

ComCor, Inc.
PREA Annual
Report

January 1

2015

This document is a summary of all PREA related data for calendar year 2015 compared to calendar years 2014 and 2013.

General Information

In 2015 ComCor had a total of 1012 new residential placements compared to 974 in 2014 and 1033 in 2013.

Definitions of prohibited acts

- A. Rape (*Criminal*) - A client commits this offense when they use physical force or intimidation upon another person for the purpose of sexual contact of any kind, and,
1. He/she has impaired the power of the other person to apprise or control his/her conduct by administering or employing drugs, intoxicants, or similar means, or,
 2. He/she compels or induces the other person to submit by any misrepresentation such as bartering and extortion or threat of violence, or,
 3. The other person suffers from mental disease, defect, or inadequacy that is reasonably apparent or known to the accused offender, which, in fact, renders the other person incapable of understanding the nature of his/her conduct or being aware of the nature of the act committed, or,
 4. The other person is unconscious or otherwise physically incapable of resisting.
- B. Sexual Assault (*Criminal*) - Sexual behavior directed towards a person that does not or cannot consent or is coerced to include but not limited to any of the following acts:
1. Contact between the mouth, penis, breast, buttocks, vulva, anus or any body part with the intent to abuse, arouse, stimulate or gratify sexual desire.
 2. Any other intentional contact, either directly or through the clothing, of the genitalia, anus, groin, breast, inner thigh, or the buttocks of another person, or where the employee, contract worker or volunteer has the intent to abuse arouse, or gratify sexual desire, excluding contact incidental to a physical altercation
 3. Any threat of physical force or pressure for sexual acts or requests for sexual acts
- C. Offender on Offender Sexual Misconduct (*Non-Criminal*)- A person commits this offense when they have consensual active or passive contact, which was not coerced or forced, between the genitals, hand(s), mouth, buttocks, anus

and breast or with an object and the genitals, hand(s), mouth, buttocks, anus or breast of another person. Contact can be with or without clothing being worn by one or both parties.

D. Staff Sexual Misconduct (*Criminal*) – shall mean the following acts when performed by ComCor employees, contract workers or volunteers and directed toward any client under ComCor jurisdiction:

1. Engaging in sexual intercourse with a client. Sexual intercourse shall include:

- a. Vaginal intercourse, anal intercourse and oral intercourse, as well as the penetration of a client's or staff member's vagina or anus with an object, or
- b. Allowing a client to engage in sexual intercourse as defined above with an employee, contract worker or volunteer.

2. Intentionally physically touching either directly or through clothing, the genitalia, anus, groin, thighs or buttocks of a client or the breast of a female client without a legitimate purpose.

3. Compelling or permitting a client to touch either directly or through clothing, the genitalia, anus, groin, thighs or buttocks of a client or the breast of a female client without a legitimate purpose.

4. Kissing a client or allowing oneself to be kissed by a client.

5. Knowingly exposing one's genitals, breasts or buttocks to a client.

6. Observing a clients' partially or fully naked body or a client engaging in a sexual act with him/herself or another client without legitimate purpose.

7. Making threats, bribes or acts of coercion toward a client for the purpose of causing a client to engage in any acts prohibited in this section.

8. Helping another person perform any of the acts prohibited in this section by acting or failing to act to aid in the commission of the act, with the knowledge that the action taken or the inaction will promote or facilitate the prohibited act.

E. Staff Misconduct of a Sexual Nature (*Non-Criminal*) – shall mean the following acts when performed by ComCor employees, contract workers or volunteers and directed toward any client under ComCor jurisdiction for the purpose

of gratifying the sexual desire(s) of any person or getting a client to engage in staff sexual misconduct, or that have sexual undertones:

1. Making any of the following:

- a. Comments about a clients' body intended to abuse, humiliate, harass, degrade, arouse or gratify the sexual desire of any person.
- b. Sexually oriented statements or gestures in the presence of a client, and/or
- c. Demeaning statements based on gender in the presence of a client.

2. Exchanging personal letters, pictures, phone calls, text messages, e mail messages or contact information with a ComCor client or with their immediate family without the express authorization of ComCor Management.

3. Engaging in an unauthorized personal relationship with an individual known to be a ComCor client including, but not limited to, residing with such a client without express authorization of ComCor Management.

4. Dealing, offering, receiving or giving favors or anything of value to a client for the purposes of bribing, grooming, or otherwise seeking to engage the individual in illegal activates prohibited by policy or for purposes otherwise prohibited in this section.

5. Pat searches in violation of ComCor policy.

6. Aiding or abetting another person to perform the acts prohibited in this section. This would include intentionally failing to report knowledge or another employee, contract worker or volunteer engaging in staff sexual misconduct.

7. Discouraging or preventing clients, employees, contract workers or volunteers from reporting acts covered in this policy.

