



# Prison Rape Elimination Act

## Statistics

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# The Developmental Approach



**SKILLS FOR CREATING A CULTURE OF DEVELOPMENT**



### Hard on Data, Intentional with People

We challenge the information, not the individual.

Healthy tension strengthens our thinking.



### If You Don't Know Your Data, You Don't Know Your Business

Understanding our metrics is a shared responsibility.

Knowing your data builds credibility and informs better decisions.



### Transparency Builds Trust

Sharing successes and struggles strengthens our collective effectiveness.



### Can't Manage a Secret

No one has to carry the issues alone.

Open communication enables accountability and shared solutions.



### Complexity is the Enemy of Execution

Simplicity and clarity accelerate progress.

Keep it understandable, actionable, and measurable.



### Collective Accountability

We rise together. Data ownership matters, but improvement is a team sport.

*We turn data into direction — not just to report, but to refine, learn, and improve*



Term	Definition
Prison Rape Elimination Act (PREA)	The Prison Rape Elimination Act (PREA) is federal law that supports prevention of sexual assault and rape within corrections systems and also sets minimum standards for responding to allegations of sexual assault and sexual harassment.
PREA Coordinator	A full-time PREA coordinator oversees OYA's work to comply with PREA across all nine OYA facilities. Each facility also has an on-site PREA compliance manager and Sexual Assault Resource and Response Coordinator.
Vulnerability to Victimization and Sexually Aggressive Behavior (VSAB) placement tool	The Vulnerability to Victimization and Sexually Aggressive Behavior (VSAB) placement tool is designed to determine a youth's vulnerability to sexual abuse or sexual harassment or to determine if there are indications that the youth is prone to sexually abusing other youth
PREA Review Case Type	A tracking mechanism to track investigations that meet the definitions of sexual abuse or sexual harassment, retaliation monitoring, safety plans, and gather data requires for annual reporting.
PREA Documentation for VSAB Referral (DVR)	A form that tracks QMHP follow ups when a youth discloses previously unknown victimization or perpetration during a VSAB.
PREA Compliance Report	An annual report that is published to OYA's website. The report provides data on investigations and actions the agency and facilities have taken regarding compliance with the PREA standards.



# Purpose and Goals of PREA

OYA has a zero-tolerance standard toward all forms of youth sexual abuse and sexual harassment.

## Prevention

- Hiring/Onboarding
- Risk review and response (support and resources)
- Actively seeking prevention opportunities
- Youth education
- Staff engagement
- Early intervention
- Culture of prevention

## Response

- First responder duties
- Safety and Security
- Reporting

## Accountability for youth, staff, Agency

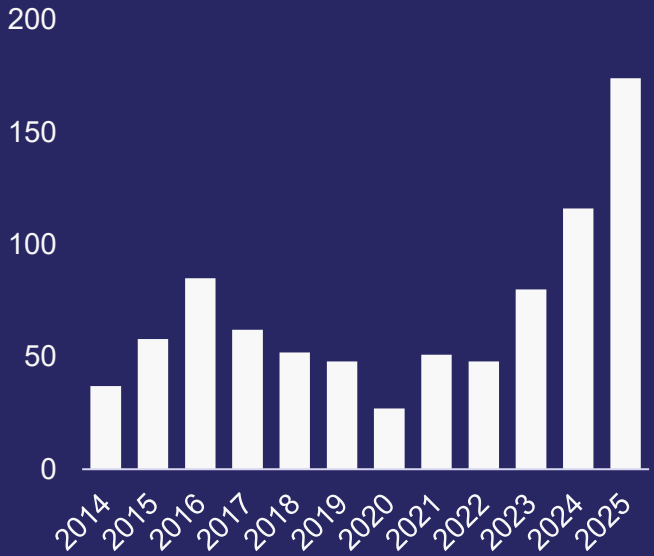
- Behavior Management
- PSO and HR
- Audits

