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# Gendered Violence and Safety:

A contextual approach to improving  
security in women's facilities

## Part III of III

### Measuring Gendered Violence and Safety: Research Design and Methods



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**GENDERED VIOLENCE AND SAFETY: A CONTEXTUAL APPROACH TO IMPROVING SECURITY IN WOMEN'S FACILITIES**

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FINAL REPORT  
NOVEMBER 2008

# GENDERED VIOLENCE AND SAFETY: A CONTEXTUAL APPROACH TO IMPROVING SECURITY IN WOMEN'S FACILITIES

PART III OF III:

MEASURING GENDERED VIOLENCE AND SAFETY:  
RESEARCH DESIGN AND METHODS

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# ABSTRACT

In response to the Prison Rape Elimination Act of 2003 (PREA), this project investigated the context of gendered violence and safety in women's correctional facilities. Through a multi-method approach, including focus groups with female inmates and staff and survey development, we examined the context and correlates of both violence and safety in correctional facilities for women. The data support our original hypothesis that sexual violence is embedded in a broader context of violence and safety and that this context is gender-based. We argue that prevention and intervention, through inmate programs and education, staff training and other operational practices, are primary strategies in meeting the goals of PREA. Like all aspects of incarceration, violence in women's correctional facilities was markedly gendered and nested within a constellation of overlapping individual, relational, institutional, and societal factors. We found that many of the factors contributing to potential violence converge within living units and, thus, present an opportunity for measuring the relative degree of safety and danger of each unit. We also found that violence in women's jails and prisons is not a dominant aspect of everyday life, but exists as a potential, shaped by time, place, prison culture, interpersonal relationships, and staff actions. On-going tensions and conflicts, lack of economic opportunity, and few therapeutic options to address past victimization or to treat destructive relationship patterns contribute to the potential for violence in women's facilities. Our findings did not suggest that women's jails and prisons are increasingly dangerous. While some patterns that shape vulnerability and aggression exist in any facility, most women learn to protect themselves and do their time safely. We also found that most staff and managers are committed to maintaining a safe environment. Building on the focus group data, we developed a comprehensive battery of survey instruments to assess prisoner perceptions of violence and safety in women's facilities. The resultant battery is comprised of multi-dimensional instruments with specific questionnaire items and response categories designed to accurately capture women's experiences in correctional facilities. The operational implications of this model focus on prevention and intervention by addressing multiple factors that shape the context of violence in women's facilities. We offer this study as a way of increasing the ability to ensure all forms of safety for women offenders.

This report is presented in three parts. Part I summarizes our findings and provides specific recommendations for improving safety for women offenders. Part II provides a detailed analysis of the focus group data. Part III describes the development of quantitative measures of violence and safety in women's correctional facilities. Two bulletins regarding the applications of these findings were also developed.

# EXECUTIVE SUMMARY

In response to the Prison Rape Elimination Act (PREA) of 2003, this project investigated the context of gendered violence and safety in women's correctional facilities. Through a multi-method approach, we examined the context and correlates that produce and support both violence and safety in facilities for women. The data support our original hypothesis that sexual violence is embedded in the broader context of violence and safety and that this context is gender-based. We also suspected that prior victimization often contributes to a cycle of future and repeated victimization among women. We have analyzed our data through an ecological framework suggested by the Centers for Disease Control and Prevention (CDC) in their 2004 report, *Sexual Violence and Prevention: Beginning the Dialogue*. This model provides both a framework for analysis and a foundation for prevention and intervention policies and practices in women's correctional facilities. We argue that prevention and intervention, through inmate programs and education, staff training and other operational practices, are primary strategies in meeting the goals of PREA.

## EMPIRICAL GOALS

Our specific empirical goals included describing the dynamics and context of interpersonal sexual and physical violence in women's correctional facilities. To construct these descriptions, we developed a focus group strategy and interviewed specific groups of female inmates and staff in two state prison systems and three local jail systems. By employing open-ended, unstructured interviews, focus group methodology elicited multiple perspectives on safety and violence from the female inmate and staff participants. For the inmate focus group interviews, we developed a two-session interview protocol that yielded rich and detailed descriptions of women's experiences. Individual interviews were also conducted with the female inmate focus group participants at their request. A total of 40 focus groups, with 161 inmate and 30 staff participants, were completed by the research team during the course of the project. Overall, the profile of the sample resembled the profile of women nationally, with a slighter higher number of women who were serving longer than average sentences.

Four questions structured the core of the interview for the female inmate and detainee groups:

1. What do you know about violence or danger in this facility?
2. How do women currently protect themselves from the violence in this facility?
3. What are some things that can be done here to protect women from danger and violence?
4. What else should we know about violence and danger here?

The questions for the staff participants were:

1. What do you know about violence or danger among women in this facility?
2. What problems are associated with preventing and responding to female sexual and physical violence in this facility?
3. How do women currently protect themselves from the violence in this facility?
4. What are some things that can be done here to protect women from danger and violence?
5. What else should we know about violence and danger here?

The Ecological Model (CDC, 2004) was then used to frame these data. We also drew on an Escalation Model (Edgar and Martin, 2003) and found that most violence began with identifiable (and preventable) conflict that escalated over time. Multiple organizational, environmental and individual factors contribute to violence in women's facilities. Analysis of the focus group data found that the dynamic interplay between individual, relational, community, facility and societal factors create and sustain violence potentials in women's jails and prisons. Staff members play a critical role in creating the potential for violence and conflict. In a similar way, aspects of policy and practice also can support or mitigate such violence. In advocating this prevention and intervention strategy, we argue that these same factors can create and sustain safety as well.

Like all aspects of incarceration, violence in women's correctional facilities was markedly gendered and nested within a constellation of overlapping individual, relational, institutional, and societal factors. We learned that violence between female inmates occurred on a continuum, ranging from verbal intimidation to homicide. Violence was most prevalent at the lower end of the continuum and quite rare at the extreme end. While our research was consistent with prior findings that violence in women's prisons was not as severe or as prevalent as in men's institutions, we did find that some forms of violence were particular to women's facilities and required their own definitions.

