexual violence in relationships
- Sexual assault

In our discussions with inmates and correctional staff, there was general consensus among inmates and staff regarding the causes of fighting and other forms of violence in the prison. Generally, both groups believed that jealousy, debts, and disrespect were the major catalysts for violence. We contend, however, that these factors are dynamic contributors to the potential for violence, and interact within the four levels outlined in the Ecological Model (individual, relationship, community, and society).

The women's jail and prison population is characterized by women with long histories of abuse and victimization and, for the most part, this past trauma remains untreated. These personal histories can result in intense and dysfunctional relationships with other women with similar histories. Women's relationships take on such importance that jealousy looms as a frequent trigger for violence. Other violence erupts when women respond to debts with violent retaliation. Women referred to unpaid debts as a form of disrespect, but disrespect also encompassed a wide range of other behaviors as well. "Disrespect" refers to interpersonal behaviors that impinge upon another woman's status, reputation, sense of self, personal space, or rights of "citizenship." The concept of disrespect is closely tied to the subcultural norms and values of the prison and jail world. Idle female inmates, either due to a lack of available programming or individual resistance to such participation, are most likely to participate in these risky behaviors and relationships.

With few exceptions, women told us that they became less worried about physical or sexual violence over the course of their incarceration. While again stressing that "anything can happen at any time," most women learned how to protect themselves from all forms of violence. Day-to-day tension, crowded living conditions, the lack of medical care and the potential for disease, and a scarcity of meaningful programs and activities were seen as more significant threats to a woman's overall well-being than physical or sexual attack. Some individual women said they did "not feel safe at all," but most said they learned to protect themselves. Health concerns eclipsed worries about sexual or physical safety in every focus group and these concerns were related to lack of medical care and cleaning supplies, deteriorating physical plant conditions, substandard food, and the lack of rehabilitative programs. Idleness and an inability to earn money were also said to undermine women's sense of well-being.

Women also expressed little confidence in the ability of staff members to protect them from violence, either from other female inmates or from staff. Women described staff as "just not caring;" "playing favorites" with aggressors; "enjoying their fears" or refusing to take their fears seriously; "covering up for their buddies;" and telling them "This is prison—deal with it." Women also stated that they were told by staff that they would have to "name names" if they went to staff for help in dealing with threats to their safety. Staff, too, remarked that they often felt unable to protect women, but their reasons differed from those offered by the women. Lack of knowledge about reporting practices, reluctance to "snitch," distrust of the entire investigative process, and concerns about retaliation from inmates and staff were mentioned frequently. Inmates had little confidence in this process even in facilities with well known formal policies and procedures to report such concerns. Staff felt that their abilities to respond to violence depended on inmate reporting, but there were tremendous barriers and liabilities surrounding reporting feared or actual victimization.

One point of agreement was a strong perspective on place. In every site location, inmates and staff were unanimous that some facilities were far more dangerous than others; and, within facilities, particular living units were also defined as particularly risky and dangerous. Contributing factors to any particular locale included an interactive combination of individual, relational, and living unit and facility characteristics. Living units function as "neighborhoods" and, as such, exist as the physical place where the processes that shape violence or safety converge. This insight about place led to our approach of creating an instrument that can empirically measure the context of violence and safety within these living units.

In terms of staff, the most common problem reported by the inmate participants was "down talk" or disrespectful and derogatory verbal interactions. Most of the staff sexual misconduct described occurred at the lower end of a coercion continuum. By far, the most prevalent form of officer sexual misconduct was inappropriate touching, comments and suggestions, or other non-physical assaults. However, we heard a wide range of staff sexual misconduct that we placed upon a continuum of coercion as follows:

- Love and seduction
- Inappropriate comments and conversation
- Sexual requests
- "Flashing," voyeurism and touching
- Abuse of search authority
- Sexual exchange
- Sexual intimidation
- Sex without physical violence
- Sex with physical violence.

Part II of the final report provides a complete description of the methodology and findings from the focus groups.

MEASUREMENT GOALS

Measurement goals included creating new measures of safety, danger, risk and violence that are specific to the behavior of women and can be used in the operation of women's institutions to improve safety and security. We developed a comprehensive battery of survey instruments to assess prisoner perceptions of violence and safety in women's facilities. The resultant battery is comprised of multidimensional instruments with specific questionnaire items and response categories designed to accurately capture women's experiences in correctional facilities. Initial survey items were developed from a preliminary analysis of the focus group data, pre-tested, and then piloted in one large prison system and three jails.

Surveys were administered to inmates or detainees housed in "low" and "high" violence housing units as identified by correctional administrators, supervisors and line staff via our structured interview and rating forms. Surveys were then administered to inmates and detainees in low and high violence units at six different facilities. The average response rate across all survey administrations was 83.20%. Response rates from the low violence units averaged 91.89% (544/592). Response rates from the high violence units averaged 73.76% (402/545).

This new instrument created and tested major constructs derived from the focus groups and included the following:

Problems in the housing unit

- Issues involving women inmates
- Issues involving staff

Violence in the housing unit, and policy, procedures, and climate in the facility

- Likelihood of violence
- Personal awareness of policies and procedures related to safety and violence
- Reporting climate (refers to the attitude of staff and inmates about grievances, complaints, or other reports of physical or sexual violence and misconduct; whether staff members are open to grievances and complaints or hostile to them.)

Potential factors leading to different types of violence and misconduct

- Inmate sexual violence
- Inmate physical violence
- Staff verbal harassment
- Staff sexual harassment
- Staff sexual misconduct
- Staff physical violence

Part III of the final report provides exhaustive detail on the construction and development of this battery of instruments.

OPERATIONAL GOALS

The third goal of this project is to improve policy and practice by applying what we learned about female offenders as a result of our empirical and measurement objectives. The prevention model advocated by the Centers for Disease Control was modified to frame our recommendations to address sexual and other forms of violence in women's facilities. Two short operational bulletins were developed from our empirical work. The first bulletin, *Violence and safety programs in women's prisons and jails: Addressing prevention, intervention and treatment,* written by Bernadette T. Muscat, applies a victim services perspective to these issues. Marianne McNabb developed a second bulletin, *Translating research to practice: Improving safety in women's facilities,* which examines our findings from a practitioner's perspective.

It is important to note that this study did not attempt to provide any measures of incidence or prevalence of individual-level violence and victimization. Instead, we focused exclusively on elements that contribute to a correctional climate that supports or undermines safety for female offenders. In our emphasis on place, specifically housing units, we explore a range of factors that impinge on these potentials.

IMPLICATIONS FOR POLICY AND PRACTICE

The Prison Rape Elimination Act is intended to improve sexual safety in correctional environments. In this study, we argue that sexual safety has a gendered meaning. We argue that improving safety for female offenders requires a focus on both "kinds of person" and "kinds of places" in order to effectively prevent and intervene in violence in women's facilities. In presenting our findings and recommendations, we applied three different models discovered during our review of relevant literature. The Ecological Model, with an emphasis on the interaction of individual, relational, community, and societal factors, expands the targets for improving safety (CDC, 2004). The Escalation Model illustrates that early intervention can prevent the escalation of violence (Edgar & Martin, 2003). The Sanctuary Model proposes that definitions of safety for women must be expanded to address psychological, physical, social, and moral forms of safety (S. Bloom, 2008). We also draw on the field of victim services as adapted to women's correctional facilities.

The first step in meeting the goals of PREA is to recognize that safety and violence have different meanings for female and male inmates. Our data lead us to conclude that aspects of the overall context, including individual, relationship, living unit, and facility-based factors, either support or mitigate the potential for sexual and other forms of violence in women's facilities. While many individual-level risk factors can be addressed with individual-level treatment, we argue strongly that aspects of place, policy, and practice contribute to violence and safety. In many cases, the living unit may be the "place" where sexual and other forms of violence can occur, but we also found that any location in a facility has this potential. In a similar way, aspects of policy and practice either support or mitigate such violence.

We also argue that a prevention approach is the foundation for a gender-appropriate response to PREA. Just as the data in this study show that violence occurs in a multi-level context, we argue that safety can be maximized by addressing these

contextual factors. We also submit that, in order to meet the goals of eliminating physical and sexual violence in all facilities, systems and agencies must expand their approach beyond counting, investigations, and sanctions. We agree that these strategies are integral to a broad-based response to PREA but argue here that a comprehensive approach to PREA includes prevention, intervention, and treatment, as well as the more traditional responses of investigations and sanctions.

We suggest that correctional systems consider a broader definition of safety to include physical, psychological, social, moral, and ethical safety. Expanding on these broader components of safety for female offenders directs our attention not only to improving safety in women's facilities, but also supports successful re-integration and rehabilitation. For many women, jails and prisons do not address these multiple dimensions of safety. We suggest that investing in programs, education, and treatment that address interpersonal violence and its collateral damage will increase safety in the women's prison, and may reduce recidivism among female offenders by addressing their pathways to prison.

We continue to believe that improving all forms of safety is good correctional practice and has broader implications for meeting the goals of incarceration. We have proposed strategies for addressing these issues (in Part I of the report), based on an analysis of violence and safety using the framework of CDC's Ecological Model (in Part II of the report), and have begun to develop measurement strategies which can ultimately move the corrections field closer to improving safety in women's correctional facilities (in Part III of the report).

ACKNOWLEDGEMENTS

FOCUS GROUP DATA COLLECTION AND METHODS

1

In order to describe the context and correlates of safety and violence in women's correctional facilities, we conducted focus group interviews with female inmates and detainees and staff in two large state prison systems and three jail facilities. Using a unique focus group methodology developed for this study, a total of 40 focus groups, with 161 inmate and 30 staff participants, were completed by the research team during the course of the project. Two to three team members were involved in each interview: one facilitator, one transcriber, and, in some cases, a third team member assisted with these tasks. Each focus group interview was transcribed during the interview and reviewed by the facilitator. Transcripts from each of the focus groups were then coded and analyzed through The Ethnograph© qualitative analysis software. The processes associated with focus group sampling, methodology, data collection, coding and analysis are described here. The chapter concludes with a demographic description of the focus group participants.

STUDY SITES

Prison and jail facilities selected for study were from four geographically dispersed regions of the country. While not strictly statistically representative, these facilities represent the available range of incarceration options for women. Each of the prison facilities housed multiple custody levels of female inmates, from minimum to maximum; and ranged in size from several hundred to many thousands. All three jail facilities detained both female and male offenders, housing women in a separate area, and included sentenced and unsentenced women. The jails were representative in size of most small to mid-size jails in the United States.

INMATE GROUPS

Our sampling strategy was purposive in nature. We constructed focus group categories based on the salient experiences of inmates, which represented a range of incarceration experiences. We reasoned that women's perceptions of violence and safety were mediated by their membership in these experiential categories. For the prison participants, groups were constructed according to security level, time served, housing designation, age, and program participation. The method of selection varied among the different facilities. For the jail participants, focus groups were constructed based on housing designation, sentencing status, and security level. All sampled inmate groups included five to ten women who met the focus group criteria. Project staff worked closely with the facility contacts to develop sampling frames made up of eligible inmates and then made selections from these lists. Again, while not strictly random, the project team was confident that inmates chosen for participation were not selected with any bias or purpose other than eligibility and availability. Given the

range of responses in the focus group interviews, we remain confident in this approach and its ability to render a range of perspectives on safety and violence in women's facilities.

Prison inmate focus groups included:

- General Population-Low Security Group. Women inmates participating in this focus group were classified, and often housed, as "low" security level. Additionally, this group served between one year minimum and eight years maximum on the current term at the time of the interview. The participants were housed in general population housing in the facility.

- General Population-High Security Group. The women inmates partici-pating in this focus group type were classified, and often housed, as "high" security. In terms of time served, the inmates participating in this group had served between one year minimum and eight years maximum on the current term at the time of the interview. This group, too, was housed in the general population housing.

- Reception Center Group. Women participating in this focus group type included all security level specifications, including those who were unclassified at the time of the interview. Women in this group had served three months or less at the current facility on this term, yet prior jail or prison time was not a factor for exclusion. All women participating in this focus group were required to reside in reception center housing at the time of the interview to be eligible for inclusion.

- Long-termer Group. Women eligible for inclusion in a Long-termer Group must have served eight years or longer on the current term. These long-termer women female inmates were not restricted from inclusion based on security level, age, or current housing assignment.

- Older Inmate Group. The women female inmates participating in this group were drawn from all security levels and had no specific criteria regarding time served, classification or housing unit. All women participating in this group were over the age of 50 at the time of the interview, an age often defined as "senior" by correctional systems.

- Substance Abuse Program Group. Women participating in this focus group type were currently participating in an in-prison substance abuse treatment program. Women in this group were housed in general population housing with other women participating in the same substance abuse program. Security level, time served or current age were not considered in constructing this group.

At the jail sites, focus groups reflected local housing configurations and specified the sentencing status, facility security level, and housing designation. All sampled jail inmate groups included five to seven women who met the focus group criteria. Here again, lists of eligible inmates were constructed with final selections made by project staff.

Jail inmate or detainee focus groups included:

- Sentenced Group. All inmates included in a Sentenced Group were serving a jail sentence at the time of the interview. These sentenced women inmates were housed in general population at the time of the interview.

- Unsentenced Group. All inmates included in these groups were not sentenced, and were either in custody pending trial, sentence, or some type of administrative hold.

- Violent Group. Those inmates included in a Violent Group were designated as "violent" by the facility staff and housed with others designated as such. These inmates were at multiple phases of the criminal justice process, such as sentenced, unsentenced, pending trial, or under some other type of administrative hold. This group was formed by facility housing designations made prior to inclusion in the focus group.

- Non-Violent Group. Inmates included in this group were designated by the facility as "non-violent" and housed with others designated in this way. Much like the Violent Group, the Non-Violent Group inmates could be in any phase of the criminal justice process, sentenced, unsentenced, pending trial, or under some other type of administrative hold. Thusly, this group was also formed solely by facility housing designations made prior to inclusion in the focus group.

For both prison and jail inmate groups, Spanish-speaking women inmates were not excluded from the initial sampling process. When these Spanish-speakers reported to the interview, we indicated that the group interview would be conducted in English. While their participation was limited, most of the Spanish-speaking women remained in the focus groups.

STAFF GROUPS

To best capture the perspectives of staff in all job classifications, staff focus groups were selected based on set group criteria as well. These group criteria were specific to the employee's job classification and types of interaction with inmates. Each of the sampled staff focus groups contained five to seven staff members including both male and female staff together. Although there may have been some utility in constructing single-gender staff groups, the difficulty of organizing staff groups of any type prohibited this level of sampling. As we also found in our earlier study (Owen & Wells, 2005), this mixed-gender approach yielded rich and complex data. In both jails and prisons, staff was divided into two groups:

- Staff Custody Group. Staff members considered by the facility as "custody staff" were eligible for inclusion in this group. Additionally, those "custody staff" included in this focus group type were currently working in a position or post with direct interaction with inmates. Most managerial or executive staff positions did not meet this "direct interaction" criterion and were excluded. These groups included mostly "line staff."

- Staff Non-Custody Group. Any staff member that the facility classified as "non-custody" including plant operations, educational, medical, therapeutic, or contracted staff were eligible for inclusion in this focus group. Direct interaction with inmates was an additional criterion. The requirement of direct interaction with the inmate population excluded most managerial and executive staff personnel.

Constructing these focus groups and arranging the interviews required considerable collaboration with the research sites and significant facility staff time. We received outstanding cooperation from every site. In some facilities, the research team worked directly with facility managers; in other cases, the team worked with central office staff. In the prison sites, approval from a central office entity was necessary. Research staff also met with facility executive managers to develop the research process. In most cases, a correctional staff person was assigned to work directly with the research team. On-going collaboration with the facility staff member was critical to the success of the data collection phase of the study.

A member of the research team acted as a facility liaison and worked closely with designated facility staff to: 1) obtain clearance for all team members involved in focus group administration and permission to bring materials, including laptop computers, into the facility; 2) arrange private space for conducting the confidential focus groups at the facility (a challenge in any correctional facility); and 3) create a specific process for constructing the focus groups, according to the criteria described above.

A list of group criteria was given to the facility staff member that outlined specific requirements for participation in the focus group. Scheduling the interviews, calling out the inmates and ensuring confidentiality in the interview room were additional tasks that required close coordination. The facility staff member developed the interview list of participants and arranged for them to be present at the focus group time. The list was then conveyed to the research team liaison, who made the final selections. At the time of the focus group, the team liaison confirmed with the participants that they met the group criteria before entry.

The research team completed a total of 40 focus groups at eight different correctional facilities in different geographical regions. Each of the 40 focus groups had approximately five to ten participants who met one of the above outlined group criteria. It was an objective of the study to sample various types of participants, thus, our focus groups were representative of the women's prison and jail experiences and of those who staff these facilities. Of the total 40 groups completed, 27 were various types of inmate focus groups and the remaining 13 were staff focus group types. Of the 27 inmate focus groups, 21 were drawn from prison populations and included:

- Four General Population Low Security Groups
- Four General Population High Security Groups
- Five Reception Center Groups
- Five Long-termer Groups
- One Older Inmate Group
- Two Substance Abuse Program Groups

The remaining six inmate focus groups were drawn from jail populations and included:

- Two Sentenced Groups
- Two Unsentenced Groups
- One Violent Group
- One Non-Violent Group

The 13 focus groups completed with staff members consisted of:
- Seven Custody Staff Groups
- Six Non-Custody Groups

THE FOCUS GROUP METHOD

The research team utilized the semi-structured focus group interview to collect the data. The qualitative method of the focus group "has gained in popularity in a growing number of contexts over recent decades" (Wibeck et al., 2007, p.249). The focus group method as discussed by Bertrand et al., (1992) allows the participants to respond freely to questions regarding perceptions and experiences. This approach best fit our research goals in that the focus group methodology has been advocated in the literature for researchers who "are interested in examining the context-embedded gendered experiences" (Pollock, 2003, p. 461). Focus groups have been viewed as "carefully planned discussion groups designed to obtain perceptions on a defined area of interest" (Javidi et al., p.231). Typically, these groups include five to ten participants, a facilitator, a recorder or note taker, and are from one to three hours in duration (Javidi et al., 1991; Pollock, 2003; and Wibeck et al., 2007).

This method is particularly valuable for "understanding collective experiences of marginalization, developing a structural analysis of individual experience and challenging taken-for-granted assumptions about race, gender, sexuality, and class" (Pollock, 2003, p.461). We found this approach to be productive in understanding the safety and violence concerns of women and staff in correctional facilities. The focus group methodology was also critical to informing the framework and survey constructs used in the second phase of the study.

THE FOCUS GROUP QUESTIONS

The focus groups' questions were developed through a multi-stage process. Drawing from the literature, the intent of the PREA mandates, prior work conducted by the project team, and one meeting with subject matter experts, we developed basic questions about women's experiences with violence and safety. We determined that open-ended questions elicited the widest responses without influencing inmate or staff answers. These initial questions were pre-tested in four preliminary inmate groups, and revised and modified through team discussion. In the pre-testing stage, we asked female inmates to respond to the nature of the questions and to provide any type of feedback about our approach. We asked for feedback on the use of focus groups for this topic and on the general set-up (the physical arrangements, using laptops to type responses, staff composition, and reviewing the written

materials). In developing these questions, we were also cognizant of the dual purpose of the focus group data: description and survey construction. The initial format and open-ended nature of the questions proved to be productive and resulted in the desired outcome.

The questions pre-tested in focus groups were identical to the final questions used below. The pre-test found that these questions elicited the range and depth of the responses sought in the study. The pre-test, however, resulted in two changes to our protocol: 1) We added more details to the prompts; and 2) we determined that one focus group session was inadequate in capturing the rich and "thick description" surrounding these issues of safety and violence. The one session approach also wasted the opportunity to capitalize on the rapport that developed in Day 1. As a consequence, we retained the original questions and supplemented them with more detailed prompts and expanded the focus group meetings to two sessions as described below. In the pre-test, we also examined any potential differences in using male and female facilitators or note-takers. Analysis of the pre-test findings showed no discernable differences in the findings based on the gender of the project team.

In focusing on the context and correlates of violence and safety and not addressing questions of prevalence or specific individual experience, the questions were designed to elicit perceptions about safety and violence, which could include individual experience, but was intended to capture inmate and staff perspectives on broad issues. In addition to yielding complex and detailed narrative descriptions from inmate and staff perspectives, the focus group findings were used as the basis for constructing the survey instrument; this second phase of the data collection is described in Part III of this report.

These four questions structured the core of the interview for the female inmate and detainee groups:

1. What do you know about violence or danger in this facility?
2. How do women currently protect themselves from violence in this facility?
3. What are some things that can be done here to protect women from danger and violence?
4. What else should we know about violence and danger here?

The questions for the staff participants were:

1. What do you know about violence or danger among women in this facility?
2. What problems are associated with preventing and responding to female sexual and physical violence in this facility?
3. How do women currently protect themselves from the violence in this facility?
4. What are some things that can be done here to protect women from danger and violence?
5. What else should we know about violence and danger here?

Each of these questions was presented verbatim in each focus group interview, but, as in all qualitative work, topics expanded and new topics emerged in the structured

conversation. (See Appendix B for inmate focus group script, and Appendix C for the staff focus group script.)

THE FOCUS GROUP PROTOCOL

Due to the multi-site nature of this study, a detailed protocol was developed to ensure that the focus groups were conducted in a consistent manner across all sites. In addition to outlining the steps for arranging the interviews, the protocol contains a comprehensive interview script used to structure the focus group process. This protocol also described the overall purpose of the study, information about conducting focus groups, and instructions about setting up the interview.

The two-session focus group

In this project, the focus group method for both staff and inmate groups follows the traditional size of five to ten, guided by a facilitator, and a note taker. We did, however, introduce an additional dimension to the focus group approach by conducting two sessions with the same group. The richness and complexity of the narratives developed in the pre-test focus groups led us to develop a two-session approach. In the final form, each inmate group met with the research team for two hours each for two consecutive days, totaling four hours of focus group data collection with each inmate group. In addition to collecting more data, the two-session approach built on the rapport established in session one, allowed for revisiting any topic or thread, and gave the inmate participants time to reflect on the issues overnight. We found the two-session approach to be enormously productive in a variety of ways.

Appendix A contains the formal protocol: a brief summary is provided here. In the initial two-hour meeting with inmate focus groups, the research team introduced the project, obtained informed consent, and asked participants to complete a demographic card. The team also addressed any questions raised by the participants. After these items were completed, all questions were reviewed with a focus on obtaining the participants' views on all forms of violence and safety. On the second day, the group resumed the discussion where it left off. By spending four total hours with the group, participants gave every indication that they were increasingly comfortable with the discussion and were willing to share openly and freely. Again, the day-long break between focus group meetings gave the participants time to reflect on the discussion questions and provide more complete and detailed responses.[1]

All staff focus groups were conducted in one session. Due to the constraints of the correctional environment, including varying staff schedules and staffing coverage issues, conducting a staff focus group on consecutive days was not possible. Staff interviews typically took between 60 and 90 minutes and were conducted in a single session.

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[1] In several cases, inmates returned the next day with notes they composed between the two focus groups based on their further reflection. Additionally, others told us that they talked with their roommates, friends or the occasional staff member about their views. The transcribed interview notes were careful to distinguish the source of their information.

LIMITATIONS

Criticisms of the use of the focus group method include those associated with all forms of qualitative methodology. In this study, the sampling of inmates and staff members was not random, but, instead, was purposive, as described above. The focus group method is also criticized for using small sample sizes and not producing a representative sample of the target population (Bertrand et al., 1992). This study combats these issues with sample representation by developing the group criterion and conducting various types of focus groups across several institutions. Lastly, many criticize the validity of generalizations made from focus group data (Bertrand et al., 1992; Javidi et al. 1991; Pollock, 2003; and Wibeck, 2007). This study combats validity issues through the sampling of women from both prisons and jails, across several facilities and regions of the country. We remain confident that this approach provides a valid and reliable description of women's experiences in correctional confinement with our findings and subsequent recommendations applicable to most women's facilities in the United States.

CONDUCTING THE FOCUS GROUP

Each interview team consisted of a facilitator, a note taker, and, at times, an assistant facilitator/observer from the research team. The facilitator led the group discussion, guiding it through the protocol and research questions. Verbatim notes were taken by the note taker on a laptop computer. These notes captured the full detail of the group discussion and were taken in a format consistent with the coding process for data analysis in The Ethnograph[©]. The additional assistant facilitator/ observer, when present, assisted with the administration of informed consent and demographic data collection. Additionally, an assistant facilitator/observer contributed additional questions. As a team, these researchers executed the interview protocol for all sampled participants.

INTERVIEW PROTOCOL

A separate but similar protocol was developed for both inmate and staff focus groups. Upon arrival, the research team situated the tables and chairs in the room in a circle with a place for each participant to sit. At each participant chair, we placed a pencil, a blank name-card, an agenda (see Appendices D and E), an informed consent sheet (see Appendices F and G), a demographic form (see Appendices H and I), and several blank pieces of paper for participant note taking. Additionally, the research team reserved a copy of the participant rating form (see Appendix J), used for both inmates and staff, to be handed out toward the end of the focus group. These documents, including the agendas, the informed consent, demographic forms, and rating sheet, have been appended to this report. Agenda versions varied slightly for inmate and staff groups but both versions gave the participants an outline of the focus group process, a listing of the basic focus group discussion questions, and research team contact information. The approved informed consent document was similar for inmate and staff participants and included the descriptive section, and a detachable signature page collected by the research team.

The inmate demographic forms provided a place to indicate (1) if she would like to speak privately with the research team and/or (2) if she would like to talk to another professional about feelings that resulted from the focus group discussion. (See Appendices H and I for a listing of the demographic and other descriptive information collected prior to the interviews.) These last two questions are meant as a protective measure for inmate participants who may be uncomfortable with the focus group setting or discussion topics.

The participant rating form (Appendix J) was developed to serve as a preliminary quantitative indicator to capture participant rating**s** of the focus group discussion topics. This simple rating sheet asked the participants to rate their perceptions on:

- facility violence level
- success of female inmate's self-protective measures
- success of facility protective measures
- the likelihood of inmate sexual and physical victimization in the facility.

Two additional questions focused on the level of sexual and physical violence at the present facility compared with other facilities the participant had experienced.

As the focus group participants entered the room they were greeted, asked to take a seat, and a team member confirmed that the participant met the group criteria and had no language barriers. Inmates and staff were given an agenda (Appendices D and E) and a short description of the project (Appendix K) to read while waiting for the group to start. Led by the facilitator, introductions of the team were made. The facilitator then reviewed the overall project, the agenda**,** and goals of the focus groups. The focus group discussion questions, the focus group process, and the participant demographic form were described. Questions about the project were solicited at this point. After the introduction section was completed, the facilitator reviewed the informed consent documents.

We were very concerned with the possibility that the focus group could contain women who were in conflict with one another, involved in an exploitative relationship, or otherwise vulnerable. We addressed this by asking women to fill out their demographic sheets whereby they could indicate their request for an individual interview and they were also provided an opportunity to decline to participate. Inmates declining to participate were thanked and excused at that point. A total of 31 women requested private individual interviews; however, most of them, when approached to arrange the interview, indicated that they had covered their issues in the focus group. When given the opportunity to request a referral for professional help, 18 women indicated the need for a referral to counseling. These referrals were made.

A total of eight women across all sites declined to participate. Five others sent word the second day that they could not attend due to competing demands (work, visits or legal appointments), but no woman indicated to us that she was absent due to their concerns about participating in the study.

Inmate Focus Groups

The inmate participants were asked to provide a name that they would like to be addressed by and to write it on the name-card in front of them. In some groups, the participants chose to be known by their location around the interview table (#1, for example) or by a nickname. Before the facilitator introduced the first discussion topic ("What do you know about violence or danger in this facility"?) it was made clear that we were not interested in learning about the participants' own behavior and experiences, and that we were not asking for any names to be used in these discussions. The promise of confidentiality was reinforced here as well. The procedure for participants to pass on particular questions was also discussed. The interviews proceeded according to the scripts. In the case that the discussion did not cover a particular area of interest to the research team, the script contained probes and follow-up questions. Once each topic was thoroughly covered, the facilitator summarized the discussion, confirmed the accuracy of the summary, and introduced the next topic. The first day discussion typically took about two hours. At the end of each topic discussion, the facilitator summed up her/his understanding of the comments and reviewed and revised them with the participants. Differences in perspective were also teased out in this period. The inmate participants also expressed positive feelings about coming back for the second session. In ending session one, the participant rating form was distributed. The facilitator explained that the team would be back the next day at the same time and place to further discuss these issues. Note paper was also given to the inmate participants to record any thoughts they might have before the next session. The note taker assisted the facilitator in administering the rating form, and each participant was directed to take the informed consent forms, agenda, and note paper. The group then closed for the day.

When the inmate participants returned the next day for the final focus group discussion, they were greeted by the team and asked to sit in the same places as in the first session. The facilitator welcomed the group and thanked them warmly for returning back to discuss the last topics. To begin, the facilitator polled each participant and asked if there were any comments or questions from the previous session. Follow-ups and probes included questions about the focus group process as well as the quantitative rating process. Once the group concluded, the team thanked the participants and excused them. At this time, participants who had indicated a desire to speak to the research team individually were approached privately. Great care was taken to ensure privacy for those who wanted an individual interview.

Staff Focus Groups

The staff focus group protocol describes the similar procedures and discussion topics. In the staff protocol, the five discussion topics were covered in one focus group session. After the discussion was completed, the note taker aided the facilitator in administering the participant rating form. When the rating forms were completed and collected, the facilitator thanked the participants and concluded the focus group.

FOCUS GROUP ANALYSIS

Each of the completed focus groups was documented by the note taker and then promptly reviewed and cleaned for accuracy. The reviewed transcriptions were given to the facilitator for a second review. The transcripts were then formatted for uploading to a qualitative data analysis program called The Ethnograph©. This software allows both data management and analysis of narrative data such as the transcripts of the focus groups and interviews developed in this project. The Ethnograph© software was chosen for this project due to its capacity to code by segments. Once coded, searches can be done by one or more code words.

This format required the assignment of an individual identifier code to be attached to each participant which then was used to track participant's involvement in the focus group conversation. The Ethnograph© format also assigns a line number to each of the lines of the transcript for easy reference and assigned code words. From this cleaned state, the focus group transcripts were printed out in hard copy for the coding process. To improve the inter-rater reliability of the coding process, the hard copy of focus group transcripts were coded by the primary coder and then reviewed by a secondary coder. Almost 200 codes were used to capture the complexity of the focus group narratives.

When the coding was finished on the hard copy transcripts, a third research team member was solely responsible for entering these codes to the Ethnograph© program. After all transcripts were coded, program output files were converted to hard copy and distributed to the research team members responsible for the analysis.

CHARACTERISTICS OF THE FOCUS GROUP PARTICIPANTS
INMATE FOCUS GROUPS PARTICIPANTS

A total of 161 individual female inmates participated in the focus group process. These 161 women were housed in jails and prisons around the United States. A total of 130 women were interviewed at five prisons and an additional 31 were interviewed at three jails. Demographic data were collected on these participants during session one of the focus group process with a brief "demographic card" (Appendix H). Please note that we purposely excluded questions about offenses or any other questions relating to criminal history.

Ethnicity and Age

Ethnically, the majority of women interviewed identified as white (33.5%), 28% self-selected African American, 18.6% indicated Mexican American, with 8.7% selecting "Other Hispanic" as an ethnic identity. Fewer than 6% identified themselves as Other, with 2.5% selecting Asian/Pacific Islander, and .6% (one respondent) identified as Native American. Four responses were unusable. At the time of the interview, the women ranged in age from 20 to 67 with a mean age of nearly 36 years. Just over one-third of the women interviewed were between 20 to 29 (35.7%), 30.5% were between 30 and 39, another 21.5% were between 40 to 49, with 9.1% between 50 and 59, and the remaining 3.2% were between 60 and 67 years of age. Just under 5% percent did not provide their age.

Incarceration History

Inmate participants were asked to indicate their number of jail and prison admissions. In terms of jail admissions, the modal response was one admission (reflected by 52 of 161 women or 60%) and responses ranged from zero to 104 times in jail. Just under 20% had been to prison two times. Over half (57.8%) of the 161 women reported a response of one to three jail admissions. About 20% had been to jail between four and seven times, with the remaining quarter indicating eight or more jail admissions.

Current Sentence

Women interviewed in the focus groups were asked to report the number of years and months of their current sentence and to describe any special conditions of the sentence. Current sentence lengths ranged from less than one year to 156 years with a bi-modal distribution reflecting modes of less than one year and two years. Nearly one-third (30.4%) of the women interviewed were sentenced to less than one year to four years time. Next, 18.7% reported a sentence of between five and ten years, and another 8.7% listed a sentence of between 11 and 15 years. Another 6.8% of the women interviewed self reported a current sentence of 16 to 22 years. About 18% of the women reported a sentence of 25 or more years. An additional 14 women (or 8.7%) self identified as unsentenced, with ten women (or 6.2%) specifying a life sentence. Twelve women indicated that they were serving an indeterminate sentence. Two women were serving life without the possibility of parole and another two women stated they were presently serving concurrent sentences.

PRISON STAFF DEMOGRAPHICS

A total of 67 staff members were interviewed in both prison and jail facilities. Interestingly, female staff members made up over three-quarters of the sample. Ethnically, the majority of staff members (44 or 65.7%) identified as white, and 11 (16.4%) were African-American. Additionally, nine (13.4%) staff members identified as Hispanic, two more (3%) selected American Indian, with one staff member selecting "Other." Over 60% of those participating in the staff focus groups were in custody positions, with most serving in line positions.

In terms of their experience at the current facility, responses ranged from one month to 22 years of experience with a mean value of just over eight years experience. Responses for other correctional experience range from no prior experience to 22 years, with a mean of just under three years "other experience."

The following chapters describe our findings from these focus groups.

INDIVIDUAL AND RELATIONSHIP FACTORS

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As described in Part I of this report, the context of safety and violence is shaped by dynamic and static factors across multiple dimensions. This chapter reviews the first two levels suggested by the ecological model (CDC, 2005): individual-level and relationship-level characteristics. As anticipated, women's past experiences were extremely important to understanding their current lives in jail and prison. We begin this discussion with a description of women's lives before prison, their entry into jails and prison, and their experiences with violence and victimization. This chapter then examines the significant role of interpersonal relationships in building the context for potential violence and conflict. Much of the literature of women's incarceration has demonstrated that women "do their time" by forming intense relationships. As women adjust to their imprisonment, they develop friendships and, sometimes familial or sexual relationships, with other prisoners. Previous studies found that women in prison organize in these family-like arrangements, replicating common gender roles on the street. These prison families include complicated emotional relationships, sometimes based on practical or sexual ties. We have learned from the interviews that these relationships shape the potential for violence and conflict. The potential for inappropriate relationships with staff exists as well.

In detailing the role of relationships in jails and prison, it is critical to note that not all relationships women form in prison have the potential for violence. The evidence from the interviews was clear that the majority of relationships among women are non-violent, but troubled and conflicted relationships contribute greatly to problems in women's facilities. Here, we examine the individual and relationship characteristics and processes that create, activate, and reinforce the potential for conflict and violence among women offenders.

INDIVIDUAL FACTORS IN LIVES BEFORE INCARCERATION

As reviewed in Part I of this report, the pathways research proposes that female offenders come to prison by different pathways than male offenders. Our focus group findings indicated that the pathways model accurately described many of the participants' lives prior to prison, specifically in terms of their experience with relational violence. Although the focus group protocol did not include direct queries about pre-prison experiences, many women shared their experiences with victimization and how this past shapes their current lives while incarcerated. Although a few women came from more advantaged social and economic positions, with little or no criminal history or prior victimization, many of the focus group respondents described pre-prison lives grounded in the typical pathways: violence and untreated trauma, disconnections from conventional institutions, and economic and familial stress. This woman described some of the economic struggles that many of our economically-disadvantaged participants faced before prison:

I was 33 when I started drugs. I used to be a working, law abiding citizen. I learned to work and go in a store and get what I could afford. But I only make seven dollars an hour. I'm struggling with all of my kids. I think if I was on welfare, I could get stuff for free and get all the help I needed. I think if I commit a crime I go to jail and you feed me [at the jail] and my family can take care of my kids. So I go to jail. Then I get depressed and turn to dope [that I get in jail]. I then get mentally, physically and emotionally raped because of all the guilt and the shame. I ask myself, "Can someone please love me and help me?"

[When released], I then get kicked back to the streets [and think], "Why should I do right when I know I be coming back [to jail]?" So I learned to be a prostitute and end up with HIV. Then I come back here. Here, I learn to get what I want by bending over with my shirt open and I pretend I want you to fondle me because I can't get a cup of coffee. Educate us women so I can go back home. If you educate me, I can make it.

PRIOR VICTIMIZATION

One critical pathway involves past victimization as an important contributor to women's criminality. Many of our participants described sequential victimization; first by family members as girls and young women, then by intimate partners as teens and adults. This victimization then continued into their imprisoned lives. Inmate and staff participants made the connection between prior abuse and the potential for sexual and physical abuse both as perpetrator and as victim while incarcerated. One woman made this connection succinctly:

I am also an adult survivor of child molestation and rape, because I went through that as well. I have a short temper, trust issues, so don't look at me crazy or I may go off. I will call myself more of a violent person. I will not start the violence, but if you come at me, I will react.

This non-custody staff member made a similar connection between women's past abuse and current inability to advocate for themselves:

I think that a lot of them [inmates] have been abused previously and they don't know their legal rights. They need to be protected. Most of them are passive. At least that is my opinion. They don't protect themselves. They feel unworthy.

Many women acknowledged getting caught in a cycle of violence in their past lives, as expressed in this example:

All of my relationships have been abusive. I have four kids and every one of their fathers was abusive. I had to be violent in order to protect myself. I defended myself by swinging bats at them, I had to stab them. But when you love someone, it's hard to walk away. You have to be just fed up with that violence. It does not even matter if you are on your death bed. I was on my death bed with my son's father and I still went back.

As noted in the literature review in Part I, one of the common effects of childhood abuse is Post-Traumatic Stress Disorder (PTSD). Specifically, "triggers" can recreate

an abusive situation in the mind of the victim, no matter how far removed from the initial traumatic event. Women who have been previously victimized respond to these triggers differently than non-victims. Two common responses to perceived threats to survivors of abuse are violent "over-reactions," out of proportion to a real or perceived threat, and "under-reactions," when the victim does not react to a risky situation and passively accepts re-victimization. One woman's description of her childhood abuse reflected a clear description of PTSD:

> I knew that when my father was on the rampage, I just blacked out and I was just not there. And when I came here, I had terrible impending fear of the dark until my 20s. When I am in the presence of raw brutality, I just become not present.

In the focus groups, women talked extensively about violence in past intimate relationships; in some cases, these abusive relationships were directly related to the women's incarceration, as shown in this woman's story:

> I just want to share something. Sometimes a lot of people think domestic violence wasn't as bad as it is. One of my [criminal] charges is child endangerment. I was on probation and I was in a real violent relationship. I would just come in to my probation officer's office beat up and beat up bad. I was getting stabbed and all of this. I would show up and they would ask me what happened and I would tell them that I fell or something, but they didn't believe me.

> The probation officers showed up to my house one time and I didn't barely open the door. I was beat real bad and my house was all torn up so I didn't want them to see any of it. I went back to the probation office with sunglasses up and I was not covering up nothing. They told me that I needed to leave and they wanted to put me into a battered woman's shelter and all of that. But I was scared to leave him, and I loved him. I didn't go.

> So, once I didn't come back on time from selling drugs till late and he killed my baby [crying]. He beat her up so bad and put her back in the crib and put her bottle in her mouth. She was nine months old. I came in and he said, "Go look at your baby." And she was so beaten that when I picked her up, she literally melted into my hands. Every bone in her body was broken [crying badly].

> So they violated my probation and gave me that child endangerment charge because I didn't leave when they told me to go to the shelter. They said that I had the knowledge that he was a violent man and I let my kids stay with him.

While an extreme example, this story illustrates the seriousness of prior violence in the lives of some female inmates and its contribution to their incarceration pathway. In describing these prior experiences with violence, many women connected these prior experiences with its expression within the same-sex relationships in prison, as this woman observed:

> I have been beat by my spouse. I have been shot by my spouse. I did not know how, in here, it was as bad [as on the streets] and that it was the same thing. But domestic violence is domestic violence, it is the same thing.

Another woman said that:

> *Violent relationships in prison are the same thing as my old man beating me. Or stabbing me or beating me over jealousy or someone looking at me. But you are just trying to get away. I always see that this woman's girlfriend [in here] was always bruised up. It was the same thing as when I was not trying to get away from my old man when I was walking around with bruises.*

When asked about this connection between past and present violence, another woman suggested that:

> *The violence comes from the person that you are. It comes in from outside in the world with you. If you are an abusive person or have been abused in the world, when you have someone that does love you, you are going to abuse them.*

Women describe how the cycle of violence plays out in the prison environment, as in this narrative:

> *A lot of girls go though domestic violence in the streets. I have been in one with a male. I say it all starts in the home from a young age, a baby. If you always see your dad hitting your mom, if you are a boy, you think it is right to hit on your woman. And then you think that is right for your man to hit on you because he loves you.*

> *But whether you come in here having been beat by a man or what, when you come in here, you look for the same kind of relationship, whether it is a woman or a man. In your subliminal mind, you are looking for the same thing, and before you know it, you are with an aggressor [in here] that is beating on you. Then you have become an aggressor: You find and go for a woman that you can control because you like being over her.*

As we will see later in this chapter describing women's in-prison relationships, it is this repeated pattern of prior and present interpersonal violence and abuse that is the most salient factor in the potential for violence and safety in women's correctional facilities.

The pathways model recognizes the nexus among childhood abuse, drug abuse, and sex work. Although few women are now incarcerated in prison for prostitution, many have engaged in sex work or come to view their bodies as a commodity to be traded in prison or jail as on the streets. At the close of one focus group, this woman ends the session by thanking the interviewers and making an astute, albeit sad, observation about imprisoned women:

> *I just thank you for coming and listening to us. I hope that someone does make a difference in what goes on. We abuse ourselves because we keep staying in the problem. It's more than the jail. It's everything. We don't know any different. We thought showing titties for something to eat is normal.*

STATIC AND DYNAMIC INDIVIDUAL VULNERABILITIES

The focus group participants identified individual characteristics of women who were more likely to be targets of aggressive inmates as well as those who are likely to be vulnerable to staff misconduct. Some of these elements can be seen as "static factors" and include:

- Younger or older
- A slighter build
- Mental or physical disabilities
- Non-English speakers
- Poor or resource-rich

We learned that static factors did not represent necessary or sufficient causes of vulnerability. Static factors were always mediated by dynamic or behavioral factors, chiefly, "being naïve", "acting like a victim" or "putting yourself in that situation." This notion of dynamic, rather than static or fixed, factors shaped our understanding of the overall context of conflict and violence in women's facilities. These dynamic factors were primarily behavioral, and offer enormous potential for addressing violence in women's facilities through programmatic and therapeutic interventions.

Younger women, older women, and those naïve about incarceration were described as more vulnerable. For the young women, especially if they also had a slight build, age contributes to vulnerability, as shown here:

> She is slighter and she is smaller and she is attractive. She is more of the physical type that they might try to bully. In the county jail, I had a cellmate who had been in prison. She was very little and she was very petite and she was here for a violent crime. So she was in our two-man cells and her Bunky tried to force herself on her.

In contrast, we also heard that younger inmates were more violent and older women were sometimes victimized by younger inmates. One woman describes why younger inmates may be violent, by saying,

> It is the maturity level, mental maturity. A lot of the women are still children when they come in here. They are women physically but they are still children [points to her head]. Common sense, goals, direction? They don't have any. They are just worried about music or movies instead of setting a life direction. What does this person have to offer? They don't know who they are. They are lost out there. Life is obscured with drugs and alcohol. They have no clear view. In here, some clear up, some see, but some are stuck in a time warp.

Older women were said to be especially vulnerable because of physical infirmities, as shown here:

> Just yesterday morning, there was an elderly lady, she was walking down the yard and an inmate ran by her and socked her in the face, and her cane went flying. Why it was done? Who knows? This other inmate went up to her and socked her and she socked her hard. She had the big gauze on her face from

> *being hit. The youngsters have no respect for the little old ladies. The youngsters just knock them down.*

Other participants in this group noted, because random violence is so rare, that the older woman "must have done something" but the others repeated "you never know." Focus group participants also cautioned that some older women "were the ones to watch out for," indicating that age was not always a defining feature of vulnerability. Thus, potentials for victimization may not be as influenced by age, but, rather, by how one learns to behave in a way that avoids risky situations and risky relationships. Although age was mentioned as a vulnerability, it seemed to be less important than behavior, or a woman's ability to control her surroundings, as described here:

> *Vulnerability is not an issue with age. It is who you associate with. If you associate with people that are like you in your same age group, you can be fine. I wouldn't limit [vulnerability] to older women. I would limit it to a certain sense of attitude of being vulnerable that streetwise women can pick up on.*

Many respondents noted that younger offenders may feel the need to establish a violent reputation as a form of protective coloring in the uncertain world of the prison or jail. These comments made the connection between youth and violence in one women's prison:

Inmate 1:   *The violence is here more because we now have the youngsters. Youngsters with a long time to do and no cares. They have no concept of what it is like to do a long time term.*

Inmate 2:   *A lot of youngsters who are coming in with a lot of time. They are pretty pissed off at the world out there, If you are coming in here with 15 years or whatever, you have your whole life ahead of you and that is hard. It puts a chip on their shoulder.*

Inmate 3:   *You have got this new breed that are just ruthless.*

Inmate 4:   *I, too, have seen a lot especially with the youngsters coming in with double life sentences and they have a mentality of nothing to lose. They are at a time when they will not listen to you.*

One staff member agreed with this assessment by stating:

> *The younger inmates are more prone to violence. I don't know if it is the makeup of the crowd or just youth. The combination of a lack of education with substance abuse could be a cause.*

According to our respondents, one of the problems with young inmates is that they engage in more violence which triggers more uses-of-force by custody staff, making conflict and trouble for everyone near the incident, as suggested by this woman:

> *The youngsters fight and get sprayed {with pepper spray}. Everyone is more macho now. It is a whole build up of attitudes. My co-worker got sprayed the other day when it wasn't necessary. Things got out of hand and he [the CO] decided to spray everyone in the building.*

While some participants mentioned the vulnerabilities faced by inmates with physical disabilities, the majority of the comments focused on mental health concerns. This staff person described their vulnerability:

> *Some inmates have a lower mental health. They [aggressors] see that right away and the experienced ones want their canteen. We see that all the time.*

Just as we saw that youth represented a duality of vulnerability and aggression, our participants applied this same duality to women who had mental illnesses or mental disabilities. That is, some participants suggested that while those with mental health challenges may be victimized, the mentally ill are also likely to commit violence, as expressed here:

> *[The mentally ill] can be spontaneous. This one inmate got up in the day room to get something to drink. The next thing you know she is beating up an inmate based on something that happened a year ago.*

A custody staff member described the dynamics of this group of inmates:

> *I work with the psychologically and physically impaired. They have the same issues – girlfriends, debt payment, loans, commissary. They don't have the finesse, though. All weapons are of opportunity or convenience. Most of them [are more vulnerable than general population]. Not all of them, but most of them, I would say 1/3 are extremely street smart. They know how to carry themselves and manipulate. They prey on the others due to lack of education and learning and language barriers. I 'm getting more of those.*

Female inmates also expressed their opinion that inmates with mental illnesses were likely to be "aggressors" rather than victims, as seen in this comment:

> *They go nuts. They are crazy. They need to be in a special unit. They do something crazy to people. I had a roommate who is crazy and who is nuts. She fought with my roommate one day and she is just nuts. They will whip some ass, they have this strength. I don't know where they get it from. They are just crazy bitches. Like the retarded ones, they have this strength. Like the women who are mothers, they have this strength to care for their kids.*

The assaults by the mentally challenged or mentally ill may result in violent retaliation, as the following woman explained.

> *A [mentally ill] woman came up to me and she smacked me in the face with a cup and I got a big old black eye. I tried to close the door and [staff] didn't come for me, so I will be real – I beat the shit out of her.*

Women with mental health issues are as likely to hurt themselves as others. In one interview, a woman said that her self-destructive behavior of cutting and bleeding in the public areas of her cell caused her roommates and staff members to be very angry with her. Even though she said she "cleaned all the blood up with bleach," her roommates were very hostile toward her and wanted her out of the room. She also reported, quite disturbingly, that a staff person looked at her wounded arms and said, "You are disgusting. Get out of my sight" and was unresponsive to her need for medical and psychiatric help.

Some women indicated that they might "look the other way" if a mentally ill woman was victimized for commissary, but that they would intervene in a potentially violent or coerced or sexual situation, as described here:

> If someone does try to mess with them, then the others would just tell her to leave her alone. The fight I had was really behind another girl. She is really slow. She don't think it's [giving oral sex] not cool because she's slow. So I told her, "You can't be doing that." These older women have her in a cubicle. Having her doing oral sex on them. She'd do one, then another would say, "Do my friend." Then this one and then this one. And I said [to the dominant woman], "What do you want to do her like that for?" And then she went after me with the lock.

Non-English speakers were said by inmates to have additional problems with vulnerability. A custody staff person remarked:

> If you have no way to communicate you can't ask for help. There is also no way to decide what their mental abilities are.

The inmates described the same problem:

> Officers need to speak both Spanish and English. I speak both and when I tell the officer about an inmate's problem [and if] the officer doesn't like me [they] ask me, "Why are you meddling?"

Being indigent, or without resources, was described as a major contributing factor to economic violence, a common form of conflict and exploitation reported by our inmate respondents. Women without any way to provide for themselves were seen by others as potential economic aggressors. Women who have a visible means of support and "shop" either conspicuously or carelessly, or those who "brag about how much money they have on the books," or those who are "well-taken care of" by their families or others outside the prison, can become targets of this economic exploitation. This potential for economic victimization interacts with other behavioral factors, such as "trying to buy friends," and "not keeping your mouth shut." When asked who is vulnerable, this woman answered:

> The first-timers do not know NOT to tell that she is getting boxes [packages from home]. People who have nothing take advantage of that. The staff is pretty good about protecting this type of person.

In the next chapter, we will discuss the significant role economic conflict plays in the overall climate of a facility.

Prior victimization and "Acting like a Victim"

The link between past and present victimization is a critical individual factor in creating vulnerabilities. As one inmate said, "…if you have been victimized, you present an aura that allows you to be victimized again and bullies look for it." When asked if women who were victims on the outside were more prone to prison victimization, this high custody inmate ruminated on how victims might react and underscored the dynamic and dual nature of victimization:

I think they are because they don't know any other way. If someone calls you a name that is not ok, but they don't know. I am not personally going to let anyone put their hands on me because I was raised up in a strict household. If you don't know, then you will keep it in and one day you will just snap and then you will be here for life.

"Acting like victims" was said to mean that women acted afraid, passive, and appeared to more aggressive women as easy targets for economic and/or sexual exploitation. Women who did not stand up to potential threats were likely to continue to be victimized, as one woman said, "Some people walk around with 'victim' blinking on their head." Another described a potential victim as one who is:

…walking down the sidewalk with the head down and terrorized inside. You can smell fear here; you can smell it and you just know.

In another interview, a woman observed the cyclical nature of being exploited in the correctional environment:

Once you get punked [2], then you get punked every time you turn around. You gonna get your canteen taken. She is going to take it.

Displaying fear and other outward signs of vulnerability are a significant contribution to the dynamic of vulnerability in women's facilities. Characteristics such as age or size were almost always mediated by behavioral aspects or perceptions of "weaknesses." In almost every interview group, the concept of "how you carry yourself" was said to be the most important component of safety. A "typical victim" was one who was timid or showed her fear to others, as described here:

A victim is one that's real quiet and don't take any action. They [other female inmates] can tell you're afraid and you don't care. Stand your ground and nobody will mess with you.

In the same vein, not "standing up for yourself" when other women were aggressive was seen as extremely dangerous and created almost certain vulnerabilities. No single characteristic is as important as the ability to stand up to threats, as one woman said:

I am small but I am just mean. Like I said, "Don't judge a book by its cover."

Custody staff agreed with this view and also described potential victims as those who were "weak" and afraid:

There is a lot of violence here and there is a difference between the women who are easy targets or easy prey and the others. The first thing is the easy targets give up all their stuff and then that makes it worse.

The notion of "giving up their stuff" illustrates the role of economic exploitation in the dynamics of victimization in women's facilities and will be described further in this report.

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[2] The term "punked" is used in women's facilities to describe economic or physical exploitation. Unlike the use of the term in male prisons, "punked" does not have a sexual connotation in women's prisons and jails.

One focus group of custody staff members introduced the concept of the inmate-victim as a "rabbit," a term that conveys the sense of prey in contrast to that of predator, as illustrated in this exchange:

Custody Staff 1: *Rabbits are weaker. They are not as intelligent. They are just terrified, which is a weakness.*

Custody Staff 2: *They are so desperate for acceptance so they are more willing to pay the price for the sexual favor or what have you, and they want to get under the wing of someone who is appealing to their weakness.*

Custody Staff 3: *They are stuck in the victim role. They are blaming everybody else and are big drama queens.*

Custody Staff 1: *Rabbits. Easy to spot. The inmates tend to talk in groups and say, "Oh, look at this one. She will last like five minutes." You see the body language: chin up is confident and chin up high if you are challenging. If you are sitting like this [leaned back with hands crossed] this is a shot-caller stance. Weakness is very bad in this environment and assertion of power is always incremental.*

Custody Staff 2: *I think there are less rabbits and more predators, more than half are neither.*

Custody Staff 3: *I would go less predators like 5% and more rabbits. Predators could have more than one rabbit. Rabbits, 25%, 75% in between.*

One inmate explained the types of inmates in prisons for women:

> *There are three types of people: There are victims, victimizers, or observers. You don't choose, it is just your personality. I fall into the observer category and that keeps me out of danger.*

Here an inmate described a victimization that was avoided because she "stood up" for herself:

> *They kept on harassing me and were after me. I was always afraid to take a shower. They would always be right behind me. Finally I got mad. There's times you can turn your cheek, and times you can't. I turned around and said, "Hold up! Whatever you want, whatever you want to do to me, do it right here in front of everyone. Do it right now. I'm tired of being scared." Finally they just stopped. But I had so much fear. So now when someone says they want something, I say no.*

In contrast to the "weak" and the vulnerable, the respondents had very clear views on those who were described variously as "predators," "bullies," and "aggressives." Aggressors were said to have the following characteristics and behaviors:

- Loud and outspoken
- Aggressive, domineering or intimidating
- More masculine
- A desire to control or lead
- A user and manipulator

The term "bully" was sometimes used to refer to women who engaged in economic aggression rather than sexual aggression. Some bullies, however, were said to be a bully in the room but not in the yard:

> They just want to bully in the room. They are not big enough to take it to the yard because someone would slap the snot out of them.

Other terms were also used, as said here:

> No, we call them punks, not bullies. No respect for themselves. They try to act like someone who they are not. They have no respect for anyone. Bullies who do that -- they usually get regulated.

Very often, staff and some inmates defined women with masculine characteristics as aggressors. As this custody staff person suggested:

> If you were going to profile, it would be the one that has no hair and more male characteristics. It is not just their attitude around staff, it is the male attitude with the way they treat everyone. It is their identity. They crave the attention of the male role.

A final individual characteristic was described as "the will to change." We heard numerous reports of how a woman "changed her personality" and no longer resorted to violence to the degree they had in the past. This change often came about through maturity gained with age, due to a stable relationship or an "epiphany" about the way they were doing their time. In the following quote, the woman described how she had changed even though violence is endemic in certain social groups in prison:

> I think it just depends on who you are or who you run with. You could get in the mix and end up getting a lock or a cup to your head. It is a lot about who you are. For me, I did 13 months in [a higher custody facility]. I was fighting every other day and here I just chose not to. I have learned about myself and my addiction to violence.

Women also noted that their styles of doing time tended to change over their multiple jail or prison terms. As this woman said:

> When I first came here I used to run my mouth to officers. I used to call them [officers] police and give them no respect. Now I try to stay humble and keep my mouth shut. I try to gravitate toward people doing the right thing and stay out of the mix. I stay away from the ones doing the wrong thing.

This section highlighted specific individual factors that may contribute to violence in women's facilities. We found that, while each of these factors may contribute to safety and violence, these individual factors were always mediated by dynamic behavioral and contextual factors. We now turn to the role relationships play in this context.

RELATIONSHIP FACTORS

Our data suggests that troubled relationships are among the most significant contributions to the potential for violence and conflict in these facilities. There are multiple reasons as to why these relationships involve violence: prior victimization of either or both partners, poor coping skills, the role of economic exploitation in these relationships, and the lack of other outlets to occupy their time or their emotions. Consistent with the prior literature, this woman suggested that prison relationships are complex:

> People make these families in here. They show them a bit of love, even though it may be an abusive kind of love, but they can't see it because that's the only love they ever have. So we have moms and stuff, and girlfriends. But some of it isn't a good kind of love. This one girl I knew, this one girl has bruises all over, and she said. "That's just the way it is. She's just physical, but she loves me." And I say, "That's not love." And I ask her why. Why does she stick with her? But it's because she has to have somebody love her and she's willing to take that.

We also listened to accounts of the immediacy, importance, and intensity of these relationships in the lives of incarcerated women. Because of these powerful emotions and attachments, any threat to the relationship could be the catalyst for desperate, and often extreme, reactions. The root of the relationships and their role in creating the potential for violence were suggested by this woman:

> Women are clingy and have too many needs. In prison, we lose our identities and our dignity. We are our numbers. We feel like pieces of shit. We left our kids outside. So in here, if I find someone to focus on and they look at someone else, I'm gonna beat the shit out of them.

Another woman described the intensity of the prison relationship:

> Here, there is an overwhelming desire to be THE ONE in a relationship. When the relationship does not develop the ONENESS, then that is where trouble comes. Friends, family [get ignored]. [The partner says] "Don't go to school because I need you. [They fear their partner] will rise up and [be productive] and leave me here.

The potential for violence was illustrated in this story:

> I know a relationship that is so violent and dysfunctional. [The aggressive partner will say:] "I know these women are looking at you. Who are you sitting by in class? Don't look at her, better not look at her." She will spit on her and push her. She [victim] is trying to leave. Her only solution is to get shipped up north. The long-termer is leaving. It is the short-termer [who] is the violent [one]. It is jealousy and insecurity. That was my situation. The person [I was involved with] was so inadequate and that was a very violent relationship.

It is important to again note that not all relationships in women's facilities are troubled or violent, nor does all violence occur within a relationship. We heard many descriptions of relationships that were calm and nurturing and some accounts of violence between friends and/or cellmates.

SEXUAL RELATIONSHIPS IN PRISON AND JAIL

Generally, women suggested that the existence of homosexuality or same sex relationships were an inevitable part of prison life. Many said that it was a means of getting through a prison sentence. A few expressed disgust. Almost all the women interviewed indicated that prison sex was always available and that any woman had a choice about her participation. As one woman told us:

> I asked them [other inmates] why they get into relationships in the prison. They said, being lonely, being horny, and needing canteen.

As one lifer explained:

> Look, those of us who have long sentences, there's three ways to deal with it: become involved with an officer, turn to homosexuality, or become a Christian. Nine out of ten, you fall into homosexuality. Some try all three. I've tried all three and I am most comfortable in a relationship. Look, we are just people.

The flexibility of these relationships and their sexual component was captured by a saying we heard numerous women use throughout the country:

> Gay for the stay, straight at the gate. That's what we say.

When coerced sex was discussed, we received mixed responses. Some women said it happened; most said it was extremely rare. The consensus seemed to be that forced sex by strangers was a very rare event. Some women said they worried about such sexual assault prior to their first incarceration, but almost all women said that it was not a major worry after they became adjusted to jail or prison. As discussed in Part I of this report, such rare assaults are primarily a specific form of intimate partner violence, existing within a troubled relationship. Women did tell stories or related prison myths about stranger-based sexual assault, but few believed it to be a serious problem in their lives in jail or prison.

Generally, staff members believed that sexual coercion and, certainly, sexual assault, was extremely rare, although sexual relationships were not. While any homosexual act in prison is an official rule violation, it appeared that the reaction of officers ranged from benign neglect to zero tolerance. Inmates generally perceived that staff had negative staff reaction to prison sexual relationships. These inmate comments illustrate the range of their opinions on staff perspectives on prison or jail sexual relations:

> I think it is very selective. If you are on the yard and are hugging on someone and looking like a little boy, you get a hard time. If you are discreet, you pretty much are left alone. They get comfortable and leave you alone.

> I was with a woman for 8 years, and we wouldn't last that long today because of the staff. Even if you didn't have a track record [of violence] they would break you up. Now there would be fights because the staff members would be separating us. Because the staff members have a problem with homosexuality and they nitpick and they start it.

A big problem we have is we have gay officers coming in here [to work]. A lot of them allow the situation to go on because they agree with it. Some officers allow it [sex] to happen. Yeah, they bust it up [sex on the yard], but they watch for awhile. You know they were watching.

[Staff will see a woman] that will be in a muumuu in the day room with someone digging on her. The cop will just say "Will you take that nasty shit somewhere else?"

This comment by a staff participant represents one of the more negative attitudes about female sexuality while incarcerated:

Only other thing is that males are a little more discriminating about who they have sex with. Females are not. They, by and large, are tramps. If they play the gay games, they don't care who they are with, how dirty they are, who watches. No morals, no standards.

DOMESTIC AND INTIMATE PARTNER VIOLENCE

As stated above, most sexual violence was said to be partner-based violence in women's prisons and jails. These relationships mirror classic battering patterns. The violent partner in an abusive relationship in prison attacks the passive partner with assaults on their self esteem as well as physical and sexual assaults. These relationships are characterized by unequal power and are often humiliating as well. The dominant partner makes demands in addition to sexual services, such as housekeeping and economic support. This relationship may be continuing a relationship pattern developed through prior victimization, lack of boundaries, and confused definitions of love and intimacy. One participant explained how her background led her to equate love with sex in any relationship:

To me, I always thought that being loved means you have to want to do it [sex] with me. If they don't [want sex], that means they don't love me. I have a big problem with that.

Another woman related how she was violent toward her partners. Note that in this conversation, she understood the irony of the "because I love you" statement, as did the rest of the group who laughed in response.

We're incarcerated. We're away from our loved ones. You are the person here that I'm pouring my heart out to and so soon as I [feel bad about something], get a bad letter from home, all that [violence] is going out to you <u>because I love you</u>. [Laughter]

We also heard evidence that the continuing cycle of violence from the streets comes to the prison. Women who had been victims in the past could become victimizers in the present. We saw how, without any treatment for this past trauma, the cycle continues, as illustrated in this woman's account of her troubled relationship:

This is what they learned. They grew up with this. They seek it out. This is what they are used to. You try to put them in a safe environment; they go back to what is comfortable. If your father has been raping you, hitting you, it is what they know.

> *They think, "If she is beating me, it is because she is trying to raise me up." She [past partner] didn't recognize safety and security. She was abusive in the beginning. She would start wrestling matches with me. I am bigger, and I would have to walk out of the room [so that it wouldn't get seriously violent]. She was trying to see how far she could go. It was not that she wanted to get hit, but she wanted to know the boundaries.*

> *Then you have some of the women who just like the sick life. She has always had the bad sick relationships with women.*

> *I don't think people recognize safety. If you have never had it, you don't know what you are looking for. Because that is what they are looking for. They seek the same [abusive] behavior.*

One self-identified "masculine" woman described the complications of her relationships:

> *Getting involved in a relationship is my downfall. I get violent toward my women. Like this girl that went home in 2004. I was beating her every day. Every day, I would put my hands on her. Busting her mouth. Her eye. By the time she was fixing to go home, I was always hitting her.*

A fuller understanding of this woman's history provides the context for this behavior. The woman quoted above reported to us in an individual interview that she had been molested by her stepfather and brothers since she was a very young child and began using drugs and alcohol while still in elementary school. She also described a near-rape from a larger, stronger cellmate, which terrified her. Although counter-intuitive, many women see that such violence is a way of feeling safe in the uncertain world of the prison, as described in this comment:

> *I know many women who have that boy exterior because that is the only way that they feel safe.*

It was very clear to us that, just as sex roles are transient in the women's prison with some women moving from the "masculine" to the feminine role during the course of their confinement, so, too, were the aggressor and victim roles. The dynamic quality of this duality is illustrated by this comment:

> *I have seen those that were abused and then become the abuser. They have been hurt for a long time and now they want to protect themselves.*

In the literature, there has been some suggestion that it is not always the masculine partner who is the abusive one in the relationship. We found evidence of this as well in this description of a couple known to be in a violent relationship:

> *The boy is very passive, the girl is very dominating. The girl [passive boy] was involved with another boy in another unit. The girl found out about it, and she was just ripping her a new butthole. A lot of verbal. She'll slap. Then she'll get out the frustration. There is so much jealousy! Why would you want to get involved with anyone in here?*

RELATIONSHIPS AND JEALOUSY

Jealousy was said to be a prime cause of relationship violence. This point of view was expressed in every focus group, as illustrated here:

> *My biggest downfall was getting into a relationship with a woman. Relation-ships are not always good and a majority of them end badly. We are women and we are all jealous. Jealousy leads to a whole bunch of nonsense and fighting.*

Staff members also held this view, as suggested in this staff remark:

> *Ninety-nine percent of the violence is due to falling in love, falling out of love, and jealousy.*

We learned that anything could provoke jealousy. Small acts, such as looking at, speaking to, or sitting next to another woman, to more obvious acts such as "cheating" or "disrespecting" were described. Some violence occurs when one woman attempts to break up with her partner. As this woman said:

> *The only fight I had was with a lover. Straight up. With my girlfriend. She was crazy jealous and she had a real bad anger problem.*

One form of jealousy involved third-party interference. Other women who are believed to be coming between the two partners are at risk for violence. Part of this jealousy was cast as "disrespect," a primary force in much prison violence for both women and men. Women, we were told, feel disrespected when a third party interferes with her relationships, especially with a romantic partner. The interference could be imagined, or it could be unintentional. In any case, the violation is perceived as "disrespect" and the consequences can be dangerous as shown in these comments from several study sites:

> *It goes down to respect with the girlfriend. Some girl is messing with your girlfriend behind your back. She is stepping on your toes. She knows me and you are together. Don't come between us! I'm more mad at the other woman because she knows that you are mine. You are gonna get yours after.*

> *It's not the relationships. It's people getting in the middle of relationships.*

> *They will disrespect your relationship or whatever. They flirt with your girlfriend and that is disrespect. There is a lot of drama behind women; we are all just full of drama.*

> *Prison is all about respect. Sometimes lovers want to be sneaky. That's really pissed me off. If you disrespect me, I'll kill you.*

RELATIONSHIPS AND ECONOMIC EXPLOITATION

One of the complications of understanding violence and coercion in women's prisons and jails concerns the connection between romantic relationships and economic resources. This interconnection points to the importance of understanding the overall context of violence and conflict rather than focusing on any single component in isolation. Women may enter into a romantic or sexual relationship in order to gain access to the economic resources of another. One woman may be "talked into" or coerced to enter into the relationship by a woman with no resources; or the two may be in the relationship freely – one obtaining needed goods, and the other obtaining needed intimacy. Here economic exploitation merges with relationship conflict. The direction of these economic and interpersonal relationships was not clear from our data. Some asserted that the woman who had access to resources while incarcerated was a likely target while others felt that someone who was able to purchase friends and sex was the exploiter. Seemingly, both situations occur. The complexity of such relationships, however, makes it difficult to determine the nature and extent of coercion. Staff was aware of these complex dynamics as expressed in these views:

> *I knew one inmate that told me she would trick out [trade sex] for commissary. I would have had no idea unless she told me. So you don't always realize what goes on, even though you work here.*

> *They do it [sexual involvement] because they don't have anything. No money, no commissary, so they do favors for it. The more money an inmate has here, the more girlfriends she has.*

Almost all the women agreed that these exploitative relationships were directly tied to the limited economic opportunity while in custody, as suggested in these two comments:

> *If I know you got money, I gonna let you rub on me because I know jail will not support me. I have no support, and talk crazy and then I am ready to fight you – my girlfriend.*

> *If the system would provide you the appliances like the hotpot, hairdryer, then you wouldn't have to borrow them and make you feel like you owe someone. It would make you feel ok if you had your own. Then you wouldn't feel so handicapped and have sex with this girl just so you could have shampoo or soap.*

Targeting a woman with resources was also described to us:

> *There are some people who they look to see who has money when you are coming from reception. If you have jewelry and money, that is a good person to look at and work. There are people who have that reputation and they are users.*

These exchange relationships can escalate into violence when women who are involved engage in a sequence of them, creating jealousy among the spurned partners.

This quote provides further insight into why a woman would stay in a violent relationship:

> *They are feeding me, and buying me tobacco. Why wouldn't I put up with a little arguing? And some is physical.*

CONCLUSION

This chapter has described the role of individual characteristics and the impact of relationships in creating the potential for violence in women's facilities. While such individual characteristics, such as size, age, naivety and the like, were said to increase the risk of victimization, our participants were clear that this risk was increased by behavioral and dynamic characteristics. We found that victimization and exploitation were supported by larger contextual variables. Past victimizations were also seen to contribute to these vulnerabilities with "acting like a victim" being most significant. In the next chapters, we examine how community, facility and staff factors shape this context of conflict, violence and victimization.

COMMUNITY AND CULTURE

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In the CDC (2004) ecological model, community-level components follow individual and relational factors. Here we expand this concept of community to examine the cultural, social, and environmental aspects of jails and prisons. We begin by outlining the cultural dimensions of women's institutions, examining the norms and values attached to women's behavior. In focusing on the community aspect of women's lives, we then turn to elements of this environment that surround daily living, particularly those conditions that aggravate or mitigate conflict. We also examine the prison economy and its role in violence and conflict. It is our view that the dynamics of potential violence are structured by place and time via these community and cultural factors.

PRISON CULTURE AND THE INMATE CODE

Research on prison culture includes a description of the ways in which prisoners define their experience in prison; how they learn to live in prison; how they develop relationships with other prisoners and the staff; and how they change the way they think about themselves and their place within the prison and the free world. We suspect that these varying degrees of attachment to prison life correlate with risks of violence and conflict. The inmate code is a set of norms and values that outline acceptable or unacceptable conduct for prisoners invested in the prison world. One aspect of the prison code involves teaching newcomers, or "youngsters" the rules of prison life, but long-timers told us they often resent have to "school" the ever-increasing number of newcomers. We found that several factors related to these subcultural norms and values contributed to the potential for violence and conflict. As the prison literature indicates, group norms can promote violence in a number of ways. Perhaps one of the most important group contributors to violence is the prison code of "do your own time" and the advice to not get involved when others are victimized. This element of the prison code, the importance of "respect," and the need to react with violence at any sign of disrespect were the primary factors in producing and supporting violence described in the interviews. These elements, in the past, may have been more salient in men's prisons, but we found evidence of their importance today in women's prisons as well.

COMING TO PRISON

Women entering jail or prison for the first time told us that they initially feared the threat of violence, but most developed strategies to navigate through prison in ways that avoid or minimize the risk of violence and victimization. As we have seen, many individual-level variables contribute to vulnerabilities to violence, such as personal characteristics, risky actions, or entering into difficult relationships. Excepting the rare

random event, the wide majority of the focus group participants agreed that "women put themselves" in situations that turn violent; again pointing to the dynamic and perhaps unpredictable, nature of these events.

Women entering prison typically pass through some form of a reception center where they are isolated from the general population for a period of days, weeks, or months, depending on policy and conditions of the system. Once processed through the reception center, women entering the general population have much to learn as they begin their sentences: the facility layout, institutional rules, and schedules, as well as the inmate norms, values and traditions. Some formal and informal rules may differ across housing units in the same facility. Women who have been in prison previously have some advantage over first timers. Those entering prison for the first time, however, may have some prior knowledge about doing time if they have had numerous jail terms, or have friends or family who have done time. Women without this cultural capital, such as first timers, who have spent relatively short periods in jail before they arrived, and who enter higher security rather that minimum security facilities, can be aliens in a strange world. Once they begin to adjust to this new world, most women told us that prison was not as bad as their worst fears, as described by this newcomer:

> I was afraid of sexual violence before I got to prison. But when I got here I saw that it was different because no one bothered me. Yeah, I think I was watching too many movies before I came here or something because it was different than what I saw in the movies.

Over time, women explained to us, almost all newcomers adjust. One woman described this socialization process as adaptation:

> I think that it [becoming comfortable in prison] is an adaptation to our environment. It is the social graces and if you don't adapt, you don't make it. It is survival. You see women that are depressed all the time and they are more introspective. And I get out there and I don't even like all people, but we are social beings. We say "Hi. How are you? And we all have to stand up to the officers at some time, and it becomes a community and an identity of self. And now it is your barrio, your area, your neighborhood.

This idea of neighborhood became important in our analysis in two ways. First, as we outline in this chapter, place has significance in that the individual and dynamic factors at all levels merge to create the climate for violence and conflict. Second, the notion of place led us to our sampling strategy and instrument development for the next measurement phase of the project, as described in great detail in Part III of this report.

LEARNING HOW TO DO TIME

Women learn "how to do their time" through several channels. Sometimes they learn from other women, such as those they met in county jail or those they knew "on the streets." Or, as one woman said, "Sometimes you get an old timer who wants to take a youngster under their wing. I've had a couple of people who took me under their wing." Others say that they learned by "watching" or observing what to do and not to do.

Just as in the outside community, neighbors in the prison community sometimes have problems getting along. These problems range from small conflicts and short-tempered exchanges, to shouting threats and sometimes overt violent acts. Some respondents suggested that differing cultural and educational backgrounds contribute to the problem. Communication conflicts in the living units, specifically rooms or cells, were key to these problems. These conflicts included disputes about levels of cleanliness and neatness, disagreements over material goods, misunderstandings about the intent of a statement, and concerns about "snitching." Learning how to negotiate conflict with other inmates is an important part of learning to do time and protecting oneself from potential violence, as suggested in this statement:

> *To protect yourself, it is all in the way you go to them [other inmates]. It's all in the way you talk. If you say, "Excuse me, can I talk to you?" If you approach them and are respectful, it is better. Also, take them away from their audience, outside.*

Some of our participants described their approach to staying out of trouble as a negotiation rather than a threat, as in this example:

> *When the negativity is coming my way, I flips it in a decent way. I give them a way and come out with a game and by the time it is over, they know I am done. You don't have to be all big and bad to keep yourself out of a lot of mess.*

Typically, women learn how to do time by finding out and following the informal rules that shape the inmate code of behavior. Most women agreed that it is better to "school" a newcomer on the rules than to argue or fight about them. After all, one respondent said, "it is only common courtesy" to tell someone the rules. She continued in saying:

> *Let them know the do's and the don'ts. If you have to ask about something, ask someone in your cell, not someone who does not live in this cell.*

Inmates are sometimes told by long-termers how to stay out of trouble, as one woman reflected about being "schooled":

> *She told me, mind your own business, don't use drugs, don't let anyone offer you anything. If they offer you something and they are friendly, there are ulterior motives. Stay out of the mix.*

Some of our participants suggested that newcomers should look to the old-timers for advice on how to do time, but also said "not all listen." This woman described a common situation where "youngsters" refused to learn how to do their time without trouble:

> *Be observant of the people. There is a lot of manipulation. You are new and you don't know what prison life is around. I been here 10-15 years. I know the system. I know how to use you to get what I want. You are not aware of the manipulation. You are just lost.*

Sometimes you wind up going to medium custody, close custody over it. Somebody might have led you to believe that you could do this and get away with it. I give you this and tell you that it's ok, and then when you get caught, I'm going to turn my back on you and you're the one who gets written up. I tell them, "Be observant of the people you are associating with. Observe how they treat people they are with. Are they respectful? Are they treating them right?" That's the ones you pick up on.