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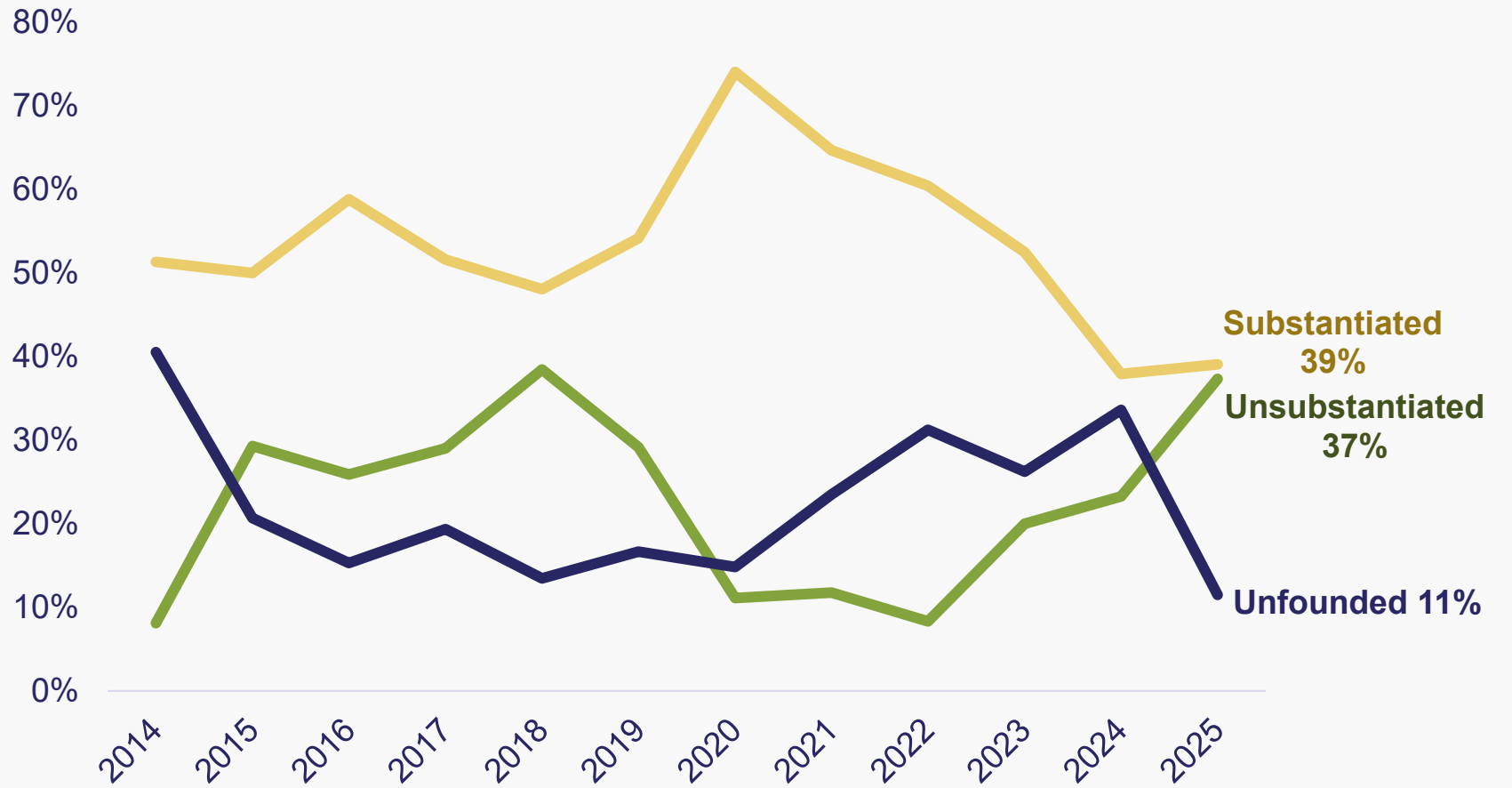


While there has been an increase in reports since 2022, there is no clear trend in the proportion of substantiated findings.