We found that violence in women's jails and prisons is not a dominant aspect of everyday life, but exists as a potential, shaped by time, place, prison culture, interpersonal relationships, and staff actions. On-going tensions and conflicts, lack of economic opportunity, and few therapeutic options to address past victimization or to treat destructive relationship patterns contribute to the potential for violence in women's facilities. Four categories of conflict and violence are detailed:

- Verbal conflict
- Economic conflict and exploitation
- Physical violence
- Sexual violence

For female inmates, the most common forms of violence and conflict include verbal conflict and economic exploitation. Bullying and intimidation occur primarily over material goods or control over physical spaces, such as cells or dorms, especially when women exhibited vulnerabilities. We learned that any form of violence had the

potential for escalating into a more serious and dangerous form. Physical violence was typically the result of escalating conflict over debts or “disrespect,” or occurred between women in an on-going difficult relationship. Sexual violence was rarely discussed in our interviews unless prompted, but when mentioned, was seen to be usually a product of these problematic inter-personal relationships. In an attempt to capture the complexity of sexual violence, we have constructed a “continuum of coercion” that describes the sexual victimization that occurs, which includes:

- Sexual comments and touching
- Sexual intimidation and pressure`
- “Fatal Attractions” (Stalking)
- Sexual aggressors
- Sexual violence in relationships
- Sexual assault

In our discussions with inmates and correctional staff, there was general consensus among inmates and staff regarding the causes of fighting and other forms of violence in the prison. Generally, both groups believed that jealousy, debts, and disrespect were the major catalysts for violence. We contend, however, that these factors are dynamic contributors to the potential for violence, and interact within the four levels outlined in the Ecological Model (individual, relationship, community, and society).

The women’s jail and prison population is characterized by women with long histories of abuse and victimization and, for the most part, this past trauma remains untreated. These personal histories can result in intense and dysfunctional relationships with other women with similar histories. Women’s relationships take on such importance that jealousy looms as a frequent trigger for violence. Other violence erupts when women respond to debts with violent retaliation. Women referred to unpaid debts as a form of disrespect, but disrespect also encompassed a wide range of other behaviors as well. “Disrespect” refers to interpersonal behaviors that impinge upon another woman’s status, reputation, sense of self, personal space, or rights of “citizenship.” The concept of disrespect is closely tied to the subcultural norms and values of the prison and jail world. Idle female inmates, either due to a lack of available programming or individual resistance to such participation, are most likely to participate in these risky behaviors and relationships.

With few exceptions, women told us that they became less worried about physical or sexual violence over the course of their incarceration. While again stressing that “anything can happen at any time,” most women learned how to protect themselves from all forms of violence. Day-to-day tension, crowded living conditions, the lack of medical care and the potential for disease, and a scarcity of meaningful programs and activities were seen as more significant threats to a woman’s overall well-being than physical or sexual attack. Some individual women said they did “not feel safe at all,” but most said they learned to protect themselves. Health concerns eclipsed worries about sexual or physical safety in every focus group and these concerns were related to lack of medical care and cleaning supplies, deteriorating physical plant conditions, substandard food, and the lack of rehabilitative programs. Idleness and an inability to earn money were also said to undermine women’s sense of well-being.

Women also expressed little confidence in the ability of staff members to protect them from violence, either from other female inmates or from staff. Women described staff as “just not caring;” “playing favorites” with aggressors; “enjoying their fears” or refusing to take their fears seriously; “covering up for their buddies;” and telling them “This is prison—deal with it. ” Women also stated that they were told by staff that they would have to “name names” if they went to staff for help in dealing with threats to their safety. Staff, too, remarked that they often felt unable to protect women, but their reasons differed from those offered by the women. Lack of knowledge about reporting practices, reluctance to “snitch,” distrust of the entire investigative process, and concerns about retaliation from inmates and staff were mentioned frequently. Inmates had little confidence in this process even in facilities with well known formal policies and procedures to report such concerns. Staff felt that their abilities to respond to violence depended on inmate reporting, but there were tremendous barriers and liabilities surrounding reporting feared or actual victimization.

One point of agreement was a strong perspective on place. In every site location, inmates and staff were unanimous that some facilities were far more dangerous than others; and, within facilities, particular living units were also defined as particularly risky and dangerous. Contributing factors to any particular locale included an interactive combination of individual, relational, and living unit and facility characteristics. Living units function as “neighborhoods” and, as such, exist as the physical place where the processes that shape violence or safety converge. This insight about place led to our approach of creating an instrument that can empirically measure the context of violence and safety within these living units.

In terms of staff, the most common problem reported by the inmate participants was “down talk” or disrespectful and derogatory verbal interactions. Most of the staff sexual misconduct described occurred at the lower end of a coercion continuum. By far, the most prevalent form of officer sexual misconduct was inappropriate touching, comments and suggestions, or other non-physical assaults. However, we heard a wide range of staff sexual misconduct that we placed upon a continuum of coercion as follows:

- Love and seduction
- Inappropriate comments and conversation
- Sexual requests
- “Flashing,” voyeurism and touching
- Abuse of search authority
- Sexual exchange
- Sexual intimidation
- Sex without physical violence
- Sex with physical violence.

Part II of the final report provides a complete description of the methodology and findings from the focus groups.

## MEASUREMENT GOALS

Measurement goals included creating new measures of safety, danger, risk and violence that are specific to the behavior of women and can be used in the operation of women's institutions to improve safety and security. We developed a comprehensive battery of survey instruments to assess prisoner perceptions of violence and safety in women's facilities. The resultant battery is comprised of multidimensional instruments with specific questionnaire items and response categories designed to accurately capture women's experiences in correctional facilities. Initial survey items were developed from a preliminary analysis of the focus group data, pre-tested, and then piloted in one large prison system and three jails.

