REVIEW/REVISION HISTORY:

Effective: 12/1/12
Revised: 2/1/14
Revised: 3/1/15
Revised: 3/30/16

SUMMARY OF REVISION/REVIEW:

Updated mentions of Strategic Operations Manager to Command A Deputy Director throughout

APPROVED:

Signature on file 3/15/16

RICHARD “DICK” MORGAN, Secretary
Department of Corrections

Date Signed
REFERENCES:

DOC 100.100 is hereby incorporated into this policy; DOC 420.155 Offender Movement; DOC 420.320 Searches of Facilities

POLICY:

I. The Department will establish an evidence-based Group Violence Reduction Strategy to deter offenders from committing violent acts. The strategy will deter violence by imposing privilege restrictions on groups comprised of offenders committing certain violent acts (i.e., perpetrators) and offenders influencing their behavior (i.e., close associates).

II. Offenders will be provided with messages of non-violence from Department employees and influential community members to reinforce prosocial community values.

III. Assistance will be made available to help offenders succeed in prosocial alternatives to violence.

IV. This policy applies only in Prisons implementing the strategy, as identified by the Assistant Secretary for Prisons.

DIRECTIVE:

I. General Requirements

A. The following prohibited violent acts will be subject to restrictions:

1. Staff Assault (i.e., causing or attempting to cause bodily injury to a Department employee, contract staff, or volunteer)

2. Fight/Assault with a Weapon (i.e., fight/assault in which a weapon is used or visibly present)

3. Multi-Offender Fight/Assault (i.e., fight/assault involving 3 or more offenders)

B. Restrictions will be selected from the Group Violence Reduction Strategy Restrictions Grid (Attachment 3).

C. Restrictions will only be applied to:

1. Offenders identified as perpetrators of a prohibited violent act, and
Policies

2. Offenders identified through a multidisciplinary process to be close associates of the perpetrator(s).

II. Group Violence Reduction Committee

A. Facilities will establish a Group Violence Reduction Committee to provide strategic oversight and assist with the response to prohibited violent acts. Committee participation will be multidisciplinary and include, at a minimum:

1. Subject Matter Expert on the Group Violence Reduction Strategy,
2. Correctional Program Manager/designee,
3. Captain/designee, and
4. Intelligence and Investigations Lead/designee.

III. Offender Notification

A. Offenders will be notified of the Group Violence Reduction Strategy before implementation and on a recurring basis to enhance compliance.

1. The Superintendent/designee will ensure offenders are notified in writing.
2. Offenders arriving at the facility will be notified during orientation.

B. Offenders will be notified of the Group Violence Reduction Strategy and its general requirements through meetings facilitated by the Superintendent/designee.

1. The Superintendent/designee will ensure that meetings are held at least every 12 months.
2. The Superintendent/designee will assemble a panel of Group Violence Reduction Strategy partners to address offenders during the meeting, including:

   a. A multidisciplinary team comprised of, at a minimum, Department employees from the Group Violence Reduction Committee, custody, classification, offender programs, and visitation.

   b. Community members selected for their influence and credibility with offenders from at least two of the following categories:

      1) Broad Influence: Has a high level of influence and credibility, regardless of community ties or relevance
2) Intermediate Influence: Has a close tie to offenders’ larger external communities

3) Specific Influence: Has a close relationship to an offender

3. The Superintendent/designee will instruct each Group Violence Reduction Strategy partner to adhere to a particular message during the meeting.

   a. Department employees will explain the violent acts subject to restrictions, specific restrictions, criteria for identifying offenders as perpetrator and/or close associates, and assistance available to offenders. The message should be respectful and non-threatening.

   b. Community members will express prosocial community values, reject violence, reinforce positive community standards, and encourage offenders to seek assistance.

IV. Offender Assistance

   A. Assistance will be provided to offenders in the form of programming and job opportunities.

V. Response to Prohibited Violent Acts

   A. In the event of a prohibited violent act, the units where the involved offenders are housed will be immediately placed on lockdown or restricted movement per DOC 420.155 Offender Movement.

   B. The Shift Commander will initiate the Group Violence Reduction Strategy Response Checklist (Attachment 2) and ensure the following occur within 36 hours of the incident, unless an extension, exception, or exemption is approved by the Assistant Secretary for Prisons:

      1. Identification of Perpetrators

         a. The Intelligence and Investigations Unit (IIU) and at least one member from the Group Violence Reduction Committee will respond to review offenders involved in the incident and identify perpetrators.

