NC Department of Adult Correction

PROTECTION • INNOVATION
REHABILITATION

Prison Rape Elimination Act (PREA) of 2003

Sexual Abuse Annual Report 2023-2024

Introduction

All divisions of the Department of Adult Correction protect the public by collaboratively focusing on rehabilitation, protection, innovation, accountability, and professionalism.

NCDAC employees supervise offenders in institutions, community confinement facilities, and in communities for those on probation, parole, and post release. The vision of the agency is that all divisions of the Department of Adult Correction will work collaboratively to create a safer North Carolina. The core values to be successful in meeting this mission and vision are Integrity, Transparency, and Professionalism.

"Our mission is to **ensure public safety through protection, innovation, and rehabilitation**, and our strategic plan supports that mission through six goals and 24 objectives related to our workforce and employees, safety and security, infrastructure and technology, and offender rehabilitation.

Specifically, our strategic goals are to:

1. Grow our workforce.
2. Support our employees.
3. Strengthen safety and security.
4. Upgrade infrastructure and technology.
5. Modernize and improve our healthcare system.
6. Reduce recidivism."

(Mike Daniska, Organizational Performance, 2025-2029 NCDAC Strategic Plan).

The Prison Rape Elimination Act of 2003 (PREA) was enacted by Congress to address the problem of sexual abuse and sexual harassment of persons in the custody of U.S. correctional agencies. The Act applies to all public and private institutions that house adult offenders, residents or juvenile offenders and is also relevant to community-based agencies. The PREA National Standards were promulgated in August 2012. These standards established nationwide consistency in practices covering the areas of detection, prevention, reduction, and punishment of prison rape in confinement facilities.

NCDAC maintains a zero-tolerance policy for any form of sexual misconduct between staff and offenders or residents. We are steadfast in our commitment to delivering professional, ethical, and appropriate services to those in our custody, while supporting our staff in fulfilling these responsibilities.

PREA aligns seamlessly with our mission. Every employee plays a critical role in preventing and detecting sexual abuse, thereby protecting the individuals in our care and enhancing the safety of our communities.

In accordance with PREA National Standards §§115.88, and 115.288, this report presents a comprehensive review of data and corrective actions taken across our facilities. It summarizes and compares the agency's progress and accomplishments during calendar years 2023 and 2024.



Message from the Secretary

Sexual abuse and sexual harassment within correctional environments have profound and lasting impacts—not only on the individuals directly affected, but also on the integrity of the criminal justice system and the safety of our communities. The Prison Rape Elimination Act (PREA) of 2003 was enacted in recognition of the serious physical and psychological harm experienced by victims, which can significantly hinder their ability to successfully reintegrate into society upon release.

The North Carolina Department of Adult Correction (NCDAC) remains steadfast in its commitment to a zero-tolerance policy for sexual abuse and harassment. We maintain a comprehensive approach that includes prevention, detection, response, investigation, prosecution, and tracking of all incidents. In accordance with PREA National Standards §115.88, and §115.288, , this annual report provides a summary of substantiated incidents of sexual abuse in confinement for calendar years 2023 and 2024, along with the corrective actions taken in response. It also includes an assessment of the Department's progress in addressing these issues over the past year.

Our ongoing focus is to ensure sexual safety within all facilities under our operational control. We view corrective action not as a punitive measure, but as an opportunity to implement long-term, meaningful changes that strengthen our systems and safeguard those in our care.

NCDAC takes pride in being proactive and prevention-focused, upholding the highest standards of correctional and rehabilitative practice. We recognize that achieving our zero-tolerance goal requires collaboration, and we welcome the continued support of our community partners and stakeholders in this critical effort.

Together, we can foster a safer, more just correctional environment for all.

Sincerely,

Leslie Dismukes

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Overview: North Carolina Department of Adult Correction

The NC Department of Adult Correction (NCDAC) was established in November 2021 via Session Law 2021-180, Section 19.1, which separated NCDAC from the NC Department of Public Safety (NCDPS). NCDAC officially started operations on January 1, 2023 and its 14,000+ employees have the responsibility for the rehabilitation, care, custody and supervision of around 32,000 individuals in prison and more than 81,000 people on probation, post-release, or parole in our communities. NCDAC operates across the state with an annual budget of just over $2 billion.