Surveys were administered to inmates or detainees housed in "low" and "high" violence housing units as identified by correctional administrators, supervisors and line staff via our structured interview and rating forms. Surveys were then administered to inmates and detainees in low and high violence units at six different facilities. The average response rate across all survey administrations was 83.20%. Response rates from the low violence units averaged 91.89% (544/592). Response rates from the high violence units averaged 73.76% (402/545).

This new instrument created and tested major constructs derived from the focus groups and included the following:

### Problems in the housing unit

- Issues involving women inmates
- Issues involving staff

### Violence in the housing unit, and policy, procedures, and climate in the facility

- Likelihood of violence
- Personal awareness of policies and procedures related to safety and violence
- Reporting climate (refers to the attitude of staff and inmates about grievances, complaints, or other reports of physical or sexual violence and misconduct; whether staff members are open to grievances and complaints or hostile to them.)

### Potential factors leading to different types of violence and misconduct

- Inmate sexual violence
- Inmate physical violence
- Staff verbal harassment
- Staff sexual harassment
- Staff sexual misconduct
- Staff physical violence

Part III of the final report provides exhaustive detail on the construction and development of this battery of instruments.

## **OPERATIONAL GOALS**

The third goal of this project is to improve policy and practice by applying what we learned about female offenders as a result of our empirical and measurement objectives. The prevention model advocated by the Centers for Disease Control was modified to frame our recommendations to address sexual and other forms of violence in women's facilities. Two short operational bulletins were developed from our empirical work. The first bulletin, *Violence and safety programs in women's prisons and jails: Addressing prevention, intervention and treatment*, written by Bernadette T. Muscat, applies a victim services perspective to these issues. Marianne McNabb developed a second bulletin, *Translating research to practice: Improving safety in women's facilities*, which examines our findings from a practitioner's perspective.

It is important to note that this study did not attempt to provide any measures of incidence or prevalence of individual-level violence and victimization. Instead, we focused exclusively on elements that contribute to a correctional climate that supports or undermines safety for female offenders. In our emphasis on place, specifically housing units, we explore a range of factors that impinge on these potentials.

## **IMPLICATIONS FOR POLICY AND PRACTICE**

The Prison Rape Elimination Act is intended to improve sexual safety in correctional environments. In this study, we argue that sexual safety has a gendered meaning. We argue that improving safety for female offenders requires a focus on both "kinds of person" and "kinds of places" in order to effectively prevent and intervene in violence in women's facilities. In presenting our findings and recommendations, we applied three different models discovered during our review of relevant literature. The Ecological Model, with an emphasis on the interaction of individual, relational, community, and societal factors, expands the targets for improving safety (CDC, 2004). The Escalation Model illustrates that early intervention can prevent the escalation of violence (Edgar & Martin, 2003). The Sanctuary Model proposes that definitions of safety for women must be expanded to address psychological, physical, social, and moral forms of safety (S. Bloom, 2008). We also draw on the field of victim services as adapted to women's correctional facilities.

The first step in meeting the goals of PREA is to recognize that safety and violence have different meanings for female and male inmates. Our data lead us to conclude that aspects of the overall context, including individual, relationship, living unit, and facility-based factors, either support or mitigate the potential for sexual and other forms of violence in women's facilities. While many individual-level risk factors can be addressed with individual-level treatment, we argue strongly that aspects of place, policy, and practice contribute to violence and safety. In many cases, the living unit may be the "place" where sexual and other forms of violence can occur, but we also found that any location in a facility has this potential. In a similar way, aspects of policy and practice either support or mitigate such violence.

We also argue that a prevention approach is the foundation for a gender-appropriate response to PREA. Just as the data in this study show that violence occurs in a multi-level context, we argue that safety can be maximized by addressing these

contextual factors. We also submit that, in order to meet the goals of eliminating physical and sexual violence in all facilities, systems and agencies must expand their approach beyond counting, investigations, and sanctions. We agree that these strategies are integral to a broad-based response to PREA but argue here that a comprehensive approach to PREA includes prevention, intervention, and treatment, as well as the more traditional responses of investigations and sanctions.

We suggest that correctional systems consider a broader definition of safety to include physical, psychological, social, moral, and ethical safety. Expanding on these broader components of safety for female offenders directs our attention not only to improving safety in women's facilities, but also supports successful re-integration and rehabilitation. For many women, jails and prisons do not address these multiple dimensions of safety. We suggest that investing in programs, education, and treatment that address interpersonal violence and its collateral damage will increase safety in the women's prison, and may reduce recidivism among female offenders by addressing their pathways to prison.

We continue to believe that improving all forms of safety is good correctional practice and has broader implications for meeting the goals of incarceration. We have proposed strategies for addressing these issues (in Part I of the report), based on an analysis of violence and safety using the framework of CDC's Ecological Model (in Part II of the report), and have begun to develop measurement strategies which can ultimately move the corrections field closer to improving safety in women's correctional facilities (in Part III of the report).

## ACKNOWLEDGEMENTS

As in all correctional research, we depended heavily on facility staff throughout the country to complete our work. In every site, we received excellent cooperation and support. Facility managers and line staff assisted us in too many ways to mention here. We are particularly appreciative because we know that research projects often compete with the demands of daily operations and can challenge staff in accommodating the requests of outside researchers. We are grateful for their help.

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**GENDERED VIOLENCE AND SAFETY: A CONTEXTUAL APPROACH TO IMPROVING SECURITY IN WOMEN'S FACILITIES**

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# DEVELOPING THE SURVEY 1

A goal of this project was to develop a battery of survey instruments to assess prisoners' perceptions of violence and safety in women's facilities. The battery is modeled after the U.S. Bureau of Prisons Social Climate Survey (Office of Research and Evaluation, 1991) and is comprised of multidimensional instruments with questionnaire items and response categories designed to capture women's experiences in correctional facilities. A summary of the development of this battery follows. The battery is comprised of 11 separate instruments, and each instrument has multiple dimensions.