F. Sexual Harassment (*Non-Criminal*) - Any unwelcome sexual advances, requests for sexual favors, unequal treatment, or other unwelcome verbal and physical conduct based on sex when:

1. Staff

- a. Submission to such conduct is made either explicitly or implicitly as a term or condition of an individual's employment; or
- b. Submission to or rejection of such conduct is used as the basis for employment decisions about a person; or
- c. Such conduct has the purpose or effect of substantially and unreasonably interfering with a ComCor employee's work performance or creating an intimidating, hostile, or offensive work or educational environment.

2. Client

- a. Use of obscene or profane language, makes demeaning references to gender or derogatory comments about body or clothing
- b. Makes sexually harassing gestures
- c. Makes threats of physical force or pressure for sexual acts, or requests for sexual acts
- d. Displays of the anus, genitals, or breasts (female/transgender) to another person
- e. Masturbates in the presence or direct vision of another person

Findings

Following an investigation into an allegation of sexual misconduct, ComCor classifies each investigation as to whether the allegation has been determined to be substantiated, unsubstantiated, or unfounded. Those findings are defined as such:

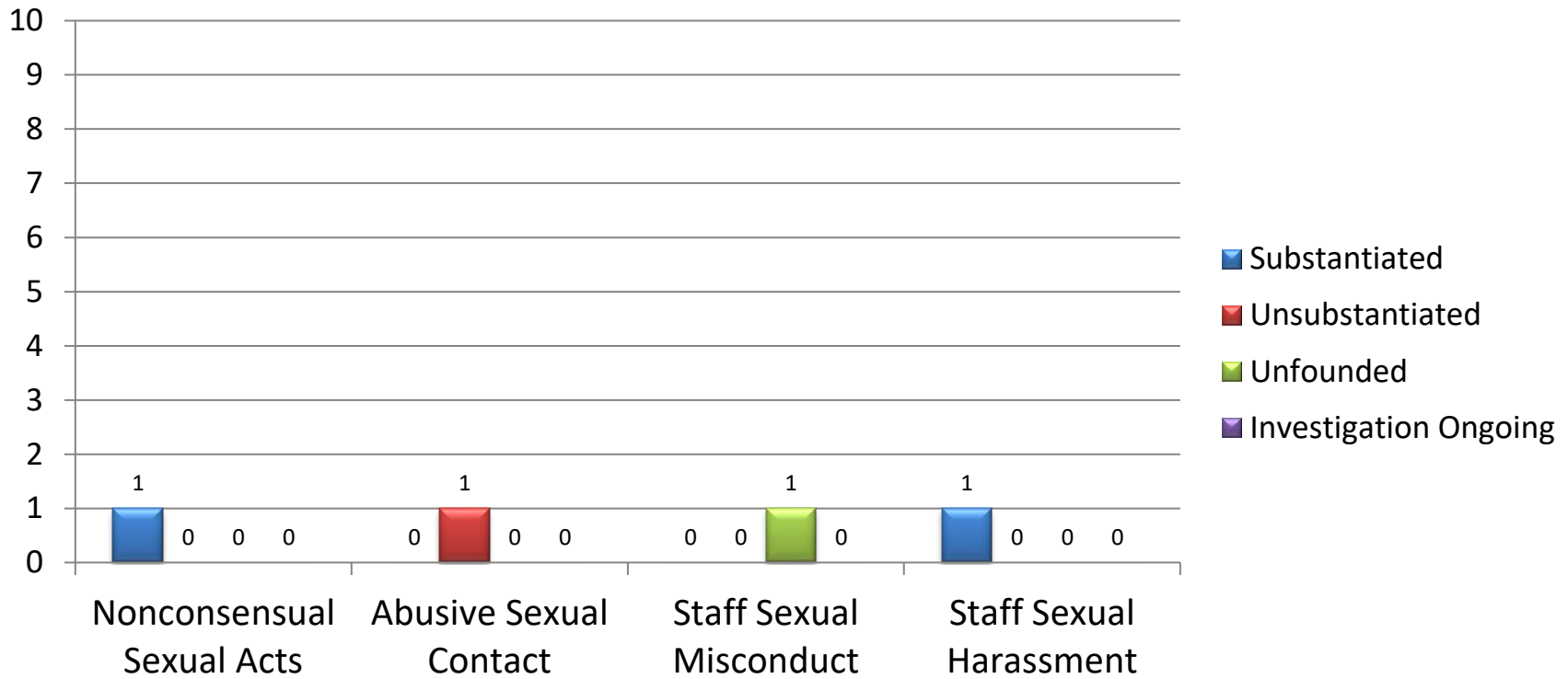
UNFOUNDED: The allegation is false or not factual.

UNSUBSTANTIATED: There is insufficient factual evidence either to prove or disprove the allegations.

