



TRAVIS COUNTY JUVENILE PROBATION DEPARTMENT

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ESTELA P. MEDINA
Chief Juvenile Probation Officer

Annual Report, Findings and Action Plan

Reference: 28 CFR 115.388: Data Review for Corrective Action

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

In calendar year 2019, there were two (2) substantiated allegations and three (3) unfounded allegations of youth-on-youth sexual abuse at the Department. In addition, there was one (1) allegation of youth on youth sexual harassment at the Department that resulted in an unsubstantiated finding. There were four (4) allegations of staff sexual misconduct with all investigations resulting in a finding of unfounded. In calendar year 2018, there was one (1) substantiated allegation and one (1) unsubstantiated allegation of youth-on-youth sexual abuse at the Department. In addition, there were four (4) allegations of youth on youth sexual harassment at the Department that resulted in two (2) substantiated findings and two (2) unsubstantiated findings. There was one (1) unsubstantiated allegation of staff sexual misconduct and there were zero (0) sexual abuse and sexual harassment allegations against staff. The Department continues to be vigilant and will promptly investigate all allegations by appropriately trained personnel. With continued oversight, staff training and resident education, current systems appear to be effective in preventing, detecting and responding to allegations of sexual abuse and sexual harassment.

Travis County Juvenile Probation Department (Department) is committed to instituting the intent and requirements of the Federal Prison Rape Elimination Act (PREA). One of the most significant intents to move toward compliance with PREA is the video surveillance upgrades that occurred in 2019. This technology is critical to enable unparalleled oversight of our secured facilities by the Department's supervision and management staff. Specifically, the improved surveillance and door control systems technology will enhance our ability to protect residents from sexual abuse and reinforce our commitment to providing a safe environment for all. The Department currently has an analog-based video surveillance system, secure door control system and access reader equipment vulnerable to technological and end-of-life vulnerabilities. The project is on-going and will result in 223 new cameras being strategically placed in various locations throughout the campus. In addition, 158 doors will receive increased security hardware. The primary project requirement is to ensure the video surveillance, door controls and card readers systems are fully integrated with the legacy system and act as a non-proprietary holistic solution.

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

- Ensure that juveniles and visitors are provided information on the Department’s zero tolerance policy and methods of reporting alleged abuse by:
 - prominently displaying posters in public areas, and general programming and housing areas in the facilities that explain how to report allegations directly to the Texas Juvenile Justice Department (TJJD);
 - providing brochures created by TJJD that detail reporting methods available; and
 - providing detailed information to residents during the intake and orientation process on their right to be free from sexual abuse and sexual harassment, methods of avoiding sexual abuse and sexual harassment, and methods of reporting any allegations.
- Comply with the mandated staffing ratios and the staffing plan for the facilities and assess the staffing plan on an annual basis,
- Ensure adequate staff coverage to provide appropriate supervision based on the current population needs.
- Continue to conduct unannounced rounds in the facilities on a regular basis.
- Continue to have staff announce their presence when entering the housing units of the opposite gender to enhance the privacy of residents.
- Continue training staff on topics to include, but not limited to:
 - the zero-tolerance policy for all forms of abuse, to include sexual abuse and sexual harassment;
 - how to fulfill their responsibilities under agency sexual abuse and sexual harassment prevention, detection, reporting, and response policies and procedures;
 - the residents’ right to be free from sexual abuse and sexual harassment;
 - the right of residents and employees to be free from retaliation for reporting sexual abuse and sexual harassment;
 - the dynamics of sexual abuse and sexual harassment in juvenile facilities;
 - how to detect and respond to signs of threatened and actual sexual abuse and sexual harassment; and
 - how to comply with mandatory reporting laws.
- Continue to conduct criminal history and background checks on employees, volunteers, interns and contractors.
- Continue to report and investigate all allegations of abuse, neglect and exploitation, to include sexual abuse or sexual harassment by:
 - Referring all allegations of a criminal nature to the appropriate law enforcement agency;
 - Referring all allegations to TJJD and / or any applicable local, state or national oversight agency; and
 - Ensuring that an administrative and / or criminal investigation is completed for all allegations.

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Estela P. Medina
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 Estela P. Medina, Chief Juvenile Probation Officer

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Kris Johnson
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 Kris Johnson, PREA Coordinator

9/2/2020

 Date

8/19/2020

 Date

Allegations of Sexual Abuse and Sexual Harassment Gardner-Betts Juvenile Justice Center (Detention)