To begin, several existing surveys that measure prison social climates and related constructs were reviewed (Office of Research & Evaluation, 1991; Beck & Harrison, 2008; Edgar & Martin, 2003; Wolff, Blitz, Shi, Bachman, & Siegel, 2006; Wolff, Blitz, Shi, Siegel, & Bachman, 2007; Wolff, Blitz, & Shi, 2007; Wolff, Shi, Blitz, and Siegel, 2007; Wright, 1985; García-Moreno, Jansen, Ellsberg, Heise & Watts, 2005). Potentially relevant items from these surveys were transferred to one document for review by team members.

We used these existing items, in conjunction with qualitative and quantitative data gathered from inmate and staff focus groups, to guide our design of instruments. Qualitative data were derived from analysis of responses to open-ended questions posed in 40 focus groups. Additional quantitative data were collected from focus group participants on measures of violence and safety in women's prisons. Convergent validity of some of the survey constructs was assessed by examining the relationship between findings from analyses of survey data and quantitative data collected from the focus groups.

After team members reviewed existing surveys and discussed focus group data and results of content analysis, they agreed upon several themes or constructs that should be measured using surveys. A listing of the major constructs (identified by circle bullets) and their dimensions (identified by square bullets) and where they appeared in the survey, follows:

## Section 1: Problems in the Housing Unit

- Issues involving women inmates
  - Inmate economic conflict
  - Inmate verbal conflict
  - Inmate sexual violence
  - Inmate physical violence

- Issues involving staff
  - Staff verbal harassment
  - Staff sexual harassment
  - Staff sexual misconduct
  - Staff physical violence

#### Section 2:

Violence in the housing unit, and policy, procedures and climate in the facility

- Likelihood of Violence
  - Likelihood of violence and misconduct
  - Likelihood of successful self-protection from violence and misconduct
  - Likelihood of women becoming a victim of violence or misconduct
- Personal awareness of policies and procedures related to safety and violence
  - Whether inmate had been exposed to PREA related information
  - Whether inmate understood the PREA related information
- Reporting climate (refers to the attitude of staff and inmates about grievances, complaints, or other reports of physical or sexual violence and misconduct; whether staff are open to grievances and complaints or hostile about them)
  - Concerned staff and effective safety/protective procedures
  - Staff discipline and accountability regarding sexual misconduct
  - Reporting climate and retaliation (harassment)

#### Section 3:

Potential factors leading to different types of violence and misconduct

- Inmate sexual violence
- Inmate physical violence
- Staff verbal harassment
- Staff sexual harassment
- Staff sexual misconduct
- Staff physical violence

While the above types of violence and misconduct are viewed as dimensions of larger constructs in Section One, in Section Three they are viewed as constructs themselves. The shifting viewpoint is purposeful in that types of violence and misconduct are conceptualized as potential causes of problems in Section One, and potential consequences of problems in Section Three.

The following dimensions (listed once to avoid repetition) apply to each of the above constructs:

- Facility Related (refers to the physical design or layout of the facility)
- Policy Related (refers to issues stemming from existing policy, inadequate or lacking policy, failure to follow policy, etc.)
- Climate Related (refers to inmate-related issues stemming from the inmate social structure or informal social relations/dynamics)

We originally proposed development of survey items modeled after existing instruments. However, analysis of focus group data, and the resulting constructs, convinced us that this approach was not feasible. Most of the constructs we developed had not been investigated and measured by prior researchers. For both substantive and operational reasons, we concluded that the complexity of violence and safety in women's facilities warranted construction of original instrumentation. New potential survey items were developed by the research team over a series of several meetings and discussions. Particular attention was devoted to ensuring that items had both face and content validity, i.e., that the items tapped the breadth and depth of identified constructs. To further assist with assessing convergent validity, a few items in instruments developed by other researchers (Wright, 1985; Office of Research and Evaluation, 1991) and accepted in the field, were adopted and embedded in our instrument. (Note that in some cases the items were slightly modified to ensure compatibility with the section into which they were embedded (e.g., section directions, terminology, response format, etc.). Note also that with one exception (i.e., the construct Personal Awareness of Policies and Procedures), every construct was meant to measure group or aggregate "climate" in the housing unit or facility, rather than personal feelings or attitudes.

Once an initial survey battery of approximately 200 items was drafted, it was reviewed and revised through several independent processes within the research team. Second, following a carefully planned and prepared protocol (see Appendix A), the survey was reviewed and revised six separate times based upon the pretest feedback with 34 inmates from six different correctional facilities. Note that in every case of the survey being administered to inmates (whether pretest, pilot-test, or actual administration), a signed informed consent (see Appendix B) was collected from the inmates. In addition, the survey was reviewed and revised three separate times based upon the feedback of 10 staff members from three different correctional facilities. Third, a rigorous face and content validity assessment procedure was designed utilizing a validation assessment tool. The "Professional Validation Assessment Tool" was pilot-tested with eight team members and later completed by six outside subject matter experts with expertise in instrument validation as well as research and practitioner experience in corrections and criminal justice. The "Professional Validation Assessment Tool" (see Appendix C) was used to assess the 184 items for:

The face validity of each individual item, i.e.,

- Whether the item clearly corresponds to the construct it was designed to measure
- Whether the item is adequately structured (e.g., format, wording, etc.)

The content validity of groups of items, i.e.,

- Whether each item matched to a construct was essential to the measurement of that construct
- Whether the set of items matched to a construct adequately taps all relevant aspects of the construct

The extent of consensus or inter-rater agreement on each of the above assessments (discussed below)

- Inter-rater agreement among subject matter experts
- Inter-rater agreement among subject matter experts and developers of survey items

Summary results from the professional validation process indicated that the subject matter experts rated 84.7% of the items' structure as adequate and 92.3% of the items as essential. In addition, the subject matter experts had an 86.1% inter-rater agreement on what constructs each item measured. Furthermore, there was an 82.4% agreement between the subject matter experts and the developers of items on what constructs each item measured. On average, 71.4% of the subject matter experts reported that the group of items used to measure each construct adequately tapped all relevant dimensions of constructs. At least five of six subject matter experts agreed that 65.8% (121 of 184) of the items were essential, adequately structured, and measured what items were designed to measure. The remaining 63 items were found to be questionable in one or more of the above areas by at least two subject matter experts. Detailed information about each item is provided in Appendix D: Subject Matter Expert Validation Results.