            1) Perpetrators are offenders directly present in and willfully committing a prohibited violent act.
2) Other Participants are offenders directly present in a prohibited violent act whose actions represent non-willful participation.

b. Group Violence Reduction Strategy Multi-Offender Fight/Assault Perpetrator Matrix (Attachment 1) provides additional information on identifying perpetrators in multi-offender fights/assaults.

2. Identification of Associates

a. The IIU and member(s) of the Group Violence Reduction Committee will assemble a team of custody and classification employees from the units where the involved offenders are housed. Multiple shifts will be represented.

b. Each team member will complete a separate DOC 21-611 Offender Associate List for each identified perpetrator, listing the perpetrator’s associates.

1) Associates are offenders known to interact with a perpetrator.

3. Determination of Close Associates

a. For each perpetrator, the IIU and Group Violence Reduction Committee member(s) will review the completed DOC 21-611 Offender Associate Lists to determine the perpetrator’s close associates.

1) Close associates are offenders known to interact with a perpetrator on a regular basis, whose interaction has the potential to influence the perpetrator’s behavior.

2) Close associates will be determined based on identification as an associate on multiple team members’ DOC 21-611 Offender Associate Lists.

b. For each perpetrator, the IIU and Group Violence Reduction Committee member(s) will compile a list of close associates using DOC 21-616 Offender Close Associate Recommendation and submit the list to the Superintendent/designee or Incident Commander for review.
4. Application of Restrictions
   
a. For each perpetrator, the Superintendent/designee or Incident Commander will:

   1) Review the DOC 21-616 Offender Close Associate Recommendation and determine the close associates to include for restrictions.
      
a) Approval from the Assistant Secretary for Prisons will be required to impose restrictions on more than 9 close associates for any one perpetrator.

   2) Select restrictions from the Group Violence Reduction Strategy Restrictions Grid (Attachment 3) to impose on the perpetrator and close associates.
      
a) The same restrictions will be imposed on the perpetrator(s) and all close associates. No more than 6 restrictions will be imposed for each incident.

   3) Notify the perpetrator and close associates of the restrictions using DOC 21-548 Notification of Restrictions.

C. Restrictions will begin immediately after the facility returns to new normal operations and remain in effect for 30 days. Restrictions will be applied in addition to any sanctions imposed through the disciplinary process.

D. At the time the restrictions begin, cell searches will be initiated for perpetrators and close associates per DOĆ 420.320 Searches of Facilities.

E. The Shift Commander or Unit Manager(s)/designee(s) will:

   1. Maintain and distribute a restrictions list to unit and program employees identifying the perpetrators and close associates, restrictions imposed, and beginning and end dates of the 30 day restriction period.

   2. Document the restrictions in chrono entries in each offender’s electronic file.

F. If the Assistant Secretary for Prisons approves an extension of the 36 hour time period to complete the response, the Group Violence Reduction Committee will notify the Command A Deputy Director, who will review the incident and application of policy.
G. If the Assistant Secretary for Prisons approves an exception to any of the steps outlined in the Response to Prohibited Violent Acts section of this policy or approves an exemption from the response requirement, the Group Violence Reduction Committee will:

1. Notify the Command A Deputy Director, who will review the incident and application of policy.

2. Verbally notify offenders involved in the prohibited violent act of the reasons for the exception or exemption and reinforce non-violent messages.

VI. Post-Response Review

A. Within 2 business days of return to new normal operations, the Group Violence Reduction Committee will meet to debrief the response and provide information to offenders.

1. Responding employees from the Committee and IIU will meet with the Group Violence Reduction Committee to debrief the incident and response.

2. The Group Violence Reduction Committee will verbally notify offenders housed in the impacted units of the reasons for restrictions and reinforce non-violent messages. Other Participants will also be notified, when applicable.

B. The Superintendent/designee will submit the completed Group Violence Reduction Strategy Response Checklist (Attachment 2) and all completed Group Violence Reduction Strategy forms to the Command A Deputy Director within 10 business days of return to new normal operations.

C. The Command A Deputy Director will evaluate each facility’s post-response reviews and discuss them with the Group Violence Reduction Committee on a quarterly basis.

DEFINITIONS:

Words/terms appearing in this policy may be defined in the glossary section of the Policy Manual.

ATTACHMENTS:
Group Violence Reduction Strategy Multi-Offender Fight/Assault Perpetrator Matrix (Attachment 1)
Group Violence Reduction Strategy Response Checklist (Attachment 2)
Group Violence Reduction Strategy Restrictions Grid (Attachment 3)

DOC FORMS:

DOC 21-548 Notification of Restrictions
DOC 21-611 Offender Associate List
DOC 21-616 Offender Close Associate Recommendation