

1 extensive program. Lack of cameras to assist with  
2 the prevention and detection of offender assaults.  
3 Lack of effective investigative, reception center  
4 and housing protocols. Jurisdictions must have  
5 serious legal consequences for incidents of sexual  
6 misconduct.

7 This concludes my written testimony, and I  
8 will be available for any questions that the panel  
9 may have.

10 MR. MCFARLAND: Thank you.

11 Ms. Hardy.

12 MS. HARDY: I am Nancy Hardy. I would  
13 like to thank the panel for the opportunity to  
14 testify before you today. I am a correctional  
15 administrator assigned to the Special Projects Unit  
16 for the Division of Adult Institutions, and I was  
17 responsible for sort of taking PREA and working  
18 through the process of developing the program, and  
19 we're very close to implementation of the whole

20 program at this point.

21           Through the process that we have gone through  
22 we brought a group of subject matter experts from  
23 the field, investigative staff, health care staff,  
24 line staff. We had several folks, policy folks, and  
25 attorneys from headquarters, labor relations. All

1 were part of our subject matter group that sat down  
2 and looked at a lot of the policies that we had  
3 collected from institutions, our own institutions,  
4 but other institutions. We looked at Texas, Ohio  
5 and a couple other states to try to put together a  
6 comprehensive program that would fill all of the  
7 needs for the Department.

8 We developed the operational procedure, the  
9 policy itself, and a group of checklists that would  
10 make it simple for the staff when an incident  
11 occurred to follow a checklist, to assist them in  
12 going through the process. This entire package went  
13 through a vetting process and received internal and  
14 external stakeholder review.

15 We received comments from external  
16 stakeholders, including the Moss Group and Stop  
17 Prison Rape. We incorporated the comments into the  
18 policy, and it moved forward, and the policy was  
19 approved in January 2006.

20           A training lesson plan was developed. It is a  
21 four-hour lesson plan, and it does have the use of  
22 the two NIC videos. And we also put a PowerPoint  
23 with all the checklists and everything to go along  
24 with it. And that training plan is currently being  
25 used to train our staff.

1           We went through the negotiations process with  
2   our required employee organizations and completed  
3   that, and training began for managers and  
4   supervisors in May of 2006, and it started with the  
5   line staff in June of 2006 with an anticipated  
6   completion date of June of 2007.

7           At this point in time the implementation memo,  
8   I do have it back signed by our agency secretary,  
9   and we are putting packages together to be sending  
10   out to the field so they will have complete binders  
11   with all the information, including training  
12   materials that they already have, but there is  
13   additional information that we will be providing to  
14   them. We are hoping to have all of that out to the  
15   field before December the 1st.

16           I have question No. 3 which was: Which staff  
17   positions in such a system would be key witnesses?

18           We believe that predominantly these would be  
19   correctional officers and other inmate work

20 supervisors. Some of those would be teachers,  
21 supervising cooks and trades personnel, medical and  
22 mental health staff, investigative staff, both in  
23 institutions and from our Office of Internal Affairs  
24 and management staff.

25 This concludes my written testimony. And once

1 again I would like to thank you for the opportunity  
2 to testify.

3 MR. MCFARLAND: Thank you, Ms. Hardy.  
4 Thanks for all the time you put into accommodating  
5 us.

6 MS. HARDY: You're very welcome.

7 MR. MCFARLAND: Warden Malfi, thanks so  
8 much for being with us and for your gracious  
9 hospitalities that you and your staff have shown. I  
10 extend the same to Warden Kramer. Thank him for  
11 showing us around last night and hosting our  
12 hearing.

13 And, Warden Kramer, if there is anything you  
14 would like to add spontaneously, we would be honored  
15 and delighted.

16 WARDEN KRAMER: Thank you for the  
17 opportunity.

18 MR. MALFI: Good morning. Prior to me  
19 giving my testimony, I would like to let you know