Say, she goes by rules and regulations [gestures to her neighbor]. I want to hang around with her. If you get with someone that gets case after case after case, then [you're going to get in trouble]. There's a world out there! I want to be in it. So you need to get an education, do something to better yourself. They have college classes, bible classes. There are all kinds of things here.

At times, violations of prison etiquette occur because the newcomer doesn't know any better. Most women were willing to give newcomers the benefit of the doubt when they did things without "knowing any better." One woman said, Sometimes there are mistakes that happen so you do have to give the newcomers a chance."

Some of the rules mentioned by our participants are standard precepts of the prison code, such as "do not snitch" and "don't ask about offenses," while others can be thought of as etiquette or courtesy among women forced to live in crowded conditions with others not of their own choosing. These informal rules might include the time when it is expected you will be quiet because others are sleeping, how to make the bed in a specific way, or even spitting in the toilet instead of the sink while brushing teeth.

"Running the room" is another significant source of conflict. Bullying", "controlling" and generally setting standards according to personal preference was said to occur frequently, as one woman commented:

You get a lot that want to run the blocks. There is always a certain inmate that wants to run the block.

Expecting others to conform to the dominant person's schedule was also described:

There was a lady in the bunk above me. When she would go to sleep, she thought that I needed to go to sleep, too. And she went to sleep real early. We got into it and started fighting. It was a whole big thing that could have been avoided.

In rooms or housing areas where one woman "takes over", the dominant inmate enforces very specific rules. We were told about some inmates who enforce extreme rules, which forced their roommates to bend to their will, as suggested in this remark:

There are types that won't let you come in the room all day long. They get the type of people that they can prey on. They can't use the bathroom [in the room]. They have to use the one in the day room. They would get socked if they turn the water on too loud. They get slapped in the head for sitting on the chair. They can't shower until a certain time. Or they have to pay to stay in the room. I don't like that.

CLEANLINESS

Cleanliness and tidiness in the ever increasing crowded conditions of the contemporary prison are chief among these rules of prison etiquette. Almost every focus group interview stressed the critical importance of keeping the cell or room neat as well as personal cleanliness and hygiene. Many conflicts began as a dispute over interpersonal or room cleanliness. Women view those who do not maintain their living quarters as "disrespecting" their cellmates or dorm-mates, as expressed in these comments from various study sites:

> *You have a lot of fights because you have nasty roommates. They're on their cycle and they don't wipe the toilet seat.*

> *I think that disrespect could be a smell too. This chick was in our pod and she wouldn't shower and she smelled and then she was farting and it was stinking up the whole pod.*

> *They have poor mouth hygiene and they pick up your cup and drink out of it.*

One woman described her approach to addressing this problem by saying:

> *If I live with a woman and she is really stinky, I mean, really, really bad, you go to her nicely and you ask her to wash her ass. If she don't, you eventually want to roll her up in a mattress and all of us will put her in the shower. Then we get in trouble.*

Staff, it was often reported, can ask one inmate to educate another on the importance of cleanliness:

> *We feel violent because there is an environmental cleanliness issue with different people, but then there is one more issue here. The staff will say, "Hey, you are a long-termer. Get her [new inmate] to clean." So now I have to choose to get her to clean, or just put myself in a problem situation. This elevates the tension.*

Part of the reason there is such an emphasis on cleanliness is that women are quite fearful of contracting a disease or infection in prison. This fear is exacerbated by the pervasive feeling that medical care in prison is inadequate, as shown here:

> *I think this is such a big deal because medical doesn't take care of your problems. And it is important about the hepatitis. And this worries us because medical don't take care of us as best as they could.*

THE MIX

Owen's (1998) ethnography detailed the subculture in women's prison characterized by homosexuality, drugs, and gossip. A key element in surviving prison life is negotiating an aspect of prison culture known as "the mix." In its shortest definition, the mix is a part of prison culture that can bring trouble and conflict with staff and other prisoners. The mix is the "fast life" or "la vida loca," the crazy life, lived while "running the yard" in prison. Becoming involved with the mix can lead to violating the prison's formal rules, developing negative relationships with other prisoners leading

to fights and generally getting in trouble while in prison. A variety of behaviors can put one in the mix: issues such as same-sex relationships, known as "homo-secting" in many systems, involvement in drugs, fights, and "being messy," which means making trouble for yourself and others.

For the vast majority of the women in prison, "the mix" is generally something to be avoided. Most women want to stay out of trouble and do their time in their own way. Most women want to serve their sentences, survive the mix, and return to society, resuming their lives in the free community. This concept of "the mix" remains salient as an explanation of violence and conflict, as illustrated in these comments drawn from three different sites:

> *I think that if you were in the mix, you will find trouble.*

> *The only violence that I see is people that get in the mix.*

> *Back on that unit, people would say, "You're in my business" and cut her. Or somebody sets you up and someone says you did it and you end up having a scar behind it but you didn't do it. But you're in the mix and it happens.*

Lifers and women who had already served very long sentences were especially likely to say they had gotten out of the mix. Partly because of "aging out," they also were keenly aware that they were running out of chances to ever have a life outside of prison. However, to survive in prison and maintain their sense of self and safety, this group of women also indicated they must be ready to protect themselves, even if it means new charges, as illustrated in this exchange:

Inmate 1: *You can say anything you want. It will bounce off me and that is it. But if you put your hands on me, I will fight for my life. That is just how I am and is how I have become in here. One act of violence and it is over for us lifers. We will have no chance of getting a date [parole].*

Inmate 2: *Sometimes we are tired, but we get to a point that it builds in my mind. It gets kind of dangerous in there [her mind] because of things we have worked for and then it could be over with one little fight. I got into a little thing a few years ago. I lost my lid, but I was lucky it didn't get caught.*

Inmate 1: *I just don't know what is going to go on. If I have to fight with you, it goes on to the point that it is physical. If I have to fear for my life, I will try to kill you. If I have to die in prison, so will you.*

Inmate 2: *I can understand and relate to all of what she is saying. Our life is so vulnerable because we are lifers and we think, "Fuck!" We have been here too long, watching family members die on the outside. If you are going to fight and hurt me, we are going to get a write up. I am going to make it worth it for me. It is not that we are violent. If we step out of this prison, we are not coming back. But we have to survive here.*

ADVICE

When we asked both staff and inmate focus group participants what kind of advice they would give to women about keeping safe and avoiding violence, we received very similar replies in the jail and prison study sites. Advice included:

- Relationship factors, such as
    - Avoid damaging or violent relationships
    - Do not mess with anyone's girlfriend

- Economic factors, such as
    - Avoid economic risks such as debt
    - Do not loan or borrow items
    - Avoid conspicuous consumption

- Programming factors, such as
    - Program with others who are motivated to "stay positive"
    - Develop goals

- Prison culture factors, such as
    - Stay "out of the mix" (homosexuality, gambling and drug use)
    - Stay to yourself
    - Don't tell others your business
    - Watch the company you keep and don't get in the wrong group
    - Stay in your room
    - Stay off the yard
    - Avoid "messy" women
    - Avoid drug activities
    - Stay out of the gangs
    - Don't let anyone see you cry
    - Keep out of the politics
    - Don't talk about your case (offense)
    - Believe in yourself
    - Don't have an attitude
    - Stand your ground
    - Keep your family issues private
    - Learn how to say no
    - Be clean
    - Clean your room

One custody staff member at a very large prison for women said he gave women this advice:

> *Do not involve yourself in any type of relationship here because most of our problems are from relationships. Do not borrow or lend or steal anything. Do not tell anyone the amount of money you have on the books. Stay out of the mix.*

> *Do positive programming. Go to AA, NA. Get some education. The state provides tons of education. There is work. There is church. There are all venues of positive extracurricular activities. They need to utilize what the state has provided.*

In the same prison, one inmate said that a specific staff person "told us a few things" when she came in:

> *He told us, "Make sure to keep your room clean. Keep it safe. Respect other persons in the room. Go to school; program; find something to do.*

> *He also said, "Don't do no snitches. Don't be trying to get in a relationship with anybody. Mind your own business." I took his words to heart.*

NORMS

We also learned that several prison norms applied to prison violence: "being messy", targeting certain offenses, "doing your own time", "snitching", and socialized violence. The slang word "messy," like the term "the mix," transcended state borders. Being "messy" refers to stirring up trouble by gossiping, telling stories about others and generally playing "he said, she said." Being "messy" can also be a form of violating the "mind your own business" normative construct. Often this information exchange is based on hearsay or may be intentionally designed to cause conflict. Inmates talked about officers as well as other inmates as being "messy." This messiness was considered a very common cause of violence because either the story itself would cause someone to attack the woman who is being talked about, or the target of the talk would come back and punish the person being "messy." These examples convey the impact of being messy:

> *What normally instigates things in prison is "he say, she say" things. People getting into each other's business.*

> *That is going to get her pissed off and start a big ol' fight. It's not safe at all to tell people's business.*

> *They should not go around saying stuff and I know they do it. They do it to get shit started.*

It is important to note that inmates also described officers as "messy," meaning that they talked about inmates to other inmates. "Messy" officers contributed to potential violence in two ways: First, inmates felt that this type of behavior instigated conflict among the inmates, often for the amusement of staff. Second, "messy" officers inhibited reporting victimization because many inmates felt that these reports would

"get back" to the person they were reporting. Here we provide some examples of "messy staff":

> *These officers are real messy. If you say something about the other offender they will go to the other offender and say, "Hey, so-and-so said." That is unprofessional.*

> *It is not only the inmates making the violence; it is also the staff. They put us in the crosses.[3] Like, if you go to a staff, and tell them someone is going to beat me up and all that, or that you are going to be victimized.*

> *After you are done, they [the staff member] would pull in the inmate you are complaining about and say, "Oh, so-and-so is snitching on you." Right there now, you are in the crosses and are about to get beat up. This is the violence.*

Another subcultural norm that promotes violence is the stigmatization of certain types of crimes. While women do not seem to express the same degree of scorn and hatred toward certain crimes as men, there is antipathy and potential violence toward those whose crimes involved victimizing children. In men's prisons, it is well known that child molesters and those who injure children encounter a form of extra-legal punishment in prison when they are targeted for victimization because of their crimes. In women's prisons, we found similar reactions. As one participant said, these offenses included "child abuse, child neglect. It is just like with the men." We also heard discussions that tied "missing our kids" to these strong feelings against those who had "child cases." Some women mentioned that these "child cases" were likely to increase vulnerability for victimization, as shown here:

> *Just like the inmate that killed her kid. She is going to get her ass beat.*

The norms, "do your own time" and "mind your own business," support the practice of non-intervention in conflicts among other inmates. The socialized value of "mind your own business," also includes an element of self protection.

Another aspect of this adaptation is the norm of "mind your own business," which includes an element of self protection as suggested here:

> *This is our life until whatever day we go home. If I got scared or I broke down every time someone got in a fight, I would be a nut case. You don't think about it. It is not you and you're safe, so who cares?*

We learned that women in prison will not intervene in relationship violence, and, only rarely get involved in any other form of violent victimization. We learned that to help another may put oneself in peril. Or, if it is violence between partners, there is the belief (and probable reality) that those in conflict will band together against the woman who intervenes. Some exceptions to the non-intervention norm were found when there is a personal connection, as shown in these two comments:

> *Unless it is someone you care about, you really don't get involved. The next day they make up and then they are both mad at you.*

---

[3] Meaning subject to attack from both sides (i.e., staff and inmates), as caught in the "crossfire" between two opposing military forces.

Recently, I stopped a fight in a room because it is two people who I know and I care about them. I held one of them back. But, the first time I didn't because I didn't know them. You just don't know. Once it escalated and it wasn't going to stop, you had to pull them off.

In responding to a question about intervening in intimate partner violence, one woman said:

No, because she'll say, "That's my woman." And it was her thing, her issue to deal with. But I have said something. I would ask the girl if she wants me to, and then I would say something to the girl. She told me to mind my own business. Then I said to the officer about what was happening. And the girl and I almost got in a fight about it, but I didn't care. I could take care of myself.

This remark, however, represented the opposite view:

I would never tell, but I would intervene. I would pull the girl off of her. I would want someone to help me. Maybe I'm trying to repent and pay back, I just feel guilty now that I'm here. I think about what I did. I feel guilty and I want to do something to help others.

While women were often reluctant to "get in anyone's business," they would often intervene in situations where staff wronged another inmate. Inmates were very clear that "speaking on" staff behavior was very different than intervening in inmate related behavior:

I think it's at the level that we get so tired, that we get so abused, mentally, emotionally, verbally, and then all of a sudden that dorm may get to the level that we are not going to let [staff] do her wrong. That's when the aggression will come out. That was a good moment, but at another time, they would say we was inciting a riot. All the rank come running up, but we was just speaking on behavior of [the staff].

Much of the literature on women's prison subculture indicates a lack of strong sanctions against snitching in women's prisons as that opposed to what occurs in men's prisons. That is not to say, however, that snitching or reporting someone's actions to authorities does not result in retaliation by some individuals. For this reason, snitching was mentioned as a cause of fights and other violence. Many, but not all, women also saw that this rule against telling also decreased the likelihood of coming forward if they saw a fight or knew someone was going to get assaulted. This comment from a female participant described a common reaction to snitching:

I fought them because they snitched on me in county jail. I hate snitches-- people telling your business. Just the first opportunity I had to get to them, I would. [In answer to a question about whether it was in front of officers] *Sure, why wait? What can they do to me? They [COs] threw me against the wall. It does not matter what I do or don't do. I did not care. I was coming to prison anyway.*

We found that, unless there was serious injury or staff members intervened, neither the victims nor the observers, tended to report physical or sexual attacks or other violence to correctional staff. There remains a stigma attached to the "snitch" and

most victims will not come forward, as suggested in these three examples from different facilities:

> [After describing a sexual assault]…*she told her if she went out and told, she would get whooped on again. We didn't want to be in the middle of that. We didn't want the police to have to ask us what happened so all of us who saw just left.*

> *Most of the girls aren't going to speak up about it [assault]. There is no proof and they are not going to speak up. Ninety-nine percent of the people are not going to say anything.*

> *It is not because you are signing up for the abuse, but you are trapped. I was just in a situation like that. I am not going to run to the police. I do not want a snitch jacket because I don't want to get in trouble. Snitch jackets are not a nice thing to wear here. So you have to endure and accept the abuse until this girl goes home.*

Staff, too, were said to adhere to the norm against snitching. In one facility, women in a therapeutic program reported that officers called them snitches when they participated in the program because:

> *We hold our sisters accountable, but the [officers] tell us we are breaking the [informal] rules and call us snitches. Officers call us snitches and we have dealt with it [snitching] all of our lives. We were raised not to snitch.*

In the quote below, the custody staff member commented on this:

> *Women come running up and tell you that someone is getting into a fight. The men don't do this. The women tattle on each other and I'm not used to this.*

It is highly likely that the woman who tried to report a fight and potential injury to this officer would receive a response that would not encourage her to do it again.

Snitching contributes to violence in three ways. First, someone who snitches may be physically assaulted as a form of retaliation. Second, aggressors are freer to target victims because the group norm against "snitching" supports such reaction and prohibits intervention. Third, with the prohibition against seeking safety by asking staff for help, women may address threats to safety with pre-emptive violence.

It became apparent in our focus groups that, for some women, violence was not feared or something to be avoided. Although most women told us they avoided violence and its consequences, others described their normative support for this behavior. For some women, violence was an expected way of life, both inside and outside prisons and jails. One woman told us that she has become so used to the prison environment, where violence is an accepted and expected element, that a non-violent living unit would be confusing to her:

> *This is our survival. I have been down so many years that if someone touches me, I am going to go off. There is always violence unless you are going to the convalescent home or the honor dorm.*

> *I know how to live around the violence [in this unit] but there I would not know how to react. Here, I know if someone dropped dead, I am going to step over the body and then move on. Maybe there [in the other unit], they are going to try to patch them up and I wouldn't know how to do that.*

In some of the focus groups, participants said they were quick to use violence and believed that it was the only acceptable response for a range of perceived or real wrongs. In some interviews, it appeared that the inmates seemed to enjoy talking about it. Perhaps this was a form of "grandstanding" or showing off in front of others in the group interviews, but in some study sites, questions about violence often triggered laughter; even when they were describing a serious violent incident. Our sampling strategy that purposively selected women in higher custody levels and long-termers may also account for this higher acceptance of violence.

Many women described their own involvement with violence as the aggressor, as in this example:

> *Once you hit me, I'll pretty much hit you back. That is how I was raised.*

Another woman announced her propensity for violence by saying:

> *I like the fists connecting. I would get off on that. If it hurt a little bit, I liked it. It was a part of my addiction to violence. I think that it is part of my maturing or whatever. I am now a different person.*

In the following quotes, it is important to note that the stories were humorous to both the woman telling the story and the inmates who listened to it. The violence or potential violence in this story was not abhorred, feared, or considered abnormal:

> *I put two roommates out. One of them was dirty and one of them wanted my cat [sex] so I put <u>him</u> out. I used to participate in homosexuality, but it don't work for me because it makes me violent. I used to have this friend, but she would aggravate me because I am good as gold but I get aggravated. One day she say something real smart and I would turn around and hit her. It got so I needed to leave her alone because I would kill her. Then there was the other roommate. This roommate would eat blades, swallow tweezers, she would bite, throw blood up all over my bed. So I had to whup her up a little bit.* [Laughter]

In describing a "set up" so a cellmate could get off the unit via a medical transfer, one woman said:

> *A person told me to break her finger, so I did it. When I heard it crack, I got sick. But she asked me to do it. Then after I did it, she said, "You is really my friend!"* [Laughter]

In the following narrative, the woman is describing an incident where she retaliated against a woman who would not pay her for braiding her hair. The storyteller treated her story, which was quite violent, as a joke, laughing about the injury she inflicted on the other inmate. To her, the only response available to her for non-payment was fighting:

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GENDERED VIOLENCE AND SAFETY: A CONTEXTUAL APPROACH TO IMPROVING SECURITY IN WOMEN'S FACILITIES

> *We was in the day room eating and I dumped my tray and hit her two times. And she just went down [laughter]. She went to a seizure. The sarge came and talked to me and he said, "You knocked her out?" And I said, "I didn't mean to but she didn't give me her money." [Laughter] But it went so smooth when it happened. I was already at my door when she went down. So the sarge said, "You knocked her out," and asked why, and I said "Two dollars." But I hurt my hand. [Laughter]*

The women participants acknowledged that such violence had consequences. Some inmates were more worried about "losing their date" by fighting than experiencing the fight itself. Other inmates resented the fact that officers wrote them up for fighting; which seemed inconsistent with their complaints that officers would not protect them from aggressors. These comments support this contention:

> *When I got here I was afraid of fighting and losing my date. I am afraid of having to fight her here and losing my date. So, yes, I am scared of her.*

In this example, staff reaction to fights was recounted:

> *If you fight, 7 out of 10 times, they're going to be OK. They are roommates. They are drama. If you fight here, staff want to body slam us. They want to take [our classification status]. Sometimes at [another facility], you can have a fight and you go right back to your dorm. On other units, [staff] let you fight. If they can see you're not trying to harm the other woman, they don't even do use of force.*

GANGS AND RACE

In men's prisons, gangs are frequently mentioned as a primary source of prison violence. In this study, we received mixed reports about the contribution of such factors to the potential for violence and conflict. This inmate comment represented the view that individual relationships are more important than gang influences:

> *I think that women are different than men because men are, like, "We belong to this gang so we are not going to associate with you." But I may belong to this gang and you may belong to this gang, but if I get angry with you, then I'm angry with you [not your gang].*

However, the aggressive behavior of "youngsters" was frequently said to be related to gang activity in many places. Staff members were likely to mention gangs as a cause of violence, as suggested in these remarks:

> *They might not come in with a gang affiliation. Or they might have one and they might not have exercised that here yet [meaning they don't show it early]. It [the gang behavior] is not as bad as in the male institution, but now they come in with the swagger, they shave their heads and look and act like men.*

> *Now the younger women have stronger gang ties. The violence is [increasing]. Now more than ever before, you have a gang presence. It is all about getting what they can get when they can get it.*

They say we don't have gang activity but I do not agree with that. They may not be as organized or go under the title of gang, but they are out there. There are some groups that have friction between themselves or with other inmates [from a specific region]. There are some inmates that have run with some gang on the street that clique up here.

Things have changed with females. There are all female gangs now. They have to keep their mouth shut about being in a gang so that they can successfully transport information. If we know, we watch them, so they don't hurt us, but there is a higher percentage than we think.

Inmates offered similar observations:

They [gang members] are a danger to each other. The alcohol, the gangs, if we don't put ourselves into those behaviors, we are pretty safe here from it.

There is a new breed of youngster. They are gang banging. If we [long-term inmates] get in a fight, we quit because we make our point or we get tired because we are old. With the kids, they will "get them down and keep them down." With us, it was one on one. Now it is a bunch of them.

A lot of youngsters are gang bangers. They act all bad. There are a lot in gangs on the street and they come in here with the same attitude. Older ones are more laid back. You don't see it as much, not out in the open, not trying to prove a point. Half the time I don't know the older ones who are like that. You can tell the younger ones by the way they carry themselves.

This older lifer suggested that those in gangs were somewhat more vulnerable to violence because of their gang membership, as shown here:

One of my roommates was a gang member from the time she was a very young girl. This is the only instance I have observed this. Young gang members are very vulnerable to violence among themselves. I think that gangs are strikingly similar to cults. I would like to see more education about these groups because these women don't know what the hell they are in.

There are women who are 60 years old that are still active gang members and it is one of the most dangerous things in this prison. I didn't understand the danger to her or danger to others 'till I had this interaction with the younger girl I just mentioned.

Both staff and inmates agreed that gang affiliation was often related to male partners, as suggested by this non-custody staff member:

Usually they are not in gangs themselves, it is their boyfriends or brothers that are in the gang. But as far as gang violence, I don't see the paper work for it. I don't see the gang violence here. They don't segregate based on prison gangs here.

Others said that "territory" and "where they are from" had a greater influence than gang membership on potential conflict. Staff and inmates both claimed that one's home neighborhood had more to do with affiliations inside than any formal gangs or

other ethnic or racial groupings. The term "crew" was also said to be more appropriate than "gang" when discussing women's group affiliations.

There is an element of racial tension in women's prisons, but by no means to the same degree as in prisons for men. Our focus groups were almost always composed of mixed races. We do recognize the possibility that the sensitivities surrounding race may have dampened this discussion in the focus groups. This comment represents one perspective on race and ethnicity found in the interviews with women inmates:

> *I am aware of a black gang thing. I ran into it yesterday with some of the behavior that they think is big and bad. But we don't hear about the BGF [Black Guerilla Family] and all that. Women's affiliations are different. Their guidelines are different.*

This jail participant noted:

> *I came from a very, very racial town. A lot of fights that was there [in the jail] was behind the color of someone's skin. That was in 2002. A lot of the women's state of mind was if you weren't white, you weren't right. I saw a lot of violence against offenders because of the color of their skin.*

This account by a black woman illustrated the dynamics of these racial conflicts:

> *One fight I got into was with this white girl. At first, we were kind of close. We shared. She was a Featherwood, you know part of the Aryan circle. She explained to me they weren't prejudiced, they were just down for themselves. Down for their people; not against any certain race. I can understand being down for your color because I am. We never really talked about it. One day these other Aryans moved in. I was going to do her hair, braid her hair, and she wanted to pay, but I said no. This one time she got crunk on me because I was going to do [braid] another girl's hair first. She started screaming. I jumped up and got in her face. She said I was a black nigger and she did not want me to touch her hair. I punched her in the mouth. She was bigger than me. They said I was the aggressor.*

THE PRISON ECONOMY

Like every social system, jails and prisons have their own specific economies. For women offenders, this economy takes the shape of providing services, hustling, dealing in contraband, loaning items and other forms of "trafficking and trading." The inequality among the "haves" and the "have-nots" creates a climate for potential economic crimes in the same way they do on the outside: There is theft, fraud, and extortion among the offenders. These comments describe theft and extortion:

> *You have someone who says, "Ooh, I'd like to see that ring." And you take it off. You take it off and then they say that it is theirs. You are jacked. They punk you for your wedding ring, your gold, your jewelry. "Punk, take off your ring. I like it." You take it off and now it is mine.*

A custody staff member described his observations on extortion:

> *Her deal was that she was very masculine. She had one particular girlfriend, a feminine girl. When new inmates came in, they did not know who was coupled with who. The girlfriend would buddy up to the new girl and they would become a couple. She would get commissary from the new girl, you know, trafficking and trading. As soon as the new girl was under her control, she would bring the masculine friend in. They both would extort her for commissary and threaten her with violence.*

A staff participant provided another account of an attempted extortion:

> *One old lady, this was her first time in. They tried it with her, but it did not work. They got tired of it not working, so the masculine went into another housing unit, got her in the shower, got a hold of her, and said, "You are giving me commissary, bitch!" and the lady said, "No, I'm not. My money is my money and I don't believe in the gay lifestyle." She had a lot of guts. They had her pinned up against the wall, but the other offenders came in, and surrounded them to protect the older offender.*

Fraud and con-games are other ways of getting desired goods and services as outlined here:

> *But you know there's lots of criminals here and, well, you got people who want what you have, and con you out of it. Then that brings violence.*

The extortion process was also said to be more subtle, as suggested in this comment:

> *Of course, it's not like "Give me that or I'm going to beat you up." It's more like you befriend someone because they have money. Everyone is going to test to see. If I'm broke and don't have anything, I'm going to test it out and see if I can get you to give me something. Sometimes you can get their whole [amount].*

Many women explained that they would help out another inmate who had no supplies coming into the jail or prison, as suggested here:

> *Back in the day, we used to just put stuff in people's houses [cells] because she didn't have anything. Now we can't because people will lie and say so-and-so is doing this and officers will add to it and then you've got a case.*

In several cases, however, participants explained how being generous can result in violence, as seen in these comments from three women:

> *I told you the incident where I went to Seg over the girl. I was paying her to wash clothes. Because I went to the store well, I would give her more than the going rating. I would give her $10 when it was $5. Plus it was the holiday and so I would give her a little more. So the officer took her stuff [confiscated it] and she felt like I had to repay her what she lost. So we started arguing. Once I give it to her, that's on her. You give it and turn your back, you deal with it. [Goes on to explain she didn't feel she owed her anything more and so they argued and fought.]*

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GENDERED VIOLENCE AND SAFETY: A CONTEXTUAL APPROACH TO IMPROVING SECURITY IN WOMEN'S FACILITIES

The state don't give you anything but 5 bars of soap or whatever. We are females. We need things. And so someone will go buy toothpaste, shampoo, whatever, and give it to another person, trying to be nice. So then someone says you're doing it to the officer, and then someone else says I know who told on you [and then there's a fight].

Some people will come up to you and ask for something, and so you give her something. Then she goes to others and says, "Go to her. She'll give it to you." But then you say, "No," and they get mad. Then you've got people mad at you.

Debts

In every study site, debts were said to be a common cause of violence. Debts can occur as a result of non-payment after receiving services, such as braiding hair, cleaning a room, getting ice or laundry, or over commissary items. Those based on owing for contraband, such as tobacco and drug debts, were cited as the most serious and common form of indebtedness. In places that had more recently banned tobacco, it appeared to be a significant problem and was mentioned by both inmates and staff in those facilities as a cause of violence due to debts or theft. These comments convey this point:

The going price for a can of tobacco is $500. Or she can give me a couple of $100 bills. There is no more cocaine or heroin, it's all tobacco. They fired a whole crew of administration workers for it. It's tobacco.

There is a lot of violence over a $100 pack of cigarettes. There is a lot of, "bitch, give me back my money for that cigarette or I am going to kick your ass."

There are more debts because of the tobacco. On the streets, you have the opportunity to get the drugs, to make the money for the drugs. When you come here, you cannot make that money so you don't do the drugs. But tobacco is a whole 'nother thing. Just like the drugs, it is the chase, the excitement, and the adrenaline – the whole thing. Women who would not have chased the drugs will do anything to get the tobacco.

In addition to tobacco, other types of debts could cause violence. This comment provided detail on the connection between debts and violence:

Debts. That is my opinion as to what causes violence..It [a fight] was supposed to be over $4.00. This girl got hurt bad over that much.

Debts become serious quickly because of interest that accumulates because:

If an inmate can't pay when it is due, debt doubles – there is interest or penalties. There is a domino effect. One debt starts another debt.

Custody and non-custody staff identified debts and theft as one of the most common reasons for violence:

Drug debts and tobacco debts are driving them [inmates] crazy right now. Tobacco is easy to get in here – the availability varies. It is all about getting what they can get when they can get it.

LONG-TERMERS AND SHORT-TERMERS

In addition to the cultural and economic factors described above, the prison community is made up of women whose sentences range from very short terms to those who live in prison for decades. Almost all facilities in this investigation housed women of all security levels and sentence lengths together. It was clear to us that housing these groups of women with different time to serve can cause tension. Each side of this chronological divide sees the other from their own perspective on "going home." The short-termers define the lifers as both more likely to be calm and more likely to be aggressive. There was some agreement that the prison is "their house" and they have "something more coming" because lifers and other long-terms have been and will be at the prison for much longer than the short-termers. The nature of this conflict was recounted in this comment:

> I feel some women have contempt for lifers. It is almost a subculture of short-termers against lifers. I think it is from some of the unfortunate attitudes of some of the lifers, "wanting it my way. "

> The women who are long-termers and lifers, [have staff] look out for them [more] than those who are there for a short amount of time. That is my opinion. That is understandable and they are going to be there for the rest of their lives. They see favoritism with them because they know them for a long amount of time.

In some systems, long-termers have less access to programming opportunities than short-termers and this, too, may create conflict among the two groups. Among the long-termers, there is some resentment of the short-termers because "they get to go home" while the long-termers will not in the near future.

Release dates can contribute to the dynamics of prison and jail violence. We heard about the phenomenon of "short and shitty" in many interviews, which means becoming more volatile and short-tempered as one's release date nears. As this general population woman inmate observed:

> If they are getting closer to getting out, the tempers are short. They get short and shitty. They are getting real attitudes and real antsy, and I try to ignore it. When they are getting close to parole, they are scared and don't want to get out there. Maybe have to take care of their kids, answer to a job, pay their bills. They do something in here to get time added.

At the same time, however, "being short" made women vulnerable. We were told that some women who do not have a release date in sight may try to "take your date" out of jealousy or despair. As one woman said, "there is a lot of fear of going back home." Keeping "your date quiet" was one lesson this short-termer learned:

> I was in a dorm with a woman doing 99 years. To her, anyone who had little time she was negative to because she had a long time. I kind of feel sorry for them. Lately, they are so overcrowded, so they put short-timers and long-timers together. It's dangerous.

I was waiting to hear if I would be released soon and was excited about it. Someone said to me to be quiet because there is a long-timer here and she might flip out if she hears me.

That's why they tell you not to tell anyone that you made parole. They say, "How's it going to make you feel if you see some woman get parole the first time and you've been sitting here for five years?" It makes you miserable and hateful. Even your closest friend doesn't want you to leave. The short-timers get told, "Don't get hooked up with lifers because they will take your date." If you get hooked up with the wrong group, they will snatch your time and take your out-date and that type of thing.

LIVING WITH PARTNERS

Another source of conflict in this community involved desires to live with one's partner. Given the primacy of relationships in this world, living with one's partner becomes a focal point as well. Women request housing changes to escape potential victimization, but, perhaps just as often, to be housed with a friend or intimate partner. On the one hand, some women told us that intimate partner violence occurred because the partners weren't together, as suggested here:

In my life, there has been less violence when couples are together and not about worrying about who's out there seeing somebody, being with somebody. Homosexuality is where all the violence is, but that's because, as lovers, we've been locked up away from each other. Yes, there are lovers now who be cutting up each other. Oh my God, they do. But they didn't do that before. Most of the women here have been locked up for 20 years and they didn't do that then.

On the other hand, living with an intimate partner did not solve the intense relational conflicts that comprise the most common and most serious violence in women's correctional facilities. Housing together romantic partners who consistently engaged in violence created the potential for on-going intimate violence. This narrative describes an extreme case of violence that was the result of a relationship:

Well, look at the girl who just got killed. It was her lover. They will put lovers together. So they put them together to avoid trouble and so look what happened. What's to say that that is not trouble? She slit her throat and hung her because she was with another girl in another cell. And they had put them together so when she went back that night she killed her. Because they were cellies too.

Who's to say that trying to solve one problem ended somebody's life? Is that right that you let lovers live together to avoid the traffic and trading? When lovers aren't together, they wanted to avoid the problems of one girlfriend saying to someone "Give this to my baby in the other dorm." [And that person says],"No, I'm not going to do that for you." [The first woman says], "What you mean, you not? Bitch, you going to do what I say and give this to my girl?"

But that's not a good solution. Maybe if they move them off the unit. But you can't keep them separated. In some situations, it pacifies them. But what

happens when one of them gets mad if someone else is looking at her? They create these jealousy scripts in their mind and they go off. Putting them together means you can't get away. They are in the cell together. Not like a dorm where there's people around.

Staff members tended to believe that women who tell them they are in danger only want to move to be closer to a friend or lover. In many cases, this assumption is correct. We heard about situations where a woman would commit violence to get moved to close custody or segregation when her partner was there. We were also told that some women will report that their cellmate or someone in their dorm had or was going to attack them and they were afraid, hoping to get moved to the desired housing unit. Unfortunately, the result of that, which many women ruefully admitted, was that when a woman truly was in fear of her life, administrators and custody staff did not believe her. This "crying wolf" was described by one inmate who said:

Here people are abusing the system to get with or away from their girlfriends. They're using it as a ploy to break up. That's the inmates' fault because so many have used and abused the system. [Several others tried to interrupt and stop her] If they follow through with everything [and] look at who has given many complaints, [they could see who was manipulating], but they don't see it.

CONCLUSION

These community components, specifically cultural and economic factors, provide a normative and material framework that shape women's behavior in jails and prison. In a dynamic process, these community components interact with the individual and relationship factors to create a context and climate where both safety and violence are possible. The next chapters describe the effect that facility-level factors and staff behaviors have on this climate.

FACILITY FACTORS 4

The CDC (2004) model describes the many societal level factors that contribute to the potential for violence and victimization, such as sexism, racism, poverty and larger cultural norms that create and support conflict in the wider society. We focus, at this fourth level, on the facility-related factors that function in a similar way. If we see prison culture and living units as women's neighborhoods, the facility becomes the equivalent of the wider society. When attempting to understand prison violence, we find it helpful to consider the prison as its own society. Here we examine the elements of the institution that lead to greater risk of violence, such as differences among juvenile facilities and adult jails and prisons, reputations of specific housing units, the impact of rules, the effect of crowding, and a range of operational issues.

EXPERIENCES IN JUVENILE FACILITIES

Although we did not ask specific questions about women's experiences in juvenile facilities, some women discussed their experiences with sexual violence in these institutions. In this interview, the participant seemed to be working through her experience, expressing both positive and negative feelings about the facility staff. She described a traumatic sexual assault in this account of experience in a juvenile facility:

> It is a really good program and they helped me out. However, there are always some bad eggs anywhere you go. Sexually, I got raped by staff in there a couple of times. I was scared [and] they kept it a secret and they offered me drugs [to keep me quiet].

> I had bad thinking and waited until I aged out on my 18th birthday and told someone at another facility. Facility investigators came and did an investigation there. I didn't know that it was happening to other girls there. When I came out, 13 others stated that they were raped, too.

> There, they did not care about male staff and juveniles being together by themselves. That's what happened there. Male staff were allowed to walk females [juveniles] around and take them out by themselves. I am mad about that situation. I don't like it.

> They should watch who they hire in juvenile justice. I had a lot of behavior problems back then. I had no family to depend on. He took advantage during the rough times of my life. It's fucked me up. I had to go to counseling. I don't want that to happen to nobody. They need to watch who they hire. The staff need more training. They just did not care about us.

EXPERIENCES IN JAILS

Although we found that women's experience with incarceration had many gendered commonalities that shape violence and safety, we recognize that jails and prisons have some distinct facility characteristics. In this section on facility factors, we examine these characteristics briefly. In the jail, these factors include the transient and diverse nature of the population; tension due to anxiety about trial and sentencing issues; architectural differences; physical plant characteristics; and the greater possibility that correctional officers and inmates have overlapping social contacts in the community. Women in prison at the time of the focus group interviews discussed their jail experiences retrospectively, while our jail focus groups discussed both their current confinement, as well as any past experiences in jail. Many younger inmates may feel they are targeted for victimization by more savvy, older inmates and these younger women may be more likely to engage in violence as a means of establishing a reputation as one "not to be messed with." In this example, one woman talked about the violence she saw while in an adult jail at age 16 and its effect on her behavior when sent to prison. She said she acted "tough" as a form of self-protection, as described here:

> When I was in the shower, some other offenders took my clothes so I had to go across the dayroom to my cell without my clothes. They were laughing, but they were intimidating me. I showed that I was aggressive. Inside, I was in fear, but I went off on them. I showed aggression and ended up getting in fights. I am not a victim. I started young and I was angry.

In some interviews, women told us that the jail experience was somewhat safer than their prison experience; in others, women asserted that their jail experience was decidedly more violent and that prisons were much safer. The retrospective accounts of the jail experience provided by those in prison contained many more descriptions of staff violence than what was offered in the focus groups comprised of current jail participants. Of those who said that their jail experience was somewhat safer, most were from smaller jails that housed few women. This young woman offered a description of her experience in small jails:

> I come from a small county. It was just like six girls, I didn't have no trouble in county. I was just scared in county. I wanted to go home. I didn't want to come to prison either. I was scared. I cried every night. Nothing happened to me in jail. It happened when I came to prison.

Participants agreed that there was a greater likelihood of staff and inmates "knowing each other from the streets" in smaller communities. One staff member suggested that "those we knew prior to them coming to the jail expect special treatment." While not directly tied to any specific danger or safety concerns, both inmates and staff members indicated that any kind of prior relationships between staff and inmates could be a source of potential problems relating to staff over-familiarity and other forms of misconduct.

Although mentioned as a problem in larger jails as well, contact between female and male inmates in the smaller jails was also judged as a potentially dangerous situation, as described by this staff member in a small county jail:

In the facility I worked at before, there was some sexual violence between female and male inmates. Some males would get a hold of the females with the mental health issues. You have to keep track of who you were transporting between the buildings. To go to medical you had to cross the facility and they [male inmate trustees] would lure them [female inmates] into the bushes.

Some women described jail experiences of danger and violence, usually in larger jails. These focus group participants said that this danger and violence was caused by staff and other inmates, and that they "would rather" be in prison than in county jail. They recounted multiple stories of staff behavior, ranging from being "disrespectful," as demonstrated by name calling, to specific accounts of outright violence and abuse. Introducing a theme that will thread throughout this report, these women said that jail staff "just don't care" about the women in their custody. In addition to not being helpful, women said that jail staff often "looked away" when problems between two women occurred, as illustrated here:

In the county is a lot of violence. Staff don't care what you do as long as you don't touch them. You can put a blanket up on your bed and do whatever you do. It's happened all the time. We took this girl's stuff while she was sleeping. We fought. You can lay in the bed with a girl. They just don't pay attention. I didn't feel safe there at all. A girl got hit on head and she was sleeping right beside me.

Another woman agreed with this view and observed:

In my county, they try to be by the book, but everybody has a price. A lot of stuff happened in the dorms, as far as couples. A lot!

When we asked women how they protected themselves in county jails, inmates throughout the country responded by saying: "Learn to fight!" and "Buy your way out. Buy enough for everyone so they will leave you alone."

It was in the county jail that most women learned the prohibition against informing, "telling" or "snitching" on other inmates. They also learned the survival skill of "minding your own business." This narrative illustrates both of these themes as one woman recalled an assault in another jail:

Rule number one: "If it ain't your business, don't get into it." This woman had been in someone else's business on the yard. The one that was being talked about and her friend, they tied another girl down and they had a dildo and they gagged her and the whole nine. The guards looked away. [Women] are sometimes out there doing the bullshit and the guards just let them work it out. It was also like [name of other participant] was saying that a woman can be battered --I mean bad --and if there are no witnesses, nothing happens.

JAIL STAFF

In some interviews, women described violence that occurred between female inmates and jail staff members. In offering her perspective on staff in a large county jail, this woman described violence between staff and inmates:

It is a power trip for the COs. The inmates [respond by] beating the COs with their locks or cups. You walk near the COs and you can get slammed into the wall, while they call you "bitch" or "inmate." You are just a number.

And they will say, "What the fuck are you looking at?" And, I'm like "What?" They will have physical assaults to the inmates out in open. It is a physical assault. They will tell you not to look, to turn your face to the wall. Then after they assault someone, they bring out a video camera and they ask you if you saw anything. If you say "yes," they take you and the person who they beat on the elevator ride. That means you are gonna get beat.

We heard from other women that the "elevator ride" was a common term that described abuse in the privacy of the jail elevator.

In another state, a woman who was arrested when she was 16 said that her county jail was known for having violent officers and that:

I was real scared 'cus I saw movies with women getting raped and all, but my problem was with officers, not inmates. We were supposed be shackled going from tank to tank, but we weren't this time. This one officer jacked me up and threw me against the wall. I literally passed out. My face hit the wall so hard I passed out.

We heard consistent reports regarding disrespectful and derogatory speech by jail staff. One woman asked, "The officers in the county—do they train them to be assholes?" Women also suggested that officers often harmed them without any provocation, as seen here:

When I went into jail, I was moody. Just coming down from drugs. This one male officer, he was harassing me, so I just smiled at him and he said, "What the fuck you smiling at?" And I said, "I know I can smile." And he threw me to the ground. He put his knee in my back. Some lady [officer] busted my lip. So they took me to another room to beat me up, but a sergeant stopped that and asked what was going on and he put me in a single cell.

Other descriptions of jails indicated that some county jails reflected, perhaps, prejudices found in rural counties toward gays and minorities. These forms of discrimination created another context for violence, as described here:

There was a lot of harassment toward gay people. When I came in, they would harass me a lot. Move me from tank to tank. Put me in seg for anything. If you was Mexican and gay, that was a bad mix right there. That's bad. They treat you bad. They scream at you. That's when you get aggravated. You know you wouldn't do anything, but they see you look like a little boy so they would aggravate you all the time.

In several of the focus groups, it was acknowledged that female inmates would attack the officers as well. One woman who defined herself as "aggressive" said:

There was a lot of harassment toward me. The officers toward me. I used to get violent toward officers, throwing hot coffee and stuff like that at them. It was the female officers toward me. A lot of them started harassing me. Put me on lock down. So I started getting violent, spitting on them. I just feel like

> *they didn't like me. So they were assaulting me, the ladies were, the officers were. They put me in segregation. They would hogtie me, pepper spray. Yes, they would hit me.*

Inappropriate searching was also mentioned as a problem the women had experienced when they were in the jail; however, staff sexual assault in the jail was rarely mentioned by the inmate focus group participants. When prompted, a few respondents said, while it could happen, it was not a common occurrence; nor had it happened to them or anyone they knew.[4] However, we did hear reports of consensual sex between staff and inmates. In responding to a question relating to staff and inmate relationships, a certain county jail was described as "off the chain" (outrageous) in terms of staff-inmate sexual activity:

> *That was a horrible place to be. Everyone did what they wanted. They [staff] didn't care. I could do whatever I wanted. Hopping to any dorm I wanted. The guards were just as bad as the convicts. Bringing in dope, sleeping with the inmates.*

High tension levels were also ascribed to the county jail experience. Many women mentioned that "coming down off drugs" or "detoxing," the lack of knowledge about the disposition of their case or their sentence, fear, boredom, and generalized anxiety about the future created a high level of tension that led to conflicts between jail inmates. As one woman stated, "In jail, there is a lot of anger. People coming in, People getting out." Others described their time in jail as "chaotic." In a prison focus group, one woman pointed out the difference between jail and prison:

> *There was overcrowding and lots of tension. A lot of people "coming down." Fresh off the street mainly. Women were all together with different attitudes. There was not as much security there as you see here [in prison]. Probably see one officer on the floor by the time they do their rounds.*

Contributing to this chaos in the jail was a sense among the women that, because the staff "did not care," "aggressive women" and "bullies" were free to "run the tank." This woman described her experience:

> *I had problems with different inmates coming in and out. Most trying to tell you what to do or tampering with your belongings without asking. Lots of times, they wouldn't have visits or phone, so every other day was a fight in the tank. So before I reached this point [prison], I was in a lot of fights coming in. Trying to stand up for myself. With the inmates and the officers.*

During her first incarceration, a woman decides how she is going to respond to threats to her property, self respect, or physical or sexual safety. Women also learn that some correctional officers do not prevent such threats from occurring, as shown here:

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[4] In fact, a young woman participating in a jail focus group reacted to probes about staff sexual misconduct said, "Wait. Are you trying to tell me I should be worried about this? Is there something going on here that I should know about?" We quickly assured her that our questions on this subject were designed to make sure we understood her experience and were in no way suggestive of problems that were present.

I experienced something in county jail. It was with inmates, then the officers. These two girls were trying to court in the dorm. They wanted the top bunk that I was in so they could be together, and when I refused to give it to them, they were threatening me. They got me up in a corner and they were going to jump on me. They were calling me names. I told them I can't beat the two of you. And this other lady [inmate] called the officers and said "Fight! Fight!"

They had me in the corner threatening me and everything. And then the male officer came, and the male officer said, "Just fight them back." And I said, "Then you would come in here and throw us around." I know they would. They would throw us down and beat on us if we was fighting.

I wanted to talk to someone else, but he said he was the lead officer. And they [the aggressors] heard that and said, "See. We can do whatever we want to."

Similar to the prison community, the jail participants described other forms of conflict that were caused by "snitching," stealing canteen items, jealousy and "fights with girlfriends." While acknowledging the potential for all levels of violence in the jail, the most common type of conflict was simply the verbal arguments that occur among diverse people who live together in confined settings. This self-identified "middle-class woman" described her reaction to observing conflict in the jail:

Needless to say, jail has been somewhat disturbing to me. I've never been part of this, I'm not a street person, I'm an educated person, I have my own business, I know no one. I'm not condemning or whatever. Most of the girls here are not the type who I hung out with. I was a business women in a highly technical area. When I came in first, I was a little scared. I didn't know what to expect. I was subject to a lot of verbal, what I would consider verbal abuse from the inmates. There is not only physical and sexual, but there is a verbal element. What I've seen, there is a sense of survival here. People are out for themselves. I've seen fights over commissary. A lot of people have a hustle. They generate hostility and fights. I recognize that for me, I'm 47, I'm observing, I don't want to be pounced on. You find yourself a way to fit in. How they can act, what they can say, and what they can do. I've seen a lot of fights over rumors and they are never the same as when they start. They would rather pick up their fists, than to use their words, than to be adult about it and to discuss things. If that is really the issue or if there was something else. They are too quick to fight. TV is a problem. Not filling up the coffee pot will spark verbal conflicts.

The tension created by the uncertainty of the jail experience also contributes to the potential for violence. Being away from home contributes to this uncertainty, as suggested by this woman:

You got things going on at home. It builds up and it may be an innocent bystander and you may end up fighting because you are stressed.

Some of our respondents understood all too well the violence that sometimes occurred because of an individual's mental state, as reflected in this comment:

It's part of the violence. No hope of release. Nothing to work or hope for.

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GENDERED VIOLENCE AND SAFETY: A CONTEXTUAL APPROACH TO IMPROVING SECURITY IN WOMEN'S FACILITIES

Another common form of conflict described to us was intimidation by the "strong" of the "weak." Some women mentioned that "bullying" those with "low self-esteem" or who were "weaker" occurred frequently as well.

Generally, participants said that consensual sex among the female inmates occurred in jail, but, perhaps, they felt, not as much as what occurred in prison. As one woman explained, "Most of us of us haven't been here long enough to want to do that, I don't think." Others said that certain places, such as the shower or bathroom room stalls, were known as places for sexual activity. In general, we understood that sexual violence in jail was a rare occurrence.

THE IMPORTANCE OF PLACE

In the rest of this chapter, we combine the focus group observations on experiences in jails and prisons. With few exceptions, these descriptions of contexts and correlates that produce or mitigate violence and victimization were quite similar across these two types of facilities. In addition, we found these gendered processes to be common across states and counties as well. However, we found that institutions differ widely in their climate of tension or safety. Staff and inmates alike reported knowing which facilities are the "bad" prisons or jails in a given jail or prison system, or which housing units are undesirable within a jail or prison. As they do their time, women soon learn that facilities or specific housing units vary greatly in terms of potential violence, levels of programming and sense of safety and community. In an older prison with a reputation for "calmness," two older participants described their institution in surprisingly positive terms. One woman began by stating:

> *There is a much more strong sense of community here than there ever was in [another prison]. And people are concerned with helping and supporting one another. There are much more avenues to do that here.*

In the same group, another participant added:

> *I see young women coming in and becoming included and this becomes a community action. And I have been in many circles and I have had many interactions and it becomes a good feeling. We all have common interest. That is how I see community, many circles interconnecting with a spirit of good will. I think we are talking about a higher level, loving one another, and feeling good will.*

For the women who are fortunate to live in such facilities or housing units, safety and security are not problematic issues, as described here:

> *In our housing unit, our hall is all one big neighborhood watch. People say, "Hey watch my room. I am going to be gone for a minute." We just band together and we are safe here. Because of the programming, we have a good dorm. We try to help each other out. [If] we cry, someone will see it and come over and hug us. The people here are pretty trustworthy. They tell you the right way to go.*

Women inmates who are housed in a "good" prison are very aware of the possibility of being sent to a "bad" prison and this threat was said to keep the prison relatively free of violence:

> *Women appreciate being here because everyone likes and wants to be here and so the violence is less. Nobody wants to get wild because they like it here.*

One key contribution to the sense of place was based on housing options. These options vary greatly across any given facility. Housing in prisons for women can be in two-person or three-person cells, rooms designed for multiple women, or in dormitories of various configurations. Housing may also be based on security or custody levels, individual needs (such as medical or mental health) or other variables. Just as in any city, there are some locations in a prison that are known as "high crime" areas, and there are some "neighborhoods" that are much safer.

One of the things that became very clear was that prisons, and even housing units within a prison, differed in the prevalence and fear of violence. In fact, some housing units were referred to as nicknames such as "the Jungle" or "the Thunderdome" because of the higher incidence of violence. Inmates and staff made the distinction between the "good' and the "bad" places to live. This comment represents those who feel their prison is a safe place to do time:

> *I have done time up north as well, and it's different here. It is mellow here. There is violence here but it is avoidable. You make your own problems. If you put yourself in that situation, that is your price. It is mellow.*

Compare this sense of calmness to these descriptions of more chaotic living units:

> *On [certain] units, that's all you have. They just put all the lovers in there and let them do what they want. They just don't care, and girls will say, "I'll go in the high tent because I want to live with my girl." It's chaos. I have a lot of friends that live over there, but it's chaos. Whatever! You want to live like that, ok*.

> *That unit was off the hook [extreme]. It was baby Iraq, because they have a lot of [non-programmers] and the fuckups over there. Our yard is pretty good. The worst unit is kinda ghetto out there.*

> *There is a lot of violence here. There are four different yards. I have been told that it is a good thing that, as nice as you are, you are lucky to be on the yard you are on, because you wouldn't survive on the other yards.*

This woman described how she developed a plan to get transferred from a violent prison:

> *It was a real Thunderdome. That's why I'm here. I had to change my religion to get off that unit. [Laughter.] Yeah, this is the only prison that has Native American religion so they have to send you here. Do I look Indian to you? [Laughter.] It was just any little thing and you gonna be fighting over there. Over there, it's full of youngsters. Any little thing. If you say you're gonna do something to me, I'm going to get you first.*

It seemed to be the case that any woman, placed in certain housing units, may need to develop aggressive or violent strategies to survive these risky environments, supporting our contention that violence is created and sustained by factors beyond individual-level characteristics. In some of our focus groups, women had story after

story of violence, involving both inmates and staff, which they ascribed to the character of the facility or the specific housing unit.

Facilities with similar custody levels could be described in very different ways. The differences between units extended beyond violence. For instance, here is one woman discussing how staff treated inmates differently in one prison:

> *The next morning the captain came around and said, "Sorry for this, we will get you a bed." And I was just shocked that they said "sorry" to us. I couldn't believe it.*

Although our study did not measure any form of prevalence, we suspect that high violence housing units may be associated with a greater prevalence of sexual violence and staff sexual misconduct.

CELLS VERSUS DORMS

There was no consensus among the inmate participants as to the safest type of housing. One of the paradoxes that emerged in the interviews, and seen in the literature as well, was that some women believed cell blocks to be more dangerous and others believed that dormitory units had more violence. We suggest that the reason for the mixed finding is this: While living in a cell with only one or two cellmates reduces one's victimization potential, cellblocks are often close custody or disciplinary units where there are more women who have histories of violence, subscribe more deeply to the more aggressive values of the prison code, or do not or cannot participate in productive programming. In addition, these units are often staffed by those who expect women to be violent. These conditions foster more incidents of violence as compared to other units with less violent inmates and staff with different expectations and attitudes. In contrast, non-disciplinary living units with two-woman cells or rooms, which were populated by lower custody women who were more likely to program and typically staffed by those who interacted well with the female inmate population, were highly desirable low-violence units. In any case, living with only one other "personality" was highly desired. Some women even said they were motivated to commit violence to be moved to disciplinary housing because they wanted to live in a cell with only one other woman. We were also told that many fights occurred between cellmates, as in this account. After explaining how her roommate had gotten her in trouble, she recounted her conversation with the roommate:

> *"Look bitch, I'm not going to argue, scream, and get worked up. If we are going to fight, let's fight." She kept arguing and I said, "I'm not going to argue with you." The officer was standing at the door. She was on the bunk and I was standing up in front of her. The officer said, "Get on your bed and stay on your bed. You just get up if you need to pee-pee." [Laughter.] We was about to kill each other! There was just this tension. It's not going away, even if I stay on my bed and just get up to pee-pee. It's not going away. You are in closed quarters, maybe a six by nine cell. It's close custody. You get tired of her.*

We were also told that problems with cellmates often escalated to violence because there is no place to hide or stay away from each other when they were in conflict.

Generally, women thought dorms were safer because women with violent histories were not housed there. Many women in open bay dorms felt safer in this condition because they were not "locked in" with other women. Furthermore, the dorms provided more witnesses so extreme violence was unlikely. At the same time, some women said that dormitory living may be more stressful overall because there are more "personalities" to manage.

In the crowded conditions that characterize contemporary corrections, women are often housed in spaces designed for far fewer women than they now hold. Crowding increases potential risk for violence whether it be a cell, room, or dormitory. As one woman from a crowded multi-person room said:

> *There is a mindset that you have to stay in control with the eight women in the room. It is a dangerous situation up there. There are fights all the time in the room. They are screaming on the top of their lungs, being locked up in these rooms.*

CLASSIFICATION

Although most discussions of classification issues include program eligibility, the bulk of the comments surrounding classification centered on housing options within the facility and their effect on safety and violence. The focus group participants most frequently identified three problems related to classification: mixing women of different sentence lengths; changing beds to avoid conflict; and housing more aggressive women with those more vulnerable. Although all prisons, and even jails, to a certain extent, have custody classifications, there is less strict separation in women's facilities. In most women's facilities, different types of offenders, with different approaches to doing time, live in close proximity to each other. While these mixed or "administrative" facilities usually run somewhat smoothly, the interview participants often questioned the utility of this policy. Both staff members and inmates identified problems, for example, when long and short-termers lived together, or when individuals who were potential victims were placed with potential aggressors. Almost all focus group participants, inmate and staff, agreed that three types of separation should be addressed in the classification systems: 1) those who have been violent in the facility and those who have not, 2) short-term inmates from those doing more time, and 3) inmates with mental health problems. This custody staff participant offered this observation:

> *I think there are a lot of vulnerabilities with how they house them here. With the classification levels, they are all rooming together. And some have bad rooms and I think that there would be many less problems in the living areas and the inmates would be better off by segregating them a bit. We do need to revamp the classification system. It should not be the same level classification like with the males, because you could have a whole bunch of level 4 inmates that I would rather have a whole yard of.*

Staff and inmates alike agreed that existing classification systems were unsuccessful in predicting those who were likely to engage in violence and those who would not. A non-custody staff person also recognized the safety issues that can occur when all types of inmates live together:

If you have never been in trouble in your life and made one mistake, and you get put in a room with someone that is a hard-core gang banger, then you are constantly trying to protect your stuff. I think the women inmates will be better off if segregated like the men.

In one system, female inmates were initially classified by size and weight, because, as one staff person said, "It is important for those in close quarters to make it as equal as possible. There is really minimal violence here. Most is random or impulse." In the same focus group, another custody staff said:

They pretty much make their own violence with homosexuality, girlfriend issues, this, that, and the other, like extortion, commissary deals gone bad. But classification matches up cellies by physical description, so no one has an advantage. They are grouped together according to physical and mental status.

Staff and inmates were very aware that jails and prisons for men had a different set of challenges in classifying their inmates. These non-custody staff participants wondered if a safekeeping or "sensitive needs yard" would be appropriate for female inmates:

The female facilities do not have a safekeeping custody level. That would help. Someplace your weaker, your more vulnerable inmates could be housed. The reason for [safe keeping] in the male units is that for males, it is the rape situation. It's not the same thing as protective custody. Safekeeping dorms are for vulnerable inmates. They wouldn't have to have a cell by themselves. [But] every place has problems. You would still have isolated incidents.

Even in systems that had some separation protocol in their classification system, some inmates suggested more differentiation, as seen in this inmate comment:

Ever since I came in, I was wondering why don't they separate each group of offenders. The prison should have a unit, [based on] age groups, first time offenders. Because I'm an old timer. Some of us are good. Also some of the first timers learn from the older people. But there would be neutral ground. Less violence.

Don't put a 47 year old with a 20 year old. I have a little 20 year old and she tells us what to do and it is in a big way. Keep us in our age ranges, not a 40 year old with a 20 year old. That is a conflict right there! Bigger mouths.

HOUSING CHANGES

We discovered that housing changes were a central interest of women and consumed a great deal of staff time. In addition to the factors related to conflicts and tensions in the room or cell, inmates and staff discussed the problems and barriers in moving inmates from one bed to another. For inmates, the major concern involved the difficulty—and sometimes impossibility—of getting a room change to avoid the potential for violence. For staff, room changes brought out concerns of "being manipulated" into changing a room for an inmate's personal advantage that was misrepresented as a safety issue. Equally important to staff was the lack of flexibility

to make these decisions due to crowding or policy. Staff related numerous instances of inmates "manipulating" the system to get housed with a friend, relative or romantic partner; or to avoid a debt or other potentially violent conflict.

In a few interviews, inmates expressed their belief that some staff members moved women to be with their partners:

> *I had a staff that moved up all the gays in the same unit. You got a girlfriend – go get her! It was like the honeymoon hotel! If you got a woman and you want to be with her, go talk to [specific staff names] and they will put you together.*

Generally, however, staff members said they were suspicious of requested moves and would not move women, even when women claimed to be in danger. Women also said that staff dismissed their concerns, as described here:

> *If you ask for a bed move, staff say, "The only bed move you get is to disciplinary housing. They won't do it because it makes all this paperwork. If you fight, the Lieutenant asks, "Do you really have a problem with her?" Most women say, "No, I am OK." And then they make you sign [a statement that you are not enemies]. And then you get punked when you go back to the room. [The aggressor says] "This room better be clean when I get back." The staff know you are having a problem with another inmate and they do not do anything.*

In another prison, this story was told:

> *I am not going to name names but this girl was screaming and says I need to be out of the room. The cop said, "Is this a medical emergency?", and she said no and was crying and says "I need to get out of this room." Then he says, "This is not the Hilton." But she was an old lady. If you want to be all up in the mix then you are putting yourself in the mix, then you need to deal with it. But she was an old lady.*

This woman recommended that:

> *Staff need to be more understanding when someone comes to them and says I need to get out of the room. Instead of seeing the look on my face and acting on it, staff interrogate you as to why [you want out of the room] and they don't do much else.*

> *Staff think that women are all whiney and just like to know why. They ask us why even when they should act. You know that they would never ask a man that. You should be able to go up to an officer and ask for a bed move and not having to tell. I think that everyone just wants a safe place to be.*

One inmate explained that staff members were unlikely to move inmates who looked masculine, but did move the "femmes," and those who were seen as favorites. One woman said, that if she wanted a bed move, "All I have to do is put on red lipstick and take out my braids" (thereby looking more feminine) and a certain staff member will grant her request. We discuss the implications of perceived staff favoritism in more detail in the next chapter.

Some staff members explained that housing changes were problematic due to crowding issues so that, even when inclined to move an inmate who requested a

change, they may not be able to without disrupting several others, as detailed in this staff account:

> *Due to space, even when an inmate reports a problem, we create further problems for the inmates. The inmate comes up and she is asking for a move and we agree. Then we have to disrupt someone else's room who has not done anything. Now, she has had a problem with this first person and now she has a problem with this second person, too. So if person A in this room is my biggest problem and we need a bed, person A is the last person that we are going to move. We try to go to the inmate with the least resistance. But inmate A when she refuses to go, if I try to get her to bed move then all she is going to do is go to Ad-Seg. She will get a 115 for refusal to move, and then there is a problem after she gets back. So when we try to call for the inmate with the least amount of resistance for us, we don't know what it does to her.*

In some interviews, women did say that some staff were responsive to their requests. In this example, a woman said she asked for a room move and:

> *The girl who tried to beat me up also told the housing staff she wanted me out of the room. I think that is what got me moved. We have pretty decent housing staff. If something can't be handled, then they will make the move for you. They will make the change. You have to go through the proper channel of command.*

But moving out of a problematic room may not be the end of one's problem, as shown here:

> *They PC you up for the night and they move you to another yard. But, there is someone on the next yard and all it takes is to get a message to them. You aren't necessarily safe going from one yard to the next.*

In addition to asking staff for a room move, inmates also can "pay" an inmate clerk to move them on paper. But, they also warned, inmate clerks who appear to be "playing favorites" regarding these moves run the risk of "having a note dropped on them" by other inmates who did not get their desired room change. Other issues surfaced regarding housing assignments. Inmates and staff agreed that the process of "dumping" an undesirable inmate on another unit or another room or cell was a reality in women's prison. This custody staff member described this process:

> *Everyone wants a break. Sometimes we are wore out with a problem inmate. But it can be a fair dump. For instance, if we had a problem inmate in a unit and cannot take care of it then we will call another unit and ask if they have an inmate that they have problems with and we swap them.*

In many of the focus group sites, inmates provided accounts of "problem inmates" being dumped in their room because staff felt these cooperative inmates would "take care of" the "needy" inmate. Women told us that these needy inmates included mentally ill, older, or disabled inmates. Women who had this experience were mixed in their reaction: sometimes they took on this task with good cheer and compassion; other times these higher functioning inmates felt they were "being asked to do the cops' job" or that they were being taken advantage of by the staff.

RULES AND DEPRIVATION

Many women perceived violence to be aggravated by tension that was created by inconsistent rules and the overall deprivations of prison life. Like all inmates, women are often upset by the myriad of rules and deprivations of prison. Any small catalyst may potentially cause a woman to explode and react with aggression and violence. This element was mentioned frequently by the jail inmates, probably because they were new to incarceration. Prison inmates, too, complained that the daily indignities and deprivations of prison created a tension that had the potential for violence. These many comments from across all our study sites explain the effect of the constant tension on their daily lives:

> *I look at myself. I was not that angry of a person or that violent necessarily, if unprovoked, before. But the person I have become here might. It's depressing living in this environment. That's not saying we are innocent. But we have problems dealing with one another and the rules build up tension inside.*

> *Tons of stuff [rules] that is stupid. It increases tension. I know me. I get stressed about it and I take it out on people. Something small. We deal with that on a day-to-day basis. When we get up, we don't know who's going to be working.*

> *It seems like the tension level starts to rise when our program is not flowing like it should be flowing. When we are not taking a shower when we are supposed to, or when we are not doing what we are supposed to be doing when we are supposed to be doing it. Then we start getting on each other's nerves. Like the showers, I know it is nothing to the outside, but it is a big deal here.*

CROWDING

Crowding aggravates every correctional task for the staff and creates and magnifies problems in inmate interactions and relations. In some women's prisons, overcrowding has exacerbated the difficulties involved in trying to live in close quarters to the point where women identify the crowding itself as a cause of violence. The first quote was a humorous attempt to explain why crowding causes violence:

> *You know, I have 15 personalities of my own. Then I am in a room with eight other women. The crowding has to influence the violence here.*

Staff particularly expressed concern about the impact of crowding on their ability to transfer inmates to other rooms or cells when conflict emerged among inmates. As this custody staff member said:

> *The size of the population has a lot to do with it. There used to be at least 25 [open] beds on each unit so we had more flexibility within the unit if someone had a problem. There is not a lot of movement without disrupting someone else's program. Now this person is a problem that we cannot solve. [The problem] is the sheer number of inmates. You have 4000 inmates here and you have some manipulating by trying to get out of the room and it makes it*

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hard when someone comes up to you telling you something serious. Sometimes there is nothing you can do, and some inmates can't be completely forthright with us because there are always people around.

Staff also stated that crowding pressures limit their ability to know all the inmates in their housing unit. In these crowded conditions, inmates may "get away with things" because staff coverage is inadequate. This inmate agreed in describing these problems:

It's just radical there. They have some officers in there, but there is so much crowding that you get away with more because the cops can't control all these women. They say they are so understaffed because there is absolutely no cops around.

Crowding has had predictable consequences as described in this staff comment:

It is not that women are getting more violent. They are getting forced to be more like that in close quarters. They are forced to either let it happen or victimized. They are forced to let it go or just deal with it right there. More crowding has caused more friction. Then more sparks and you have the boom-boom-boom [fighting]. This has very little to do with sexual assaults because you do not prevent assaults from happening un-witnessed.

Women also expressed their concerns over their loss of privacy and staff's ability to observe them while dressing or sleeping. We were told that crowded conditions limited their access to showers, their ability to change clothes in private, and provided more opportunities for staff to observe them in inappropriate ways, as well as for staff to claim that women were "displaying themselves inappropriately" to male staff.

PHYSICAL PLANT AND CONDITIONS

Staff members were more likely to see safety problems in terms of physical plant problems:

A lot of our problems in this institution are because there are a lot of dark spots. I was at a newer institution, inmates couldn't go past the building, and inmates couldn't go past [a certain line]. They can walk behind all of these buildings and at night. Administration says you need to separate and walk the yard. But I walk with a partner. I'm used to a men's prison where they will stick you, whack you over the head, or hit you. I will walk with a partner no matter what. You can get clobbered and you would get knocked out until someone looks for you.

Some respondents saw a relationship between poor living conditions and violence. Noteworthy in this regard is that sometimes it was a staff member making the connection between living conditions and violence:

In this old facility, we do not have heat in winter or cool air in summer. That contributes to violence. Not saying to baby them with plush conditions, but the living conditions need to be improved. The inmates need to be given what

they need to clean. The living conditions contribute to violence. I can understand inmate frustration [when staff do not want to help them].

One long-termer described her understanding of the impact of environment on behavior. Referring to an assignment for an in-prison college class, she said:

I did a study on how physical structure affects violence. I asked them [about fighting]. Eighty percent of them had gotten into fights and these were women who did not bother anyone or get in trouble [here] and they were getting into fights. [I concluded that] physical structure impacts fights. I have seen the gang bangers come here. Gradually they calm down here. That kind of crap is not going to fly here. The psychology of the grass, sitting in the open area. That calms you.

I was on another facility and there was bad grass and more dirt than grass. I thought to myself, "On this ugly yard, no wonder people are so violent." This violence has to do with environment and staff.

Women also described how the quantity and quality of food, the mold in the showers, broken windows, and hot and cold living conditions contributed to an overall state of tension and generalized anger which contributed to tense and potentially violence situations.

LACK OF PROGRAMS

Lack of programs was also identified by both inmates and staff as a facility issue that contributes to the climate of violence and conflict. Almost all the focus groups indicated that increasing the number of programs and "things to do" would decrease violence in their facilities. One lifer said that such proactive activities would "reduce the negative energy" in her institution. Women and staff members felt that a wide range of programs, including treatment and services, education, games and recreation, as well work and vocational programs, would improve safety. Such programs, it was suggested, would give women something to feel more positive about and less involved in the "drama" of relationships and the mix. This woman captured this point of view succinctly:

Programs will keep women occupied and participating in something positive and useful brings about an attitude thing. They have taken away so much. It narrowed down on what we had. [This] does cause violence.

The lack of opportunity to earn money though program participation was said to lead to hustling and "trafficking and trading" for some women. In one system, women complained that the craft shop had closed and that contributed to an increase in violence:

It kept a lot of people busy. We had contracts for making things. It was taking care of the indigent problem. If you're not indigent, you don't need to bully or manipulate.

The need for programs to manage emotions was mentioned in almost every focus group. Anger management or conflict resolution classes were recommended most frequently. Although they might have been through such programs in the past,

participants argued that they could continue to benefit and suggested anger groups or any forum in which they could talk about problems in a safe environment. As this woman suggested:

> *They need a better anger management class. Look, we are highly angry, bitter, pissed. I am a screw-up on the street. Always have been. I've been a dopehead since I was 12. I know I have an anger issue and it's not with anyone, it's with myself. But I'm not going to take it out on myself so I take it out on others.*

Another woman said that a conflict resolution program for long-termers and lifers would be very helpful, because:

> *Some of them are here for the rest of their lives. You are resentful and you don't have any way to process it out. What are you going to do but take it out on your roommate? I honestly feel it would be a little bit better place if we had programs.*

There was some controversy in both staff and inmate focus groups over the value of "couples" counseling groups since so much violence occurred within intimate partnerships. The idea of couples counseling in prison was not looked upon with a good deal of favor by staff. They argued that the couples are transitory and such programs might represent tacit approval of these relationships.

Inmates acknowledged the fact that much of the violence may be due to intimate partner victimization in one or both partners' pasts. For this reason, both staff and inmates believed that any program that assisted women in dealing with victimization and self esteem could be helpful. Other program suggestions included classes to teach women how "not to be a victim", as illustrated here:

> *How to stay safe. How to not be a victim to predators. How not to be a victim in prison because we are all a victim in some kind of way.*

It should be noted that the number and range of current programs varied widely between the facilities in which we conducted the focus groups. Even in those institutions that had a broad range of programming, there were long waiting lists or some programs were not considered (by inmates) to be worth their time. Women who had been through the existing programs asked for continuing programs or other programs to help them stay focused on proactive activities.

CAMERAS AND TECHNOLOGY

The use of technology, such as cameras and modern tracking systems, has been discussed as one promising aspect of preventing, detecting and investigating sexual assault. In our previous interviews with staff about PREA (Owen & Wells, 2005), newer facilities with improved technology, such as cameras, were said to promote a safer environment. Staff reported that they felt cameras "kept the inmates in check, and videotapes helped clarify issues that came up. They (the inmates) do not know when they are being watched." In this set of interviews, a range of opinions about cameras were offered. Although most of the participants thought cameras were a good idea in general, their limitations and potential for misuse were also discussed, as in this example:

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> *The camera doesn't see everything that's going on. You need more than one camera. It [camera] doesn't record everything that's going on and when it is recording they just tape back over it.*

Almost all women and staff interviewed acknowledged the limitations of cameras, both due to blind spots and the fact that "everyone knows" where to "hide" from the cameras. Cameras, we were often told, can be used for the opposite purpose in allowing unscrupulous staff to view women inappropriately.

GRIEVANCES

The interviews contained significant description about problems with grievance systems and procedures. Little of this information was directly related to violence and safety issues but did illustrate a fundamental fact: Almost all women we interviewed had little faith in the system's ability to respond to any of their concerns. This has a direct bearing on a women's willingness to report any physical or sexual assault. In general, the women in all of the study sites felt that their grievances and the corresponding appeals were dismissed by staff and ignored by management. Women had grieved a wide variety of issues, including personal property, sentence computations, facility quality of life conditions, visiting and family contact, program eligibility and, most often, staff behaviors. These reports also included accounts of "lost" or thrown away forms and nervousness about "the grievance officer being buddies" with the alleged problem staff. Women reported two primary outcomes of their grievances: staff dismissing and ridiculing their efforts ("You know it won't do any good") and, more seriously, retaliation for any staff-related complaint. This comment reflected a typical officer response to a grievance:

> *We have a grievance form we can write officers up. The officers will say, "Go ahead and write me up. Make sure you spell my name right." The form don't make it [to the appropriate officials]. I have seen officers pull inmates out of the cell and ask [the inmate] why did you write that? Then the officers say, "Your time is going to be hard."*

This inmate comment described her learning that getting a reputation as a troublemaker exposed her to the "tag, you're it" response:

> *I was given an informal orientation by a CO on the yard who was pissed off with us. He said "Let me tell you about 'Tag, you're it'. You know what that is. I got a buddy on every yard. You piss me off, I got a buddy on another yard and [you will get pulled up] for shit you do and even some shit you don't do. Guess what, 'Tag, you're it'!"*

Staff commented about grievances procedures from a decidedly different perspective. Their comments can also be placed in two categories: Most staff felt that the grievance procedures in their system provided a productive avenue to address inmate concerns. The opposite perception was that inmates "manipulated" the grievance system in a way that disadvantaged staff.

These interviews with female prisoners suggest that their lack of confidence in one process led to a lack of confidence in all reporting processes. In terms of violence and safety issues, particularly those related to PREA, this lack of confidence in

grievance procedures undermines women's ability to trust procedures concerning sexual assault. Each of these concerns about the disutility of grievance procedures is mirrored in inmate concerns about reporting and investigation procedures.

REPORTING AND INVESTIGATIONS

Reporting and investigation procedures have specific implications for improving safety in women's facilities. Sound investigations must begin with inmate reporting. But, as shown in the discussion of grievance procedures above, the process of reporting a fear, a concern, or an assault is problematic for most inmates and the staff who respond to such reports. Staff at all levels described their own difficulty in hearing reports of any suspected violent event—sexual or otherwise. As one custody person said:

> *You always ask, but most of the time they will not tell you what happened. We try to put a little pressure on the inmate to tell us what happened. If it is an inmate that is worried about her reputation and gaining respect or whatever, then she will not tell us.*

> *Basically, I just fall back on my experience with inmates, I just say you are not going to get this type of injury from the shower or falling off the bunk. I come with a little more harsh stance and say that I am not taking this cockamamie story. I tell them if they choose to tell me, then I have to take the steps necessary to make sure they are safe. Pretty much just letting them know that someone else might buy this but I know it's not true, so just let me know. Anybody who has worked here long enough, you can tell if they have some sort of injury. You can know. It is a gut thing.*

In a jail focus group, one custody line staff said:

> *The vulnerable inmates won't talk to you. They have this scared look and you can see them a mile away. I ask them "Are you being treated okay"? They tell me "If I move out, the other inmates are all going to say something. You cannot do anything about that.*

Another custody staff person in a large women's prison said:

> *They sometimes do tell staff [if they are being preyed on] but they often times can't. There are eight women in a room. There are two staff for what 256 inmates? One inmate told me that another tries to ask her to leave the locker open when she is gone and she is afraid to do it. But if she doesn't she might get hurt. I think eight women in a cell makes it harder. If they want to come up and talk to you it makes it harder. The other inmates are watching always.*

Staff, too, acknowledge this problem with "everybody knows," as outlined here by custody staff participants:

> *The inmates are good, they can hear everything. We have inmate clerks, so and if we [staff] are going to do a room move, they [inmates] already know that the information is going to get out. Sometimes the confidentiality isn't purposely given up but there are inmates who have been doing this as long as I have. They know the system. If there is something going on in the room,*

they are going to know about it. It is like the inmate that said other inmates were making sexual advances. She didn't want to tell because they are scared. And then, some just choose not to tell.