NCDAC oversees the operation of 55 prison facilities in three custody levels (minimum, medium, and close), as well as two Confinement in Response to Violation centers and two substance use disorder treatment facilities. NCDAC also manages Community Supervision Judicial District offices in all 100 North Carolina counties. NCDAC's operational divisions and sections include Institutions, Community Supervision, Comprehensive Health Services, Education Services, Rehabilitation and Reentry Services, Special Operations and Intelligence, and Correction Enterprises.

Key support elements include Workforce Management, Professional Standards, Engineering/Construction and Maintenance, Internal Audit, and the employee mental health and peer support program known as S.H.I.E.L.D. (Support. Hope. Inclusion. Empowerment. Dedication.). The department has more than 18,700 total allocated positions.
All NCDAC goals have been aligned to NC Governor Josh Stein's six North Star Priorities, which are the state's key priority areas for the immediate future. They include economic opportunity, excellent public schools, healthier people, safe and engaged communities, Helene recovery, and quality services.

Mission

All divisions of the Department of Adult Correction are to ensure public safety through protection, innovation, and rehabilitation.

Vision

All divisions will work collaboratively to create a safer North Carolina.

Core Values

Integrity, Transparency, and Professionalism.

NCDAC Strategic Plan in the PREA Program

The Division of Institution Administration, Programs and Standards: PREA Office strives to meet the strategic plan by addressing the goals and objectives indicated below:

1. Support Our Employees
    a. Meeting training needs to develop a high-performing and effective workforce.
    b. Holding employees accountable for their actions when the PREA policy and agency's zero tolerance standard is violated.
    c. By supporting the well-being of employees by providing technical assistance and finding more efficient and effective ways of meeting duties as assigned.
2. Strengthen Safety and Security at All NCDAC Locations
    a. Identify sustainable renovations and updated technology to enhance safety and security.
    b. Prepare employees to adequately respond to emergencies through the development of a coordinated response plan.
    c. Develop a statewide plan to increase safety and security while meeting privacy mandates under the national standards in bathroom areas within institutions.

To review the complete agency's strategic plan, please visit: **https://www.dac.nc.gov/strategic-plan.**

Departmental Accomplishments

PROGRAM ADMINISTRATION

Program Administration

In support of the Department's ongoing commitment to PREA compliance and sexual safety, the PREA Office undertook the following key administrative initiatives during the reporting period:

1. National Engagement and Knowledge Sharing Participated in the 2024 National PREA Coordinators' Conference in Buffalo, NY. This event provided valuable opportunities to learn about emerging trends, share best practices, and strengthen national collaboration on PREA implementation, compliance strategies, and the promotion of sexual safety for both offenders and staff.
2. Enhancement of Data Management Systems Implemented structural improvements to the program's data management framework to increase efficiency, accuracy, and accessibility of PREA-related data. These changes support more effective tracking, analysis, and reporting of incidents and compliance efforts.

PREVENTION

The PREA Office continues to implement proactive measures to prevent sexual abuse and harassment in alignment with federal standards. Key prevention efforts during the reporting period include:

Enhancing Accessibility and Inclusion

In accordance with §115.16, which addresses the needs of offenders with disabilities and those with limited English proficiency, the PREA Office undertook the following initiatives:

1. Participated in and organized meetings focused on Americans with Disabilities Act (ADA) compliance efforts.
2. Distributed educational posters statewide to raise awareness and promote inclusivity.

Promoting Privacy and Dignity

In response to §115.15, which limits cross-gender viewing and searches, the agency collaborated with Central Engineering, Facility Maintenance, and PREA staff to develop an operational plan. This plan addresses the installation of shower curtains in facilities where additional privacy measures were identified as necessary, while maintaining safety and security standards.

Facility Staffing Analysis Reviews

A total of fifty-five staffing analysis reviews were completed in accordance with PREA standards. These reviews are essential to ensuring adequate staffing levels and supervision practices that support a safe and secure environment for both offenders and staff. Completed a comprehensive staffing plan analysis for every facility across the state, in accordance with PREA National Standards, to ensure adequate supervision and safety.