After further item refinement based upon feedback from the subject matter expert validation process, 20 new items were added: 16 were closed-ended items; three were open-ended items; and one item was split off from an existing item. Also, for purposes of assessing convergent validity, 19 items from previously validated instruments were added: six from Wright (1985) and 13 from the BOP Social Climate Survey (Office of Research and Evaluation, 1991). A revised survey containing these 223 items was again pretested with two different groups of inmates (one from a state prison and one from a jail). Results of this pretest resulted in further revision of some demographic items (e.g., items were revised to accommodate greater variation in sentence type). In addition, results of this pretest confirmed our suspicions that due to the number and type of items on the survey, it was difficult for respondents to maintain focus throughout the survey. For example, about one third of the items required up to seven separate answers per item. Consequently, we split the survey into two versions. Version A contained 169 of these 223 items and Version B contained 112 of the items. Note that 58 of these items appeared on both versions; these items will facilitate various comparisons of data collected on the two survey versions, and if justified, combination of the data. Together with 15 items that measure several demographic characteristics of the women offenders, there was a total of 238 survey items generating data on 561 variables.

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To test our survey administration protocol (see Appendix A) a large-scale pilot of the instrument was administered to two different housing units in a large women's state prison. Of the inmates available, the pilot yielded 316 usable surveys and an overall 83% response rate. Results from the pilot-test suggested that revisions were needed to the survey format (e.g., completed examples need to be on a separate page from the items that followed), administration protocol (e.g., administering the survey to smaller groups resulted in a better completion rate), and wording of certain demographic items (e.g., to better accommodate inmates awaiting trial or sentence). A copy of both versions of the final survey is provided in Appendix E.

The next section assesses the psychometric properties of the different instruments contained in the survey through a confirmation process with 947 completed surveys from four state prisons and three jails in three different states. Given that the survey instrument was designed for housing units rather than entire facilities, purposive censuses of housing units from the seven facilities were used.

Selection of institutions and housing units to be surveyed was based upon the criterion of "high" and "low" violence units as described in the PREA BJS National Inmate Survey reporting requirements (Beck & Harrison, 2008). Surveys were administered to inmates or detainees housed in "low" and "high" violence housing units as identified by correctional administrators, supervisors and line staff via our structured interview and rating forms (see Appendix F: Unit Interviews for Survey). Results from the structured interview, together with the staff ratings, were used to determine which housing units were low and high violence units. Facility management was also consulted about this selection. Results of 30 staff ratings collected at five of the facilities follow.

Table 1. Staff Ratings Used to Identify High and Low Violence Housing Units

Facility Type	Housing Unit Violence Level	Please estimate on a scale of one to ten how dangerous or violent this facility is to women (in the context of the staff rating form, "facility" was a proxy for housing unit)			Please estimate on a scale of one to ten how likely a female prisoner is of being a victim of sexual violence during their length of stay here			Please estimate on a scale of one to ten how likely a female prisoner is of being a victim of physical violence during their length of stay here		
		$\bar{X}$	S.D.	N	$\bar{X}$	S.D.	N	$\bar{X}$	S.D.	N
Women's State Prison 1	Low	3.00	Na	1	3.00	Na	1	3.00	Na	1
	High	5.00	Na	1	3.00	Na	1	5.00	Na	1
Women's State Prison 2	Low	4.00	Na	1	2.00	Na	1	4.00	Na	1
	High	3.00	Na	1	2.00	Na	1	4.00	Na	1
Women's State Prison 3	Low	3.00	Na	1	1.00	Na	1	2.00	Na	1
	High	3.50	.58	4	2.00	0.0	4	2.75	.96	4
County Jail	Low	2.50	.71	2	3.00	1.41	2	2.50	.71	2
	High	5.50	2.12	2	5.50	4.95	2	4.00	2.83	2
Regional Jail	Low	3.50	2.12	2	1.50	.71	2	2.50	.71	2
	High	5.50	.71	2	2.00	1.41	2	3.00	.71	2

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As evidenced by the above table, most of the staff ratings (over 73%) coincided with the identification of high and low violence units from the structured interview. There were a total of six tied ratings (20%). Two were at Women's State Prison One, and four were at Women's State Prison Two. Only two staff ratings were in disagreement with the identification of high and low violence units from the structured interview. These were at Women's State Prison Two.

Surveys were then administered to inmates and detainees in low and high violence units at six different facilities. Information pertaining to the number of surveys administered and collected at each type of facility and housing unit is described below.

**Table 2: Information about Facility, Housing Units and Survey Response Rate**

Type Facility	Housing Unit Violence Level	Type Inmate in Housing Unit	Capacity of Housing Unit	Number in Housing Unit	Number Available for Survey	Number Surveyed	Response Rate (percent)
Women's State Prison 1	Low	Honor	256	246	221	197	89.14
	High	G.P.	256	244	159	131	82.39
Women's State Prison 2	Low	Honor	256	252	187	183	97.86
	High	G.P.	256	251	197	129	65.48
Women's State Prison 3	Low	G.P.	144	144	89	86	96.63
	High	G.P.	180	180	97	71	79.38
City Jail	Low	Minimum Security	43	37	22	21	95.45
	High	Maximum Security	24	17	14	12	85.71
County Jail	Low	Honor	80	71	63	50	79.37
	High	G.P.	80	78	74	55	74.32
Regional Jail	Low	Non-Violent	12	11	10	7	70.00
	High	Violent	12	8	4	4	100.00

The average response rate across all survey administrations was 83.20%. Response rates from the low violence units averaged 91.89% (544/592). Response rates from the high violence units averaged 73.76% (402/545). Operational issues during the survey administration also affected response rates. For example, in one facility, an institution-wide fire drill disrupted the process; in another, difficulties in getting to the survey area and the timing of the survey impeded participation.