Inmates throughout the country said lack of confidentiality in reporting was a critical barrier to reporting. "If we tell," she said, "everyone would know" because:

We would be put on blast [by inmate grapevine] and the confidence is lost. Anything on the housing unit will not be kept secret. There is an inmate and she's typing the reports, we [inmates] will find out.

One non-custody participant offered this view on the difficulty of preventing sexual assault:

Unless we take total control over preventing assault--unless we segregate each one, we cannot eliminate it. Since we are speaking on females, what they want they are going to get [sexually]. Whether they take it [from another inmate through violence or coercion] or whether they agree upon it [consent to sexual acts]. Unless we totally segregate the inmates, you will never stop sexual activity. Unless an inmate tells you what has taken place, [you might not ever know]. The only way to prevent it is to respond by a report and investigate. We also need to hold inmates accountable when the investigation comes back negative [unfounded]. Whether it is staff/inmate misconduct or inmate-on-inmate.

Most staff agreed with our view that prevention should be a key strategy in addressing all forms of inmate violence. This custody staff continued by saying:

Whenever they come in, we sit and listen. We can take care of the problem right away. So responding is not the problem-- it is prevention that we can't do. We need more outside places to report. A contract social service agency at the prison is probably the most important resource for them. We can prevent a lot of things if we give them more resources to have inmates help inmates.

Retaliation for reporting anything to staff was a major theme in our interviews. One woman said simply:

Retaliation is just a big thing here. If you report anything, there will be retaliation.

Another woman inmate said:

You can't even go to the chain of command about the officer because the Sergeant is going to tell that other officer now and then retaliate against you. You have no outlet nowhere. If you tell the officer about another officer, they go back and tell him. You constantly have to watch your back. They have their little pets -- inmates --that they will tell to go harass inmate so and so for them.

The inmate participants said that the most common forms of retaliation by staff included threats to be sent to a more secure prison, additional room searches, closer

scrutiny and threats to "get back at us" through increased disciplinary reports. As one woman said:

> Officers retaliate or get their friends to retaliate. You don't have to do anything wrong but they provoke you. An officer will tell you to be quiet but then that same officer asks you questions but they gave the direct order not to say anything. If they don't do it, they have friends who will get you.

Inmates were also very clear that retaliation by inmates was a very real concern to them. Verbal threats of violence were commonly directed toward women who were suspected of reporting on other inmates. Women also said that they feared retaliation from "friends" of an inmate who may suspect them of reporting on them. In a few rare cases, inmates suggested that other inmates may retaliate against them on behalf of staff.

In some interviews, inmate respondents mentioned that staff who provide negative information about staff or "back up" an inmate's story often experienced repercussions from other staff as well. One woman indicated that one officer who supported her claim against an officer "was snubbed by the other officers for being a snitch."

False reporting of both inmate and staff sexual misconduct was a primary concern of staff. Staff members in both jails and prisons were wary and distrustful of inmate reports. In many cases, staff indicated doubt of inmate reports. As one custody staff person said, "inmates 'cry wolf' so much." This inmate participant also pointed out the complication of "crying wolf:"

> There are people that manipulate that and it makes it bad for everyone. Maybe you're a person that "cries wolf" all the time. Each time you have to see into it, but this one time might be the time that something is really happening. If you have a relationship and then you need to get out of it, staff will tell you, "We told you not to get into relationships and you did, so now deal with it!" And they don't help you.

Problems with reporting among mentally ill inmates were also mentioned. These inmates, staff suggested, were both more vulnerable to assaults and likely to commit such assaults. As one non-custody staff said about women inmates with mental health diagnosis, "I know we have inmates who do not understand what they are claiming."

The problems created by delays in reporting were mentioned by many staff, as shown here:

> But a lot of things that come to our attention are stale. It is three to four days old and she has already showered and urinated. Where is the evidence? We cannot do much about proving it after that long even if we know that the testimony is true.

Despite these problems with reporting and investigation, every staff member we interviewed for this project said that they took the investigation of any allegation of sexual assault or related violence very seriously

SOCIETAL FACTORS

The CDC model lists a variety of social factors that promote intimate violence: Here we briefly discuss one of these factors, staff stereotypes about women offenders. As one would expect, staff more often expressed the view that violence occurred because of the "type" of women in prison. The element of sexual stereotyping is present in this explanation of violence offered by a female staff member:

> *It's the way these women are. It's the same as they were in the free world. They were violent in the free world; they are violent in here. It's the type of person. It's also the female gender. We're more emotional. We fly off the handle. They are just more violent.*

One inmate agreed with this point of view by saying:

> *It is cat fights, bitch stuff. Whenever you have a bunch of women, you will have this.*

If staff believe that women are inevitably going to engage in "cat fights," then they are less likely to try and help inmates learn how to deal with conflict in a more appropriate manner. If incarcerated women themselves believe that they are supposed to act a certain way, they are more likely to act that way. We will further develop this contention in Chapter Five, which describes staff related factors and contributions to violence and conflict.

STAFF FACTORS 5

All correctional staff play a critical role in creating the context of safety and violence. Staff-related factors overlap at each level of the ecological model, involving individual, relational and community factors. Beyond their obvious role in maintaining security, staff attitude and behavior also affect the social climate that shapes all forms of safety for women offenders. This impact is much broader than narrowly defining the problem simply as staff sexual misconduct. In this chapter, we outline the complex ways staff contribute to the context of potential victimization that go beyond this narrow definition of victimization. Here we combine all staff-related issues, including managers, executive staff, and the like, although almost all the comments in the inmate focus groups seemed to relate to custody line staff. We found that many staff understand their larger role in creating a safe environment through respectful interaction, assisting women with their problems, and monitoring all forms of safety. In contrast, we learned that others contribute directly or indirectly to an atmosphere of tension and anxiety that can lead to potential violence and victimization. In this chapter, we describe the wide impact that staff has on the climate of the facility and the ways in which their actions and attitudes create or compromise safety in women's facilities.

STAFF-INMATE INTERACTIONS

Staff–inmate relationships occur on a continuum of positive to negative. At the positive end, some staff members are helpful and caring when a woman feels threatened. Inmates also view staff members who "just leave us alone" in a positive light. In the middle, we heard descriptions of staff who were indifferent to women's problems and concerns, often being "too busy" to or disinterested in responding to a request. Toward the negative end of the spectrum, other staff members were said to participate in a campaign of unintentional or intentional dehumanization by words and attitudes toward the women. Many were seen to be unhelpful as a resource when a woman feels she is being targeted, either by not believing her or by making light of the danger. At the extreme, we heard reports of staff who actively and overtly harmed incarcerated women. In jail and prisons, caste and social distance separate the perspectives of the jail and prison staff from that of the inmate world. Staff members may have some knowledge of the inmate world, but cannot know everything. Typically, staff only see what inmates allow them to see. Inmates, on the other hand, are firmly confined to their social caste as prisoner, regardless of their own social, educational and economic attainment. Due to these structured inequalities between inmate and staff, inmates often feel vulnerable to these inequities of power and status. This inmate expressed this perspective on the relationship between staff and inmates:

> *There is a vulnerability on the side of the inmates and there is a power with the staff. There is an attitude of contempt for inmates among the staff, especially the ones that want to have sex with us. It is like she is "deliciously below us." There is that taboo that draws people. A sick perversion. The inmates gain more power by association with someone more powerful than us. It was seen with the Nazi concentration camps. The bald Jewish women were so provocative to a Nazi man.*

Staff behavior is a significant factor in "setting the tone" in a unit. Staff members appear to have the ability to make a unit run smoothly or create such a high degree of tension on the unit that the risk of violence increases, as stated here:

> *Not all officers are bad, but you do have officers that do what they can to make life a living hell.*

Inmates have very specific perspectives on "good staff" and "bad staff" and look forward to, or dread, when these individual staff members come on shift. The importance of staff attitudes and subsequent interaction is illustrated in this comment:

> *The thing is, they are in charge of care, custody and control. When they fail to control the environment we are in, it becomes a problem. It's so intense. It is a hostile environment. The officers don't control their dorm, they say, "Go away! Don't bother me!" Maybe they don't feel well or have a problem at home, so then when someone does ask them [and they do not respond], then I'm pissed off. Then I piss someone else off.*

Staff and long-term inmates "grow up" in the system together. Especially with the lifers who had entered prison young, there was real warmth toward some officers, as the following account illustrates.

> *Some of the laws [officers] have raised us. I look up to some of these laws. I call them mom, dad, grandpa.* [Laughs a little] *They don't care. They'll just say, "Ah those kids." I mean they've known us for 10 - 12 years. We've gone through family deaths and they have helped us. They've guided us. They have not crossed the line. We have an inmate that just had her mother die. And one officer had been at visitation and seen the mother and talked to the mother. So it's kind of hard. So you get close to some of these officers emotionally. But every shift is different.*

Other inmates saw the closeness between the lifers and some officers from a somewhat different perspective, as suggested here:

> *What it is, see, is older people, that been here for awhile, become a family. When one gets into it, they all go down. The way that the guards are, the majority of them have been working with them [older inmates] for so long, they become buddies. The officers will tell them what you said. They are going to go back to the inmates and tell them what's happening with you.*

Inmates also acknowledged their role in continually antagonizing staff members, which made their prison time harder, as described here:

> *I came in when I was 25 years old, a wise crack with an attitude. [I thought] "He [judge] sentenced me to do life, not to work." But through the years, I have changed. And some [inmates] are more vulnerable and some hit the wrong note with the wrong staff. And I talk to them and say, "You can't talk to the staff like that, you have to bite your lip and either defuse or come back and defuse with us." Some of the older ones, even being assertive is difficult. In our unit on the weekends, one CO is very hard to deal with. If you don't have to see her, it is a good day. There is some staff and some inmates we just need to avoid.*

> *When I see youngsters coming in, [I'd tell them] "Don't get foul with the bosses because you are going to get your ass crossed out." But they don't listen. [I'd say] "Don't get fly. Just say 'yes ma'am,' 'no sir'." But, like you, [points to another participant], you don't listen and you get into trouble anyway. Then you wake up afterwards.*

We also heard from women who explained that staff members could be "handled" and "manipulated," which was consistent with staff complaints about women as "manipulators":

> *I think you could put manipulation under it. Not just inmates but staff too. Just like, I don't know. Getting over. You can make a lot of the COs bend to your way so you won't get the little write ups. My experience is that it works better with the men than with the women, but you can do this with the women too. You follow them for a few days and know them. You sort of manipulate them.*

DISRESPECTING INMATES

The most pervasive theme of the focus groups across all states and all facilities was that staff treated inmates "disrespectfully." One woman said that this verbal abuse was worse than other forms of staff misconduct:

> *You can talk about the beatings and the rapes. But for women here, it is the subliminal messages that we are worthless. When an officer looks at you like something he scraped off his shoes. When you wait patiently and see them joking, passing magazines. They don't want to be bothered with us. That [staff speaking disrespectfully] is a rape of my spirit. You come into my cell and terrorize me. You rape me every single day [with the demeaning attitude]. I can take the physical violence. You can wash that away, but it is the emotional violence that is so hard here.*

In every facility, we heard detailed comments about staff language and disrespect. We were consistently told that some staff routinely call women "bitches" and "whores." Other comments included "being told we are worthless"; that "we are not good moms" and that "we are retarded or stupid." Remarks about body shapes and sizes, degrees of attractiveness, and other gendered comments were also mentioned frequently. One woman said that certain staff members have told her that "I am too pretty to be in prison." Even though the female participants were clear to state that not all staff used these terms, they were troubled by other staff not intervening in this verbal abuse. One woman suggested this explanation for the verbal abuse:

> *This is my take, especially for the men [COs], they were all disrespected or abused by their momma's and they come in here and take it out on us.*

The inmate focus group participants also noted their inability to respond in kind when called names:

> *They can call you everything – ho, bitch, black bitch. They aren't supposed to say that stuff, but let us say that to [them and we get written up].*

Although these everyday insults continually undermined women's feelings of safety, more extreme language was also reported in our interviews. This troubling example was reported to have occurred in a transportation bus.

> *I heard him tell this Mexican girl that "I am not your old man or your husband. I will pull over this bus and fuck you and fuck you hard." And I am like "He cannot say that. That is wrong."*

Another form of staff-inmate interaction was found in inmate stories about officers who would verbally "play" with inmates and then, retreat to their staff role in sanctioning an inmate for this behavior. This account illustrates this process:

> *She was verbally playing with the CO. She must have said something that he didn't like, and he handcuffed her and he took her to jail [segregation]. Even though they started out playing.*

Some accounts of this "playing" showed that staff may play around with each other while they are on duty.

> *They have their little Game Boys or boxes that sounds like pig noises for 20 minutes over the intercom. They are running down the halls throwing water at each other and shit, playing little boy games. Like little boys, they lock the unit down to play handball against the walls.*

Some categories of officers were said to be particularly abusive. One woman asserted that:

> *New young guards talk crazy and rude: "Get your ass out of the hallway!" They are so young. They think we're here for some big terrible crime. They feel that they need to be harder to make their point. It's "Hey, fat girl!" It's very degrading. People who already have low self esteem. "Hey, black girl!"*

> *You know mostly everybody's name, [so why call them names?]. They are trained to treat you like the lowest scum on earth. Some don't, some of them do. There are racist officers trying to write you up for anything. They talk to you like crap.*

According to our inmate participants, screaming at women was an everyday occurrence, as illustrated here:

> *The new COs must know how to scream because that is all they do. They should learn not to be screaming. It [screaming] does not mean that the inmates are out of control. It could be something else—problems with his kids, his wife is cheating on him. He comes in here and can control 140*

> *women who will do whatever he wants. I have seen staff out of control— screaming, spittle, neck cords [bulging], and you see the women shrink back.*

Custody and non-custody staff also discussed the "respect" issue, but their perception was that female inmates had to earn the respect of staff members, and most did not:

> *I was walking on the yard and, there was a woman [inmate] said "Hey, what time is it?" I said I didn't know. Then she screamed out, "Thanks, bitch!" So I turned around like "Come here, now it is time to counsel you." She needed to keep her mouth shut. They can come in and spit at us and hit us and all of that. How do they expect our respect? Oh, no. Not me.*

Some non-custody staff members recognized the problems that can come from attitudes on the part of custody staff toward inmates:

> *Here, you still have officers not teaching correctly, teaching bad attitudes. If an officer has a bad attitude and passes it on [to other officers], like "You run this place; that inmate can't tell you nothing; you are never wrong." They are teaching the wrong attitude.*

INMATE PERCEPTIONS OF STAFF

Not surprisingly, inmates had many things to say about their perceptions of staff. The idea that there was not much difference between officers and inmates is a standard refrain among inmates as suggested in this comment:

> *The officers that come to work here, they just pick them off the streets. If you don't have a felony you can work here. It does not matter if you do drugs or have a misdemeanor, you can work here. I filled out an application to work here and I caught a felony right after that. I came in instead of working here!*

Many inmates had the impression that staff came to work under the influence of some substance, as described here:

> *They [officers] come in high. Third shift is real good and toasty [high]. Some of the guards come in smelling like drugs or alcohol.*

> *I know what crack smells like. One officer here tries to cover up the [crack] smell with perfume.*

Focus groups with staff echoed the inmate view that the quality of employees was a real problem, as illustrated by these staff comments:

> *Lowering standards for employment is the biggest problem. We have officers that are illiterate. Some of the reports we have seen can't spell "when" or "are." Half the time you can't read it. I got hired through law enforcement. There were 90 people in the room to get that job. We had to write an essay. I was one out of seven hired. I thought "Damn, I'm good. I'm the best." It made me feel good about myself. I don't feel special anymore when you're hiring people who just got their GED and are 18 years old. Every word starts with "f" and that is the only word they know how to spell! And these are my peers!*

My opinion is to raise pay and education level and age level requirements and hiring people that truly believe that their position is a role model and to conduct themselves that way. I have officers say, "It's weak to say thank you and please to inmates." That's the stupidest thing I've ever heard.

Another staff member summarized this point of view:

The majority of us came in eons ago when this job was valued. You were lucky if the state considered you. The salary was competitive and benefits were included. The waiting list was one year long. The generations now in their lower twenties are not looking at this as a long term plan – a career. It's just a place to go and if they get sick of it, they quit

MALE VERSUS FEMALE OFFICERS

Inmates had varied opinions about male and female officers with no consensus on who was more likely to be the better officer. Some female inmates thought female officers were more likely to use force; others said the male officers were. Some women did not like the fact that the males were more distant, but, on the other hand, female officers were described as nosy or "too involved" with the inmate population. These quotes from several study sites capture attitudes about male officers:

The male staff are very confrontational with women. They like to get into your face and talk crazy to you. They want to lock you up. They want you to go off.

When the male officers work, they come in here with an attitude. They say, "If you don't do what I say, you're going to the hole."

Male officers look at you like if you say the wrong thing they are going to do something. Training is real bad. They are trained to treat you like crap.

Some of the inmate participants preferred female officers, as suggested here:

The CO women are more concerned and more sympathetic than the men who come in.

However, just as many women indicated they would rather be guarded by men, as seen in these comments drawn from every study site:

I would rather have men in general. They are less petty and invasive.

The women staff here are so unprofessional. It is like they went to a totally different training than the men.

I think there is less social distance with females. They are real bad about getting close and males are more stand-offish.

I'd much rather have the men on the floor. The women are just nosy and they are just looking to punish us more and we are punished enough.

The women are way worse than male staff. All of the problems I have had with staff were with females. When they are stripping us out, just derogatory

> *comments, or just being rude. They grab your boobs, and it was not just to me.*

> *Some of the women [officers], they need to go to anger management. They have the baby dramas, and their problems. God forbid if their boyfriend leaves them! The dorm is in for it then! The women are more so than the men.*

> *The women COs are more violent and aggressive than the men, especially if you're sure of yourself. They want you to bow down to them, they seek you out to see how far they are going to push you.*

In contrast, one inmate acknowledged that female officers may have to be more vigilant in the prison environment:

> *I have to give female officers their props because I've been in a jail and I saw a woman grab a female officer and slam her head into the bars. For the males, the guy cops, there is no aspect that this woman is going to beat the crap out of me. The women [COs] have to have this in the back of their mind. There are some big women [inmates] out there and they are bigger than me. That would be a constant thought for me.*

Some staff members also had some opinions on male and female officers, although there was no consensus in who was more likely to be an effective officer:

> *It is mainly male staff members with female inmates [that are verbally abusive]. Females are more emotional. They [male staff] say, "I can't say anything to them without them snapping about it. I need to quit."*

> *Men are more strong of character. It's more effective to have men.*

> *There are three kinds of female officers: 1) inmate friendly officer; 2) professional; and, 3) a Bessie Bad Ass. The two has an easy time. One and three have problems. Three will write reports all night long. Having to relieve them [3s] is a mess.*

STAFF AS PROTECTORS

A small number of women inmates told us that they feel confident that they can go to staff members when they feel threatened. Others said that they did not trust staff to intervene or respond to any form of aggression and would look the other way, as illustrated in these comments from across all the research sites:

> *The staff turn their head when they are getting into trouble. They just turn their head. There are some [inmates] that have to pay to stay in the room because of it.*

> *She came from behind me and she put me in a headlock and she just flipped for no reason. My face turned like a tomato and another inmate got her off of me. It was a scary moment for me. The CO literally told us that there is one of her and there is 11 of you and you are going to let her do this? The staff will*

> *say, "I don't want to hear about it". Until something happened, then they moved her.*

> *If it's a good fight, they [COs] let it happen before they call a code. They find it interesting if Pit Bulls [two aggressive women] are fighting. They want to see what happens.*

> *If we recognize that there is going to be a conflict with an inmate, we will go to a CO and we request a move. But they will not do anything until something actually happens. They will wait until someone gets hurt, then that is when it is a valid concern – after it happens.*

Some inmates did tell us that they knew specific staff members to whom they could go to for help. Sometimes this was a higher ranking officer, sometimes it was a person whose position involved requests for assistance, but many times, it was a correctional officer who was perceived to be more helpful and trustworthy, as shown in these two examples:

> *Some of the older officers, they are just trying to do their job. Like Miss [name]. She's got her ways, but if you got a problem, she's on top of it and she'll solve it. Don't traffic and trade in front of her, but if you are being threatened, you can go to her and she will nip it in the bud. Then you go to others and they would do nothing.*

> *There is this officer and everyone is straight when it's her shift, and I know that if I'm in danger or feel threatened, I know that I can go straight to that woman and she'll deal with it.*

STAFF PERCEPTIONS OF INMATES

The perception of female inmates and how to manage them is in flux. In past decades, there was a perception that female inmates were completely different from male inmates and should be managed as such. Overall, women's prisons and jails were treated as stepchildren or "correctional afterthoughts" of the correctional system. In some systems, a gender-based approach diminished when policies and procedures were brought into line with those of facilities for men. More recently, gender specific programming has been the approach of progressive correctional departments that, at least with rhetoric if not reality, subscribe to the pathways model of criminality and provide programming to meet women's special needs.

Our participants reflected this mix of views in whether or not women in prison should be managed differently from men. One inmate said, "They need training, gender-responsive (training), because they do not know how to talk to us." In another group, a woman suggested that staff should have training on how to "stand, talk and walk in the presence of women." This statement from a male staff member noted that some officers were not effective when they thought they could treat women the same as male inmates:

> *With these women, they come up to us from this round about way. From the male perspective, we are like "Get to the damn point." With that, we just want to get to the damn point. If people were trying to address that in training and trying to get people to know that women and men communicate in different*

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GENDERED VIOLENCE AND SAFETY: A CONTEXTUAL APPROACH TO IMPROVING SECURITY IN WOMEN'S FACILITIES

ways, that would help. The gender responsive training doesn't cover that as much as it should and that was one let down. Many custody staff have the old mentality dealing with women as men. And it doesn't work. I don't think that they can deal well with the gender responsive stuff.

An inmate sums up staff attitudes by saying:

We are not men, and they need to not talk with me like a man. The new staff have little attitudes that they have from working in a men's prison and they need to change up. I think there is an attempt by the COs and the administration that they need to become more like the big guys' prison and there is no need for it, but they do it and it is very intimidating.

STAFF CONFLICTS IN RUNNING THE UNIT

Lack of consistency in running a unit was said to be a primary source of tension for women when procedures between shifts are different, or staff members' actions are unpredictable as illustrated in this inmate comment:

Each CO has a different way of doing things, and we are supposed to do it one way one day and another way another day. One CO put the lights on at 6 am, and if you turn off the lights, she gets mad. We tell her that the flies are attracted to the lights. The inmates ask if they can turn the lights off and she says no. And, yet, this other CO will keep the lights off and it is not a problem. It is different each day and you never know.

The following quote is from an officer who is describing the same situation from a different perspective.

It makes it hard when you come in, and your unit is off the hook [disrupted]. You can look at the unit and know exactly who you are relieving. You are cleaning up their mess. The Bessie Bad Ass and the inmate-friendly do not realize that their shift is horrible, and what you have to do to clean it up. I was a preschool teacher and when I first got this job, I was scared [of inmates]. I learned in the first two weeks I was here that it was the other officers you had to worry about, not the inmates.

Women were especially incensed at situations where housing unit officers would tell them they could do something, i.e., go to the bathroom, be out in the dayroom or make a phone call, and then another staff member would come in and write them up for the infraction, without the original officer explaining that they gave them permission. These types of incidents were mentioned frequently and never failed to bring similar stories from other women.

STAFF IN CONFLICT WITH STAFF

Female inmates are aware of the conflict that exists among staff members. Inmates seem to know almost everything about what is occurring between staff members, including who is sleeping with whom, which marriage is in trouble, and which staff members are fighting with each other. This example illustrates staff conflict as observed by an inmate:

I'll see an officer at a post and another one comes and they just be looking. Nitpicking. Trying to see anything they can. [It] creates tension. I've seen shirts come off between officers on a lot of racial issues. We laugh, but it's not really funny.

Getting caught up in "staff games" was another consequence of staff conflict:

I was under investigation. Other staff had a conflict and they played it out on me. Investigative staff told me I was cleared and then I got locked up with people I did not even know as co-defendants. All because I was caught up in staff games.

Arguments between staff are also observed by the inmates, as in this example:

Two COs had a fight. It was a husband and wife. They had a fight right here in the parking lot. She [CO] had an inmate girl friend in another unit. One day she [CO] was talking to her [inmate girlfriend], but the husband was listening in on the phone when she was talking to her. She [CO] would write kites [notes] to a girl. Then have someone give the kite to this girl. The girl already has a girlfriend, but she is saying, "Let me just use her. Let me get what I can get from her." But the girl's girlfriend got jealous and went to the warden. The husband was so pissed that he and the husband and wife went at it in the parking lot.

At another site, this woman said:

Staff are so busy sleeping with each other that they don't know what is happening.

There were also comments about custody versus non-custody staff and the differences in attitudes toward inmates between these groups. One inmate remarked that those individuals who had been non-custody and moved into a custody position changed because:

Anybody out of uniform is not respected here. They [those staff members who moved from non-custody to custody] got into uniform and now they have changed. They used to say they did not understand it [why custody was so rough], and now they do it with relish. Staff do it to fit in. To have their back covered. You see this metamorphosis.

FACTORS CONTRIBUTING TO STAFF-INMATE VIOLENCE

We agree that all staff members have the right and responsibility to use appropriate force to subdue an inmate or gain compliance to a lawful order. A few inmate focus group participants, however, described violence against them that appears to be outside the scope of duty. It appeared from our discussions with inmates that certain officers were much quicker to resort to force, sometimes escalating to excessive force. It seemed also to be true that some inmates were much more likely to engage in a pattern of physical altercations with officers. That is, some officers seemed to be more violent than others, and some inmates were also more prone to violent interactions with officers. These two groups, together, created a dynamic that dramatically increased the potential of violence. Given a more submissive, less

argumentative, and non-aggressive inmate, these officers may not have used force. Given a more professional, calmer officer, these inmates may not have ended up being the victim of excessive force. Escalation of any conflict is possible, but two combustible individuals contributed to this escalation. It was clear, in every account, however, that, in any contest, inmates always ended up losing, especially because officers who engaged in frequent uses of force tended to be men. One woman describes this staff effect when intervening in a fight between two inmates:

> *I wasn't fearful of what the ladies [inmates] could do. I was more fearful of what the officers would do if we were fighting. They come in and slam everyone around. I was more fearful of that. I could deal with the two women.*

Many inmates described incidents where they felt that actions by officers escalated the violence potential. For those who had a tendency to react to stress with violence, the inmate participants felt that staff "caused" them to become violent toward staff, as seen in these examples taken from several study sites:

> *She [CO] kept harassing me over a period of months. She was provoking me. She harassed me all day long and I just snapped. I was in the [officer's dining room]. I've stabbed sergeants. When I went into [there] and said I'm going to beat her, they had to stop me.*

> *I think that a lot of times they don't take into consideration that we are all going through something and if they are being insensitive, it could just set us off.*

> *When I went to close custody, this sergeant would keep messing with me. I used to lay down thinking of how I was going to get him.*

Some inmates went so far as to explain that correctional officers goaded them into being violent so that they could, in turn, use violence against the women, as shown in these two accounts:

> *I was going through some issues and [a female correctional officer] was always nitpicking. I could be acting perfect and she would pull me out of line and make me wait for nothing. Just stuff like that. That day I was having a real bad day and the officer working. She and I did not get along at all. She would talk crazy, real, real crazy and real, real flying off the handle. We got into it. She started pushing the door open and I started putting on my socks and shoes. I was ready to fight. I told her I got just enough time to cover what I was going to do to her.*

> *Now staff will set you up. They go out of their way to provoke you. The kids bite [and then get into trouble]. We [older inmates] know that we can walk away. When I walk away, I cry, but I will not let them see my tears. But the youngsters have not learned that.*

One female inmate recounted overhearing an officer who said, "I wish there was more violence here so I can have more to do."

Inmates were very aware of which officers were violent and avoided interacting with them whenever possible, as described here:

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> *He's just got a reputation for slamming females. Everyone just knows that.*

We were also told that inmates with mental problems who were non-compliant were likely to be the target of excessive force:

> *She [inmate] was banging her head against the wall and a female CO responded and the inmate was not listening to her and she was banging her head and another male CO came over and he tried to make the inmate stop and she wouldn't. He took his hand and he banged her head against the wall and threw her to the ground and he was a big guy. Even the lady cops said "You didn't have to do that." He smashed her face into the ground. He said, "If you want to bang your head, I will bang it for you."*

Women also told us that staff violence against any individual woman had a real effect on those inmates who observed the violence. When one woman is treated with violence by officers, the incident raises the tension level in the facility and all women are affected by it. Many of the inmate observers were scared, upset, and angry. This event occurred in a jail:

> *And she [inmate] told the lady [officer], "If you touch me again, I'll kick you." And so she kicked the lady. And, Oh God! The male guard, he slammed her head against the wall and they were literally punching her like that [demonstrated fist blows to the stomach]. She was shackled and she fell to the ground and they pulled her up by the arms [demonstrated arms being pulled up and backwards]. And I was sure her arms were broken. They were punching and kicking her. And we were all crying.*

The following narrative illustrates the complexity of inmate attitudes toward violence: While some women indicate they are not strangers to violence and they engage in it fairly frequently, they have limits on what they view as acceptable. Female inmates fighting with each other seemed to be perceived as normal, but a male lieutenant who utilizes force against them was not, as detailed here:

> *There was this lieutenant. He was so violent toward the inmates. He broke their arm, broke their teeth. There was this little girl, 100 pounds. He got her on the ground, beating her. We were all afraid of the lieutenant. You didn't want to do nothing. You wait till he's not there if you want to fight 'cus he'll kill you."*

In contrast, some custody staff believed that staff who were afraid to use force against the inmates contributed to the violence, as stated here by a custody participant:

> *The inmates know the new officer will try to go by policy, but with us, we will be spontaneous right along with you. [It] causes violence because they hesitate. We just jump in.*

We also heard a few staff members express the opinion that there were unnecessary incidents of excessive violence, as suggested by this non-custody staff member:

> *I have seen and heard a number of things about physical violence. It's what I consider abuse. I felt like the officers were excessive a number of times. I saw them body slam an inmate against the wall. A number of things happen*

> *more to mentally ill inmates. I was told by one officer that a mentally ill inmate who was very psychotic and unable to control her actions was pulled by the hair and dragged from one unit to another.*

We also heard stories of extreme violence perpetrated against staff members by female inmates, such as having a pencil stuck in an officer's neck, cutting an officer's face, and having a "lock in the sock" used on an officer. There has been group violence by female inmates against officers as well, although these incidents are very rare. This officer describes such an incident:

> *I had three officers taken down. The inmates planned on killing them. An offender escaped the cellblock and came and told us they were going to kill them [the officers]. We ran in there. One officer was down and unconscious. I could see her laying down at the end of the run. I figured she was dead already. The other two were practically unconscious. They were being held up and pummeled in the face. They could not stand on their own. Two of the officers were tough officers. One officer was not tough, but was in the wrong place at the wrong time and she was weak. The other two were by the book, very tough but consistent. Excellent cellblock officers, but they messed up that day. Assaults on officers were not a felony then, they were a misdemeanor. Now they are back to a felony. I would love to tell you we were appropriate when we went in there, but we weren't. If there was ever an excessive use of force, that was it, and I would do it again.*

STAFF SEXUAL MISCONDUCT

Staff sexual misconduct was a significant theme in the inmate interviews but most was at the lower end of the continuum, involving verbal and other forms of harassment. This continuum is described in detail in Part I of this report. Our focus groups with female inmates provided few descriptions of sexual violence perpetrated by staff. However, the most serious and significant detail about staff sexual misconduct was found in our content analysis of inmate letters received by Stop Prison Rape. We include this summary in this chapter.

One woman dismissed any possibility of staff sexual misconduct by saying, "I would not get involved with a man. I have free will, and do not get myself in that situation." In the majority of the interviews, most inmates did not think that staff sexual misconduct was a significant threat to their well-being. It was not always clear to us whether they meant there was no misconduct or they didn't define inmate-staff sexual relationships as a problem.

One staff member pointed to the complexity of determining the nature of any relationship because "It's hard to tell if it's an actual relationship or if the inmates just have the hots [for the officer]. They get all goo goo, ga ga over an officer." Some inmates agreed that female inmates can initiate relationships with staff, as suggested here:

> *Inmates try to bring themselves out like that to [attract] the men. Try to seduce them. Trying to show off a little bit or try to come at them a bit.*

One example of an inmate "making the first move" is illustrated here:

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> *She [jail inmate] used to flirt in an obvious way. One of the sergeants liked her. He was her boy toy. She got away with everything while he was on duty. She would stick her titties on the window.*

Some staff may respond to these overtures as stated here in an inmate interview:

> *We have one guy who came in with a hard-on walking around in our pod, and he is teasing the girls and looking at them in their bras and he was dancing for the girls. And, you might think it is funny, but I think it is very unprofessional. They [inmates] make sexual comments toward the guys [COs]. I don't think the staff should fall for this. He should not flirt with them. It goes both ways. The women can be rather blunt, obvious, even with the visitors, and making comments. It goes both ways.*

Not surprisingly, staff members were said to be particularly vulnerable to attention from women inmates, as suggested by this female inmate:

> *When men come to work in a place like this, we call them "prison superstars" 'cus they are a legend in their own mind. They can't get women to pay attention to them on the streets so they come in here and they get attention because we don't see a lot of men. Some of the women act certain ways to get a man to pay attention to them and the officers get them [the inmates] to depend on them.*

There were some staff members who did acknowledge there might be a problem, but most thought that any sexual relations were consensual, as in these staff comments:

> *It's a problem or people wouldn't get walked off. There is a problem with staff being over familiar or inappropriate with the inmates that sometimes it can be sexual. It has been consensual and although by law it is not, but you never know. We have a lot of staff that get in trouble here for inappropriate behavior with inmates and two-three times a year, someone gets walked off. I wouldn't classify it as victimization because the inmate is doing it consensually.*

COLLATERAL CONSEQUENCES OF SEXUAL MISCONDUCT

We discussed issues related to reporting and investigation in the previous chapter as they relate both to inmate and staff incidents. While it is obvious that sexual relationships between staff and inmates are both morally and legally wrong, the collateral consequences of such misconduct further threaten women's safety and wellbeing. Staff members, too, expressed feelings of betrayal by fellow staff members who engaged in such relationships. They also described the distrust and low morale among staff generated by staff sexual misconduct.

One consequence is that female inmates involved with staff are placed in a difficult situation *vis a vis* other inmates as well as staff. Some inmates may be jealous of the attention, especially if the officer is attractive and desirable to other inmates. Conversely, officers may be jealous of each other over an attractive inmate. Further, we learned that officers sometimes became jealous because their desired inmate was in a relationship with another inmate. Such jealousy may cause staff members to perform in an unprofessional manner, as this account related:

When I was 19 years old, I was in a relationship with a male officer. He would come to my cell, but I was scared to get sexual with him. It wasn't physical. But in the process, I started messing with women, and he didn't like that. When he found out that I was messing with women, he got mad about it. He would cross her out all the time so that I would intervene. He kept messing with her and messing with her.

One time, we were in line waiting to get our food and I'm talking to her. He started giving her a hard time, so I said something to him and he said he wasn't talking to me. But I said, "If you're talking to her, you're talking to me." He said to go to my house. I walked away and he wouldn't get off my back. Then he took me by the back of my neck and slammed me into the floor. I hit the floor so hard everyone in the dayroom heard it. I was thin then, no more than 110 pounds, and he was over 6 feet tall. This side of my face was twice as big and my eye was swollen. A lot of inmates told [the investigators] about our relationship. I denied it. I ended up getting a major case because he lied

Additional problems are created when the inmate comes forward to report the officer or staff member. In some cases, we heard that the reporting victim was threatened by other inmates because she was blamed for getting the popular staff member "in trouble." This retaliation by other inmates is illustrated here:

The others [inmates] were ready to fight the two girls because they thought they had a good staff person and they didn't want to lose him. He had everyone swooning over him, everyone in administration, the officers, because he was good looking. So anyone that was talking against him was sent away. They moved her off in the middle of the night.

Another complication arises when staff members involved with inmates are married to another staff member working in the same facility:

There was a guy that would invade my space in the kitchen. He would follow me back to the supply closet while I was doing inventory. I got fussed at [by his wife who was a lieutenant in the prison]. I got called into the count room with the lady from IA, the Warden, and the lady from classification. They told me to go pack, that they could protect me from him, but not from her.

INMATE LETTERS SENT TO STOP PRISON RAPE

While our focus group interviews and subsequent individual interviews contained some descriptions of extreme staff sexual misconduct, the most detailed information was derived through content analysis of letters received by Stop Prison Rape (SPR). SPR is an advocacy organization that "seeks to end sexual violence committed against men, women, and youth in all forms of detention." According to their website (spr.org, accessed February 2008), survivors and their loved ones frequently turn to SPR for access to vital information and resources. As part of this project, we examined all the letters from females contained in SPR archives of letters from inmates across the country.

These letters contained in the SPR files were written by inmates who have been sexually assaulted or from inmates and free world individuals who are seeking help

for an imprisoned person. While most of the letters concerned male inmates, we were able to review 57 letters either from female inmates or others connected to them. There were many letters written by a third party, typically a husband or significant other, who was seeking help for an inmate. We examined these letters to obtain an additional level of detail about women's experience with sexual assault and add to our understanding of the context of sexual assault from another data source. SPR staff explained that these letters were in no way representative of the prevalence of sexual assault in prisons and jails. The difficulty of writing a letter about a traumatic event, the problems in obtaining the materials needed to write a letter, and concerns about staff blocking the letter combine to make writing a letter to SPR a rare event. We thank SPR for sharing their letters with us.

The letters were coded, omitting any identifying details, such as individual names, states, or facilities to protect the confidentiality of the writers. These letters ranged in length from a few lines to multiple pages. Like the focus group interviews, these descriptive data often reflected the anguish and pain of sexual assault victimization. While the data collected for this study and the BJS National Inmate Survey provides evidence of inmate-inmate sexual and other forms of violence, the SPR letters did not focus on violence among inmates. Few of the 57 letters we reviewed described incidents of sexual assault involving other inmates. Of those which did, some mentioned assault by female inmates in same-sex facilities and some mentioned assault by male inmates in mixed-sex faculties, typically jails. The few women who wrote about incidents involving other female inmates indicated an unwillingness to report to the prison officials because of fear of retaliation by the perpetrator. A concern over not being taken seriously was also expressed in these letters. One letter also reported that her roommates observed the assault and "did nothing," further increasing her feelings of unsafety. Being "treated like I did something wrong" also reflects a theme in these letters. The rest of this section focuses on staff-related assaults.

Backgrounds of Inmates

Women routinely mentioned their personal histories of violent victimization in their letters. Many letters contained a description of past abuse as girls and prior to incarceration, expressing anguish at this happening again while in custody. One woman wrote that she was a "victim in recovery, a survivor of rape." In one letter, a woman said that her assault and the subsequent investigation "caused PTSD." One letter described an assault by an officer known to commit misconduct. She said "that other women have said that this officer had asked them to show him their breasts and watched them while they showered," but "I did not expect him to be a rapist." However, when the assault occurred, "The guttural tone of the voice he used and the glazed, scary look in his eyes made it clear to me that he was not kidding and that I had better not question what he told me to do." One woman said that her assaulter "acted as if [sexual assault] was a natural part of the job."

There were four categories of events involving staff as described in these letters. In the first category, the women wrote about a relationship with a male staff member that had gone bad in one way or another. In one instance, a letter described a personal relationship with a correctional officer: The writer reported that she had "not had sex yet but planned to do so" and had discussed "sexual positions" with this officer. She described the relationship as a "flirtation." It appears the relationship was

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interrupted by an investigation, which resulted in sanctions against the inmate but not the staff member. The woman wrote to ask SPR "where to turn for help" as she felt she "took the blame" because she did not want the correctional officer to lose his job. Several other letters describe the repercussions of these relationships "gone bad." In a letter written from a jail, a woman wrote about a staff member who brought both female and male inmates into his office to "make phone calls, play cards, drink coffee and eat food." She said that the officer told her he would help her stay out of prison, but this help "came at a price." She further reported that he "scared and harassed me until I performed oral sex on him."

The second category involves more aggressive or violent sexual misconduct that began with inappropriate interaction. After writing SPR and receiving the survivor packet, one woman wrote a second letter, requesting specific legal help. She described a circumstance wherein a jail sergeant offered "food, cigarettes and phone calls" in exchange for revealing her breasts. This sergeant also wrote notes asking "if I liked pornography and anal sex" and "pulled me into the office" to continue this harassment. Finally, this letter describes, "other inmates watched this 'so and so' molest me and they were scared and crying while this happened". Although there were "multiple penetrations with his fingers," she wrote that "I did not wash but no one took the evidence." She also said that this officer was well-known to all the female inmates as the "pervert of the unit." It appears that ultimately the staff person was fired but she concluded that "No one wants to help me."

The third category of letters describes violent sexual assaults by staff. In one letter, a woman describes a violent assault with threats wherein an officer "forced my pants down and opened his zipper as he pushed me down." The assault was interrupted by another inmate who knocked on the door. She continued in saying that the assaulter told me that "he would crush my skull if I said a word." Despite this threat, the female inmate reported the assault and was asked by an investigator if "it was in there long enough" to count as a rape. She was very nervous about reporting the assault because "I had heard of the horrific retaliation the victims had suffered at the hands of the guards." She also said that many staff members attempted to dissuade her from reporting the event. When she reported the assault to a female staff person, she "told me to put everything in writing but she said I would regret reporting the event." A lieutenant also asked her to recant "because he would not have this in his prison. I refused and was told I would be in disciplinary housing for a year" and an investigative officer "told me that I did just not get it. Inmates never win." She wrote that she was told that any investigation would be done by his friends. She also reported being denied visits because the staff person said "she does not deserve a visit" and was told "that is what you get for reporting rape."

In another account of staff sexual assault, a woman said that she could tell the officer was going to assault her because "this has happened to me before so I acted as if it was OK with me." After the oral and vaginal assault, "I left as if nothing was wrong." She felt particularly injured because "I used to be able to talk to him about personal issues—one being why I had no desire to ever be with a man again because of the abuse I had suffered as a child. I thought he understood because we talked openly."

Some women reported being verbally and sexually assaulted while being transported. One woman said that the private transport officer assaulted her in a bathroom after talking about "taking me into the desert, shooting me and leaving me for dead."

In a few letters, women reported that staff involved with sexual misconduct would often turn to other inmates for retaliation. As stated in one letter, after her relationship was over, the officer "hired a girl to sexually assault me." The "girl" said she did it because she was told the letter writer was a "snitch." A concern that "friends of the officer" or "predatory women" would retaliate as a favor to the officer" was also common in these letters.

A fourth category of staff sexual misconduct involves a sexual assault that occurred while searching. In one letter, a woman told of being assaulted "vaginally with his fist," an officer told her, "You have been around long enough to know how to keep your mouth shut."

Others report being impregnated by sexual assaults in jail, having staff masturbate in front of their cells or in offices and being assaulted during medical exams. There were also letters that described sexual harassment and assaults at the hands of parole officers, defense attorneys, and other criminal justice staff.

Many of the letters told of a range of inappropriate behavior that often escalated into a sexual assault. While some of the staff sexual misconduct reports included a discussion of a prior relationship with the officer, other letters described staff bringing in contraband, providing "food and cigarettes" as well as verbal comments about sex, and other sexualized discussions. As one woman wrote:

> The officer made comments about my breasts and gave me cigarettes and food. He kissed me, had his fingers inside of me and asked me to show him my breasts. I did do this and allowed him to touch me. Did I want him to? NO. Did I like him? NO. Did I want to smoke, eat good food? Yes.

She further stated that both she and the officer were reported and "I was called "snitch" even though I did not want to cooperate. She wrote:

> While in the "hole," "another officer also gave me cigarettes and food and I gave him oral sex. He then pulled out a condom and I said no because I was on my period. I have never told anybody about that. I was in the hole and staff were giving me hell already. Sometimes I feel guilty about what happened.

Facility Reaction

Most of the letters described significant problems in facility reaction to inmate-on-inmate violence, staff sexual misconduct and other PREA-related concerns. The most common statement was "not being believed" and other reactions that discouraged the inmate. One woman who tried to report an assault by her "girlfriend" was told that "there is no such thing as assault in this place" and that if she continued to pursue reporting this incident, she would be punished by being put in protective custody. She persisted in reporting and was placed in Segregated Housing, losing her privileges and job. In another case, a woman told her counselor about a staff assault and he said that "I had too many problems and he did not know how to deal with me."

Another letter writer reported being told by a correctional officer about a woman who "deserved being raped by other inmates because she was a snitch" and "that no

matter how many times she reported it, she would not be protected." This letter concluded by saying, "The Warden is the only one who cares about what happens to inmates here." In yet another letter, one woman reported an assault to the PREA officer of the facility but felt that this official was "stand-offish" and did not take her claim seriously. Many women said that retaliation by other officers was a form of continuing the abuse as suggested by one woman who wrote, "All the guards know what has happened to me and with each passing day it gets worse." Others told of "being forced to recant during the process of investigation" because "no one was going to believe me." Another woman wrote that she was continually asked, "What do I do you hope to gain by your claims?"

Individual Reactions

Related to descriptions of their own backgrounds of trauma and abuse, women wrote about the emotional and practical difficulties as a result of the violent incident. The wide majority reported their inability to feel safe after the incident and other feelings of helplessness. Probably the most poignant of the individual reactions was found in the statements about hopelessness and despair that many women expressed in these letters. These statements included:

> *I can bear no more pain in my life.*

> *I thought I could deal with this by myself but I can't.*

> *I was straight, but after this rape I feel twisted.*

> *I look at men dirty now. I know I need help. I have nightmares. I don't trust. I cry.*

> *I want justice. I want help.*

> *What do I do now?*

> *I've been done worse as a child, even raped, but right is right and wrong is wrong.*

> *That is what happened to me. It may mean nothing to them – but it means something to me. I didn't invite what happened. But the fact is, it did happen.*

> *There is nothing I can do about it. It's just something that happened to an already abused woman. Done. I didn't/don't matter.*

> *I was raped in custody and I am in search of a way to recover.*

While these letters represent the most extreme form of sexual assault, they also reflect similar patterns and processes to those reported in our focus groups.

CONCLUSION

As we have seen, staff have a significant impact on the potential for violence in women's facilities. In Part I, we recommended a range of prevention and intervention strategies designed specifically to reduce violence and conflict in women's facilities. One specific recommendation concerns staff training. Many staff, whether new to the system or veterans transferring from institutions for men, are often unprepared for the complex and often subtle dynamics that play out in relationships with staff and offenders and shape the context for sexual violence in women's facilities.

CONCLUDING REMARKS TO THE FOCUS GROUP DATA

These concluding remarks are also contained in Part I of this report. As they summarize the focus group data, they are repeated here for readers of Part II. Like all aspects of incarceration, violence in women's correctional facilities was markedly gendered and nested within a constellation of overlapping individual, relational, institutional, and societal factors. We learned that violence between female inmates occurred on a continuum, ranging from verbal intimidation to homicide. Violence was most prevalent at the lower end of the continuum and quite rare at the extreme end. While our research was consistent with prior findings that violence in women's prisons was not as severe or as prevalent as in men's institutions, we did find that some forms of violence were particular to women's facilities and required their own definitions.

We found that violence in women's jails and prisons is not a dominant aspect of everyday life, but exists as a potential, shaped by time, place, prison culture, interpersonal relationships, and staff actions. On-going tensions and conflicts, lack of economic opportunity, and few therapeutic options to address past victimization or to treat destructive relationship patterns contribute to the potential for violence in women's facilities. Four categories of conflict and violence are detailed:

- Verbal conflict
- Economic conflict and exploitation
- Physical violence
- Sexual violence

For female inmates, the most common forms of violence and conflict include verbal conflict and economic exploitation. Bullying and intimidation occur primarily over material goods or control over physical spaces, such as cells or dorms, especially when women exhibited vulnerabilities. We learned that any form of violence had the potential for escalating into a more serious and dangerous form. Physical violence was typically the result of escalating conflict over debts or "disrespect," or occurred between women in an on-going difficult relationship. Sexual violence was rarely discussed in our interviews unless prompted, but when mentioned, was seen to be usually a product of these problematic interpersonal relationships. In an attempt to capture the complexity of sexual violence, we have constructed a "continuum of coercion" that describes the sexual victimization that occurs, which includes:

- Sexual comments and touching
- Sexual intimidation and pressure
- "Fatal Attractions" (Stalking)
- Sexual aggressors
- Sexual violence in relationships
- Sexual assault

In our discussions with inmates and correctional staff, there was general consensus among inmates and staff regarding the causes of fighting and other forms of violence in the prison. Generally, both groups believed that jealousy, debts, and disrespect were the major catalysts for violence. We contend, however, that these factors are dynamic contributors to the potential for violence, and interact within the four levels outlined in the Ecological Model (individual, relationship, community, and society).

The women's jail and prison population is characterized by women with long histories of abuse and victimization and, for the most part, this past trauma remains untreated. These personal histories can result in intense and dysfunctional relationships with other women with similar histories. Women's relationships take on such importance that jealousy looms as a frequent trigger for violence. Other violence erupts when women respond to debts with violent retaliation. Women referred to unpaid debts as a form of disrespect but disrespect also encompassed a wide range of other behaviors as well. "Disrespect" refers to interpersonal behaviors that impinge upon another woman's status, reputation, sense of self, personal space, or rights of "citizenship." The concept of disrespect is closely tied to the subcultural norms and values of the prison and jail world. Idle female inmates, either due to a lack of available programming or individual resistance to such participation, are most likely to participate in these risky behaviors and relationships.

With few exceptions, women told us that they became less worried about physical or sexual violence over the course of their incarceration. While again stressing that "anything can happen at any time," most women learned how to protect themselves from all forms of violence. Day-to-day tension, crowded living conditions, the lack of medical care and the potential for disease, and a scarcity of meaningful programs and activities were seen as more significant threats to a woman's overall well-being than physical or sexual attack. Some individual women said they did "not feel safe at all," but most said they learned to protect themselves. Health concerns eclipsed worries about sexual or physical safety in every focus group and these concerns were related to lack of medical care and cleaning supplies, deteriorating physical plant conditions, substandard food, and the lack of rehabilitative programs. Idleness and an inability to earn money were also said to undermine women's sense of well-being.

Women also expressed little confidence in the ability of staff members to protect them from violence, either from other female inmates or from staff. Women described staff as "just not caring;" "playing favorites" with aggressors; "enjoying their fears" or refusing to take their fears seriously; "covering up for their buddies;" and telling them "This is prison—deal with it. " Women also stated that they were told by staff that they would have to "name names" if they went to staff for help in dealing with threats to their safety. Staff, too, remarked that they often felt unable to protect women, but

their reasons differed from those offered by the women. Lack of knowledge about reporting practices, reluctance to "snitch," distrust of the entire investigative process, and concerns about retaliation from inmates and staff were mentioned frequently. Inmates had little confidence in this process even in facilities with well known formal policies and procedures to report such concerns. Staff felt that their abilities to respond to violence depended on inmate reporting, but there were tremendous barriers and liabilities surrounding reporting feared or actual victimization.

One point of agreement was a strong perspective on place. In every site location, inmates and staff were unanimous that some facilities were far more dangerous than others; and, within facilities, particular living units were also defined as particularly risky and dangerous. Contributing factors to any particular locale included an interactive combination of individual, relational, and living unit and facility characteristics. Living units function as "neighborhoods" and, as such, exist as the physical place where the processes that shape violence or safety converge. This insight about place led to our approach of creating an instrument that can empirically measure the context of violence and safety within these living units.

In terms of staff, the most common problem reported by the inmate participants was "down talk" or disrespectful and derogatory verbal interactions. Most of the staff sexual misconduct described occurred at the lower end of a coercion continuum. By far, the most prevalent form of officer sexual misconduct was inappropriate touching, comments and suggestions, or other non-physical assaults. However, we heard a wide range of staff sexual misconduct that we placed upon a continuum of coercion as follows:

- Love and seduction
- Inappropriate comments and conversation
- Sexual requests
- "Flashing," voyeurism and touching
- Abuse of search authority
- Sexual exchange
- Sexual intimidation
- Sex without physical violence
- Sex with physical violence.

As we have seen in the description of the focus group data, the Ecological Model (CDC, 2004) was used to frame these data. We also drew on an Escalation Model (Edgar and Martin, 2003) and found that most violence began with identifiable (and preventable) conflict that escalated over time. Multiple organizational, environmental and individual factors contribute to violence in women's facilities. Analysis of the focus group data found that the dynamic interplay between individual, relational, community, facility and societal factors create and sustain violence potentials in women's jails and prisons. Staff members play a critical role in creating the potential for violence and conflict. In a similar way, aspects of policy and practice also can support or mitigate such violence. In advocating this prevention and intervention strategy, we argue that these same factors can create and sustain safety as well.

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APPENDICES

Appendix A

Focus Group Protocol
Staff and Inmate Groups

Basic Information about Focus Groups

What is the primary objective of a focus group?

Focus groups provide a venue that allows the collection of high quality data concerning the perspectives and experiences of participants regarding a few topics in a social context where they can consider their own views in the context of the views of others.

What is a focus group?

A focus group is a "group" discussion that gathers together people from similar backgrounds or experiences to discuss a specific topic of interest to the researcher.

- The discussion is usually "focused" on a particular area of interest. It does not usually cover a large range of issues, but allows the researcher to explore a few topics in greater detail.
- Focus groups are also "focused" because the participants usually share a common characteristic. This may be age, sex, educational background, religion, job title, or something directly related to the topic. This encourages a group to speak more freely about the subject without fear of being judged by others thought to be superior, more expert or more conservative.

Focus Group Team

There are two roles in the focus group process: 1) facilitator/moderator, and 2) note taker/observer.

What does the focus group team do?

There are two team members, with one focusing on taking notes and observing and the other focusing on facilitation and moderating.

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What is the role of facilitator/moderator?

Your major goal of facilitation is to collect useful information to meet the goal of meeting. Facilitating and conducting a focus group interview requires considerable group process skills. The facilitator **should not**: 1) indicate any judgment about what is said or what is considered acceptable, nor 2) ask questions or respond to statements in a tone that makes participant feel guilty or embarrassed. The facilitator **should** attempt to explore further contradictions brought up amongst focus group members, but **not** attempt to arrive at a consensus.

What is role of the note taker/observer?

Note: It is important that someone who is skilled in note-taking, and if possible, has a background in corrections (i.e., is familiar with the terminology/slang/ jargon) be appointed as note taker.

1. Your role is critical. Since the purpose of focus group is to understand the perspectives and experiences of the people being interviewed, it all comes to naught if the note taker/observer fails to capture the actual words of the person being interviewed. There is no substitute for these data.

2. The note taker/observer may also help the facilitator/moderator. She or he may point out questions that are not well explored, questions missed by the facilitator/moderator, or suggest areas that could be investigated further. This person should also help the facilitator/moderator summarize the focus group by noting significant and or unique contributions made by the group.

3. Every good focus group interview is also an observation. Nonverbal data are still data. Note where and when the interview occurred, who was present (note relevant demographic details and other salient information), how participants reacted, any surprises during the session, any argument/debate/ agreement, and any other additional information that would help establish a context for interpreting and making sense of the interview. Also document how much time is devoted to each topic by recording the start time of each topic. Observational data should be recorded differently from verbal data (e.g., in parentheses or italics). Use quotation marks to indicate direct quotes from participants. If an excessive amount of pronouns are being used and recorded, clarify to whom the pronouns are referring to in parentheses. Highlight in brackets what you believe may be some important contributions that the focus group made.

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These comments can be used in your wrap-up and summary at the end of the focus group.

4. The note taker/observer recording the data should go over notes from the focus group as soon as possible after the focus group (i.e., no later than the same day), ensuring the notes are complete and legible. If you took notes by hand, make any notes on your written notes (e.g., clarify any scratching/shorthand, ensure pages are numbered, fill out any notes that don't make sense, etc.). Type up the notes as soon as possible in the manner and format utilized in the sample (attached Sample of Typed Focus Group Notes). It is very important that you follow this format exactly.

5. If there are areas of vagueness or uncertainty where the note taker/observer is not sure what a participant said or meant, the note taker/observer can check with the facilitator/moderator. Guessing what the person said is unacceptable. If there is no way of following up with the respondent, the area of vagueness or uncertainty becomes missing data and should not be in the final version of the typed notes of the focus group.

6. The facilitator/moderator should also review the finalized notes and check their accuracy to ensure the written report reflects what occurred. It is important that the notes be understandable to anyone not present.

7. As soon as possible (i.e., preferably the same day or following day), the two focus group interviewers should go over the notes, and create a narrative summary in a separate document, highlighting main points, significant or unique ideas or recommendations, and other noteworthy results from the focus group.

8. Send the typed notes and narrative summary to Barbara Owen.

What do the participants do?

Participants will be asked to reflect on questions asked. They get to hear each other's responses and to make additional comments beyond their own original responses as they hear what other people have to say.

It is not necessary for the group to reach consensus. It is not necessary for the group to disagree. The focus group can provide insight into how a group thinks about an issue, about the range of opinions and ideas, and the inconsistencies

Appendix A

and variation that exist in a particular institution in terms of beliefs and their experiences and practices. The focus group interview provides some quality controls on data collection in that participants tend to provide some checks and balances on each other which weed out false or extreme views. The group dynamics typically contribute to focusing on the most important topics and issues. It should be easy to assess the extent to which there is a relatively consistent, shared view of the program among participants.

Planning and Conducting Focus Groups

Schedule Interviews

1. Contact the staff at the institution via phone followed by a letter or an email. Explain the purpose of the project and provide them with a description of the study and very specific details of the type of groups requested. For the inmate groups, provide the descriptions of each type (e.g. Reception Center inmates, general population-low custody etc). For the staff groups, request custody and non-custody staff with no supervisors or mangers.

2. Gain clearance for all project staff and equipment (e.g. the laptops) and supplies.

3. Provide this person with a list of characteristics that the focus groups should have. Make arrangements to review the list or pool of candidates this person provides you, checking to make sure the list has the appropriate characteristics.

4. Ask to hold the focus group sessions in a private setting with adequate airflow and lighting. Note if using a multipurpose room, whether other staff, especially supervisors or administrators, can see or hear conversations in the focus group. Try to get a room where chairs can be configured so that all members can see each other. Privacy for both staff and inmate groups is critical so make this clear at the onset of the arrangements.

5. Schedule focus group meetings. For staff, tell your contacts that we will need between 1.5 to 2 hours. For the inmates, explain the two day, two session approach.

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6. Emphasize the importance of everyone on the list being present in the focus groups.

7. For the inmate groups, determine the appropriate call out procedures and work closely with custody staff to make sure inmates will be able to walk to the interview space and that custody staff will allow the focus group to proceed without any staff or other inmates seeing or overhearing the focus group session. A private space is critical to this work.

Follow-up

The day prior to the focus group, verify with your contact that everyone on the list will be able to attend. If indeed there will be some no-shows, ascertain whether some staff substitutions may be feasible. Also, verify that everyone knows the location of the session and verify that no other activities are scheduled for that room during your time slot.

Supplies Needed:

- Writing tablets and pens
- Tent cards/name badges
- Markers
- Copies of documents
- Laptop with extension cords

Bring name tags or tent cards. This will facilitate who said what during the session. To protect the anonymity of the focus group participants, discuss with your group how to best do this. Suggest that participant numbers be used but this is up to the facilitator. Mention to all of the focus group participants that they can use their own, or fictitious initials.

Conduct Focus Group

Arrive well ahead of the start time. Review the space to ensure everything you need has been provided. Ensure that the space is private, comfortable and conducive to a productive session. Check off participants as they arrive.

Make sure that the space is conducive to laptop use. Ensure you have what you need; comfortable writing surface, electrical outlet close enough to accommodate your cords, etc. You may want to pack an extension cord.

The Team Members Script provides detailed instructions regarding how to conduct and facilitate the focus group session. It contains both the "house-keeping" tasks you need to accomplish and the questions to be asked of the participants. It is important that the script be followed closely and in the same manner for each session.

Steps

1. Distribute all of the on-site documents:
   - participant demographic form
   - informed consent
   - appropriate agenda
   - participant rating form

   Place these documents around the table where you want participants to sit.

2. Begin by introducing yourself and then let the note taker/observer introduce himself/herself. With staff, you may want to have the participants introduce themselves. Be sure to structure the time so this is very short.

3. Explain that the means to record the session will be written notes (including laptops) and that no tape recorders will be utilized.

4. Distribute the agenda tailored to the group with whom you are meeting. Work your way through the agenda exactly as it is structured.

5. Carefully word each question before that question is addressed by the group. Ask the group to think about the question before answering. Then, facilitate the discussion around the answers to each question, one at a time. Use sample prompts provided to you for follow-up and discussion purposes.

6. After each question or topic is answered, briefly, but carefully reflect back a summary of what you heard (the note taker can assist with this). Specific prompts are included in the scripts.

7. Ensure even participation. If one or two people are dominating the meeting, then call on others. It is important to manage the interview so that it is not dominated by one or two people, so that participants who tend not to be highly verbal are able to share their views. Consider using a round-table approach, including going in one direction around the table,

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giving each person a minute to answer the question. If the domination persists, note it to the group and ask for ideas about how the participation can be increased.

You also may want to have a short version of the questions in front of you.

Debrief

At the end of each focus group, review the focus group's activities and results with your other focus group team member. Make plans to review and proof the notes as soon as possible. Note important points (e.g., observations, problems, etc.) and significant or unique contributions made during the debriefing in a separate narrative summary. Also note in this narrative summary whether your procedures varied from the protocol and whether or not you encountered any problems. Once this is done, send the notes and narrative summary to Barbara Owen.

Analysis of Focus Group Data

This will be centralized and not the responsibility of the focus group teams. Please send all material to Barbara Owen via email: barbarao@csufresno.edu

Close out

At the end of the site visit check in with the administrator's office before leaving and express your appreciation.

Things to remember:

- We will not be providing individual reports to the facility.
- Remember to customize the handouts.
- Remember to record questions and prompts in your note-taking.
- Remember to summarize each topic before moving on to the next topic. Include the summary in your notes.
- Remember to note times you begin and finish topics.
- Call James or Barbara if you have any questions or concerns.

Appendix A

List of Useful Tips for Leading Focus Groups

Prompts:

While we have provided a list of verbal prompts with the focus group questions, there are many other types of prompts. Here we are listing some prompts to keep in mind.

Non-verbal

1. **Silence:** Being quiet is the best way to get/keep people talking…while we all love to talk, keep mum about your views and stay quiet. Often other folks will continue speaking when they look at you to determine if they should continue and you don't pipe up. However, the opposite is true when someone is droning on and not adding to the discussion. Speaking up when they pause often causes them to stop.

2. **Looking expectant & accepting:** Looking eager and truly fascinated by the respondents' comments is another wonderful non-verbal prompt. While it is hard to juggle the papers in front of you sometimes, it is important to look engaged in the discussion and gaze intelligently at the speaker.

3. **Other hints:** Body language and small noises (hmmm- in an interesting way) also elicit further conversation. Nodding or cocking your head to the side, leaning forward, opening your hands (never cross your arms- it closes folks off); deploying a half smile and other welcoming facial expressions are ways human beings show that they are interested in what others have to say.

Short Verbal Prompts

Again the purpose here is to encourage and welcome comments.

- Can you say more?
- Tell me more about that….
- Say more?
- Yeah…
- Such as…
- How so….

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Also throw in a few positive reinforcement comments, like *"that was really interesting"* or *"good."* However, be careful not to prejudice or limit the discussion this way.

Keeping a running list

We also have found it helpful to keep a running list of "follow-up" questions by jotting down things to follow up while people are talking. Use a fresh sheet of paper to make notes about possible follow-up questions to remind you to ask when your respondent finishes speaking.

Outline

Although the note taker has primary responsibility for recording the interview, the facilitator should also keep a running schematic outline as well. With this outline of important points, you can help the note taker when you develop the final report of each interview. It is also helpful to do this after a series of interviews. Sometimes you may have time to review the notes right after the interview, but often you don't get to them until in the evening. You can also use these notes to complete the report.

INMATE FOCUS GROUP SCRIPT

Preliminary Activities

Confirm that there are no serious potential problems with the focus group participants you selected (e.g., no language barriers, participants are competent, etc.) Again, work closely with the contact person to ensure that call-our procedures and space requirements are on track.

Verify as participants arrive that they are attending the appropriate focus group. Check their name to confirm their attendance. Arrange documents (2 copies of informed consent per participant, 1 copy of agenda per participant, 1 copy of demographic note card, 1 copy of participant rating form, 2 pages of blank paper per participant for note-taking, 1 pencil per participant) and labeled tent cards around the table/seats. Immediately prior to going over the agenda, introduce yourselves. It is important that you communicate your willingness to understand your participants' point of view.

BEGIN

Note taker: Mark time for each section.
Facilitator: Narrative within quotes and bold print needs to be spoken out loud to the focus group participants.

1. **REVIEW OF AGENDA AND GOALS OF FOCUS GROUPS**
   [approximately 5 minutes]

   - Announce to the group that everyone should have a copy of an agenda

   - Inform the group that…

   Goal of these focus groups is to discuss your feelings, perspectives and experiences regarding four topics:

   - **What do you know about violence or danger in this facility?**

   - **How do women currently (with emphasis) protect themselves from this violence in this facility?**

   - **What are some things that can (with emphasis) be done here to protect women from danger and violence?**

   - **What else should we know about violence and danger here?**

In the event participants do not know what a focus group is, you can define it:

What is a focus group?

- **A focus group is a "group" discussion that gathers together people from similar backgrounds or experiences to discuss a specific topic of interest to the researcher.**

- **The discussion is usually "focused" on a particular area of interest. It does not usually cover a large range of issues, but allows the researcher to explore a few topics in greater detail.**

- **Focus groups are also "focused" because the participants usually share a common characteristic. This may be age, sex, educational background, religion, job title, or something directly related to the topic. This encourages a group to speak more freely about the subject without fear of being judged by others.**

Briefly mention to the inmate group that**:**

We are going to meet twice to make sure we hear everything you have to say about violence here. We will spend about another hour or so today and then arrange to meet again another hour or so tomorrow to finish this up.

We will be conducting several focus groups here at this facility and other facilities throughout the country. We are also giving each of you 2 blank pieces of paper in case you want to make a note if anything comes up and you want to remind yourselves of it. You also take this paper to your housing unit after today's focus group in case you want to write down any thoughts prior to tomorrow's focus group.

Also mention that:

Focus group participants will be provided the opportunity to have a private follow-up interview with the researcher if they would like.

Finally, mention that:

The information gained from these focus group sessions will be used to develop measures to accurately assess violence in women's facilities.

Participant demographic form.

> **We are also asking you to fill out this form that helps us analyze the information we are receiving here. Please note that we are not asking you to indicate your name on this form.**

2. OBTAIN INFORMED CONSENT [approximately 10 minutes]

Inform the group that:

> **You and other members of your focus group may be assured of complete confidentiality with your comments. Only a few team members will see the actual notes from the focus groups. The notes will be analyzed and results reported only in aggregate form. No one from your facility will be identifiable in any focus group results or subsequent reports. However, we are required in this type of study to obtain your informed consent to participate.**

> **Please read** (researcher should also read it out loud to the female inmates) **and sign the informed consent handout. We are giving you two copies; one copy will go to the project's records and the other copy you can keep for your records" (see Informed Consent Form).**

Be prepared for some participants to take longer than others to read and fill out the consent form. Stress that:

> **All of today's participants were randomly chosen, and that although you are free to decline to participate, the variety of input anticipated from the focus group is critical to the success of the project.**

3. REVIEW OF COURTESIES [approximately 5 minutes]

Inform the group that:

> **Although it's critical that all of you participate as much as possible, due to time constraints, the focus group session needs to move along while generating useful information. My role as facilitator is to cover this material during the short time we have together today and tomorrow. I will ask the questions, act as time- keeper and generally move the discussion along. I will try to keep us on track with these ground rules:**

1) **So we can get everyone's input, please talk one person at a time. I may interrupt to keep us on track by guiding the discussion;**

2) **I will be asking for follow-up clarifications as we go along;**

3) **Please correct me if you don't think I am capturing your viewpoint in my summary comments;**

4) **Feel free to agree or disagree with other comments in an orderly manner; and**

5) **We need to balance the fact that everyone's perspective is important and the fact that we have limited time.**

4. **INTRODUCTIONS OF PARTICIPANTS** [approximately 5 minutes]

Inform the group that:

We are not interested in knowing what a particular participant says, but rather what the experiences or background of the participant says (e.g. detainee, sentenced inmate, long term inmate, etc.).

After you state the above, ask participants to introduce themselves:

We would like for each of you to briefly introduce yourselves. You may use a nickname or any other name if you do not want to use your own name.

Be prepared to steer some participants who deviate from the introductions to the main goals of the focus group.

5. **DISCUSSION TOPICS** [approximately 120 minutes for all four topics- each group will differ on the stopping point]

INTERVIEW SCRIPT FOR

INMATE FOCUS GROUPS

Note: It is highly unlikely that the questions (as well as answers) will follow a set order like the one indicated in this interview script. What is important is that the four main questions be asked. For that reason, it may be necessary for you and your fellow team member to note which questions have been answered and what remaining questions need to be asked.

Note to note taker/observer: Note the time in your notes

INTRODUCTION [approximately 2 minutes].

> **We are interested in understanding more about violence, including sexual violence in women's prisons. We will be asking you to tell us about things you have heard about, seen or experienced. If and when you make what you regard as sensitive comments that pertain to what you have personally experienced, feel free NOT to personally refer to yourself. Rather, discuss the experience as if it occurred to someone else you knew here. Everyone understand? Everything you tell us will be entirely confidential and not revealed to anyone here at the institution. We very much appreciate your help with this important project. You are free to not answer or just say "pass" when we go around the room.**

TOPIC 1. KNOWLEDGE OF VIOLENCE & SAFETY [approximately 45 minutes – some information about the other topics gets covered here, hence the longer time requirement]

> **First, I'd like to go around the room and ask each of you to tell us about violence or danger in this facility (prison or jail). We are interested in physical violence, such as fights and any sexual violence. We're interested in what you've heard, witnessed or personally experienced here. By the way, we're defining violence as being hit, kicked or in any way physically or sexually hurt or assaulted by another prisoner or staff member.**

[After each respondent states their view (round 1), you can probe with the following questions if these things were not covered in their answer:]

Probes:

- **What kinds of things lead up to this violence?**
- **What happens in these incidents (ask for specific details)**
- **What happens after an incident?**
- **Who is vulnerable?**
- **What do you do when you see this happen?**
- **What does staff do?**
- **When are weapons used? Not used?**

If the participants do not cover the areas below, ask these probes:

- **What about physical violence?**
- **Committed by detainees or inmates? By staff?**
- **What about sexual violence?**
- **Committed by detainees or inmates? By staff?**
- **What about other forms of violence like:**
- **Bullying or being pushy?**
- **Sexual pressure or intimidation?**
- **Material violence (taking things)?**
- **Verbal violence?**

Examples of other possible prompts or probes to be used when appropriate:

- **Does everyone agree with that?**
- **What do you do (speaking to an individual) that is different from that person (another person in focus group)?**
- **Do you feel that way too? Does this statement fit general opinions? Any one else have some thing to add?**

[Wrap up Question 1] (note taker/observer should assist)

> **Is there anything else we should know?**
> **If not, let's summarize VERY BRIEFLY the consensus & alternate points of view (e.g., "OK, let me tell you what I am hearing here--Points 1-2-3—Do I have it right? Did I miss anything? Anything else you can tell me so we better understand?)**

Note to note taker/observer: Note the time in your notes

TOPIC 2. HOW DETAINEES OR INMATES PROTECT THEMSELVES FROM VIOLENCE? [approximately 25 minutes]

Inform the group…

> **Next, I'd like to go around the room and ask each of you to describe how women (detainees or inmates) currently (with emphasis) protect themselves from this violence we just talked about. We're interested in what you've heard, witnessed or personally experienced here.**

[After each respondent states their response, you can probe with the following questions if these things were not covered in their answer:]

Probes:

- **How do women detainees or inmates here currently protect themselves?**
  - **Report?**
  - **Capitulation (i.e., give in)?**
  - **Avoidance behavior?**
  - **Self-harm?**
  - **Suspicion?**
- **Attack to forestall a perceived threat?**
- **Where do women go for help? How do you go for help?**

- **Do women go for help when they are just afraid? Or after something actually happens?**

- **Do you go to staff for help? How?**

- **Do you know about this institution's procedures for reporting any violence, abuse or misconduct?**

- **Are posters or phone numbers used?**

- **Is there a locked box to drop written complaints in?**

- **Have you heard about the Prison Rape Elimination Act?**

- **What do you know about PREA? How did you hear about it?**

Examples of other possible prompts or probes to be used when appropriate:

- **Does everyone agree with that?**

- **What do you do (speaking to an individual) that is different from that person (another person in focus group)?**

- **Do you feel that way too? Does this statement fit general opinions? Any one else have some thing to add?**

[Wrap up Topic 2] (note taker/observer should assist)

Is there anything else we should know?
If not, let's summarize VERY BRIEFLY the consensus & alternate points of view (e.g., "OK, let me tell you what I am hearing here--Points 1-2-3— Do I have it right? Did I miss anything? Anything else you can tell me so we better understand?)

Note to note taker/observer: Note the time in your notes

TOPIC 3. WHAT CAN BE DONE TO PROTECT WOMEN HERE?
[approximately 25 minutes]

Inform the group…

We need to move on toward our third topic. What kinds of things can (with emphasis) be done to protect women here? That is, what recommendations can you make that would help protect women here?

[After each respondent states their response, you can probe with the following questions if these things were not covered in their answer:]

Probes:

- **What can the women detainees or inmates do here do to protect themselves?**

- **What should be done in prisoner orientation?**

- **What can the officers do here to protect women?**

- **What can the administration do here to protect women here?**

- **What should be done in staff training?**

- **What can other staff (i.e., non-custody) do here to protect women?**

- **What can volunteers do here to protect women?**

- **What can family members do to protect women detainees or inmates?**

- **What can anyone else do to protect women detainees or inmates?**

Examples of other possible prompts or probes to be used when appropriate:

- **Does everyone agree with that?**

- **What do you do (speaking to an individual) that is different from that person (another person in focus group)?**

- **Do you feel that way too? Does this statement fit general opinions? Any one else have some thing to add?**

[Wrap up Topic 3] (note taker/observer should assist)

Is there anything else we should know?
If not, let's summarize VERY BRIEFLY the consensus & alternate points of view (e.g., "OK, let me tell you what I am hearing here--Points 1-2-3— Do I have it right? Did I miss anything? Anything else you can tell me so we better understand?)

Note to note taker/observer: Note the time in your notes

TOPIC 4. WHAT ELSE DO WE NEED TO KNOW ABOUT VIOLENCE?
[approximately 25 minutes]

Inform the group…

Our last topic is very important. What else should we know about violence and danger here in this facility?

[After each respondent states their response, you can probe with the following questions if these things were not covered in their answer:]

Probes:

Is there anything you thought of since yesterday's focus group?