RESPONSE

The PREA Office continues to strengthen the Department's response to sexual abuse and harassment through coordinated efforts, internal assessments, and strategic planning. Key activities during the reporting period include:

1. Quarterly Regional Leadership Meetings - Participated in quarterly meetings with Institutional Regional Directors to review facility-level program status, analyze regional statistical data, enhance program management, and ensure continued compliance with agency policy and PREA National Standards.
2. Institutional Assessments - Conducted internal assessments across correctional institutions to evaluate the implementation and effectiveness of the Department's PREA program.
3. Enhanced Screening Protocols - Improved existing screening procedures to better identify individuals at high risk of victimization. These protocols support informed decisions regarding housing, bed assignments, work placements, education, and program participation.
4. Conducted weekly compliance reviews after hiring temporary staff in late 2024.
5. Corrective Action Planning and Communication - Provided facility leadership with critical updates and corrective action plans during regional meetings. Attendees included Regional Directors, Regional Security Coordinators, Wardens, and Associate Wardens.
6. Virtual Institutional Engagement - Held meetings with leadership to address PREA-related concerns and provide updates to Facility Management, PREA Investigators, PREA Compliance Managers, Support Staff, and Regional Staff.
7. PREA Compliance Manager Collaboration - Conducted targeted meetings with PREA Compliance Managers to review and align corrective action plans, ensuring consistency and accountability across all facilities.
8. Management of External Allegations - Continued oversight of offender-reported allegations of sexual abuse and harassment external to the agency through the Project Offender Reporting Sexual Abuse (O.R.S.A.) initiative.

Training and Education

The PREA Office remains committed to equipping staff with the knowledge and tools necessary to uphold the highest standards of sexual safety and compliance. Key training and education initiatives during the reporting period included:

1. Ongoing Virtual Support - Conducted virtual meetings with PREA Compliance Managers-69 trained, PREA Support Staff, and PREA Investigators to provide continuous guidance and technical assistance.
2. Collaboration with Internal Affairs - Delivered PREA-compliant training in partnership with the NCDAC Office of Internal Affairs (OIA) to ensure investigative practices align with national standards.
3. National Leadership and Conference - Planning as an active member of the National PREA Coordinators Working Group, the PREA Director contributed to the planning and coordination of the 2024 National PREA Coordinators Conference.
4. Facility-Based SART Engagement - Held on-site meetings with Sexual Abuse Response Teams (SART)—including Wardens, PREA Compliance Managers, Investigators, and Support Persons—to reinforce PREA compliance and deepen understanding of the standards.
5. Contract Facility Monitoring - Implemented a monitoring process to ensure PREA compliance at all contracted facilities housing NCDAC offenders.
6. Specialized Screening Training for Case Analysts to fifteen Diagnostic Staff, focusing on effective screening practices for identifying high-risk individuals.
7. eLearning Certification Maintenance - Maintained and updated eLearning certification courses for PREA Compliance Managers, PREA Support Services, and Sexual Abuse Investigators.

Definitions Related to Sexual Abuse and Sexual Harassment

SEXUAL ABUSE

For purposes of this report and statistical data, sexual abuse includes:

1. Sexual abuse of an inmate, detainee, or resident by another inmate, detainee, or resident; and

2. Sexual abuse of an inmate, detainee, or resident by a staff member, contractor, or volunteer.

Sexual abuse of an inmater, detainee, or resident by another offender, detainee, or resident includes any of the following acts, if the victim does not consent, is coerced into such act by overt or implied threats of violence, or is unable to consent or refuse:

1. Contact between the penis and the vulva or the penis and the anus, including penetration, however slight;

2. Contact between the mouth and the penis, vulva, or anus;

3. Penetration of the anal or genital opening of another person, however slight, by a hand, finger, object, or other instrument; and

4. Any other intentional touching, either directly or through the clothing, of the genitalia, anus, groin, breast, inner thigh, or the buttocks of another person, excluding contact incidental to a physical altercation.

Sexual abuse of an inmate, detainee, or resident by a staff member, contractor, or volunteer

1. Contact between the penis and the vulva or the penis and the anus, including penetration, however slight;

2. Contact between the mouth and the penis, vulva, or anus;

3. Contact between the mouth and any body part where the staff member, contractor, or volunteer has the intent to abuse, arouse, or gratify sexual desire;

4. Penetration of the anal or genital opening, however slight, by a hand, finger, object, or other instrument, that is unrelated to official duties or where the staff member, contractor, or volunteer has the intent to abuse, arouse, or gratify sexual desire;

5. Any other intentional contact, either directly or through the clothing, of or with the genitalia, anus, groin, breast, inner thigh, or the buttocks, that is unrelated to official duties or where the staff member, contractor, or volunteer has the intent to abuse, arouse, or gratify sexual desire;