Response rates in the above table were calculated based on the number of inmates or detainees available for survey participation rather than the number housed. An explanation follows. Inmates were notified in advance via a team member going to each housing unit and personally handing out a public relations pamphlet explaining the purpose of the survey (see Appendix G). A day or two later inmates were administered the surveys in common areas of their housing unit, or in some cases they were called out of their housing unit to a common area. Some inmates were not

available to participate in the survey because of court hearings, visits, sick calls, work details, community service or because they were involved in other programs. In some cases inmates were asleep and difficult to wake because their work detail took place the previous night.

After all of the surveys were collected in each administration, the survey administrator reviewed each survey that same day and noted on the survey front cover those that might be invalid or ineligible and why. Observations made during the survey administration aided this decision. Once all of the surveys were collected at the data entry site, they were again reviewed for eligibility. Surveys were declared to be ineligible if the respondent was illiterate with the English language or if the respondent was from a housing unit not included in the survey administration. Surveys were declared to be invalid if the respondent left large portions of the survey blank or if the respondent checked the same item throughout the survey (including those that were negatively worded). Of the 947 surveys that were collected, 917 (96.8 %) were determined to be valid and eligible. Twenty-three (2.4%) were determined to be invalid and seven (.7%) were determined to be ineligible.

With respect to data quality control, the research team designed the original database template with approximately 643 variables from survey versions A and B. The pilot data (327 cases from one women's state prison) were entered by three support staff from May 12-17, 2008. Based on feedback from support staff, the research team split the database template into two versions to match the structure of survey versions A and B. The remaining data, 620 cases from the other five facilities, were entered by five support staff (the original three and two others) from June 2-22, 2008. The research team then merged all 947 cases into a master database.

A series of quality control checks were then performed to assess the accuracy of data entry and merging. First, several statistical analyses were conducted to identify potential miscodes and other errors; several dozen were identified and corrected. Next, 138 cases (approximately 14.5%) were randomly selected to be entered a second time by a different data entry person. Approximately 330 discrepancies were identified in the 41,600 data points involved. About 60 of these were found to be errors in the Quality Control (QC) round of data entry (0.14%), and thus were not present in the master database. (Note that the QC round of data entry was 99.86% error free.) The remaining 270 discrepancies (0.65%) were found to be errors in the database, i.e., the 138 cases selected for double-entry QC were 99.35% error free. Over 100 of these errors were traced to two inconsistencies between the database templates and the survey instruments arising from the fact that both survey versions A and B continued to evolve and undergo minor revisions even during data collection; these were design errors, not data entry errors. Data on affected variables were checked and corrected for all 947 cases. Examination of the remaining 157 errors revealed no additional systematic problems, suggesting these errors stemmed simply from random or un-patterned human error, i.e., QC identified 0.38% data entry errors, or 99.62% accurately entered data. Based on individual accuracy results for each data entry person combined with the number of cases entered by each, and corrections made during quality control activities, the research team estimates the final master database of 947 cases is 99.74% error free. Although a 0.26% error rate suggests approximately 700 errors remain in the final database, this number of un-patterned errors can have no significant impact on the analysis of the 292,000 data points involved.

Once the number of valid cases was confirmed, the psychometric properties of the different constructs and respective dimensions of the overall instrument were explored and later confirmed via several different methods and statistical analyses. Where appropriate, item-to-scale correlations were initially used to test uni-dimensionality and to determine which items are not related to the dimensions they are supposed to measure. Observed factor patterns were then compared against the implied theoretical structure of the instrument using factor analysis. Given the early stages of this research, as well as the desire to determine the latent structure of very large sets of items, exploratory rather than confirmatory factor analysis was used. Squared multiple correlations were used as estimates of communalities and orthogonal (varimax) rotations were used to simplify factors (Tabachnick & Fidell, 2007). Loadings were examined in order to identify items having sufficient and insufficient co-variation with other items in the subscale. Uni-dimensionality and internal consistency were also assessed by calculating reliability coefficients (Cronbach's alpha) and inter-item correlations. Reliability of the structure pattern was assessed by conducting factor analyses on split-half samples and then observing whether the items loaded in similar fashion across the samples. Where the same items were used on both survey versions, factor analyses and internal consistency measures were conducted on both data sets and on the combined data set. In addition, with every instrument discussed in the results chapters, convergent validity was assessed by the correlation among items which make up each scale of the instrument (i.e., internal consistency validity). Where possible, convergent validity was also assessed by examining the correlations of both the inmate focus group ratings and staff ratings with similar items in the survey. As well, with every instrument discussed below, discriminant validity was assessed by providing evidence that the correlation between each of the survey items in a scale and the dimensions they were attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension. Discriminant validity was also assessed where possible by ascertaining whether and to what degree differences between the high and low violence housing units were detected by the survey instrument.

Before we report the results of the factor analyses, it is worth mentioning the analytical approach we took and why. Given that factor analysis, unlike most other multivariate statistical techniques, has no objective criterion variable against which to test the solution (Tabachnick & Fidell, 2007), researchers are bound to differ over the best solution. For this reason, we feel a brief explanation is on order.

