

Appendix 4: SARTCP questionnaires

A. STAFF SURVEY

The following survey is an abbreviated version of the survey administered to staff at the Johnson County Department of Corrections to gain information about attitudes, beliefs, and knowledge about sexual assault in the facilities. For facilities whose leaders are interested in conducting a similar survey of staff, please note the following:

- > The survey should be anonymous. Do not ask for information that would identify a particular staff member or allow people to guess about the person's identity.
- > One way to administer this survey is to use a web-based survey tool like Survey Monkey, which offers a variety of plans and features. It is fairly easy to create surveys using this kind of tool, and the link to the survey is e-mailed to the potential respondents. Two advantages of this route are that anonymity is easier to preserve and Survey Monkey generates a report with analysis of the responses. This allows easy identification of problem areas to address in training as well as existing strengths.
- > A low-cost alternative to administering a survey is to use paper and pen and to have a locked drop box where staff can put completed surveys. The trade-off is that someone must calculate responses by hand. If you do this, it is best to keep the survey short and avoid open-ended questions.

Staff Survey

Date: _____

This survey is anonymous. Please do not put your name on your survey. Responses will be kept confidential. Results will be analyzed and used in aggregate only. (That is, analysts won't look at any one individual's answers, but the combined answers of everyone who completes the survey.)

1 How long have you worked at this facility?

A. 1 year or less

B. 2 to 5 years

C. 6 to 9 years

D. 10 or more years

2 What is your role at this facility? (Please use a general characterization rather than a specific title)

3 Please indicate your gender identity.

A. Female B. Male C. Transgender D. Intersex

4 Please indicate your age:

A. 18-25 B. 26-35 C. 36-45 D. 46-55 E. 56-65 F. 66 or older

5 Do you believe that there are ever incidents of sexual assault, sexual harassment, or other nonconsensual sexual interaction among residents (clients) at this facility?

A. Yes B. No

6 If yes, which incidents have occurred here? (Circle all that apply.)

- A. Unwanted sexual comments or jokes
- B. Invasion of privacy (looking at another resident's sexual organs or attributes)
- C. Unwanted touching
- D. Pressure for sexual favors or exchanges
- E. Forced oral sex
- F. Rape/forced anal or vaginal intercourse
- G. Other (including exposure such as mooning or exposing genitals)

7 How often do residents bring false allegations of sexual harassment or sexual assault against another resident?

- A. Daily B. Weekly C. Monthly D. A few times a year E. Once a year F. Every few years
- G. Every five to 10 years H. Never I. Not sure

8 Are you aware of flirtations or sexual interactions between staff and residents? Do they occur:

- A. Daily B. Weekly C. Monthly D. A few times a year E. Once a year F. Every few years
- G. Every five to 10 years H. Never I. Not sure

9 Which sorts of interactions occur between staff and residents? (Circle all that apply.)

- A. Flirting B. Sexual comments C. Touching D. Kissing E. Making dates for after the resident is released
- F. Sexual intercourse

10 Do you believe that there are ever incidents of sexual assault, sexual harassment, OR other sexual misconduct BY STAFF MEMBERS, VOLUNTEERS, OR CONTRACT PERSONNEL WITH RESIDENTS at the facility?

- A. Yes B. No

11 If yes, which incidents have occurred here? (Circle all that apply.)

- A. Unwanted sexual comments or jokes
- B. Invasion of privacy that goes beyond the requirements of the job (such as walking into a room unannounced or unauthorized viewing of a resident in the bathroom)
- C. Touching that goes beyond the requirements of the job (touching that might be considered sexual or inappropriate)
- D. Pressure for sexual favors; exchanges of favors for sex
- E. Forced oral sex
- F. Rape/forced anal or vaginal intercourse
- G. Other (including exposure such as mooning or exposing genitals)

12 How often do residents bring false allegations of sexual misconduct against staff?

- A. Daily B. Weekly C. Monthly D. A few times a year E. Once a year F. Every few years
- G. Every five to 10 years H. Never I. Not sure

13 If a resident disclosed that he or she was a victim of sexual assault by, or unwanted sexual attention from ANOTHER RESIDENT, what would you do? (Circle all that apply.)

- A. Nothing until I was convinced that the resident wasn't making it up to get attention or privileges or as revenge against another resident
- B. Nothing until I learned whether the contact might have been consensual
- C. Investigate the victim's allegation by talking to the alleged perpetrator
- D. Intervene to prevent any further activity and separate the victim and alleged abuser
- E. Immediately report to my supervisor
- F. Immediately report to the victim resource coordinator or PREA coordinator

- G. Immediately report to medical or mental health staff
- H. Immediately report to law enforcement (sheriff's department or police)

14 Does a resident have a choice in whether an incident you learn about is investigated?

- A. Yes
- B. No

15 If a resident disclosed that he or she was a victim of sexual assault, sexual harassment, or sexual misconduct BY A STAFF MEMBER, VOLUNTEER, OR CONTRACT WORKER, what would you do? (Circle all that apply.)