6. Any attempt, threat, or request by a staff member, contractor, or volunteer to engage in the activities described in items (1)-(5) of this section;

7. Any display by a staff member, contractor, or volunteer of his or her uncovered genitalia, buttocks, or breast in the presence of an inmate, detainee, or resident, and;

8. Voyeurism by a staff member, contractor, or volunteer. Voyeurism by a staff member, contractor, or volunteer means an invasion of privacy of an inmate, detainee, or resident by staff for reasons unrelated to official duties, such as peering at an inmate who is using

a toilet in his or her cell to perform bodily functions; requiring an inmate to expose his or her buttocks, genitals, or breasts; or taking images of all or part of an inmate's naked body or of an inmate performing bodily functions.

SEXUAL HARASSMENT

1. Repeated and unwelcome sexual advances, requests for sexual favors, or verbal comments, gestures, or actions of a derogatory or offensive sexual nature by one inmate, detainee, or resident directed toward another; and

2. Repeated verbal comments or gestures of a sexual nature to an inmate, detainee, or resident by a staff member, contractor, or volunteer, including demeaning references to gender, sexually suggestive or derogatory comments about body or clothing, or obscene language or gestures.

Comparative Data

2024: The Department's Year in Review

During the 2024 calendar year, NCDAC received a total of **749** offender and resident sexual abuse and sexual harassment allegations. The following outlines the total number of incidents reported and the outcome of investigations in 2024. This represents a **<1% increase** in allegations received and **a 34% decrease** in **substantiated allegations since 2023**.

2024					
Incident Type	**Substantiated**	**Unsubstantiated**	**Unfounded**	**Ongoing**	**Total**
Offender on Offender Sexual Abuse	**12**	**145**	**52**	**0**	**209**
Offender on Offender Sexual Harassment	**9**	**226**	**24**	**0**	**259**
Staff on Offender Sexual Abuse	**13**	**63**	**77**	**0**	**153**
Staff on Offender Sexual Harassment	**4**	**68**	**56**	**0**	**128**
Total Allegations Received	**38**	**502**	**209**	**0**	**749**

Table 1: 2024 Incident Reports and Outcomes thru December 31, 2024. New reports and annual data validation received from allegations in previous years may affect data collection. This chart was updated based on current data for completion of investigations and valdiation in 2024. In 2024, the Beareau of Justice Statistics revised definitions for data collection to coincide with the definitions in standards. Offender-on-Offfender Nonconsencusal Sex Act and Abusive Sexual Contact (see 2023 below) was combined to one incident type deffined as Offender on Offender Sexual Abuse.

2024 Substantiated Sexual Abuse Cases with Corrective Actions

2024 Facility	Corrective Action(s)
ALEXANDER CI	1. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training. 2. Distributed PREA Posters throughout the facility. 3. Distributed information on ways to report for population. 4. Discussed PREA related topics in shift line-ups. 5. Held a facility management meeting to discuss ways to improve prevention of PREA incidences in the facility.
ANSON CI	1. Distributed PREA Posters throughout the facility. 2. Distributed information on ways to report for population. 3. Discussed PREA related topics in shift line-ups. 4. Made revisions to facility policies or procedures. 5. Referred for prosecution.
BERTIE CI	1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Distributed PREA Posters throughout the facility. 3. Made changes to bed, job, and/or program assignments protocols. 4. Discussed PREA related topics in shift line-up.
BURKE CRV	1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. The aggressor was immediately separated from the victim and transferred for restricted housing purposes. Staff responded to this incident per policy.
CASWELL CC	1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Distributed PREA Posters throughout the facility. 3. Made changes to bed, job, and/or program assignments protocols. 4. Distributed information on ways to report for population. 5. Aggressor was charged with an A-05 under the Disciplinary policy, and he was also transferred.
CATAWBA CC	1. Made changes to the number and placement of supervisory staff in the area in which the incident occurred. 2. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training.

