



Highfields Inc.
Prison Rape Elimination Act (PREA)
2023 Annual Reporting and Data

Highfields Residential Program has adopted and complies with all standards of the federal Prison Rape Elimination Act (PREA). Highfields policy mandates that all facility personnel have zero tolerance for sexual abuse and sexual harassment of residents. Highfields has preventive plans in place and, should allegations regarding sexual abuse or harassment be made, all personnel are appropriately trained to take action to rapidly restore safety, attend to and support the victim, and promptly initiate the investigative process. Highfields uses required audits to ensure compliance with PREA standards.

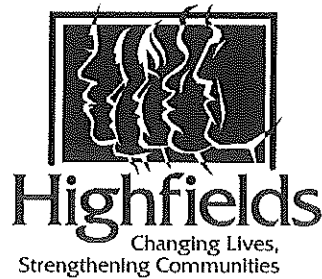
Reporting Sexual Abuse or Harassment

Highfields policy provides youth with multiple ways to report sexual abuse and harassment, including suspected sexual abuse, and youth are given an orientation on the multiple reporting options available to them. Highfields ensures that youth who report sexual abuse or harassment and supporting witnesses are protected from retaliation. Highfields informs youth that they will be protected from retaliation.

Reporting options include:

- Verbally to any staff, counselor, or administrator.
- In writing to any staff, counselor, or administrator.
- In writing through the youth and family grievance process.
- Verbally or in writing to an advocate or parent.
- Externally by telephoning Children's Protective Services at 1-855-444-3911 or other outside reporting option as established by a facility.

Youth's family members and the public are also encouraged to report suspected sexual abuse or harassment of youth in custody. Anonymous and third-party reports are accepted. The MDHHS Children's Protective Services line, 1-855-444-3911, can be utilized at any time to report suspected abuse or neglect of children, including sexual abuse.



2023 Highfields PREA Annual Report

What is PREA?

The Prison Rape Elimination Act (PREA) was passed unanimously in Congress in 2003. The purpose of the act is to “provide for the analysis of the incidence and effects of prison rape in federal, state, and local institutions and to provide information, resources, recommendations and funding to protect individuals from prison rape.” PREA applies to adult prisons, jails, juvenile residential treatment facilities and detentions.

Highfields makes every effort to implement PREA and prevent sexual assault/rape of clients in our care; to prevent incidents of sexual abuse and sexual harassment; and to take prompt, effective, and compassionate action if allegations of sexual abuse or harassment are made.

The Act also created the National Prison Rape Elimination Commission and charged it with drafting standards for eliminating prison rape. In accordance with Standard 115.387; (a) The agency shall collect accurate, uniform data for every allegation of sexual abuse at facilities under its direct control using a standardized instrument and set of definitions. (b) The agency shall aggregate the incident-based sexual abuse data at least annually. (c) The incident-based data collected shall include, at a minimum, the data necessary to answer all questions from the most recent version of the Survey of Sexual Violence conducted by the Department of Justice. (d) The agency shall maintain, review, and collect data as needed from all available incident-based documents, including reports, investigation files, and sexual abuse incident reviews. (e) The agency also shall obtain incident-based and aggregated data from every private facility with which it contracts for the confinement of its residents. (f) Upon request, the agency shall provide all such data from the previous calendar year to the Department of Justice no later than June 30.

The following data was collected between January 1, 2023, through December 31, 2023. It is available to the public on our Highfields website at [Highfields.org](https://www.highfields.org)

Definitions:

Resident-on-resident sexually abusive penetration: Any sexual penetration by a resident of another resident with or without the latter's consent, or of a resident who is coerced into the sexual contact by threats of violence, or of a resident who is unable to refuse. The sexual acts

included are contact between the penis and the vagina or the anus; contact between the mouth and the penis, vagina, or anus; or penetration of the anal or genital opening of another person by a hand, finger, or other object.

Resident-on-resident sexually abusive contact: non-penetrative touching (either directly or through the clothing) of the genitalia, anus, groin, breast, inner thigh, or buttocks without penetration by a resident of another resident, with or without the latter's consent, or of a resident who is coerced into sexual contact by threats of violence, or of a resident who is unable to refuse.

Resident-on-resident sexual harassment: Repeated and unwelcome sexual advances, requests for sexual favors, verbal comments, or gestures or actions of a derogatory or offensive sexual nature by one resident directed toward another.

Staff-on-resident sexually abusive contact: Includes non-penetrative touching (either directly or through the clothing) of the genitalia, anus, groin, breast, inner thigh, or buttocks by a staff member or a resident that is unrelated to official duties.

Staff-on-resident sexually abusive penetration: Sexual penetration by a staff member of a resident, including contact between the penis and vagina or anus; contact between the mouth and the penis, vagina, or anus; or penetration of the anal or genital opening of another person by a hand, finger, or other object.

Staff-on-resident indecent exposure: The display by a staff member of his or her uncovered genitalia, buttocks, or breast in the presence of a resident.

Staff-on-resident voyeurism: An invasion of a resident's privacy by staff for reasons unrelated to official duties or when otherwise not necessary for safety and security reasons

Staff-on-resident sexual harassment: Repeated verbal comments or gestures of a sexual nature to a resident by a staff member. Such statements include demeaning references to gender, sexually suggestive or derogatory comments about body or clothing, or profane or obscene language or gestures.

Staff sexual misconduct: Includes any behavior or act of a sexual nature directed toward a juvenile or youthful offender by an employee, volunteer, contractor, official visitor, or other agency representative. Sexual relationships of a romantic nature between staff and youth are included in this definition.

Sexual Exploitation: Includes allowing, permitting, or encouraging a child to engage in prostitution, or allowing, permitting, encouraging, or engaging in the photographing, filming, or depicting of a child engaged in a listed sexual act as defined in MCL 750.145c

Substantiated: Allegation is supported by preponderance of evidence indicating that it is more probable than not that the incident took place. A determination that an allegation is substantiated under PREA guidelines is not a determination of guilt.

Unsubstantiated: Insufficient evidence to prove or disprove the allegation.

Unfounded: Allegation is false or the agency that completes the investigation states that the allegation is unfounded.

PREA Allegations Reported 1/1/2023 – 12/31/2023:

Resident on Resident	Substantiated	Unsubstantiated	Unfounded
Abusive Penetration	0	0	0
Abusive Contact	0	0	2
Sexual Harassment	0	0	0
Total:	0	0	2
Staff on Resident	Substantiated	Unsubstantiated	Unfounded
Abusive Penetration	0	0	0
Abusive Contact	0	0	0
Sexual Harassment	0	0	0
Indecent Exposure	0	0	0
Voyeurism	0	0	0
Sexual Misconduct	0	0	0
Exploitation	0	0	0
Total:	0	0	0

There were two allegations during 2023 for resident-on-resident abusive contact. Separate administrative investigations determined the allegations to be unfounded.

Commitment to PREA Compliance:

Highfields adheres to a zero-tolerance policy in relevance to sexual assault/rape of a resident in our facility. Staff abide by all rules and expectations designed to prevent sexual assault and ensure the safety of our residents. All Highfields staff are mandatory reporters and will cooperate with law enforcement, prosecutors, and the courts in the investigation and possible prosecution of anyone involved in the sexual assault/rape of a resident.

2023 PREA Audit:

On June 6, 2023, Highfields successfully completed compliance monitoring in accordance with the Juvenile Standards for the Prisoner Rape Elimination Act (PREA).

Submitted By:

Julie Duffey
Highfields PREA Coordinator