Eleven different instruments containing 518 variables or items had to be factor analyzed; the intended product at some point in the future is a much shorter, more manageable and easily administered instrument or battery of instruments, the data from which facility administrators can use to make informed decisions about safety and violence in women's correctional facilities. As such, our analytic approach was to attempt to develop much shorter instruments that contained items with the highest loadings (also known as pure measures because they are most highly correlated with one factor) and yet held up to be most valid and reliable using the validation and reliability techniques available to us. That is why we erred on the side of caution when extracting what we felt were the most valid and reliable factors. *Note that in arriving at a total of 518 factor analyzed variables, we counted the six sub-items in each of the 53 items in Section Three as separate items (but did not count the*

*stems). Elsewhere in the report our item counts refer to survey main items or stem items only.*

Although considerably more time and effort could have been spent on each factor analysis and exploring the effect of more complex items (lower loading items or variables that correlate with several factors), as well as factors comprised of only one and sometimes two loading items, the scope, nature, and time table of this study precluded such additional analyses. We view the analyses and results presented in this report as a “first-wave” attempt to demonstrate that important issues and concerns concerning safety and violence in women’s correctional facilities can indeed be measured with valid and reliable tools. We do hope and plan that in the future more research can be conducted to further explore and confirm the properties of the items that were retained in the instruments.

Another point worth mentioning relates to the different types of effort and validation techniques that went into construction of different sections of the instrument. A brief discussion follows.

When in the planning and initial stages of this study, we originally anticipated that a short survey could be used to measure safety and violence in women’s correctional units and facilities. However, the results of our interviews and focus group content analyses suggested that there were many more constructs that could be measured. As a result, these constructs and their respective dimensions had to be divided up into three different sections and measured by two different versions of the survey.

Note that Section One of the survey was designed to identify the extent of various problems in the housing unit, including conflict and violence between women inmates, and staff misconduct and harassment. Section Two of the survey examines the likelihood of such problems befalling an inmate, knowledge about how to respond to or report problems, and the extent to which complaints are tolerated and fairly resolved. Section Three examines potential sources of these problems. When refined and validated, the three sections will provide insight not only into the extent of violence and safety-related problems in women’s facilities, but also the sources of those problems, and the adequacy of efforts to deal with them. The final overall instrument will be a tool administrators can use to assess the extent of safety-related problems, more effectively respond to such problems, and proactively address the sources of these problems.

When considering the total amount of team effort and discussion that went into the entire instrument, Section One (Issues Involving Women Inmates: Inmate Economic Conflict, Inmate Verbal Conflict, Inmate Sexual Violence, Inmate Physical Violence; and Issues Involving Staff: Staff Verbal Harassment, Staff Sexual Harassment, Staff Sexual Misconduct, Staff Physical Violence) consumed the most time. The primary reason for this is that although the constructs and their respective dimensions in this section were very apparent from the themes from focus groups, very little if any prior research has studied and measured similar constructs. Therefore, the research team had to spend a lot of time developing these original items and their intended dimensions or scales. Hence, only one dimension in this section contained embedded items similar to those that were developed that could be used for convergent validity purposes.

However, Section Two contained some instruments measuring constructs previously investigated by researchers. Hence, not as much effort went into developing items in this section. The constructs Likelihood of Violence and Reporting Climate had several available items used by prior researchers that could be embedded for convergent validity purposes. Only one construct, Personal Awareness of Policies and Procedures, contained original items that had not been measured in prior research.

Items in Section Three were primarily the result of an extensive content analysis of focus group themes pertaining to “inmate risk” of six different types of violence. Most of these items were original as well. This section is the least refined section, and its analyses will be the most exploratory.

In summary, the main point is that we consider the instruments in Section One and part of Section Two to be more refined than the instruments in Section Three. In fact, one might consider the instruments in Section One to be the “official” product of this study, while parts of Section Two and all of Section Three were drafted to lay the groundwork for future instrument development. Thus, the approach to each factor analysis and the items included varied depending upon the reasons mentioned in each of the three sections above.

One final point worth mentioning pertains to the results in the chapters to follow. The goal of this project was to develop an instrument to measure safety and violence in women's facilities. Data collection and analyses, then, were meant to support instrument design and validation, rather than to describe safety and violence in several different women's facilities. Normally, the main point of the data is to describe the results of the survey, which in this case, would be a description of how the inmates responded to the many different items contained within the survey. Our work here was the first step in designing and validating such an instrument. For this reason, the results which follow do not describe the nature of violence and safety in women's correctional facilities; rather, the results describe our efforts in developing valid and reliable instruments that can be used to assess violence and safety in women's correctional facilities.

Note that descriptive statements can be made about violence and safety to the extent that the items measuring the various constructs are estimated to be reliable and valid. However, that is not the purpose of this study.

The next three chapters describe the results of the above-mentioned analyses for each construct and its relevant dimensions or scales.

## SURVEY DEVELOPMENT RESULTS: PROBLEMS IN THE HOUSING UNIT

# 2

This chapter describes the results of analyses conducted in the course of developing the instruments, constructs, and items in Section One of the survey: Problems in the Housing Unit.

### **PROBLEMS IN THE HOUSING UNIT INVOLVING WOMEN INMATES**

A total of 68 items plus two open-ended items were used to measure the construct "Problems in the Housing Unit Involving Women Inmates." The response format used was a 5-point Likert scale of 0 = Not a Problem at All, 1 = Small Problem, 2 = Medium Problem, 3 = Big Problem, 4 = Very Big Problem. This construct had four intended dimensions or scales which were measured in the following manner: inmate economic conflict (20 items), inmate verbal conflict (13 items), inmate sexual violence (12 items), and inmate physical violence (23 items). Three items used by Wright (1985) to measure sexual violence, together with two items from Wright (1985) to measure physical violence, were embedded in the inmate sexual violence and inmate physical violence scales, respectively. What follows is description of the multiple step process utilized to identify the dimensions of the construct "Problems in the Housing Unit Involving Women Inmates."