	3. Distributed PREA Posters throughout the facility. 4. Made changes to bed, job, and/or program assignments protocols. 5. Distributed information on ways to report for population. 6. Conducted town hall meetings with population to discuss prevention. 7. Held a facility management meeting to discuss ways to improve prevention of PREA incidences in the facility. 8. Distributed first responder cards to all staff.
EASTERN CI	1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Reassess the appropriateness of certain staff in PREA-related roles. 3. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training. 4. Distributed information on ways to report for population. 5. Distributed first responder cards to all staff. 6. Discussed PREA related topics in shift line-up. 7. Held a facility management meeting to discuss ways to improve prevention of PREA incidences in the facility. 8. All incidents reported under the Prison Rape Elimination Act (PREA) will be thoroughly investigated. If the identified aggressor is an offender, appropriate action will be taken in accordance with policy, including placement in Restrictive Housing or transfer to another facility to ensure safety and prevent further incidents.
HARNETT CI	1. Made changes to bed, job, and/or program assignments protocols. 2. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 3. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training. 4. Distributed PREA posters throughout the facility. 5. Distributed information on ways for offenders to report PREA allegations. 6. Discussed PREA related topics in shift line-ups. 7. The aggressor was transferred to a different facility.
HYDE CI	1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Distributed information on ways to report for population. 3. Made changes to bed, job, and/or program assignments protocols. 4. Distributed PREA Posters throughout the facility. 5. Discussed PREA related topics in shift line-ups. 6. Held a facility management meeting to discuss ways to improve prevention of PREA incidences in the facility.
JOHNSTON CI	1. Made upgrades to the physical structure of the area in which the incident occurred. 2. Distributed PREA posters throughout the facility. 3. Made changes to bed, job, and/or program assignments protocols. 4. Held a facility management meeting to discuss ways to improve prevention of PREA incidences in the facility. 5. The aggressor of the substantiated case was separated from the victim and transferred.
FOOTHILLS CI	1. Made changes to bed, job, and/or program assignments protocols. 2. Aggressor was moved to another unit away from the victims and later transferred to another facility.

LUMBERTON CI	1. Reassess the appropriateness of certain staff in PREA-related roles. 2. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training. 3. Distributed PREA posters throughout the facility. 4. Distributed information on ways for offenders to report PREA allegations. 5. Discussed PREA related topics in shift line-ups. 6. Conducted town hall meetings with population to discuss prevention. 7. Held a facility management meeting to discuss ways to improve prevention of PREA incidences in the facility.
NASH CI	1. Made upgrades to technology in the area in which the incident occurred. 2. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training. 3. Distributed PREA posters throughout the facility. 4. Distributed information on ways for offenders to report PREA allegations. 5. Discussed PREA related topics in shift line-ups. 6. The aggressor was placed in Special Management Housing Unit and then transferred to another facility.
NCCIW	1. Made upgrades to technology in the area in which the incident occurred. 2. Made changes to the number and placement of supervisory staff in the area in which the incident occurred. 3. Made upgrades to the physical structure of the area in which the incident occurred. 4. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training. 5. Distributed PREA posters throughout the facility. 6. Discussed PREA related topics in shift line-ups. 7. Alleged aggressors were placed in Restrictive Housing due to injuries sustained to the alleged victim. Alleged aggressors were investigated for their actions through the formal disciplinary process.
NEUSE CI	1. Implemented additional routine or unannounced rounds to prevent future incidents. 2. Reassess the appropriateness of certain staff in PREA-related roles. 3. Distributed PREA posters throughout the facility. 4. Made changes to bed, job, and/or program assignments protocols. 5. Discussed PREA related topics in shift line-ups. 6. Held a facility management meeting to discuss ways to improve prevention of PREA incidences in the facility. 7. The offender was placed in Special Management Unit and was transferred.
NEW HANOVER	1. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment Training. 2. Distributed PREA posters throughout the facility. 3. Discussed PREA related topics in shift line-ups. 4. Held a facility management meeting to discuss ways to improve prevention of PREA incidences in the facility. 5. After an investigation the employee was arrested by law enforcement at the facility and resigned.
PIEDMONT CI	1. Aggressor was placed in restrictive housing to separate from victims. 2. Disciplinary sanctions were applied for the aggressor in accordance with NCDAC policies. 3. Aggressor was transferred to another facility.