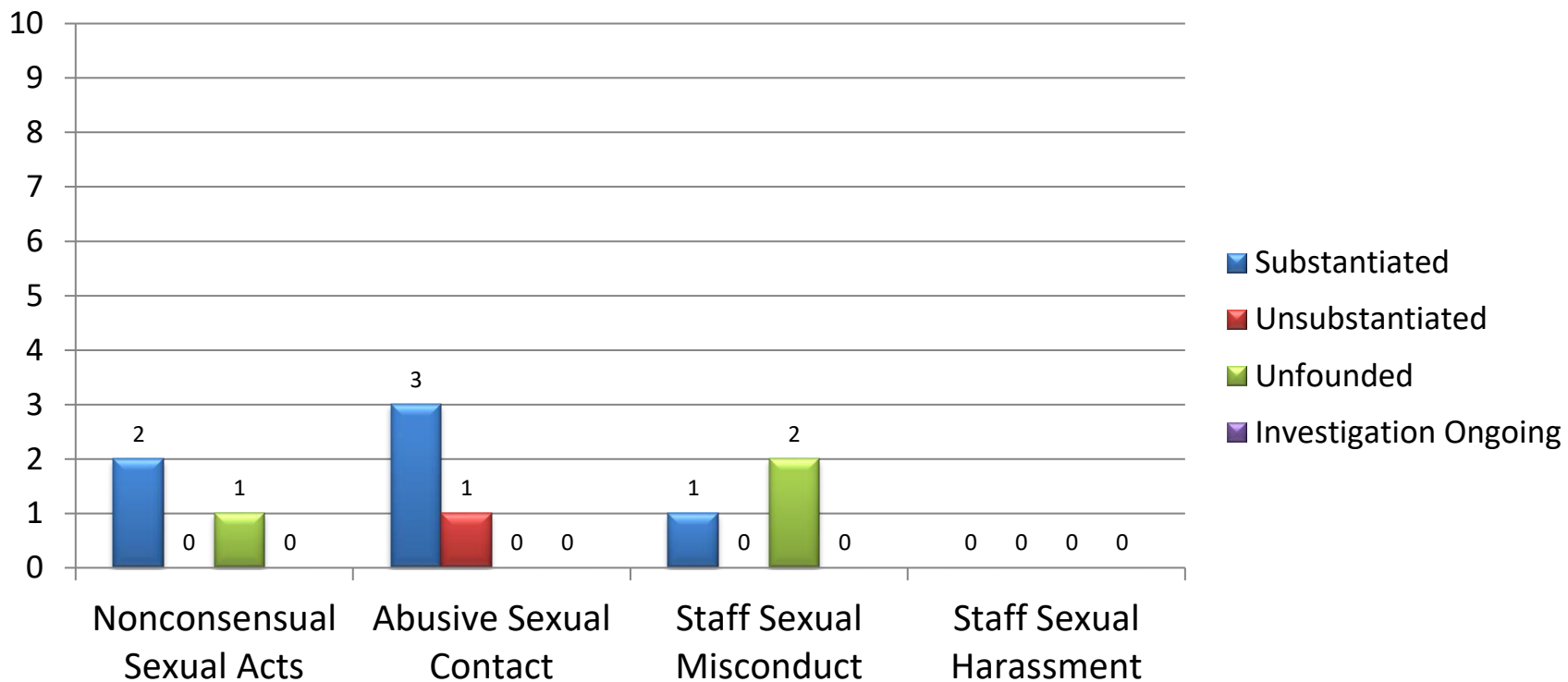
SUBSTANTIATED: The allegation is supported by sufficient factual evidence.

UNKNOWN: The alleged incident took place at a previous facility. Details of the incident and the resulting investigation were not able to be obtained by ComCor.

