

China Spring Youth Camp

2023 Annual Report – Prison Rape Elimination Act

REFERENCES:

[PREA Standards](https://www.prearesourcecenter.org/implementation/prea-standards/juvenile-facility-standards)

<https://www.prearesourcecenter.org/implementation/prea-standards/juvenile-facility-standards>

2023 REPORT

China Spring Youth Camp is physically located at 225 China Spring Road in Gardnerville, Nevada. The facility is a staff secure facility that serves mid-level male and female offenders between the ages of 12 and 18 years old. China Spring Youth Camp Juvenile Service Director and Agency PREA Coordinator was Wendy Garrison. In early December Director Garrison retired, and Assistant Director Dr. Jenna Sexton stepped in as the new PREA Coordinator. The facility has one facility PREA Compliance Manager, which was Lesley Keith; however, in October this appointment was transferred to Teagan Grant, the Dorm/PREA Manager.

China Spring Youth Camp has a Zero Tolerance Policy against all forms of sexual abuse and sexual harassment. The protection of the facility's youth against all forms of sexual abuse and sexual harassment is important. All employees, staff, residents, contract employees, contract services personnel, volunteers, and visitors are subject to the Zero Tolerance Policy.

All residents have an equal opportunity and access to participate in or benefit from our efforts to prevent, detect, and respond to sexual abuse and sexual harassment. China Spring Youth Camp has an accessibility plan that identifies and provides alternative materials based on the need or requests of the youth. Some of these alternatives include resources that accommodate language, reading ability, hearing, or vision impairments to ensure understanding and effective communication with residents upon intake and throughout their program.

Each resident is provided a list of internal and external reporting mechanisms at the time of intake, in addition to, county-specific resources at the time of discharge. China Spring Case Management maintains a file at the Camp with community resources for each county.

STAFF TRAINING AND RESIDENT EDUCATION

China Spring Youth Camp implements multiple stages of employee PREA training. This training begins upon hire, as well as on a day-to-day basis and month-to-month basis through unannounced supervisory checks, email refreshers using the Standards of Focus, and debriefs during staff meetings and shift briefings. Due to staffing constraints much of the trainings were individualized; however, we held a variety of group formal classroom trainings which included JIREH: Prevention and Crisis Intervention Training, ART, T4C, Girl's Circle, Boy's Council, Mentor Training, the Camp's Cognitive Model, Professional Boundaries, Resident Supervision, Building Appropriate Relationships and Authority, Ethics, PREA refreshers, Youth Level of Service, Trauma Informed Care, Suicide Prevention, and Reasonable Suspicion.

Similarly, the residents are educated at intake, at 10 days in camp and thirty days in camp. Additional educational groups are conducted monthly or as needed interventions. Resident education groups in 2023 included topics such as internal and external reporting mechanisms, resident rights, definitions of sexual harassment and abuse, the Zero Tolerance Policy, educational videos provided by the PREA Resource Center, adolescent sexual health classes, and cultural diversity— to name a few.

DATA AND ANALYSIS

In 2023 China Spring Youth Camp received a total of 4 PREA-related allegations (Figure 1). These involved 3 allegations of staff on resident sexual misconduct and 1 allegation of youth on youth sexual harassment. 2 allegations of staff sexual misconduct and the 1 allegation of youth on youth sexual harassment were determined to be unfounded by PREA Investigator Howard Matts. The remaining allegation of staff sexual misconduct was referred to Douglas County Sherriff's Office for investigation. The individual was released from employment in October, and in December 2023 an arrest was made for two counts of sexual conduct with children under the care, custody, control and supervision of the camp in violation of NRS 201.555. The criminal case is still ongoing at this time, but it is considered a substantiated allegation by our facility at this time.

In addition to collecting data from 2023, historical data from 2021 and 2022 were used to analyze trends, the effectiveness of current prevention and reporting measures, and determine where improvements can be made. As depicted below, 2023 saw an increase in allegations made compared to years prior (Figure 2); however, there was a decrease in the occurrence of substantiated allegations in 2023 from the occurrence of substantiated allegations in 2022. This suggests that a facility culture has been established that encourages reporting and ensuring follow up for all reports.

Similarly, it was found that there continues to be a variety of report sources (Figure 4). This suggests that both internal and external reporting mechanisms are being utilized, and that all parties (youth, staff, and third parties) are aware of the reporting mechanisms, have access to such mechanisms, and are aware of their role in making reports.

In addition to analysis of how the camp initiates and responds to allegations, preventative measures were also analyzed. Overall, the majority of allegations continue to be regarding staff as the perpetrators, vs youth perpetrators, which suggests that we continue to do an adequate job of resident education and implementing measures to prevent youth on youth harassment and abuse; however, it also suggests that additional training and staff education may be needed at this time. Additional staffing training regarding maintaining professional relationships, establishing healthy boundaries, building rapport and authority appropriately, and reviews of relevant policies have been assigned and scheduled for early 2024 to address these findings.