- A. Nothing until I was convinced that the resident wasn't making it up to get attention or privileges or as revenge against a staff member
- B. Investigate the victim's allegation before reporting it to anyone else
- C. Intervene to prevent further activity and to ensure the safety of the victim
- D. Immediately report to my supervisor
- E. Immediately report to the agency director
- F. Report it to human resources
- G. Immediately report to law enforcement (sheriff's department or police)

16 How familiar are you with the Prison Rape Elimination Act (PREA)?

- A. Not at all familiar
- B. Somewhat familiar
- C. Very familiar

17 How did you learn about or become aware of PREA? (Circle all that apply.)

- A. Through training at this facility
- B. Through training at a previous job
- C. Through the media/Internet
- D. Through another source
- E. I am not familiar with PREA.

18 If you somehow found out about a sexual assault, sexual harassment, or sexual misconduct—or such behavior was reported to you—how sure are you about the protocol to follow?

- A. Unsure
- B. Somewhat sure
- C. Very sure

19 In the past year, have you received training on how to handle sexual misconduct or sexual assault?

- A. Yes
- B. No

20 What SUPPORT SERVICES are available to residents who are suffering from emotional trauma from a recent or past sexual assault? Please identify the specific programs or agencies.

21 What MEDICAL SERVICES are available to a resident within a week of being sexually assaulted? Please identify the specific services, tests, and providers.

22 How likely do you think a resident would be to disclose sexual harassment or sexual assault BY ANOTHER RESIDENT?

- A. Very unlikely
- B. Somewhat unlikely
- C. Somewhat likely
- D. Very likely

23 What do you think are the MAIN reasons that a resident would not disclose unwanted sexual attention or sexual assault BY ANOTHER RESIDENT? (Circle all that apply.)

- A. Fear of retaliation by the perpetrator(s) or the perpetrator's (perpetrators') friends
- B. Fear of not being believed
- C. Not trusting staff to handle the situation well
- D. Belief that services would not help
- E. Not wanting to snitch
- F. Belief that nothing will be done even if reported
- G. Fear about how he or she will be perceived
- H. Feeling ashamed about what happened
- I. Feeling that it is his or her own fault
- J. Fear of consequences from the institution (for example, loss of privileges or an invasive medical exam)

24 What do you think are the MAIN reasons that a resident would not disclose sexual misconduct or sexual assault BY A STAFF PERSON? (Circle all that apply.)

- A. Fear of retaliation by the perpetrator(s) or the perpetrator's (perpetrators') friends
- B. Fear of not being believed
- C. Not trusting staff to handle the situation well
- D. Belief that services would not help
- E. Not wanting to snitch
- F. Belief that nothing will be done even if reported
- G. Fear about how he or she will be perceived
- H. Feeling ashamed about what happened
- I. Feeling that it is his or her own fault
- J. Fear of consequences from the institution (for example, loss of privileges or an invasive medical exam)

25 Please indicate whether the items below are mostly true or mostly false.

	Mostly true	Mostly false
Sexual taunting and propositions are just part of the culture and cannot be changed.	<input type="checkbox"/>	<input type="checkbox"/>
Gay men are more likely to engage in consensual sex with other male residents, so their complaints of victimization should be regarded with some skepticism.	<input type="checkbox"/>	<input type="checkbox"/>
Residents who complain repeatedly of sexual victimization are trying to gain some advantage.	<input type="checkbox"/>	<input type="checkbox"/>
Transgender residents should be housed with the sex they identify with, even if they have not had genital reconstruction.	<input type="checkbox"/>	<input type="checkbox"/>
Verbal sexual harassment is a violation of PREA standards.	<input type="checkbox"/>	<input type="checkbox"/>
A sexual assault forensic exam (SAFE) is invalid two days after the alleged assault.	<input type="checkbox"/>	<input type="checkbox"/>
The perpetrator of a sexual assault does not need a SAFE exam.	<input type="checkbox"/>	<input type="checkbox"/>

26 Of the following, which groups of people are most vulnerable to sexual assault? Check all that apply.

	Yes	No
Transsexual residents	<input type="checkbox"/>	<input type="checkbox"/>
Latino residents	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian residents	<input type="checkbox"/>	<input type="checkbox"/>

Younger residents		
Older residents		
Attractive female residents		
Attractive male residents		
African American male and female residents		
Gay male residents		
White male and female residents		
Victims of previous assaults/incest		
Female staff		

Note that in other jurisdictions it will be relevant to ask about additional racial and ethnic groups.

27 **If you would like to make any additional comments about the questionnaire, additional staff training needed, your facility's policies and protocols on sexual assault, sexual harassment or sexual misconduct, or issues at the facility, please write them here:**

Thank you for your time and cooperation.