### Number of Reported Allegations by Year



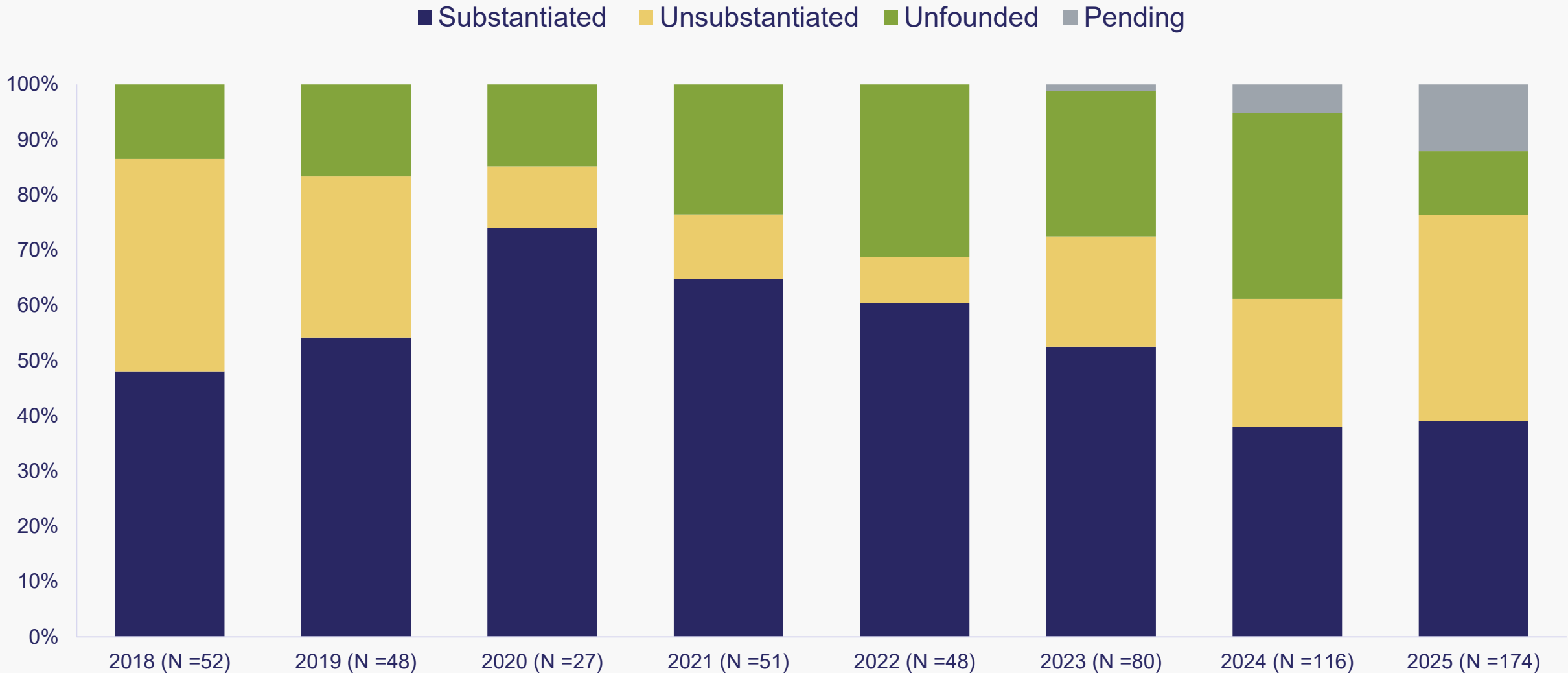
### Closed Investigations of Sex Abuse or Sexual Harassment within OYA Facilities by Reported Year



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## The proportion of substantiated findings has not increased despite an increase in investigations.