Founded / Substantiated Allegations									
Type	Calendar Year	2014	2015	2016	2017	2018	2019	2020	2021
Youth on Youth Nonconsensual Sexual Acts		0	0	0	0	0	0		
Youth on Youth Abusive Sexual Contact		1	1	0	0	0	1		
Youth on Youth Sexual Harassment		0	0	0	0	0	0		
Staff Sexual Misconduct		0	0	0	0	0	0		
Staff Sexual Harassment		0	0	0	0	0	0		
Inconclusive / Unsubstantiated Allegations									
Type	Calendar Year	2014	2015	2016	2017	2018	2019	2020	2021
Youth on Youth Nonconsensual Sexual Acts		0	0	0	0	0	0		
Youth on Youth Abusive Sexual Contact		0	0	0	0	0	0		
Youth on Youth Sexual Harassment		0	0	0	0	2	0		
Staff Sexual Misconduct		0	0	0	0	1	0		
Staff Sexual Harassment		0	0	0	0	0	0		
Unfounded Allegations									
Type	Calendar Year	2014	2015	2016	2017	2018	2019	2020	2021
Youth on Youth Nonconsensual Sexual Acts		0	0	0	0	0	0		
Youth on Youth Abusive Sexual Contact		0	0	0	0	1	2		
Youth on Youth Sexual Harassment		0	0	0	0	0	1		
Staff Sexual Misconduct		0	0	0	0	0	3		
Staff Sexual Harassment		0	0	0	0	0	0		

Information through 12/31/19

Allegations of Sexual Abuse and Sexual Harassment Meurer Intermediate Sanctions Center and Travis County Halfway House

Founded / Substantiated Allegations									
Type	Calendar Year	2014	2015	2016	2017	2018	2019	2020	2021
Youth on Youth Nonconsensual Sexual Acts		0	0	0	0	0	0		
Youth on Youth Abusive Sexual Contact		1	1	0	0	1	1		
Youth on Youth Sexual Harassment		0	0	0	2	2	0		
Staff Sexual Misconduct		0	0	0	0	0	0		
Staff Sexual Harassment		0	0	0	0	0	0		
Inconclusive / Unsubstantiated Allegations									
Type	Calendar Year	2014	2015	2016	2017	2018	2019	2020	2021
Youth on Youth Nonconsensual Sexual Acts		0	0	0	0	0	0		
Youth on Youth Abusive Sexual Contact		0	0	0	0	0	0		
Youth on Youth Sexual Harassment		0	0	0	0	0	0		
Staff Sexual Misconduct		0	0	0	0	0	0		
Staff Sexual Harassment		0	0	0	0	0	0		
Unfounded Allegations									
Type	Calendar Year	2014	2015	2016	2017	2018	2019	2020	2021
Youth on Youth Nonconsensual Sexual Acts		0	0	0	0	0	0		
Youth on Youth Abusive Sexual Contact		0	0	1	0	0	1		
Youth on Youth Sexual Harassment		0	0	0	0	0	0		
Staff Sexual Misconduct		0	0	0	0	0	1		
Staff Sexual Harassment		0	0	0	0	0	0		

Information through 12/31/19

Definitions:

Calendar Year: January 1st to December 31st

Founded / Substantiated Allegations: The administrative investigation had sufficient evidence to prove the allegation(s) using the preponderance of evidence standard.

Inconclusive / Unsubstantiated Allegations: The investigation revealed insufficient evidence to either prove or disprove the allegation(s).

Unfounded: The investigation had sufficient evidence to prove the allegation(s) were false or not factual.

Youth on Youth Nonconsensual Sexual Acts: Sexual contact of any person without his or her consent, or of a person who is unable to consent or refuse; and Contact between the penis and the vulva or the penis and the anus including penetration, however slight; OR Contact between the mouth and the penis, vulva, or anus; or penetration of the anal or genital opening of another person, however slight, by a hand, finger, object, or other instrument.

Youth on Youth Abusive Sexual Contact: Sexual contact of any person without his or her consent, or of a person who is unable to consent or refuse; and intentional touching, either directly or through the clothing, of the genitalia, anus, groin, breast, inner thigh, or buttocks of any person to exclude incidents in which the contact was incidental to a physical altercation.

Youth on Youth Sexual Harassment: Repeated and unwelcome sexual advances, requests for sexual favors, or verbal comments, gestures, or actions of a derogatory or offensive sexual nature by one youth directed toward another.

Staff Sexual Misconduct: Any behavior or act of a sexual nature directed toward a youth by an employee, volunteer, contractor, official visitor or other agency representative (exclude family, friends or other visitors). Sexual relationships of a romantic nature between staff and youths are included in this definition. Consensual or nonconsensual sexual acts include intentional touching, either directly or through the clothing, of the genitalia, anus, groin, breast, inner thigh, or buttocks that is unrelated to official duties or with intent to abuse, arouse, or gratify sexual desire; or completed, attempted, threatened, or requested sexual acts; or occurrences of indecent exposure, invasion of privacy, or staff voyeurism for reasons unrelated to official duties or for sexual gratification.

Staff Sexual Harassment: Repeated verbal comments or gestures of a sexual nature to a youth by an employee, volunteer, contractor, official visitor, or other agency representative (excludes family, friends, or other visitors). Include demeaning references to gender; or sexually suggestive or derogatory comments about body or clothing; or repeated profane or obscene language or gestures.