Additionally, China Spring Youth Camp utilizes the PREA Vulnerability Assessment for youth upon intake. This measure allows us to identify youth who are at risk for victimization or perpetration of sexual harassment and sexual abuse, and allows us to implement additional protections for these individuals as a preventative measure prior to the youth entering the population. By analyzing the number of overrides to these assessments (overrides can be done proactively based on population dynamics, be triggered following behavioral issues, internal PREA investigations, or new information surfacing regarding a history of victimization or perpetration), we can surmise how effective the tool actually is. Our data suggests that the assessment tool is very accurate at identifying risk upon intake, as very few overrides were needed (Figure 5). There was also a shift from 2022, and we saw more victim overrides compared to aggressor overrides in 2023. This finding can be explained by the contextual factors such being consolidated to one housing unit for both dorms (male and female residents were separated at all times, but it limited the ability to separate residents from others within the same program), and high incidence of gang-involved youth in the facility at all times. In response to these concerns many of the overrides were proactive overrides to ensure additional protections to counteract the above factors.

Figure 1: 2023 Allegation Breakdown

Incident Type	Substantiated	Unsubstantiated	Unfounded	Pending	Total
Youth on Youth Nonconsensual Sexual Acts	0	0	0	0	0
Youth on Youth Abusive Contact	0	0	0	0	0
Youth on Youth Sexual Harassment	0	0	1	0	1
Staff Sexual Misconduct	1	0	2	0	3
Staff Sexual Harassment	0	0	0	0	0
Total	1	0	3	0	4

Note: Sexual acts are defined as penetration allegations and abusive sexual contact is referred to as non-penetration allegations.