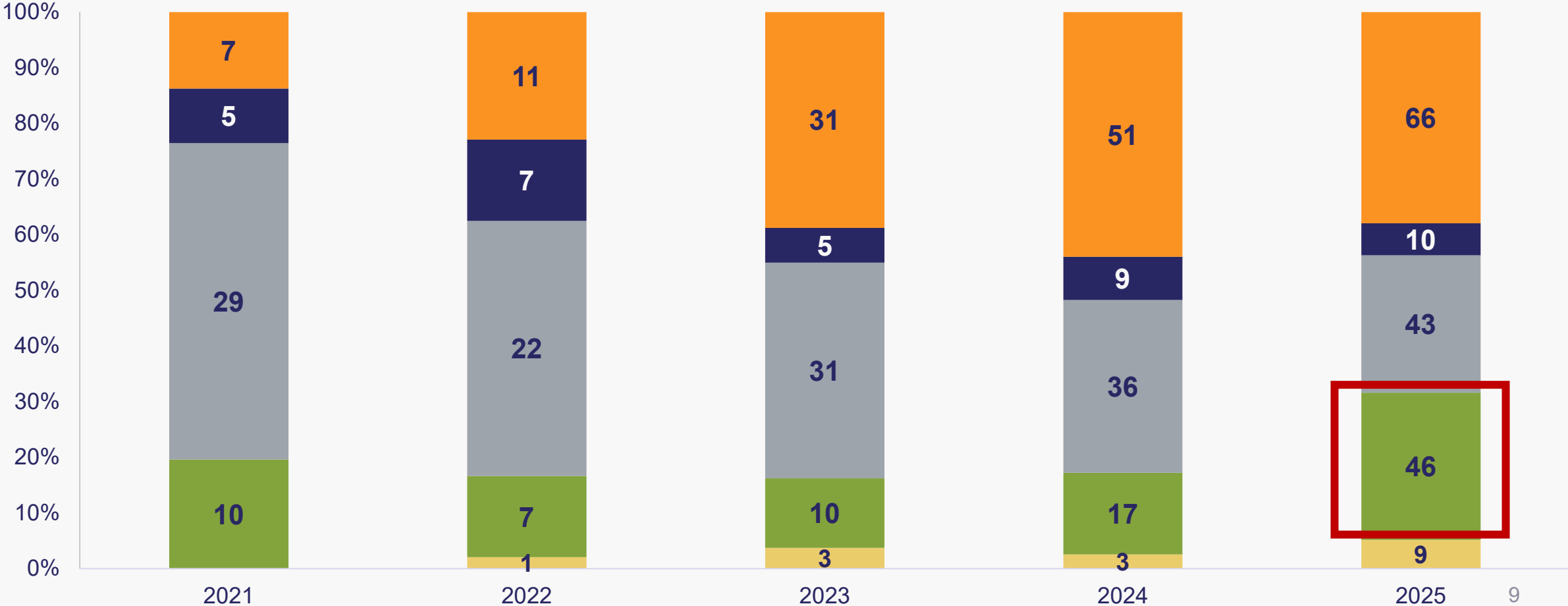


# Prison Rape Elimination Act



# Notable increase in 2025 - Staff on Youth Sexual Misconduct is largely attributed to PREA-O cases.

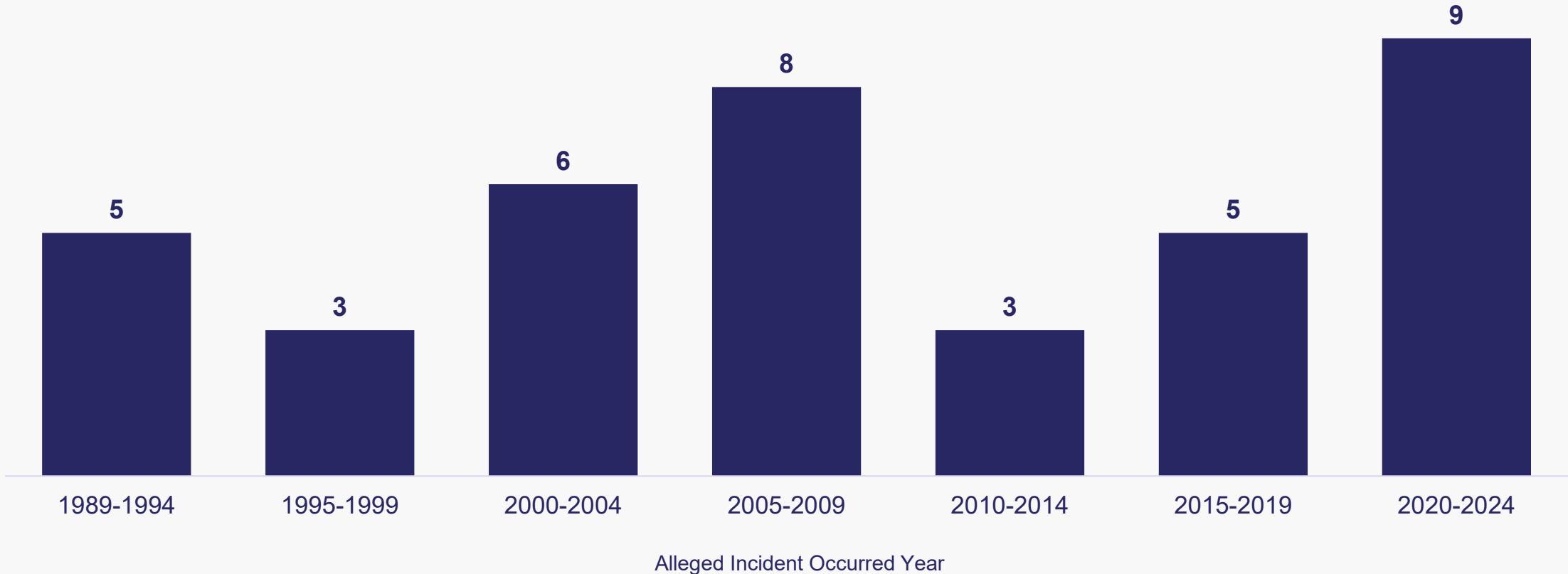
- Staff on Youth Sexual Harassment
- Staff on Youth Sexual Misconduct
- Y on Y Abusive Sexual Contact
- Y on Y Non Consensual Sexual Act
- Y on Y Sexual Harassment





# PREA-O cases represent reports received in 2025 when the allegation is from a prior reporting year.

77% (30 of 39) PREA-O reports made in 2025 alleged an abuse incident that occurred prior to 2020.