PENDER	1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Reassess the appropriateness of certain staff in PREA-related roles. 3. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment Training. 4. Distributed PREA posters throughout the facility. 5. Made changes to bed, job, and/or program assignments protocols. 6. Distributed information on ways to report for population. 7. Discussed PREA related topics in shift line-ups. 8. Held a facility management meeting to discuss ways to improve general safety in the facility. 9. The aggressor was placed in restrictive housing.
ROBESON CRV	1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Made upgrades to technology in the area in which the incident occurred. 3. Reassess the appropriateness of certain staff in PREA-related roles. 4. Distributed PREA posters throughout the facility. 5. Distributed information on ways to report for population. 6. Discussed PREA related topics in shift line-ups. 7. Conducted town hall meetings with population to discuss prevention. 8. Held a facility management meeting to discuss ways to improve general safety in the facility. 9. The officer was reassigned to another facility with no offender contact pending the outcome of the investigation.
ROANOKE RIVER CI	1. Aggressor was transferred to another facility. 2. A post incident review was completed as per policy.
SCOTLAND CI	1. Distributed PREA posters throughout the facility. 2. Distributed information on ways to report for population. 3. Conducted town hall meetings with population to discuss prevention. 4. Held a facility management meeting to discuss ways to improve prevention of PREA incidences in the facility. 5. The aggressor was transferred, and the victim was also transferred to different facilities.
SOUTHERN CI	1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Reassess the appropriateness of certain staff in PREA-related roles. 3. Distributed PREA posters throughout the facility. 4. Distributed information on ways to report for population. 5. Discussed PREA related topics in shift line-ups. 6. Conducted town hall meetings with population to discuss prevention. 7. Held a facility management meeting to discuss ways to improve prevention of PREA incidences in the facility. 8. Internal Investigation and Law Enforcement investigation initiated. Employee resigned during investigation.
TABOR CI	1. The aggressor was transferred, and the victim was also transferred to different facilities. Disciplinary action and restrictive housing for aggressor.

2023: The Department's Year in Review

During the 2023 calendar year, NCDAC received a total of **746** offender and juvenile sexual abuse and sexual harassment allegations. The following outlines the total number of incidents reported and the outcome of investigations in 2023.

2023					
Incident Type	**Substantiated**	**Unsubstantiated**	**Unfounded**	**Ongoing**	**Total**
Offender on Offender Abusive Sexual Contact	**12**	123	38	0	**173**
Offender on Offender Nonconsensual Sexual Acts	**1**	11	3	0	**15**
Offender on Offender Sexual Harassment	**21**	148	39	0	**208**
Staff on Offender Sexual Abuse	**17**	80	126	0	**223**
Staff on Offender Sexual Harassment	**3**	73	51	0	**127**
Total Allegations Received	**54**	**435**	**257**	**0**	**746**

Table 2: 2023 Incident Reports and Outcomes thru December 31, 2023. New reports received from allegations in previous years may affect data collection.

2023 Substantiated Sexual Abuse Cases with Corrective Actions

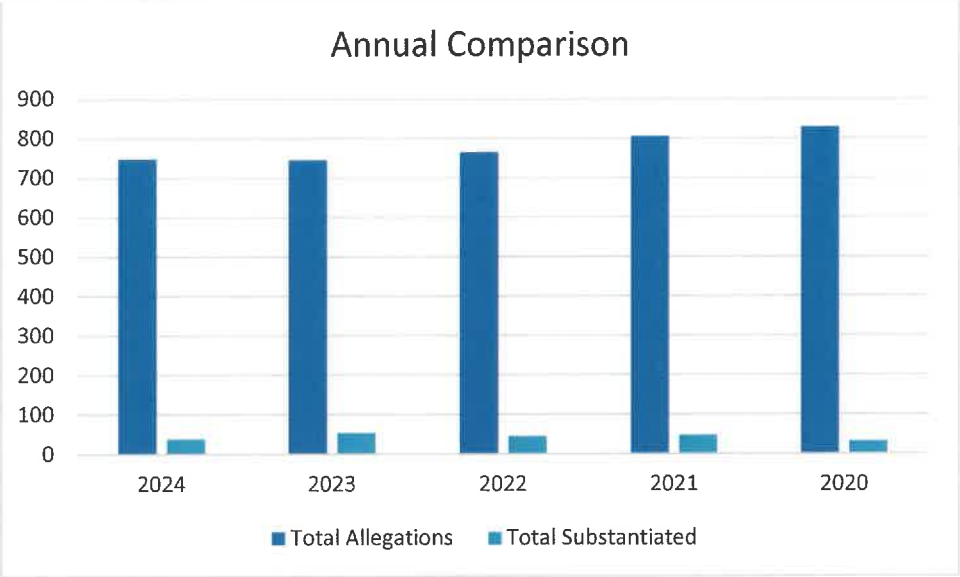
2023	
Facility	**Corrective Action(s)**
ALBEMARLE CI	1. Held a facility management meeting to discuss ways to improve prevention of PREA incidences in the facility. 2. Alleged aggressors placed in special management unit.
ALEXANDER CI	1. Distributed PREA Posters throughout the facility. 2. Discussed PREA related topics in shift line-ups.