Figure 2: Comparison of Allegation Type

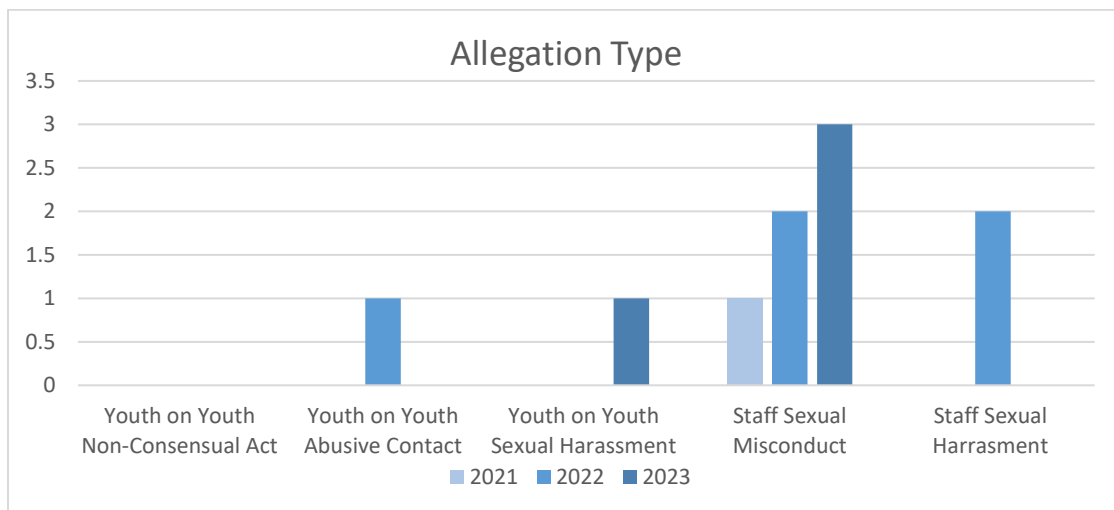


Figure 3: Comparison of Substantiated Allegations

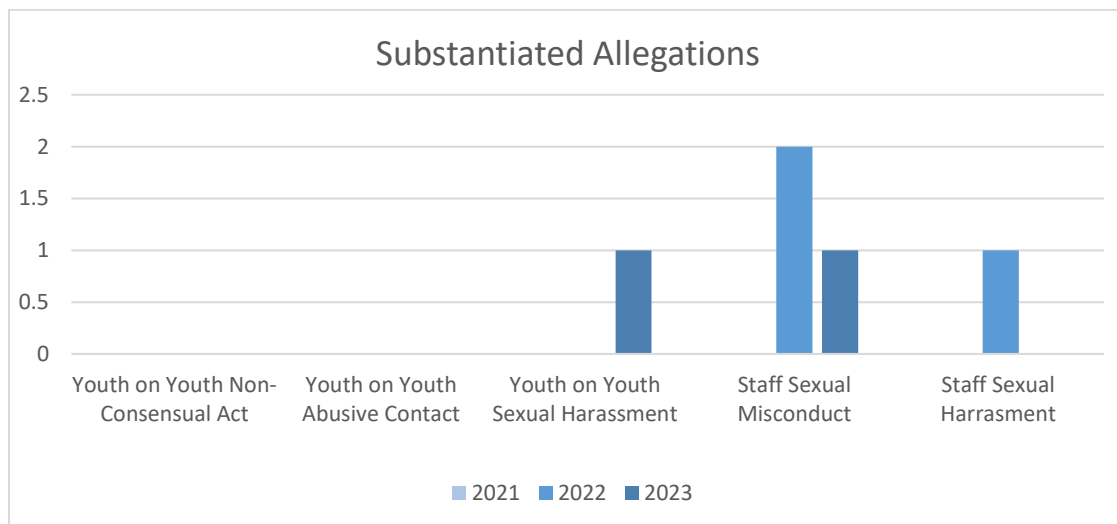


Figure 4: Comparison of Report Source

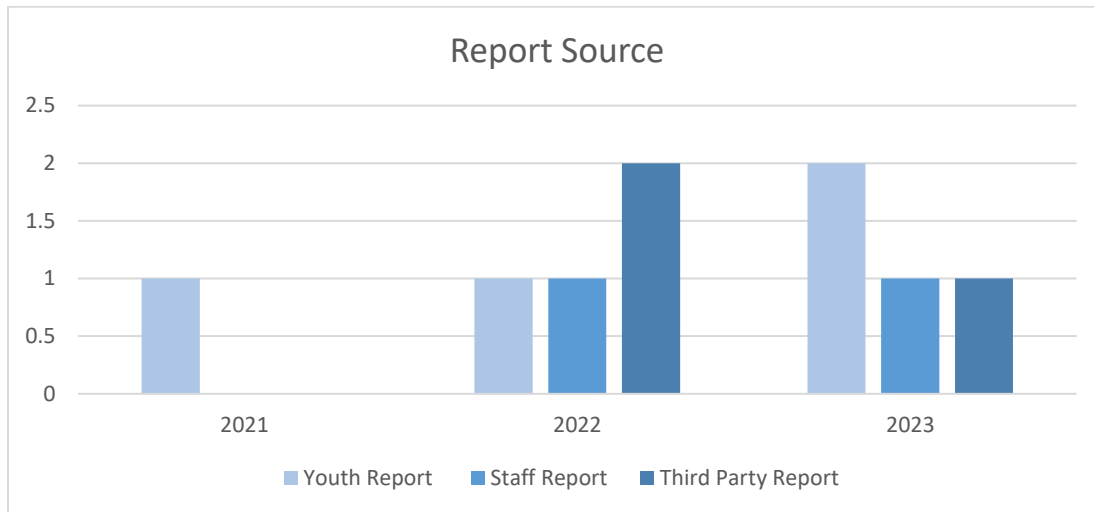


Figure 5: PREA Vulnerability Assessment Overrides

Year	Victim	Aggressor
2021	0 of 49 (0%)	2 of 40 (4%)
2022	4 of 62 (7%)	12 of 62 (19%)
2023	7 of 60 (12%)	5 of 60 (8%)

ACTIONS TAKEN AND IMPROVEMENTS MADE IN 2023

Following prolonged operation under emergency staffing conditions, since 2021, and the loss of key personnel in July 2022 we consolidated into one housing unit for both male and female residents (male and female residents remained on separate wings and did not have contact with the opposite program). We remained in one unit for the majority of 2023 until the hire of 10 Youth Program Officers throughout the spring/summer of 2023, which allowed us to return to two separate housing units at the end of September 2023. At this time we also returned to the best practice of having at least one male and female staff member in the facility at all times – a practice that was not always feasible under emergency staffing.

Between August and October 2023, we had 1 Case Manager and 3 Youth Program Officers whose employment with CSYC ended; 2 were still in their probation period, and 2 were not. Then in October 2023 Douglas County concluded the Baker Tilly Compensation and Classification study, which resulted in an increase in wages for the majority of positions in camp. Following this, we hired a Program Manager, a Culinary Specialist, a Substance Abuse Counselor, a Case Manager, and 3 Youth Program Officers by the end of 2023.

Physical plant improvements included the creation of 2 meeting rooms in the boy’s dormitory, and the installation of cameras in each of these meeting rooms. This was done to create additional spaces to meet with residents privately, but remain under camera and within sight of others via a large window into the room, as well as keep everyone in close proxemics rather than spread out throughout the camp. Additionally, 4 more cameras were ordered to be installed in the Case Manager and Substance Abuse Counselor offices. These are set to be installed in January 2024.

SUMMARY

Like many facilities, China Spring Youth Camp has been slowly recovering from the staffing crisis that accompanied COVID. Although, resident populations are still limited based on staffing constraints and the need to ensure the resident to staff ratios are maintained to provide adequate supervision and safety for all, in fall of 2023 we finally came out of emergency staffing and, and returned to two housing units.

Facility measures to prevent, report and respond to incidents of resident sexual abuse or harassment have, in general, been shown to be effective in doing so, with the exception of 1 substantiated case of PREA misconduct in 2023– a statistical improvement from the year prior. A variety of improvements were made to the hiring and recruitment practices, the physical plant (with more improvements planned), and updates to policy and procedure were made to implement best practices for preventing incidents of abuse or harassment. Staff training was identified as an area of needed improvement, and multiple trainings to address PREA related topics have been assigned and scheduled for 2024.