Insight | Measurement | Performance | Accountability  
Continuous Improvement | Transparency

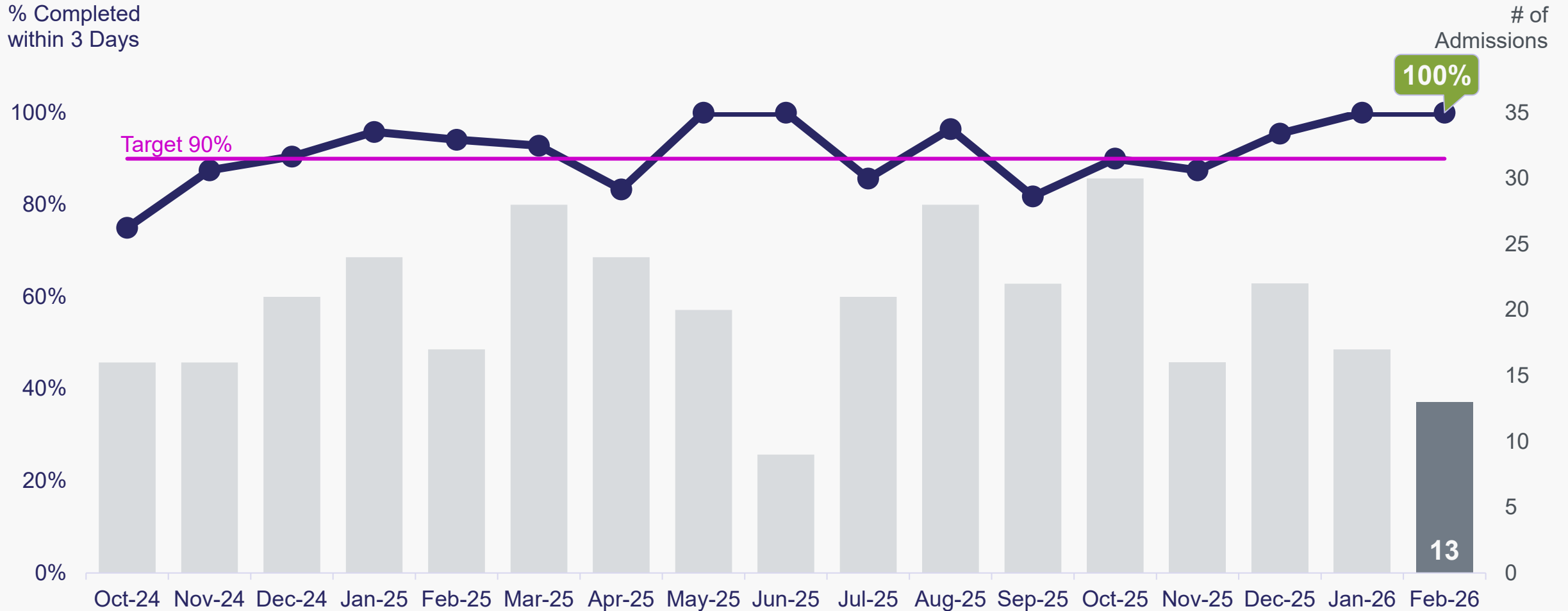


# Performance Metrics

# Prison Rape Elimination Act



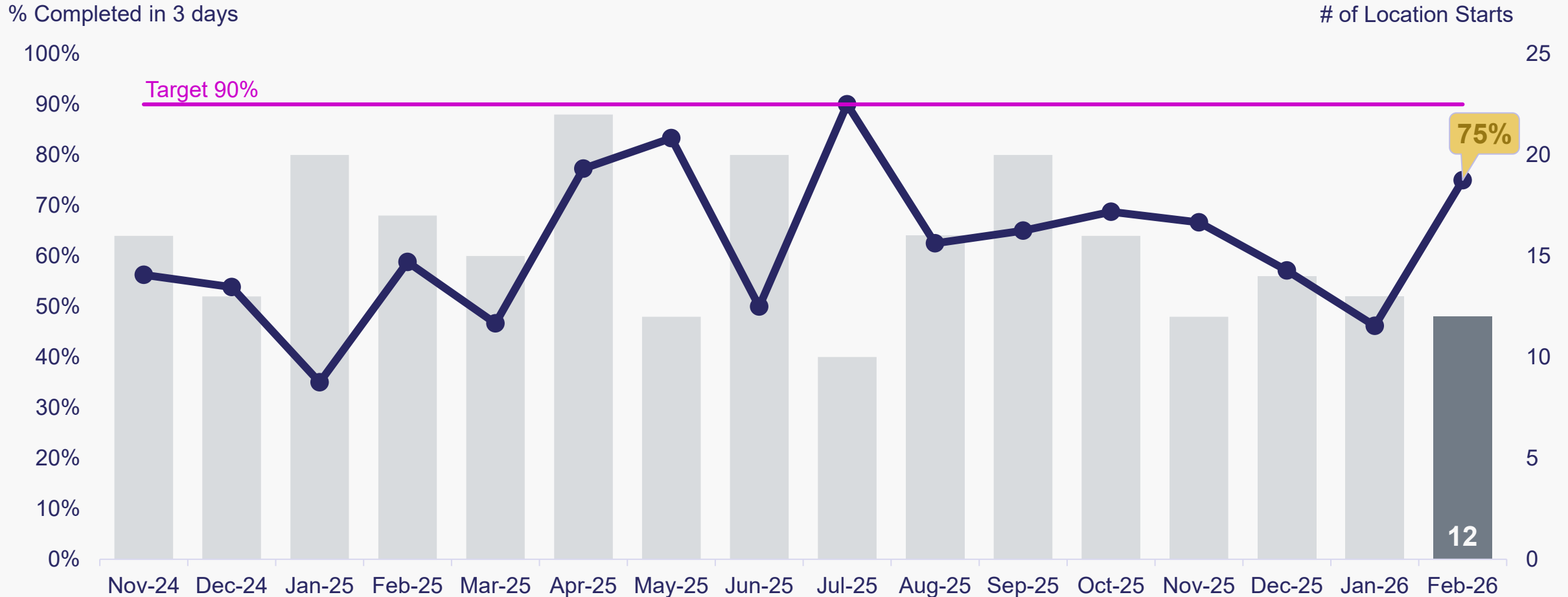