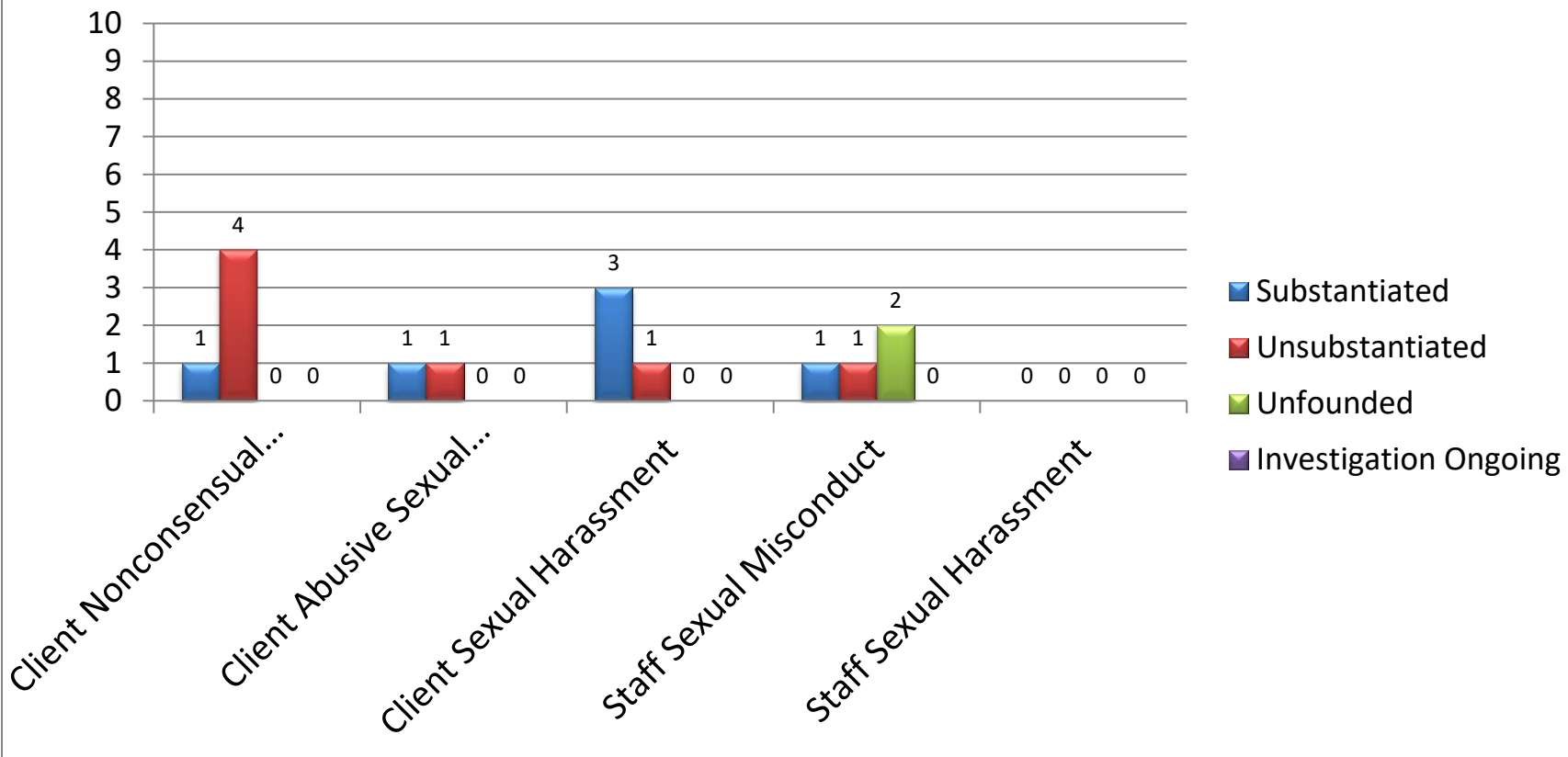
ComCor, Inc.
Number of PREA Incidents by Type and Case Outcome 2013
1033 New Placements



ComCor, Inc.
Number of PREA Incidents by Type and Case Outcome 2014
974 New Placements



ComCor, Inc.
Number of PREA Incidents by Type and Case Outcome 2015
1012 New Placements



Summary

ComCor has reviewed all data regarding PREA incidents from 2013 to 2015. We found that the overall number of PREA incidents was extremely small compared to the number of clients placed in the residential facilities. While the total number of substantiated and unsubstantiated PREA incidents rose slightly each year, the increases are not substantively significant when examined as a percentage of the total population reporting the incidents.

2013 - .3%

2014 - .7%

2015 - .8%

Corrective Action 2013: ComCor reviewed all data regarding PREA incidents from 2013. We found that the total number of PREA incidents was extremely small compared to the number of client placed in the residential facilities. To address these issues, we made some improvements to our human resource procedures to include providing our kitchen staff with additional training and support from facility staff. This improvement will make it easier for the kitchen staff to quickly report any suspected PREA incident to the appropriate staff member. ComCor will continue to constantly review all data collected regarding PREA incidents and will make improvements to our policies and procedures as needed.

Corrective Action 2014: ComCor reviewed all data regarding PREA incidents from 2014. We found that the total number of PREA incidents was extremely small compared to the number of clients placed in the residential facilities. To address these issues, we added additional security cameras in our kitchen and at two of our residential facilities to improve security. ComCor will continue to constantly review all data collected regarding PREA incidents and will make improvements to our policies and procedures as needed

Corrective Action 2015: ComCor reviewed all data regarding PREA incidents from 2015. We found that the total number of PREA incidents was extremely small compared to the number of clients placed in the residential facilities. To address these issues, we added security mirrors improve visibility. ComCor will continue to constantly review all data collected regarding PREA incidents and will make improvements to our policies and procedures as needed.