Any recommendations you can give us as to how we can best assess how violent or dangerous this facility is?

Examples of other possible prompts or probes to be used when appropriate:

- **Does everyone agree with that?**

- **What do you do (speaking to an individual) that is different from that person (another person in focus group)?**

- **Do you feel that way too? Does this statement fit general opinions? Any one else have some thing to add?**

Wrap up Topic 4] (note taker/observer should assist)

Is there anything else we should know?
If not, let's summarize VERY BRIEFLY the consensus & alternate points of view (e.g., "OK, let me tell you what I am hearing here--Points 1-2-3— Do I have it right? Did I miss anything? Anything else you can tell me so we better understand?)

Note to note taker/observer: Note the time in your notes

6. PARTICIPANT RATING FORM [approximately 10 minutes]
(pass out form)

We are passing out a form that asks you to make some estimates about how safe you feel this facility is for women inmates. Each question asks you to make a guess about a specific question. {Facilitator then reads each question and asks if participants have any questions}

7. Wrap Up [approximately 5 minutes]

We've certainly gained a lot of valuable information from you today. To highlight just a few of your comments, we've learned (insert significant contributions… interviewer/note taker can mention them).

If any themes emerged from the comments of the focus group, attempt to summarize them here. Ask the note taker to remind you of some that he/she noted.

We thank you for the use of your valuable time today. If you should have any questions or other thoughts concerning our work, please do not hesitate to get in touch with us via the contact information provided on your copy of the informed consent form.

Note taker and facilitator need to debrief, identify and note the major themes of the focus group.

STAFF FOCUS GROUP SCRIPT

Preliminary Activities

Document how focus group was selected.

Verify as participants arrive that they are attending the appropriate focus group. Check their name to confirm their attendance. Arrange documents (2 copies of informed consent per participant, 1 copy of staff participant demographic form, 1 copy of agenda per participant, 1 participant rating form, 2 pages of blank paper per participant for note-taking, 1 pencil per participant) and labeled tent cards around the table/seats.

Immediately prior to going over the agenda, introduce yourselves. It is important that you briefly stress your qualifications, background, experiences, etc. so as to communicate your willingness to understand your participants' point of view.

BEGIN

Note taker: Mark time for each section.
Facilitator: Narrative within quotes and bold print needs to be spoken out loud to the focus group participants.

1. **REVIEW OF AGENDA AND GOALS OF FOCUS GROUPS**
    [approximately 5 minutes]

    - Announce to the group that everyone should have a copy of an agenda

    - Inform the group that…

      Goal of these focus groups is to discuss your feelings, perspectives and experiences regarding five topics:

      - **What do you know about violence or danger among women in this facility?**
      - **What problems are associated with preventing and responding to female sexual and physical violence in this facility?**
      - **How do women currently (with emphasis) protect themselves from this violence in this facility?**
      - **What are some things that can (with emphasis) be done here to protect women from danger and violence?**
      - **What else should we know about violence and danger here?**

Appendix C

In the event participants do not know what a focus group is, you can define it:

What is a focus group?

- **A focus group is a "group" discussion that gathers together people from similar backgrounds or experiences to discuss a specific topic of interest to the researcher.**

- **The discussion is usually "focused" on a particular area of interest. It does not usually cover a large range of issues, but allows the researcher to explore a few topics in greater detail.**

- **Focus groups are also "focused" because the participants usually share a common characteristic. This may be age, sex, educational background, religion, job title, or something directly related to the topic. This encourages a group to speak more freely about the subject without fear of being judged by others.**

Briefly mention to the group that**:**

> **This particular focus group is one of several being conducted at this facility and other facilities throughout the country." We are also giving each of you a blank piece of paper in case you want to make a note if anything comes up and you want to remind yourselves of it.**

Finally, mention that:

> **The information gained from these focus group sessions will be used to develop measures to accurately assess violence in women's facilities.**

2. **OBTAIN INFORMED CONSENT** [approximately 10 minutes]

Inform the group that…

> **You and other members of your focus group may be assured of complete confidentiality with your comments. Only a few team members will see the actual notes from the focus groups. The notes will be analyzed and results reported only in aggregate form. No one from your facility will be identifiable in any focus group results or subsequent reports. However, we are required in this type of study to obtain your informed consent to participate.**

Please read and sign the informed consent handout. We are giving you two copies; one copy will go to the project's records and the other copy you can keep for your records" (see Informed Consent Form).

Be prepared for some participants to take longer than others to read and fill out the consent form. Stress that:

All of today's participants were randomly chosen, and that although you are free to decline to participate, the variety of input anticipated from the focus group is critical to the success of the project.

Hand out participant demographic form.

We are also asking you to fill out this form that helps us analyze the information we are receiving here. Please note that we are not asking you to indicate your name on this form.

3. **REVIEW OF COURTESIES** [approximately 5 minutes]

Inform the group that:

Although it's critical that all of you participate as much as possible, due to time constraints, the focus group session needs to move along while generating useful information. My role as facilitator is to cover this material during the short time we have together today and tomorrow. I will ask the questions, act as time- keeper and generally move the discussion along. I will try to keep us on track with these ground rules:

1) **So we can get everyone's input, please talk one person at a time. I may interrupt to keep us on track by guiding the discussion;**

2) **I will be asking for follow-up clarifications as we go along;**

3) **Please correct me if you don't think I am capturing your viewpoint in my summary comments;**

4) **Feel free to agree or disagree with other comments in an orderly manner; and**

5) **We need to balance the fact that everyone's perspective is important and the fact that we have limited time.**

4. **INTRODUCTIONS OF PARTICIPANTS** [approximately 5 minutes]

Inform the group that:

> **We are not interested in knowing what a particular participant says, but rather what the experiences or background of the participant says (e.g. experienced supervisor, female housing officer, etc.).**

After you state the above, ask participants to introduce themselves:

> **We would like for each of you to briefly introduce yourselves. Please limit your introductions to name, age, title, and work experience in corrections.**

Be prepared to steer some participants who deviate from the introductions to the main goals of the focus group.

5. **DISCUSSION TOPICS** [approximately 120 minutes for all four topics- each group will differ on the stopping point]

INTERVIEW SCRIPT

FOR STAFF FOCUS GROUPS

Note: It is highly unlikely that the questions (as well as answers) will follow a set order like the one indicated in this interview script. What is important is that the four main questions be asked. For that reason, it may be necessary for you and your fellow team member to note which questions have been answered and what remaining questions need to be asked.

Note to note taker/observer: Note the time in your notes

INTRODUCTION [approximately 2 minutes].

> **We are interested in understanding more about violence, including sexual violence, in women's prisons and jails. We will be asking you to tell us about things you have heard about, seen or experienced. If and when you make what you regard as sensitive comments that pertain to what you have personally experienced, feel free NOT to personally refer to yourself. Rather, discuss the experience as if it occurred to someone else you knew here. Everyone understand? Everything you tell us will be entirely confidential and not revealed to anyone here at the institution. We very much appreciate your help with this important project. You are free to not answer or just say "pass" when we go around the room.**

TOPIC 1. KNOWLEDGE OF VIOLENCE & SAFETY [approximately 45 minutes – some information about the other topics gets covered here, hence the longer time requirement]

> **First, I'd like to go around the room and ask each of you to tell us about violence or danger among female detainees or inmates in this facility (prison or jail). We are interested in physical violence, such as fights and any sexual violence. We're interested in what you've heard, witnessed or personally experienced here. By the way, we're defining violence as being hit, kicked or in any way physically or sexually hurt or assaulted by another prisoner or staff member.**

[After each respondent states their view (round 1), you can probe with the following questions if these things were not covered in their answer:]

Probes:

- **What kinds of things lead up to this violence?**
- **What happens in these incidents (ask for specific details)**
- **What happens after an incident?**
- **Who is vulnerable?**
- **What do you do when you see this happen?**
- **What does staff do?**
- **When are weapons used? Not used?**

If the participants do not cover the areas below, ask these probes:

- **What about physical violence?**
    - **Committed by detainees or inmates?**
    - **By staff?**
    - **Can you give an example of a specific incident?**
- **What about sexual violence?**
    - **Committed by detainees or inmates?**
    - **By staff?**
    - **Can you give an example of a specific incident?**
- **What differences are there between physical violence and sexual violence (i.e., with regard to motivation, premeditation, etc.)?**
- **What about other forms of violence like:**
    - **Bullying or being pushy?**
    - **Sexual pressure or intimidation?**
    - **Material violence (taking things)?**
    - **Verbal violence?**
- **Violence instigated by inmates? Instigated by staff?**

Appendix C

Examples of other possible prompts or probes to be used when appropriate:

- **Does everyone agree with that?**

- **What do you do (speaking to an individual) that is different from that person (another person in focus group)?**

- **Do you feel that way too? Does this statement fit general opinions? Any one else have some thing to add?**

[Wrap up Question 1] (note taker/observer should assist)

Is there anything else we should know?
If not, let's summarize VERY BRIEFLY the consensus & alternate points of view (e.g., "OK, let me tell you what I am hearing here--Points 1-2-3—Do I have it right? Did I miss anything? Anything else you can tell me so we better understand?)

Note to note taker/observer: Note the time in your notes

TOPIC 2. PROBLEMS [approximately 15 minutes]

Inform the group…

Topic 2 pertains to problems associated with sexual and physical violence among women. We now would like to know what problems each of you encounter in preventing and/or responding to sexual and physical violence among women in your facility? What are some of the things that have gone wrong or could go wrong? Later on we will be asking you about ways we can address some of these problems.

[After each respondent states their response, you can probe with the following questions if these things were not covered in their answer:]

Probes:
[Be especially aware of chain of command and custody/noncustody issues in shaping your probes.]

- **What doesn't work in preventing sexual and physical violence among women?**

- **What doesn't work in responding to sexual and physical violence among women?**

- **What kinds of things contribute or interfere with your ability to effectively prevent sexual and physical violence among women in this facility?**

- **What kinds of things contribute or interfere with your ability to effectively respond to sexual and physical violence among women in this facility?**

- **What do you believe are the causes of these problems?**

- **What do you need to better prevent these problems?**

- **What do you need to better respond to these problems?**

Examples of other possible prompts or probes to be used when appropriate:

- **Does everyone agree with that?**

- **What do you do (speaking to an individual) that is different from that person (another person in focus group)?**

- **Do you feel that way too? Does this statement fit general opinions? Any one else have some thing to add?**

[Wrap up Topic 2] (note taker/observer should assist)

Is there anything else we should know?
If not, let's summarize VERY BRIEFLY the consensus & alternate points of view (e.g., "OK, let me tell you what I am hearing here--Points 1-2-3— Do I have it right? Did I miss anything? Anything else you can tell me so we better understand?)

Note to note taker/observer: Note the time in your notes

TOPIC 3. HOW FEMALE DETAINEES OR INMATES PROTECT THEMSELVES FROM VIOLENCE [approximately 15 minutes]

Inform the group…

Next, I'd like to go around the room and ask each of you to describe how women (detainees or inmates) currently (with emphasis) protect themselves from this violence we just talked about. We're interested in what you've heard, witnessed or personally experienced here.

[After each respondent states their response, you can probe with the following questions if these things were not covered in their answer:]

Probes:

- **How do women detainees or inmates here currently protect themselves?**
    - **Report?**
    - **Capitulation (i.e., give in)?**
    - **Avoidance behavior?**
    - **Self-harm?**
    - **Suspicion?**
    - **Attack to forestall a perceived threat?**
- **Where do women go for help? How do they go for help?**
- **Do women go for help when they are just afraid? Or after something actually happens?**
- **Do women go to staff for help? How?**
- **Do you think the women detainees or inmates here know about this institution's procedures for reporting any violence, abuse or misconduct?**
    - **Are posters or phone numbers used?**
    - **Is there a locked box to drop written complaints in?**
    - **Have you heard about the Prison Rape Elimination Act?**
    - **What do you know about PREA? How did you hear about it?**

Examples of other possible prompts or probes to be used when appropriate:

- **Does everyone agree with that?**

- **What do you do (speaking to an individual) that is different from that person (another person in focus group)?**

- **Do you feel that way too? Does this statement fit general opinions? Any one else have some thing to add?**

[Wrap up Topic 3] (note taker/observer should assist)

Is there anything else we should know?
If not, let's summarize VERY BRIEFLY the consensus & alternate points of view (e.g., "OK, let me tell you what I am hearing here--Points 1-2-3— Do I have it right? Did I miss anything? Anything else you can tell me so we better understand?)

Note to note taker/observer: Note the time in your notes

TOPIC 4. WHAT CAN BE DONE BY STAFF TO PROTECT WOMEN? [approximately 15 minutes]

Inform the group…

We need to move on toward our fourth topic. What kinds of things can (with emphasis) be done to protect women here? That is, what recommendations can you make that would help protect women here?

[After each respondent states their response, you can probe with the following questions if these things were not covered in their answer:]

Probes:

Examples of other possible prompts or probes to be used when appropriate:

- **What can the women detainees or inmates do here do to protect themselves?**

- **What should be done in prisoner orientation?**

- **What can the officers do here to protect women?**

- **What can the administration do here to protect women here?**

- **What should be done in staff training?**

- **What can other staff (i.e., non-custody) do here to protect women?**

- **What can volunteers do here to protect women?**

- **What can family members do to protect women detainees or inmates?**

- **What can anyone else do to protect women detainees or inmates?**

Examples of other possible prompts or probes to be used when appropriate:

- **Does everyone agree with that?**

- **What do you do (speaking to an individual) that is different from that person (another person in focus group)?**

- **Do you feel that way too? Does this statement fit general opinions? Any one else have some thing to add?**

Wrap up Topic 4] (note taker/observer should assist)

Is there anything else we should know?
If not, let's summarize VERY BRIEFLY the consensus & alternate points of view (e.g., "OK, let me tell you what I am hearing here--Points 1-2-3— Do I have it right? Did I miss anything? Anything else you can tell me so we better understand?)

Note to note taker/observer: Note the time in your notes

TOPIC 5. WHAT ELSE DO WE NEED TO KNOW ABOUT VIOLENCE?
[approximately 15 minutes]

Inform the group…

Our last topic is very important. What else should we know about violence and danger here in this facility?

[After each respondent states their response, you can probe with the following questions if these things were not covered in their answer:]

Probes:

Examples of other possible prompts or probes to be used when appropriate:

- **Is there anything you have thought of since we began?**

- **Any recommendations you can give us as to how we can best assess how violent or dangerous this facility is?**

Examples of other possible prompts or probes to be used when appropriate:

- **Does everyone agree with that?**

- **What do you do (speaking to an individual) that is different from that person (another person in focus group)?**

- **Do you feel that way too? Does this statement fit general opinions? Any one else have some thing to add?**

[Wrap up Topic 5] (note taker/observer should assist)

Is there anything else we should know?
If not, let's summarize VERY BRIEFLY the consensus & alternate points of view (e.g., "OK, let me tell you what I am hearing here--Points 1-2-3— Do I have it right? Did I miss anything? Anything else you can tell me so we better understand?)

Note to note taker/observer: Note the time in your notes

6. **PARTICIPANT RATING FORM** [approximately 10 minutes]
   (pass out form)

   We are passing out a form that asks you to make some estimates about how safe you feel this facility is for women inmates. Each question asks you to make a guess about a specific question. {Facilitator then reads each question and asks if participants have any questions}

7. Wrap Up [approximately 5 minutes]

We've certainly gained a lot of valuable information from you today. To highlight just a few of your comments, we've learned (insert significant contributions… interviewer/note taker can mention them)."

If any themes emerged from the comments of the focus group, attempt to summarize them here. Ask the note taker to remind you of some that he/she noted.

We thank you for the use of your valuable time today. If you should have any questions or other thoughts concerning our work, please do not hesitate to get in touch with us via the contact information provided on your copy of the informed consent form.

Note taker and facilitator need to debrief, identify and note the major themes of the focus group.

Inmate Focus Group Agenda

< Date >

1. Review of agenda and goal of meeting

2. Discuss and obtain informed consent

3. Review of courtesies

4. Introductions

5. Discussion topics:

    - What do you know about violence or danger in this facility?
    - How do women protect themselves from this violence?
    - What can be done here to protect women from danger and violence?
    - What else should we know about violence and danger here?

6. Wrap up

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Fresno California 93740
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Fax: 559.278.7265
Email: barbarao@csufresno.edu

(or interview team information)

Staff Focus Group Agenda

< Date >

1. Review of agenda and goal of meeting

2. Discuss and obtain informed consent

3. Review of courtesies

4. Introductions

5. Discussion topics:

   - What do you know about violence or danger in this facility?
   - What problems are associated with preventing and responding to female sexual and physical violence in this facility?
   - How do women protect themselves from this violence?
   - What can be done here to protect women from danger and violence?
   - What else should we know about violence and danger here?

6. Wrap up

Note: If you have questions about the Prison Rape Elimination Act, access NIC's website at: http://www.nicic.org

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(or other team member information)

Gendered Violence and Safety: A contextual approach to improving security in women's facilities

Inmate Information Sheet & Consent Form

Barbara Owen

Department of Criminology
Stop S2 104
CSU Fresno
Fresno, CA 93740
(559) 278-5715

Or other team information

You are being asked to take part in a research study that will collect information to improve the safety of women detainees and inmates. We will be asking questions about your experiences with violence in prisons and jails, including sexual violence, that you and other women have had. We are asking you to talk to us about these things in a group and maybe an individual interview. Your decision to be interviewed for this study is voluntary. Your participation and any information you may offer as a volunteer participant will have absolutely no effect, positive or negative, on your status as an inmate or detainee within the <u>Name of Facility</u>, any pending trial, or what happens after your release. You may also stop your participation at any time by telling your interviewer that you no longer wish to be part of the interview.

The researchers are fully independent from the <u>Name of Facility</u> and guarantee the confidentiality of this information. Nothing you say to the research team will be reported to <u>Name of Facility</u> in any way that could identify you or any of your comments. These data are stored away from the facility and no individual identifiers, like names or numbers, are used in the data storage.

WHAT IS THIS STUDY ABOUT?

We want to know more about how violence, including sexual violence and assault, occurs in women's facilities and how we can make these correctional institutions safer for women. The information you give will be used to develop a survey that asks individual women about their experiences and other policies and

programs to educate staff and inmates about these issues. You will be given a copy of this information sheet that explains the details of this project.

HOW WILL THIS STUDY WORK?

The information will be collected through a focus group interviews or a personal interview that takes approximately one and a half hours to complete. Researchers from California State University—Fresno, and Commonwealth Research Consulting, Inc. will be conducting the focus group and/or interview, and you may ask questions or ask to stop the focus group or interview any time. The questions asked will be related to what you've heard, witnessed or personally experienced here in this facility. If you feel uncomfortable answering any of the questions, you do not have to do so.

ARE THERE ANY RISKS?

It is possible that you may not feel comfortable talking about yourself or about some of the topics to be discussed in the interviews. If any discomfort arises, the interviewer will refer you to someone here at this facility to talk to about these problems. During the interview, you can refuse to answer any question. All your answers will remain completely confidential and will not have any impact on the rest of your stay at the <u><Name of Facility></u>.

WHAT ARE THE BENEFITS?

The information collected from these focus groups or individual interviews will provide information about inmate and detainee needs and provide some ideas about programs to help decrease violence and protect inmates and detainees like you. There are no direct benefits to you beyond helping us get a better idea about what kind of programs and services will help other inmates and detainees both while they are incarcerated and when they return home.

WILL YOU GET PAID?

There is no monetary incentive for participation in this project. All participation is voluntary and extremely appreciated.

HOW WILL YOUR PRIVACY BE PROTECTED?

The principal researcher, Barbara Owen, and co-investigator, James Wells, will protect your privacy in every way possible. All information that is collected will be

given a code number and we will not record your name on any of the interview documents. The information will also be kept in an office at CSU Fresno and no one in this facility will ever see the answers you give us. No information that identifies you will be given to anyone or any agency. Your name will not be in any reports or publications. All the answers will be combined and no one individual can be identified in the way we will write up the data.

CAN YOU QUIT?

Your participation in this study is voluntary. You can stop participating in the interviews at any time. You can chose not to answer any questions and still participate in future interviews. Your participation in the interviews is not connected to any treatment you are receiving here.

IF YOU HAVE QUESTIONS

If you have any questions, please contact (team information). You can also ask your interviewer any question pertaining to the research as the interview session is in process. Any of the individuals involved in this project will be ready to answer any questions you may have. The CSU Fresno Institutional Review Board (IRB) also monitors the protection of those participating in sponsored research such as this project. If you have concerns about this study and how it may affect you directly, please contact the IRB at 559-278-4468 or write them at Institutional Review Board. CSU Fresno; Fresno CA 93740.

If you have any specific concerns about sexual violence and victimization, your researcher can provide you with referrals; both here in the facility and through the (system appropriate contact).

Consent Form

Gendered Violence and Safety: A contextual approach to improving security in women's facilities

By signing below, you are agreeing that you understand the content of this form and that you have been given a copy of it. Remember, you can withdraw from this study at anytime without any problems or implications. If you agree to join this study by speaking with us, please sign your name below.

_____
Name

_____
Signature

_____
Signature of Interviewer

_____
Date

You will be given a copy of the information sheet describing the project that has the contact information.

Gendered Violence and Safety: A contextual approach to improving security in women's facilities

Staff Information Sheet & Consent Form

Barbara Owen

Department of Criminology
CSU Fresno
Fresno, CA 93740
(559) 278-5715

You are being asked to take part in a research study funded by the National Institute of Justice that will collect information to improve the safety of women detainees and inmates. We will be asking questions about your experiences and knowledge with violence in female prisons and jails, including sexual violence that you and other staff have had. We are asking you to talk to us about these things in a focus group and/or interview. Your decision to be interviewed for this study is voluntary. Your participation and any information you may offer as a volunteer participant will have absolutely no effect, positive or negative, on your status as a staff member. You may also stop your participation at any time by telling your interviewer that you no longer wish to be part of the interview.

The researchers are fully independent from your facility and guarantee the confidentiality of this information. Nothing you say to the research team will be reported to your facility in any way that could identify you or any of your comments. These data are stored away from your facility and no individual identifiers, like names or numbers, are used in the data storage.

WHAT IS THIS STUDY ABOUT?

We want to know more about how violence, including sexual violence and assault, occurs in women's facilities and how we can make these correctional institutions safer for women. The information you give will be used to develop a survey that asks individual women and staff about their experiences, as well as

policies and programs to educate staff and inmates about these issues. You will be given a copy of this information sheet that explains the details of this project.

HOW WILL THIS STUDY WORK?

The information will be collected through a focus group interviews or a personal interview that takes approximately one and a half hours to complete. Researchers from California State University—Fresno, and Commonwealth Research Consulting, Inc. will be conducting the focus group and/or interview, and you may ask questions or ask to stop the focus group or interview any time. The questions asked will be related to what you've heard, witnessed or personally experienced here in this facility. If you feel uncomfortable answering any of the questions, you do not have to do so.

ARE THERE ANY RISKS?

It is possible that you may not feel comfortable talking about yourself or about some of the topics to be discussed in the interviews. If you need to talk about your reaction to this focus group or interview, please contact your institutional human resources department. During the interview, you can refuse to answer any question. All your answers will remain completely confidential and will not have any impact on your status at this facility.

WHAT ARE THE BENEFITS?

The information collected from these focus groups or individual interviews will provide information about inmate and staff needs and provide some ideas about programs and policies to help decrease violence and protect inmates and staff like you. There are no direct benefits to you beyond helping us get a better idea about what kind of programs and policies will help other inmates and staff.

WILL YOU GET PAID?

There is no monetary incentive for participation in this project. All participation is voluntary and extremely appreciated.

HOW WILL YOUR PRIVACY BE PROTECTED?

The principal researcher, Barbara Owen, and co-investigator, James Wells, will protect your privacy in every way possible. All information that is collected will be given a code number and we will not record your name on any of the interview

documents. The information will also be kept in an office at CSU Fresno and no one in this facility will ever see the answers you give us. No information that identifies you will be given to anyone or any agency. Your name will not be in any reports or publications. All the answers will be combined and no one individual can be identified in the way we will write up the data.

CAN YOU QUIT?

Your participation in this study is voluntary. You can stop participating in the interviews at any time. You can chose not to answer any questions and still participate in future interviews. Your participation in the interviews is not connected to any treatment you are receiving here.

IF YOU HAVE QUESTIONS

If you have any questions, please contact (team information). You can also ask your interviewer any question pertaining to the research as the interview session is in process. Any of the individuals involved in this project will be ready to answer any questions you may have. The CSU Fresno Institutional Review Board (IRB) also monitors the protection of those participating in sponsored research such as this project. If you have concerns about this study and how it may affect you directly, please contact the IRB at 559-278-4468 or write them at Institutional Review Board, CSU Fresno; Fresno CA 93740.

Consent Form

Gendered Violence and Safety: A contextual approach to improving security in women's facilities

By signing below, you are agreeing that you understand the content of this form and that you have been given a copy of it. Remember, you can withdraw from this study at anytime without any problems or implications. If you agree to join this study by speaking with us, please sign your name below.

_____
Name

_____
Signature

_____
Signature of Interviewer

_____
Date

You will be given a copy of the information sheet describing the project that has the contact information.

Inmate Card

Please answer the questions below. Note that the information will be kept completely confidential and reported only in group form.

- Institution you live in currently? (please name the facility)
  _____

- What is your current age? (please fill in the blank below)
  ____ Years

- What is your race/ethnic background? (please check one)
  __ Mexican American   __ Other Hispanic
  __ Caucasian   __ Indian
  __ African American   __ Asian/Pacific Islander
  __ Native American   __ Other   __ No Response

- How many times have you been to jail? (please fill in blank)
  ____ Times

- How many times have you been to prison? (please fill in blank)
  ____ Times

- How long is your current sentence? (please fill in one or both blanks)
  ____ Years   ____ Months

- Any special conditions of your sentence: (please fill in blanks below)
  _____

  _____

This section is your opportunity to tell us about some things you may want to talk about alone without the others in the group.

- Would you like to talk to *us* at a later time *by yourself* about any physical or sexual violence that you have seen or experienced while in this facility? (please check one)
  ___ YES (please indicate participant number _____)
  ___ NO

- Would you like to talk to a professional about any feelings that you may have as a result of the discussions that have come up in our focus group? (please check one)
  ___ YES   ___NO

FOCUS GROUP
Staff Participant Demographic Information Form

Note to Participant: Please do not provide your name on this form as we do not wish to record your name in this focus group. We are interested in documenting the make-up or profile of the participants that attend our focus groups. Your name will not be attached to any of the findings.

Participant #: _____   Date of Focus Group: _____

Location of Focus Group: _____

Demographic Information:

1. Please indicate your current position: (e.g., line Staff, Sergeant, Assistant Director, etc.):

_____

    a. Are you a government employee or privately contracted employee (circle one):

                Government   Private

    b. Do you work in (please circle)

                Custody   Non-custody

    c. Are you (please circle)

                Line staff   Management

2. Please indicate your gender (circle one):   Male   Female

3. Please indicate your racial/ethnic preference (circle one):

    African-American   American Indian   Asian   Hispanic

    White/Caucasian   Other (please specify): _____

4. Please indicate the total number of years of correctional experience you have:

    Years at current facility _____
    Years at other facilities _____
    Total years experience _____

Once you complete this form, please turn it in to one of the focus group team members.

We sincerely appreciate your attendance and participation.

Appendix J

Participant Rating Form

Participant Number: _____

How violent is this facility?
Please estimate on a scale of one to ten how dangerous or violent you believe this facility is to women inmates here.
(1 = not dangerous or violent; 10 = very dangerous or violent).

        1   2   3   4   5   6   7   8   9   10

How successful are women at protecting themselves from violence?
Please estimate on a scale of one to ten how successful <u>most</u> women inmates are in <u>protecting themselves</u> from violence.
(1 = not successful; 10 = very successful).

        1   2   3   4   5   6   7   8   9   10

How successful is this facility at protecting woman inmates from violence?
Please estimate on a scale of one to ten how successful this facility is at <u>protecting women inmates</u> from violence.
(1 = not successful; 10 = very successful).

        1   2   3   4   5   6   7   8   9   10

How likely are women to be victimized in this facility?
Please estimate on a scale of one to ten how likely a female prisoner is of being a victim of <u>sexual violence</u> during their length of stay here.
(1 = not likely; 10 = very likely).

        1   2   3   4   5   6   7   8   9   10

Appendix J

Compared to other facilities you know about, please estimate on the scale below your guess as to the relative safety of this facility in terms of female inmates being a victim of sexual violence during their length of stay here.

Please circle your estimate:

- Don't have any basis for comparison

- The likelihood of being sexually victimized is <u>lower</u> here

- The likelihood of being sexually victimized is about the <u>same</u>

- The likelihood of being sexually victimized is <u>greater</u> here

Please estimate on a scale of one to ten how likely a female prisoner is of being a victim of physical violence here during their length of stay here.
(1 = not likely; 10 = very likely).

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Compared to other facilities you know about, please circle your guess as to the relative safety of this facility in terms of female inmates being a victim of physical violence during their length of stay here.

Please circle your estimate:

- Don't have any basis for comparison

- The likelihood of being physically victimized is <u>lower</u> here

- The likelihood of being physically is about the <u>same</u>

- The likelihood of being physically victimized is <u>greater</u> here.

Once again, we appreciate your help with this important project. When you complete this rating form, please turn it in to your facilitator.

Project Description

Gendered Violence and Safety:
A contextual approach to improving security in women's facilities

Funded by: The National Institute of Justice

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Abstract

This project will develop gender-based descriptions of violence and safety in women's correctional facilities. In describing this context, the organizational, environmental and individual factors contributing to violence in women's facilities will be measured. The effects of inmate and staff culture on safety and violence among women inmates will also be explored. The experience of sexual victimization both prior to and during past and present incarceration are expected to be significant factors informing this context. While sexual violence among and against women will be a significant focus of this research, the project will take a broader view of the correlates of violence and safety in female facilities across multiple dimensions. These data will be used to 1) develop an instrument measuring safety and violence in women's facilities and 2) as a basis for operational practice bulletins informing staff training, inmate orientation, violence and assault prevention programs, victim treatment and other applications.

Gendered Violence and Safety:

A contextual approach to improving security in women's facilities

Part III of III

Measuring Gendered Violence and Safety:
Research Design and Methods

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GENDERED VIOLENCE AND SAFETY:

A CONTEXTUAL APPROACH TO IMPROVING SECURITY IN WOMEN'S FACILITIES

PART III OF III:

MEASURING GENDERED VIOLENCE AND SAFETY: RESEARCH DESIGN AND METHODS

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ABSTRACT

In response to the Prison Rape Elimination Act of 2003 (PREA), this project investigated the context of gendered violence and safety in women's correctional facilities. Through a multi-method approach, including focus groups with female inmates and staff and survey development, we examined the context and correlates of both violence and safety in correctional facilities for women. The data support our original hypothesis that sexual violence is embedded in a broader context of violence and safety and that this context is gender-based. We argue that prevention and intervention, through inmate programs and education, staff training and other operational practices, are primary strategies in meeting the goals of PREA. Like all aspects of incarceration, violence in women's correctional facilities was markedly gendered and nested within a constellation of overlapping individual, relational, institutional, and societal factors. We found that many of the factors contributing to potential violence converge within living units and, thus, present an opportunity for measuring the relative degree of safety and danger of each unit. We also found that violence in women's jails and prisons is not a dominant aspect of everyday life, but exists as a potential, shaped by time, place, prison culture, interpersonal relationships, and staff actions. On-going tensions and conflicts, lack of economic opportunity, and few therapeutic options to address past victimization or to treat destructive relationship patterns contribute to the potential for violence in women's facilities. Our findings did not suggest that women's jails and prisons are increasingly dangerous. While some patterns that shape vulnerability and aggression exist in any facility, most women learn to protect themselves and do their time safely. We also found that most staff and managers are committed to maintaining a safe environment. Building on the focus group data, we developed a comprehensive battery of survey instruments to assess prisoner perceptions of violence and safety in women's facilities. The resultant battery is comprised of multi-dimensional instruments with specific questionnaire items and response categories designed to accurately capture women's experiences in correctional facilities. The operational implications of this model focus on prevention and intervention by addressing multiple factors that shape the context of violence in women's facilities. We offer this study as a way of increasing the ability to ensure all forms of safety for women offenders.

This report is presented in three parts. Part I summarizes our findings and provides specific recommendations for improving safety for women offenders. Part II provides a detailed analysis of the focus group data. Part III describes the development of quantitative measures of violence and safety in women's correctional facilities. Two bulletins regarding the applications of these findings were also developed.

EXECUTIVE SUMMARY

In response to the Prison Rape Elimination Act (PREA) of 2003, this project investigated the context of gendered violence and safety in women's correctional facilities. Through a multi-method approach, we examined the context and correlates that produce and support both violence and safety in facilities for women. The data support our original hypothesis that sexual violence is embedded in the broader context of violence and safety and that this context is gender-based. We also suspected that prior victimization often contributes to a cycle of future and repeated victimization among women. We have analyzed our data through an ecological framework suggested by the Centers for Disease Control and Prevention (CDC) in their 2004 report, *Sexual Violence and Prevention: Beginning the Dialogue.* This model provides both a framework for analysis and a foundation for prevention and intervention policies and practices in women's correctional facilities. We argue that prevention and intervention, through inmate programs and education, staff training and other operational practices, are primary strategies in meeting the goals of PREA.

EMPIRICAL GOALS

Our specific empirical goals included describing the dynamics and context of interpersonal sexual and physical violence in women's correctional facilities. To construct these descriptions, we developed a focus group strategy and interviewed specific groups of female inmates and staff in two state prison systems and three local jail systems. By employing open-ended, unstructured interviews, focus group methodology elicited multiple perspectives on safety and violence from the female inmate and staff participants. For the inmate focus group interviews, we developed a two-session interview protocol that yielded rich and detailed descriptions of women's experiences. Individual interviews were also conducted with the female inmate focus group participants at their request. A total of 40 focus groups, with 161 inmate and 30 staff participants, were completed by the research team during the course of the project. Overall, the profile of the sample resembled the profile of women nationally, with a slighter higher number of women who were serving longer than average sentences.

Four questions structured the core of the interview for the female inmate and detainee groups:

1. What do you know about violence or danger in this facility?
2. How do women currently protect themselves from the violence in this facility?
3. What are some things that can be done here to protect women from danger and violence?
4. What else should we know about violence and danger here?

The questions for the staff participants were:

1. What do you know about violence or danger among women in this facility?
2. What problems are associated with preventing and responding to female sexual and physical violence in this facility?
3. How do women currently protect themselves from the violence in this facility?
4. What are some things that can be done here to protect women from danger and violence?
5. What else should we know about violence and danger here?

The Ecological Model (CDC, 2004) was then used to frame these data. We also drew on an Escalation Model (Edgar and Martin, 2003) and found that most violence began with identifiable (and preventable) conflict that escalated over time. Multiple organizational, environmental and individual factors contribute to violence in women's facilities. Analysis of the focus group data found that the dynamic interplay between individual, relational, community, facility and societal factors create and sustain violence potentials in women's jails and prisons. Staff members play a critical role in creating the potential for violence and conflict. In a similar way, aspects of policy and practice also can support or mitigate such violence. In advocating this prevention and intervention strategy, we argue that these same factors can create and sustain safety as well.

Like all aspects of incarceration, violence in women's correctional facilities was markedly gendered and nested within a constellation of overlapping individual, relational, institutional, and societal factors. We learned that violence between female inmates occurred on a continuum, ranging from verbal intimidation to homicide. Violence was most prevalent at the lower end of the continuum and quite rare at the extreme end. While our research was consistent with prior findings that violence in women's prisons was not as severe or as prevalent as in men's institutions, we did find that some forms of violence were particular to women's facilities and required their own definitions.

We found that violence in women's jails and prisons is not a dominant aspect of everyday life, but exists as a potential, shaped by time, place, prison culture, interpersonal relationships, and staff actions. On-going tensions and conflicts, lack of economic opportunity, and few therapeutic options to address past victimization or to treat destructive relationship patterns contribute to the potential for violence in women's facilities. Four categories of conflict and violence are detailed:

- Verbal conflict
- Economic conflict and exploitation
- Physical violence
- Sexual violence

For female inmates, the most common forms of violence and conflict include verbal conflict and economic exploitation. Bullying and intimidation occur primarily over material goods or control over physical spaces, such as cells or dorms, especially when women exhibited vulnerabilities. We learned that any form of violence had the

potential for escalating into a more serious and dangerous form. Physical violence was typically the result of escalating conflict over debts or "disrespect," or occurred between women in an on-going difficult relationship. Sexual violence was rarely discussed in our interviews unless prompted, but when mentioned, was seen to be usually a product of these problematic inter-personal relationships. In an attempt to capture the complexity of sexual violence, we have constructed a "continuum of coercion" that describes the sexual victimization that occurs, which includes:

- Sexual comments and touching
- Sexual intimidation and pressure`
- "Fatal Attractions" (Stalking)
- Sexual aggressors
- Sexual violence in relationships
- Sexual assault

In our discussions with inmates and correctional staff, there was general consensus among inmates and staff regarding the causes of fighting and other forms of violence in the prison. Generally, both groups believed that jealousy, debts, and disrespect were the major catalysts for violence. We contend, however, that these factors are dynamic contributors to the potential for violence, and interact within the four levels outlined in the Ecological Model (individual, relationship, community, and society).

The women's jail and prison population is characterized by women with long histories of abuse and victimization and, for the most part, this past trauma remains untreated. These personal histories can result in intense and dysfunctional relationships with other women with similar histories. Women's relationships take on such importance that jealousy looms as a frequent trigger for violence. Other violence erupts when women respond to debts with violent retaliation. Women referred to unpaid debts as a form of disrespect, but disrespect also encompassed a wide range of other behaviors as well. "Disrespect" refers to interpersonal behaviors that impinge upon another woman's status, reputation, sense of self, personal space, or rights of "citizenship." The concept of disrespect is closely tied to the subcultural norms and values of the prison and jail world. Idle female inmates, either due to a lack of available programming or individual resistance to such participation, are most likely to participate in these risky behaviors and relationships.

With few exceptions, women told us that they became less worried about physical or sexual violence over the course of their incarceration. While again stressing that "anything can happen at any time," most women learned how to protect themselves from all forms of violence. Day-to-day tension, crowded living conditions, the lack of medical care and the potential for disease, and a scarcity of meaningful programs and activities were seen as more significant threats to a woman's overall well-being than physical or sexual attack. Some individual women said they did "not feel safe at all," but most said they learned to protect themselves. Health concerns eclipsed worries about sexual or physical safety in every focus group and these concerns were related to lack of medical care and cleaning supplies, deteriorating physical plant conditions, substandard food, and the lack of rehabilitative programs. Idleness and an inability to earn money were also said to undermine women's sense of well-being.

Women also expressed little confidence in the ability of staff members to protect them from violence, either from other female inmates or from staff. Women described staff as "just not caring;" "playing favorites" with aggressors; "enjoying their fears" or refusing to take their fears seriously; "covering up for their buddies;" and telling them "This is prison—deal with it. " Women also stated that they were told by staff that they would have to "name names" if they went to staff for help in dealing with threats to their safety. Staff, too, remarked that they often felt unable to protect women, but their reasons differed from those offered by the women. Lack of knowledge about reporting practices, reluctance to "snitch," distrust of the entire investigative process, and concerns about retaliation from inmates and staff were mentioned frequently. Inmates had little confidence in this process even in facilities with well known formal policies and procedures to report such concerns. Staff felt that their abilities to respond to violence depended on inmate reporting, but there were tremendous barriers and liabilities surrounding reporting feared or actual victimization.

One point of agreement was a strong perspective on place. In every site location, inmates and staff were unanimous that some facilities were far more dangerous than others; and, within facilities, particular living units were also defined as particularly risky and dangerous. Contributing factors to any particular locale included an interactive combination of individual, relational, and living unit and facility characteristics. Living units function as "neighborhoods" and, as such, exist as the physical place where the processes that shape violence or safety converge. This insight about place led to our approach of creating an instrument that can empirically measure the context of violence and safety within these living units.

In terms of staff, the most common problem reported by the inmate participants was "down talk" or disrespectful and derogatory verbal interactions. Most of the staff sexual misconduct described occurred at the lower end of a coercion continuum. By far, the most prevalent form of officer sexual misconduct was inappropriate touching, comments and suggestions, or other non-physical assaults. However, we heard a wide range of staff sexual misconduct that we placed upon a continuum of coercion as follows:

- Love and seduction
- Inappropriate comments and conversation
- Sexual requests
- "Flashing," voyeurism and touching
- Abuse of search authority
- Sexual exchange
- Sexual intimidation
- Sex without physical violence
- Sex with physical violence.

Part II of the final report provides a complete description of the methodology and findings from the focus groups.

MEASUREMENT GOALS

Measurement goals included creating new measures of safety, danger, risk and violence that are specific to the behavior of women and can be used in the operation of women's institutions to improve safety and security. We developed a comprehensive battery of survey instruments to assess prisoner perceptions of violence and safety in women's facilities. The resultant battery is comprised of multidimensional instruments with specific questionnaire items and response categories designed to accurately capture women's experiences in correctional facilities. Initial survey items were developed from a preliminary analysis of the focus group data, pre-tested, and then piloted in one large prison system and three jails.

Surveys were administered to inmates or detainees housed in "low" and "high" violence housing units as identified by correctional administrators, supervisors and line staff via our structured interview and rating forms. Surveys were then administered to inmates and detainees in low and high violence units at six different facilities. The average response rate across all survey administrations was 83.20%. Response rates from the low violence units averaged 91.89% (544/592). Response rates from the high violence units averaged 73.76% (402/545).

This new instrument created and tested major constructs derived from the focus groups and included the following:

Problems in the housing unit

- Issues involving women inmates
- Issues involving staff

Violence in the housing unit, and policy, procedures, and climate in the facility

- Likelihood of violence
- Personal awareness of policies and procedures related to safety and violence
- Reporting climate (refers to the attitude of staff and inmates about grievances, complaints, or other reports of physical or sexual violence and misconduct; whether staff members are open to grievances and complaints or hostile to them.)

Potential factors leading to different types of violence and misconduct

- Inmate sexual violence
- Inmate physical violence
- Staff verbal harassment
- Staff sexual harassment
- Staff sexual misconduct
- Staff physical violence

Part III of the final report provides exhaustive detail on the construction and development of this battery of instruments.

OPERATIONAL GOALS

The third goal of this project is to improve policy and practice by applying what we learned about female offenders as a result of our empirical and measurement objectives. The prevention model advocated by the Centers for Disease Control was modified to frame our recommendations to address sexual and other forms of violence in women's facilities. Two short operational bulletins were developed from our empirical work. The first bulletin, *Violence and safety programs in women's prisons and jails: Addressing prevention, intervention and treatment,* written by Bernadette T. Muscat, applies a victim services perspective to these issues. Marianne McNabb developed a second bulletin, *Translating research to practice: Improving safety in women's facilities,* which examines our findings from a practitioner's perspective.

It is important to note that this study did not attempt to provide any measures of incidence or prevalence of individual-level violence and victimization. Instead, we focused exclusively on elements that contribute to a correctional climate that supports or undermines safety for female offenders. In our emphasis on place, specifically housing units, we explore a range of factors that impinge on these potentials.

IMPLICATIONS FOR POLICY AND PRACTICE

The Prison Rape Elimination Act is intended to improve sexual safety in correctional environments. In this study, we argue that sexual safety has a gendered meaning. We argue that improving safety for female offenders requires a focus on both "kinds of person" and "kinds of places" in order to effectively prevent and intervene in violence in women's facilities. In presenting our findings and recommendations, we applied three different models discovered during our review of relevant literature. The Ecological Model, with an emphasis on the interaction of individual, relational, community, and societal factors, expands the targets for improving safety (CDC, 2004). The Escalation Model illustrates that early intervention can prevent the escalation of violence (Edgar & Martin, 2003). The Sanctuary Model proposes that definitions of safety for women must be expanded to address psychological, physical, social, and moral forms of safety (S. Bloom, 2008). We also draw on the field of victim services as adapted to women's correctional facilities.

The first step in meeting the goals of PREA is to recognize that safety and violence have different meanings for female and male inmates. Our data lead us to conclude that aspects of the overall context, including individual, relationship, living unit, and facility-based factors, either support or mitigate the potential for sexual and other forms of violence in women's facilities. While many individual-level risk factors can be addressed with individual-level treatment, we argue strongly that aspects of place, policy, and practice contribute to violence and safety. In many cases, the living unit may be the "place" where sexual and other forms of violence can occur, but we also found that any location in a facility has this potential. In a similar way, aspects of policy and practice either support or mitigate such violence.

We also argue that a prevention approach is the foundation for a gender-appropriate response to PREA. Just as the data in this study show that violence occurs in a multi-level context, we argue that safety can be maximized by addressing these

contextual factors. We also submit that, in order to meet the goals of eliminating physical and sexual violence in all facilities, systems and agencies must expand their approach beyond counting, investigations, and sanctions. We agree that these strategies are integral to a broad-based response to PREA but argue here that a comprehensive approach to PREA includes prevention, intervention, and treatment, as well as the more traditional responses of investigations and sanctions.

We suggest that correctional systems consider a broader definition of safety to include physical, psychological, social, moral, and ethical safety. Expanding on these broader components of safety for female offenders directs our attention not only to improving safety in women's facilities, but also supports successful re-integration and rehabilitation. For many women, jails and prisons do not address these multiple dimensions of safety. We suggest that investing in programs, education, and treatment that address interpersonal violence and its collateral damage will increase safety in the women's prison, and may reduce recidivism among female offenders by addressing their pathways to prison.

We continue to believe that improving all forms of safety is good correctional practice and has broader implications for meeting the goals of incarceration. We have proposed strategies for addressing these issues (in Part I of the report), based on an analysis of violence and safety using the framework of CDC's Ecological Model (in Part II of the report), and have begun to develop measurement strategies which can ultimately move the corrections field closer to improving safety in women's correctional facilities (in Part III of the report).

ACKNOWLEDGEMENTS

DEVELOPING THE SURVEY 1

A goal of this project was to develop a battery of survey instruments to assess prisoners' perceptions of violence and safety in women's facilities. The battery is modeled after the U.S. Bureau of Prisons Social Climate Survey (Office of Research and Evaluation, 1991) and is comprised of multidimensional instruments with questionnaire items and response categories designed to capture women's experiences in correctional facilities. A summary of the development of this battery follows. The battery is comprised of 11 separate instruments, and each instrument has multiple dimensions.

To begin, several existing surveys that measure prison social climates and related constructs were reviewed (Office of Research & Evaluation, 1991; Beck & Harrison, 2008; Edgar & Martin, 2003; Wolff, Blitz, Shi, Bachman, & Siegel, 2006; Wolff, Blitz, Shi, Siegel, & Bachman, 2007; Wolff, Blitz, & Shi, 2007; Wolff, Shi, Blitz, and Siegel, 2007; Wright, 1985; García-Moreno, Jansen, Ellsberg, Heise & Watts, 2005). Potentially relevant items from these surveys were transferred to one document for review by team members.

We used these existing items, in conjunction with qualitative and quantitative data gathered from inmate and staff focus groups, to guide our design of instruments. Qualitative data were derived from analysis of responses to open-ended questions posed in 40 focus groups. Additional quantitative data were collected from focus group participants on measures of violence and safety in women's prisons. Convergent validity of some of the survey constructs was assessed by examining the relationship between findings from analyses of survey data and quantitative data collected from the focus groups.

After team members reviewed existing surveys and discussed focus group data and results of content analysis, they agreed upon several themes or constructs that should be measured using surveys. A listing of the major constructs (identified by circle bullets) and their dimensions (identified by square bullets) and where they appeared in the survey, follows:

Section 1: Problems in the Housing Unit

- Issues involving women inmates
  - Inmate economic conflict
  - Inmate verbal conflict
  - Inmate sexual violence
  - Inmate physical violence

- Issues involving staff
  - Staff verbal harassment
  - Staff sexual harassment
  - Staff sexual misconduct
  - Staff physical violence

Section 2:
Violence in the housing unit, and policy, procedures and climate in the facility

- Likelihood of Violence
  - Likelihood of violence and misconduct
  - Likelihood of successful self-protection from violence and misconduct
  - Likelihood of women becoming a victim of violence or misconduct

- Personal awareness of policies and procedures related to safety and violence
  - Whether inmate had been exposed to PREA related information
  - Whether inmate understood the PREA related information

- Reporting climate (refers to the attitude of staff and inmates about grievances, complaints, or other reports of physical or sexual violence and misconduct; whether staff are open to grievances and complaints or hostile about them)
  - Concerned staff and effective safety/protective procedures
  - Staff discipline and accountability regarding sexual misconduct
  - Reporting climate and retaliation (harassment)

Section 3:
Potential factors leading to different types of violence and misconduct

- Inmate sexual violence
- Inmate physical violence
- Staff verbal harassment
- Staff sexual harassment
- Staff sexual misconduct
- Staff physical violence

While the above types of violence and misconduct are viewed as dimensions of larger constructs in Section One, in Section Three they are viewed as constructs themselves. The shifting viewpoint is purposeful in that types of violence and misconduct are conceptualized as potential causes of problems in Section One, and potential consequences of problems in Section Three.

The following dimensions (listed once to avoid repetition) apply to each of the above constructs:

- Facility Related (refers to the physical design or layout of the facility)
- Policy Related (refers to issues stemming from existing policy, inadequate or lacking policy, failure to follow policy, etc.)
- Climate Related (refers to inmate-related issues stemming from the inmate social structure or informal social relations/dynamics)

We originally proposed development of survey items modeled after existing instruments. However, analysis of focus group data, and the resulting constructs, convinced us that this approach was not feasible. Most of the constructs we developed had not been investigated and measured by prior researchers. For both substantive and operational reasons, we concluded that the complexity of violence and safety in women's facilities warranted construction of original instrumentation. New potential survey items were developed by the research team over a series of several meetings and discussions. Particular attention was devoted to ensuring that items had both face and content validity, i.e., that the items tapped the breadth and depth of identified constructs. To further assist with assessing convergent validity, a few items in instruments developed by other researchers (Wright, 1985; Office of Research and Evaluation, 1991) and accepted in the field, were adopted and embedded in our instrument. (Note that in some cases the items were slightly modified to ensure compatibility with the section into which they were embedded (e.g., section directions, terminology, response format, etc.). Note also that with one exception (i.e., the construct Personal Awareness of Policies and Procedures), every construct was meant to measure group or aggregate "climate" in the housing unit or facility, rather than personal feelings or attitudes.

Once an initial survey battery of approximately 200 items was drafted, it was reviewed and revised through several independent processes within the research team. Second, following a carefully planned and prepared protocol (see Appendix A), the survey was reviewed and revised six separate times based upon the pretest feedback with 34 inmates from six different correctional facilities. Note that in every case of the survey being administered to inmates (whether pretest, pilot-test, or actual administration), a signed informed consent (see Appendix B) was collected from the inmates. In addition, the survey was reviewed and revised three separate times based upon the feedback of 10 staff members from three different correctional facilities. Third, a rigorous face and content validity assessment procedure was designed utilizing a validation assessment tool. The "Professional Validation Assessment Tool" was pilot-tested with eight team members and later completed by six outside subject matter experts with expertise in instrument validation as well as research and practitioner experience in corrections and criminal justice. The "Professional Validation Assessment Tool" (see Appendix C) was used to assess the 184 items for:

The face validity of each individual item, i.e.,

- Whether the item clearly corresponds to the construct it was designed to measure
- Whether the item is adequately structured (e.g., format, wording, etc.)

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The content validity of groups of items, i.e.,

- Whether each item matched to a construct was essential to the measurement of that construct
- Whether the set of items matched to a construct adequately taps all relevant aspects of the construct

The extent of consensus or inter-rater agreement on each of the above assessments (discussed below)

- Inter-rater agreement among subject matter experts
- Inter-rater agreement among subject matter experts and developers of survey items

Summary results from the professional validation process indicated that the subject matter experts rated 84.7% of the items' structure as adequate and 92.3% of the items as essential. In addition, the subject matter experts had an 86.1% inter-rater agreement on what constructs each item measured. Furthermore, there was an 82.4% agreement between the subject matter experts and the developers of items on what constructs each item measured. On average, 71.4% of the subject matter experts reported that the group of items used to measure each construct adequately tapped all relevant dimensions of constructs. At least five of six subject matter experts agreed that 65.8% (121 of 184) of the items were essential, adequately structured, and measured what items were designed to measure. The remaining 63 items were found to be questionable in one or more of the above areas by at least two subject matter experts. Detailed information about each item is provided in Appendix D: Subject Matter Expert Validation Results.

After further item refinement based upon feedback from the subject matter expert validation process, 20 new items were added: 16 were closed-ended items; three were open-ended items; and one item was split off from an existing item. Also, for purposes of assessing convergent validity, 19 items from previously validated instruments were added: six from Wright (1985) and 13 from the BOP Social Climate Survey (Office of Research and Evaluation, 1991). A revised survey containing these 223 items was again pretested with two different groups of inmates (one from a state prison and one from a jail). Results of this pretest resulted in further revision of some demographic items (e.g., items were revised to accommodate greater variation in sentence type). In addition, results of this pretest confirmed our suspicions that due to the number and type of items on the survey, it was difficult for respondents to maintain focus throughout the survey. For example, about one third of the items required up to seven separate answers per item. Consequently, we split the survey into two versions. Version A contained 169 of these 223 items and Version B contained 112 of the items. Note that 58 of these items appeared on both versions; these items will facilitate various comparisons of data collected on the two survey versions, and if justified, combination of the data. Together with 15 items that measure several demographic characteristics of the women offenders, there was a total of 238 survey items generating data on 561 variables.

To test our survey administration protocol (see Appendix A) a large-scale pilot of the instrument was administered to two different housing units in a large women's state prison. Of the inmates available, the pilot yielded 316 usable surveys and an overall 83% response rate. Results from the pilot-test suggested that revisions were needed to the survey format (e.g., completed examples need to be on a separate page from the items that followed), administration protocol (e.g., administering the survey to smaller groups resulted in a better completion rate), and wording of certain demographic items (e.g., to better accommodate inmates awaiting trial or sentence). A copy of both versions of the final survey is provided in Appendix E.

The next section assesses the psychometric properties of the different instruments contained in the survey through a confirmation process with 947 completed surveys from four state prisons and three jails in three different states. Given that the survey instrument was designed for housing units rather than entire facilities, purposive censuses of housing units from the seven facilities were used.

Selection of institutions and housing units to be surveyed was based upon the criterion of "high" and "low" violence units as described in the PREA BJS National Inmate Survey reporting requirements (Beck & Harrison, 2008). Surveys were administered to inmates or detainees housed in "low" and "high" violence housing units as identified by correctional administrators, supervisors and line staff via our structured interview and rating forms (see Appendix F: Unit Interviews for Survey). Results from the structured interview, together with the staff ratings, were used to determine which housing units were low and high violence units. Facility management was also consulted about this selection. Results of 30 staff ratings collected at five of the facilities follow.

Table 1. Staff Ratings Used to Identify High and Low Violence Housing Units

Facility Type	Housing Unit Violence Level	Please estimate on a scale of one to ten how dangerous or violent this facility is to women (in the context of the staff rating form, "facility" was a proxy for housing unit)			Please estimate on a scale of one to ten how likely a female prisoner is of being a victim of sexual violence during their length of stay here			Please estimate on a scale of one to ten how likely a female prisoner is of being a victim of physical violence during their length of stay here		
		$\overline{X}$	S.D.	N	$\overline{X}$	S.D.	N	$\overline{X}$	S.D.	N
Women's State Prison 1	Low	3.00	Na	1	3.00	Na	1	3.00	Na	1
	High	5.00	Na	1	3.00	Na	1	5.00	Na	1
Women's State Prison 2	Low	4.00	Na	1	2.00	Na	1	4.00	Na	1
	High	3.00	Na	1	2.00	Na	1	4.00	Na	1
Women's State Prison 3	Low	3.00	Na	1	1.00	Na	1	2.00	Na	1
	High	3.50	.58	4	2.00	0.0	4	2.75	.96	4
County Jail	Low	2.50	.71	2	3.00	1.41	2	2.50	.71	2
	High	5.50	2.12	2	5.50	4.95	2	4.00	2.83	2
Regional Jail	Low	3.50	2.12	2	1.50	.71	2	2.50	.71	2
	High	5.50	.71	2	2.00	1.41	2	3.00	.71	2

As evidenced by the above table, most of the staff ratings (over 73%) coincided with the identification of high and low violence units from the structured interview. There were a total of six tied ratings (20%). Two were at Women's State Prison One, and four were at Women's State Prison Two. Only two staff ratings were in disagreement with the identification of high and low violence units from the structured interview. These were at Women's State Prison Two.

Surveys were then administered to inmates and detainees in low and high violence units at six different facilities. Information pertaining to the number of surveys administered and collected at each type of facility and housing unit is described below.

Table 2: Information about Facility, Housing Units and Survey Response Rate

Type Facility	Housing Unit Violence Level	Type Inmate in Housing Unit	Capacity of Housing Unit	Number in Housing Unit	Number Available for Survey	Number Surveyed	Response Rate (percent)
Women's State Prison 1	Low	Honor	256	246	221	197	89.14
	High	G.P.	256	244	159	131	82.39
Women's State Prison 2	Low	Honor	256	252	187	183	97.86
	High	G.P	256	251	197	129	65.48
Women's State Prison 3	Low	G.P	144	144	89	86	96.63
	High	G.P.	180	180	97	71	79.38
City Jail	Low	Minimum Security	43	37	22	21	95.45
	High	Maximum Security	24	17	14	12	85.71
County Jail	Low	Honor	80	71	63	50	79.37
	High	G.P.	80	78	74	55	74.32
Regional Jail	Low	Non-Violent	12	11	10	7	70.00
	High	Violent	12	8	4	4	100.00

The average response rate across all survey administrations was 83.20%. Response rates from the low violence units averaged 91.89% (544/592). Response rates from the high violence units averaged 73.76% (402/545). Operational issues during the survey administration also affected response rates. For example, in one facility, an institution-wide fire drill disrupted the process; in another, difficulties in getting to the survey area and the timing of the survey impeded participation.

Response rates in the above table were calculated based on the number of inmates or detainees available for survey participation rather than the number housed. An explanation follows. Inmates were notified in advance via a team member going to each housing unit and personally handing out a public relations pamphlet explaining the purpose of the survey (see Appendix G). A day or two later inmates were administered the surveys in common areas of their housing unit, or in some cases they were called out of their housing unit to a common area. Some inmates were not

available to participate in the survey because of court hearings, visits, sick calls, work details, community service or because they were involved in other programs. In some cases inmates were asleep and difficult to wake because their work detail took place the previous night.

After all of the surveys were collected in each administration, the survey administrator reviewed each survey that same day and noted on the survey front cover those that might be invalid or ineligible and why. Observations made during the survey administration aided this decision. Once all of the surveys were collected at the data entry site, they were again reviewed for eligibility. Surveys were declared to be ineligible if the respondent was illiterate with the English language or if the respondent was from a housing unit not included in the survey administration. Surveys were declared to be invalid if the respondent left large portions of the survey blank or if the respondent checked the same item throughout the survey (including those that were negatively worded). Of the 947 surveys that were collected, 917 (96.8 %) were determined to be valid and eligible. Twenty-three (2.4%) were determined to be invalid and seven (.7%) were determined to be ineligible.

With respect to data quality control, the research team designed the original database template with approximately 643 variables from survey versions A and B. The pilot data (327 cases from one women's state prison) were entered by three support staff from May 12-17, 2008. Based on feedback from support staff, the research team split the database template into two versions to match the structure of survey versions A and B. The remaining data, 620 cases from the other five facilities, were entered by five support staff (the original three and two others) from June 2-22, 2008. The research team then merged all 947 cases into a master database.

A series of quality control checks were then performed to assess the accuracy of data entry and merging. First, several statistical analyses were conducted to identify potential miscodes and other errors; several dozen were identified and corrected. Next, 138 cases (approximately 14.5%) were randomly selected to be entered a second time by a different data entry person. Approximately 330 discrepancies were identified in the 41,600 data points involved. About 60 of these were found to be errors in the Quality Control (QC) round of data entry (0.14%), and thus were not present in the master database. (Note that the QC round of data entry was 99.86% error free.) The remaining 270 discrepancies (0.65%) were found to be errors in the database, i.e., the 138 cases selected for double-entry QC were 99.35% error free. Over 100 of these errors were traced to two inconsistencies between the database templates and the survey instruments arising from the fact that both survey versions A and B continued to evolve and undergo minor revisions even during data collection; these were design errors, not data entry errors. Data on affected variables were checked and corrected for all 947 cases. Examination of the remaining 157 errors revealed no additional systematic problems, suggesting these errors stemmed simply from random or un-patterned human error, i.e., QC identified 0.38% data entry errors, or 99.62% accurately entered data. Based on individual accuracy results for each data entry person combined with the number of cases entered by each, and corrections made during quality control activities, the research team estimates the final master database of 947 cases is 99.74% error free. Although a 0.26% error rate suggests approximately 700 errors remain in the final database, this number of un-patterned errors can have no significant impact on the analysis of the 292,000 data points involved.

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GENDERED VIOLENCE AND SAFETY: A CONTEXTUAL APPROACH TO IMPROVING SECURITY IN WOMEN'S FACILITIES

Once the number of valid cases was confirmed, the psychometric properties of the different constructs and respective dimensions of the overall instrument were explored and later confirmed via several different methods and statistical analyses. Where appropriate, item-to-scale correlations were initially used to test uni-dimensionality and to determine which items are not related to the dimensions they are supposed to measure. Observed factor patterns were then compared against the implied theoretical structure of the instrument using factor analysis. Given the early stages of this research, as well as the desire to determine the latent structure of very large sets of items, exploratory rather than confirmatory factor analysis was used. Squared multiple correlations were used as estimates of communalities and orthogonal (varimax) rotations were used to simplify factors (Tabachnick & Fidell, 2007). Loadings were examined in order to identify items having sufficient and insufficient co-variation with other items in the subscale. Uni-dimensionality and internal consistency were also assessed by calculating reliability coefficients (Cronbach's alpha) and inter-item correlations. Reliability of the structure pattern was assessed by conducting factor analyses on split-half samples and then observing whether the items loaded in similar fashion across the samples. Where the same items were used on both survey versions, factor analyses and internal consistency measures were conducted on both data sets and on the combined data set. In addition, with every instrument discussed in the results chapters, convergent validity was assessed by the correlation among items which make up each scale of the instrument (i.e., internal consistency validity). Where possible, convergent validity was also assessed by examining the correlations of both the inmate focus group ratings and staff ratings with similar items in the survey. As well, with every instrument discussed below, discriminant validity was assessed by providing evidence that the correlation between each of the survey items in a scale and the dimensions they were attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension. Discriminant validity was also assessed where possible by ascertaining whether and to what degree differences between the high and low violence housing units were detected by the survey instrument.

Before we report the results of the factor analyses, it is worth mentioning the analytical approach we took and why. Given that factor analysis, unlike most other multivariate statistical techniques, has no objective criterion variable against which to test the solution (Tabachnick & Fidell, 2007), researchers are bound to differ over the best solution. For this reason, we feel a brief explanation is on order.

Eleven different instruments containing 518 variables or items had to be factor analyzed; the intended product at some point in the future is a much shorter, more manageable and easily administered instrument or battery of instruments, the data from which facility administrators can use to make informed decisions about safety and violence in women's correctional facilities. As such, our analytic approach was to attempt to develop much shorter instruments that contained items with the highest loadings (also known as pure measures because they are most highly correlated with one factor) and yet held up to be most valid and reliable using the validation and reliability techniques available to us. That is why we erred on the side of caution when extracting what we felt were the most valid and reliable factors. *Note that in arriving at a total of 518 factor analyzed variables, we counted the six sub-items in each of the 53 items in Section Three as separate items (but did not count the*

stems). Elsewhere in the report our item counts refer to survey main items or stem items only.

Although considerably more time and effort could have been spent on each factor analysis and exploring the effect of more complex items (lower loading items or variables that correlate with several factors), as well as factors comprised of only one and sometimes two loading items, the scope, nature, and time table of this study precluded such additional analyses. We view the analyses and results presented in this report as a "first-wave" attempt to demonstrate that important issues and concerns concerning safety and violence in women's correctional facilities can indeed be measured with valid and reliable tools. We do hope and plan that in the future more research can be conducted to further explore and confirm the properties of the items that were retained in the instruments.

Another point worth mentioning relates to the different types of effort and validation techniques that went into construction of different sections of the instrument. A brief discussion follows.

When in the planning and initial stages of this study, we originally anticipated that a short survey could be used to measure safety and violence in women's correctional units and facilities. However, the results of our interviews and focus group content analyses suggested that there were many more constructs that could be measured. As a result, these constructs and their respective dimensions had to be divided up into three different sections and measured by two different versions of the survey.

Note that Section One of the survey was designed to identify the extent of various problems in the housing unit, including conflict and violence between women inmates, and staff misconduct and harassment. Section Two of the survey examines the likelihood of such problems befalling an inmate, knowledge about how to respond to or report problems, and the extent to which complaints are tolerated and fairly resolved. Section Three examines potential sources of these problems. When refined and validated, the three sections will provide insight not only into the extent of violence and safety-related problems in women's facilities, but also the sources of those problems, and the adequacy of efforts to deal with them. The final overall instrument will be a tool administrators can use to assess the extent of safety-related problems, more effectively respond to such problems, and proactively address the sources of these problems.

When considering the total amount of team effort and discussion that went into the entire instrument, Section One (Issues Involving Women Inmates: Inmate Economic Conflict, Inmate Verbal Conflict, Inmate Sexual Violence, Inmate Physical Violence; and Issues Involving Staff: Staff Verbal Harassment, Staff Sexual Harassment, Staff Sexual Misconduct, Staff Physical Violence) consumed the most time. The primary reason for this is that although the constructs and their respective dimensions in this section were very apparent from the themes from focus groups, very little if any prior research has studied and measured similar constructs. Therefore, the research team had to spend a lot of time developing these original items and their intended dimensions or scales. Hence, only one dimension in this section contained embedded items similar to those that were developed that could be used for convergent validity purposes.

However, Section Two contained some instruments measuring constructs previously investigated by researchers. Hence, not as much effort went into developing items in this section. The constructs Likelihood of Violence and Reporting Climate had several available items used by prior researchers that could be embedded for convergent validity purposes. Only one construct, Personal Awareness of Policies and Procedures, contained original items that had not been measured in prior research.

Items in Section Three were primarily the result of an extensive content analysis of focus group themes pertaining to "inmate risk" of six different types of violence. Most of these items were original as well. This section is the least refined section, and its analyses will be the most exploratory.

In summary, the main point is that we consider the instruments in Section One and part of Section Two to be more refined than the instruments in Section Three. In fact, one might consider the instruments in Section One to be the "official" product of this study, while parts of Section Two and all of Section Three were drafted to lay the groundwork for future instrument development. Thus, the approach to each factor analysis and the items included varied depending upon the reasons mentioned in each of the three sections above.

One final point worth mentioning pertains to the results in the chapters to follow. The goal of this project was to develop an instrument to measure safety and violence in women's facilities. Data collection and analyses, then, were meant to support instrument design and validation, rather than to describe safety and violence in several different women's facilities. Normally, the main point of the data is to describe the results of the survey, which in this case, would be a description of how the inmates responded to the many different items contained within the survey. Our work here was the first step in designing and validating such an instrument. For this reason, the results which follow do not describe the nature of violence and safety in women's correctional facilities; rather, the results describe our efforts in developing valid and reliable instruments that can be used to assess violence and safety in women's correctional facilities.

Note that descriptive statements can be made about violence and safety to the extent that the items measuring the various constructs are estimated to be reliable and valid. However, that is not the purpose of this study.

The next three chapters describe the results of the above-mentioned analyses for each construct and its relevant dimensions or scales.

SURVEY DEVELOPMENT RESULTS: PROBLEMS IN THE HOUSING UNIT

2

This chapter describes the results of analyses conducted in the course of developing the instruments, constructs, and items in Section One of the survey: Problems in the Housing Unit.

PROBLEMS IN THE HOUSING UNIT INVOLVING WOMEN INMATES

A total of 68 items plus two open-ended items were used to measure the construct "Problems in the Housing Unit Involving Women Inmates." The response format used was a 5-point Likert scale of 0 = Not a Problem at All, 1 = Small Problem, 2 = Medium Problem, 3 = Big Problem, 4 = Very Big Problem. This construct had four intended dimensions or scales which were measured in the following manner: inmate economic conflict (20 items), inmate verbal conflict (13 items), inmate sexual violence (12 items), and inmate physical violence (23 items). Three items used by Wright (1985) to measure sexual violence, together with two items from Wright (1985) to measure physical violence, were embedded in the inmate sexual violence and inmate physical violence scales, respectively. What follows is description of the multiple step process utilized to identify the dimensions of the construct "Problems in the Housing Unit Involving Women Inmates."

Corrected Item-Total Correlations

Corrected item-total correlations were used as an initial test of dimensionality of the four dimensions of the construct "Problems in the Housing Unit Involving Women Inmates." These correlations show the relationship between each item of a given scale and the total scores less the item. Without this correction, the correlation would be spuriously inflated, since it would count twice in the calculation of the correlation. A low correlation implies the item is not really measuring what the rest of the scale is trying to measure. The correlations of most of the items were moderately high, with only one item not correlating with the intended dimension. Over 98.53% (67/68) of the items had corrected item-total correlations between .521 and .914. Over 91% (62/68) of the items had corrected item-total correlations greater than .60. Furthermore, almost 80% (77.94% or 53/68) had item-total correlations greater than .70. High correlations among items, making up each scale of an instrument, are considered a type of convergent validity (i.e., internal consistency validity).

Factor Analyses

Factor analysis using principle components analysis with varimax rotation was performed on the 68-item scale to determine the latent structure of the set of items. The Kaiser-Meyer-Olkin statistic was .97, suggesting that the factors extracted accounted for a large amount of variance. Bartlett's test of sphericity was significant

at .000. (Bartlett's test of sphericity is a very sensitive test of the hypothesis that the correlations in a correlation matrix are zero. This test is likely to be significant with samples of substantial size, and it was found to be significant in every factor analysis in this report; hence it will not be mentioned again.)

Of the nine factors with eigenvalues greater than 1.0, the scree plot as well as the percent of variance explained by each factor, suggested that only the first six should be retained. These six factors accounted for 70.05% of total initial cumulative variance. Sixty-six of the initial 68 items loaded most highly on these six factors. The factors were labeled: Inmate Physical Violence, Inmate Sexual Violence, Inmate Economic Conflict and Violence, Inmate Verbal Conflict, Intentional Inmate Verbal Conflict and Physical Violence, and Inmate Physical Violence Over Staff. The resulting factor pattern is shown in Table 3. Below each factor is its respective eigenvalue, as well as percent of initial variance and rotated variance explained. Items are listed under the factor with which they loaded highest, along with the associated factor loading.

Table 3. Problems in the Housing Unit Involving Women Inmates:
Factors and Varimax Rotated Factor Pattern, 66 items (n = 344)

Inmate Physical Violence		Inmate Sexual Violence		Economic Conflict & Violence		Verbal Conflict		Intentional Inmate Verbal Conflict & Physical Violence		Inmate Physical Violence Over Staff	
Eigen = 34.73		Eigen = 4.69		Eigen = 3.26		Eigen = 2.12		Eigen = 1.47		Eigen = 1.37	
% Total = 51.08		% Total = 6.90		% Total = 4.79		% Total = 3.12		% Total = 2.15		% Total = 2.01	
% Rotated = 19.25		% Rotated = 16.13		% Rotated = 15.57		% Rotated = 10.62		% Rotated = 4.22		% Rotated = 3.28	
Item	Loading	Item	Loading	Item	Loading	Item	Loading	Item	Loading	Item	Loading
A60	0.78	A40	0.86	A10	0.76	A26	0.73	A31	0.60	A65	0.64
A74	0.77	A44	0.85	A12	0.76	A21	0.70	A30	0.53	A66	0.63
A57	0.75	A41	0.85	A7	0.73	A25	0.67	A32	0.48	A63	0.59
A68	0.74	A39	0.81	A8	0.71	A23	0.66				
A59	0.72	A45	0.80	A5	0.71	A22	0.66				
A64	0.71	A47	0.78	A4	0.71	A24	0.66				
A62	0.71	A38	0.78	A3	0.71	A29	0.64				
A67	0.67	A42	0.75	A9	0.67	A28	0.56				
A61	0.67	A37	0.72	A14	0.64	A27	0.49				
A75	0.66	A48	0.71	A11	0.62	A33	0.47				
A69	0.66	A36	0.71	A13	0.62						
A58	0.66			A6	0.61						
A52	0.66			A19	0.60						
A54	0.64			A17	0.59						
A72	0.62			A20	0.57						
A71	0.61			A16	0.52						
A53	0.61			A18	0.52						
A56	0.56										
A70	0.53										
A55	0.49										
A35	0.43										
A15	0.40										

The results of the initial factor analysis presented above in Table 3 provide the foundation for forming the final version of the "Problems in the Housing Unit Involving Women Inmates" instrument. To improve the final version, items correlating poorly with their scale total were deleted. Next, using factor loadings in the above table as a guide to choosing the best items, a final instrument was chosen by selecting the five highest loading items on each factor. In addition, potentially unreliable factors (and their associated items) with fewer than four loadings that are less than .60 were dropped, as recommended by Stevens (1992). This resulted in the last two factors being dropped. A total of 46 items were eliminated, leaving 20 items. In Table 4 below, the remaining 20 items are listed under the factor they loaded highest with, along with the associated factor loading.

Table 4. Problems in the Housing Unit Involving Women Inmates: Factors and Varimax Rotated Factor Pattern, 20 items (n = 428)

Inmate Physical Violence		Inmate Sexual Violence		Economic Conflict		Verbal Conflict	
Eigen = 10.49		Eigen = 2.67		Eigen = 1.44		Eigen = 1.11	
% Total = 52.44		% Total = 13.37		% Total = 7.19		% Total = 5.56	
% Rotated = 23.01		% Rotated = 19.70		% Rotated = 18.15		% Rotated = 17.70	
Item	Loading	Item	Loading	Item	Loading	Item	Loading
A60	0.81	A41	0.92	A7	0.81	A21	0.76
A59	0.79	A40	0.91	A5	0.77	A22	0.76
A57	0.78	A44	0.89	A8	0.77	A26	0.75
A68	0.76	A45	0.86	A10	0.75	A25	0.72
A74	0.75	A39	0.86	A12	0.71	A23	0.67

As is evident from the above table, a very favorable solution resulted when the factor analysis procedure was repeated with the 20 items. All four dimensions are present and account for 78.55% of total initial cumulative variance. Of the 190 residuals (differences between the reproduced correlations and the original correlations), only 21 (11.05%) exceeded the .05 criteria, suggesting that no additional components need be included.

In order to explore the dimensionality of the instrument further, scale totals for the four dimensions were entered into another factor analysis as "marker variables" together with the 20 items. As Wright (1985, p. 264) mentions:

> Inclusion of scale totals provides easily interpretable benchmarks for the rotated solution and allows us to consider two questions. Because scale totals have greater variances than the single items, they will tend to draw the solution vectors toward them. If they are unable to do so and scale totals group together rather than loading on separate factors, it is unlikely that the questionnaire is measuring distinct contextual attributes. Second, this approach allows us to identify how many items and which ones closely align (load) with the scale factors.