## 100% of intake VSABs were completed within 3 days of admission



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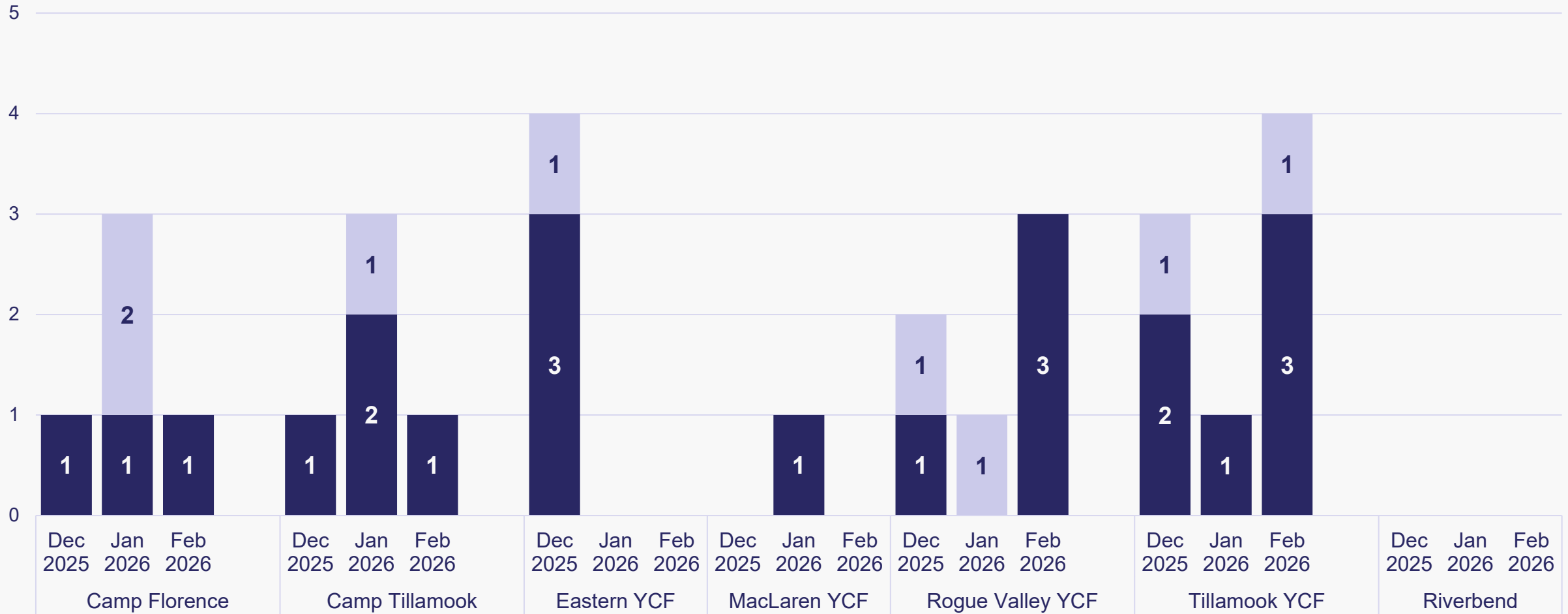
## 75% of VSABs were completed within 3 days of transfer to another OYA Close Custody Facility