ANSON CI	1. Distributed information on ways for offenders to report PREA allegations. 2. Discussed PREA related topics in shift line-ups.
AVERY MITCHELL	1. Reassessed the appropriateness of certain staff in PREA-related roles. 2. Distributed PREA Posters throughout the facility. 3. Distributed information on ways for offenders to report PREA allegations. 4. Held a facility management meeting to discuss ways to improve prevention of PREA incidences in the facility. 5. Aggressor transferred to another facility. Completed disciplinary action on the aggressor.
CALDWELL	1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Made changes to bed, job, and/or program assignments protocols. 3. Distributed information on ways to report for population. 4. Discussed PREA related topics in shift line-ups. 5. Conducted a sexual safety assessment. 6. Victim was placed in Special Management and aggressor was reassigned in his assigned job due to proximity to victim.
CASWELL CC	1. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment training. 2. Distributed PREA posters throughout the facility. 3. Distributed information on ways to report for population. 4. Distributed first responder cards to all staff. 5. Discussed PREA related topics in shift line-ups. 6. Held a facility management meeting to discuss ways to improve prevention of PREA incidences in the facility. 7. Offender was transferred to another facility, and he did special management Special Management Unit time for his actions. Staff were reminded of making their required rounds. 8. Confirmed that all the PREA posters were posted and the reporting procedures were posted.
CATAWBA CC	1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Distributed PREA posters throughout the facility. 3. Distributed information on ways for offenders to report PREA allegations. 4. Distributed first responder cards for all staff.
CRAVEN CI	1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Distributed PREA Posters throughout the facility. 3. Distributed information on ways for offenders to report PREA allegations. 4. Distributed first responder cards to all staff. 5. Discussed PREA related topics in shift line-ups. 6. Held a facility management meeting to discuss ways to improve prevention of PREA incidences in the facility.
EASTERN CI	1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Distributed PREA posters throughout the facility. 3. Discussed PREA related topics in shift line-ups. 4. Alleged Aggressor was placed on Special Management Unit pending investigation. Alleged Aggressor was transferred to another facility as a result of being removed from PCON housing where the incident occurred.

FRANKLIN CI	1. Made revisions to facility standard operating procedures. 2. Conducted a sexual safety assessment.
HARNETT CI	1. Made upgrades to technology in the area in which the incident occurred. 2. Distributed first responder cards to all staff. 3. Discussed PREA related topics in shift line-ups. 4. Held a facility management meeting to discuss ways to improve prevention of PREA incidences in the facility.
JOHNSTON CI	1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Made changes to the number and placement of supervisory staff in the area in which an incident occurred. 3. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment Training. 4. Distributed PREA posters throughout the facility. 5. Made changes to bed, job, and/or program assignments protocols. 6. Distributed information on ways for offenders to report PREA allegations. 7. Discussed PREA related topics in shift line-ups. 8. Conducted town hall meetings with population to discuss prevention. 9. Held a facility management meeting to discuss ways to improve prevention of PREA incidences in the facility. 10. Staff resigned.
LUMBERTON CI	1. Distributed PREA posters throughout the facility. 2. Distributed information on ways for offenders to report PREA allegations. 3. Held a facility management meeting to discuss ways to improve prevention of PREA incidences in the facility.
MAURY CI	1. Aggressor was placed in Special Management Unit.
NASH CI	1. Distributed PREA posters throughout the facility. 2. Distributed information on ways for offenders to report PREA allegations. 3. The Sexual Aggressor received disciplinary action and was demoted to a higher custody level and transferred based on the actions taken. 4. Made changes to the number and placement of supervisory staff in the area in which an incident occurred. 5. Distributed information on ways for offenders to report PREA allegations. 6. The sexual aggressor (staff) was placed on administrative re-assignment and all matters were handled by local law enforcement. The staff member resigned.
NCCIW	1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Reassess the appropriateness of certain staff in PREA-related roles. 3. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment Training. 4. Distributed PREA posters throughout the facility. 5. Made changes to bed, job, and/or programs assignments protocols. 6. Distributed first responder cards to all staff. 7. Conducted town hall meetings with population to discuss prevention. 8. Distributed information on ways for offenders to report PREA allegations. 9. Discussed PREA related topics in shift line-ups. 10. Held a facility management meeting to discuss ways to improve prevention of PREA incidences in the facility.