All of the items and scale totals loaded most highly on the appropriate factors. High coefficients provide evidence that four separate dimensions exists. Because none of the other items from other dimensions loaded strongly on the wrong factors, the conceptual structure of the instrument appears to be relatively clean.

The stability of the factor structure was tested by splitting the sample in half by assigning every other case to a different sample. Factor analysis was run on each sample. Excellent stability was evident with the same items loading most highly on the same four dimensions across both samples as the original sample.

Scale inter-correlations are provided below in Table 5.

Table 5. Scale Inter-correlations:
Problems in the Housing Unit Involving Women Inmates

Scale	Inmate Physical Violence	Inmate Sexual Violence	Economic Conflict	Verbal Conflict
Inmate Physical Violence	1.0			
Inmate Sexual Violence	.50	1.0		
Economic Conflict	.63	.51	1.0	
Verbal Conflict	.68	.42	.66	1.0

All of the correlations are significant at the .000 level but moderate in strength. Given that the four dimensions measure different, yet related, problems in the housing unit, some correlation should be expected.

Internal Consistency

To determine the extent of measurement error within each scale of the instrument, estimates of internal consistency were calculated. Internal consistency estimates were determined by examining corrected item-to-scale correlations and Cronbach alphas. Cronbach's alpha shows how accurately the items are measuring the same dimension. Results are presented in Table 6.

Cronbach alphas for all four dimensions are quite high, ranging from .89 to .97. A review of corrected item-to-total correlations indicates that each item has a very strong positive correlation with its respective scale. Item-to-scale correlations are quite high, ranging from .73 to .93.

Convergent Validity

As mentioned above, convergent validity was assessed in part by correlating the items which make up each scale of the instrument (i.e., internal consistency validity). In addition, as mentioned earlier, where possible, several items and scales from existing instruments were embedded and used to supply evidence of convergent validity. Items from Wright (1985) measuring inmate sexual violence (i.e., items 43, 46, and 49; Cronbach alpha = .93) and physical violence (i.e., items 50 and 51;

Cronbach alpha = .86) were combined into their own scales and correlated with the two similar scales from the current instrument. Pearson r values between the two inmate sexual violence and physical violence measures were, respectively, .89 (p < .001) and .70 (p < .001).

Table 6. Cronbach Alphas and Corrected Item to Total Correlations:
Problems in the Housing Unit Involving Women

Inmate Physical Violence		Inmate Sexual Violence		Economic Conflict		Verbal Conflict	
Alpha = .93		Alpha = .97		Alpha = .92		Alpha = .89	
Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.
A60	.85	A41	.93	A7	.81	A21	.73
A59	.83	A40	.93	A5	.73	A22	.87
A57	.82	A44	.90	A8	.85	A26	.85
A68	.80	A45	.87	A10	.80	A25	.86
A74	.81	A39	.87	A12	.78	A23	.85

Discriminant Validity

Discriminant validity was assessed in part by providing evidence that the correlation between each of the survey items in a scale and the dimensions they were attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension. In addition, if it is to be useful in discriminating between housing units, the instrument should demonstrate significant differences in inmate/detainee perceptions across different types of housing units. Table 7 below indicates the mean score of the low and high violence units on each of the four scales.

As evident by Table 7 below, the instrument clearly discriminates between high and low violence housing units on each of the scales. Each of the differences between mean scores of each scale was in the expected direction and significantly different at p < .001.

Table 7. Mean Scores on Each of the Four Scales by Level of Violence:
Problems in the Housing Unit Involving Women

Scale	Level of Violence	N	Mean	Standard Deviation
Inmate Physical Violence	Low	272	2.05	1.28
	High	209	2.87	1.18
Inmate Sexual Violence	Low	268	.85	1.16
	High	215	1.31	1.30
Economic Conflict	Low	271	2.22	1.23
	High	212	2.79	1.18
Verbal Conflict	Low	263	2.59	1.03
	High	202	2.98	1.00

Instrument Summary

Based upon the above mentioned empirical assessments of the psychometric properties of the "Problems in the Housing Unit Involving Women Inmates" instrument, it appears that it is a reliable and valid measure of four types of inmate-related problems that occur in female housing units. Factor analyses resulted in a four dimensional instrument containing items with very high loadings on each of its scales. Results of the item-to-scale correlations, factor analyses, internal consistency, and convergent and discriminant validity assessments indicate that the four scales are indeed measuring different dimensions and that the instrument appears to be a valid and reliable measure.

PROBLEMS IN THE HOUSING UNIT INVOLVING STAFF

A total of 36 items measure the construct "Problems in the Housing Unit Involving Staff." The response format used was a 5-point Likert scale of 0 = Not a Problem at All, 1 = Small Problem, 2 = Medium Problem, 3 = Big Problem, 4 = Very Big Problem. This construct had four dimensions or scales which were measured in the following manner: Staff Verbal Harassment (8 items), Staff Sexual Harassment (6 items), Staff Sexual Misconduct (16 items), and Staff Physical Violence (6 items).

Corrected Item-Total Correlations

As before, corrected item-total correlations were used as an initial test of dimensionality of the four dimensions of the construct "Problems in the Housing Unit Involving Staff." The correlations of most of the items were moderately high; all items correlated with the intended dimension. All of the items had corrected item-total correlations between .551 and .90. Almost 92% (33/36) of the items had corrected item-total correlations greater than .70. Furthermore, over 72% (72.22% or 26/36) had item-total correlations greater than .80.

Factor Analyses

Factor analysis using principle components analysis with varimax rotation was performed on the 36-item scale to determine the latent structure of the set of items. The Kaiser-Meyer-Olkin statistic was .97 suggesting that the factors extracted accounted for a large amount of variance.

Four factors with eigenvalues greater than 1.0 were identified, accounting for 78.65% of the total initial cumulative variance. All of the 36 items loaded on these four factors. The factors were labeled: Staff Sexual Misconduct, Staff Verbal Harassment, Staff Sexual Harassment, and Staff Physical Violence. The resulting factor pattern is shown in Table 8. Below each factor is its respective eigenvalue, as well as the percent of initial variance and rotated variance explained. Items are listed under the factor they loaded highest with, along with the associated factor loading.

Table 8. Problems in the Housing Unit Involving Staff:
Factors and Varimax Rotated Factor Pattern, 36 items (n = 443)

Staff Sexual Misconduct		Staff Verbal Harassment		Staff Sexual Harassment		Staff Physical Violence	
Eigen = 21.29		Eigen = 4.54		Eigen = 1.39		Eigen = 1.10	
% Total = 59.14		% Total = 12.60		% Total = 3.85		% Total = 3.06	
% Rotated = 30.54		% Rotated = 21.12		% Rotated = 17.47		% Rotated = 9.53	
Item	Loading	Item	Loading	Item	Loading	Item	Loading
A103	0.91	A81	0.88	A89	0.76	A109	0.73
A104	0.91	A77	0.86	A85	0.72	A108	0.72
A105	0.91	A80	0.84	A88	0.71	A110	0.69
A102	0.88	A82	0.82	A84	0.68	A111	0.64
A100	0.87	A78	0.79	A92	0.64		
A99	0.86	A76	0.79	A87	0.64		
A98	0.84	A79	0.71	A86	0.63		
A107	0.84	A83	0.53	A93	0.61		
A101	0.82			A90	0.55		
A97	0.72			A91	0.45		
A94	0.67						
A95	0.63						
A96	0.58						
A106	0.57						

The results of the initial factor analysis presented above in Table 8 provide the foundation for forming the final version of the "Problems in the Housing Unit Involving Staff" instrument. To improve the final version, items correlating poorly with their scale total were deleted. Next, using factor loadings in the above table as a guide in choosing the best items, a final instrument was chosen by selecting the nine highest loading items on each factor. A total of 6 items were eliminated, leaving 30 items. In Table 9 below, the remaining 30 items are listed under the factor they loaded highest with, along with the associated factor loading.

As can be seen in the above table, a very favorable solution resulted when the factor analysis procedure was repeated with the 30 items. All four dimensions are present and account for 79.78% of total initial cumulative variance. Of the 435 residuals (differences between the reproduced correlations and the original correlations), only 37 (8.5%) exceeded the .05 criteria, suggesting that no additional components need be included.

Next, scale totals for the four dimensions were entered into another factor analysis as "marker variables" together with the 30 items. All of the items and scale totals loaded most highly on the appropriate factors, providing evidence that four separate dimensions exist. The conceptual structure of the instrument appears to be relatively clean.

Table 9. Problems in the Housing Unit Involving Staff:
Factors and Varimax Rotated Factor Pattern, 30 items (n = 452)

Staff Sexual Misconduct		Staff Verbal Harassment		Staff Sexual Harassment		Staff Physical Violence	
Eigen = 17.41		Eigen = 4.14		Eigen = 1.32		Eigen = 1.06	
% Total = 58.04		% Total = 13.80		% Total = 4.41		% Total = 3.53	
% Rotated = 27.20		% Rotated = 22.65		% Rotated = 18.64		% Rotated = 11.29	
Item	Loading	Item	Loading	Item	Loading	Item	Loading
A103	0.91	A81	0.88	A89	0.80	A109	0.75
A105	0.91	A77	0.86	A85	0.74	A108	0.74
A104	0.91	A80	0.83	A88	0.74	A110	0.70
A102	0.87	A82	0.82	A84	0.73	A111	0.64
A98	0.84	A76	0.78	A86	0.66	A106	0.56
A99	0.84	A78	0.78	A87	0.65		
A107	0.83	A79	0.69	A92	0.63		
A101	0.80	A83	0.51	A93	0.61		
				A90	0.54		

The stability of the factor structure was tested by splitting the sample in half by assigning every other case to a different sample. Factor analysis was run on each sample. Excellent stability was evident with the same items loading highly on the same four dimensions across both samples as the original sample.

Scale inter-correlations are provided below in Table 10.

Table 10. Scale Inter-correlations: Problems in the Housing Unit Involving Staff

Scale	Staff Sexual Misconduct	Staff Verbal Harassment	Staff Sexual Harassment	Staff Physical Violence
Staff Sexual Misconduct	1.0			
Staff Verbal Harassment	.44	1.0		
Staff Sexual Harassment	.65	.79	1.0	
Staff Physical Violence	.75	.59	.69	1.0

All of the correlations are significant but moderate to strong. All of the dimensions are inter-correlated. The strongest correlation is between Staff Verbal and Staff Sexual Harassment (r = .79). Given that the four dimensions measure different problems in the housing unit, some correlation should be expected.

Internal Consistency

Cronbach alphas and corrected item-to-total correlations are presented in Table 11.

Table 11. Cronbach Alphas and Corrected Item to Total Correlations:
Problems in the Housing Unit Involving Staff

Staff Sexual Misconduct		Staff Verbal Harassment		Staff Sexual Harassment		Staff Physical Violence	
Alpha = .98		Alpha = .95		Alpha = .96		Alpha = .93	
Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.
A103	.95	A81	.85	A89	.88	A109	.85
A105	.93	A77	.86	A85	.89	A108	.84
A104	.93	A80	.83	A88	.89	A110	.82
A102	.93	A82	.85	A84	.86	A111	.78
A98	.86	A76	.81	A86	.84	A106	.78
A99	.91	A78	.86	A87	.84		
A107	.86	A79	.78	A92	.82		
A101	.87	A83	.63	A93	.79		
				A90	.70		

Cronbach alphas for all four dimensions are quite high, ranging from .93 to .98. A review of corrected item-to-total correlations indicates that each item has a strong positive correlation with its respective scale. Item-to-scale correlations are quite high, ranging from .63 to .95.

Convergent Validity

Convergent validity was assessed by the correlation among items which make up each scale of the instrument (i.e., internal consistency validity). No items or scales from existing instruments were embedded and used to supply evidence of convergent validity with this instrument.

Discriminant Validity

Discriminant validity was assessed in part by providing evidence that the correlation between each of the survey items in a scale and the dimensions they were attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension. In addition, the instrument should demonstrate significant differences in inmate/detainee perceptions about staff across different types of housing units if is to be useful in discriminating between housing units. Table 12 below indicates the mean score of the low and high violence units on each of the four scales.

Table 12. Mean Scores on Each of the Four Scales by Level of Violence:
Problems in the Housing Unit Involving Staff

Scale	Level of Violence	N	Mean	Standard Deviation
Staff Sexual Misconduct	Low	269	.37	.78
	High	215	.70	1.17
Staff Verbal Harassment	Low	268	2.16	1.29
	High	212	2.49	1.29
Staff Sexual Harassment	Low	270	1.41	1.33
	High	214	1.66	1.41
Staff Physical Violence	Low	277	.80	1.14
	High	216	1.18	1.32

As evident by Table 12 above, the instrument clearly discriminates between high and low violence housing units on each of the scales. All of the mean differences were in the intended direction. All but one of the differences between mean scores of each scale was significantly different at $p < .001$. The mean difference between the low and high violence unit on the Staff Sexual Harassment scale was significant at $p < .05$, and as with the other scales, the difference was in the expected direction.

Instrument Summary

Based upon the above information, it appears the instrument is a valid and reliable measure of four types of staff-related problems. Factor analyses resulted in a four dimensional instrument containing items with high loadings on each of its scales. Results of the item-to-scale correlations, factor analyses, internal consistency, and discriminant validity assessments indicate that the four scales are indeed measuring different dimensions and that the instrument is a reliable measure.

CHAPTER SUMMARY

Empirical evidence presented in this chapter suggests that the two instruments, "Problems in the Housing Unit Involving Inmates" and "Problems in the Housing Unit Involving Staff" are valid and reliable measures. Both instruments held up well when subjected to multiple assessments of validity and reliability. Furthermore, both instruments discriminated between low and high violence units. In addition, items embedded in one instrument (i.e., Problems in the Housing Unit Involving Inmates) demonstrated convergent validity with established items used elsewhere.

SURVEY DEVELOPMENT RESULTS: VIOLENCE, POLICY AND CLIMATE

3

This chapter describes the results of analyses conducted in the course of developing the instruments, constructs, and items in Section Two of the survey: Violence in the Housing Unit, and Policy, Procedures, and Climate in the Facility.

A total of 44 items were developed to measure three constructs: Likelihood of Violence (8 items), Personal Awareness of Policies and Procedures (11 items), and Reporting Climate (25 items). As mentioned previously, this section appeared on both versions of the survey; these items will facilitate various comparisons of data collected on the two survey versions, and if justified, combination of the data. In addition, analyses of data from each version, as well as the combined data set, will be used for validation purposes.

LIKELIHOOD OF VIOLENCE

Eight items were intended to measure this construct. The response format was a 5-point Likert scale of 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree or Disagree, 4 = Agree, 5 = Strongly Agree. This construct had two intended dimensions: Likelihood of Successful Self-Protection from Violence and Misconduct (4 items) and Likelihood of Women Not Becoming a Victim of Violence and Misconduct (4 items). The last four items were negatively worded (by using the word "not"). An additional four items from the BOP Social Climate Survey (Office of Research and Evaluation, 1991) designed to measure likelihood of assault were embedded to allow assessment of convergent validity. A description of the multiple step process utilized to identify the dimensions that are a part of the construct "Likelihood of Violence" follows below.

Although inmate responses during the pretests did not raise any questions, suspicions emerged during initial reviews of completed surveys that some inmates might have been confused by the negatively worded items (i.e., A120, A121, A122, A123 or B9, B10, B11, B12); these suspicions were confirmed when checking for consistent responses across differently worded items (i.e., A112, A114, A113, A115 or B1, B2, B3, B4, respectively) designed to have similar underlying meanings. An analysis of consistent and inconsistent responses revealed that between 63.0% and 67.0% of the inmates gave clearly consistent responses (i.e., within plus or minus one response category) between pairs of differently worded items designed to have similar underlying meaning. Conversely, between 33% and 37% of the inmates gave inconsistent answers that were two or more response categories off. Hence, a decision was made to drop these four negatively worded items using the word "not" and substitute the four Office of Research and Evaluation (1991) items (i.e., A112, A113, A114, A115 or B1, B2, B3, B4), thereby resulting in a "Likelihood of Violence" scale that could be validated. As a result, construct names were slightly revised so

as to better match the items being validated. The construct names were Likelihood of Being Assaulted and Likelihood of Successful Self-Protection from Violence and Misconduct. Note that Likelihood of Successful Self-Protection from Violence and Misconduct is not simply an inverse of Likelihood of Being Assaulted. Specifically, Likelihood of Successful Self-Protection can be viewed as the would-be victim's success not only in preventing/avoiding assault, but also in limiting violence/ misconduct once the assault is launched.

Despite the inclusion of the BOP Social Climate items, we suspect that this instrument will still require further development, testing and validation that will extend beyond the scope of the present study.

Corrected Item-Total Correlations

Corrected item-total correlations were used as an initial test of dimensionality of the two new dimensions of the construct "Likelihood of Violence." Cronbach alphas and corrected item-to-total correlations are presented in Table 13. Note that summary information is presented for both Version A and Version B items, as well as for items from the combined versions (Note that the items preceded by a "D" pertain to the combined data set. In addition, the D item number corresponds to the same B item).

Table 13. Cronbach Alphas and Corrected Item to Total Correlations:
Likelihood of Violence

Version A				Version B				Combined Version A & B			
Likelihood of Being Assaulted		Likelihood of Successful Self-Protection from Violence and Misconduct		Likelihood of Being Assaulted		Likelihood of Successful Self-Protection from Violence and Misconduct		Likelihood of Being Assaulted		Likelihood of Successful Self-Protection from Violence and Misconduct	
Alpha = .82		Alpha = .82		Alpha = .81		Alpha = .76		Alpha = .82		Alpha = .80	
Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.
A114	.71	A118	.70	B3	.66	B7	.57	D3	.69	D7	.65
A113	.67	A116	.68	B4	.62	B5	.57	D2	.65	D5	.63
A115	.63	A119	.67	B2	.60	B8	.54	D4	.63	D8	.62
A112	.59	A117	.53	B1	.59	B6	.53	D1	.60	D6	.53

Cronbach alphas for both dimensions across the three versions are moderate, ranging from .76 to .82. A review of corrected item-to-total correlations indicates that each item has a moderate positive correlation with its respective scale, ranging from a low of .53 to a high of .71. Stability of the correlations across the different versions suggests that data from both versions of the instrument can be combined, but this will be confirmed with each subsequent analysis described below.

Factor Analyses

Using combined data from both Version A and B, factor analysis using principle components analysis with varimax rotation was performed on the 8-item scale to determine the latent structure of the set of items. The Kaiser-Meyer-Olkin statistic was .71, suggesting that the factors extracted accounted for a moderate amount of variance. Note that values of .6 and above are required for good factor analysis (Tabachnick & Fidell, 2007).

Two factors with eigenvalues greater than 1.0 were identified, accounting for 63.47% of the total initial cumulative variance, which is within social science standards. All of the 8 items loaded on these two factors. The factors maintained their intended dimensionality and their labels were not changed. The factor pattern resulting from an analysis of the combined version A and B data is shown in Table 14, together with factor patterns resulting from just the version A, then version B data. Below each factor is its respective eigenvalue, as well as percent of initial variance and rotated variance explained. Items are listed under the factor they loaded highest with, along with the associated factor loading.

Table 14. Likelihood of Violence:
Factors and Varimax Rotated Factor Pattern, 8 items

Version A (n = 468)		Version B (n = 393)		Combined Version A & B (n = 861)	
Likelihood of Being Assaulted	Likelihood of Successful Self-Protection from Violence and Misconduct	Likelihood of Being Assaulted	Likelihood of Successful Self-Protection from Violence and Misconduct	Likelihood of Being Assaulted	Likelihood of Successful Self-Protection from Violence and Misconduct
Eigen = 2.78	Eigen = 2.46	Eigen = 3.40	Eigen = 1.47	Eigen = 3.05	Eigen = 2.03
% Total = 34.70	% Total = 30.70	% Total = 42.49	% Total = 19.34	% Total = 36.128	% Total = 25.34
% Rotated = 32.83	% Rotated = 32.57	% Rotated = 31.51	% Rotated = 29.64	% Rotated = 32.36	% Rotated = 31.11
Item	Load.	Item	Load.	Item	Load.	Item	Load.	Item	Load.	Item	Load.

Item	Load.	Item	Load.	Item	Load.	Item	Load.	Item	Load.	Item	Load.
A114	.84	A118	.85	B2	.80	B5	.80	D3	.82	D7	.82
A113	.84	A116	.83	B4	.80	B6	.76	D2	.82	D5	.81
A115	.80	A119	.82	B3	.78	B7	.72	D4	.80	D8	.78
A112	.75	A117	.72	B1	.72	B8	.70	D1	.75	D6	.73

As can be seen in the above table, a somewhat favorable solution resulted when the factor analysis procedure was repeated across the three data sets. Both dimensions are present in the version A, version B, and combined data sets, thus supporting combination of data from both versions. However, of the 28 residuals (i.e., differences between the reproduced correlations and the original correlations) in the combined results, over half (14/28 = 50.00 %) exceed the .05 criteria. This suggests additional components might need to be included. With further development and additional items, the emerging factors should pertain to "Likelihood of Being Sexually

(and Physically Assaulted) by Staff (and Inmates)", as well as "Likelihood of Successful Self-Protection from Sexual (and Physical Violence) by Staff (and Inmates)." However, data available in the present study do not allow us to explore the possible extended dimensionality of this instrument. For this reason, we will continue to explore the two dimensions that our current data support.

Next, using all available data, scale totals for the two dimensions were entered into another factor analysis as "marker variables" together with the 8 items. All of the items and scale totals loaded highly on the appropriate factors, providing evidence that two separate dimensions exist. This lends support to the conceptual structure of the draft instrument.

The stability of the factor structure was tested by splitting the sample of combined data in half and assigning every other case to a different sample. Factor analysis was run on each sample. Excellent stability was evident with the same items loading on the same two dimensions across both samples as the original sample.

Mean scores on each scale total were then compared with the version A and B data.

Table 15. Mean Scores on Each of the Two Scales by Data Version:
Likelihood of Violence

Scale	Data Set	N	Mean	SD
Likelihood of Being Assaulted	Version A	478	2.55	1.09
	Version B	401	2.85	1.04
Likelihood of Successful Self-Protection from Violence and Misconduct	Version A	477	3.05	1.17
	Version B	407	3.01	1.04

Table 15 above indicates very little difference in scale mean scores across the version A and B data, thus demonstrating further stability of the instrument as well as confirming that it was legitimate to pool the two data sets.

Scale inter-correlations indicate that there is a small but significant negative correlation ($r = -.20$, $p < .001$) between the two dimensions. Although more work needs to be done on this instrument, there is evidence to suggest that the lack of a relationship may be legitimate since one dimension measures assault (an attempt) while the other dimension measures success in protecting oneself from assault (e.g., preventing, avoiding, or opposing the assault). More specifically, it seems legitimate that the relationship would be small due to mixed/uncertain perceptions of women inmates' ability to protect themselves. Likewise, it seems legitimate that the relationship would be negative due the inherent oppositional nature of assaults and efforts to oppose or protect against assaults.

Convergent Validity

Convergent validity was assessed by examining the correlation among items comprising each scale (i.e., internal consistency validity). No additional embedded items and or scales from existing instruments were available to supply evidence of

convergent validity. However, since some ratings from inmate focus groups conducted at each facility (accomplished prior to the survey administration) were designed to measure some of the same constructs and dimensions as the survey instrument, these were used where relevant. For purposes of demonstrating convergent validity with the "Likelihood of Successful Self-Protection" scale, two questions from the inmate focus groups were utilized. One question from the inmate focus groups asked "Please estimate on a scale of one to ten how effective women (detainees or inmates) are in currently (with emphasis) protecting themselves from violence." Mean scores from this inmate focus group rating question were computed for each institution where focus groups were conducted and then compared with the mean scores from the "Likelihood of Successful Self-Protection" scale (being validated above) at the same institutions (n = 6). A correlation of .52 (p > .05) suggests that a moderately strong positive (but insignificant, due to the low n) relationship exists between the inmate focus group ratings and the scores taken from the survey instrument. Another focus group question asked "Please estimate on a scale of one to ten how successful this facility is at protecting most women inmates from violence." When comparing mean scores of this question for each institution with the mean score of the "Likelihood of Successful Self-Protection" scale from each corresponding institution (n = 6), a correlation of .53 (p > .05) resulted. These values suggest strong support for the convergent validity of this dimension of the "Likelihood of Violence" scale.

Discriminant Validity

Discriminant validity was assessed by providing evidence that the correlation between each of the survey items in a scale and the dimensions they were attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension. In addition, the instrument should demonstrate significant differences in inmate/detainee perceptions about staff across different types of housing units. Table 16 below shows the means of the low and high violence units on each scale.

Table 16. Mean Scores on Each of the Two Scales by Level of Violence: Likelihood of Violence

Scale	Level of Violence	Version A			Version B			Combined Version A & B		
		N	Mean	S.D.	N	Mean	S.D.	N	Mean	S.D.
Likelihood of Being Assaulted	Low	272	2.39	1.06	243	2.73	1.08	515	2.55	1.08
	High	206	2.78	1.10	158	3.02	.95	364	2.88	1.04
Likelihood of Successful Self-Protection from Violence and Misconduct	Low	272	3.06	1.19	246	3.00	1.09	518	3.04	1.14
	High	205	3.02	1.15	161	3.02	.96	366	3.02	1.07

As evident by Table 16 above, the instrument clearly discriminates between high and low violence housing units on the Likelihood of Being Assaulted scale. Across all

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GENDERED VIOLENCE AND SAFETY: A CONTEXTUAL APPROACH TO IMPROVING SECURITY IN WOMEN'S FACILITIES

three data sets, the mean differences were in the expected direction and significant at p < .01. However, the Likelihood of Successful Self-Protection from Violence and Misconduct scale was less capable of discriminating between the low and high violence units. Although all but one of the differences between mean scores of the Likelihood of Not Becoming a Victim Scale was in the intended direction, none were statistically significant. The difficulty in discriminating between high and low violence units may be consistent with theory in that Likelihood of Assault can be viewed as an aggregate measure lodged in the housing unit or facility, while ability to protect oneself (even though we ask about women in general) is more of an individual level measure, which women would take with them as they move between housing units and facilities (even those with different violence levels.) In fact, the Likelihood of Assault scale could discriminate between violence levels, even though the more individual level self-protection scale failed to discriminate between housing unit or facility violence levels. On the other hand, an individual prisoner may feel better able to achieve self-protection in a particular housing unit or facility over another, or conversely, more vulnerable in one unit over another (i.e., there might be an interaction effect).

Instrument Summary

The above results are very encouraging. We may add additional items to explore the extended dimensionality of this instrument. We learned that we need to avoid negatively worded items that may be confusing to inmates. We further learned that it may be instructive to distinguish aggregate measures lodged in housing units or facilities from more individualized measures that may be relatively constant across housing units or facilities.

PERSONAL AWARENESS OF POLICIES AND PROCEDURES RELATED TO SAFETY AND VIOLENCE

A total of 11 items were intended to measure this construct. The response format used was a dichotomous rating of 0 = No, 1 = Yes. This construct had two intended dimensions or scales, which were measured in the following manner: whether inmates had been exposed to PREA related information (7 items), and whether inmates understood the information (i.e., how to report PREA related concerns) (4 items). No items were embedded for estimating convergent validity. A description of the multiple step process utilized to identify dimensions of the construct "Personal Awareness of Policies and Procedures Related to Safety and Violence" follows below.

Corrected Item-Total Correlations

Corrected item-total correlations were used as an initial test of dimensionality of the two dimensions of the construct "Personal Awareness of Policies and Procedures Related to Safety and Violence." Cronbach alphas and corrected item-to-total correlations are presented in Table 17. Note that summary information is presented for both the Version A and Version B items, as well as for items from the combined versions.

Table 17. Cronbach Alphas and Corrected Item to Total Correlations:
Personal Awareness of Policies and Procedures Related to Safety and Violence

Version A				Version B				Combined Version A & B			
Was Exposed to Information		Understood Information		Was Exposed to Information		Understood Information		Was Exposed to Information		Understood Information	
Alpha = .82		Alpha = .95		Alpha = .74		Alpha = .92		Alpha = .78		Alpha = .94	
Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.
A128	.67	A134	.88	B13	.53	B22	.87	D17	.60	D22	.88
A129	.61	A133	.88	B17	.50	B23	.85	D18	.56	D23	.87
A132	.58	A131	.87	B18	.48	B20	.82	D13	.54	D20	.85
A124	.56	A130	.84	B14	.48	B19	.72	D21	.53	D19	.79
A126	.54			B21	.46			D15	.50		
A125	.51			B15	.44			D14	.49		
A127	.42			B16	.34			D16	.38		

Cronbach alphas for the "Was Exposed to Information" dimensions across all three data versions are smaller (.74 to .82), when compared to the Cronbach alphas for the "Understood Information" dimension, (.92 to .95.). Corrected item-to-total correlations indicate that items associated with the "Understood Information" dimension have higher positive correlations with their respective scale (.72 to .88), than those items associated with the "Was Exposed to Information" scale (.42 to 67). Stability of the correlations across the different versions suggests that data from both versions of the instrument can be combined, but this will be confirmed with some subsequent analyses described below.

Factor Analyses

Using combined data from both Version A and B, factor analysis using principle components analysis with varimax rotation was performed on the 11-item scale to determine the latent structure of the set of items. The Kaiser-Meyer-Olkin statistic was .85, suggesting that the factors extracted accounted for a very good amount of variance.

Three factors with eigenvalues greater than 1.0 were identified, accounting for 70.72% of the total initial cumulative variance. All of the 11 items loaded on these three factors. The factors were labeled: Exposure to PREA Specific Policies; Exposure to Information on How to Respond to Inmate/Staff Sexual or Physical Violence; and Understanding of How to Report Concerns about Inmate/Staff Sexual or Physical Violence. The factor pattern resulting from an analysis of the combined version A and B data is shown in Table 18A. Factor patterns resulting from just the version A, then version B data, follow in Table 18B. Below each factor is its respective eigenvalue, as well as percent of initial variance and rotated variance explained. Items are listed under the factor they loaded highest with, along with the associated factor loading.

Table 18A. Personal Awareness of Policies and Procedures Related to Safety and Violence: Factors and Varimax Rotated Factor Pattern, 11 items (Combined Version A and B)

Combined Version A & B (n = 877)					
Understand How to Report Concerns about Inmate/Staff Sexual or Physical Violence		Exposure to Information on How to Respond to Inmate/Staff Sexual or Physical Violence		Exposure to PREA Specific Policies	
Eigen = 4.83		Eigen = 1.70		Eigen = 1.24	
% Total = 43.94		% Total = 15.47		% Total = 11.31	
% Rotated = 30.80		% Rotated = 22.11		% Rotated = 17.81	
Item	Load.	Item	Load.	Item	Load.
D22	.91	D17	.86	D14	.78
D23	.90	D18	.81	D13	.77
D20	.89	D21	.73	D16	.70
D19	.84	D15	.55		

Table 18B. Personal Awareness of Policies and Procedures Related to Safety and Violence: Factors and Varimax Rotated Factor Pattern, 11 items (Version A and Version B)

Version A (n = 476)						Version B (n = 401)					
Understand How to Report Concerns about Inmate/Staff Sexual or Physical Violence		Exposure to Information on How to Respond to Inmate/Staff Sexual or Physical Violence		Exposure to PREA Specific Policies		Understand How to Report Concerns about Inmate/Staff Sexual or Physical Violence		Exposure to Information on How to Respond to Inmate/Staff Sexual or Physical Violence		Exposure to PREA Specific Policies	
Eigen = 4.94		Eigen = 1.94		Eigen = 1.10		Eigen = 4.70		Eigen = 1.47		Eigen = 1.41	
% Total = 44.94		% Total = 17.60		% Total = 10.04		% Total = 42.68		% Total = 13.39		% Total = 12.85	
% Rotated = 31.76		% Rotated = 23.49		% Rotated = 17.34		% Rotated = 29.72		% Rotated = 20.62		% Rotated = 18.58	
Item	Load.	Item	Load.	Item	Load.	Item	Load.	Item	Load.	Item	Load.
A134	.92	A128	.87	A124	.84	B22	.90	B17	.84	B16	.76
A133	.92	A129	.80	A125	.83	B23	.89	B18	.81	B14	.75
A131	.90	A132	.73	A127	.54	B20	.88	B21	.71	B13	.74
A130	.88	A126	.63			B19	.78			B15	.46

Although the same items loaded on the first dimension (i.e., Understanding How to Report Concerns about Inmate/Staff Sexual or Physical Violence) across all three data sets, the items that loaded on the second and third dimension varied. For this reason, and because some items on the three dimensions had low item-to-total correlations, a decision was made to attempt to improve the instrument. To improve the final version, two items correlating the poorest with their scale total on the combined data set were first deleted (i.e., items D14 & D16). Given that the third dimension (i.e., Exposure to PREA Specific Policies) now only had one item, thus rendering the factor unreliable, the item was eliminated. A total of 3 items were eliminated, thus leaving 8 items. In Table 19 below, the remaining 8 items are listed under the factor they loaded highest with, along with the associated factor loading, across all three data sets.

Table 19. Personal Awareness of Policies and Procedures Related to Safety and Violence: Factors and Varimax Rotated Factor Pattern, 8 items

Version A (n = 480)				Version B (n = 407)				Combined Version A & B (n = 887)			
Understand How to Report Concerns about Inmate/Staff Sexual or Physical Violence		Exposure to Information on How to Respond to Inmate/Staff Sexual or Physical Violence		Understand How to Report Concerns about Inmate/Staff Sexual or Physical Violence		Exposure to Information on How to Respond to Inmate/Staff Sexual or Physical Violence		Understand How to Report Concerns about Inmate/Staff Sexual or Physical Violence		Exposure to Information on How to Respond to Inmate/Staff Sexual or Physical Violence	
Eigen = 4.35		Eigen = 1.75		Eigen = 4.10		Eigen = 1.46		Eigen = 4.24		Eigen = 1.62	
% Total = 54.33		% Total = 21.82		% Total = 51.26		% Total = 18.31		% Total = 53.01		% Total = 20.25	
% Rotated = 43.52		% Rotated = 32.63		% Rotated = 40.40		% Rotated = 29.17		% Rotated = 42.16		% Rotated = 31.09	
Item	Load.	Item	Load.	Item	Load.	Item	Load.	Item	Load.	Item	Load.
A134	.92	A128	.89	B22	.91	B17	.84	D22	.92	D17	.87
A133	.92	A129	.82	B23	.90	B18	.82	D23	.91	D18	.81
A131	.90	A132	.72	B20	.88	B21	.71	D20	.89	D21	.72
A130	.89	A126	.70	B19	.80	B15	.53	D19	.85	D15	.64

As can be seen in the above table, a favorable solution resulted when the factor analysis procedure was repeated across the three data sets. Both dimensions are present in the version A, version B, and combined data sets, accounting for over 73% of the total initial cumulative variance (in the combined data set). In addition, the same items load on the same factors across all three data sets. Of the 28 residuals, 25% (7/28) exceed the .05 criteria, suggesting additional components might need to be included.

Next, using the combined data set, scale totals for the two dimensions were entered into another factor analysis as "marker variables" together with the 8 items. All of the items and scale totals loaded highly on the appropriate factors, providing evidence for two separate dimensions. This lends further support to the conceptual structure of the draft instrument.

The stability of the factor structure was tested by splitting the combined data set in half and assigning every other case to a different sample and running factor analysis again on each sample. Excellent stability was evident with the same items loading on the same dimensions across both samples as the original sample.

Scale inter-correlations indicate that a moderate and significant positive correlation ($r = .43$, $p < .01$) between the two dimensions. This seems logical given that an understanding of how to report or respond to concerns about some type of sexual or physical violence might be related to exposure to information on how to respond.

Internal Consistency

To determine the extent of measurement error within each scale of the final instrument, estimates of internal consistency were calculated using the combined data set. Internal consistency estimates were determined by examining corrected item-to-scale correlations and Cronbach alphas. Results are presented in Table 20.

Table 20. Cronbach Alphas and Corrected Item to Total Correlations: Personal Awareness of Policies and Procedures Related to Safety and Violence

Understand How to Report Concerns about Inmate/Staff Sexual or Physical Violence		Exposure to Information on How to Respond to Inmate/Staff Sexual or Physical Violence	
Alpha = .94		Alpha = .79	
Item	Coef.	Item	Coef.
D22	.88	D17	.71
D23	.87	D18	.65
D20	.85	D21	.62
D19	.79	D15	.45

Cronbach alphas and corrected item-to-total correlations for the first dimension are higher than the second dimension. However, the second scale still meets standards of internal consistency and reliability.

Convergent Validity

Convergent validity was assessed by examining the correlation among items which make up each scale of the instrument (i.e., internal consistency validity). No additional embedded items and/or scales from existing instruments were available and used to supply evidence of convergent validity with this instrument.

Discriminant Validity

Discriminant validity was assessed by providing evidence that the correlation between each of the survey items in a scale and the dimensions they were attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension. No other procedures were conducted to supply evidence of discriminant validity of this instrument.

Instrument Summary

The above results suggest that the instrument is reliable and valid. Results of the item-to-scale correlations, factor analyses, and internal consistency, indicate that the two scales are indeed measuring different dimensions of personal awareness of policies and procedures. However, attempts should be made in the future to further confirm the instrument's validity and reliability and the possibility there might be an untapped dimension (e.g., the utility or efficacy of the information as perceived by prisoners). Possibilities for confirming the instrument's reliability include using convergent, discriminant, and predictive validity techniques.

REPORTING CLIMATE

A total of 25 items were intended to measure this construct. The response format was a 5-point Likert scale of 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree or Disagree, 4 = Agree, 5 = Strongly Agree. This construct had three intended dimensions or scales: Concerned Staff and Effective Safety/Protective Procedures (10 items), Staff Discipline and Accountability Regarding Sexual Misconduct (7 items), and Reporting Climate and Retaliation/Harassment (8 items). Eleven items were negatively worded (none of which used the word "not"). An additional nine items from the BOP Social Climate Survey (Office of Research and Evaluation, 1991), and one item from Wright (1985) designed to measure reporting climate, were embedded for convergent validity purposes. What follows is a description of the multiple step process utilized to identify the dimensions that are a part of the construct "Reporting Climate."

Corrected Item-Total Correlations

Corrected item-total correlations were used as an initial test of dimensionality of the construct "Reporting Climate." Cronbach alphas and corrected item-to-total correlations are presented in Tables 21A and 21B. Note that summary information is presented for both the Version A and Version B items, as well as for items from the combined versions.

Table 21A. Cronbach Alphas and Corrected Item to Total Correlations:
Reporting Climate (Combined Version A and B)

Combined Version A & B					
Concerned Staff and Effective Safety/ Protective Procedures		Staff Discipline and Accountability Regarding Sexual Misconduct		Reporting Climate and Retaliation (harassment)	
Alpha = .92		Alpha = .63		Alpha = .89	
Item	Coef.	Item	Coef.	Item	Coef.
D31	.78	D45	.49	D51	.78
D37	.75	D46	.47	D50	.78
D33	.73	D43	.47	D52	.76
D36	.72	D44	.46	D49	.71
D32	.71	D42	.45	D48	.69
D29	.71	D40	.31	D53	.68
D34	.70	D41	-.16	D47	.61
D39	.66			D35	.35
D38	.65				
D30	.60				

Table 21B. Cronbach Alphas and Corrected Item to Total Correlations:
Reporting Climate (Version A and Version B)

Version A						Version B					
Concerned Staff and Effective Safety/ Protective Procedures		Staff Discipline and Accountability Regarding Sexual Misconduct		Reporting Climate and Retaliation (harassment)		Concerned Staff and Effective Safety/ Protective Procedures		Staff Discipline and Accountability Regarding Sexual Misconduct		Reporting Climate and Retaliation (harassment)	
Alpha = .94		Alpha = .54		Alpha = .90		Alpha = .89		Alpha = .71		Alpha = .86	
Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.
A142	.82	A153	.43	A162	.82	B31	.73	B46	.58	B50	.71
A144	.80	A155	.41	A161	.80	B37	.72	B45	.58	B51	.70
A148	.76	A156	.40	A163	.79	B36	.69	B43	.55	B52	.69
A145	.75	A154	.40	A160	.76	B32	.68	B44	.52	B53	.67
A140	.75	A157	.36	A159	.72	B33	.65	B42	.49	B48	.66
A147	.74	A151	.27	A164	.69	B29	.64	B40	.35	B49	.64
A143	.74	A152	-.27	A158	.64	B34	.61	B41	-.04	B47	.53
A149	.69			A146	.37	B39	.61			B35	.33
A150	.68					B38	.57				
A141	.67					B30	.48				

Cronbach alphas and corrected item-to-total correlations for the second dimension, "Staff Discipline and Accountability Regarding Sexual Misconduct," are considerably smaller across all three data versions, when compared to the first ("Concerned Staff and Effective Safety/ Protective Procedures") and third dimensions ("Reporting Climate and Retaliation (harassment"). Also of interest is the negative corrected item-to-total correlation of one item (A152/B41/D41): "When accused of staff sexual misconduct, the involved staff are often told about this accusation by other staff members"; the negative correlation evident in all three data sets suggests that the inmates misinterpreted this question. The intent was to determine if staff sexual misconduct investigations are conducted in a confidential manner without other employees knowing, something indicative of a positive reporting climate (hence the item was reverse coded). However, we suspect that the inmates interpreted this question as something being beneficial for the reporting climate. A second recode of this item resulted in a positive loading, thus confirming our suspicions.

Factor Analyses

Given the stability of the correlations across the different data versions in the above table and given results from previous comparisons of Versions A and B data on previously described instruments, subsequent analyses will be based on only the combined data set. Using combined data from both Version A and B, factor analysis using principle components analysis with varimax rotation was performed on the 25-item scale to determine the latent structure of the set of items. The Kaiser-Meyer-Olkin statistic was .90, suggesting that the factors extracted accounted for a good amount of variance.

The factor pattern resulting from an analysis of the combined Version A and B data is shown in Table 22. Below each factor is its respective eigenvalue, as well as the percent of initial variance and rotated variance explained. Items are listed under the factor they loaded highest with, along with the associated factor loading.

Four factors with eigenvalues greater than 1.0 were identified, accounting for 61.47% of the total initial cumulative variance. The factors were labeled: Concerned Staff and Effective Safety/Protective Procedures, Reporting Climate and Retaliation (harassment), Staff Discipline and Accountability Regarding Sexual Misconduct, and Inadequate Discipline and Accountability Regarding Staff Sexual Misconduct.

The results presented in Table 22 provide the foundation for forming the final version of the "Reporting Climate" instrument. To improve the final version, items correlating poorly with their scale total were deleted. Next, using factor loadings as a guide in choosing the best items, a final instrument was chosen by selecting the five highest loading items on each factor. Despite the low number of items that loaded on the third and fourth dimensions, these items were included in the factor analysis due to their high loadings. A total of 9 items were eliminated, leaving 15 items. In Table 23 the remaining 15 items are listed under the factor they loaded highest with, along with the associated factor loading.

Table 22.Reporting Climate: Factors and Varimax Rotated Factor Pattern, 25 items (Combined Version A and B) (n = 820)

Concerned Staff and Effective Safety/ Protective Procedures		Reporting Climate and Retaliation (harassment)		Staff Discipline and Accountability Regarding Sexual Misconduct		Inadequate Discipline and Accountability Regarding Staff Sexual Misconduct	
Eigen = 7.63		Eigen = 4.49		Eigen = 2.07		Eigen = 1.18	
% Total = 30.50		% Total = 17.96		% Total = 8.30		% Total = 4.71	
% Rotated = 24.64		% Rotated = 19.68		% Rotated = 9.76		% Rotated = 7.39	
Item	Loading	Item	Loading	Item	Loading	Item	Loading
D31	.81	D50	.84	D43	.82	D46	.87
D36	.79	D51	.84	D42	.80	D45	.86
D29	.78	D52	.83	D44	.65		
D33	.77	D49	80	D41	-.42		
D37	.76	D48	.78				
D32	.73	D53	.75				
D34	.73	D47	.70				
D38	.73	D35	.34				
D30	.70						
D39	.69						
D40	.50						

Table 23. Reporting Climate: Factors and Varimax Rotated Factor Pattern, 15 items (Combined Version A and B) (n = 848)

Reporting Climate and Retaliation (harassment)		Concerned Staff and Effective Safety/ Protective Procedures		Staff Discipline and Accountability Regarding Sexual Misconduct		Inadequate Discipline and Accountability Regarding Staff Sexual Misconduct	
Eigen = 4.82		Eigen = 3.12		Eigen = 1.84		Eigen = 1.09	
% Total = 32.14		% Total = 20.78		% Total = 12.27		% Total = 7.24	
% Rotated = 24.05		% Rotated = 22.45		% Rotated = 14.24		% Rotated = 11.68	
Item	Loading	Item	Loading	Item	Loading	Item	Loading
D51	.87	D31	.83	D43	.87	D46	.91
D50	.86	D36	.83	D42	.83	D45	.90
D52	.85	D37	.79	D44	.72		
D49	.80	D29	.79				
D48	.76	D33	.77				

In the second factor analysis, the same four factors with eigenvalues greater than 1.0 were identified, accounting for 72.43% of the total initial cumulative variance. Of the 78 residuals, less than 20% (15/78 = 19.23%) exceed the .05 criteria, suggesting a lower probability that additional components might need to be included.

One interesting finding is the distinction between factors three and four. One would suspect that the items on factors three and four would load on the same factor. However, closer examination of these factors reveals that factor three deals with administrative actions being taken against staff for sexual involvement, whereas the other factors addresses the absence of anything being done to such staff. In other words, factor three pertains to the application of sanctions, while factor four pertains to the withholding thereof. In short, whereas factor three presumes the staff got caught, the other factor presumes that either they did not get caught, or that they got caught and nothing happened to them.

Next, using all available data, scale totals for the four dimensions were entered into another factor analysis as "marker variables" together with the 15 items. All of the items and scale totals loaded highly on the appropriate factors, providing evidence that four separate dimensions exist. This lends support to the conceptual structure of the draft instrument.

The stability of the factor structure was tested by splitting the sample of the combined data in half and assigning every other case to a different sample. Factor analysis was run on each sample. Excellent stability was evident with the same items loading highly on the same four dimensions across both samples as the original sample.

Scale inter-correlations are provided below in Table 24.

Table 24. Scale Inter-correlations: Problems in the Housing Unit Involving Staff

Scale	Reporting Climate and Retaliation (harassment)	Concerned Staff and Effective Safety/ Protective Procedures	Staff Discipline and Accountability Regarding Sexual Misconduct	Inadequate Discipline and Accountability Regarding Staff Sexual Misconduct
Reporting Climate and Retaliation (harassment)	1.0			
Concerned Staff and Effective Safety/ Protective Procedures	.24	1.0		
Staff Discipline and Accountability Regarding Sexual Misconduct	-.05	.34	1.0	
Inadequate Discipline and Accountability Regarding Staff Sexual Misconduct	.35	.19	.23	1.0

All of the correlations are significant ($p < .001$) but low in strength. The strongest correlations are between the factors "Reporting Climate and Retaliation (harassment)" and "Inadequate Discipline and Accountability Regarding Staff Sexual Misconduct" ($r = .35$) and "Concerned Staff and Effective Safety/Protective Procedures" and "Staff Discipline and Accountability Regarding Sexual Misconduct ($r = .34$). A review of the items that make up these scales confirms that these correlations seem logical and should be expected. One would expect that if nothing happens to staff who engage in sexual misconduct, then inmates will not report staff

sexual misconduct for fear of staff harassment. Similarly, if staff are punished for engaging in sexual misconduct, then inmates will perceive that the facility's safety and protective procedures are effective.

Internal Consistency

To determine the extent of measurement error within each scale of the instrument, estimates of internal consistency were calculated. Internal consistency estimates were determined by examining corrected item-to-scale correlations and Cronbach alphas. Results are presented in Table 25.

Table 25. Cronbach Alphas and Corrected Item to Total Correlations:
Reporting Climate

Reporting Climate and Retaliation (harassment)		Concerned Staff and Effective Safety/ Protective Procedures		Staff Discipline and Accountability Regarding Sexual Misconduct		Inadequate Discipline and Accountability Regarding Staff Sexual Misconduct	
Alpha = .90		Alpha = .88		Alpha = .78		Alpha = .88	
Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.
D51	.80	D31	.75	D43	.70	D46	.79
D50	.80	D36	.72	D42	.62	D45	.79
D52	.77	D37	.71	D44	.53		
D49	.69	D33	.68				
D48	.66	D29	.66				

Cronbach alphas for all four dimensions are high, ranging from .78 to .90. The Cronbach alphas and corrected item-to-total correlations for the third dimension, "Staff Discipline and Accountability Regarding Sexual Misconduct," are somewhat smaller than the other two dimensions but still within the limits of minimum standards of internal consistency and reliability. A review of corrected item-to-total correlations indicates that each item has a sufficiently strong enough positive correlation with its respective scale. Item-to-scale correlations range from .53 to .80.

Convergent Validity

Convergent validity was assessed in part by examining the correlation among items which make up each scale of the instrument (i.e., internal consistency validity). As mentioned earlier, where possible, a few items and scales from existing instruments were embedded and used to supply evidence of convergent validity. An Office of Research and Evaluation (1991) item measuring whether staff badly handle inmate complaints about sexual safety (i.e., item A136, B25 or D25) was correlated with the "Reporting Climate and Retaliation (harassment)" scale. The Pearson r value was .34 (p < .001). Similarly, an item (i.e., A139, B28 or D28) from Wright (1985), measuring whether custody staff will protect a woman inmate who believes she will be attacked, was correlated with the "Concerned Staff and Effective Safety/Protective Procedures" scale. The Pearson r value was .70 (p < .001). A similar embedded item from the Office of Research and Evaluation survey (i.e.,

A135, B24, or D24) measuring whether administrators do their best to improve sexual safety had a correlation of $r = .52$ ($p < .001$) with the same scale.

Combined items from the Office of Research and Evaluation instrument (1991) measuring effectiveness of facility policies and procedures regarding action that should be taken when women inmates have been the victims of staff sexual misconduct (i.e., items A165, A166, A167, A168, A169; or B54, B55, B56, B57, B58; or D54, D55, D56, D57, D58; Cronbach alpha = .92) were correlated with the "Concerned Staff and Effective Safety/Protective Procedures" scale and the "Staff Discipline and Accountability Regarding Sexual Misconduct" scale. Pearson r values between the BOP scale and the two above-mentioned scales were, respectively, .57 ($p < .001$) and .36 ($p < 001$). There were no embedded items that could be used to assess the convergent validity of the "Inadequate Discipline and Accountability Regarding Staff Sexual Misconduct" scale.

In addition, one question from the inmate focus groups was utilized to demonstrate convergent validity. One rating question from the inmate focus groups asked "Please estimate on a scale of one to ten how successful this facility is at protecting most women inmates from violence." Mean scores from this inmate focus group rating question were computed for each institution where focus groups were conducted and then compared with the mean score from the "Concerned Staff and Effective Safety/Protective Procedures" scale (being validated above) at the same institutions ($n = 6$). A correlation of .70 ($p > .05$) suggests a strong relationship between the inmate focus group ratings and the scores from the survey instrument. This suggests further support for the convergent validity of the "Concerned Staff and Effective Safety/Protective Procedures" scale.

Discriminant Validity

Discriminant validity was assessed by providing evidence that the correlation between each of the survey items in a scale and the dimensions they were attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension. No other procedures were conducted to supply evidence of discriminant validity of this instrument.

Instrument Summary

The above results suggest that the instrument is reliable and valid. Factor analyses resulted in a four dimensional instrument containing items with high loadings on each of its scales. Results of the item-to-scale correlations, factor analyses, and internal consistency analyses, indicate that the four scales are indeed measuring different dimensions of reporting climates. However, attempts should be made in the future to further confirm the validity of the last dimension (i.e., Inadequate Discipline and Accountability Regarding Staff Sexual Misconduct). Possibilities include using convergent, discriminant, and predictive validity techniques. Furthermore, the next version of this instrument should attempt to add an additional item or two to the last two scales of this instrument and further explore the dimensionality.

CHAPTER SUMMARY

Empirical evidence presented in this chapter suggests that the three instruments, "Likelihood of Violence," "Personal Awareness of Policies and Procedures Related to Safety and Violence," and "Reporting Climate," are valid and reliable measures. All three instruments held up well to varying degrees of validation and reliability assessment. However, results suggest that additional research and development would be beneficial in confirming the dimensionalities of all three instruments. This would most likely require the addition of carefully designed survey items and the collection and analysis of new data.

SURVEY DEVELOPMENT RESULTS: FACTORS LEADING TO VIOLENCE   4

This chapter describes the results of analyses conducted in the course of developing the instruments, constructs, and items in Section Three of the survey: Potential Factors Leading to Violence.

A total of 53 items plus one open-ended item were used to measure potential factors leading to various types of violence and misconduct. These items were only available on the Version B instrument. Respondents were asked to either agree or disagree with each item. For those items with which they agreed, respondents were asked to further indicate the extent of risk posed by the item for six types of violence and misconduct (inmate sexual violence, inmate physical violence, staff verbal harassment, staff sexual harassment, staff sexual misconduct, staff physical violence), where: 0 = Not at all, 1 = A Small Extent, 2 = A Moderate Extent, 3 = A Large Extent, 4 = A Very Large Extent. Again, we believe Section Three contains instruments that are the least refined; hence, the analyses in this chapter should be considered very exploratory. More discussion pertaining to this issue appears in the conclusion of this chapter.

POTENTIAL FACTORS LEADING TO INMATE SEXUAL VIOLENCE

Using data from Version B, factor analysis using principle components analysis with varimax rotation was performed on the 53-item scale to determine the latent structure of the set of items. The Kaiser-Meyer-Olkin statistic was .96, suggesting that the factors extracted accounted for a good amount of variance.

The resulting factor pattern is shown in Table 26. Below each factor is its respective eigenvalue, as well as percent of initial variance and rotated variance explained. Items are listed under the factor they loaded highest with, along with the associated factor loading.

Seven factors with eigenvalues greater than 1.0 were identified, accounting for 63.45% of the total initial cumulative variance. The factors were labeled: Unstable or Volatile Inmates, Inmate Subculture, Incompetent Staff, and Out-of-Touch Administrators; Disagreements due to Scarcity and Living in Close Quarters; Vulnerable Women Inmates (e.g., elderly, young, inexperienced, mentally or physically disabled, non-English speaking inmates); Lack of Program and Recreation Space and Options; Physical Plant (e.g., design, layout, surveillance and supervisions options); Environment (as communicated by staff) Lacks Order, Fairness, Stability & Predictability; and Poor Quality Medical Care, Sanitation, and Food.

Table 26. Potential Factors Leading to Inmate Sexual Violence:
Factors and Varimax Rotated, Factor Pattern, 53 items (n = 355)

Unstable or Volatile Inmates, Inmate Subculture, Incompetent Staff, and Out-of-Touch Administrators		Disagreements due to Scarcity and Living in Close Quarters		Vulnerable Women Inmates (e.g., elderly, young, inexperienced, mentally or physically disabled, and non-English speaking inmates)		Lack of Program and Recreation Space and Options		Physical Plant (e.g., poor design, layout, surveillance and supervisions options)		Environment (as communicated by staff) Lacks Order, Fairness, Stability, and Predictability		Poor Quality Medical Care, Sanitation, and Food	
Eigen = 22.46		Eigen = 3.04		Eigen = 2.42		Eigen = 1.78		Eigen = 1.63		Eigen = 1.17		Eigen = 1.12	
% Total = 42.37		% Total = 5.74		% Total = 4.57		% Total = 3.35		% Total =3.08		% Total = 2.21		% Total = 2.12	
% Rotated = 17.12		% Rotated = 9.72		% Rotated = 8.52		% Rotated = 8.21		% Rotated = 7.54		% Rotated = 7.12		% Rotated = 5.22	
Item	Load	Item	Load	Item	Load.	Item	Load.	Item	Load.	Item	Load.	Item	Load.
B90a	.76	B99a	.80	B106a	.68	B71a	.70	B66a	.72	B83a	.64	B68a	.76
B91a	.69	B100a	.78	B107a	.62	B70a	.69	B59a	.60	B82a	.64	B69a	.76
B94a	.69	B112a	.68	B105a	.61	B63a	.65	B61a	.57	B84a	.63	B67a	.68
B88a	.68	B101a	.65	B110a	.61	B62a	.65	B76a	.49	B85a	.55		
B79a	.66	B96a	.52	B111a	.60	B75a	.51	B64a	.47	B81a	.52		
B95a	.65			B108a	.59	B72a	.48	B65a	.35	B86a	.51		
B104a	.62			B109a	.54	B73a	.42			B89a	.44		
B87a	.61			B92a	.50					B80a	.43		
B102a	.60												
B78a	.57												
B98a	.55												
B74a	.55												
B77a	.54												
B97a	.51												
B103a	.50												
B93a	.50												

The results of the initial factor analysis presented above in Table 26 provide the foundation for forming the final version of the "Potential Factors Leading to Inmate Sexual Violence" instrument. To improve the final version, items correlating poorly with their scale total were first deleted. Next, using factor loadings in the above table as a guide in choosing the best items, a final instrument was chosen by removing several items that had low loadings. A total of 17 items were eliminated, leaving 36 items. In Table 27 below, the remaining 36 items are listed under the factor they loaded highest with, along with the associated factor loading.

Table 27. Potential Factors Leading to Inmate Sexual Violence:
Factors and Varimax Rotated Factor Pattern, 36 items (n = 356)

Unstable or Volatile Inmates, Inmate Subculture, Incompetent Staff, and Out-of-Touch Administrators		Disagreements Due to Scarcity and Living in Close Quarters		Vulnerable Women Inmates (e.g., elderly, young, inexperienced, physically disabled, and non-English speaking inmates)		Lack of Program and Recreation Space and Options		Unprofessional staff		Physical Plant (e.g., poor design, layout, surveillance and supervisions options)		Poor Quality Medical Care, Sanitation, and Food	
Eigen = 15.06		Eigen = 2.68		Eigen = 1.88		Eigen = 1.50		Eigen = 1.41		Eigen = 1.08		Eigen = 1.01	
% Total = 41.83		% Total = 7.43		% Total = 5.22		% Total = 4.15		% Total =3.92		% Total = 2.99		% Total = 2.81	
% Rotated = 18.44		% Rotated = 11.16		% Rotated = 9.21		% Rotated = 8.15		% Rotated = 7.54		% Rotated = 7.14		% Rotated = 6.71	
Item	Load.	Item	Load.	Item	Load.	Item	Load.	Item	Load	Item	Load	Item	Load.
B90a	.78	B99a	.84	B106a	.70	B70a	.72	B84a	.65	B66a	.76	B68a	.77
B88a	.73	B100a	.82	B105a	.63	B62a	.71	B82a	.64	B59a	.62	B69a	.76
B91a	.71	B112a	.69	B107a	.60	B71a	.69	B83a	.63	B61a	.59	B67a	.73
B94a	.71	B101a	.67	B111a	.59	B63a	.68	B85a	.58	B76a	.49		
B79a	.69			B110a	.58			B81a	.55				
B95a	.69			B108a	.55								
B87a	.66												
B78a	.61												
B102a	.60												
B104a	.60												

In the second factor analysis, seven factors with eigenvalues greater than 1.0 were identified, accounting for 68.35% of the total initial cumulative variance. Of the 666 residuals, less than 13% (86/666 = 13.36%) exceed the .05 criteria, suggesting that no additional components might need to be included. Note that as a result of the second factor analysis, there was a slight change in the Vulnerable Women Inmates label (i.e., mentally disabled was dropped). This was due to the inmate mental disability item that was dropped (i.e., item B109a). Also, note the larger change in the factor five label, from "Environment (as Communicated by Staff)", to "Unprofessional Staff," after dropping the fear of disease item (i.e., item B89a). Of particular interest in this factor analysis is the identification of and distinction between the factor "Unprofessional Staff "and the first factor that includes problems stemming from administrative inadequacies (e.g., not effectively dealing with staff who do not do their job).

Next, using all available data, scale totals for the seven dimensions were entered into another factor analysis as "marker variables" together with the 36 items. All of the items and scale totals loaded highly on the appropriate factors, providing

evidence that seven separate dimensions exist. This lends support to the conceptual structure.

The stability of the factor structure was tested by splitting the sample of the combined data in half by assigning every other case to a different sample. Factor analysis was run on each sample. Very good stability was evident with the same items loading highly on the same seven dimensions across both samples as the original sample. However, there were a few item crossovers on the split samples, perhaps due in part to the lower reliability associated with the smaller number of cases in the split samples.

Scale inter-correlations are provided below in Table 28.

Table 28. Scale Inter-correlations: Potential
Factors Leading to Inmate Sexual Violence

Scale	Unstable or Volatile Inmates, Inmate Subculture, Incompetent Staff, and Out-of-Touch Administrators	Disagreements Due to Scarcity and Living in Close Quarters	Vulnerable Women Inmates (e.g., elderly, young, in-experienced, physically disabled, and non-English speaking inmates)	Lack of Program and Recreation Space and Options	Unprofessional Staff	Physical Plant (e.g., poor design, layout, surveillance and supervision options)	Poor Quality Medical Care, Sanitation, and Food
Unstable or Volatile Inmates, Inmate Subculture, Incompetent Staff, and Out-of-Touch Administrators	1.0						
Disagreements Due to Scarcity and Living in Close Quarters	.57	1.0					
Vulnerable Women Inmates (e.g., elderly, young, in-experienced, physically disabled, and non-English speaking inmates)	.69	.70	1.0				
Lack of Program and Recreation Space and Options	.62	.53	.61	1.0			
Unprofessional Staff	.69	.53	.63	.60	1.0		
Physical Plant (e.g., poor design, layout, surveillance and supervision options)	.70	.46	.61	.59	.56	1.0	
Poor Quality Medical Care, Sanitation, and Food	.44	.53	.49	.70	.46	.41	1.0

All of the correlations are significant (p < .001) and moderate to strong, indicating that all of the dimensions are inter-correlated. There were three correlations that tied for being the highest (r = .70). One correlation was between the factors "Physical

Plant (e.g., poor design, layout, surveillance and supervisions options)" and "Unstable or Volatile Inmates, Inmate Subculture, Incompetent Staff, and Out-of-Touch Administrators." (r = .70). The second one was between "Poor Quality Medical Care, Sanitation, and Food" and "Lack of Program and Recreation Space and Options." The third one was between "Vulnerable Women Inmates" and "Disagreements Due to Scarcity and Living in Close Quarters." All three of these relationships seem logical and intuitive. Given that the seven dimensions measure factors potentially contributing to inmate sexual violence, some correlation should be expected.

Internal Consistency

To determine the extent of measurement error within each scale of the instrument, estimates of internal consistency were calculated. Internal consistency estimates were determined by examining corrected item-to-scale correlations and Cronbach alphas. Results are presented in Table 29.

Table 29. Cronbach Alphas and Corrected Item to Total Correlations:
Potential Factors Leading to Inmate Sexual Violence

Unstable or Volatile Inmates, Inmate Subculture, Incompetent Staff, and Out-of-Touch Administrators		Disagreements Due to Scarcity and Living in Close Quarters		Vulnerable Women Inmates (e.g., elderly, young, in-experienced, physically disabled, and non-English speaking inmates)		Lack of Program and Recreation Space and Options		Unprofessional Staff		Physical Plant (e.g., poor design, layout, surveillance and supervisions options)		Poor Quality Medical Care, Sanitation, and Food	
Alpha = .93		Alpha = .88		Alpha = .89		Alpha = .85		Alpha = .83		Alpha = .79		Alpha = .82	
Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.
B90a	.79	B99a	.83	B106a	.77	B70a	.69	B84a	.74	B66a	.62	B68a	.72
B79a	.76	B100a	.80	B108a	.74	B63a	.69	B83a	.73	B59a	.61	B69a	.67
B94a	.75	B101a	.69	B111a	.72	B71a	.68	B81a	.66	B61a	.60	B67a	.64
B95a	.75	B112a	.69	B106a	.70	B62a	.68	B82a	.57	B76a	.57		
B88a	.73			B110a	.69			B85a	.48				
B87a	.73			B105a	.69								
B78a	.71												
B91a	.68												
B104a	.68												
B102a	.67												

Cronbach alphas for all seven dimensions are high (.79 to .93). A review of corrected item-to-total correlations indicates that each item has a moderate to strong positive correlation with its respective scale. Item-to-scale correlations range from .48 to .83.

Convergent Validity

Convergent validity was only assessed by examining the correlation among items which make up each scale of the instrument (i.e., internal consistency validity).

Discriminant Validity

Discriminant validity was only assessed by providing evidence that the correlation between each of the survey items in a scale and the dimensions they were attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension.

Instrument Summary

The above results suggest that the instrument is reliable and valid. Factor analyses resulted in a seven dimensional instrument containing items with very high loadings on each of its scales. Results of the item-to-scale correlations, factor analyses, and internal consistency, indicate that the seven scales are indeed measuring different dimensions leading to inmate sexual violence. Item loadings are strong and are in sufficient number to suggest the scales are reliable.

Although this instrument seems reliable and valid, it lacks parsimony. Upon close examination, factors one and two share items pertaining to the inmate subculture, and factors four and six share items pertaining to facility layout and space. In addition, factors one and six share items pertaining to staff inadequacies. Although the multi-dimensionality of this instrument may be indicative of the complexity of issues behind inmate sexual violence, we may wish to revisit the factor structure of this instrument. Attempts should be made in the future to further confirm validity. Possibilities include using convergent, discriminant, and predictive validity techniques.

POTENTIAL FACTORS LEADING TO INMATE PHYSICAL VIOLENCE

Using data from Version B, factor analysis using principle components analysis with varimax rotation was performed on the 53-item scale to determine the latent structure of the set of items. The Kaiser-Meyer-Olkin statistic was .95, suggesting that the factors extracted accounted for a good amount of variance.

The factor pattern resulting from an analysis of the version B data is shown in Table 30. Below each factor is its respective eigenvalue, as well as percent of initial variance and rotated variance explained. Items are listed under the factor they loaded highest with, along with the associated factor loading.

Nine factors with eigenvalues greater than 1.0 were identified, accounting for 60.74% of the total initial cumulative variance. The factors were labeled: Tension and Disagreements due to the Inmate Subculture, Living in Close Quarters, and Unstable Inmates; Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled, young, or inexperienced inmates); Unprofessional, Over-worked, or Incompetent Staff, and Out-of-Touch administrators; Facility Conditions (e.g., poor quality food, medical, sanitation, programming, recreation); Inadequate

Surveillance and Supervision due to Equipment, Staff, Facility Design; Tension and Disagreements due to Scarcity and Living in Close Quarters; Lack of Recreation and Program Space; Staff who are Related to each Other or Have Substance Abuse Issues; and Women Inmates with Gang Ties. Note that although the first four components or dimensions have a sufficient number of strong loadings in excess of .60 (absolute value), the later five components do not.

The results of the initial factor analysis presented in Table 30 provide the foundation for forming the final version of the "Potential Factors Leading to Inmate Physical Violence" instrument. To improve the final version, items correlating poorly with their scale total were deleted. Next, a final instrument was chosen by removing several items that had low factor loadings on the first five components. Three of the last five components or dimensions were considered too unreliable since they had far fewer than four loadings above .60 in absolute value (as recommended by Stevens, 1992). A total of 22 items were eliminated, leaving 31 items. In Table 31 below, the remaining 31 items are listed under the factor they loaded highest with, along with the associated factor loading.

Table 30. Potential Factors Leading to Inmate Physical Violence:
Factors and Varimax Rotated Factor Pattern, 53 items (n = 355)

Tension and Disagreements Due to the Inmate Subculture, Living in Close Quarters, and Unstable Inmates		Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled, young, or inexperienced inmates)		Unprofessional Overworked, or Incompetent Staff, and Out-of-Touch Administrators		Facility Conditions (e.g., poor quality food, medical, sanitation, programming, recreation)		Inadequate Surveillance and Supervision Due to Equipment, Staff, Facility Design		Tension and Disagreements Due to Scarcity		Lack of Recreation and Program Space		Staff who are Related to each other or have Substance Abuse Issues		Women Inmates with Gang Ties	
Eigen = 19.12		Eigen = 2.63		Eigen = 2.51		Eigen = 1.72		Eigen = 1.61		Eigen = 1.40		Eigen = 1.13		Eigen = 1.06		Eigen = 1.01	
% Total = 36.07		% Total = 4.97		% Total = 4.74		% Total = 3.25		% Total =3.04		% Total = 2.64		% Total = 2.13		% Total = 2.00		% Total = 1.91	
% Rotated = 12.44		% Rotated = 11.25		% Rotated = 8.22		% Rotated = 8.21		% Rotated = 6.27		% Rotated = 4.38		% Rotated = 3.84		% Rotated = 3.20		% Rotated = 2.93	
Item	Load	Item	Load	Item	Load	Item	Load	Item	Load	Item	Load	Item	Load	Item	Load	Item	Load
B90b	.68	B110b	.75	B84b	.67	B67b	.68	B66b	.72	B99b	.77	B63b	.63	B85b	.68	B93b	.48
B98b	.68	B107b	.73	B81b	.65	B68b	.67	B77b	.53	B100b	.75	B62b	.61	B86b	.56		
B74b	.66	B108b	.72	B83b	.60	B69b	.66	B61b	.47	B101b	.46						
B102b	.66	B106b	.69	B80b	.52	B65b	.56	B59b	.47								
B112b	.66	B111b	.69	B87b	.47	B71b	.54	B76b	.38								
B104b	.63	B105b	.62	B79b	.47	B70b	.53	B72b	.32								
B103b	.58	B109b	.58	B88b	.47	B75b	.52										
B64b	.50	B92b	.52	B78b	.43	B73b	.41										
B94b	.48	B97b	.44	B82b	.40	B89b	.37										
B91b	.48																
B95b	.45																
B96b	.45																

Table 31. Potential Factors Leading to Inmate Physical Violence:
Factors and Varimax Rotated Factor Pattern, 31 items (n = 362)

Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled, young, or inexperienced inmates)		Tension and Disagreements Due to the Inmate Subculture and Living in Close Quarters		Facility Conditions (e.g., poor quality food, medical, sanitation, programming, recreation)		Unprofessional or Overworked Staff		Inadequate Surveillance and Supervision Due to Equipment, Staff, Facility Design		Tension and Disagreements Due to Scarcity	
Eigen = 11.89		Eigen = 2.12		Eigen = 1.83		Eigen = 1.33		Eigen = 1.22		Eigen = 1.14	
% Total = 38.36		% Total = 6.83		% Total = 5.92		% Total = 4.28		% Total = 3.94		% Total =3.67	
% Rotated = 16.21		% Rotated = 12.34		% Rotated = 11.77		% Rotated = 8.49		% Rotated = 7.73		% Rotated = 6.47	
Item	Load.	Item	Load.	Item	Load.	Item	Load.	Item	Load.	Item	Load.
B110b	.78	B90b	.72	B67b	.73	B84b	.77	B66b	.77	B99b	.77
B108b	.77	B98b	.71	B68b	.71	B83b	.75	B61B	.63	B100b	.77
B107b	.75	B102b	.69	B69b	.68	B81b	.63	B59b	.60	B101b	.51
B106b	.72	B112b	.68	B70b	.60	B80b	.52	B77b	.54		
B111b	.68	B74b	.67	B71b	.58						
B105b	.66	B104b	.62	B75b	.57						
B109b	.64			B65b	.54						

In the second factor analysis, six factors with eigenvalues greater than 1.0 were identified, accounting for 63% of the total initial cumulative variance. Of the 465 residuals, slightly over 23% (111/465 = 23.87%) exceed the .05 criteria. Note that as a result of the second factor analysis, the labels for factor two changed slightly and that the label for factor four changed more substantially.

Next, scale totals for the six dimensions were entered into another factor analysis as "marker variables" together with the 31 items. All of the items and scale totals loaded highly on the appropriate factors, providing evidence that six separate dimensions exist. This lends support to the conceptual structure of the draft instrument.

The stability of the factor structure was tested by splitting the sample of the combined data in half and assigning every other case to a different sample. Factor analysis was run on each sample. Good stability was evident, with the same items loading highly on the same six dimensions across both samples as the original sample. However, one item crossed over on one of the split samples.

Scale inter-correlations are provided below in Table 32.

Table 32. Scale Inter-correlations:
Potential Factors Leading to Inmate Physical Violence

Scale	Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled, young, or inexperienced inmates)	Tension and Disagreements Due to the Inmate Subculture and Living in Close Quarters	Facility Conditions (e.g., poor quality food, medical, sanitation, programming, recreation)	Unprofessional or Overworked Staff	Inadequate Surveillance and Supervision Due to Equipment, Staff, Facility Design	Tension and Disagreements Due to Scarcity
Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled, young, or inexperienced inmates)	1.0					
Tension and Disagreements Due to the Inmate Subculture and Living in Close Quarters	.62	1.0				
Facility Conditions (e.g., poor quality food, medical, sanitation, programming, recreation)	.56	.54	1.0			
Unprofessional or Overworked Staff	.59	.59	.61	1.0		
Inadequate Surveillance and Supervision Due to Equipment, Staff, Facility Design	.55	.55	.57	.55	1.0	
Tension and Disagreements Due to Scarcity	.60	.53	.44	.45	.44	1.0

All of the correlations are significant (p < .001) and moderate to strong, indicating that the dimensions are inter-correlated. The strongest correlation is between the factors "Tension and Disagreements Due to the Inmate Subculture and Living in Close Quarters" and "Vulnerable Women Inmates" (r = .62). Given that the six dimensions measure factors potentially contributing to inmate physical violence, some correlation should be expected.

Internal Consistency

To determine the extent of measurement error within each scale of the instrument, estimates of internal consistency were calculated. Internal consistency estimates were determined by examining corrected item-to-scale correlations and Cronbach alphas. Results are presented in Table 33.

Table 33. Cronbach Alphas and Corrected Item to Total Correlations:
Potential Factors Leading to Inmate Physical Violence

Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled, young, or inexperienced inmates)		Tension and Disagreements Due to the Inmate Subculture and Living in Close Quarters		Facility Conditions (e.g., poor quality food, medical, sanitation, programming, recreation)		Unprofessional or Overworked Staff		Inadequate Surveillance and Supervision Due to Equipment, Staff, Facility Design		Tension and Disagreements Due to Scarcity	
Alpha = .91		Alpha = .88		Alpha = .84		Alpha = .81		Alpha = .76		Alpha = .77	
Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.
B107b	.77	B112b	.71	B69b	.64	B84b	.74	B59b	.60	B100b	.64
B108b	.76	B90b	.69	B70b	.64	B83b	.68	B61b	.56	B99b	.62
B106b	.75	B98b	.69	B71b	.63	B81b	.59	B77b	.55	B101b	.55
B110b	.72	B104b	.68	B68b	.63	B80b	.54	B66b	.52		
B111b	.71	B102b	.68	B67b	.57						
B105b	.69	B74b	.65	B75b	.56						
B109b	.68										

Cronbach alphas for all four dimensions are high, ranging from .76 to .91. A review of corrected item-to-total correlations indicates that each item has a sufficiently strong positive correlation with its respective scale. Item-to-scale correlations range from .52 to .77. The latter two dimensions do not exhibit the same characteristics as the previous four, but still meet acceptable standards of internal consistency and reliability.

Convergent Validity

Convergent validity was only assessed by examining the correlation among items which make up each scale of the instrument (i.e., internal consistency validity).

Discriminant Validity

Discriminant validity was only assessed by providing evidence that the correlation between each of the survey items in a scale and the dimensions they were attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension.