# VSAB Transfer Compliance by Facility – Last 3 Months

■ On Time    ■ Late





# VSAB Transfer Compliance by Facility – Last 3 Months

Oak Creek and JWTP often have more movements between them than other facilities since their relationship is unique.



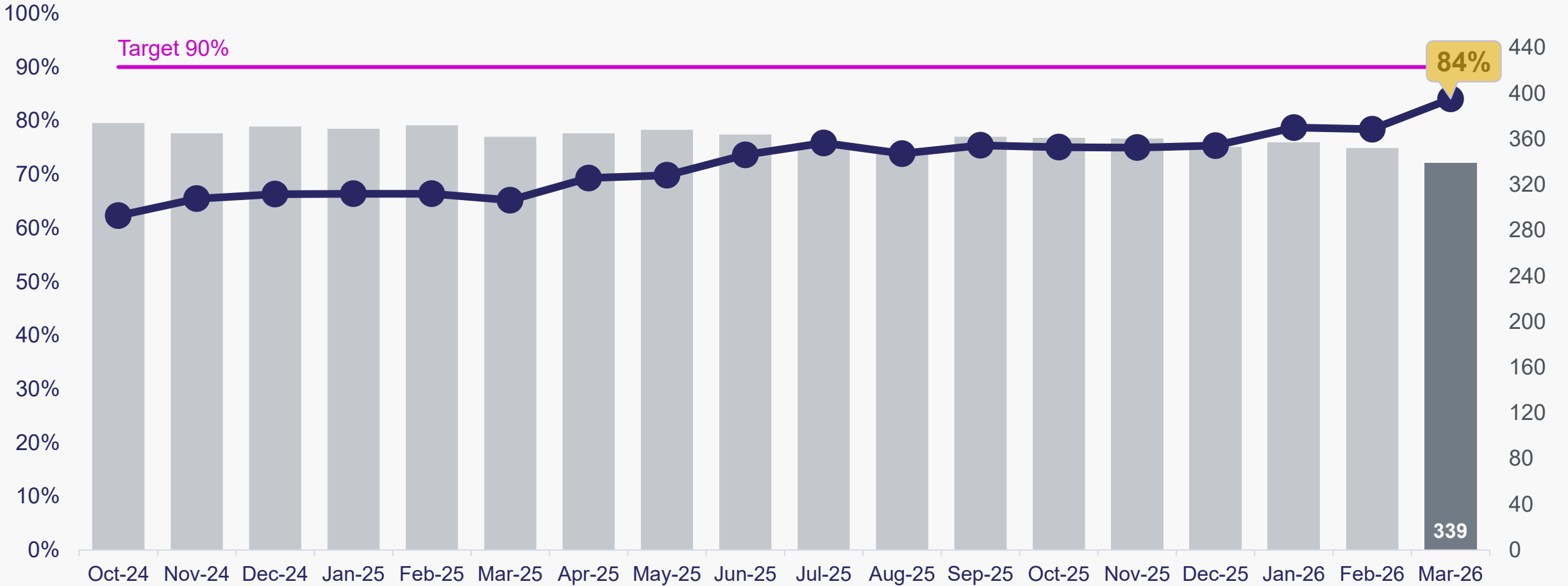
# Prison Rape Elimination Act



## 84% of youth in OYA close custody had an **up-to date** VSAB on snapshot date (VSAB completed in last 365 days)

% of Closed Custody Youth with Up to Date VSAB

Count of Close Custody Youth on Snapshot Date





# Possible Future Measures

## Improvement Efforts

- Training, tracking reports, Workday modules

## Future Measures

- Retaliation Monitoring – Victim, witnesses, reporter should be tracked for retaliation for at least 90 days after a PREA review is opened.
- Attorney and DHS Notifications
- Timeliness of PREA Reviews

