



County of Santa Cruz

Sheriff-Coroner

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Jim Hart
Sheriff-Coroner

Serious Incident Review Board: Preventing and Responding to Sexual Abuse in Jails

Following the arrest of correctional officer Marco Del Real for unlawful sexual contact with an inmate at the county jail, Sheriff Jim Hart convened a Serious Incident Review Board to examine sexual abuse prevention, reporting and response in the county jails.

Although a criminal investigation resulted in the arrest of the officer and an administrative investigation resulted in the demotion of a jail manager, neither of those processes are designed to evaluate the integrity of the systems within which the problems occurred. Sheriff Hart decided it was essential to convene a Serious Incident Review Board to utilize a non-blaming, forward-looking mechanism to identify system-wide problems to make changes that reduce the likelihood that similar events will reoccur.

The Serious Incident Review Board is comprised of community members and correctional officers working together to identify any administrative, supervisory, training, tactical, or policy issues that need to be addressed. The Serious Incident Review Board met six times from May to July of 2018 to examine the circumstances leading to the arrest of the officer, review current jail policies, evaluate best practices related to the protection of inmates from sexual assault and make recommendations to Sheriff Hart.

The Serious Incident Review Board was comprised of seven individuals who are committed to improving inmate safety in the county jails:

Angela Chestnut is a former Federal Agent in the Department of Justice who specialized in international human trafficking cases of women and children and served as Victim Witness Coordinator. Angela worked for eBay Inc. where she helped victims of cybercrime. Angela now works as an Analyst for Santa Cruz County First District Supervisor John Leopold.

Lieutenant Daniel Freitas, currently assigned to the Corrections Bureau, has worked for the Sheriff's Office since 2002 and has a bachelor's degree in Public Administration from CSU Chico. He has worked in Patrol as an FTO and Sergeant. He also worked in Investigations as both a detective and supervisor of our Property Crimes and Persons Crimes.

Dr. Susan Greene is a Research Associate of the Psychology Department at the University of California, Santa Cruz and a justice system consultant with over 20 years of experience in criminal justice system research, practice, and policy. She has conducted and published several studies on women in jail including a 2017 report entitled, *Gender Matters: A Profile of Women in Santa Cruz County Jail*. Susan received her B.S. in Human Development and Social Policy from Northwestern University, and her M.A. and Ph.D. in Social Psychology from University of California, Santa Cruz.

Nicole Keadle has worked as a community provider in multiple agencies throughout Santa Cruz County. She is currently the Employment Specialist for the START Re-entry program through Encompass Community Services and the Program Coordinator for the Community Corrections Partnership Speakers' Bureau for formerly incarcerated individuals. A great deal of her strength comes from her lived experiences in the local criminal justice system and her willingness to share and learn from her history.

Laura Segura is Executive Director of Monarch Services and a Fellow with the Women's Policy Institute of California. She has experience in executive leadership, public policy, cultural responsiveness and equity. Laura attended Cabrillo College, graduated from San José State University and attended Harvard Business School.

Krystin Ureta is a Supervising Correctional Officer assigned to the County Jail. She has worked for the Sheriff's Office since 2014 and has a bachelor's degree in Criminal Justice from Sacramento State University.

Craig Wilson is Undersheriff and has practiced law enforcement with the Santa Cruz County Sheriff's Office for thirty years. Craig has a bachelor's degree in history from San José State University and is a graduate of the California Command College. Craig served as Chair of the Serious Incident Review Board.

The Serious Incident Review Board developed ten recommendations which were delivered to Sheriff Hart for consideration on July 31, 2018.

RECOMMENDATIONS

1. Implement a body-worn camera system in jails.
2. Seek funds to support the designation of a detective to investigate all allegations of sexual abuse in jails.
3. Contract with a community-based organization to provide a third-party reporting option for inmates to report sexual abuse.
4. Provide eight hours of training to correctional officers, supervisors and managers concerning the prevention and response to sexual abuse in jails.
5. Issue a policy requiring two-officer entry into occupied cells except for emergencies; add training to the correctional officer training program.

6. Issue a policy requiring officers to announce entry and exit of housing units over jail radio; add training to the correctional officer training program.
7. Record the jail radio channel with a 1-year retention period.
8. Prohibit redistribution of commissary to inmates as a reward system.
9. Require all persons entering jails to use a clear container to transport personal possessions.
10. Produce an educational video for inmates that defines abuse, informs how to report abuse and explains the consequences of filing a false abuse report.

Craig Wilson, Undersheriff
Santa Cruz County Sheriff's Office
July 31, 2018