Instrument Summary

The above results suggest that the instrument is reliable and valid. The item-to-scale correlations, factor analyses, and internal consistency analyses, indicate that the six scales are indeed measuring different dimensions of factors leading to inmate

physical violence. However, attempts should be made to further confirm the validity of the instrument. Possibilities include using convergent, discriminant, and predictive validity techniques.

POTENTIAL FACTORS LEADING TO STAFF VERBAL HARASSMENT

Using data from Version B, factor analysis using principle components analysis with varimax rotation was performed on the 53-item scale to determine the latent structure of the set of items. The Kaiser-Meyer-Olkin statistic was .95, suggesting that the factors extracted accounted for a good amount of variance.

The factor pattern is shown in Table 34. Below each factor is its respective eigenvalue, as well as percent of initial variance and rotated variance explained. Items are listed under the factor they loaded highest with, along with the associated factor loading.

Table 34. Potential Factors Leading to Staff Verbal Harassment: Factors and Varimax Rotated Factor Pattern, 53 items (n = 355)

Incompetent Staff, Out-of-Touch Administrators Overcrowding, and the Inmate Subculture		Tension and Disagreements Due to Scarcity, the Inmate Subculture, and Unstable or Volatile inmates		Vulnerable Women Inmates (e.g., non-English speaking elderly, young, inexperienced, physically or mentally disabled)		Poor Facility Conditions (e.g., medical, food, sanitation, programming, recreation, housing, movement)		Environment (as communicated by staff) Lacks Order, Fairness, and Predictability		Poor Physical Plant (e.g., lack of program and recreation space; poor layout and design; blind spots)		Inadequate Surveillance and Supervision Due to Equipment and Staff		Staff Who are Related to Each other	
Eigen = 22.20		Eigen = 2.46		Eigen = 2.09		Eigen = 1.70		Eigen = 1.54		Eigen = 1.18		Eigen = 1.14		Eigen = 1.07	
% Total = 41.89		% Total = 4.64		% Total = 3.94		% Total = 3.20		% Total =2.91		% Total = 2.22		% Total = 2.16		% Total = 2.03	
% Rotated = 12.42		% Rotated = 11.73		% Rotated = 10.41		% Rotated = 9.16		% Rotated = 6.24		% Rotated = 5.80		% Rotated = 4.90		% Rotated = 2.32	
Item	Load.	Item	Load.	Item	Load.	Item	Load	Item	Load.	Item	Load.	Item	Load	Item	Load.
B87c	.68	B102c	.70	B110c	.67	B68c	.69	B84c	.66	B63c	.72	B66c	.62	B85c	.36
B79c	.64	B97c	.66	B107c	.67	B67c	.64	B82c	.65	B62c	.71	B76c	.62		
B88c	.63	B99c	.66	B106c	.66	B69c	.65	B83c	.63	B61c	.64	B77c	.62		
B86c	.62	B100c	.68	B111c	.66	B70c	.59	B81c	.49	B59c	.47				
B78c	.59	B98c	.63	B108c	.65	B71c	.56	B80c	.49						
B74c	.57	B96c	.59	B105c	.62	B75c	.54								
B104c	.56	B91c	.59	B109c	.55	B72c	.50								
B94c	.53	B93c	.57	B92c	.42	B89c	.41								
B90c	.50	B95c	.54			B65c	.39								
B112c	.49	B101c	.49			B73c	.37								
B103c	.48														
B64c	.48														

Eight factors with eigenvalues greater than 1.0 were identified, accounting for 62.99% of the total initial cumulative variance. The factors were labeled: Incompetent Staff, Out-of-Touch Administrators, Overcrowding, and the Inmate Subculture; Tension and Disagreements Due to Scarcity, the Inmate Subculture, and Unstable or Volatile Inmates; Vulnerable Women Inmates (e.g., non-English speaking, elderly, young, inexperienced, physically or mentally disabled); Poor Facility Conditions (e.g., medical, food, sanitation, programming, recreation, housing, movement); Environment (as displayed or communicated by staff) Lacks Order, Fairness, and Predictability; Poor Physical Plant (e.g., lack of program and recreation space; poor layout and design; blind spots); Inadequate Surveillance and Supervision due to Equipment and Staff; and Staff Who are Related to Each Other.

The results of the initial factor analysis presented above in Table 34 provide the foundation for forming the final version of the "Potential Factors Leading to Staff Verbal Harassment" instrument. To improve the final version, corrected item-total correlations were first checked. However, there were no correlations less than .50, so no items were deleted. Next, using factor loadings in the above table as a guide in choosing the best items, a final instrument was created by removing several items that had lower loadings (i.e., less than .56) on the first four components. Whereas the item on the last component was eliminated, the remaining components had no items removed. A total of 17 items were eliminated, leaving 36 items. In Table 35 below, the remaining 36 items are listed under the factor they loaded highest with, along with the associated factor loadings.

In the second factor analysis, six factors with eigenvalues greater than 1.0 were identified, accounting for 62.04% of the total initial cumulative variance. There were 140 residuals (21.0%) that exceeded the .05 criteria. Note that as a result of the second factor analysis, there were slight factor label changes for factors 1, 2, 3, 4, and 6.

Next, using all available data, scale totals for the six dimensions were entered into another factor analysis as "marker variables" together with the 36 items. All of the items and scale totals loaded highly on the appropriate factors, providing evidence for six separate dimensions. This lends support to the conceptual structure of the instrument.

The stability of the factor structure was tested by splitting the sample in half and assigning every other case to a different sample. Factor analysis was run on each sample. Good stability was evident with the same items loading highly on the same six dimensions across both samples as the original sample. However, when taking into consideration the highest loading an item might have, three items crossed over to a different factor on each of the split samples.

Table 35. Potential Factors Leading to Staff Verbal Harassment:
Factors and Varimax Rotated Factor Pattern, 36 items (n = 358)

Incompetent Staff, Out-of-Touch Administrators, Overcrowding, Staff Shortages, Unmonitored Places		Tension and Disagreements Due to Scarcity and the Inmate Subculture		Vulnerable Women Inmates (e.g., non-English speaking elderly, young, inexperienced, physically disabled)		Poor Facility Conditions (e.g. sanitation, medical, food, and programming)		Environment (as communicated by staff) Lacks Order, Fairness, and Predictability		Facility Layout and Space (i.e., lack of program and recreation space, poor layout and design)	
Eigen = 15.10		Eigen = 2.07		Eigen = 1.93		Eigen = 1.57		Eigen = 1.33		Eigen = 1.11	
% Total = 40.80		% Total = 5.61		% Total = 5.20		% Total = 4.25		% Total = 3.60		% Total = 3.00	
% Rotated = 14.66		% Rotated = 13.72		% Rotated = 10.26		% Rotated = 9.07		% Rotated = 7.59		% Rotated = 7.18	
Item	Load.	Item	Load.	Item	Load.	Item	Load	Item	Load.	Item	Load.
B79c	.69	B102c	.75	B107c	.71	B69c	.86	B82c	.71	B62c	.77
B87c	.68	B97c	.69	B110c	.68	B68c	.67	B84c	.64	B63c	.75
B78c	.67	B100c	.69	B108c	.68	B67c	.55	B83c	.60	B61c	.61
B74c	.66	B98c	.68	B111c	.68	B70c	.44	B81c	.54		
B88c	.62	B99c	.68	B106c	.65			B80c	.44		
B86c	.61	B96c	.64	B105c	.58						
B77c	.60	B91c	.61								
B66c	.58	B93c	.59								
B59c	.48										
B76c	.46										

Scale inter-correlations are provided below in Table 36.

All of the correlations are significant (p < .001) and moderate to strong, indicating that all of the dimensions are inter-correlated. The strongest correlation is between the factors "Tension and Disagreements Due to Scarcity and the Inmate Subculture" and "Vulnerable Women Inmates" (r = .71). Given that the six dimensions measure factors potentially contributing to staff verbal harassment, some correlation should be expected.

Internal Consistency

To determine the extent of measurement error within each scale, estimates of internal consistency were calculated by examining corrected item-to-scale correlations and Cronbach alphas. Results are presented in Table 37.

Cronbach alphas for all dimensions are high (.79 to .90). The review of corrected item-to-total correlations indicates that each item has a moderate to strong positive correlation with its respective scale. Item-to-scale correlations range from .49 to .78. The latter three dimensions or scales do not exhibit the same characteristics as the previous three but are still within acceptable standards of consistency and reliability.

Table 36. Scale Inter-correlations:
Potential Factors Leading to Staff Verbal Harassment

Scale	Incompetent Staff, Out-of-Touch Administrators, Overcrowding, Staff Shortages, Unmonitored Places	Tension and Disagreements Due to Scarcity and the Inmate Subculture	Vulnerable Women Inmates (e.g., non-English speaking elderly, young, inexperienced, physically disabled)	Poor Facility Conditions (e.g. sanitation, medical, food, and programming)	Environment (as communicated by staff) Lacks Order, Fairness, and Predictability	Facility Layout and Space (i.e., lack of program and recreation space, poor layout and design)
Incompetent Staff, Out-of-Touch Administrators, Overcrowding, Staff Shortages, Unmonitored Places	1.0					
Tension and Disagreements Due to Scarcity and the Inmate Subculture	.67	1.0				
Vulnerable Women Inmates (e.g., non-English speaking elderly, young, inexperienced, physically disabled)	.67	.71	1.0			
Poor Facility Conditions (e.g. sanitation, medical, food, and programming)	.60	.60	.59	1.0		
Environment (as communicated by staff) Lacks Order, Fairness, and Predictability	.68	.56	.62	.57	1.0	
Facility Layout and Space (i.e., lack of program and recreation space, poor layout and design)	.58	.54	.54	.59	.46	1.0

Convergent Validity

Convergent validity was only assessed by examining the correlation among items which make up each scale of the instrument (i.e., internal consistency validity).

Discriminant Validity

Discriminant validity was only assessed by providing evidence that the correlation between each survey item in a scale and the dimensions they were attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension.

Table 37. Cronbach Alphas and Corrected Item to Total Correlations:
Potential Factors Leading to Staff Verbal Harassment

Incompetent Staff, Out-of-Touch Administrators Overcrowding, Staff Shortages, Unmonitored Places		Tension and Disagreements Due to Scarcity and the Inmate Subculture		Vulnerable Women Inmates (e.g., non-English speaking elderly, young, inexperienced, physically disabled)		Poor Facility Conditions (e.g. sanitation, medical, food, and programming)		Environment (as communi-cated by staff) Lacks Order, Fairness, and Predictability		Facility Layout and Space (i.e., lack of program and recreation space, poor layout and design)	
Alpha = .90		Alpha = .90		Alpha = .90		Alpha = .81		Alpha = .82		Alpha = .79	
Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.
B79c	.74	B102c	.75	B107c	.78	B69c	.70	B84c	.73	B62c	.72
B74c	.70	B98c	.73	B106c	.76	B68c	.66	B83c	.69	B63c	.65
B87c	.69	B100c	.71	B108c	.75	B70c	.58	B81c	.63	B61c	.55
B78c	.69	B96c	.71	B105c	.73	B67c	.58	B80c	.53		
B77c	.68	B97c	.69	B111c	.71			B82c	.49		
B88c	.65	B91c	.68	B110c	.70						
B86c	.61	B99c	.68								
B59c	.55	B93c	.63								
B76c	.55										
B66c	.55										

Instrument Summary

Results suggest that the instrument is reliable and valid. Item-to-scale correlations, factor analyses, and internal consistency indicate that the six scales are indeed measuring different dimensions of factors leading to staff verbal harassment. However, attempts should be made in the future to further confirm the validity of the instrument. Possibilities include using convergent, discriminant, and predictive validity techniques.

POTENTIAL FACTORS LEADING TO STAFF SEXUAL HARASSMENT

Using data from Version B, factor analysis using principle components analysis with varimax rotation was performed on the 53-item scale to determine the latent structure. The Kaiser-Meyer-Olkin statistic was .96, suggesting that the factors extracted accounted for a good amount of variance.

The factor pattern is shown in Table 38. Below each factor is its respective eigenvalue as well as percent of initial variance and rotated variance explained. Items are listed under the factor they loaded highest with, along with the associated factor loading.

Table 38. Potential Factors Leading to Staff Sexual Harassment:
Factors and Varimax Rotated Factor Pattern, 53 items (n = 355)

Incompetent Unprofessional, or Overworked Staff; Out-of-Touch Administrators Overcrowding		Tension and Disagreements Due to Scarcity, Living in Close Quarters, and the Inmate Subculture		Physical Plant (e.g., poor layout and design; blind spots; lack of program, recreation, and housing space)		Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled young, in-experienced)		Poor Facility Conditions (e.g., medical, sanitation, food, movement, programs, recreation)		Social Climate (e.g. unstable, volatile, or hostile inmates; inmate subculture; living in close quarters)		Lack of Programs, Limited Housing Options		Staff Who are Related to Each Other	
Eigen = 25.13		Eigen = 3.24		Eigen = 2.21		Eigen = 1.67		Eigen = 1.30		Eigen = 1.08		Eigen = 1.07		Eigen = 1.02	
% Total = 47.41		% Total = 6.11		% Total = 4.17		% Total = 3.15		% Total =2.46		% Total = 2.04		% Total = 2.02		% Total = 1.93	
% Rotated = 15.07		% Rotated = 14.60		% Rotated = 8.61		% Rotated = 8.29		% Rotated = 7.69		% Rotated = 6.46		% Rotated = 4.58		% Rotated = 4.01	
Item	Load.	Item	Load.	Item	Load.	Item	Load	Item	Load.	Item	Load.	Item	Load.	Item	Load.
B87d	.68	B100d	.80	B61d	.68	B111d	.68	B68d	.67	B93d	.61	B71d	.57	B85d	.65
B79d	.64	B99d	.79	B63d	.65	B110d	.67	B69d	.66	B95d	.55	B70d	.56		
B78d	.74	B102d	.74	B62d	.65	B107d	.62	B67d	.66	B94d	.55	B72d	.49		
B88d	.72	B112d	.73	B59d	.62	B109d	.61	B73d	.50	B89d	.53				
B86d	.71	B97d	.72	B66d	.56	B108d	.60	B65d	.49	B90d	.50				
B74d	.63	B103d	.69	B64d	.53	B106d	.48	B75d	.48	B92d	.42				
B84d	.55	B98d	.65			B105d	.40	B82d	.44						
B77d	.55	B101d	.63												
B83d	.48	B96d	.57												
B81d	.46	B104d	.52												
B80d	.46														
B91d	.44														
B76d	.41														

Eight factors with eigenvalues greater than 1.0 were identified, accounting for 69.31% of the total initial cumulative variance. The factors were labeled: Incompetent Unprofessional, or Overworked Staff, Out-of-Touch Administrators, Overcrowding; Tension and Disagreements Due to Scarcity, Living in Close Quarters, and the Inmate Subculture; Physical Plant (e.g., poor layout and design; blind spots; lack of program, recreation, and housing space); Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled young, inexperienced); Poor Facility Conditions (e.g., medical, sanitation, food, movement, programs, recreation); Social Climate (e.g. unstable, volatile, or hostile inmates; inmate subculture; living in close quarters); Lack of Programs, Limited Housing Options; Staff Who are Related to Each Other.

The large number of items loading strongly (i.e., with loadings in excess of .60) suggest that at least five reliable and unique dimensions exist. The results in Table 38 provide the foundation for forming the final version of the "Potential Factors Leading to Staff Sexual Harassment" instrument. To improve the final version,

corrected item-total correlations were first checked. One item was removed for having a correlation of .33 with its respective scale. Next, using factor loadings in the above table as a guide in choosing the best items, a final instrument was created by selecting the seven highest loadings on the first five dimensions. A total of 19 items were eliminated, leaving 34 items. In Table 39 below, the remaining 34 items are listed under the factor they loaded highest with, along with the associated factor loading.

Table 39. Potential Factors Leading to Staff Sexual Harassment:
Factors and Varimax Rotated Factor Pattern, 34 items (n = 365)

Incompetent Staff, Out-of-Touch Administrators, Overcrowding		Tension and Disagreements Due to Scarcity, Living in Close Quarters, and the Inmate Subculture		Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled young, inexperienced)		Physical Plant (e.g., poor layout and design; blind spots; lack of program, recreation, and housing space)		Poor Facility Conditions (e.g., medical, sanitation, food, movement, programs, recreation)	
Eigen = 16.18		Eigen = 2.79		Eigen = 1.73		Eigen = 1.37		Eigen = 1.05	
% Total = 47.60		% Total = 8.20		% Total = 5.07		% Total = 4.04		% Total =3.10	
% Rotated = 15.94		% Rotated = 15.77		% Rotated = 12.53		% Rotated = 12.11		% Rotated = 11.66	
Item	Load.	Item	Load.	Item	Load.	Item	Load	Item	Load.
B87d	.78	B100d	.81	B110d	.72	B61d	.74	B67d	.70
B88d	.76	B99d	.80	B111d	.72	B62d	.74	B69d	.69
B79d	.76	B102d	.74	B108d	.67	B63d	.68	B68d	.67
B86d	.75	B97d	.71	B109d	.64	B59d	.67	B82d	.57
B78d	.72	B112d	.71	B107d	.64	B66d	.58	B73d	.57
B74d	.61	B103d	.68	B106d	.56	B64d	.62	B75d	.55
B84d	.59	B98d	.66	B105d	.52			B65d	.49

In the second factor analysis, five factors with eigenvalues greater than 1.0 were identified, accounting for 68.01% of the total initial cumulative variance. There were 93 residuals (16.0%) that exceeded the .05 criteria. Note the slight label change for factor 1 as a result of the second factor analysis.

Next, scale totals were entered into another factor analysis as "marker variables" together with the 34 items. All of the items and scale totals loaded highly on the appropriate factors, providing evidence that five separate dimensions exist. This lends support to the conceptual structure of the draft instrument. However, when taking into consideration the highest loading an item might have, the highest loading items of three items on the last dimension crossed over to a different factor on one of the split samples.

Scale inter-correlations are provided below in Table 40.

Table 40. Scale Inter-correlations:
Potential Factors Leading to Staff Sexual Harassment

Scale	Incompetent Staff, Out-of-Touch Administrators, Overcrowding				
		Tension and Disagreements Due to Scarcity, Living in Close Quarters, and the Inmate Subculture			
			Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled young, inexperienced)		
				Physical Plant (e.g., poor layout and design; blind spots; lack of program, recreation, and housing space)	
					Poor Facility Conditions (e.g., medical, sanitation, food, movement, programs, recreation)
Incompetent Staff, Out-of-Touch Administrators, Overcrowding	1.0				
Tension and Disagreements Due to Scarcity, Living in Close Quarters, and the Inmate Subculture	.56	1.0			
Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled young, inexperienced)	.65	.76	1.0		
Physical Plant (e.g., poor layout and design; blind spots; lack of program, recreation, and housing space)	.69	.53	.63	1.0	
Poor Facility Conditions (e.g., medical, sanitation, food, movement, programs, recreation)	.68	.68	.68	.70	1.0

All of the correlations are significant ($p < .001$) and moderate to strong, indicating that all of the dimensions are inter-correlated. The strongest correlation is between the factors "Tension and Disagreements Due to Scarcity, Living in Close Quarters, and the Inmate Subculture" and "Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled young, inexperienced)" ($r = .76$). Given that the five dimensions measure factors potentially contributing to staff sexual harassment, some correlation should be expected.

Internal Consistency

To determine the extent of measurement error within each scale of the instrument, estimates of internal consistency were calculated. Internal consistency estimates were determined by examining corrected item-to-scale correlations and Cronbach alphas. Results are presented in Table 41.

Table 41. Cronbach Alphas and Corrected Item to Total Correlations: Potential Factors Leading to Staff Sexual Harassment

Incompetent Staff, Out-of-Touch Administrators, Overcrowding		Tension and Disagreements Due to Scarcity, Living in Close Quarters, and the Inmate Subculture		Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled young, inexperienced)		Physical Plant (e.g., poor layout and design; blind spots; lack of program, recreation, and housing space)		Poor Facility Conditions (e.g., medical, sanitation, food, movement, programs, recreation)	
Alpha = .92		Alpha = .93		Alpha = .92		Alpha = .88		Alpha = .89	
Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.
B79d	.81	B99d	.83	B109d	.79	B64d	.74	B73d	.73
B78d	.79	B112d	.82	B111d	.78	B62d	.72	B75d	.72
B87d	.75	B100d	.82	B110d	.76	B61d	.71	B68d	.72
B86d	.74	B102d	.82	B108d	.75	B63d	.71	B69d	.71
B88d	.73	B97d	.80	B107d	.74	B59d	.68	B67d	.64
B74d	.72	B98d	.76	B105d	.72	B66d	.59	B65d	.63
B84d	.69	B103d	.73	B106d	.69			B82d	.62

Cronbach alphas for all five dimensions are high (.88 to .93). Corrected item-to-total correlations indicate that each item has a strong positive correlation with its respective scale. Item-to-scale correlations range from .62 to .83. The latter two dimensions or scales do not exhibit the same reliability characteristics as the previous three but still meet acceptable standards.

Convergent Validity

Convergent validity was only assessed by examining the correlation among items which make up each scale of the instrument (i.e., internal consistency validity).

Discriminant Validity

Discriminant validity was only assessed by providing evidence that the correlation between each of the survey items in a scale and the dimensions they were attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension.

Instrument Summary

Results suggest that the instrument is reliable and valid. Item-to-scale correlations, factor analyses, and internal consistency analyses, indicate that the five scales are indeed measuring different dimensions of factors leading to staff sexual harassment. However, attempts should be made in the future to further confirm the validity of the instrument. Possibilities include using convergent, discriminant, and predictive validity techniques.

POTENTIAL FACTORS LEADING TO STAFF SEXUAL MISCONDUCT

Using data from Version B, factor analysis using principle components analysis with varimax rotation was performed on the 53-item scale to determine the latent structure of the set of items. The Kaiser-Meyer-Olkin statistic was .96 suggesting that the factors extracted accounted for a good amount of variance.

The factor pattern resulting from an analysis of the version B data is shown in Table 42. Below each factor is its respective eigenvalue, as well as percent of initial variance and rotated variance explained. Items are listed under the factor they loaded highest with, along with the associated factor loading.

Table 42. Potential Factors Leading to Staff Sexual Misconduct:
Factors and Varimax Rotated Factor Pattern, 53 items (n = 355)

Tension and Disagreements Over Scarcity and Living in Close Quarters; the Inmate Subculture; Vulnerable Women Inmates		Incompetent, Unprofessional, or Overworked Staff, Out-of-Touch Administrators, Overcrowding		Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots)		Poor Facility Conditions (e.g., sanitation, food, medical, programming, recreation, movement)		Women Inmates Who Lack Confidence		Women Inmates Who are Fearful	
Eigen = 25.16		Eigen = 3.36		Eigen = 2.16		Eigen = 1.66		Eigen = 1.35		Eigen = 1.18	
% Total = 47.48		% Total = 6.34		% Total = 4.07		% Total = 3.13		% Total = 2.54		% Total = 2.23	
% Rotated = 17.39		% Rotated = 16.97		% Rotated = 10.58		% Rotated = 8.96		% Rotated = 6.76		% Rotated = 5.14	
Item	Load.	Item	Load.	Item	Load.	Item	Load	Item	Load.	Item	Load.
B100e	.79	B79e	.77	B62e	.76	B69e	.71	B110e	.53	B89e	.54
B112e	.78	B87e	.75	B61e	.72	B67e	.65	B111e	.53	B94e	.52
B99e	.76	B88e	.74	B63e	.70	B68e	.63	B85e	.52		
B102e	.74	B78e	.73	B59e	.67	B70e	.54	B92e	.43		
B103e	.73	B86e	.71	B72e	.53	B75e	.53				
B97e	.69	B74e	.64	B64e	.53	B71e	.51				
B98e	.65	B77e	.62	B66e	.53	B82e	.46				
B96e	.62	B84e	.58	B65e	.44	B73e	.43				
B101e	.62	B90e	.54								
B108e	.60	B80e	.53								
B104e	.60	B91e	.53								
B109e	.59	B81e	.53								
B105e	.54	B95e	.49								
B107e	.52	B76e	.49								
B93e	.48	B83e	.48								
		B106e	.46								

Six factors with eigenvalues greater than 1.0 were identified, accounting for 65.79% of the total initial cumulative variance. The factors were labeled: Tension and Disagreements Over Scarcity and Living in Close Quarters, the Inmate Subculture, and Vulnerable Women Inmates; Incompetent, Unprofessional, or Overworked Staff, Out-of-Touch Administrators, and Overcrowding; Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots); Poor Facility Conditions (e.g., sanitation, food, medical, programming, recreation, movement); Women Inmates Who Lack Confidence; Women Inmates Who are Fearful.

The large number of items loading strongly (i.e., with loadings in excess of .60) suggest that at least four reliable and unique dimensions exist. The results of the initial factor analysis presented in Table 42 provide the foundation for forming the final version of the "Potential Factors Leading to Staff Sexual Misconduct" instrument. To improve the final version, corrected item-total correlations were first checked. All items had correlations in excess of .50 with their respective scales, so none were eliminated. Next, using factor loadings in the above table as a guide in choosing the best items, a final instrument was chosen by selecting the six highest loadings on the four dimensions. Loadings on the last two dimensions were considered too unreliable due to the number and size of their coefficients. It is of interest that many of the items referring to vulnerable inmates had low loadings and were subsequently dropped from the second factor analysis. A question for future research is whether there is a strong association between women inmate vulnerability and staff sexual misconduct. If so, that is probably even more useful/interesting to explore than the reverse (that male staff abusers would target women inmates who are young, naïve, insecure, etc., which everyone seems to assume is true.)

A total of 29 items were eliminated, leaving 24 items. In Table 43 below, the remaining 24 items are listed under the factor they loaded highest with, along with the associated factor loading.

In the second factor analysis, four factors with eigenvalues greater than 1.0 were identified, accounting for 70.0% of the total initial cumulative variance. There were 58 (21.0%) residuals that exceeded the .05 criteria. Note the slight change that occurred in labels for factors 1, 2, and 4 after the second factor analysis.

Next, scale totals for the four dimensions were entered into another factor analysis as "marker variables" together with the 24 items. All of the items and scale totals loaded highly on the appropriate factors, providing evidence that four separate dimensions exist. This lends support to the conceptual structure of the draft instrument.

The stability of the factor structure was tested by splitting the sample of the combined data in half by assigning every other case to a different sample. Factor analysis was run on each sample. Good stability was evident with the same items loading highly on the same four dimensions across both samples as the original sample. However, when taking into consideration the highest loading an item might have, two items crossed over to a different factor on one of the split samples.

Table 43. Potential Factors Leading to Staff Sexual Misconduct:
Factors and Varimax Rotated Factor Pattern, 24 items (n = 363)

Tension and Disagreements Over Scarcity and Living in Close Quarters; the Inmate Subculture		Incompetent Staff, Out-of-Touch Administrators, Overcrowding		Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots)		Poor Facility Conditions (e.g., sanitation, food, medical, programming, recreation)	
Eigen = 11.45		Eigen = 2.49		Eigen = 1.68		Eigen = 1.18	
% Total = 47.72		% Total = 10.39		% Total = 6.99		% Total = 4.90	
% Rotated = 19.38		% Rotated = 19.29		% Rotated = 17.29		% Rotated = 14.03	
Item	Load.	Item	Load.	Item	Load.	Item	Load
B99e	.84	B87e	.80	B62e	.82	B69e	.78
B100e	.84	B86e	.79	B63e	.78	B67e	.74
B112e	.83	B88e	.79	B61e	.74	B68e	.67
B102e	.79	B79e	.75	B59e	.71	B70e	.59
B103e	.73	B78e	.72	B64e	.59	B71e	.55
B97e	.73	B74e	.65	B72e	.57	B75e	.48

Table 44. Scale Inter-correlations:
Potential Factors Leading to Staff Sexual Misconduct

Scale	Tension and Disagreements Over Scarcity and Living in Close Quarters; the Inmate Subculture	Incompetent Staff, Out-of-Touch Administrators, Overcrowding	Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots)	Poor Facility Conditions (e.g., sanitation, food, medical, programming, recreation)
Tension and Disagreements Over Scarcity and Living in Close Quarters; the Inmate Subculture	1.0			
Incompetent Staff, Out-of-Touch Administrators, Overcrowding	.51	1.0		
Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots)	.51	.66	1.0	
Poor Facility Conditions (e.g., sanitation, food, medical, programming, recreation)	.63	.64	.71	1.0

Scale inter-correlations are provided above in Table 44. All of the correlations are significant (p < .001) and moderate to strong, indicating that all of the dimensions are inter-correlated. The strongest correlation is between the factors "Poor Facility Conditions (e.g., sanitation, food, medical, programming, recreation)" and "Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots)" (r = .71). Given that the four dimensions measure factors potentially contributing to staff sexual misconduct, some correlation should be expected.

Internal Consistency

To determine the extent of measurement error within each scale of the instrument, estimates of internal consistency were calculated. Internal consistency estimates were determined by examining corrected item-to-scale correlations and Cronbach alphas. Results are presented in Table 45.

Table 45. Cronbach Alphas and Corrected Item to Total Correlations:
Potential Factors Leading to Staff Sexual Misconduct

Tension and Disagreements Over Scarcity and Living in Close Quarters; the Inmate Subculture		Incompetent Staff, Out-of-Touch Administrators, Overcrowding		Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots)		Poor Facility Conditions (e.g., sanitation, food, medical, programming, recreation)	
Alpha = .93		Alpha = .91		Alpha = .89		Alpha = .88	
Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.
B99e	.84	B79e	.80	B63e	.77	B69e	.75
B100e	.82	B78e	.78	B62e	.77	B71e	.72
B112e	.82	B87e	.74	B64e	.72	B70e	.72
B102e	.81	B86e	.74	B61e	.71	B68e	.70
B97e	.77	B88e	.73	B59e	.67	B75e	.66
B103e	.73	B74e	.72	B72e	.66	B67e	.64

Cronbach alphas for all four dimensions are high (.88 to .93). A review of corrected item-to-total correlations indicates that each item has a strong positive correlation with its respective scale. All of the item-to-scale correlations were between .64 to .84.

Convergent Validity

Convergent validity was only assessed by examining the correlation among items which make up each scale of the instrument (i.e., internal consistency validity).

Discriminant Validity

Discriminant validity was only assessed by providing evidence that the correlation between each of the survey items in a scale and the dimensions they were

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attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension.

Instrument Summary

Results suggest that the instrument is reliable and valid. Item-to-scale correlations, factor analyses, and internal consistency analyses, indicate that the four scales are indeed measuring different dimensions of factors leading to staff sexual misconduct. However, attempts should be made in the future to further confirm the validity of the instrument. Possibilities include using convergent, discriminant, and predictive validity techniques.

POTENTIAL FACTORS LEADING TO STAFF PHYSICAL VIOLENCE

Using data from Version B, factor analysis using principle components analysis with varimax rotation was performed on the 53-item scale to determine the latent structure of the set of items. The Kaiser-Meyer-Olkin statistic was .97 suggesting that the factors extracted accounted for a good amount of variance.

The factor pattern resulting from an analysis of the version B data is shown in Table 46. Below each factor is its respective eigenvalue, as well as percent of initial variance and rotated variance explained. Items are listed under the factor they loaded highest with, along with the associated factor loading.

Seven factors with eigenvalues greater than 1.0 were identified, accounting for 65.79% of the total initial cumulative variance. The factors were labeled: Out-of-touch Administrators, Incompetent, Unprofessional, or Overworked Staff, and Overcrowding; Tension and Disagreements Due to Scarcity, the Inmate Subculture, Living in Close Quarters, and Unstable or Volatile Inmates; Poor Facility Conditions (e.g., food, programming, sanitation, recreation, medical, movement); Vulnerable Women Inmates (e.g., non-English speaking, physically or mentally disabled elderly, young, inexperienced); Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots); Women Inmates Without Gang Ties; Staff Failure to Monitor or Supervise.

The large number of items loading strongly (i.e., with loadings in excess of .60) suggest that at least five reliable and unique dimensions exist. The results of the initial factor analysis presented in Table 46 provide the foundation for forming the final version of the "Potential Factors Leading to Staff Physical Violence" instrument. To improve the final version, corrected item-total correlations were first checked. All items had correlation in excess of .50 with their respective scales, so none were eliminated. Next, using factor loadings in the above table as a guide, a final instrument was created by selecting the seven highest loadings on the four dimensions. Single loadings on the last two dimensions were considered too unreliable due to the small number and size of their coefficients. A total of 19 items were eliminated, leaving 34 items. In Table 47 below, the remaining 34 items are listed under the factor they loaded highest with, along with the associated factor loading.

Table 46. Potential Factors Leading to Staff Physical Violence:
Factors and Varimax Rotated Factor Pattern, 53 items (n = 355)

Out-of-Touch Administrators; Incompetent, Unprofessional, or Overworked Staff; Overcrowding		Tension and Disagreements Due to Scarcity, the Inmate Subculture, Living in Close Quarters, and Unstable or Volatile inmates		Poor Facility Conditions (e.g., food, programming, sanitation, recreation, medical, movement)		Vulnerable Women Inmates (e.g., non-English speaking, physically or mentally disabled elderly, young, inexperienced)		Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots)		Women Inmates Without Gang Ties		Staff Failure to Monitor or Supervise	
Eigen = 25.4		Eigen = 2.8		Eigen = 2.07		Eigen = 1.52		Eigen = 1.38		Eigen = 1.16		Eigen = 1.08	
% Total = 47.92		% Total = 5.28		% Total = 3.91		% Total = 2.86		% Total =2.59		% Total = 2.20		% Total = 2.03	
% Rotated = 16.43		% Rotated = 15.40		% Rotated = 10.57		% Rotated = 10.50		% Rotated = 8.25		% Rotated = 3.18		% Rotated = 2.48	
Item	Load.	Item	Load.	Item	Load.	Item	Load	Item	Load.	Item	Load.	Item	Load.
B87f	.75	B99f	.75	B67f	.62	B110f	.71	B63f	.75	B92f	.55	B77f	.48
B88f	.73	B102f	.72	B71f	.62	B108f	.70	B62f	.74				
B86f	.72	B98f	.69	B70f	.60	B111f	.68	B61f	.67				
B79f	.70	B100f	.69	B69f	.58	B107f	.66	B59f	.62				
B84f	.65	B97f	.65	B75f	.57	B109d	.56	B64f	.57				
B78f	.64	B96f	.64	B68f	.57	B106f	.52	B66f	.42				
B74f	.64	B91f	.59	B73f	.56	B105f	.51						
B80f	.57	B93f	.57	B72f	.50								
B81f	.55	B101f	.57	B65f	.48								
B83f	.54	B112f	.56	B76f	.46								
B85f	.42	B103f	.56	B82f	.41								
		B104f	.55										
		B90f	.54										
		B94f	.50										
		B95f	.50										
		B89f	.46										

In the second factor analysis, five factors with eigenvalues greater than 1.0 were identified, accounting for 67.60% of the total initial cumulative variance. There were 77 (13.0%) residuals that exceeded the .05 criteria. Note the changes in labels for factors 1, 2, and 5 after the second factor analysis.

Next, scale totals for the five dimensions were entered into another factor analysis as "marker variables" together with the 34 items. All of the items and scale totals loaded highly on the appropriate factors, providing evidence that five separate dimensions exist. This lends support to the conceptual structure of the draft instrument.

Table 47. Potential Factors Leading to Staff Physical Violence:
Factors and Varimax Rotated Factor Pattern, 34 items (n = 361)

Out-of-touch Administrators; Incompetent or Unprofessional Staff; Overcrowding		Tension and Disagreements Due to Scarcity, the Inmate Subculture, and Living in Close Quarters		Vulnerable Women Inmates (e.g., non-English speaking, physically or mentally disabled elderly, young, inexperienced)		Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots)		Poor Facility Conditions (i.e., food, programming, sanitation, recreation, medical, movement)	
Eigen = 16.58		Eigen = 2.28		Eigen = 1.73		Eigen = 1.27		Eigen = 1.13	
% Total = 48.76		% Total = 6.71		% Total = 5.07		% Total = 3.73		% Total =3.32	
% Rotated = 16.75		% Rotated = 14.85		% Rotated = 12.61		% Rotated = 11.91		% Rotated = 11.48	
Item	Load.	Item	Load.	Item	Load.	Item	Load	Item	Load.
B87f	.77	B99f	.80	B110f	.74	B62f	.77	B67f	.65
B86f	.76	B100f	.74	B108f	.74	B63f	.75	B70f	.61
B88f	.75	B102f	.72	B107f	.70	B61f	.71	B69f	.61
B79f	.72	B97f	.71	B111f	.66	B59f	.65	B71f	.60
B78f	.68	B98f	.69	B109f	.59	B64f	.62	B75f	.60
B74f	.66	B96f	.64	B106f	.57	B66f	.51	B68f	.58
B84f	.61	B91f	.55	B105f	.50			B73f	.58

The stability of the factor structure was tested by splitting the sample in half and assigning every other case to a different sample. Factor analysis was run on each sample. Good stability was evident with the same items loading highly on the same five dimensions across both samples as the original sample. However, when taking into consideration the highest loading an item might have, one items crossed over to a different factor on one of the split samples.

Scale inter-correlations are provided below in Table 48. All of the correlations are significant (p < .001) and moderate to strong, indicating that all of the dimensions are inter-correlated. The strongest correlation is between the factors "Vulnerable Women Inmates" and "Tension and Disagreements Due to Scarcity, the Inmate Subculture, and Living in Close Quarters" (r = .77). Given that the five dimensions measure factors potentially contributing to staff physical violence, some correlation should be expected.

Internal Consistency

To determine the extent of measurement error within each scale of the instrument, estimates of internal consistency were calculated. Internal consistency estimates were determined by examining corrected item-to-scale correlations and Cronbach alphas. Results are presented in Table 49.

Cronbach alphas for all five dimensions are high (.88 to .92). A review of corrected item-to-total correlations indicates that each item has a strong positive correlation with its respective scale. Item-to-scale correlations range from .61 to .81.

Table 48. Scale Inter-correlations:
Potential Factors Leading to Staff Physical Violence

Scale	Out-of-Touch Administrators; Incompetent or Unprofessional Staff; Overcrowding	Tension and Disagreements Due to Scarcity, the Inmate Subculture, and Living in Close Quarters	Vulnerable Women Inmates (e.g., non-English speaking, physically or mentally disabled elderly, young, inexperienced)	Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots)	Poor Facility Conditions (i.e., food, programming, sanitation, recreation, medical, movement)
Out-of-Touch Administrators; Incompetent or Unprofessional Staff; Overcrowding	1.0				
Tension and Disagreements Due to Scarcity, the Inmate Subculture, and Living in Close Quarters	.64	1.0			
Vulnerable Women Inmates (e.g., non-English speaking, physically or mentally disabled elderly, young, inexperienced)	.65	.77	1.0		
Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots)	.68	.59	.62	1.0	
Poor Facility Conditions (i.e., food, programming, sanitation, recreation, medical, movement)	.70	.71	.71	.72	1.0

Convergent Validity

Convergent validity was only assessed by examining the correlation among items which make up each scale (i.e., internal consistency validity).

Discriminant Validity

Discriminant validity was only assessed by providing evidence that the correlation between each of the survey items in a scale and the dimensions they were attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension.

Instrument Summary

Results suggest that the instrument is reliable and valid. Item-to-scale correlations, factor analyses, and internal consistency data indicate that the five scales are indeed measuring different dimensions of factors leading to staff physical violence.

However, attempts should be made in the future to further confirm the validity of the instrument. Possibilities include using convergent, discriminant, and predictive validity techniques.

Table 49. Cronbach Alphas and Corrected Item to Total Correlations:
Potential Factors Leading to Staff Physical Violence

Out-of-Touch Administrators; Incompetent or Unprofessional Staff; Overcrowding		Tension and Disagreements Due to Scarcity, the Inmate Subculture, and Living in Close Quarters		Vulnerable Women Inmates (e.g., non-English speaking, physically or mentally disabled elderly, young, inexperienced)		Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots)		Poor Facility Conditions (i.e., food, programming, sanitation, recreation, medical, movement)	
Alpha = .92		Alpha = .92		Alpha = .92		Alpha = .88		Alpha = .90	
Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.
B79f	.79	B102f	.81	B108f	.80	B63f	.75	B75f	.74
B87f	.76	B99f	.79	B107f	.76	B62f	.74	B71f	.74
B74f	.76	B98f	.79	B109f	.76	B64f	.73	B73f	.73
B78f	.75	B96f	.77	B111f	.75	B61f	.71	B69f	.72
B86f	.73	B100f	.76	B110f	.74	B59f	.69	B70f	.69
B88f	.71	B97f	.74	B106f	.74	B66f	.56	B68f	.68
B84f	.71	B91f	.68	B105f	.73			B67f	.61

CHAPTER SUMMARY

Several findings from this chapter are worth discussing. First, when viewed singularly, all of the instruments except one (i.e., Potential Factors Leading to Inmate –Inmate Sexual Violence), have fairly clear dimensions. However, that instrument has the most complex dimensions. At this point, it is not possible to confirm whether this is an artifact of our analysis, or rather, an artifact of reality. Similarly, the same comment applies to our finding that items pertaining to vulnerable inmates did not load heavily and were subsequently dropped from our instrument measuring potential factors contributing to staff sexual misconduct.

Another finding, and perhaps the most important one, is that as a whole, the instruments in Section Three lack parsimony. Due to their multi-dimensionality as well as overlap, it would be very impractical at this stage to administer the derived instruments to inmate populations. Nonetheless, the analyses conducted to date and the results obtained are very revealing. For example, careful review of the factors derived from the items and constructs (instruments) in Section Three suggest that most of the instruments share five common factors: Inadequate Staff, Scarcity/ Subculture, Facility Layout/Space, Facility Conditions, and Vulnerable Inmates. Although the factor names, items, and descriptions in the tables change slightly across instruments, it seems that they may indeed share these five factors. One possibility to explore in the next phase of research is to conduct factor analyses limiting the number of derivable factors to five. If the results are favorable and the derived factors match the five common factors derived in this study, more parsimonious instruments could be developed to measure potential factors to these six different types of violence and misconduct.

SUMMARY AND CONCLUSIONS

5

Several overall conclusions can be drawn concerning the utility of the various instruments developed for the survey. The results reveal that the instruments have reasonably sound psychometric properties and that there are now more opportunities for researchers to assess many more dimensions of violence and safety in women's correctional facilities. This chapter summarizes some of this study's main findings discussed in the preceding results. To begin, relatively strong evidence was presented for the uni-dimensionality, internal consistency and reliability of the scales or dimensions contained within the final 11 instruments. The items retained within the various measures or dimensions of the 11 instruments were found to be homogeneous, and results suggest that the measures are stable (see Appendix H) for a listing of items tested, dropped, and retained.

Evidence was also presented of acceptable levels of convergent and discriminant validity with several of the final instruments. Convergent validity was assessed by correlating items making up each scale of the instrument (i.e., internal consistency validity), and where possible, correlating a given scale with measures of the same construct (i.e., employing embedded items used by other researchers) and by correlation of relationships involving the given scale across samples (e.g., using ratings from staff familiar with the housing unit).

Discriminant validity was assessed by providing evidence that the correlation between each of the survey items in a scale and the dimensions they were attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension. Discriminant validity was also assessed where possible by ascertaining whether and to what degree differences between the high and low violence housing units were detected by the survey instrument. Where comparisons could be made to the high and low violence units, all of the instruments discriminated effectively. This single finding is very important, since it suggests that variations in different aspects of climate, safety and violence in women's correctional facilities can be detected with this instrument. Research in this area can now be conducted with a much higher degree of confidence.

Based upon all empirical assessments conducted on the psychometric properties of the 11 different instruments, there is strong evidence that these instruments are valid and reliable measures of various aspects of violence and safety in women's correctional facilities. However, this is not to say that all of the instruments are ready to administer to future inmate populations. As previously mentioned, we view the analyses and results presented in this report as a "first-wave" attempt to demonstrate that valid and reliable tools can be developed to measure issues pertaining to safety and violence in women's correctional facilities. We believe that our results have confirmed that it is possible to develop such instruments. However, we also believe that these tools can and should be refined and improved before they are ready for future administrations. As we mention elsewhere in the report, the instruments in this

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GENDERED VIOLENCE AND SAFETY: A CONTEXTUAL APPROACH TO IMPROVING SECURITY IN WOMEN'S FACILITIES

battery still require further review, development, testing and validation that extends beyond the scope of this study.

Not all instruments could be assessed to the same degree as others. Where assessment was possible, the dimensionalities of several instruments held up to multiple tests of convergent and discriminant validity. One could speculate that this might hold true with the instruments where it was not possible to conduct multiple tests of convergent and discriminant validity. However, one should not conclude this without further empirical examination of the instruments and their properties.

One possible weakness of this study pertained to the differential response rates of the low and high violence units surveyed. Despite the difference in response rate, differences found with the instruments between the low and high violence units were in the expected direction and fit with theory. Given what we know about non-response among correctional populations, we suspect that if higher response rates had been achieved from the inmates in the more violent housing units, differences between the low and violence units would have been even more pronounced. Moreover, it seems reasonable to believe that lower response rates in higher violence units are consistent with the more general lack of cooperation and overall problematic nature of such units. In fact, viewed in such a light, response rates become a sort of "quasi-result" that, in the current study, is very consistent with results from the statistical analyses.

As a result of the research reported in the preceding chapters, it is possible to identify several areas in which further research with this instrument would be useful. First, as a further check on content validity, we need to review and reconsider the list of factors empirically derived and compare them against a list of theoretically derived factors that is as exhaustive as possible. Also, items retained from this study should be carefully reviewed and where necessary, slightly revised to more closely align with the factor or dimension they were found to be highly correlated with. We may also want consider embedding additional items to further establish convergent validity. Also, we may want to embed additional items that assess personal victimization, fear, vulnerability, etc., so that we can determine whether there is a relationship between the individual criterion and climate criterion. This might aid in providing further estimates of convergent and discriminant validity. Also, as previously mentioned, further research needs to be conducted with the items in Section Three so that more parsimonious solutions and instruments can be derived.

Second, we recommend that the refined instruments be tested in additional correctional systems, so that they can be further validated with larger and more diverse samples. It is expected that based upon the size and nature of the different correctional systems and housing units that will be utilized in future research, empirical assessments of the instruments' psychometric properties will establish that the battery is an effective measure of safety and violence in all types of female correctional and detention facilities. While testing the battery in additional correctional systems, we also plan to refine and improve its design, appearance, and ease of administration.

Most importantly, we hope that the data from this battery of instruments will be used to develop improved operational practices in furtherance of PREA goals. Ultimately, we intend for administrators to utilize the results of this instrument to predict risk and target the factors associated with sexual victimization. The results from the

instrument can be used by administrators to assess differences between housing units at one point in time or can be used to examine change over periods of time (e.g., as a way of estimating the effects of policy changes).

We also believe that further research conducted with this battery of instruments will open new possibilities for testing theory or other ideas about safety and violence in women's correctional facilities. To illustrate, given the finding that items pertaining to vulnerable inmates did not load heavily on potential factors related to staff sexual misconduct, we see the need to explore this apparent lack of a relationship even further.

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APPENDICES

Survey Protocol

Barbara Owen
California State University - Fresno
Telephone: (559) 278-5715
Fax: (559) 278-7265
Email: barbarao@csufresno.edu

1. Determine sampling procedures and sizes: review with James Wells

    a. Preferred method is census of "high" and "low" risk units

    b. Requires facility staff to identify as such

    c. If not feasible, discuss other sampling procedures with James Wells

    d. Develop plan to convey information to Warden

    e. Think about the best times to call out women; we tried to avoid pulling in women who had paying jobs etc. in the day but we were not perfect on this.

2. Meet with Warden and team to explain purpose and logistics

    a. Validation and preliminary descriptive data

    b. Be clear that no staff can be in room while survey is administered

    c. We had an officer checking off the passes sitting outside the survey room and that worked well. He/she allowed us to shut the door. It is critical that any staff assisting with the project be an officer that is perceived by the inmates NOT to be a problem. Other officers came by during the day and we had to "manage" them so they did not go into the survey room. Discuss this protocol with the warden.

3. Obtain all necessary clearances for you and your team members (you will need at least 2, but preferably 3 team members, including yourself)—include staff, laptops, large boxes of materials, lunch, water and other

    a. Modify survey materials to reflect site-specific language

4. Copy survey materials-- instrument & informed consent documents

    a. Double sides with paper thick enough to not see/bleed through

    b. Survey should be stapled

Appendix A

     c.   Consent form can be double sided and the sign in sheet can be single-sided; we had the inmates keep the information sheet and collected only the single sign in sheet

     d.   Allow enough time to have a copy shop do all this and make sure you check for quality control

5.   Arrange for space: should have individual desks and chairs to ensure privacy

     a.   Women should be spaced accordingly— some will want to sit together and you need to decide on a case by case basis how to handle that

     b.   For non-readers, two solutions evolved:

         i.   Project team member read survey to non-reader (in this case, giving the A version is more expedient if not exactly random)

        ii.   Women asked if their friend could help and we agreed when a team member was not available. This is not advisable.

6.   Provide pencils and develop a plan to keep them sharp—our pencils were worn down and the marks were way too light at the end

7.   Figure out restrooms for those taking surveys

8.   Decide how many women per administration is appropriate for your facility and survey space

     a.   We found that 40 was too much (our original plan) and had better success with smaller groups of 10 to 15

     b.   Determine call out procedures

9.   Set up daily schedule based on characteristics of sample, facility and interview space

10.   Prepare large envelopes to deposit materials—we had one envelope for all consent forms and multiple envelopes for each sequenced administration—that was more for carrying convenience. However, it is critical that you separate the surveys administered to the high and low violence units or groups of inmates. Do not mix them up!

11. Depending on the number in your sample, determine how you will get the boxes of materials into the facility- we borrowed a cart from the records office- the materials are bulky and heavy

12. Determine check in procedures for those called out

13. Develop spread sheet or check–in sheet which indicates status:

    Eligibles:　Agreed　　Declined

    No Show:　(need to decide what to do about this)

    Ineligibles: Spanish or other language, Medical, Transferred, Out to Court, Released

    This will be used both for facility "accountability" and response rate calculations. We do not need names of course but numbers in each category by housing area

14. Develop orientation (see talking points below). This involves not only explaining the survey and getting consent but also walking the women though the directions for completing the survey.

15. Collect informed consent documents and place in separate envelope

16. Randomization: We originally randomly handed out version A or B (have the surveys mixed prior to arrival so that every other one is A or B)

    a. Exception: non-readers should get A if team member is reading it

17. In the event that some inmates are resistant and refuse upon entering the survey administration area, ask them to at least hear you out about the purpose of the survey (this worked in some instances). If they continue to refuse, tell them "thank you" and let them leave. I also asked skeptics or refusers if they would be willing to look at a survey before refusing. Some said "yes" and agreed and some still said "no". Others said "no" to looking at it. It is a fine balance here. The most important

thing is not to let the refusers influence the others and cause a mass refusal- obviously something we want to avoid.

18.　Ask again about comprehension and language issues—we have not translated the document into Spanish and that will be one of recommendations on the next (unfunded) phase of the instrument. If there are language, comprehension or other kinds of problems, thank the women and escort them out. Their case should be marked "ineligible", not refusals. We also had a few women who claimed to be ill—both when they reported to the survey room and during the survey— these also were marked as ineligibles.

19.　Monitor room for talking among the respondents, questions, pencil needs and the like- we found that three team members worked out best

20.　Survey A should take about 20-30 minutes to complete; Survey B somewhat longer

21.　As stated in the talking points for the orientation, it is critical that the survey be completed in its entirety—so when they get done, ask them to raise their hand and you will review to make sure they completed the survey—we had some woman who did not want to answer certain sections (e.g. staff related items). Develop a way to encourage completion without browbeating.

　　　Particularly in this first wave of administration, missing items within each section prohibit validating the section and make scale construction impossible.

22.　Collect surveys, make sure ineligible surveys are marked as such, and place in envelop- again, make sure surveys from the high and low units do not get mixed up.

23.　Mail consent documents to team leader.

24.　As soon as possible, mail surveys to analyst. Mail them the most secure and expedient way.

Information Sheet & Consent Form

Barbara Owen
Department of Criminology, Mail Stop S2 104
CSU Fresno, Fresno CA 93740
(559) 278-5715

You are being asked to take part in a research study that will collect information to improve the safety of women inmates. We are asking you to fill out a survey that will ask about your experiences with violence and safety in the specific unit you now live in. Your answers to this survey will be combined with everyone else in this unit and be reported in terms of combined numbers. You individually will never be identified in any way. In fact, we are surveying all women in this unit to better to protect confidentiality. Your decision to participate in this study is voluntary. Your participation and any information you may offer as a volunteer participant will have absolutely no effect, positive or negative, on your status as an inmate or parolee within the <Name of Correctional System>, any treatment or program eligibility, any pending trial, or what happens after your release.

The researchers are fully independent from <Name of Correctional System> and guarantee the confidentiality of this information. Nothing you report on the survey will be reported to <Name of Correctional System> in any way that could identify you or any of your comments. These data are stored away from the facility and no individual identifiers, like names or numbers, are used in the data storage.

WHAT IS THIS STUDY ABOUT?

We want to know more about how violence, including sexual violence and assault, occurs in women's facilities and how we can make these correctional institutions safer for women. We have talked to women around the county to develop the questions in the survey. We have already asked dozens of women about the survey and now we are asking you to help us with our study. This information will help us develop policies and programs to educate staff and inmates about these issues. You will be given a copy of this information sheet that explains the details of this project.

HOW WILL THIS STUDY WORK?

The information will be collected through a survey that will take between 45 and 60 minutes complete. Researchers from California State University-Fresno will be conducting the survey, and you may ask questions or ask to stop the survey

at any time. The questions asked will be related to your experiences in THIS housing unit only. If you feel uncomfortable answering any of the questions, you do not have to do so.

ARE THERE ANY RISKS?

It is possible that you may not feel comfortable answering some of these questions. If any discomfort arises, the research staff will refer you to someone here at this facility to talk to about these problems. During the survey, you can refuse to answer any question. All your answers will remain completely confidential and will not have any impact on the rest of your stay at <u>Name of Correctional System</u>.

WHAT ARE THE BENEFITS?

The information collected from this study will provide information about inmate needs and provide some ideas about programs to help decrease violence and protect inmates like you. There are no direct benefits to you beyond helping us get a better idea about what kind of programs and services will help other inmates both while they are incarcerated and when they return home.

WILL YOU GET PAID?

You will not get paid for participation in this project. All participation is voluntary and extremely appreciated.

HOW WILL YOUR PRIVACY BE PROTECTED?

The principal researcher, Barbara Owen, will protect your privacy in every way possible. All information that is collected will be given a code number and we will not record your name on any of the survey documents. The information will also be kept in an office at CSU Fresno and no one in this facility will ever see the answers you give us. No information that identifies you will be given to anyone or any agency. Your name will not be in any reports or publications. All the answers will be combined and no one individual can be identified in the way we will write up the data.

CAN YOU QUIT?

Your participation in this study is voluntary. You can stop participating in the survey at any time. Your participation in the survey is not connected to any treatment you are receiving here.

IF YOU HAVE QUESTIONS

If you have any questions, please call 559-278-5715. You can also write to Barbara Owen, Professor; Department of Criminology; CSU Fresno; Fresno CA 93740. You can also ask the research staff any question pertaining to the research as the survey session is in process. Any of the individuals involved in this project will be ready to answer any questions you may have. The CSU Fresno Institutional Review Board (IRB) also monitors the protection of those participating in sponsored research such as this project. If you have concerns about this study and how it may affect you directly, please contact the IRB at 559-278-4468 or write them at Institutional Review Board at CSU Fresno; Fresno CA 93740.

If you have any specific concerns about sexual violence and victimization, your researcher can provide you with referrals; both here in the facility and through the <u>Name of Correctional System</u> Ombudsman Office.

Survey Consent Form

Barbara Owen
Department of Criminology
CSU Fresno
(559) 278-5715

By signing below, you are agreeing that you understand the content of this form and that you have been given a copy of it. Remember, you can withdraw from this study at anytime without any problems or implications. If you agree to join this study, please sign your name below.

_____

Name

_____

Signature

_____

Signature of Researcher

_____

Date

You will be given a copy of the information sheet describing the project that has the contact information.

Researcher Copy

Survey Consent Form

Barbara Owen
Department of Criminology
CSU Fresno
(559) 278-5715

By signing below, you are agreeing that you understand the content of this form and that you have been given a copy of it. Remember, you can withdraw from this study at anytime without any problems or implications. If you agree to join this study, please sign your name below.

_____

Name

_____

Signature

_____

Signature of Researcher

_____

Date

You will be given a copy of the information sheet describing the project that has the contact information.

Respondent Copy

Professional Validation Assessment Tool

Improving Safety in Women's Facilities

Please direct questions to:

Dr. James B. Wells
Commonwealth Research Consulting
4160 Kentucky River Parkway
Lexington, KY 40515
jbwells@cwrc.us
(859) 806-5748

Project principal investigator:
Dr. Barbara Owen
Department of Criminology
Mail stop S2 104
CSU Fresno
Fresno, CA 93740
(559) 278-5715

Please note:

This document was designed for use in the printed form.
Booklet-style paper copies with item pools on the left
page and validity assessment items on the right page were
provided to the subject matter experts for completion.

Professional Validation of Survey Items
Instructions to Subject Matter Experts

Study Background:

The purpose of this study is to learn more about how violence, including sexual violence and assault, occurs in women's facilities and how we can make these correctional institutions safer for women. We have collected significant qualitative data through a series of focus groups in jails and prisons for women. The next phase of data collection efforts includes written surveys administered to individual women detainees and inmates. The extent and quality of the resultant survey data will rest, in part, on the face validity and content validity of the survey items. The purpose of this particular phase of the study is to assess the face validity and content validity of the items we've drafted to date. We are asking you to participate in the development of the survey by assisting us in this validation work.

Validation Assessment Tool:

As an expert in your field, you have the knowledge base required to offer a professional assessment of the face and content validity of these survey items. The following ***Professional Validation Assessment Tool*** was designed to organize and record your assessment. From your completed assessment we will infer the:
- ***Face validity*** of an <u>individual item</u> if you find that the item *both*:
    a. clearly corresponds to the construct it was designed to measure, *and*
    b. is adequately structured (format, wording, etc.)
- ***Content validity*** of <u>groups of items</u> if you find that:
    a. each item matched to a construct is essential to the measurement of that construct, *and*
    b. the set of items matched to a construct adequately taps all relevant aspects of the construct.

Instructions:

Please complete the ***Professional Validation Assessment Tool*** as follows:

1. First, carefully review the definitions of the constructs for item pools 1, 2, 3, and 4 on the enclosed insert. **Your understanding of the constructs and their definitions is critical.** You may want to keep the insert nearby and refer to it as needed while completing the validation assessment tool.
2. After reviewing each survey item in the Item Pool (left page), ***mark the construct it appears to measure*** on the right page. See example on pages 4-5. Note that although the survey items are logically ordered on the survey itself, they have been purposefully randomized on the validation assessment tool.
3. Next, rate the adequacy of the item's ***structure***, e.g. format, wording, possible ambiguity, etc. If you feel the item's structure is inadequate or questionable, please provide an explanation in the comments column.
4. Next, rate each item's ***essentialness***. If you find that an item is non-essential or questionable, please provide an explanation in the comments column. For example, if you find that either of two items (but not both) are essential to tapping a relevant aspect of the construct, please mark both as questionable (circle "?" in the Essential Item column) and explain in the comments column.
5. After rating each individual item in the pool, review the set of items you assigned to each construct in order to answer the construct validity questions at the bottom of each page. For each construct, indicate whether or not the selected group of items, as a whole, taps all relevant aspects of the construct.
6. Repeat the same process with the other item pools and relevant constructs.
7. On page 16 please list any constructs you believe are relevant to the stated purpose of this study that were not listed in the Assessment Tool.
8. Please return the completed instruments as soon as possible in the envelope provided.

If you have any questions about completing your assessment, please do not hesitate to contact:

Dr. James B. Wells
(859) 806-5748 or via e-mail at: jbwells@cwrc.us

EXAMPLE

Note: Survey items and constructs utilized in the example below are provided for illustrative purposes only; they do not reflect the content of the actual survey being validated.

EXAMPLE Item Pool: Community Cohesion and Victimization
1.   If I sensed trouble while in this neighborhood, I could raise attention from people who live here for help.
2.   There is no way to stop graffiti or vandalization of my property.
3.   I can avoid being harassed or verbally abused by behaving in certain ways.
4.   This neighborhood has a close, tight-knit community.
5.   In this neighborhood there is nothing for teenagers to do so they harass elderly people on the street who can't defend themselves.
6.   This neighborhood is a friendly place to live.
7.   Most people who live in this neighborhood trust one another.
8.   There are things I can do to prevent my home from being broken into when I'm not there.
9.   The people in this neighborhood don't smile or make eye contact when they pass on the sidewalk.
10.   There are lots of problems in this neighborhood.
11.   If young people in this neighborhood are causing trouble, adults will confront them or call their parents.
12.   There are things I can do to prevent my home from being broken into while I'm there.
13.   The people who live in this neighborhood can be relied upon to call the police if someone is acting suspiciously.
14.   This neighborhood is a place where local people look after each other.

Do the items selected for ***Perceived Control over Victimization***, as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct?   ☒ NO   ☐ YES

Do the items selected for ***Friendly, Supportive, and Trusting Community***, as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct?   ☐ NO   ☒ YES

Do the items selected for ***Informal Social Control***, as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct?   ☐ NO   ☒ YES

EXAMPLE

EXAMPLE

Informal Social Control	Friendly, Supportive Communit	Perceived Control over Victimizatio	Adequate Structure?	Essential Item?	Item Comments (required in the case of inadequate structure or non-essential item)
X			No ? (Yes)	No ? (Yes)	
		X	No ? (Yes)	No ? (Yes)	
		X	No ? (Yes)	No ? (Yes)	
	X		No ? (Yes)	No ? (Yes)	
			(No) ? Yes	No (?) Yes	*Double/triple-barreled item*
	X		No ? (Yes)	No (?) (Yes) X	*Item is probably redundant w/ #9; cut one.*
	X		No ? (Yes)	No ? (Yes)	
		X	No ? (Yes)	No ? (Yes)	
	X		No (?) Yes	No (?) Yes	*Item is probably redundant w/ #6; cut one.*
			(No) ? Yes	No (?) Yes	*Item is too vague*
X			No ? (Yes)	No ? (Yes)	
		X	No ? (Yes)	No ? (Yes)	
X			No ? (Yes)	No ? (Yes)	
	X		No ? (Yes)	No ? (Yes)	

If not, please specify the untapped aspect(s): *Need one or more items that get at perceived control over physical victimization.*
If not, please specify the untapped aspect(s):
If not, please specify the untapped aspect(s):

EXAMPLE

The first item pool we are asking you to review includes items that measure the respondents' awareness of facility/department policies and procedures related to sexual violence and staff sexual misconduct. We ask them to either "Please indicate, by circling either Yes or No, whether you are or are not aware of the following policies and procedures in your facility," or to "Please indicate, by circling the appropriate

Item Pool #1: Awareness of Policies and Procedures (and related factors)
1.   I have had a class or education here that teaches me about how to respond to staff sexual misconduct.
2.   The facility is successful in protecting women inmates here from <u>inmate physical violence</u>.
3.   I know to **whom** to report any concerns I may have about physical violence.
4.   The facility is successful in protecting women inmates here from <u>staff physical violence</u>.
5.   The facility's procedures in how to report <u>inmate sexual violence</u> are effective in investigating inmate sexual violence.
6.   I have had a class or some type of education on how to protect myself from physical violence while incarcerated.
7.   I know to **whom** to report any concerns I may have about sexual violence.
8.   It is not very likely that a woman inmate would become a victim of <u>inmate physical violence</u> during their incarceration here.
9.   Women inmates are likely to be successful in protecting themselves from <u>staff physical violence</u> here.
10. Women inmates who make reports about <u>sexual violence</u> between women inmates worry about harassment from women inmates.
11. Women inmates who make reports about <u>sexual violence</u> between women inmates worry about harassment from staff.
12. It is not very likely that a woman inmate would become a victim of <u>inmate sexual violence</u> here.
13. It is not very likely that a woman inmate would become a victim of <u>staff physical violence</u> during their incarceration here.
14. Nothing happens to staff that have become sexually involved with women inmates here.
15. Staff harass inmates who make reports about <u>sexual violence</u> between women inmates.
16. I know **how** to report any concerns I may have about sexual violence.
17. There are many staff/inmate relationships here that no one does anything about.
18. Staff harass inmates who make reports about <u>staff sexual misconduct.</u>.
19. I know **how** to report any concerns I may have about physical violence.
20. Staff have been fired for becoming sexually involved with women inmates here.
21. Staff would report on other staff that are involved sexually with women inmates.
22. The facility is successful in protecting women inmates here from <u>inmate sexual violence</u>.
23. I have had an orientation or a class on PREA.
24. I know the policies about the Prison Rape Elimination Act (PREA).
25. The facility is successful in protecting women inmates here from <u>staff sexual misconduct</u>.
26. The facility's procedures in how to report <u>staff sexual misconduct</u> are effective in investigating staff sexual misconduct.
27. I have seen the posters about PREA.
28. The housing staff are very concerned about the overall safety of women inmates.
29. There are programs that can help women inmates deal with any problems they have concerning safety here.
30. I have had a class or some type of education on how to protect myself from sexual violence while incarcerated.
31. This facility is dangerous to most women inmates here.
32. When staff are accused of staff sexual misconduct, they are often told about this accusation by other staff members.
33. Women inmates are likely to be successful in protecting themselves from <u>inmate sexual violence</u> here.
34. Women inmates are likely to be successful in protecting themselves from <u>inmate physical violence</u> here.
35. The reports and investigations about <u>inmate sexual violence</u> are taken seriously by staff here.
36. The reports and investigations about <u>staff sexual misconduct</u> are taken seriously by staff here.
37. Women inmates are likely to be successful in protecting themselves from <u>staff sexual misconduct</u> here.
38. Women inmates who make reports about <u>staff sexual misconduct</u> worry about harassment from staff.
39. Women inmates who make reports about <u>staff sexual misconduct</u> worry about harassment from women inmates.
40. It is not very likely that a woman inmate would become a victim of <u>staff sexual misconduct</u> here.

Do the items selected for *Personal Awareness (of Policies and Procedures)*, as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct? ☐ NO   ☐ YES

Do the items selected for *Reporting Climate*, as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct? ☐ NO   ☐ YES

Do the items selected for *Likelihood of Violence and Misconduct*, as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct? ☐ NO   ☐ YES

number, how much you disagree or agree (1 = Strongly Disagree to 5 = Strongly Agree) to with each of the following items. While completing Item Pool One we remind you to keep the construct definition insert handy.

Personal Awareness	Reporting Climate	Likelihood of Violence & Misconduct	Adequate Structure?	Essential Item?	Item Comments (required in the case of inadequate structure or non-essential item)
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	

If not, please specify the untapped aspect(s):

If not, please specify the untapped aspect(s):

If not, please specify the untapped aspect(s):

The second item pool includes items that measure how various aspects of the facility, policy and social climate may contribute to different types of violence. We ask respondents to indicate whether they disagree or agree with each item. If they disagree with the item, they are instructed to proceed to the next item. If they agree with the item, they are asked to rate the extent to which the item puts women inmates at

Item Pool #2: Potential Factors Leading to Violence	
41. Debts between women here over commissary (canteen), cigarettes, and drugs puts women inmates at risk:	
42. Staff members who are related to each other put women here at risk:	
43. Women who do not keep themselves clean are at risk:	
44. Young and inexperienced women here are at risk:	
45. Administrators who don't know what is going on here put women at risk:	
46. Disagreements between women over telephone availability puts women inmates here at risk:	
47. Existing housing/classification options in this facility puts women here at risk:	
48. Frequent lockdowns in this facility puts women here at risk:	
49. Lack of adequate cell and housing space in this facility puts women here at risk:	
50. Gossip among women here in this facility puts women at risk:	
51. Inmate fears about disease in this facility puts women here at risk:	
52. Jealousy among women inmates over any staff member puts women here at risk:	
53. Lack of adequate medical care in this facility puts women here at risk:	
54. There are certain places in this facility that puts women here at risk:	
55. Lack of respect between women here puts women at risk:	
56. Lack of staff monitoring or supervision in this facility puts women here at risk:	
57. Disagreements between women over television programs puts women inmates here at risk:	
58. Elderly women here are at risk:	
59. Lack of things to do in this facility puts women here at risk:	
60. Lack of ways for women here to report problems in this facility puts women at risk:	
61. Women here who don't know how to do their time are at risk:	
62. Women here who have been accused or convicted of crimes against children are at risk:	
63. Lack of cameras and other surveillance devices in this facility puts women here at risk:	
64. Not having enough staff in this facility puts women here at risk:	
65. Overcrowding in this facility puts women here at risk:	
66. Poor layout and design of this facility puts women here at risk:	
67. Poor sanitary conditions in this facility puts women here at risk:	
68. Program cancellations and/or frequent reductions of program time in this facility puts women here at risk:	
69. Racial tension between women here puts women inmates at risk:	
70. Sexual tension among women here puts women at risk:	
71. Staff members who have drug and alcohol problems put women here at risk:	
72. Women here with mental problems are at risk:	
73. Women who do not have any money are at risk:	
74. Staff reluctance to help women here (for example, make an internal phone call to help an inmate) puts women inmates at risk:	
75. Staff that fail to do their job in this facility puts women here at risk:	
76. Lack of communication or cooperation between custody staff put women here at risk:	
77. Lack of program and recreation space in this facility puts women here at risk:	
78. Lack of programs in this facility puts women here at risk:	
79. Women here with gang ties puts women at risk:	
80. Staff that work overtime or double shifts puts women here at risk:	
81. Staff who supervise women inmates too strictly puts women here at risk:	
82. The number of women who have mental health problems puts women at risk:	
83. The number of women who have not gotten treatment for their pre-incarceration domestic abuse (mental, physical or sexual) issues put women at risk:	
84. Women here who do not speak English are at risk:	
85. Women here who have money are at risk:	
86. Lack of communication or cooperation between custody and non-custody staff puts women here at risk:	
87. Women here who have physical disabilities are at risk:	
88. Staff in this facility who are not adequately trained to work with women puts women here at risk:	
Do the items selected for *Facility-related (Potential Factors Leading to Violence)*, as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct? ☐ NO ☐ YES	
Do the items selected for *Policy-related (Potential Factors Leading to Violence)*, as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct? ☐ NO ☐ YES	
Do the items selected for *Climate-related (Potential Factors Leading to Violence)*, as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct? ☐ NO ☐ YES	

risk (after the colon) of various types of violence and abuse (i.e., inmate sexual violence; inmate physical violence; staff verbal harassment, staff sexual harassment, staff sexual misconduct, staff physical violence). We provide respondents with detailed instructions, an explanation of the rating scale, and two illustrative examples. Before continuing, please review the construct definitions in Item Pool Two.

Facility-related	Policy-related	Climate-related	Adequate Structure?	Essential Item?	Item Comments (required in the case of inadequate structure or non-essential item)
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	
			No ? Yes	No ? Yes	

If not, please specify the untapped aspect(s):

If not, please specify the untapped aspect(s):

If not, please specify the untapped aspect(s):

The third item pool we are asking you to review pertains to issues involving staff members that women inmates may sometimes consider to be problems in their housing unit. We define **staff member** as "anyone who works here at the facility, including paid employees, agency representatives, and contract workers; but also including official visitors, and volunteers." We provide a scale from 0 (Not a Problem at all)

Item Pool #3: Problems in the Housing Unit (Issues Involving Staff)

89. Staff here have invaded the privacy of women inmates beyond what was necessary (like watching closely or staring at them in the shower or toilet).

90. Staff here have looked at or stared at women inmates in a way that made them uncomfortable.

91. Staff here have made demeaning or belittling references to the female gender.

92. Staff here have made derogatory comments about a woman inmate's body or clothing.

93. Staff here have made insulting or ridiculing verbal comments to women inmates that were based on their personal appearance or other physical characteristics such as age, race, color, or disability.

94. Staff here have touched women inmates in any way that made them uncomfortable.

95. Staff here have tried to persuade women inmates to engage in any type of sexual activity.

96. Staff here have used obscene or sexual language in front of women inmates.

97. Staff here have used profanity when talking to women inmates.

98. Staff here have verbally pressured or threatened women inmates to engage in any kind of sexual activity.

99. Staff here have verbally threatened women inmates with physical violence.

100. Staff here have yelled or screamed at women inmates during a tense situation and that escalated into physical violence between staff and inmates.

101. Staff here have made insulting or ridiculing verbal comments to women inmates that were based on their group membership (for example, housing unit, close circle of friends, gang affiliation), religion, political views or political affiliation.

102. Staff here have engaged in excessive use of physical force with women inmates.

103. Staff here have exposed their genitals (or breasts if female staff) to women inmates.

104. Staff here have made sexual jokes in front of women inmates.

105. Staff here have made sexual, obscene or disgusting gestures or noises in front of women inmates.

106. Staff here have made unprofessional, disrespectful, demeaning, or belittling verbal comments to women inmates.

107. Staff here have made verbal statements or comments of a sexual nature to women inmates.

108. Staff here have offered bribes or protection to women inmates in any way to engage in sexual activity.

109. Staff here have asked women inmates to engage in any type of sexual activity.

110. Staff here have engaged in any type of sexual activity with women inmates.

111. Staff here have engaged in excessive use of physical force while searching women inmates.

112. Staff here have forced women inmates through physical violence to engage in any type of sexual activity.

113. Staff here have hit, slapped, kicked or bitten women inmates.

114. Staff here have inappropriately touched women inmates in a sexual way while searching them.

115. Staff here have offered women inmates something in exchange for exposing or flashing any body part (for example, extra privileges).

116. Staff here have pressured or threatened women inmates with any kind of physical violence to get them to engage in any type of sexual activity.

117. Staff here have struck women inmates with a baton or other authorized object when it was not needed.

118. Staff here have talked with other staff and were overheard making unprofessional, disrespectful, demeaning, or belittling verbal comments about women inmates in their conversation.

119. Staff here have threatened a woman inmate with physical violence to keep quiet about any type of sexual relationship.

120. Staff here have touched women inmates in any sexual way.

121. Staff here have yelled or screamed at women inmates.

122. Staff here have yelled or screamed at women inmates which escalated into a tense situation.

Do the items selected for **Staff Verbal Harassment**, as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct? ☐ NO ☐ YES

Do the items selected for **Staff Sexual Harassment**, as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct? ☐ NO ☐ YES

Do the items selected for **Staff Sexual Misconduct**, as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct? ☐ NO ☐ YES

Do the items selected for **Staff Physical Violence**, as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct? ☐ NO ☐ YES

to 4 (Very Big Problem), and define *problem* as "anything that interferes with your sense of safety and well being." Prior to completing this section please review the construct definitions in Item Pool Three.