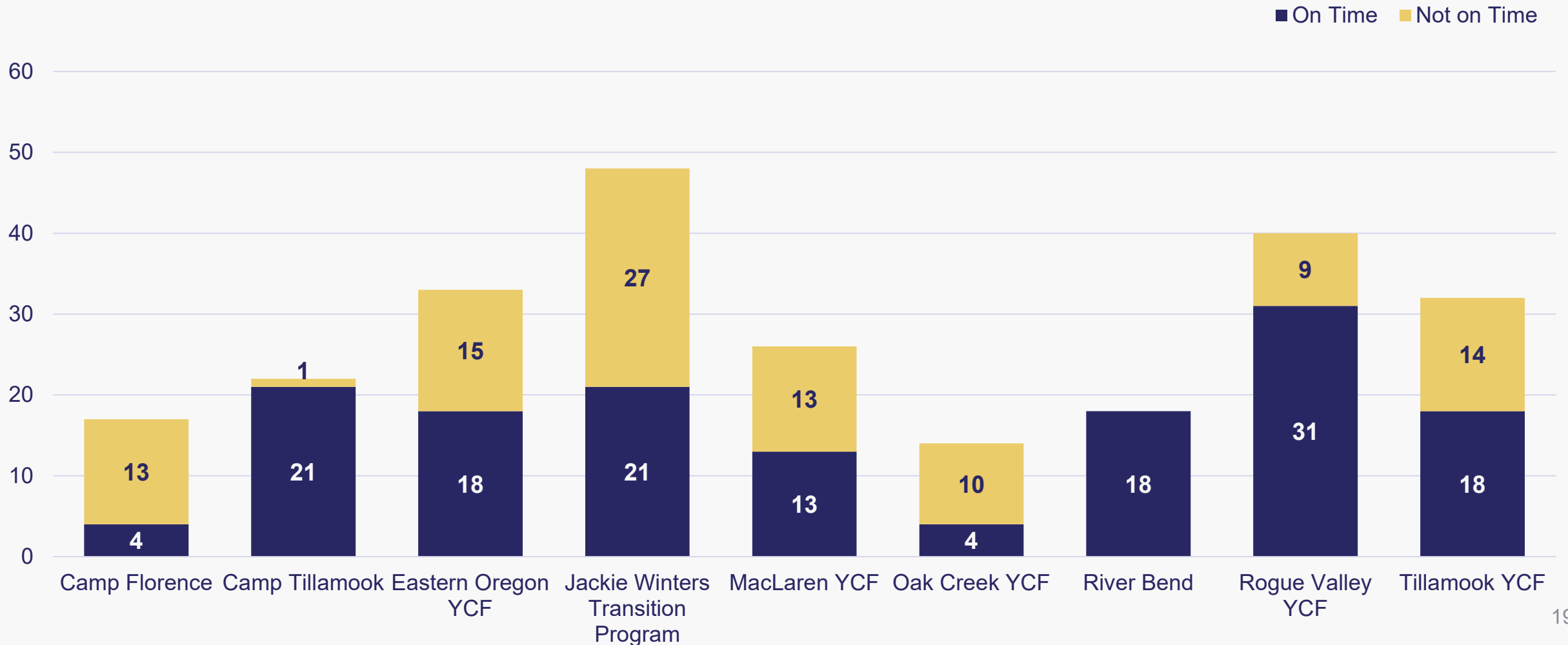


# Supplemental Slides



# VSAB Transfer Compliance by Facility

Date Range (Aggregate): November 2024 – January 2026





# Closing Updates



## High Priority Work

Is there any high-priority work happening in your department that we don't see reflected in some way in these slides?

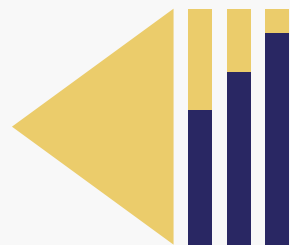


## Employee Engagement

Updates on employee engagement efforts and areas of focus.

# IMPACT

Insight | Measurement | Performance | Accountability  
Continuous Improvement | Transparency



## Help us improve

Follow QR code to provide feedback