NEUSE CI	1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Reassessed the appropriateness of certain staff in PREA-related roles. 3. Distributed PREA posters throughout the facility. 4. Discussed PREA related topics in shift line-ups. 5. Held a facility management meeting to discuss ways to improve sexual safety in the facility.
PAMLICO CI	1. The alleged aggressor was removed immediately to Special Management Unit once the allegation was made. Once the investigation was complete, the offender was transferred directly from Special Management Unit to another facility.
PENDER CI	1. Implemented additional routine or unannounced rounds to prevent future incidents. 2. Made upgrades to technology in the area in which the incident occurred. 3. Distributed PREA posters throughout the facility. 4. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment Training. 5. Required the Offender population to complete additional PREA related education. 6. Distributed information on ways for offenders to report PREA allegations. 7. Reassessed the appropriateness of certain staff in PREA-related roles. 8. Discussed PREA related topics in shift line-ups. 9. Held a facility management meeting to discuss ways to improve sexual safety in the facility.
ROANOKE RIVER CI	1. Made revisions to facility standard operating procedures. 2. The facility changed its procedures on janitorial operational practices .
ROBESON CRV	1. Implemented additional routine or unannounced rounds to prevent future incidents. 2. Reassessed the appropriateness of certain staff in PREA-related roles. 3. Required all facility staff to complete Staff and Offender Relationship and/or Sexual Abuse and Sexual Harassment Training. 4. Required the Offender population to complete additional PREA related education. 5. Distributed information on ways for offenders to report PREA allegations. 6. Conducted town hall meetings with population to discuss prevention. 7. Held a facility management meeting to discuss ways to improve sexual safety in the facility. 8. An offender was monitored in the general population, until transferred to another facility due to an unrelated incident.
SOUTHERN CI	1. Implemented additional routine or unannounced rounds in an effort to prevent future incidents. 2. Reassessed the appropriateness of certain staff in PREA-related roles. 3. Distributed PREA posters throughout the facility. 4. Distributed information on ways for offenders to report PREA allegations. 5. Discussed PREA related topics in shift line-ups. 6. Conducted town hall meetings with population to discuss prevention. 7. Conducted a sexual safety assessment.

Previous Years in Review



Audit Findings

The North Carolina Department of Adult Correction conducted federal compliance audits during audit Cycle IV from August 20, 2022, to August 19, 2025.

- Year 1: August 20, 2022- August 19, 2023,
- Year 2: August 20, 2023- August 19, 2024, and
- Year 3 is August 20, 2024- August 19, 2025.

Findings from these audits and previous audits for audit Cycle I-III are available on the agency's website. This information can be accessed by visiting (click here:) Prison Rape Elimination Act (PREA) Office | NC DAC:

Conclusion

The 2023–2024 Annual Report reflects the North Carolina Department of Adult Correction's ongoing commitment to fostering a culture of zero tolerance and transparent reporting. Through a comprehensive approach that includes prevention, detection, response, investigation, data collection, and analysis, the Department continues to strengthen its efforts to eliminate sexual abuse and sexual harassment within its facilities.

NCDAC remains dedicated to thoroughly, objectively, and promptly investigating every allegation reported. As a result of sustained education and awareness efforts—reinforced by consistent response protocols, investigative planning, and feedback gathered during federal audits—offenders and residents have expressed that they feel safer in our facilities and are more comfortable reporting incidents of sexual abuse and harassment.

The Department's robust training programs have contributed to a measurable improvement in the culture of zero tolerance, as well as increased staff engagement in prevention, detection, and response efforts. These cultural and procedural improvements have led to a rise in reported allegations, which the Department views as a positive indicator of increased trust in the system and greater awareness among both staff and offenders.

NCDAC is proud of the progress made in enhancing facility culture, strengthening policies and procedures, and advancing its mission to eliminate sexual abuse and harassment in confinement settings.

For more information about this Annual Report, please contact the PREA Office at:

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