Staff Verbal Harass.	Staff Sexual Harass.	Staff Sexual Miscon.	Staff Physical Violence	Adequate Structure?	Essential Item?	Item Comments (required in the case of inadequate structure or non-essential item)
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	

| If not, please specify the untapped aspect(s): |
| If not, please specify the untapped aspect(s): |
| If not, please specify the untapped aspect(s): |
| If not, please specify the untapped aspect(s): |

The final item pool we are asking you to review pertains to things that women inmates may sometimes consider to be problems in their housing unit. In our survey we ask respondents to "Please indicate, by circling the appropriate number, how much of a problem (if at all) you consider each of the following to be in your housing unit since you have been there. As mentioned previously, we provide a definition of

Item Pool #4 (Part A.): Problems in the Housing Unit (Issues Involving Women Inmates)

123.	Women here have gotten in debt to other women inmates as a result of owing money to the facility (for example: for damaging or vandalizing facility property).
124.	Women here have gotten in debt to other women inmates by purchasing contraband from them (for example, unauthorized medication, tobacco, illegal drugs, etc.).
125.	Women here have gotten into a physical fight with a staff member they were personally involved with or had a relationship with.
126.	Women here have gotten into physical fights because there are a lot of angry women inmates here.
127.	Women here have gotten into physical fights over *theft*, like when they suspect another woman inmate stole something from them, or find out who stole something from them, or catch someone stealing from them.
128.	Women here have made insulting or ridiculing verbal comments to other women inmates that were based on their personal characteristics such as age, race, color, or disability.
129.	Women here have made insulting or ridiculing verbal comments to other women inmates that were based on their group membership (for example, housing unit or close circle of friends), religion, political views or political affiliation.
130.	Women here have gotten into physical fights with other women inmates over debts.
131.	Women here have gotten into physical fights with other women inmates because of boredom.
132.	Women here have gotten into physical fights with roommates or cell mates because they "brought heat" or added staff attention to their room/cell or housing unit.
133.	A group of women inmates here have sexually attacked another woman inmate.
134.	A lone woman here has sexually attacked another woman inmate.
135.	New women inmates have gotten in debt to other women inmates because they did not know you should not accept things from other inmates.
136.	Roommates/cellmates here have had serious verbal arguments.
137.	Two or more women here have worked together (such as providing distractions or serving as a lookout) so that they can steal things from another woman inmate *without her knowing*, such as clothes, jewelry, commissary (canteen), food, medication, and the like.
138.	Women here have gotten into physical fights with other women inmates because of jealousy over another inmate.
139.	Women here have gotten into physical fights with other women inmates because of jealousy over a staff member.
140.	Two or more women here have worked together (such as providing distractions, serving as a lookout, or *ganging up* on someone) to *use physical force or violence* so that they can take things from other women inmates, such as clothes, jewelry, commissary (canteen), food, medication, and the like.
141.	Women here have used physical force or violence against other women inmates to take their things, like clothes, jewelry, commissary (canteen), food, medication and the like.
142.	Women here have used physical violence to force other women inmates to engage in any kind of **UNWANTED** sexual activity.
143.	Women here have used physical violence to make other women inmates do things they did not want to do.
144.	Women here have used pressure or threats to collect on debts.
145.	Women here have verbally threatened other women inmates with physical violence.
146.	Women here involved in personal relationships with other women have used physical violence to force their intimate partners or girlfriends to engage in any kind of **UNWANTED** sexual activity.
147.	Women here who were in personal relationships with each other have had serious verbal arguments.
148.	Two or more women here have worked together to *pressure or threaten* another woman inmate so that they can *intimidate* her into giving up her things, such as clothes, jewelry, commissary (canteen), food, medication, and the like.
149.	Women here have "sweet talked" or talked other women inmates into engaging in any kind of **UNWANTED** sexual activity.
150.	Women here have asked other women inmates to engage in any kind of **UNWANTED** sexual activity.
151.	Women here have asked other women inmates to give them their things, like clothes, jewelry, commissary (canteen), food, medication and the like.
152.	Women here have attacked other women inmates at the request or as a favor for a staff member.
153.	Women here have bribed other women inmates into engaging in any kind of **UNWANTED** sexual activity.
154.	Women here have given away property and other items to women inmates in order to protect themselves.
155.	Women here have gotten in debt as a result of borrowing commissary or other items from other inmates.
156.	Women here have gotten in debt as a result of gambling with other inmates.

Please continue to Item Pool 4 Part B (over)

"problem" , a rating scale, and instructions on how to mark it. Note that the use of the word "women" refers to one or more women inmates or detainees. ***Note also that Item Pool 4 is divided into two sections***. Prior to completing this section please to review the construct definitions in Item Pool Four.

Inmate Economic Conflict	Inmate Verbal Conflict	Inmate Sexual Violence	Inmate Physical Violence	Adequate Structure?	Essential Item?	Item Comments (required in the case of inadequate structure or non-essential item)
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	

Please continue to Item Pool 4 Part B (over)

	Item Pool #4 (Part B.): Problems in the Housing Unit (Issues Involving Women Inmates)
157.	Women here have gotten into physical fights with their friends.
158.	Women here have gotten into physical fights with women inmates over other kinds of things.
159.	Women here have gotten into verbal arguments over debts.
160.	Women here have gotten into verbal arguments that were **not** pointless, but based on **something.**
161.	Women here have gotten into verbal arguments that were pointless or not based on anything.
162.	Women here have gotten into physical fights with their intimate partners and girlfriends.
163.	Women here have pressured or verbally threatened other women inmates to hold contraband for them.
164.	Women here have purposely gotten into verbal arguments with other women inmates so that they would have an opportunity to either "tell," "snitch", "dry snitch," or otherwise convey information to staff.
165.	Women here have gotten into verbal arguments with other women inmates because they, "snitched," "dry snitched", or otherwise conveyed information to staff.
166.	Women here have gotten into verbal arguments with other women inmates over other kinds of things.
167.	Women here have gotten involved sexually with other inmates because they did not realize they were being used.
168.	Women here have hit, slapped, kicked or bitten other women inmates.
169.	Women here have intentionally gotten into physical fights with other women inmates so they could get sent to disciplinary to avoid conflict or trouble.
170.	Women here have intentionally gotten into physical fights with other women inmates so they could get a room change, in order to get closer to another woman inmate.
171.	Women here have intentionally gotten into verbal arguments with other women inmates so they could get sent to disciplinary to avoid conflict or trouble.
172.	Women here have intentionally gotten into physical fights with other women inmates so they could get "kicked out" of a program.
173.	Women here have intentionally gotten into verbal arguments with other women inmates so they could get "kicked out" of a program.
174.	Women here have intentionally gotten into verbal arguments with other women inmates so they could get a room change, in order to get closer to another woman inmate.
175.	Women here have gotten into physical fights with other women inmates because of a gang.
176.	Women here have no way to make money to buy what they need.
177.	Women here have offered protection to other women inmates in order to get them to engage in any kind of **UNWANTED** sexual activity.
178.	Women here have pressured or threatened other women inmates with physical violence to get them to engage in any kind of **UNWANTED** sexual activity.
179.	Women here have pressured or verbally threatened other women inmates to obtain their things, such as clothes, jewelry, commissary (canteen), food, medication and the like.
180.	Women here have pressured or verbally threatened other women inmates for failure to pay for services (e.g., doing their laundry, braiding their hair, etc.)
181.	Women here have pressured or verbally threatened other women inmates to engage in any kind of **UNWANTED** sexual activity.
182.	Women here have stolen things from other women inmates *without them knowing*.
183.	Women here have touched other women inmates in any way that made them uncomfortable.
184.	Women here have used a weapon in a physical fight with another woman inmate.

Do the items selected for *Inmate Economic Conflict*, as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct?　☐ NO　☐ YES

Do the items selected for *Inmate Verbal Conflict*, as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct?　☐ NO　☐ YES

Do the items selected for *Inmate Sexual Violence*, as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct?　☐ NO　☐ YES

Do the items selected for *Inmate Physical Violence*, as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct?　☐ NO　☐ YES

Inmate Economic Conflict	Inmate Verbal Conflict	Inmate Sexual Violence	Inmate Physical Violence	Adequate Structure?	Essential Item?	Item Comments (required in the case of inadequate structure or non-essential item)
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	
				No ? Yes	No ? Yes	

If not, please specify the untapped aspect(s):

If not, please specify the untapped aspect(s):

If not, please specify the untapped aspect(s):

If not, please specify the untapped aspect(s):

Please list any constructs you believe are relevant to the purpose of this study that were not listed above:	Construct Comments

What recommendations can you offer that may improve this survey?

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Please indicate how long it took you to complete this assessment: _____

Appendix D

Gendered Violence and Safety: A contextual approach to improving security in women's facilities
Results from the Subject Matter Expert Validation Assessment
(organized by construct and sorted by survey item number)
June 13, 2008

Constructs	Page	Face Validity Assessment			Content Validity Assessment	
		Inter-Rater Agreement	PI-Rater Agreement	Adequate Structure	Essential Items	Group of Items tap Construct
Inmate Economic Conflict	2	82.7%	82.7%	96.7%	94.2%	83.3%
Inmate Verbal Conflict	3	91.3%	91.3%	81.9%	84.7%	66.7%
Inmate Sexual Violence	4	91.6%	91.6%	86.1%	95.8%	83.3%
Inmate Physical Violence	5	87.7%	87.7%	87.0%	87.0%	50.0%
Staff Verbal Harassment	6	83.3%	77.1%	75.0%	81.3%	66.7%
Staff Sexual Harassment	6	84.1%	84.1%	83.3%	100.0%	83.3%
Staff Sexual Misconduct	7	83.0%	83.0%	61.9%	91.7%	66.7%
Staff Physical Violence	7	94.4%	83.3%	80.6%	97.2%	66.7%
Likelihood of Violence and Misconduct	8	100.0%	100.0%	95.8%	93.8%	83.3%
Personal Awareness of Policies/Procedures	8	95.7%	95.7%	76.7%	100.0%	66.7%
Reporting Climate	9	83.4%	65.3%	84.8%	95.5%	83.3%
Facility-related Factors Leading to Violence	10	86.0%	86.0%	93.3%	93.3%	33.3%
Policy-related Factors Leading to Violence	10	82.3%	78.6%	90.5%	92.1%	83.3%
Climate-related Factors Leading to Violence	11	80.5%	75.9%	84.1%	90.9%	83.3%
Overall Means from above Summary Data:		87.6%	84.5%	84.1%	92.7%	71.4%
Overall Means calculated from Detail Data:		**86.1%**	**82.4%**	**84.7%**	**92.3%**	**71.4%**

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Item Numbers SME Tool	Survey A	B	Inmate Economic Conflict (Item Pool 4) Inter-Rater Agreement: 82.7% PI-Rater Agreement: 82.7% Adequate Structure: 96.7% Essential Item: 94.2% Group of items adequately tap the construct: 83.3%	Inmate Economic Conflict	Inmate Verbal Conflict	Inmate Sexual Violence	Inmate Physical Violence	Agreement Inter-Rater	PI-Rater	Adequate Structure No	?	Yes	Essential Item No	?	Yes
176	1		Women here have no way to make money to buy what they need.	5				0.83	0.83	0	0	5	1	0	5
123	2		Women here have gotten in debt to other women inmates as a result of owing money to the facility (for example: for damaging or vandalizing facility property).	5				0.83	0.83	0	0	5	1	0	5
135	3		New women inmates have gotten in debt to other women inmates because they did not know you should not accept things from other inmates.	6				1.00	1.00	1	0	5	0	0	6
124	4		Women here have gotten in debt to other women inmates by purchasing contraband from them (for example, unauthorized medication, tobacco, illegal drugs, etc.).	6				1.00	1.00	0	0	6	0	0	6
155	5		Women here have gotten in debt as a result of borrowing commissary or other items from other inmates.	6				1.00	1.00	0	0	6	0	0	6
156	6		Women here have gotten in debt as a result of gambling with other inmates.	6				1.00	1.00	0	0	6	0	0	6
159	7		Women here have gotten into verbal arguments over debts.	6				1.00	1.00	0	0	6	0	0	6
144	8		Women here have used pressure or threats to collect on debts.	6			1	0.86	0.86	0	0	6	0	0	6
130	9		Women here have gotten into physical fights with other women inmates over debts.	6			1	0.86	0.86	0	0	6	0	0	6
154	10		Women here have given away property and other items to women inmates in order to protect themselves.	4			2	0.67	0.67	0	0	6	0	0	6
151	11		Women here have asked other women inmates to give them their things, like clothes, jewelry, commissary (canteen), food, medication and the like.	5				0.83	0.83	0	0	5	1	0	5
179	12		Women here have pressured or verbally threatened other women inmates to obtain their things, such as clothes, jewelry, commissary (canteen), food, medication and the like.	3	3		1	0.43	0.43	0	0	6	0	0	6
163	13		Women here have pressured or verbally threatened other women inmates to hold contraband for them.	6			1	0.86	0.86	0	0	6	0	0	6
180	14		Women here have pressured or verbally threatened other women inmates for failure to pay for services (e.g., doing their laundry, braiding their hair, etc.)	5	1		1	0.71	0.71	0	0	6	0	0	6
182	15		Women here have stolen things from other women inmates *without them knowing*.	5				0.83	0.83	0	0	6	1	0	5
127	16		Women here have gotten into physical fights over *theft*, like when they suspect another woman inmate stole something from them, or find out who stole something from them, or catch someone stealing from them.	5			1	0.83	0.83	0	0	6	0	0	6
141	17		Women here have used physical force or violence against other women inmates to take their things, like clothes, jewelry, commissary (canteen), food, medication and the like.	5			2	0.71	0.71	0	0	6	0	1	5
137	18		Two or more women here have worked together (such as providing distractions or serving as a lookout) so that they can steal things from another woman inmate *without her knowing*, such as clothes, jewelry, commissary (canteen), food, medication, and the like.	6			1	0.86	0.86	0	0	6	0	0	6
148	19		Two or more women here have worked together to *pressure or threaten* another woman inmate so that they can *intimidate* her into giving up her things, such as clothes, jewelry, commissary (canteen), food, medication, and the like.	5			2	0.71	0.71	0	0	6	1	0	5
140	20		Two or more women here have worked together (such as providing distractions, serving as a lookout, or *ganging up* on someone) to *use physical force or violence* so that they can take things from other women inmates, such as clothes, jewelry, commissary (canteen), food, medication, and the like.	5			2	0.71	0.71	0	0	6	0	1	5

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Item Numbers			Inmate Verbal Conflict (Item Pool 4) Inter-Rater Agreement: 91.3% PI-Rater Agreement: 91.3% Adequate Structure: 81.9% Essential Item: 84.7% Group of items adequately tap the construct: 66.7%	Inmate Economic Conflict	Inmate Verbal Conflict	Inmate Sexual Violence	Inmate Physical Violence	Agreement		Adequate Structure			Essential Item		
SME Tool	Survey A	B						Inter-Rater	PI-Rater	No	?	Yes	No	?	Yes
161	21		Women here have gotten into verbal arguments that were pointless or not based on anything.		6		1	0.86	0.86	1	1	4	0	1	4
160	22		Women here have gotten into verbal arguments that were **not** pointless, but based on **something.**		5			0.83	0.83	1	2	3	0	3	3
128	23		Women here have made insulting or ridiculing verbal comments to other women inmates that were based on their personal characteristics such as age, race, color, or disability.		6			1.00	1.00	0	0	6	0	0	6
129	24		Women here have made insulting or ridiculing verbal comments to other women inmates that were based on their group membership (for example, housing unit or close circle of friends), religion, political views or political affiliation.					1.00	1.00	0	0	6	0	0	6
136	25		Roommates/cellmates here have had serious verbal arguments.		6		1	0.86	0.86	0	0	6	0	0	6
147	27		Women here who were in personal relationships with each other have had serious verbal arguments.	6	6	1		0.86	0.86	0	2	4	0	2	4
164	28		Women here have purposely gotten into verbal arguments with other women inmates so that they would have an opportunity to either "tell," "snitch", "dry snitch," or otherwise convey information to staff.		6		1	0.86	0.86	0	0	6	0	0	6
165	29		Women here have gotten into verbal arguments with other women inmates because they, "snitched," "dry snitched", or otherwise conveyed information to staff.	6	6		1	0.86	0.86	0	0	6	0	0	6
171	30		Women here have intentionally gotten into verbal arguments with other women inmates so they could get sent to disciplinary to avoid conflict or trouble.		6			1.00	1.00	0	0	6	0	0	6
173	31		Women here have intentionally gotten into verbal arguments with other women inmates so they could get "kicked out" of a program.		6			1.00	1.00	0	0	6	0	0	6
174	32		Women here have intentionally gotten into verbal arguments with other women inmates so they could get a room change, in order to get closer to another woman inmate.		6			1.00	1.00	0	0	6	0	0	6
166	33		Women here have gotten into verbal arguments with other women inmates over other kinds of things.		5			0.83	0.83	1	4	0	1	3	2

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			Inmate Sexual Violence (Item Pool 4) **Inter-Rater Agreement: 91.6%** **PI-Rater Agreement: 91.6%** **Adequate Structure: 86.1%**	Inmate Economic Conflict	Inmate Verbal Conflict	**Inmate Sexual Violence**	Inmate Physical Violence	**Agreement**		**Adequate Structure**			**Essential Item**		
	Item Numbers							Inter-Rater	PI-Rater						
SME Tool	**Survey A**	**B**	**Essential Item: 95.8%** **Group of items adequately tap the construct: 83.3%**							No	?	Yes	No	?	Yes
167	35		Women here have gotten involved sexually with other inmates because they did not realize they were being used.			6		1.00	1.00	0	0	6	0	0	6
150	36		Women here have <u>asked</u> other women inmates to engage in any kind of **UNWANTED** sexual activity.			5		0.83	0.83	1	0	5	1	0	5
149	37		Women here have "sweet talked" or talked other women inmates into engaging in any kind of **UNWANTED** sexual activity.			6		1.00	1.00	1	0	5	0	0	6
153	38		Women here have bribed other women inmates into engaging in any kind of **UNWANTED** sexual activity.			6		1.00	1.00	1	0	5	0	0	6
177	39		Women here have offered protection to other women inmates in order to get them to engage in any kind of **UNWANTED** sexual activity.			6		1.00	1.00	1	0	5	0	0	6
181	40		Women here have pressured or verbally threatened other women inmates to engage in any kind of **UNWANTED** sexual activity.		1	6		0.86	0.86	0	0	6	0	0	6
178	41		Women here have pressured or threatened other women inmates with physical violence to get them to engage in any kind of **UNWANTED** sexual activity.		1	6	1	0.75	0.75	0	0	6	0	0	6
183	42		Women here have touched other women inmates in any way that made them uncomfortable.			5	1	0.83	0.83	2	2	2	1	1	4
142	44		Women here have used physical violence to force other women inmates to engage in any kind of **UNWANTED** sexual activity.			6	1	0.86	0.86	1	0	5	0	0	6
146	45		Women here involved in personal relationships with other women have used physical violence to force their intimate partners or girlfriends to engage in any kind of **UNWANTED** sexual activity.			6	1	0.86	0.86	1	0	5	0	0	6
134	47		A lone woman here has sexually attacked another woman inmate.			6		1.00	1.00	0	0	6	0	0	6
133	48		A group of women inmates here have sexually attacked another woman inmate.			6		1.00	1.00	0	0	6	0	0	6

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Item Numbers SME Tool	Survey A	B	Inmate Physical Violence (Item Pool 4) Inter-Rater Agreement: 87.7% PI-Rater Agreement: 87.7% Adequate Structure: 87.0% Essential Item: 87.0% Group of items adequately tap the construct: 50.0%	Inmate Economic Conflict	Inmate Verbal Conflict	Inmate Sexual Violence	Inmate Physical Violence	Agreement Inter-Rater	PI-Rater	Adequate Structure No	?	Yes	Essential Item No	?	Yes
145	54		Women here have verbally threatened other women inmates with physical violence.		2		4	0.67	0.67	0	0	6	0	0	6
131	55		Women here have gotten into physical fights with other women inmates because of boredom.				6	1.00	1.00	0	0	6	0	1	5
143	56		Women here have used physical violence to make other women inmates do things they did not want to do.			1	6	0.86	0.86	0	2	4	0	1	5
126	57		Women here have gotten into physical fights because there are a lot of angry women inmates here.				6	1.00	1.00	0	0	6	0	1	5
157	61		Women here have gotten into physical fights with their friends.				6	1.00	1.00	0	0	6	0	0	6
162	62		Women here have gotten into physical fights with their intimate partners and girlfriends.			3	3	0.50	0.50	0	0	6	0	0	6
125	63		Women here have gotten into a physical fight with a staff member they were personally involved with or had a relationship with.			1	4	0.67	0.67	3	1	2	3	1	2
138	64		Women here have gotten into physical fights with other women inmates because of jealousy over another inmate.			2	5	0.71	0.71	1	0	5	0	1	5
139	65		Women here have gotten into physical fights with other women inmates because of jealousy over a staff member.			2	5	0.71	0.71	1	0	5	0	1	5
152	66		Women here have attacked other women inmates at the request or as a favor for a staff member.				6	1.00	1.00	0	0	6	0	0	6
175	67		Women here have gotten into physical fights with other women inmates because of a gang.				6	1.00	1.00	1	0	5	0	0	6
132	68		Women here have gotten into physical fights with roommates or cell mates because they "brought heat" or added staff attention to their room/cell or housing unit.				6	1.00	1.00	0	0	6	0	0	6
169	69		Women here have intentionally gotten into physical fights with other women inmates so they could get sent to disciplinary to avoid conflict or trouble.				6	1.00	1.00	0	0	6	0	0	6
172	70		Women here have intentionally gotten into physical fights with other women inmates so they could get "kicked out" of a program.				6	1.00	1.00	0	0	6	0	0	6
170	71		Women here have intentionally gotten into physical fights with other women inmates so they could get a room change, in order to get closer to another woman inmate.			1	5	0.83	0.83	0	0	6	0	0	6
158	72		Women here have gotten into physical fights with women inmates over other kinds of things.	1			5	0.83	0.83	2	2	1	2	3	1
168	74		Women here have hit, slapped, kicked or bitten other women inmates.				6	1.00	1.00	0	0	6	0	0	6
184	75		Women here have used a weapon in a physical fight with another woman inmate.				6	1.00	1.00	0	0	6	0	0	6

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Item Numbers SME Tool	Survey A	Survey B	Staff Verbal Harassment (Item Pool 3) Inter-Rater Agreement: 83.3% PI-Rater Agreement: 77.1% Adequate Structure: 75.0% Essential Item: 81.3% Group of items adequately tap the construct: 66.7%	Staff Verbal Harass-ment	Staff Sexual Harass-ment	Staff Sexual Misconduct	Staff Physical Violence	Agreement Inter-Rater	PI-Rater	Adequate Structure No	?	Yes	Essential Item No	?	Yes
118	76		Staff here have talked with other staff and were overheard making unprofessional, disrespectful, demeaning, or belittling verbal comments about women inmates in their conversation.	5				0.83	0.83	1	0	4	0	1	5
106	77		Staff here have made unprofessional, disrespectful, demeaning, or belittling verbal comments to women inmates.	5	1			0.83	0.83	0	0	6	0	0	6
93	78		Staff here have made insulting or ridiculing verbal comments to women inmates that were based on their personal appearance or other physical characteristics such as age, race, color, or disability.	6				1.00	1.00	0	0	5	0	0	6
101	79		Staff here have made insulting or ridiculing verbal comments to women inmates that were based on their group membership (for example, housing unit, close circle of friends, gang affiliation), religion, political views or political affiliation.	6				1.00	1.00	0	0	6	0	0	6
97	80		Staff here have used profanity when talking to women inmates.	5	1			0.83	0.83	1	1	4	0	1	5
121	81		Staff here have yelled or screamed at women inmates.	4	1			0.67	0.67	0	0	5	0	1	5
122	82		Staff here have yelled or screamed at women inmates which escalated into a tense situation.	5				0.83	0.83	2	0	3	1	0	3
100	83		Staff here have yelled or screamed at women inmates during a tense situation and that escalated into physical violence between staff and inmates.	1			4	0.67	0.17	3	0	3	0	3	3

Item Numbers SME Tool	Survey A	Survey B	Staff Sexual Harassment (Item Pool 3) Inter-Rater Agreement: 84.1% PI-Rater Agreement: 84.1% Adequate Structure: 83.3% Essential Item: 100% Group of items adequately tap the construct: 83.3%	Staff Verbal Harass-ment	Staff Sexual Harass-ment	Staff Sexual Misconduct	Staff Physical Violence	Agreement Inter-Rater	PI-Rater	Adequate Structure No	?	Yes	Essential Item No	?	Yes
107	84		Staff here have made verbal statements or comments of a sexual nature to women inmates.		6			1.00	1.00	1	0	5	0	0	6
104	85		Staff here have made sexual jokes in front of women inmates.		6			1.00	1.00	0	0	6	0	0	6
91	86		Staff here have made demeaning or belittling references to the female gender.	2	4			0.67	0.67	1	0	4	0	0	6
92	87		Staff here have made derogatory comments about a woman inmate's body or clothing.		6			1.00	1.00	0	0	5	0	0	6
96	88		Staff here have used obscene or sexual language in front of women inmates.	2	5			0.71	0.71	1	0	5	0	0	6
105	89		Staff here have made sexual, obscene or disgusting gestures or noises in front of women inmates.	1	4			0.67	0.67	1	0	5	0	0	6

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Item Numbers SME Tool	Survey A	B	Staff Sexual Misconduct (Item Pool 3) Inter-Rater Agreement: 83.0% PI-Rater Agreement: 83.0% Adequate Structure: 61.9% Essential Item: 91.7% Group of items adequately tap the construct: 66.7%	Staff Verbal Harass-ment	Staff Sexual Harass-ment	Staff Sexual Mis-conduct	Staff Physical Violence	Inter-Rater	PI-Rater	No	?	Yes	No	?	Yes
90	92		Staff here have looked at or stared at women inmates in a way that made them uncomfortable.			4		0.67	0.67	2	1	3	0	2	3
89	93		Staff here have invaded the privacy of women inmates beyond what was necessary (like watching closely or staring at them in the shower or toilet).			5		0.83	0.83	1	0	4	0	0	5
115	94		Staff here have offered women inmates something in exchange for exposing or flashing any body part (for example, extra privileges).		1	6		0.86	0.86	1	1	4	0	0	6
114	95		Staff here have inappropriately touched women inmates in a sexual way while searching them.			6		1.00	1.00	0	0	6	0	0	6
94	96		Staff here have touched women inmates in any way that made them uncomfortable.		1	4		0.67	0.67	2	2	1	0	2	4
120	97		Staff here have touched women inmates in any sexual way.			5		0.83	0.83	2	0	4	0	0	6
103	98		Staff here have exposed their genitals (or breasts if female staff) to women inmates.			6		1.00	1.00	2	0	4	0	0	6
109	99		Staff here have asked women inmates to engage in any type of sexual activity.			6		1.00	1.00	1	0	5	0	0	5
95	100		Staff here have tried to persuade women inmates to engage in any type of sexual activity.		1	4		0.67	0.67	2	0	4	0	0	6
110	101		Staff here have engaged in any type of sexual activity with women inmates.			6		1.00	1.00	2	0	4	0	0	6
108	102		Staff here have offered bribes or protection to women inmates in any way to engage in sexual activity.			6		1.00	1.00	2	0	4	0	0	6
98	103		Staff here have verbally pressured or threatened women inmates to engage in any kind of sexual activity.		1	5		0.83	0.83	2	0	4	0	0	6
116	104		Staff here have pressured or threatened women inmates with any kind of physical violence to get them to engage in any type of sexual activity.	1	1	5	2	0.56	0.56	2	1	3	0	0	6
112	105		Staff here have forced women inmates through physical violence to engage in any type of sexual activity.			5	2	0.71	0.71	3	1	2	0	0	6

Item Numbers SME Tool	Survey A	B	Staff Physical Violence (Item Pool 3) Inter-Rater Agreement: 94.4% PI-Rater Agreement: 83.3% Adequate Structure: 80.6% Essential Item: 97.2% Group of items adequately tap the construct: 66.7%	Staff Verbal Harass-ment	Staff Sexual Harass-ment	Staff Sexual Misconduct	Staff Physical Violence	Inter-Rater	PI-Rater	No	?	Yes	No	?	Yes
99	106		Staff here have verbally threatened women inmates with physical violence.	1			5	0.83	0.83	0	0	5	0	0	5
119	107		Staff here have threatened a woman inmate with physical violence to keep quiet about any type of sexual relationship.			5	1	0.83	0.17	2	1	3	0	0	6
102	108		Staff here have engaged in excessive use of physical force with women inmates.				6	1.00	1.00	0	1	5	0	0	6
111	109		Staff here have engaged in excessive use of physical force while searching women inmates.				6	1.00	1.00	0	1	5	0	0	6
117	110		Staff here have struck women inmates with a baton or other authorized object when it was not needed.				6	1.00	1.00	0	0	6	0	0	6
113	111		Staff here have hit, slapped, kicked or bitten women inmates.				6	1.00	1.00	0	1	5	0	0	6

Appendix D

Item Numbers			Likelihood of Violence and Misconduct (Item Pool 1) Inter-Rater Agreement: 100% PI-Rater Agreement: 100% Adequate Structure: 95.8% Essential Item: 93.8% Group of items adequately tap the construct: 83.3%	Personal Aware-ness	Reporting Climate	Likelihood of Violence & Mis-conduct		Agreement		Adequate Structure			Essential Item		
SME Tool	Survey A	B						Inter-Rater	PI-Rater	No	?	Yes	No	?	Yes
33	116	5	Women inmates are likely to be successful in protecting themselves from inmate sexual violence here.			6		1.00	1.00	0	0	6	0	0	6
34	117	6	Women inmates are likely to be successful in protecting themselves from inmate physical violence here.			6		1.00	1.00	0	0	6	0	1	5
37	118	7	Women inmates are likely to be successful in protecting themselves from staff sexual misconduct here.			6		1.00	1.00	0	0	6	0	1	5
9	119	8	Women inmates are likely to be successful in protecting themselves from staff physical violence here.			6		1.00	1.00	0	0	6	0	0	6
8	120	9	It is not very likely that a woman inmate would become a victim of inmate physical violence during their incarceration here.			6		1.00	1.00	1	0	5	0	0	6
12	121	10	It is not very likely that a woman inmate would become a victim of inmate sexual violence here.			6		1.00	1.00	0	0	6	0	1	5
13	122	11	It is not very likely that a woman inmate would become a victim of staff physical violence during their incarceration here.			6		1.00	1.00	1	0	5	0	0	6
40	123	12	It is not very likely that a woman inmate would become a victim of staff sexual misconduct here.			6		1.00	1.00	0	0	6	0	0	6

Item Numbers			Personal Awareness of Policies and Procedures (Item Pool 1) Inter-Rater Agreement: 95.7% PI-Rater Agreement: 95.7% Adequate Structure: 76.7% Essential Item: 100% Group of items adequately tap the construct: 66.7%	Personal Aware-ness	Reporting Climate	Likelihood of Violence & Misconduct		Agreement		Adequate Structure			Essential Item		
SME Tool	Survey A	B						Inter-Rater	PI-Rater	No	?	Yes	No	?	Yes
24	125	13	I know the policies about the Prison Rape Elimination Act (PREA).	6				1.00	1.00	1	0	5	0	0	6
23	126	14	I have had an orientation or a class on PREA.	6				1.00	1.00	2	0	4	0	0	6
27	127	16	I have seen the posters about PREA.	6	1			0.86	0.86	1	1	4	0	0	6
30	128	17	I have had a class or some type of education on how to protect myself from sexual violence while incarcerated.	6				1.00	1.00	0	0	6	0	0	6
1	129	18	I have had a class or education here that teaches me about how to respond to staff sexual misconduct.	6				1.00	1.00	2	0	4	0	0	6
16	130	19	I know **how** to report any concerns I may have about sexual violence.	6				1.00	1.00	1	0	5	0	0	6
7	131	20	I know to **whom** to report any concerns I may have about sexual violence.	6	1			0.86	0.86	1	1	4	0	0	6
6	132	21	I have had a class or some type of education on how to protect myself from physical violence while incarcerated.	6				1.00	1.00	1	0	5	0	0	6
19	133	22	I know **how** to report any concerns I may have about physical violence.	6				1.00	1.00	1	0	5	0	0	6
3	134	23	I know to **whom** to report any concerns I may have about physical violence.	6	1			0.86	0.86	1	1	4	0	0	6

Appendix D

Item Numbers SME Tool	A	B	Reporting Climate (Item Pool 1) Inter-Rater Agreement: 83.4% PI-Rater Agreement: 65.3% Adequate Structure: 84.8% Essential Item: 95.5% Group of items adequately tap the construct: 83.3%	Personal Aware-ness	Report-ing Climate	Likelihood of Violence & Misconduct		Agreement Inter-Rater	PI-Rater	Adequate Structure No	?	Yes	Essential Item No	?	Yes
28	140	29	The housing staff are very concerned about the overall safety of women inmates.		5	1		0.83	0.83	0	2	4	0	0	6
29	141	30	There are programs that can help women inmates deal with any problems they have concerning safety here.	5	1			0.83	0.17	1	0	5	0	0	6
35	142	31	The reports and investigations about inmate sexual violence are taken seriously by staff here.		6			1.00	1.00	0	0	6	0	0	6
36	143	32	The reports and investigations about staff sexual misconduct are taken seriously by staff here.		6			1.00	1.00	0	0	6	0	0	6
5	144	33	The facility's procedures in how to report inmate sexual violence are effective in investigating inmate sexual violence.	3	3			0.50	0.50	2	0	4	0	1	4
26	145	34	The facility's procedures in how to report staff sexual misconduct are effective in investigating staff sexual misconduct.	3	3			0.50	0.50	2	1	3	0	0	6
31	146	35	This facility is dangerous to most women inmates here.		0	6		1.00	0.00	2	0	4	0	0	6
22	147	36	The facility is successful in protecting women inmates here from inmate sexual violence.		1	5		0.83	0.17	0	0	5	0	0	6
25	148	37	The facility is successful in protecting women inmates here from staff sexual misconduct.		1	5		0.83	0.17	1	0	5	0	0	6
2	149	38	The facility is successful in protecting women inmates here from inmate physical violence.			5		0.83	0.17	1	0	5	0	0	6
4	150	39	The facility is successful in protecting women inmates here from staff physical violence.		2	4		0.67	0.33	1	0	5	0	0	6
21	151	40	Staff would report on other staff that are involved sexually with women inmates.	1	6			1.00	1.00	1	0	5	0	0	6
32	152	41	When staff are accused of staff sexual misconduct, they are often told about this accusation by other staff members.		6			1.00	1.00	0	1	5	0	0	5
20	154	43	Staff have been fired for becoming sexually involved with women inmates here.	1	5			0.83	0.83	0	1	5	0	0	6
14	156	45	Nothing happens to staff that have become sexually involved with women inmates here.	1	5			0.83	0.83	1	0	5	0	0	6
17	157	46	There are many staff/inmate relationships here that no one does anything about.		6			1.00	1.00	1	0	5	0	0	6
10	158	47	Women inmates who make reports about sexual violence between women inmates worry about harassment from women inmates.		4	2		0.67	0.67	0	0	6	0	0	6
11	159	48	Women inmates who make reports about sexual violence between women inmates worry about harassment from staff.		5	1		0.83	0.83	0	0	6	0	1	5
39	160	49	Women inmates who make reports about staff sexual misconduct worry about harassment from women inmates.		5	1		0.83	0.83	0	0	6	0	0	6
38	161	50	Women inmates who make reports about staff sexual misconduct worry about harassment from staff.		5	1		0.83	0.83	0	0	6	0	1	5
18	162	51	Staff harass inmates who make reports about staff sexual misconduct..		5	1		0.83	0.83	0	0	6	0	0	6
15	164	53	Staff harass inmates who make reports about sexual violence between women inmates.		6	1		0.86	0.86	0	1	5	0	1	5

Appendix D

Item Numbers SME Tool	Survey A	Survey B	Facility-related Factors Potentially Leading to Violence (Item Pool 2) Inter-Rater Agreement: 86.0% PI-Rater Agreement: 86.0% Adequate Structure: 93.3% Essential Item: 93.3% Group of items adequately tap the construct: 33.3%	Facility Related	Policy Related	Climate Related		Agreement Inter-Rater	PI-Rater	Adequate Structure No	?	Yes	Essential Item No	?	Yes
54		59	There are certain places in this facility that puts women here at risk:	6	1	1		0.75	0.75	0	1	5	0	1	5
66		61	Poor layout and design of this facility puts women here at risk:	6				1.00	1.00	0	0	6	0	0	6
77		62/63	Lack of program and recreation space in this facility puts women here at risk:	6	1			0.86	0.86	0	1	5	0	1	5
49		64	Lack of adequate cell and housing space in this facility puts women here at risk:	5	1			0.83	0.83	0	0	6	0	0	6
63		66	Lack of cameras and other surveillance devices in this facility puts women here at risk:	6	1			0.86	0.86	0	0	6	0	0	6

Item Numbers SME Tool	Survey A	Survey B	Policy-related Factors Potentially Leading to Violence (Item Pool 2) Inter-Rater Agreement: 82.3% PI-Rater Agreement: 78.6% Adequate Structure: 90.5% Essential Item: 92.1% Group of items adequately tap the construct: 83.3%	Facility Related	Policy Related	Climate Related		Agreement Inter-Rater	PI-Rater	Adequate Structure No	?	Yes	Essential Item No	?	Yes
53		68	Lack of adequate medical care in this facility puts women here at risk:	1	5			0.83	0.83	0	0	6	0	0	6
67		69	Poor sanitary conditions in this facility puts women here at risk:	4	2			0.67	0.33	0	1	5	0	0	6
78		70	Lack of programs in this facility puts women here at risk:		6			1.00	1.00	1	0	5	0	0	6
68		71	Program cancellations and/or frequent reductions of program time in this facility puts women here at risk:		6			1.00	1.00	0	0	6	0	0	6
47		72	Existing housing/classification options in this facility puts women here at risk:	1	5			0.83	0.83	1	1	4	0	1	5
48		73	Frequent lockdowns in this facility puts women here at risk:	1	6			0.86	0.86	0	1	5	0	1	5
65		74	Overcrowding in this facility puts women here at risk:	5	2			0.71	0.29	0	1	5	0	1	5
59		75	Lack of things to do in this facility puts women here at risk:	1	5			0.83	0.83	0	1	5	0	0	6
64		76	Not having enough staff in this facility puts women here at risk:	1	6			0.86	0.86	0	0	6	0	0	6
56		77	Lack of staff monitoring or supervision in this facility puts women here at risk:	1	6			0.86	0.86	0	1	5	0	1	5
88		78	Staff in this facility who are not adequately trained to work with women puts women here at risk:		6			1.00	1.00	0	0	6	0	0	6
75		79	Staff that fail to do their job in this facility puts women here at risk:		6			1.00	1.00	1	0	5	0	0	5
80		80	Staff that work overtime or double shifts puts women here at risk:		6			1.00	1.00	0	0	6	0	0	6
74		81	Staff reluctance to help women here (for example, make an internal phone call to help an inmate) puts women inmates at risk:		4	2		0.67	0.67	0	0	6	0	0	6
81		82	Staff who supervise women inmates too strictly puts women here at risk:		5	2		0.71	0.71	0	0	6	0	0	6
86		83	Lack of communication or cooperation between custody and non-custody staff puts women here at risk:	1	5	2		0.63	0.63	0	1	5	0	1	5
76		84	Lack of communication or cooperation between custody staff put women here at risk:	1	5	2		0.63	0.63	0	1	5	0	0	6
42		85	Staff members who are related to each other put women here at risk:	1	4	1		0.67	0.67	0	0	6	1	2	3
71		86	Staff members who have drug and alcohol problems put women here at risk:		6	1		0.86	0.86	0	0	6	0	0	6
45		87	Administrators who don't know what is going on here put women at risk:		4	1		0.67	0.67	0	0	5	0	0	5
60		88	Lack of ways for women here to report problems in this facility puts women at risk:		6			1.00	1.00	0	0	6	0	0	6

Appendix D

SME Tool	Survey A	Survey B	Climate-related Factors Potentially Leading to Violence (Item Pool 2) Inter-Rater Agreement: 80.5% PI-Rater Agreement: 75.9% Adequate Structure: 84.1% Essential Item: 90.0% Group of items adequately tap the construct: 83.3%	Facility Related	Policy Related	Climate Related		Inter-Rater	PI-Rater	No	?	Yes	No	?	Yes
51		89	Inmate fears about disease in this facility puts women here at risk:	1	2	4		0.57	0.57	0	2	4	0	2	4
55		90	Lack of respect between women here puts women at risk:			6		1.00	1.00	0	0	6	0	0	6
70		91	Sexual tension among women here puts women at risk:		1	6		0.86	0.86	0	0	6	0	0	6
79		93	Women here with gang ties puts women at risk:		2	5		0.71	0.71	0	0	6	0	0	6
83		94	The number of women who have not gotten treatment for their pre-incarceration domestic abuse (mental, physical or sexual) issues put women at risk:		5	3		0.63	0.38	1	2	3	0	2	4
82		95	The number of women who have mental health problems puts women at risk:	1	5	3		0.56	0.33	1	3	1	1	1	3
69		96	Racial tension between women here puts women inmates at risk:		1	5		0.83	0.83	0	0	6	0	0	6
85		97	Women here who have money are at risk:		1	6		0.86	0.86	0	1	5	0	0	6
50		98	Gossip among women here in this facility puts women at risk:			6		1.00	1.00	0	0	6	0	0	6
57		99	Disagreements between women over television programs puts women inmates here at risk:		1	5		0.83	0.83	0	0	6	0	0	6
46		100	Disagreements between women over telephone availability puts women inmates here at risk:	1		5		0.83	0.83	0	0	6	0	1	5
52		101	Jealousy among women inmates over any staff member puts women here at risk:		1	5		0.83	0.83	0	0	6	0	0	6
41		102	Debts between women here over commissary (canteen), cigarettes, and drugs puts women inmates at risk:			6		1.00	1.00	1	0	5	0	0	6
62		103	Women here who have been accused or convicted of crimes against children are at risk:			6		1.00	1.00	0	0	6	0	0	6
61		104	Women here who don't know how to do their time are at risk:			6		1.00	1.00	1	0	5	0	0	6
44		106	Young and inexperienced women here are at risk:		1	5		0.83	0.83	1	1	4	0	0	6
58		107	Elderly women here are at risk:		2	4		0.67	0.67	0	0	6	0	0	6
87		108	Women here who have physical disabilities are at risk:	4	3	3		0.40	0.30	0	1	5	0	1	5
72		109	Women here with mental problems are at risk:		5	2		0.71	0.29	0	2	4	0	1	5
84		110	Women here who do not speak English are at risk:		2	5		0.71	0.71	0	1	5	0	0	6
73		111	Women who do not have any money are at risk:			6		1.00	1.00	0	0	6	0	0	6
43		112	Women who do not keep themselves clean are at risk:		1	6		0.86	0.86	1	1	4	0	2	4

Appendix D. Subject Matter Expert Validation Results

Appendix E

IMPROVING SAFETY IN WOMEN'S FACILITIES

May 2008

funded by the National Institute of Justice

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Please note: Appendix E contains both survey versions A and B.
This is version A. (Version B follows.)

Appendix E

IMPROVING SAFETY IN WOMEN'S FACILITIES

This survey is designed to measure how safe you feel in your housing unit and facility. We developed this survey by asking many women held in jails and prisons throughout the country about the different types of problems and dangers they face while incarcerated. We are asking you to fill out this survey so that we can learn about the kinds of problems and dangers women inmates face in this facility. The information you provide will be used to develop a strategy to reduce these problems and dangers, and hopefully make you safer.

All of the items or questions in this survey were designed to measure your feelings or perceptions. **We do not ask you to identify anyone (inmate or staff) who may be involved; nor do we ask about any of your own behaviors**. You will never be identified or associated with any of the answers you provide. Everything you tell us is confidential and will never be revealed as coming from you. No one in this facility will ever look at your individual answers. They will be combined with all the other answers in this unit and reported as combined information rather than as individual answers.

This survey has three major sections. In the first section, we ask about certain problems that may have recently occurred in your housing unit.

In the second section, we ask about violence in your housing unit, and policies, procedures and climate in this facility.

In the third and final section, we ask for some demographic information about you. This is very general information that will help us compare the safety of different areas in your facility, and different types of facilities. It does NOT include your name or other information that could be used to identify you.

Thank you very much for your assistance. You have received a copy of the information sheet that contains further information about the study and 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.

This document is a research report submitted to the U.S. Department of Justice. This report has not been published by the Department. Opinions or points of view expressed are those of the author(s) and do not necessarily reflect the official position or policies of the U.S. Department of Justice.

Appendix E

Please note: Appendix E contains both survey versions A and B.
This is version A. (Version B follows.)

Instructions

In order for the results of this survey to be as useful as possible, please read all of the instructions completely and answer all of the survey items. If a survey item does not have a response that you agree with, please do not leave it blank, but instead, select the response that comes closest to your opinion. It should take you 30 – 45 minutes to complete the survey. Please do not hesitate to ask the survey administrator if you have any questions.

Again, please ask us if you have any questions about the survey.

Section 1: Problems in the Housing Unit

Below is a list of things that women inmates may sometimes 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 of the following to be in your housing unit since you have been there.

Please note, 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

Since you have been in this housing unit, how much of a problem do you consider each of the following events to be in your HOUSING UNIT?

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

1. Women here have no way to make money to buy what they need.	0 1 2 3 4
2. Women here have gotten in debt to other women inmates as a result of owing money to the facility (for example: for damaging or vandalizing facility property).	0 1 2 3 4
3. New women inmates have gotten in debt to other women inmates because they did not know you should refuse to accept things from other inmates.	0 1 2 3 4
4. Women here have gotten in debt to other women inmates by purchasing contraband from them (for example, unauthorized medication, tobacco, illegal drugs, etc.).	0 1 2 3 4
5. Women here have gotten in debt as a result of borrowing commissary or other items from other inmates.	0 1 2 3 4
6. Women here have gotten in debt as a result of gambling with other inmates.	0 1 2 3 4
7. Women here have gotten into verbal arguments over debts.	0 1 2 3 4
8. Women here have used pressure or threats to collect on debts.	0 1 2 3 4
9. Women here have gotten into physical fights with other women inmates over debts.	0 1 2 3 4
10. Women here have given away property and other items to women inmates in order to protect themselves.	0 1 2 3 4
11. Women here have asked other women inmates to give them their things, like clothes, jewelry, commissary (canteen), food, medication and the like.	0 1 2 3 4
12. Women here have pressured or verbally threatened other women inmates to obtain their things, such as clothes, jewelry, commissary (canteen), food, medication and the like.	0 1 2 3 4

Please note: Appendix E contains both survey versions A and B.
This is version A. (Version B follows.)

Appendix E

Since you have been in this housing unit, how much of a problem do you consider each of the following events to be in your HOUSING UNIT?

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

13. Women here have pressured or verbally threatened other women inmates to hold contraband for them.	0 1 2 3 4
14. Women here have pressured or verbally threatened other women inmates for failure to pay for services (e.g., doing their laundry, braiding their hair, etc.)	0 1 2 3 4
15. Women here have stolen things from other women inmates **without them knowing**.	0 1 2 3 4
16. Women here have gotten into physical fights over **theft**, like when they suspect another woman inmate stole something from them, or find out who stole something from them, or catch someone stealing from them.	0 1 2 3 4
17. Women here have used physical force or violence against other women inmates to take their things, like clothes, jewelry, commissary (canteen), food, medication and the like.	0 1 2 3 4
18. Two or more women here have worked together (such as providing distractions or serving as a lookout) so that they can steal things from another woman inmate **without her knowing**, such as clothes, jewelry, commissary (canteen), food, medication, and the like.	0 1 2 3 4
19. Two or more women here have worked together to **pressure or threaten** another woman inmate so that they can **intimidate** her into giving up her things, such as clothes, jewelry, commissary (canteen), food, medication, and the like.	0 1 2 3 4
20. Two or more women here have worked together (such as providing distractions, serving as a lookout, or ganging up on someone) to **use physical force or violence** so that they can take things from other women inmates, such as clothes, jewelry, commissary (canteen), food, medication, and the like.	0 1 2 3 4
21. Women here have gotten into verbal arguments that were pointless or not based on anything.	0 1 2 3 4
22. Women here have gotten into verbal arguments that were <u>not</u> pointless, but based on <u>something</u>**.**	0 1 2 3 4
23. Women here have made insulting or ridiculing verbal comments to other women inmates that were based on their personal characteristics such as age, race, color, or disability.	0 1 2 3 4
24. Women here have made insulting or ridiculing verbal comments to other women inmates that were based on their group membership (for example, housing unit or close circle of friends), religion, political views or political affiliation.	0 1 2 3 4
25. Roommates/cellmates here have had serious verbal arguments.	0 1 2 3 4
26. Women here have gotten into verbal arguments with other women inmates because of gossip or rumors.	0 1 2 3 4
27. Women here who were in intimate relationships with each other have had serious verbal arguments.	0 1 2 3 4
28. Women here have purposely gotten into verbal arguments with other women inmates so that they would have an opportunity to either "tell," "snitch", "dry snitch," or otherwise convey information to staff.	0 1 2 3 4
29. Women here have gotten into verbal arguments with other women inmates because they, "snitched," "dry snitched", or otherwise conveyed information to staff.	0 1 2 3 4
30. Women here have intentionally gotten into verbal arguments with other women inmates so they could get sent to disciplinary to avoid conflict or trouble.	0 1 2 3 4
31. Women here have intentionally gotten into verbal arguments with other women inmates so they could get "kicked out" of a program.	0 1 2 3 4

Appendix E

Since you have been in this housing unit, how much of a problem do you consider each of the following events to be in your HOUSING UNIT?

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

32. Women here have intentionally gotten into verbal arguments with other women inmates so they could get a room change, in order to get closer to another woman inmate.	0 1 2 3 4
33. Women here have gotten into verbal arguments with other women inmates over other kinds of things.	0 1 2 3 4
34. If so, what other kinds of things? _____	
35. Women here have gotten involved sexually with other inmates because they did not realize they were being used.	0 1 2 3 4
36. Women here have <u>asked</u> other women inmates to engage in any kind of **UNWANTED** sexual activity.	0 1 2 3 4
37. Women here have "sweet talked" or talked other women inmates into engaging in any kind of **UNWANTED** sexual activity.	0 1 2 3 4
38. Women here have bribed other women inmates into engaging in any kind of **UNWANTED** sexual activity.	0 1 2 3 4
39. Women here have offered protection to other women inmates in order to get them to engage in any kind of **UNWANTED** sexual activity.	0 1 2 3 4
40. Women here have pressured or verbally threatened other women inmates to engage in any kind of **UNWANTED** sexual activity.	0 1 2 3 4
41. Women here have pressured or threatened other women inmates with physical violence to get them to engage in any kind of **UNWANTED** sexual activity.	0 1 2 3 4
42. Women here have touched other women inmates in any way that made them uncomfortable.	0 1 2 3 4
43. Weaker women inmates have been sexually attacked here.	0 1 2 3 4
44. Women here have used physical violence to force other women inmates to engage in any kind of **UNWANTED** sexual activity.	0 1 2 3 4
45. Women here involved in intimate relationships with other women have used physical violence to force their intimate partners or girlfriends to engage in any kind of **UNWANTED** sexual activity.	0 1 2 3 4
46. Women inmates have been sexually attacked here.	0 1 2 3 4
47. A lone woman here has sexually attacked another woman inmate.	0 1 2 3 4
48. A group of women inmates here have sexually attacked another woman inmate.	0 1 2 3 4
49. Women inmates have been sexually attacked here at night.	0 1 2 3 4
50. Women inmates have to defend themselves here.	0 1 2 3 4
51. Weaker women inmates have been physically attacked here.	0 1 2 3 4
52. Women here have gotten into physical fights that were pointless or not based on anything.	0 1 2 3 4
53. Women here have gotten into physical fights that were <u>not</u> pointless, but based on <u>something</u>.	0 1 2 3 4
54. Women here have verbally threatened other women inmates with physical violence.	0 1 2 3 4
55. Women here have gotten into physical fights with other women inmates because of boredom.	0 1 2 3 4

Please note: Appendix E contains both survey versions A and B.
This is version A. (Version B follows.)

Appendix E

Since you have been in this housing unit, how much of a problem do you consider each of the following events to be in your HOUSING UNIT?

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

56. Women here have used physical violence to make other women inmates do things they did not want to do.	0 1 2 3 4
57. Women here have gotten into physical fights because there are a lot of angry women inmates here.	0 1 2 3 4
58. Women here have gotten into physical fights with other women inmates because fear caused them to overreact to something.	0 1 2 3 4
59. Women here have gotten into physical fights with other women inmates so they would not appear to be weak or an easy target.	0 1 2 3 4
60. Women here have gotten into physical fights with other women inmates over disrespect.	0 1 2 3 4
61. Women here have gotten into physical fights with their friends.	0 1 2 3 4
62. Women here have gotten into physical fights with their intimate partners or girlfriends.	0 1 2 3 4
63. Women here have gotten into a physical fight with a staff member they were personally involved with or had an intimate relationship with.	0 1 2 3 4
64. Women here have gotten into physical fights with other women inmates because of jealousy over another inmate.	0 1 2 3 4
65. Women here have gotten into physical fights with other women inmates because of jealousy over a staff member.	0 1 2 3 4
66. Women here have attacked other women inmates at the request or as a favor for a staff member.	0 1 2 3 4
67. Women here have gotten into physical fights with other women inmates because of a gang.	0 1 2 3 4
68. Women here have gotten into physical fights with roommates or cell mates because they "brought heat" or added staff attention to their room/cell or housing unit.	0 1 2 3 4
69. Women here have intentionally gotten into physical fights with other women inmates so they could get sent to disciplinary to avoid conflict or trouble.	0 1 2 3 4
70. Women here have intentionally gotten into physical fights with other women inmates so they could get "kicked out" of a program.	0 1 2 3 4
71. Women here have intentionally gotten into physical fights with other women inmates so they could get a room change, in order to get closer to another woman inmate.	0 1 2 3 4
72. Women here have gotten into physical fights with women inmates over other kinds of things.	0 1 2 3 4
73. If so, what other kinds of things?_____ _____ _____	
74. Women here have hit, slapped, kicked or bitten other women inmates.	0 1 2 3 4
75. Women here have used a weapon in a physical fight with another woman inmate.	0 1 2 3 4

Appendix E

1.2 <u>Issues Involving Staff</u>

Please note, 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*

Since you have been in this housing unit, how much of a problem do you consider each of the following events to be in <u>your HOUSING UNIT</u>?

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

76. Staff here have talked with other staff and were overheard making unprofessional, disrespectful, demeaning, or belittling verbal comments about women inmates in their conversation.	0 1 2 3 4
77. Staff here have made unprofessional, disrespectful, demeaning, or belittling verbal comments to women inmates.	0 1 2 3 4
78. Staff here have made insulting or ridiculing verbal comments to women inmates that were based on their personal appearance or other physical characteristics such as age, race, color, or disability.	0 1 2 3 4
79. Staff here have made insulting or ridiculing verbal comments to women inmates that were based on their group membership (for example, housing unit, close circle of friends, gang affiliation), religion, political views or political affiliation.	0 1 2 3 4
80. Staff here have used profanity when speaking to women inmates.	0 1 2 3 4
81. Staff here have yelled or screamed at women inmates.	0 1 2 3 4
82. Staff here have yelled or screamed at women inmates which escalated into a tense situation.	0 1 2 3 4
83. Staff here have yelled or screamed at women inmates during a tense situation and that escalated into physical violence between staff and inmates.	0 1 2 3 4
84. Staff here have made inappropriate verbal statements or comments of a sexual nature to women inmates.	0 1 2 3 4
85. Staff here have made sexual jokes in front of women inmates.	0 1 2 3 4
86. Staff here have made demeaning or belittling references to the female gender.	0 1 2 3 4
87. Staff here have made derogatory comments about a woman inmate's body or clothing.	0 1 2 3 4
88. Staff here have used obscene or sexual language in front of women inmates.	0 1 2 3 4
89. Staff here have made sexual, obscene or disgusting gestures or noises in front of women inmates.	0 1 2 3 4
90. Women inmates here have approached staff in an attempt to develop a sexual relationship.	0 1 2 3 4
91. Women inmates here have flirted with staff.	0 1 2 3 4
92. Staff here have looked at or stared at women inmates' bodies in a way that made them uncomfortable.	0 1 2 3 4
93. Staff here have invaded the privacy of women inmates beyond what was necessary (like watching closely or staring at them in the shower or toilet).	0 1 2 3 4
94. Staff here have offered women inmates something, for example, extra privileges, in exchange for exposing or flashing any body part.	0 1 2 3 4

Appendix E

Since you have been in this housing unit, how much of a problem do you consider each of the following events to be in your HOUSING UNIT?

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

95. Staff here have inappropriately touched women inmates in a sexual way while searching them.	0 1 2 3 4
96. Staff here have touched women inmates in any way that made them uncomfortable.	0 1 2 3 4
97. Staff here have touched women inmates in any sexual way.	0 1 2 3 4
98. Staff here have exposed their genitals (and/or breasts if female staff) to women inmates.	0 1 2 3 4
99. Staff here have asked women inmates to engage in any type of sexual activity.	0 1 2 3 4
100. Staff here have tried to persuade women inmates to engage in any type of sexual activity.	0 1 2 3 4
101. Staff here have engaged in any type of sexual activity with women inmates.	0 1 2 3 4
102. Staff here have offered bribes or protection to women inmates in any way to engage in sexual activity.	0 1 2 3 4
103. Staff here have verbally pressured or threatened women inmates to engage in any kind of sexual activity.	0 1 2 3 4
104. Staff here have pressured or threatened women inmates with any kind of physical violence to get them to engage in any type of sexual activity.	0 1 2 3 4
105. Staff here have forced women inmates through physical violence to engage in any type of sexual activity.	0 1 2 3 4
106. Staff here have threatened women inmates with physical violence.	0 1 2 3 4
107. Staff here have threatened a woman inmate with physical violence to keep quiet about any type of sexual relationship.	0 1 2 3 4
108. Staff here have engaged in greater physical force than necessary while controlling women inmates.	0 1 2 3 4
109. Staff here have engaged in greater physical force than necessary while searching women inmates.	0 1 2 3 4
110. Staff here have struck women inmates with a baton or other authorized object when it was not needed.	0 1 2 3 4
111. Staff here have hit, slapped, kicked or bitten women inmates.	0 1 2 3 4

Appendix E

Definitions

In the remainder of the survey, we ask about **specific types of violence and conduct.** In order to make it clear what these terms mean and prevent confusion, we provide definitions below. For example, the definitions are helpful in clarifying the difference between **staff sexual _harassment_** and **staff sexual _misconduct_**. Please read these definitions before completing the remainder of the survey.

Inmate Sexual Violence means a wide range of victimizations of women inmates by other inmates, ranging from **rape to verbal threats of a sexual nature**, and includes:
- touching any women inmate without her consent, or a women inmate who is unable to consent or refuse (for example, if she is unconscious, asleep, mentally handicapped, etc.)
- forced sexual intercourse (i.e., rape) - both psychological coercion as well as physical force (forced sexual intercourse means vaginal, anal, or oral penetration by the inmate).
- incidents where penetration is from a foreign object such as a bottle
- attempted rapes and verbal threats of rape
- attacks or attempted attacks generally involving unwanted sexual contact between the victim and another inmate
- verbal threats of a sexually violent nature
- may or may not involve force and include such things as grabbing or fondling

Inmate Physical Violence includes **threats of physical force _OR_ use of physical force** by a woman inmate with the intent to harm or frighten another inmate or staff member such as:
- verbal threats of physical violence
- physical attempts or intent to inflict harm
- hitting, slapping, kicking, biting
- striking with a weapon
- does **NOT** include force or threats for sexual purposes, which are included in **_inmate sexual violence_**

Staff Verbal Harassment is **verbal statements or comments** (including yelling and shouting), of an insulting, ridiculing or harassing nature made by any staff member to a woman inmate and is often based on, but not limited to:
- the inmate's personal appearance or other characteristics, such as race, color, religion, national origin, age, disability, political affiliation, or group membership (for example, assigned housing unit or close circle of friends)
- does **NOT** include verbal statements or comments of a sexual nature, which are included under Staff Sexual Harassment

Staff Sexual Harassment is **verbal statements or comments** (including yelling and shouting) of a **sexual nature** made by any staff member to a woman inmate and includes:
- demeaning references to gender or sexual orientation
- derogatory comments about body or clothing
- profane or obscene language or gestures

Staff Sexual Misconduct is **any behavior, act, request _or_ threat** of a **sexual nature** directed toward a woman inmate by any staff member. Romantic relationships between staff and inmates are included in this definition. It consists of willing or non-willing sexual acts including:
- intentional touching of the genitalia, anus, groin, breast, inner thigh, or buttocks with the intent to abuse, arouse, or gratify sexual desire
- completed, attempted, threatened, or requested sexual acts
- occurrences of indecent exposure, invasion of privacy, lewd looks or staff voyeurism for sexual gratification

Staff Physical Violence includes the **threat _or_ use of physical force** with the intent to harm or frighten a woman inmate by any staff member and includes:
- hitting, slapping, kicking or biting
- excessive use of force
- physical attempts or threats
- striking women inmates with a baton or other authorized object when unnecessary
- does **NOT** include use of physical force for sexual purposes, which is included under Staff Sexual Misconduct

Please note: Appendix E contains both survey versions A and B.
This is version A. (Version B follows.)

Appendix E

Section 2: Violence in the Housing Unit, and
Policy, Procedures and Climate in the Facility

Please note, 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

112. Women inmates here are likely to be physically assaulted by an inmate.	1 2 3 4 5
113. Women inmates here are likely to be physically assaulted by staff.	1 2 3 4 5
114. Women inmates here are likely to be sexually assaulted by an inmate.	1 2 3 4 5
115. Women inmates here are likely to be sexually assaulted by staff.	1 2 3 4 5
116. Women inmates are likely to be successful in protecting themselves from inmate sexual violence here.	1 2 3 4 5
117. Women inmates are likely to be successful in protecting themselves from inmate physical violence here.	1 2 3 4 5
118. Women inmates are likely to be successful in protecting themselves from staff sexual misconduct here.	1 2 3 4 5
119. Women inmates are likely to be successful in protecting themselves from staff physical violence here.	1 2 3 4 5
120. It is not very likely that a woman inmate would become a victim of inmate physical violence during her incarceration here.	1 2 3 4 5
121. It is not very likely that a woman inmate would become a victim of inmate sexual violence here.	1 2 3 4 5
122. It is not very likely that a woman inmate would become a victim of staff physical violence during her incarceration here.	1 2 3 4 5
123. It is not very likely that a woman inmate would become a victim of staff sexual misconduct here.	1 2 3 4 5

We are interested in determining if you are aware of some policies and procedures that may exist **in this FACILTY**. Please indicate, by circling either Yes or No, whether or are not you are aware of the following policies and procedures **in this FACILTY**.

Please respond to the following items by circling either Yes or No.

124. I understand what PREA is.	Yes	No
125. I know there are policies about the Prison Rape Elimination Act (PREA).	Yes	No
126. I have had an orientation or a class on PREA.	Yes	No
127. I have seen information about PREA.	Yes	No
128. I have had a class or some type of information presented to me on how to protect myself from inmate sexual violence while incarcerated.	Yes	No
129. I have had a class or some type of information presented to me that taught me about how to respond to staff sexual misconduct.	Yes	No

Please note: Appendix E contains both survey versions A and B.
This is version A. (Version B follows.)

Appendix E

Please respond to the following items by circling either Yes or No.

130. I know **how** to go about reporting any concerns I may have about inmate sexual violence or staff sexual misconduct.	Yes	No
131. I know to **whom** I should report any concerns I may have about inmate sexual violence or staff sexual misconduct.	Yes	No
132. I have had a class or some type of information presented to me on how to protect myself from inmate or staff physical violence while incarcerated.	Yes	No
133. I know **how** to go about reporting any concerns I may have about inmate or staff physical violence.	Yes	No
134. I know to **whom** I should report any concerns I may have about inmate or staff physical violence.	Yes	No

Please circle the number indicating how much you disagree or agree with each of the following items regarding this FACILITY?

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

135. The present administrators (the warden, etc.) have been doing their best to improve sexual safety here.	1 2 3 4 5
136. The staff have badly handled inmate complaints about sexual safety here.	1 2 3 4 5
137. Staff members here have not been interested or concerned about the needs of inmates to be sexually safe.	1 2 3 4 5
138. Inmates are sometimes written-up for PREA violations without cause.	1 2 3 4 5
139. If a woman inmate believes she will be attacked, the custody housing staff here will protect her.	1 2 3 4 5
140. The custody staff here are very concerned about the overall safety of women inmates.	1 2 3 4 5
141. There are programs at this facility that can help women inmates deal with any problems they have concerning safety here.	1 2 3 4 5
142. The reports and investigations about <u>inmate sexual violence</u> are taken seriously by staff here.	1 2 3 4 5
143. The reports and investigations about <u>staff sexual misconduct</u> are taken seriously by staff here.	1 2 3 4 5
144. The facility's procedures for reporting <u>inmate sexual violence</u> are effective in investigating inmate sexual violence.	1 2 3 4 5
145. The facility's procedures for reporting <u>staff sexual misconduct</u> are effective in investigating staff sexual misconduct.	1 2 3 4 5
146. This facility is dangerous to most women inmates here.	1 2 3 4 5
147. The facility's procedures are successful in protecting women inmates here from <u>inmate sexual violence</u>.	1 2 3 4 5
148. The facility's procedures are successful in protecting women inmates here from <u>staff sexual misconduct</u>.	1 2 3 4 5
149. The facility's procedures are successful in protecting women inmates here from <u>inmate physical violence</u>.	1 2 3 4 5

Appendix E

Please circle the number indicating how much you disagree or agree with each of the following items regarding this FACILITY?

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

150. The facility's procedures are successful in protecting women inmates here from <u>staff physical violence</u>.	1 2 3 4 5
151. Staff would report on other staff who are involved sexually with women inmates.	1 2 3 4 5
152. When accused of staff sexual misconduct, the involved staff are often told about this accusation by other staff members.	1 2 3 4 5
153. Staff have been disciplined for becoming sexually involved with women inmates here.	1 2 3 4 5
154. Staff have been fired for becoming sexually involved with women inmates here.	1 2 3 4 5
155. Staff have been prosecuted for becoming sexually involved with women inmates here.	1 2 3 4 5
156. Nothing happens to staff who have become sexually involved with women inmates here.	1 2 3 4 5
157. Nothing happens to staff who have intimate relationships with women inmates here.	1 2 3 4 5
158. Women inmates who make reports about <u>sexual violence</u> between women inmates worry about harassment from <u>women inmates.</u>	1 2 3 4 5
159. Women inmates who make reports about <u>sexual violence</u> between women inmates worry about harassment from <u>staff.</u>	1 2 3 4 5
160. Women inmates who make reports about <u>staff sexual misconduct</u> worry about harassment from <u>women inmates.</u>	1 2 3 4 5
161. Women inmates who make reports about <u>staff sexual misconduct</u> worry about harassment from <u>staff.</u>	1 2 3 4 5
162. Staff harass inmates who make reports about <u>staff sexual misconduct.</u>.	1 2 3 4 5
163. Staff harass inmates who make reports about <u>staff physical violence</u>.	1 2 3 4 5
164. Staff harass inmates who make reports about <u>sexual violence</u> between women inmates.	1 2 3 4 5
165. Facility policies and procedures regarding the prevention of <u>sexual misconduct by staff members</u> toward women inmates are adequate.	1 2 3 4 5
166. Facility policies and procedures are adequate regarding the action that should be taken to provide for the safety of women inmates who have been, or were alleged to have been, the victims of sexual misconduct directed toward them by a staff member.	1 2 3 4 5
167. Facility policies and procedures are adequate regarding the action that should be taken when one becomes aware of a staff member engaging in sexual misconduct toward a woman inmate.	1 2 3 4 5
168. Facility policies and procedures are adequate regarding the provision of treatment to a woman inmate who has been the recipient of sexual misconduct directed toward her by a staff member.	1 2 3 4 5
169. Facility policies and procedures are adequate regarding disciplinary action against staff members who direct sexual misconduct toward woman inmates.	1 2 3 4 5

This document is a research report submitted to the U.S. Department of Justice. This report has not been published by the Department. Opinions or points of view expressed are those of the author(s) and do not necessarily reflect the official position or policies of the U.S. Department of Justice.

Appendix E

Please note: Appendix E contains both survey versions A and B.
This is version A. (Version B follows.)

Section 3: Demographics

In order for the results of this survey to help us understand how to make this facility safer, please answer all of the following demographic items. Please check the appropriate box or fill in the provided space for each item.

3.0 Housing Unit

What is your current housing unit or block? _____

3.1 Current Age

How old are you today? _____

3.2 Race/ethnicity

Please check one box that best describes your racial and ethnic identity:

☐ White/Caucasian   ☐ African-American   ☐ American Indian

☐ Hispanic/Latino   ☐ Asian

☐ Other (please specify)_____

3.3 Highest Degree of Education

Please check one box:

☐ 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

☐ Associate college degree completed

☐ Bachelor college degree completed

☐ Some college graduate work but no graduate degree completed

☐ Graduate degree completed

3.4 Current Offense

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:

☐ Violent Crimes

☐ Property Crimes

☐ Drug Crimes

☐ Other Crimes

Previous Incarceration

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

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

Please note: Appendix E contains both survey versions A and B. This is version A. (Version B follows.)

Appendix E

3.5 <u>Information about Length of Time in Housing Unit and Facility</u>

Please respond to the following items by entering the proper value in the blank provided. If you are unsure about the exact value, please estimate to the best of your ability. Note that we have provided an example.

3.51 Total amount of time served to date on current sentence (or pretrial status).
<u>For Example:</u> If you have served 4 years, 9 months, and 15 days on your current sentence you would enter:

Number of years:__**4**__ months:__**9**__ and days:__**15**__

How much time have you served on this sentence? Number of years:____ months:____ days:____

3.52 Total amount of time to expected release date.

How much time until you expect to be released? Number of years:____ months:____ days:____

If you do <u>not</u> have a release date, please mark the reason(s) below (check all that apply):

☐ you are serving a life sentence

☐ you are serving an indeterminate (parole board) sentence, for example, 3 to 5 years

☐ you are a pretrial or pre-sentence detainee (you have not yet gone to trail or been sentenced)

☐ you are a parole violator awaiting disposition

☐ other _____

3.53 Total amount of time served to date in the current facility.

How much time have you served in THIS facility? Number of years:____ months:____ days:____

3.54 Total amount of time served to date in the current housing unit.

How much time have you lived in THIS housing unit? Number of years:____ months:____ days:____

We would like you to respond to two final items. Please respond by circling either Yes, No, or Maybe.

I feel I may be subjected to some form of retaliation <u>from staff</u> for taking this survey.   Yes   No   Maybe

I feel I may be subjected to some form of retaliation <u>from inmates</u> for taking this survey.   Yes   No   Maybe

---

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

Thank you for taking the time to complete this survey. Your assistance in providing this information is very much appreciated. Before turning in your survey, please go back and look it over one last time to be sure you didn't skip any questions you wanted to answer.

Please note: Appendix E contains both survey versions A and B.
This is version B. (Version A precedes.)

Appendix E

IMPROVING SAFETY IN WOMEN'S FACILITIES

May 2008

funded by the National Institute of Justice

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Please note: Appendix E contains both survey versions A and B. This is version B. (Version A precedes.)

Appendix E

IMPROVING SAFETY IN WOMEN'S FACILITIES

This survey is designed to measure how safe you feel in your housing unit and facility. We developed this survey by asking many women held in jails and prisons throughout the country about the different types of problems and dangers they face while incarcerated. We are asking you to fill out this survey so that we can learn about the kinds of problems and dangers women inmates face in this facility. The information you provide will be used to develop a strategy to reduce these problems and dangers, and hopefully make you safer.

All of the items or questions in this survey were designed to measure your feelings or perceptions. **We do not ask you to identify anyone (inmate or staff) who may be involved; nor do we ask about any of your own behaviors**. You will never be identified or associated with any of the answers you provide. Everything you tell us is confidential and will never be revealed as coming from you. No one in this facility will ever look at your individual answers. They will be combined with all the other answers in this unit and reported as combined information rather than as individual answers.

This survey has three major sections. In the first section, we ask about violence in your housing unit, and policies, procedures and climate in this facility.

In the second section, we ask about some things that may create risky or dangerous situations here at this facility.

In the third and final section, we ask for some demographic information about you. This is very general information that will help us compare the safety of different areas in your facility, and different types of facilities. It does NOT include your name or other information that could be used to identify you.

Thank you very much for your assistance. You have received a copy of the information sheet that contains further information about the study and 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.

Please note: Appendix E contains both survey versions A and B.
This is version B. (Version A precedes.)

Appendix E

Definitions

In this survey, we ask about **specific types of violence and conduct.** In order to make it clear what these terms mean and prevent confusion, we provide definitions below. For example, the definitions are helpful in clarifying the difference between **staff sexual _harassment_** and **staff sexual _misconduct_**. Please read these definitions before completing the remainder of the survey.

Inmate Sexual Violence means a wide range of victimizations of women inmates by other inmates, ranging from **rape to verbal threats of a sexual nature**, and includes:
- touching any women inmate without her consent, or a women inmate who is unable to consent or refuse (for example, if she is unconscious, asleep, mentally handicapped, etc.)
- forced sexual intercourse (i.e., rape) - both psychological coercion as well as physical force (forced sexual intercourse means vaginal, anal, or oral penetration by the inmate).
- incidents where penetration is from a foreign object such as a bottle
- attempted rapes and verbal threats of rape
- attacks or attempted attacks generally involving unwanted sexual contact between the victim and another inmate
- verbal threats of a sexually violent nature
- may or may not involve force and include such things as grabbing or fondling

Inmate Physical Violence includes **threats of physical force _OR_ use of physical force** by a woman inmate with the intent to harm or frighten another inmate or staff member such as:
- verbal threats of physical violence
- physical attempts or intent to inflict harm
- hitting, slapping, kicking, biting
- striking with a weapon
- does **NOT** include force or threats for sexual purposes, which are included in **inmate sexual violence**

Staff Verbal Harassment is **verbal statements or comments** (including yelling and shouting), of an insulting, ridiculing or harassing nature made by any staff member to a woman inmate and is often based on, but not limited to:
- the inmate's personal appearance or other characteristics, such as race, color, religion, national origin, age, disability, political affiliation, or group membership (for example, assigned housing unit or close circle of friends)
- does **NOT** include verbal statements or comments of a sexual nature, which are included under Staff Sexual Harassment

Staff Sexual Harassment is **verbal statements or comments** (including yelling and shouting) of a **sexual nature** made by any staff member to a woman inmate and includes:
- demeaning references to gender or sexual orientation
- derogatory comments about body or clothing
- profane or obscene language or gestures

Staff Sexual Misconduct is **any behavior, act, request _or_ threat** of a **sexual nature** directed toward a woman inmate by any staff member. Romantic relationships between staff and inmates are included in this definition. It consists of willing or non-willing sexual acts including:
- intentional touching of the genitalia, anus, groin, breast, inner thigh, or buttocks with the intent to abuse, arouse, or gratify sexual desire
- completed, attempted, threatened, or requested sexual acts
- occurrences of indecent exposure, invasion of privacy, lewd looks or staff voyeurism for sexual gratification

Staff Physical Violence includes the **threat _or_ use of physical force** with the intent to harm or frighten a woman inmate by any staff member and includes:
- hitting, slapping, kicking or biting
- excessive use of force
- physical attempts or threats
- striking women inmates with a baton or other authorized object when unnecessary
- does **NOT** include use of physical force for sexual purposes, which is included under Staff Sexual Misconduct

Appendix E

Instructions

In order for the results of this survey to be as useful as possible, please read all of the instructions completely and answer all of the survey items. If a survey item does not have a response that you agree with, please do not leave it blank, but instead, select the response that comes closest to your opinion. It should take you 30 – 45 minutes to complete the survey. Please do not hesitate to ask the survey administrator if you have any questions.

Again, please ask us if you have any questions about the survey.

Section1: Violence in the Housing Unit, and Policy, Procedures and Climate in the Facility

Please note, 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

1. Women inmates here are likely to be <u>physically assaulted by an inmate.</u>	1 2 3 4 5
2. Women inmates here are likely to be <u>physically assaulted by staff.</u>	1 2 3 4 5
3. Women inmates here are likely to be <u>sexually assaulted by an inmate.</u>	1 2 3 4 5
4. Women inmates here are likely to be <u>sexually assaulted by staff.</u>	1 2 3 4 5
5. Women inmates are likely to be successful in protecting themselves from <u>inmate sexual violence</u> here.	1 2 3 4 5
6. Women inmates are likely to be successful in protecting themselves from <u>inmate physical violence</u> here.	1 2 3 4 5
7. Women inmates are likely to be successful in protecting themselves from <u>staff sexual misconduct</u> here.	1 2 3 4 5
8. Women inmates are likely to be successful in protecting themselves from <u>staff physical violence</u> here.	1 2 3 4 5
9. It is <u>not</u> very likely that a woman inmate would become a victim of <u>inmate physical violence</u> during her incarceration here.	1 2 3 4 5
10. It is <u>not</u> very likely that a woman inmate would become a victim of <u>inmate sexual violence</u> here.	1 2 3 4 5
11. It is <u>not</u> very likely that a woman inmate would become a victim of <u>staff physical violence</u> during her incarceration here.	1 2 3 4 5
12. It is <u>not</u> very likely that a woman inmate would become a victim of <u>staff sexual misconduct</u> here.	1 2 3 4 5

Please note: Appendix E contains both survey versions A and B.
This is version B. (Version A precedes.)

Appendix E

We are interested in determining if you are aware of some policies and procedures that may exist **in this FACILTY**. Please indicate, by circling either Yes or No, whether or are not you are aware of the following policies and procedures **in this FACILTY**.

Please respond to the following items by circling either Yes or No.

13.	I understand what PREA is.	Yes	No
14.	I know there are policies about the Prison Rape Elimination Act (PREA).	Yes	No
15.	I have had an orientation or a class on PREA.	Yes	No
16.	I have seen information about PREA.	Yes	No
17.	I have had a class or some type of information presented to me on how to protect myself from inmate sexual violence while incarcerated.	Yes	No
18.	I have had a class or some type of information presented to me that taught me about how to respond to staff sexual misconduct.	Yes	No
19.	I know **how** to go about reporting any concerns I may have about inmate sexual violence or staff sexual misconduct.	Yes	No
20.	I know to **whom** I should report any concerns I may have about inmate sexual violence or staff sexual misconduct.	Yes	No
21.	I have had a class or some type of information presented to me on how to protect myself from inmate or staff physical violence while incarcerated.	Yes	No
22.	I know **how** to go about reporting any concerns I may have about inmate or staff physical violence.	Yes	No
23.	I know to **whom** I should report any concerns I may have about inmate or staff physical violence.	Yes	No

Please circle the number indicating how much you disagree or agree with each of the following items regarding this FACILITY?

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

24.	The present administrators (the warden, etc.) have been doing their best to improve sexual safety here.	1 2 3 4 5
25.	The staff have badly handled inmate complaints about sexual safety here.	1 2 3 4 5
26.	Staff members here have not been interested or concerned about the needs of inmates to be sexually safe.	1 2 3 4 5
27.	Inmates are sometimes written-up for PREA violations without cause.	1 2 3 4 5
28.	If a woman inmate believes she will be attacked, the custody housing staff here will protect her.	1 2 3 4 5
29.	The custody staff here are very concerned about the overall safety of women inmates.	1 2 3 4 5
30.	There are programs at this facility that can help women inmates deal with any problems they have concerning safety here.	1 2 3 4 5
31.	The reports and investigations about <u>inmate sexual violence</u> are taken seriously by staff here.	1 2 3 4 5
32.	The reports and investigations about <u>staff sexual misconduct</u> are taken seriously by staff here.	1 2 3 4 5

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Appendix E

Please circle the number indicating how much you disagree or agree with each of the following items regarding this FACILITY?

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

33. The facility's procedures for reporting <u>inmate sexual violence</u> are effective in investigating inmate sexual violence.	1 2 3 4 5
34. The facility's procedures for reporting <u>staff sexual misconduct</u> are effective in investigating staff sexual misconduct.	1 2 3 4 5
35. This facility is dangerous to most women inmates here.	1 2 3 4 5
36. The facility's procedures are successful in protecting women inmates here from <u>inmate sexual violence</u>.	1 2 3 4 5
37. The facility's procedures are successful in protecting women inmates here from <u>staff sexual misconduct</u>.	1 2 3 4 5
38. The facility's procedures are successful in protecting women inmates here from <u>inmate physical violence</u>.	1 2 3 4 5
39. The facility's procedures are successful in protecting women inmates here from <u>staff physical violence</u>.	1 2 3 4 5
40. Staff would report on other staff who are involved sexually with women inmates.	1 2 3 4 5
41. When accused of staff sexual misconduct, the involved staff are often told about this accusation by other staff members.	1 2 3 4 5
42. Staff have been disciplined for becoming sexually involved with women inmates here.	1 2 3 4 5
43. Staff have been fired for becoming sexually involved with women inmates here.	1 2 3 4 5
44. Staff have been prosecuted for becoming sexually involved with women inmates here.	1 2 3 4 5
45. Nothing happens to staff who have become sexually involved with women inmates here.	1 2 3 4 5
46. Nothing happens to staff who have intimate relationships with women inmates here.	1 2 3 4 5
47. Women inmates who make reports about <u>sexual violence</u> between women inmates worry about harassment from <u>women inmates.</u>	1 2 3 4 5
48. Women inmates who make reports about <u>sexual violence</u> between women inmates worry about harassment from <u>staff.</u>	1 2 3 4 5
49. Women inmates who make reports about <u>staff sexual misconduct</u> worry about harassment from <u>women inmates.</u>	1 2 3 4 5
50. Women inmates who make reports about <u>staff sexual misconduct</u> worry about harassment from <u>staff.</u>	1 2 3 4 5
51. Staff harass inmates who make reports about <u>staff sexual misconduct.</u>.	1 2 3 4 5
52. Staff harass inmates who make reports about <u>staff physical violence</u>.	1 2 3 4 5
53. Staff harass inmates who make reports about <u>sexual violence</u> between women inmates.	1 2 3 4 5
54. Facility policies and procedures regarding the prevention of <u>sexual misconduct by staff members</u> toward women inmates are adequate.	1 2 3 4 5

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Appendix E

Please circle the number indicating how much you disagree or agree with each of the following items regarding this FACILITY?

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

55. Facility policies and procedures are adequate regarding the action that should be taken to provide for the safety of women inmates who have been, or were alleged to have been, the victims of sexual misconduct directed toward them by a staff member.	1 2 3 4 5
56. Facility policies and procedures are adequate regarding the action that should be taken when one becomes aware of a staff member engaging in sexual misconduct toward a woman inmate.	1 2 3 4 5
57. Facility policies and procedures are adequate regarding the provision of treatment to a woman inmate who has been the recipient of sexual misconduct directed toward her by a staff member.	1 2 3 4 5
58. Facility policies and procedures are adequate regarding disciplinary action against staff members who direct sexual misconduct toward woman inmates?	1 2 3 4 5

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Section Two: Potential Factors Leading to Violence

Please note, 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*

We are interested in determining if some of the things listed below contribute to different types of violence **in this FACILITY**.

Please do the following with each item: First, check the appropriate box if you disagree or agree with the item. If you disagree with the item, go on to the next item below. If you agree with the item, go to the right and circle the appropriate number that indicates your opinion on the kind of risk each item **(a. through f.)** presents women inmates. After you answer these six items, proceed to the next question below. Note that for each set of numbers 0 through 4, you should circle one number (see EXAMPLES below).
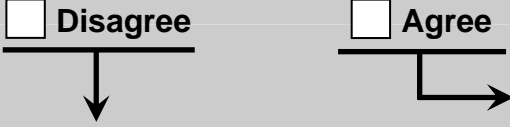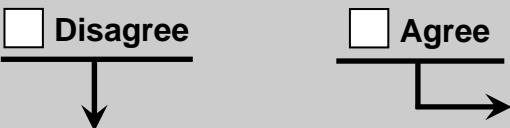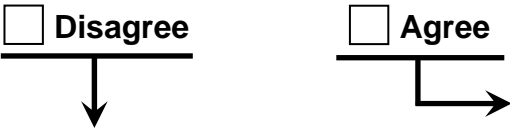
To what extent does each of the items below put women in this FACILITY at risk of a particular type of violence?
0 = Not at all   1 = A Small Extent   2 = A Moderate Extent   3 = A Large Extent   4 = A Very Large Extent

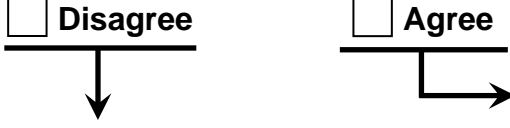| EXAMPLE 1		
Watching too many soap operas puts women inmates in this facility at risk:	a. of inmate sexual violence	0 1 2 3 4
	b. of inmate physical violence	0 1 2 3 4
	c. of staff verbal harassment	0 1 2 3 4
☑ **Disagree** ☐ **Agree**	d. of staff sexual harassment	0 1 2 3 4
	e. of staff sexual misconduct	0 1 2 3 4
	f. of staff physical violence	0 1 2 3 4
EXAMPLE 2	a. of inmate sexual violence	0 1 ② 3 4
The color of the paint used in most of the facility puts women here at risk:	b. of inmate physical violence	0 1 2 3 ④
	c. of staff verbal harassment	0 1 ② 3 4
☐ **Disagree** ☑ **Agree**	d. of staff sexual harassment	0 ① 2 3 4
	e. of staff sexual misconduct	0 1 2 ③ 4
	f. of staff physical violence	⓪ 1 2 3 4

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Appendix E

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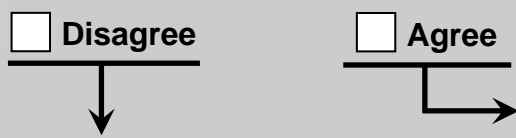
To what extent does each of the items below put women <u>in this FACILITY</u> at risk of a particular type of violence?

0 = Not at all   1 = A Small Extent   2 = A Moderate Extent   3 = A Large Extent   4 = A Very Large Extent

59. There are certain places in this facility that puts women here at risk: ☐ **Disagree** ☐ **Agree**		
a. of inmate sexual violence		0 1 2 3 4
b. of inmate physical violence		0 1 2 3 4
c. of staff verbal harassment		0 1 2 3 4
d. of staff sexual harassment		0 1 2 3 4
e. of staff sexual misconduct		0 1 2 3 4
f. of staff physical violence		0 1 2 3 4

60. If so, where are these places? _____
_____

61. Poor layout and design of this facility puts women here at risk: ☐ **Disagree** ☐ **Agree**		
a. of inmate sexual violence		0 1 2 3 4
b. of inmate physical violence		0 1 2 3 4
c. of staff verbal harassment		0 1 2 3 4
d. of staff sexual harassment		0 1 2 3 4
e. of staff sexual misconduct		0 1 2 3 4
f. of staff physical violence		0 1 2 3 4

62. Lack of program space (for education, treatment, etc.) in this facility puts women here at risk: ☐ **Disagree** ☐ **Agree**		
a. of inmate sexual violence		0 1 2 3 4
b. of inmate physical violence		0 1 2 3 4
c. of staff verbal harassment		0 1 2 3 4
d. of staff sexual harassment		0 1 2 3 4
e. of staff sexual misconduct		0 1 2 3 4
f. of staff physical violence		0 1 2 3 4

63. Lack of recreation space in this facility puts women here at risk of: ☐ **Disagree** ☐ **Agree**		
a. of inmate sexual violence		0 1 2 3 4
b. of inmate physical violence		0 1 2 3 4
c. of staff verbal harassment		0 1 2 3 4
d. of staff sexual harassment		0 1 2 3 4
e. of staff sexual misconduct		0 1 2 3 4
f. of staff physical violence		0 1 2 3 4

64. Lack of adequate cell and housing space in this facility puts women here at risk: ☐ **Disagree** ☐ **Agree**		
a. of inmate sexual violence		0 1 2 3 4
b. of inmate physical violence		0 1 2 3 4
c. of staff verbal harassment		0 1 2 3 4
d. of staff sexual harassment		0 1 2 3 4
e. of staff sexual misconduct		0 1 2 3 4
f. of staff physical violence		0 1 2 3 4

65. The temperature in this facility puts women here at risk: ☐ **Disagree** ☐ **Agree**		
a. of inmate sexual violence		0 1 2 3 4
b. of inmate physical violence		0 1 2 3 4
c. of staff verbal harassment		0 1 2 3 4
d. of staff sexual harassment		0 1 2 3 4
e. of staff sexual misconduct		0 1 2 3 4
f. of staff physical violence		0 1 2 3 4

Appendix E

To what extent does each of the items below put women <u>in this FACILITY</u> at risk of a particular type of violence?

0 = Not at all   1 = A Small Extent   2 = A Moderate Extent   3 = A Large Extent   4 = A Very Large Extent

66. Lack of cameras and other surveillance devices in this facility puts women here at risk: ☐ **Disagree**　☐ **Agree**						
a. of inmate sexual violence	0	1	2	3	4
b. of inmate physical violence	0	1	2	3	4
c. of staff verbal harassment	0	1	2	3	4
d. of staff sexual harassment	0	1	2	3	4
e. of staff sexual misconduct	0	1	2	3	4
f. of staff physical violence	0	1	2	3	4

67. The quality of food in this facility puts women here at risk: ☐ **Disagree**　☐ **Agree**						
a. of inmate sexual violence	0	1	2	3	4
b. of inmate physical violence	0	1	2	3	4
c. of staff verbal harassment	0	1	2	3	4
d. of staff sexual harassment	0	1	2	3	4
e. of staff sexual misconduct	0	1	2	3	4
f. of staff physical violence	0	1	2	3	4

68. Lack of adequate medical care in this facility puts women here at risk: ☐ **Disagree**　☐ **Agree**						
a. of inmate sexual violence	0	1	2	3	4
b. of inmate physical violence	0	1	2	3	4
c. of staff verbal harassment	0	1	2	3	4
d. of staff sexual harassment	0	1	2	3	4
e. of staff sexual misconduct	0	1	2	3	4
f. of staff physical violence	0	1	2	3	4

69. Poor sanitary conditions in this facility puts women here at risk: ☐ **Disagree**　☐ **Agree**						
a. of inmate sexual violence	0	1	2	3	4
b. of inmate physical violence	0	1	2	3	4
c. of staff verbal harassment	0	1	2	3	4
d. of staff sexual harassment	0	1	2	3	4
e. of staff sexual misconduct	0	1	2	3	4
f. of staff physical violence	0	1	2	3	4

70. Lack of programs (education, treatment, etc.) in this facility puts women here at risk: ☐ **Disagree**　☐ **Agree**						
a. of inmate sexual violence	0	1	2	3	4
b. of inmate physical violence	0	1	2	3	4
c. of staff verbal harassment	0	1	2	3	4
d. of staff sexual harassment	0	1	2	3	4
e. of staff sexual misconduct	0	1	2	3	4
f. of staff physical violence	0	1	2	3	4

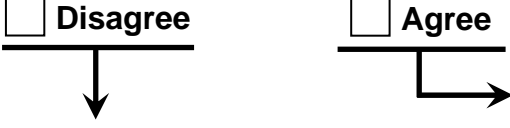| 71. Program cancellations and/or frequent reductions of program time in this facility puts women here at risk: ☐ **Disagree**　☐ **Agree**						
a. of inmate sexual violence	0	1	2	3	4
b. of inmate physical violence	0	1	2	3	4
c. of staff verbal harassment	0	1	2	3	4
d. of staff sexual harassment	0	1	2	3	4
e. of staff sexual misconduct	0	1	2	3	4
f. of staff physical violence	0	1	2	3	4

Appendix E

To what extent does each of the items below put women <u>in this FACILITY</u> at risk of a particular type of violence?

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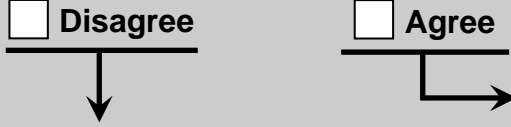| 72. Existing housing options in this facility puts women here at risk: ☐ **Disagree** ☐ **Agree**	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
73. Frequent lockdowns in this facility puts women here at risk: ☐ **Disagree** ☐ **Agree**	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
74. Overcrowding in this facility puts women here at risk: ☐ **Disagree** ☐ **Agree**	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
75. Lack of things for inmates to do in this facility puts women here at risk: ☐ **Disagree** ☐ **Agree**	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
76. Not having enough staff in this facility puts women here at risk: ☐ **Disagree** ☐ **Agree**	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
77. Staff failure to monitor or supervise inmates in this facility puts women here at risk: ☐ **Disagree** ☐ **Agree**	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4

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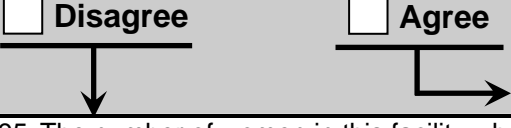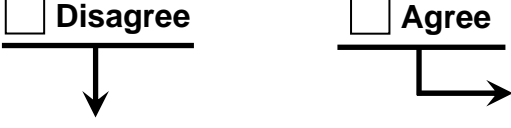This is version B. (Version A precedes.)

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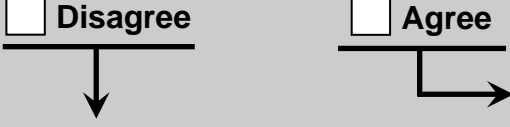
To what extent does each of the items below put women <u>in this FACILITY</u> at risk of a particular type of violence?

0 = Not at all   1 = A Small Extent   2 = A Moderate Extent   3 = A Large Extent   4 = A Very Large Extent

78. Staff in this facility who are not adequately trained to work with women puts women here at risk: ☐ **Disagree** ☐ **Agree**	a. of inmate sexual violence	0 1 2 3 4
	b. of inmate physical violence	0 1 2 3 4
	c. of staff verbal harassment	0 1 2 3 4
	d. of staff sexual harassment	0 1 2 3 4
	e. of staff sexual misconduct	0 1 2 3 4
	f. of staff physical violence	0 1 2 3 4
79. Staff who fail to do their job in this facility put women here at risk: ☐ **Disagree** ☐ **Agree**	a. of inmate sexual violence	0 1 2 3 4
	b. of inmate physical violence	0 1 2 3 4
	c. of staff verbal harassment	0 1 2 3 4
	d. of staff sexual harassment	0 1 2 3 4
	e. of staff sexual misconduct	0 1 2 3 4
	f. of staff physical violence	0 1 2 3 4
80. Staff who work overtime or double shifts in this facility puts women here at risk: ☐ **Disagree** ☐ **Agree**	a. of inmate sexual violence	0 1 2 3 4
	b. of inmate physical violence	0 1 2 3 4
	c. of staff verbal harassment	0 1 2 3 4
	d. of staff sexual harassment	0 1 2 3 4
	e. of staff sexual misconduct	0 1 2 3 4
	f. of staff physical violence	0 1 2 3 4
81. Staff reluctance to help women in this facility (for example, make an internal phone call to help an inmate) puts women here at risk: ☐ **Disagree** ☐ **Agree**	a. of inmate sexual violence	0 1 2 3 4
	b. of inmate physical violence	0 1 2 3 4
	c. of staff verbal harassment	0 1 2 3 4
	d. of staff sexual harassment	0 1 2 3 4
	e. of staff sexual misconduct	0 1 2 3 4
	f. of staff physical violence	0 1 2 3 4
82. Staff in this facility who supervise women inmates too strictly puts women here at risk: ☐ **Disagree** ☐ **Agree**	a. of inmate sexual violence	0 1 2 3 4
	b. of inmate physical violence	0 1 2 3 4
	c. of staff verbal harassment	0 1 2 3 4
	d. of staff sexual harassment	0 1 2 3 4
	e. of staff sexual misconduct	0 1 2 3 4
	f. of staff physical violence	0 1 2 3 4
83. Lack of communication or cooperation between custody and non-custody staff in this facility puts women here at risk: ☐ **Disagree** ☐ **Agree**	a. of inmate sexual violence	0 1 2 3 4
	b. of inmate physical violence	0 1 2 3 4
	c. of staff verbal harassment	0 1 2 3 4
	d. of staff sexual harassment	0 1 2 3 4
	e. of staff sexual misconduct	0 1 2 3 4
	f. of staff physical violence	0 1 2 3 4

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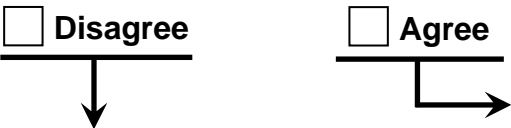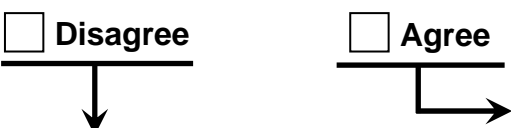This is version B. (Version A precedes.)
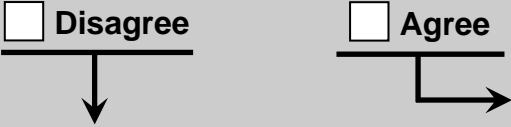
To what extent does each of the items below put women <u>in this FACILITY</u> at risk of a particular type of violence?

0 = Not at all   1 = A Small Extent   2 = A Moderate Extent   3 = A Large Extent   4 = A Very Large Extent

84. Lack of communication or cooperation between custody staff in this facility put women here at risk: ☐ **Disagree** ☐ **Agree**						
a. of inmate sexual violence	0	1	2	3	4
b. of inmate physical violence	0	1	2	3	4
c. of staff verbal harassment	0	1	2	3	4
d. of staff sexual harassment	0	1	2	3	4
e. of staff sexual misconduct	0	1	2	3	4
f. of staff physical violence	0	1	2	3	4

85. Staff members in this facility who are related to each other put women here at risk: ☐ **Disagree** ☐ **Agree**						
a. of inmate sexual violence	0	1	2	3	4
b. of inmate physical violence	0	1	2	3	4
c. of staff verbal harassment	0	1	2	3	4
d. of staff sexual harassment	0	1	2	3	4
e. of staff sexual misconduct	0	1	2	3	4
f. of staff physical violence	0	1	2	3	4

86. Staff members in this facility who have drug and alcohol problems put women here at risk: ☐ **Disagree** ☐ **Agree**						
a. of inmate sexual violence	0	1	2	3	4
b. of inmate physical violence	0	1	2	3	4
c. of staff verbal harassment	0	1	2	3	4
d. of staff sexual harassment	0	1	2	3	4
e. of staff sexual misconduct	0	1	2	3	4
f. of staff physical violence	0	1	2	3	4

87. Administrators in this facility who don't know what is going on here put women here at risk: ☐ **Disagree** ☐ **Agree**						
a. of inmate sexual violence	0	1	2	3	4
b. of inmate physical violence	0	1	2	3	4
c. of staff verbal harassment	0	1	2	3	4
d. of staff sexual harassment	0	1	2	3	4
e. of staff sexual misconduct	0	1	2	3	4
f. of staff physical violence	0	1	2	3	4

88. Lack of ways for women in this facility to report problems puts women here at risk: ☐ **Disagree** ☐ **Agree**						
a. of inmate sexual violence	0	1	2	3	4
b. of inmate physical violence	0	1	2	3	4
c. of staff verbal harassment	0	1	2	3	4
d. of staff sexual harassment	0	1	2	3	4
e. of staff sexual misconduct	0	1	2	3	4
f. of staff physical violence	0	1	2	3	4

89. Inmate fears about disease in this facility puts women here at risk: ☐ **Disagree** ☐ **Agree**						
a. of inmate sexual violence	0	1	2	3	4
b. of inmate physical violence	0	1	2	3	4
c. of staff verbal harassment	0	1	2	3	4
d. of staff sexual harassment	0	1	2	3	4
e. of staff sexual misconduct	0	1	2	3	4
f. of staff physical violence	0	1	2	3	4

Please note: Appendix E contains both survey versions A and B.
This is version B. (Version A precedes.)

Appendix E
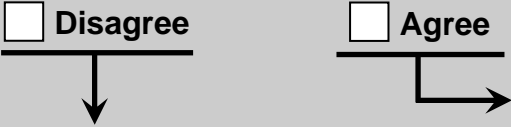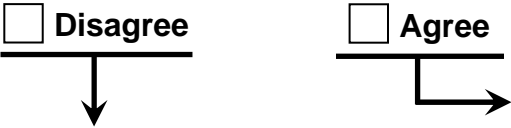
To what extent does each of the items below put women <u>in this FACILITY</u> at risk of a particular type of violence?

0 = Not at all   1 = A Small Extent   2 = A Moderate Extent   3 = A Large Extent   4 = A Very Large Extent

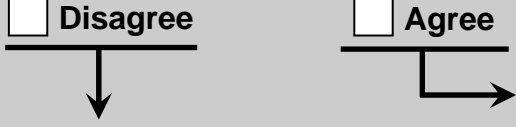| 90. Lack of respect between women in this facility puts women here at risk: ☐ **Disagree** ☐ **Agree**						
a. of inmate sexual violence	0	1	2	3	4
b. of inmate physical violence	0	1	2	3	4
c. of staff verbal harassment	0	1	2	3	4
d. of staff sexual harassment	0	1	2	3	4
e. of staff sexual misconduct	0	1	2	3	4
f. of staff physical violence	0	1	2	3	4

91. Sexual tension among women in this facility puts women here at risk: ☐ **Disagree** ☐ **Agree**						
a. of inmate sexual violence	0	1	2	3	4
b. of inmate physical violence	0	1	2	3	4
c. of staff verbal harassment	0	1	2	3	4
d. of staff sexual harassment	0	1	2	3	4
e. of staff sexual misconduct	0	1	2	3	4
f. of staff physical violence	0	1	2	3	4

92. Women in this facility without gang ties puts women here at risk: ☐ **Disagree** ☐ **Agree**						
a. of inmate sexual violence	0	1	2	3	4
b. of inmate physical violence	0	1	2	3	4
c. of staff verbal harassment	0	1	2	3	4
d. of staff sexual harassment	0	1	2	3	4
e. of staff sexual misconduct	0	1	2	3	4
f. of staff physical violence	0	1	2	3	4

93. Women in this facility with gang ties puts women here at risk: ☐ **Disagree** ☐ **Agree**						
a. of inmate sexual violence	0	1	2	3	4
b. of inmate physical violence	0	1	2	3	4
c. of staff verbal harassment	0	1	2	3	4
d. of staff sexual harassment	0	1	2	3	4
e. of staff sexual misconduct	0	1	2	3	4
f. of staff physical violence	0	1	2	3	4

94. The number of women in this facility who have <u>not</u> gotten treatment for their pre-incarceration abuse (mental, physical or sexual) issues puts women here at risk: ☐ **Disagree** ☐ **Agree**						
a. of inmate sexual violence	0	1	2	3	4
b. of inmate physical violence	0	1	2	3	4
c. of staff verbal harassment	0	1	2	3	4
d. of staff sexual harassment	0	1	2	3	4
e. of staff sexual misconduct	0	1	2	3	4
f. of staff physical violence	0	1	2	3	4

95. The number of women in this facility who have mental health problems puts women here at risk: ☐ **Disagree** ☐ **Agree**						
a. of inmate sexual violence	0	1	2	3	4
b. of inmate physical violence	0	1	2	3	4
c. of staff verbal harassment	0	1	2	3	4
d. of staff sexual harassment	0	1	2	3	4
e. of staff sexual misconduct	0	1	2	3	4
f. of staff physical violence	0	1	2	3	4

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Appendix E

Please note: Appendix E contains both survey versions A and B. This is version B. (Version A precedes.)

To what extent does each of the items below put women <u>in this FACILITY</u> at risk of a particular type of violence?

0 = Not at all   1 = A Small Extent   2 = A Moderate Extent   3 = A Large Extent   4 = A Very Large Extent

96. Racial tension between women in this facility puts women here at risk: ☐ **Disagree** ☐ **Agree**		
a. of inmate sexual violence	0 1 2 3 4
b. of inmate physical violence	0 1 2 3 4
c. of staff verbal harassment	0 1 2 3 4
d. of staff sexual harassment	0 1 2 3 4
e. of staff sexual misconduct	0 1 2 3 4
f. of staff physical violence	0 1 2 3 4

97. Women in this facility who have money are at risk: ☐ **Disagree** ☐ **Agree**	
a. of inmate sexual violence	0 1 2 3 4
b. of inmate physical violence	0 1 2 3 4
c. of staff verbal harassment	0 1 2 3 4
d. of staff sexual harassment	0 1 2 3 4
e. of staff sexual misconduct	0 1 2 3 4
f. of staff physical violence	0 1 2 3 4

98. Gossip among women in this facility puts women here at risk: ☐ **Disagree** ☐ **Agree**	
a. of inmate sexual violence	0 1 2 3 4
b. of inmate physical violence	0 1 2 3 4
c. of staff verbal harassment	0 1 2 3 4
d. of staff sexual harassment	0 1 2 3 4
e. of staff sexual misconduct	0 1 2 3 4
f. of staff physical violence	0 1 2 3 4

99. Disagreements between women in this facility over television programs puts women inmates here at risk: ☐ **Disagree** ☐ **Agree**	
a. of inmate sexual violence	0 1 2 3 4
b. of inmate physical violence	0 1 2 3 4
c. of staff verbal harassment	0 1 2 3 4
d. of staff sexual harassment	0 1 2 3 4
e. of staff sexual misconduct	0 1 2 3 4
f. of staff physical violence	0 1 2 3 4

100. Disagreements between women in this facility over telephone availability puts women here at risk: ☐ **Disagree** ☐ **Agree**	
a. of inmate sexual violence	0 1 2 3 4
b. of inmate physical violence	0 1 2 3 4
c. of staff verbal harassment	0 1 2 3 4
d. of staff sexual harassment	0 1 2 3 4
e. of staff sexual misconduct	0 1 2 3 4
f. of staff physical violence	0 1 2 3 4

101. Jealousy among women inmates in this facility over any staff member puts women here at risk: ☐ **Disagree** ☐ **Agree**	
a. of inmate sexual violence	0 1 2 3 4
b. of inmate physical violence	0 1 2 3 4
c. of staff verbal harassment	0 1 2 3 4
d. of staff sexual harassment	0 1 2 3 4
e. of staff sexual misconduct	0 1 2 3 4
f. of staff physical violence	0 1 2 3 4

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Appendix E

To what extent does each of the items below put women <u>in this FACILITY</u> at risk of a particular type of violence?

0 = Not at all   1 = A Small Extent   2 = A Moderate Extent   3 = A Large Extent   4 = A Very Large Extent

102. Debts between women in this facility over commissary (canteen), cigarettes, and drugs put women here at risk: ☐ **Disagree** ☐ **Agree**						
a. of inmate sexual violence	0	1	2	3	4
b. of inmate physical violence	0	1	2	3	4
c. of staff verbal harassment	0	1	2	3	4
d. of staff sexual harassment	0	1	2	3	4
e. of staff sexual misconduct	0	1	2	3	4
f. of staff physical violence	0	1	2	3	4

103. Women in this facility who have been accused or convicted of crimes against children are at risk: ☐ **Disagree** ☐ **Agree**						
a. of inmate sexual violence	0	1	2	3	4
b. of inmate physical violence	0	1	2	3	4
c. of staff verbal harassment	0	1	2	3	4
d. of staff sexual harassment	0	1	2	3	4
e. of staff sexual misconduct	0	1	2	3	4
f. of staff physical violence	0	1	2	3	4

104. Women in this facility who don't know how to do their time are at risk: ☐ **Disagree** ☐ **Agree**						
a. of inmate sexual violence	0	1	2	3	4
b. of inmate physical violence	0	1	2	3	4
c. of staff verbal harassment	0	1	2	3	4
d. of staff sexual harassment	0	1	2	3	4
e. of staff sexual misconduct	0	1	2	3	4
f. of staff physical violence	0	1	2	3	4

105. Women in this facility who have not been incarcerated before are at risk: ☐ **Disagree** ☐ **Agree**						
a. of inmate sexual violence	0	1	2	3	4
b. of inmate physical violence	0	1	2	3	4
c. of staff verbal harassment	0	1	2	3	4
d. of staff sexual harassment	0	1	2	3	4
e. of staff sexual misconduct	0	1	2	3	4
f. of staff physical violence	0	1	2	3	4

106. Young women in this facility are at risk: ☐ **Disagree** ☐ **Agree**						
a. of inmate sexual violence	0	1	2	3	4
b. of inmate physical violence	0	1	2	3	4
c. of staff verbal harassment	0	1	2	3	4
d. of staff sexual harassment	0	1	2	3	4
e. of staff sexual misconduct	0	1	2	3	4
f. of staff physical violence	0	1	2	3	4

107. Elderly women in this facility are at risk: ☐ **Disagree** ☐ **Agree**						
a. of inmate sexual violence	0	1	2	3	4
b. of inmate physical violence	0	1	2	3	4
c. of staff verbal harassment	0	1	2	3	4
d. of staff sexual harassment	0	1	2	3	4
e. of staff sexual misconduct	0	1	2	3	4
f. of staff physical violence	0	1	2	3	4

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This is version B. (Version A precedes.)

Appendix E

To what extent does each of the items below put women <u>in this FACILITY</u> at risk of a particular type of violence?

0 = Not at all   1 = A Small Extent   2 = A Moderate Extent   3 = A Large Extent   4 = A Very Large Extent

108. Women in this facility who have physical disabilities are at risk: ☐ **Disagree** → ↓ ☐ **Agree** →		
a. of inmate sexual violence	0 1 2 3 4
b. of inmate physical violence	0 1 2 3 4
c. of staff verbal harassment	0 1 2 3 4
d. of staff sexual harassment	0 1 2 3 4
e. of staff sexual misconduct	0 1 2 3 4
f. of staff physical violence	0 1 2 3 4

109. Women in this facility with mental problems are at risk: ☐ **Disagree** → ↓ ☐ **Agree** →	
a. of inmate sexual violence	0 1 2 3 4
b. of inmate physical violence	0 1 2 3 4
c. of staff verbal harassment	0 1 2 3 4
d. of staff sexual harassment	0 1 2 3 4
e. of staff sexual misconduct	0 1 2 3 4
f. of staff physical violence	0 1 2 3 4

110. Women in this facility who do not speak English are at risk: ☐ **Disagree** → ↓ ☐ **Agree** →	
a. of inmate sexual violence	0 1 2 3 4
b. of inmate physical violence	0 1 2 3 4
c. of staff verbal harassment	0 1 2 3 4
d. of staff sexual harassment	0 1 2 3 4
e. of staff sexual misconduct	0 1 2 3 4
f. of staff physical violence	0 1 2 3 4

111. Women in this facility who do <u>not</u> have any money are at risk: ☐ **Disagree** → ↓ ☐ **Agree** →	
a. of inmate sexual violence	0 1 2 3 4
b. of inmate physical violence	0 1 2 3 4
c. of staff verbal harassment	0 1 2 3 4
d. of staff sexual harassment	0 1 2 3 4
e. of staff sexual misconduct	0 1 2 3 4
f. of staff physical violence	0 1 2 3 4

112. Women in this facility who do not keep themselves sanitary are at risk: ☐ **Disagree** → ↓ ☐ **Agree** →	
a. of inmate sexual violence	0 1 2 3 4
b. of inmate physical violence	0 1 2 3 4
c. of staff verbal harassment	0 1 2 3 4
d. of staff sexual harassment	0 1 2 3 4
e. of staff sexual misconduct	0 1 2 3 4
f. of staff physical violence	0 1 2 3 4

Appendix E

Section 3: Demographics

In order for the results of this survey to help us understand how to make this facility safer, please answer all of the following demographic items. Please check the appropriate box or fill in the provided space for each item.

3.0 Housing Unit

What is your current housing unit or block? _____

3.1 Current Age

How old are you today? _____

3.2 Race/ethnicity

Please check one box that best describes your racial and ethnic identity:

☐ White/Caucasian ☐ African-American ☐ American Indian

☐ Hispanic/Latino ☐ Asian

☐ Other (please specify)_____

3.3 Highest Degree of Education

Please check one box:

☐ 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

☐ Associate college degree completed

☐ Bachelor college degree completed

☐ Some college graduate work but no graduate degree completed

☐ Graduate degree completed

3.4 Current Offense

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

☐ Violent Crimes

☐ Property Crimes

☐ Drug Crimes

☐ Other Crimes

Previous Incarceration

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

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

Please note: Appendix E contains both survey versions A and B.
This is version B. (Version A precedes.)

Appendix E

3.5 <u>Information about Length of Time in Housing Unit and Facility</u>

Please respond to the following items by entering the proper value in the blank provided. If you are unsure about the exact value, please estimate to the best of your ability. Note that we have provided an example.

3.51 Total amount of time served to date on current sentence (or pretrial status).
<u>For Example:</u> If you have served 4 years, 9 months, and 15 days on your current sentence you would enter:

Number of years:__**4**__   months:__**9**__ and days:__**15**__

How much time have you served on this sentence?   Number of years:____   months:____   days:____

3.52 Total amount of time to expected release date.

How much time until you expect to be released?   Number of years:____   months:____   days:____

If you do <u>not</u> have a release date, please mark the reason(s) below (check all that apply):

☐ you are serving a life sentence

☐ you are serving an indeterminate (parole board) sentence, for example, 3 to 5 years

☐ you are a pretrial or pre-sentence detainee (you have not yet gone to trail or been sentenced)

☐ you are a parole violator awaiting disposition

☐ other _____

3.53 Total amount of time served to date in the current facility.

How much time have you served in THIS facility?   Number of years:____   months:____   days:____

3.54 Total amount of time served to date in the current housing unit.

How much time have you lived in THIS housing unit?   Number of years:____   months:____   days:____

We would like you to respond to two final items. Please respond by circling either Yes, No, or Maybe.

I feel I may be subjected to some form of retaliation <u>from staff</u> for taking this survey.	Yes	No	Maybe
I feel I may be subjected to some form of retaliation <u>from inmates</u> for taking this survey.	Yes	No	Maybe

---

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

Thank you for taking the time to complete this survey. Your assistance in providing this information is very much appreciated. Before turning in your survey, please go back and look it over one last time to be sure you didn't skip any questions you wanted to answer.

Survey Sampled Units Interview Questions

Barbara Owen
California State University - Fresno
Telephone: (559) 278-5715
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Email: barbarao@csufresno.edu

Directions:

The goal of this brief interview is to develop a 2-3 page description of the unit from the perspective of the custody line and supervisory staff. The interview should be fairly informal and can cover other areas that crop up during the interview. Take notes and write up without transcribing etc.

The rating form that we used in the focus groups ends the interview. Ask the staff you interview to fill it out. Make multiple copies of the rating form as each person you interview will fill it out.

Questions:

This unit has been designated at a unit with (high OR low) problems across many areas.

1. Why do you think this unit was designated as such?

2. What works (or does not work here)?

3. Staffing

    a. How does staff affect the problems or lack of problems in this unit?

        i. Include housing staff as well as yard staff

        ii. How does staff respond to these problems (or lack of)

4. How would you characterize the population in this unit?

    a. Probes:

        i. Inmate "types"

     ii. Oldtimers vs youngsters

     iii. Mental health issues

     iv. Any particular mission of this unit?

     v. Other

5. What are the specific kinds of problems you and your staff encounter here?

    a. Probes about inmate/inmate issues:

      i. Verbal arguments

      ii. Economic violence or exploitation

      iii. Physical violence

        1. Relationship or interpersonal

        2. Stranger

        3. Economic—stealing, debt

        4. Race or gangs?

      iv. Sexual violence

      v. Single women/groups

      vi. What else?

    b. Probes about staff/inmate issues:

      i. Disrespectful or hurtful language

      ii. Staff Sexual misconduct

      iii. Other forms of violence

6. What reasons do you think account for these problems (or the lack of them)?

7. Formal data:

    a. What does the disciplinary data look like?

    b. What other measures?

8. What do you think should be done to address these problems?

Rating Form

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

How violent is this unit?

On a scale of one to ten, estimate how dangerous or violent you believe this facility is to <u>most</u> women inmates here.
(1 = not dangerous or violent; 10 = very dangerous or violent).

1   2   3   4   5   6   7   8   9   10

How successful are most women at protecting themselves from violence?

On a scale of one to ten, please estimate one to ten how successful <u>most</u> women inmates are in <u>protecting themselves</u> from violence. (1 = not successful; 10 = very successful).

1   2   3   4   5   6   7   8   9   10

How successful is this facility at protecting woman inmates from violence?

Please estimate on a scale of one to ten how successful this facility is at <u>protecting most women inmates</u> from violence.

(1 = not successful; 10 = very successful).

1   2   3   4   5   6   7   8   9   10

How likely are most women to be victimized in this unit?

Please estimate on a scale of one to ten how likely that any female prisoner would become a victim of <u>sexual violence</u> during their incarceration here. (i.e., 1 = not likely; 10 = very likely).

1   2   3   4   5   6   7   8   9   10

Please estimate on a scale of one to ten how likely that any female prisoner would become a victim of physical violence during their incarceration here. (i.e., 1 = not likely; 10 = very likely).

1   2   3   4   5   6   7   8   9   10

Compared to other facilities you know about....

How sexually violent is this unit compared to other units in this facility?

Compared to other facilities you know about, please circle your guess as to how safe this facility is in terms of sexual violence for most women here.

Please circle your estimate:

Don't have any basis for comparison

The likelihood of being sexually victimized is lower here

The likelihood of being sexually victimized is about the same

The likelihood of being sexually victimized is greater here

How physically violent is this unit compared to other units in this facility?

Compared to other facilities you know about, please circle your guess as to how safe this facility is in terms of physical violence for most women here.

Please circle your estimate.

Don't have any basis for comparison

The likelihood of being physically victimized is lower here

The likelihood of being physically victimized is about the same

The likelihood of being physically victimized is greater here.

Upcoming Survey

This Week

Barbara Owen, Professor
Department of Criminology, Mail stop S2 104
CSU Fresno, Fresno CA 93740

An Invitation

Next week, researchers from Fresno State will be conducting a survey that will collect information about prison conditions for women. We will call you out and ask you to fill out a survey that asks about your perspective these issues <u>in your specific unit and in the facility</u>. The questions in this survey were designed to measure your feelings or perceptions. <u>We do not ask you to identify anyone (inmate or staff) individually; nor do we ask about any of your own behaviors.</u> Your answers will be combined with everyone else in this unit and be reported in terms of combined numbers. The researchers are fully independent from <<u>Name of Correctional System</u>> and guarantee the confidentiality of this information. Nothing in the survey will be reported to <<u>Name of Correctional System</u>> in any way that could identify you or any of your comments.

How Will This Study Work?

We are asking everyone who lives in <u>this</u> unit to participate in the study. We will explain more about the survey and ask you for your consent.

We really need your help in developing ways to measure these conditions.

Our hope is that this information will be used to improve

conditions for women in prison and jails.

Thank you for helping us understand women's experience here.

Retained Items By Construct And Factor

The number of items tested, dropped, and retained via factor analysis are summarized in Table 1 below. Items that were retained, based on a series of factor analyses and other empirical assessments of the psychometric properties of the eleven instruments/constructs are listed in the pages that follow. Items are organized by survey section, construct, and factor. Item numbers beginning with "A" or "B" denote items appearing on survey version A or B, respectively. Item numbers are followed by factor loadings, and then item text. Note that separate factor analyses were conducted on the 53 items in section three for each of the six constructs in that section. Consequently, these items appear in multiple constructs. (Nonetheless, each item appears in only one factor of each construct.)

Table 1: Summary of Items Tested, Dropped, and Retained Via Factor Analysis

	Items Tested and Retained via Factor Analysis				
	Construct	**Items**			**Valid N**
		Tested	**Dropped**	**Retained**	
1	Problems in the Housing Unit Involving Women Inmates	68	48	20	428
2	Problems in the Housing Unit Involving Staff	36	6	30	452
3	Likelihood of violence & misconduct (Note: FA considered a total of 12 items: 8 original + 4 BOP; dropped 4 original)	12	4	8	861
4	Personal Awareness of Policies and Procedures related to Safety and Violence	11	3	8	887
5	Reporting Climate	25	10	15	848
6	Potential Factors Leading to Inmate Sexual Violence	53	17	36	356
7	Potential Factors Leading to Inmate Physical Violence	53	22	31	362
8	Potential Factors Leading to Staff Verbal Harassment	53	17	36	358
9	Potential Factors Leading to Staff Sexual Harassment	53	19	34	365
10	Potential Factors Leading to Staff Sexual Misconduct	53	29	24	363
11	Potential Factors Leading to Staff Physical Violence	53	19	34	361
		470	**194**	**276**	
	Variables appearing in both versions A and B (this includes the 44 original items in section 2 and 4 BOP items adopted as replacements.)	48	17	31	
		518	**211**	**307**	

Section 1: Problems in the Housing Unit

Construct 1: Issues involving women inmates

Factor 1: Inmate Physical Violence (Eigen = 10.49; Total = 52.44%; Rotated = 23.01%)

- A60 (.81) Women here have gotten into physical fights with other women inmates over disrespect.

- A59 (.79) Women here have gotten into physical fights with other women inmates so they would not appear to be weak or an easy target.

- A57 (.78) Women here have gotten into physical fights because there are a lot of angry women inmates here.

- A68 (.76) Women here have gotten into physical fights with roommates or cell mates because they "brought heat" or added staff attention to their room/cell or housing unit.

- A74 (.75) Women here have hit, slapped, kicked or bitten other women inmates.

Factor 2: Inmate Sexual Violence (Eigen = 2.67; Total = 13.37%; Rotated = 19.70%)

- A41 (.92) Women here have pressured or threatened other women inmates with physical violence to get them to engage in any kind of UNWANTED sexual activity.

- A40 (.91) Women here have pressured or verbally threatened other women inmates to engage in any kind of UNWANTED sexual activity.

- A44 (.89) Women here have used physical violence to force other women inmates to engage in any kind of UNWANTED sexual activity.

- A45 (.86) Women here involved in intimate relationships with other women have used physical violence to force their intimate partners or girlfriends to engage in any kind of UNWANTED sexual activity.

- A39 (.86) Women here have offered protection to other women inmates in order to get them to engage in any kind of UNWANTED sexual activity.

Factor 3: Inmate Economic Conflict (Eigen = 1.44; Total = 7.19%; Rotated = 18.15%)

- A7 (.81) Women here have gotten into verbal arguments over debts.

- A5 (.77) Women here have gotten in debt as a result of borrowing commissary or other items from other inmates.

- A8 (.77) Women here have used pressure or threats to collect on debts.

- A10 (.75) Women here have given away property and other items to women inmates in order to protect themselves.

- A12 (.71) Women here have pressured or verbally threatened other women inmates to obtain their things, such as clothes, jewelry, commissary (canteen), food, medication and the like.

Factor 4: Inmate Verbal Conflict (Eigen = 1.11; Total = 5.56%; Rotated = 17.70%)

- A21 (.76) Women here have gotten into verbal arguments that were pointless or not based on anything.

- A22 (.76) Women here have gotten into verbal arguments that were not pointless, but based on something.

- A26 (.75) Women here have gotten into verbal arguments with other women inmates because of gossip or rumors.

- A25 (.72) Roommates/cellmates here have had serious verbal arguments.

- A23 (.67) Women here have made insulting or ridiculing verbal comments to other women inmates that were based on their personal characteristics such as age, race, color, or disability.

Construct 2: Issues Involving Staff

Factor 5: Staff Sexual Misconduct (Eigen = 17.41; Total = 58.04%; Rotated = 27.20%)

- A103 (.91) Staff here have verbally pressured or threatened women inmates to engage in any kind of sexual activity.

- A105 (.91) Staff here have forced women inmates through physical violence to engage in any type of sexual activity.

- A104 (.91) Staff here have pressured or threatened women inmates with any kind of physical violence to get them to engage in any type of sexual activity.

- A102 (.87) Staff here have offered bribes or protection to women inmates in any way to engage in sexual activity.

- A98 (.84) Staff here have exposed their genitals (and/or breasts if female staff) to women inmates.

- A99 (.84) Staff here have asked women inmates to engage in any type of sexual activity.

- A107 (.83) Staff here have threatened a woman inmate with physical violence to keep quiet about any type of sexual relationship.

- A101 (.80) Staff here have engaged in any type of sexual activity with women inmates.

Factor 6: Staff Verbal Harassment (Eigen = 4.14; Total = 13.80%; Rotated = 22.65%)

- A81 (.88) Staff here have yelled or screamed at women inmates.

- A77 (.86) Staff here have made unprofessional, disrespectful, demeaning, or belittling verbal comments to women inmates.

- A80 (.83) Staff here have used profanity when speaking to women inmates.

- A82 (.82) Staff here have yelled or screamed at women inmates which escalated into a tense situation.

- A76 (.78) Staff here have talked with other staff and were overheard making unprofessional, disrespectful, demeaning, or belittling verbal comments about women inmates in their conversation.

- A78 (.78) Staff here have made insulting or ridiculing verbal comments to women inmates that were based on their personal appearance or other physical characteristics such as age, race, color, or disability.

- A79 (.69) Staff here have made insulting or ridiculing verbal comments to women inmates that were based on their group membership (for example, housing unit, close circle of friends, gang affiliation), religion, political views or political affiliation.

- A83 (.51) Staff here have yelled or screamed at women inmates during a tense situation and that escalated into physical violence between staff and inmates.

Factor 7: Staff Sexual Harassment (Eigen = 1.32; Total = 4.41%; Rotated = 18.64%)

- A89 (.80) Staff here have made sexual, obscene or disgusting gestures or noises in front of women inmates.

- A85 (.74) Staff here have made sexual jokes in front of women inmates.

- A88 (.74) Staff here have used obscene or sexual language in front of women inmates.

- A84 (.73) Staff here have made inappropriate verbal statements or comments of a sexual nature to women inmates.

- A86 (.66) Staff here have made demeaning or belittling references to the female gender.

- A87 (.65) Staff here have made derogatory comments about a woman inmate's body or clothing.

- A92 (.63) Staff here have looked at or stared at women inmates' bodies in a way that made them uncomfortable.

- A93 (.61) Staff here have invaded the privacy of women inmates beyond what was necessary (like watching closely or staring at them in the shower or toilet).

- A90 (.54) Women inmates here have approached staff in an attempt to develop a sexual relationship.

Factor 8: Staff Physical Violence (Eigen = 1.06; Total = 3.53%; Rotated = 11.29%)

- A109 (.75) Staff here have engaged in greater physical force than necessary while searching women inmates.

- A108 (.74) Staff here have engaged in greater physical force than necessary while controlling women inmates.

- A110 (.70) Staff here have struck women inmates with a baton or other authorized object when it was not needed.

- A111 (.64) Staff here have hit, slapped, kicked or bitten women inmates.

- A106 (.56) Staff here have threatened women inmates with physical violence.

Section 2: Violence in the housing unit, and policy, procedures and climate in the facility

Construct 3: Likelihood of Violence & Misconduct

Factor 9: Likelihood of being Assaulted (Eigen = 3.05; Total = 38.13%; Rotated = 32.36%)

- A114/B3 (.82) Women inmates here are likely to be sexually assaulted by an inmate.

- A113/B2 (.82) Women inmates here are likely to be physically assaulted by staff.

- A115/B4 (.80) Women inmates here are likely to be sexually assaulted by staff.

- A112/B1 (.75) Women inmates here are likely to be physically assaulted by an inmate.

Factor 10: Likelihood of Successful Self-Protection from Violence and Misconduct (Eigen = 2.03; Total = 25.34%; Rotated = 31.11%)

- A118/B7 (.81) Women inmates are likely to be successful in protecting themselves from staff sexual misconduct here.

- A116/B5 (.81) Women inmates are likely to be successful in protecting themselves from inmate sexual violence here.

- A119/B8 (.78) Women inmates are likely to be successful in protecting themselves from staff physical violence here.

- A117/B6 (.73) Women inmates are likely to be successful in protecting themselves from inmate physical violence here.

Construct 4: Personal awareness of policies and procedures related to safety and violence

Factor 11: Understood the PREA Related Information (Eigen = 4.24; Total = 53.01%; Rotated = 42.16%)

- A133/B22 (.92) I know how to go about reporting any concerns I may have about inmate or staff physical violence.

- A134/B23 (.91) I know to whom I should report any concerns I may have about inmate or staff physical violence.

- A131/B20 (.89) I know to whom I should report any concerns I may have about inmate sexual violence or staff sexual misconduct.

- A130/B19 (.85) I know how to go about reporting any concerns I may have about inmate sexual violence or staff sexual misconduct.

Factor 12: Exposed to PREA Related Information (Eigen = 1.62; Total = 20.25%; Rotated 31.09%)

- A128/B17 (.87) I have had a class or some type of information presented to me on how to protect myself from inmate sexual violence while incarcerated.

- A129/B18 (.81) I have had a class or some type of information presented to me that taught me about how to respond to staff sexual misconduct.

- A132/B21 (.72) I have had a class or some type of information presented to me on how to protect myself from inmate or staff physical violence while incarcerated.

- A126/B15 (.64) I have had an orientation or a class on PREA.

Construct 5: Reporting climate (refers to the attitude of staff and inmates about grievances, complaints, or other reports of physical or sexual violence and misconduct; whether staff are open to grievances and complaints or hostile about them.)

Factor 13: Reporting Climate and Retaliation/Harassment (Eigen = 4.82; Total = 32.14%; Rotated = 24.05%)

- A162/B51 (.87) Staff harass inmates who make reports about staff sexual misconduct..

- A161/B50 (.86) Women inmates who make reports about staff sexual misconduct worry about harassment from staff.

- A163/B52 (.85) Staff harass inmates who make reports about staff physical violence.

- A160/B49 (.80) Women inmates who make reports about staff sexual misconduct worry about harassment from women inmates.

- A159/B48 (.76) Women inmates who make reports about sexual violence between women inmates worry about harassment from staff.

Factor 14: Concerned Staff and Effective Safety/Protective Procedures
(Eigen = 3.12; Total = 20.78%; Rotated = 22.45%)

- A142/B31 (.83) The reports and investigations about inmate sexual violence are taken seriously by staff here.

- A147/B36 (.83) The facility's procedures are successful in protecting women inmates here from inmate sexual violence.

- A148/B37 (.79) The facility's procedures are successful in protecting women inmates here from staff sexual misconduct.

- A140/B29 (.79) The custody staff here are very concerned about the overall safety of women inmates.

- A144/B33 (.77) The facility's procedures for reporting inmate sexual violence are effective in investigating inmate sexual violence.

Factor 15: Staff Discipline and Accountability Regarding Sexual Misconduct (Eigen = 1.84; Total = 12.27%; Rotated = 14.24%)

- A154/B43 (.87) Staff have been fired for becoming sexually involved with women inmates here.

- A153/B42 (.83) Staff have been disciplined for becoming sexually involved with women inmates here.

- A155/B44 (.72) Staff have been prosecuted for becoming sexually involved with women inmates here.

Factor 16: Inadequate Discipline and Accountability Regarding Staff Sexual Misconduct (Eigen = 1.09; Total = 7.24%; Rotated = 11.68%)

- A157/B46 (.91) Nothing happens to staff who have intimate relationships with women inmates here.

- A156/B45 (.90) Nothing happens to staff who have become sexually involved with women inmates here.

Section 3: Potential Factors Leading to Different Types of Violence and Misconduct

Construct 6: Inmate Sexual Violence

Factor 17: Unstable or Volatile Inmates, Inmate Subculture, Incompetent Staff, and Out-of-Touch Administrators (Eigen = 15.06; Total = 41.83%; Rotated = 18.44%)

- B90a (.78) Lack of respect between women here puts women at risk
- B88a (.73) Lack of ways for women here to report problems in this facility puts women at risk
- B91a (.71) Sexual tension among women here puts women at risk
- B94a (.71) The number of women who have not gotten treatment for their pre-incarceration abuse (mental, physical or sexual) issues put women at risk
- B79a (.69) Staff who fail to do their job in this facility put women here at risk
- B95a (.69) The number of women here who have mental health problems puts women at risk
- B87a (.66) Administrators who don't know what is going on here put women at risk
- B78a (.61) Staff in this facility who are not adequately trained to work with women puts women here at risk
- B102a (.60) Debts between women here over commissary (canteen), cigarettes, and drugs put women inmates at risk
- B104a (.60) Women here who don't know how to do their time are at risk

Factor 18: Disagreements Due to Scarcity and Living in Close Quarters (Eigen = 2.68; Total = 7.43%; Rotated = 11.16%)

- B99a (.84) Disagreements between women over television programs puts women inmates here at risk
- B100a (.82) Disagreements between women over telephone availability puts women inmates here at risk
- B112a (.69) Women who do not keep themselves sanitary are at risk

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- B101a (.67) Jealousy among women inmates over any staff member puts women here at risk

Factor 19: Vulnerable Women Inmates (e.g., Elderly, Young, Inexperienced, Physically Disabled, and Non-English Speaking Inmates) (Eigen = 1.88; Total = 5.22%; Rotated = 9.21%)

- B106a (.70) Young women here are at risk

- B105a (.63) Women here who have not been incarcerated before are at risk

- B107a (.60) Elderly women here are at risk

- B111a (.59) Women who do not have any money are at risk

- B110a (.58) Women here who do not speak English are at risk

- B108a (.55) Women here who have physical disabilities are at risk

Factor 20: Lack of Program and Recreation Space and Options (Eigen = 1.50; Total = 4.15%; Rotated = 8.15%)

- B70a (.72) Lack of programs (education, treatment, etc.) in this facility puts women here at risk

- B62a (.71) Lack of program space (for education, treatment, etc.) in this facility puts women here at risk

- B71a (.69) Program cancellations and/or frequent reductions of program time in this facility puts women here at risk

- B63a (.68) Lack of recreation space in this facility puts women here at risk of

Factor 21: Unprofessional Staff (Eigen = 1.41; Total =3.92; Rotated = 7.54%)

- B84a (.65) Lack of communication or cooperation between custody staff put women here at risk

- B82a (.64) Staff who supervise women inmates too strictly puts women here at risk

- B83a (.63) Lack of communication or cooperation between custody and non-custody staff puts women here at risk

- B85a (.58) Staff members who are related to each other put women here at risk

- B81a (.55) Staff reluctance to help women here (for example, make an internal phone call to help an inmate) puts women inmates at risk

Factor 22: Physical Plant (e.g., Poor Design, Layout, Surveillance and Supervisions Options) (Eigen = 1.08; Total = 2.99%; Rotated = 7.14%)

- B66a (.76) Lack of cameras and other surveillance devices in this facility puts women here at risk

- B59a (.62) There are certain places in this facility that puts women here at risk

- B61a (.59) Poor layout and design of this facility puts women here at risk

- B76a (.49) Not having enough staff in this facility puts women here at risk

Factor 23: Poor Quality Medical Care, Sanitation, and Food (Eigen = 1.01; Total = 2.81%; Rotated = 6.71%)

- B68a (.77) Lack of adequate medical care in this facility puts women here at risk

- B69a (.76) Poor sanitary conditions in this facility puts women here at risk

- B67a (.73) The quality of food in this facility puts women here at risk

Construct 7: Inmate Physical Violence

Factor 24: Vulnerable Women Inmates (e.g., Non-English Speaking, Elderly, Physically or Mentally disabled, Young, or Inexperienced Inmates) (Eigen = 11.89; Total = 38.36%; Rotated = 16.21%)

- B110b (.78) Women here who do not speak English are at risk

- B108b (.77) Women here who have physical disabilities are at risk

- B107b (.75) Elderly women here are at risk

- B106b (.72) Young women here are at risk

- B111b (.68) Women who do not have any money are at risk

- B105b (.66) Women here who have not been incarcerated before are at risk

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- B109b (.64) Women here with mental problems are at risk

Factor 25: Tension and Disagreements Due to the Inmate Subculture and Living in Close Quarters (Eigen = 2.12; Total = 6.83%; Rotated = 12.34%)

- B90b (.72) Lack of respect between women here puts women at risk
- B98b (.71) Gossip among women here in this facility puts women at risk
- B102b (.69) Debts between women here over commissary (canteen), cigarettes, and drugs put women inmates at risk
- B112b (.68) Women who do not keep themselves sanitary are at risk
- B74b (.67) Overcrowding in this facility puts women here at risk
- B104b (.62) Women here who don't know how to do their time are at risk

Factor 26: Facility Conditions (e.g., Poor Quality Food, Medical, Sanitation, Programming, Recreation, etc.) (Eigen = 1.83; Total = 5.92%; Rotated = 11.77%)

- B67b (.73) The quality of food in this facility puts women here at risk
- B68b (.71) Lack of adequate medical care in this facility puts women here at risk
- B69b (.68) Poor sanitary conditions in this facility puts women here at risk
- B70b (.60) Lack of programs (education, treatment, etc.) in this facility puts women here at risk
- B71b (.58) Program cancellations and/or frequent reductions of program time in this facility puts women here at risk
- B75b (.57) Lack of things for inmates to do in this facility puts women here at risk
- B65b (.54) The temperature in this facility puts women here at risk

Factor 27: Unprofessional or Overworked Staff (Eigen = 1.33; Total = 4.28%; Rotated = 8.49%)

- B84b (.77) Lack of communication or cooperation between custody staff put women here at risk
- B83b (.75) Lack of communication or cooperation between custody and non-custody staff puts women here at risk

- B81b (.63) Staff reluctance to help women here (for example, make an internal phone call to help an inmate) puts women inmates at risk

- B80b (.52) Staff that work overtime or double shifts puts women here at risk

Factor 28: Inadequate Surveillance and Supervision Due to Equipment, Staff, Facility Eesign, etc. (Eigen = 1.22; Total = 3.94%; Rotated = 7.73%)

- B66b (.77) Lack of cameras and other surveillance devices in this facility puts women here at risk

- B61B (.63) Poor layout and design of this facility puts women here at risk

- B59b (.60) There are certain places in this facility that puts women here at risk

- B77b (.54) Staff failure to monitor or supervise inmates in this facility puts women here at risk

Factor 29: Tension and Disagreements Due to Scarcity (Eigen = 1.14; Total =3.67%; Rotated = 6.47%)

- B99b (.77) Disagreements between women over television programs puts women inmates here at risk

- B100b (.77) Disagreements between women over telephone availability puts women inmates here at risk

- B101b (.51) Jealousy among women inmates over any staff member puts women here at risk

Construct 8: Staff verbal harassment

Factor 30: Incompetent Staff, Out-of-Touch Administrators, Overcrowding, Staff Shortages, Unmonitored Places (Eigen = 15.10; Total = 40.80%; Rotated = 14.66%)

- B79c (.69) Staff who fail to do their job in this facility put women here at risk

- B87c (.68) Administrators who don't know what is going on here put women at risk

- B78c (.67) Staff in this facility who are not adequately trained to work with women puts women here at risk

- B74c (.66) Overcrowding in this facility puts women here at risk

- B88c (.62) Lack of ways for women here to report problems in this facility puts women at risk

- B86c (.61) Staff members who have drug and alcohol problems put women here at risk

- B77c (.60) Staff failure to monitor or supervise inmates in this facility puts women here at risk

- B66c (.58) Lack of cameras and other surveillance devices in this facility puts women here at risk

- B59c (.48) There are certain places in this facility that puts women here at risk

- B76c (.46) Not having enough staff in this facility puts women here at risk

Factor 31: Tension and Disagreements Due to Scarcity and the Inmate Subculture (Eigen = 2.07; Total = 5.61%; Rotated = 13.72%)

- B102c (.75) Debts between women here over commissary (canteen), cigarettes, and drugs put women inmates at risk

- B97c (.69) Women here who have money are at risk

- B100c (.69) Disagreements between women over telephone availability puts women inmates here at risk

- B98c (.68) Gossip among women here in this facility puts women at risk

- B99c (.68) Disagreements between women over television programs puts women inmates here at risk

- B96c (.64) Racial tension between women here puts women inmates at risk

- B91c (.61) Sexual tension among women here puts women at risk

- B93c (.59) Women here with gang ties puts women at risk

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Factor 32: Vulnerable Women Inmates (e.g., Non-English Speaking, Elderly, Young, Inexperienced, Physically Disabled) (Eigen = 1.93; Total = 5.20%; Rotated = 10.26%)

- B107c (.71) Elderly women here are at risk
- B110c (.68) Women here who do not speak English are at risk
- B108c (.68) Women here who have physical disabilities are at risk
- B111c (.68) Women who do not have any money are at risk
- B106c (.65) Young women here are at risk
- B105c (.58) Women here who have not been incarcerated before are at risk

Factor 33: Poor Facility Conditions (e.g. Sanitation, Medical, Food, and Programming) (Eigen = 1.57; Total = 4.25%; Rotated = 9.07%)

- B69c (.86) Poor sanitary conditions in this facility puts women here at risk
- B68c (.67) Lack of adequate medical care in this facility puts women here at risk
- B67c (.55) The quality of food in this facility puts women here at risk
- B70c (.44) Lack of programs (education, treatment, etc.) in this facility puts women here at risk

Factor 34: Environment (as Communicated by Staff) Lacks Order, Fairness, and Predictability (Eigen = 1.33; Total = 3.60%; Rotated = 7.59%)

- B82c (.71) Staff who supervise women inmates too strictly puts women here at risk
- B84c (.64) Lack of communication or cooperation between custody staff put women here at risk
- B83c (.60) Lack of communication or cooperation between custody and non-custody staff puts women here at risk
- B81c (.54) Staff reluctance to help women here (for example, make an internal phone call to help an inmate) puts women inmates at risk
- B80c (.44) Staff that work overtime or double shifts puts women here at risk

Factor 35: Facility Layout and Space (i.e., Lack of Program and Recreation Space, Poor Layout and Design) (Eigen = 1.11; Total = 3.00%; Rotated = 7.18%)

- B62c (.77) Lack of program space (for education, treatment, etc.) in this facility puts women here at risk

- B63c (.75) Lack of recreation space in this facility puts women here at risk of

- B61c (.61) Poor layout and design of this facility puts women here at risk

Construct 9: Staff Sexual Harassment

Factor 36: Incompetent Staff, Out-of-Touch Administrators, Overcrowding (Eigen = 16.18; Total = 47.60%; Rotated = 15.94%)

- B87d (.78) Administrators who don't know what is going on here put women at risk

- B88d (.76) Lack of ways for women here to report problems in this facility puts women at risk

- B79d (.76) Staff who fail to do their job in this facility put women here at risk

- B86d (.75) Staff members who have drug and alcohol problems put women here at risk

- B78d (.72) Staff in this facility who are not adequately trained to work with women put women here at risk

- B74d (.61) Overcrowding in this facility puts women here at risk

- B84d (.59) Lack of communication or cooperation between custody staff put women here at risk

Factor 37: Tension and Disagreements Due to Scarcity, Living in Close Quarters, and the Inmate Subculture (Eigen = 2.79; Total = 8.20%; Rotated = 15.77%)

- B100d (.81) Disagreements between women over telephone availability puts women inmates here at risk

- B99d (.80) Disagreements between women over television programs puts women inmates here at risk

- B102d (.74) Debts between women here over commissary (canteen), cigarettes, and drugs put women inmates at risk

- B97d (.71) Women here who have money are at risk

- B112d (.71) Women who do not keep themselves sanitary are at risk

- B103d (.68) Women here who have been accused or convicted of crimes against children are at risk

- B98d (.66) Gossip among women here in this facility puts women at risk

Factor 38: Vulnerable Women Inmates (e.g., Non-English Speaking, Elderly, Physically or Mentally Disabled, Young, Inexperienced) (Eigen = 1.73; Total = 5.07%; Rotated = 12.53%)

- B110d (.72) Women here who do not speak English are at risk

- B111d (.72) Women who do not have any money are at risk

- B108d (.67) Women here who have physical disabilities are at risk

- B109d (.64) Women here with mental problems are at risk

- B107d (.64) Elderly women here are at risk

- B106d (.56) Young women here are at risk

- B105d (.52) Women here who have not been incarcerated before are at risk

Factor 39: Physical Plant (e.g., Poor Layout and Design; Blind Spots; Lack of Program, Recreation, and Housing Space) (Eigen = 1.37; Total = 4.04%; Rotated = 12.11%)

- B61d (.74) Poor layout and design of this facility puts women here at risk

- B62d (.74) Lack of program space (for education, treatment, etc.) in this facility puts women here at risk

- B63d (.68) Lack of recreation space in this facility puts women here at risk of

- B59d (.67) There are certain places in this facility that puts women here at risk

- B66d (.58) Lack of cameras and other surveillance devices in this facility puts women here at risk

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Appendix H

Gendered Violence and Safety:
A contextual approach to improving security in women's facilities   **FINAL REPORT**

- B64d (.62) Lack of adequate cell and housing space in this facility puts women here at risk

Factor 40: Poor Facility Conditions (e.g., Medical, Sanitation, Food, Movement, Programs, Recreation, etc.) (Eigen = 1.05; Total =3.10%; Rotated = 11.66%)

- B67d (.70) The quality of food in this facility puts women here at risk

- B69d (.69) Poor sanitary conditions in this facility puts women here at risk

- B68d (.67) Lack of adequate medical care in this facility puts women here at risk

- B82d (.57) Staff who supervise women inmates too strictly puts women here at risk

- B73d (.57) Frequent lockdowns in this facility puts women here at risk

- B75d (.55) Lack of things for inmates to do in this facility puts women here at risk

- B65d (.49) The temperature in this facility puts women here at risk

Construct 10: Staff Sexual Misconduct

Factor 41: Tension and Disagreements Over Scarcity and Living in Close Quarters; the Inmate Subculture (Eigen = 11.45; Total = 47.72%; Rotated = 19.38%)

- B99e (.84) Disagreements between women over television programs puts women inmates here at risk

- B100e (.84) Disagreements between women over telephone availability puts women inmates here at risk

- B112e (.83) Women who do not keep themselves sanitary are at risk

- B102e (.79) Debts between women here over commissary (canteen), cigarettes, and drugs put women inmates at risk

- B103e (.73) Women here who have been accused or convicted of crimes against children are at risk

- B97e (.73) Women here who have money are at risk

Factor 42: Incompetent Staff, Out-of-Touch Administrators, Overcrowding
(Eigen = 2.49; Total = 10.39%; Rotated = 19.29%)

- B87e (.80) Administrators who don't know what is going on here put women at risk

- B86e (.79) Staff members who have drug and alcohol problems put women here at risk

- B88e (.79) Lack of ways for women here to report problems in this facility puts women at risk

- B79e (.75) Staff who fail to do their job in this facility put women here at risk

- B78e (.72) Staff in this facility who are not adequately trained to work with women puts women here at risk

- B74e (.65) Overcrowding in this facility puts women here at risk

Factor 43: Facility Layout and Space (e.g., Lack of Program, Recreation and Housing Space, Poor Layout and Design, Blind Spots) (Eigen = 1.68; Total = 6.99%; Rotated = 17.29%)

- B62e (.82) Lack of program space (for education, treatment, etc.) in this facility puts women here at risk

- B63e (.78) Lack of recreation space in this facility puts women here at risk of

- B61e (.74) Poor layout and design of this facility puts women here at risk

- B59e (.71) There are certain places in this facility that puts women here at risk

- B64e (.59) Lack of adequate cell and housing space in this facility puts women here at risk

- B72e (.57) Existing housing options in this facility puts women here at risk

Factor 44: Poor Facility Conditions (e.g., Sanitation, Food, Medical, Programming, Recreation, etc.) (Eigen = 1.18; Total = 4.90%; Rotated = 14.03%)

- B69e (.78) Poor sanitary conditions in this facility puts women here at risk

- B67e (.74) The quality of food in this facility puts women here at risk

- B68e (.67) Lack of adequate medical care in this facility puts women here at risk

- B70e (.59) Lack of programs (education, treatment, etc.) in this facility puts women here at risk

- B71e (.55) Program cancellations and/or frequent reductions of program time in this facility puts women here at risk

- B75e (.48) Lack of things for inmates to do in this facility puts women here at risk

Construct 11: Staff Physical Violence

Factor 45: Out-of-Touch Administrators; Incompetent or Unprofessional Staff; Overcrowding (Eigen = 16.58; Total = 48.76%; Rotated = 16.75%)

- B87f (.77) Administrators who don't know what is going on here put women at risk

- B86f (.76) Staff members who have drug and alcohol problems put women here at risk

- B88f (.75) Lack of ways for women here to report problems in this facility puts women at risk

- B79f (.72) Staff who fail to do their job in this facility put women here at risk

- B78f (.68) Staff in this facility who are not adequately trained to work with women puts women here at risk

- B74f (.66) Overcrowding in this facility puts women here at risk

- B84f (.61) Lack of communication or cooperation between custody staff put women here at risk

Factor 46: Tension and Disagreements Due to Scarcity, the Inmate Subculture, and Living in Close Quarters (Eigen = 2.28; Total = 6.71%; Rotated = 14.85%)

- B99f (.80) Disagreements between women over television programs puts women inmates here at risk

- B100f (.74) Disagreements between women over telephone availability puts women inmates here at risk

- B102f (.72) Debts between women here over commissary (canteen), cigarettes, and drugs put women inmates at risk

- B97f (.71) Women here who have money are at risk

- B98f (.69) Gossip among women here in this facility puts women at risk

- B96f (.64) Racial tension between women here puts women inmates at risk

- B91f (.55) Sexual tension among women here puts women at risk

Factor 47: Vulnerable Women Inmates (e.g., Non-English Speaking, Physically or Mentally Disabled, Elderly, Young, Inexperienced) (Eigen = 1.73; Total = 5.07%; Rotated = 12.61%)

- B110f (.74) Women here who do not speak English are at risk

- B108f (.74) Women here who have physical disabilities are at risk

- B107f (.70) Elderly women here are at risk

- B111f (.66) Women who do not have any money are at risk

- B109f (.59) Women here with mental problems are at risk

- B106f (.57) Young women here are at risk

- B105f (.50) Women here who have not been incarcerated before are at risk

Factor 48: Facility Layout and Space (e.g., Lack of Program, Recreation and Housing Space, Poor Layout and Design, Blind Spots) (Eigen = 1.27; Total = 3.73%; Rotated = 11.91%)

- B62f (.77) Lack of program space (for education, treatment, etc.) in this facility puts women here at risk

- B63f (.75) Lack of recreation space in this facility puts women here at risk of

- B61f (.71) Poor layout and design of this facility puts women here at risk

- B59f (.65) There are certain places in this facility that puts women here at risk

- B64f (.62) Lack of adequate cell and housing space in this facility puts women here at risk

- B66f (.51) Lack of cameras and other surveillance devices in this facility puts women here at risk

Factor 49: Poor Facility Conditions (i.e., Food, Programming, Sanitation, Recreation, Medical, Movement) (Eigen = 1.13; Total =3.32%; Rotated = 11.48%)

- B67f (.65) The quality of food in this facility puts women here at risk

- B70f (.61) Lack of programs (education, treatment, etc.) in this facility puts women here at risk

- B69f (.61) Poor sanitary conditions in this facility puts women here at risk

- B75f (.60) Lack of things for inmates to do in this facility puts women here at risk

- B68f (.58) Lack of adequate medical care in this facility puts women here at risk

- B73f (.58) Frequent lockdowns in this facility puts women here at risk

- B71f (.60) Program cancellations and/or frequent reductions of program time in this facility puts women here at risk