#### **Corrected Item-Total Correlations**

Corrected item-total correlations were used as an initial test of dimensionality of the four dimensions of the construct "Problems in the Housing Unit Involving Women Inmates." These correlations show the relationship between each item of a given scale and the total scores less the item. Without this correction, the correlation would be spuriously inflated, since it would count twice in the calculation of the correlation. A low correlation implies the item is not really measuring what the rest of the scale is trying to measure. The correlations of most of the items were moderately high, with only one item not correlating with the intended dimension. Over 98.53% (67/68) of the items had corrected item-total correlations between .521 and .914. Over 91% (62/68) of the items had corrected item-total correlations greater than .60. Furthermore, almost 80% (77.94% or 53/68) had item-total correlations greater than .70. High correlations among items, making up each scale of an instrument, are considered a type of convergent validity (i.e., internal consistency validity).

#### **Factor Analyses**

Factor analysis using principle components analysis with varimax rotation was performed on the 68-item scale to determine the latent structure of the set of items. The Kaiser-Meyer-Olkin statistic was .97, suggesting that the factors extracted accounted for a large amount of variance. Bartlett's test of sphericity was significant

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at .000. (Bartlett's test of sphericity is a very sensitive test of the hypothesis that the correlations in a correlation matrix are zero. This test is likely to be significant with samples of substantial size, and it was found to be significant in every factor analysis in this report; hence it will not be mentioned again.)

Of the nine factors with eigenvalues greater than 1.0, the scree plot as well as the percent of variance explained by each factor, suggested that only the first six should be retained. These six factors accounted for 70.05% of total initial cumulative variance. Sixty-six of the initial 68 items loaded most highly on these six factors. The factors were labeled: Inmate Physical Violence, Inmate Sexual Violence, Inmate Economic Conflict and Violence, Inmate Verbal Conflict, Intentional Inmate Verbal Conflict and Physical Violence, and Inmate Physical Violence Over Staff. The resulting factor pattern is shown in Table 3. Below each factor is its respective eigenvalue, as well as percent of initial variance and rotated variance explained. Items are listed under the factor with which they loaded highest, along with the associated factor loading.

Table 3. Problems in the Housing Unit Involving Women Inmates:  
Factors and Varimax Rotated Factor Pattern, 66 items (n = 344)

Inmate Physical Violence		Inmate Sexual Violence		Economic Conflict & Violence		Verbal Conflict		Intentional Inmate Verbal Conflict & Physical Violence		Inmate Physical Violence Over Staff	
Eigen = 34.73		Eigen = 4.69		Eigen = 3.26		Eigen = 2.12		Eigen = 1.47		Eigen = 1.37	
% Total = 51.08		% Total = 6.90		% Total = 4.79		% Total = 3.12		% Total = 2.15		% Total = 2.01	
% Rotated = 19.25		% Rotated = 16.13		% Rotated = 15.57		% Rotated = 10.62		% Rotated = 4.22		% Rotated = 3.28	
Item	Loading	Item	Loading	Item	Loading	Item	Loading	Item	Loading	Item	Loading
A60	0.78	A40	0.86	A10	0.76	A26	0.73	A31	0.60	A65	0.64
A74	0.77	A44	0.85	A12	0.76	A21	0.70	A30	0.53	A66	0.63
A57	0.75	A41	0.85	A7	0.73	A25	0.67	A32	0.48	A63	0.59
A68	0.74	A39	0.81	A8	0.71	A23	0.66				
A59	0.72	A45	0.80	A5	0.71	A22	0.66				
A64	0.71	A47	0.78	A4	0.71	A24	0.66				
A62	0.71	A38	0.78	A3	0.71	A29	0.64				
A67	0.67	A42	0.75	A9	0.67	A28	0.56				
A61	0.67	A37	0.72	A14	0.64	A27	0.49				
A75	0.66	A48	0.71	A11	0.62	A33	0.47				
A69	0.66	A36	0.71	A13	0.62						
A58	0.66			A6	0.61						
A52	0.66			A19	0.60						
A54	0.64			A17	0.59						
A72	0.62			A20	0.57						
A71	0.61			A16	0.52						
A53	0.61			A18	0.52						
A56	0.56										
A70	0.53										
A55	0.49										
A35	0.43										
A15	0.40										

The results of the initial factor analysis presented above in Table 3 provide the foundation for forming the final version of the "Problems in the Housing Unit Involving Women Inmates" instrument. To improve the final version, items correlating poorly with their scale total were deleted. Next, using factor loadings in the above table as a guide to choosing the best items, a final instrument was chosen by selecting the five highest loading items on each factor. In addition, potentially unreliable factors (and their associated items) with fewer than four loadings that are less than .60 were dropped, as recommended by Stevens (1992). This resulted in the last two factors being dropped. A total of 46 items were eliminated, leaving 20 items. In Table 4 below, the remaining 20 items are listed under the factor they loaded highest with, along with the associated factor loading.

Table 4. Problems in the Housing Unit Involving Women Inmates: Factors and Varimax Rotated Factor Pattern, 20 items (n = 428)

Inmate Physical Violence		Inmate Sexual Violence		Economic Conflict		Verbal Conflict	
Eigen = 10.49		Eigen = 2.67		Eigen = 1.44		Eigen = 1.11	
% Total = 52.44		% Total = 13.37		% Total = 7.19		% Total = 5.56	
% Rotated = 23.01		% Rotated = 19.70		% Rotated = 18.15		% Rotated = 17.70	
Item	Loading	Item	Loading	Item	Loading	Item	Loading
A60	0.81	A41	0.92	A7	0.81	A21	0.76
A59	0.79	A40	0.91	A5	0.77	A22	0.76
A57	0.78	A44	0.89	A8	0.77	A26	0.75
A68	0.76	A45	0.86	A10	0.75	A25	0.72
A74	0.75	A39	0.86	A12	0.71	A23	0.67

As is evident from the above table, a very favorable solution resulted when the factor analysis procedure was repeated with the 20 items. All four dimensions are present and account for 78.55% of total initial cumulative variance. Of the 190 residuals (differences between the reproduced correlations and the original correlations), only 21 (11.05%) exceeded the .05 criteria, suggesting that no additional components need be included.

In order to explore the dimensionality of the instrument further, scale totals for the four dimensions were entered into another factor analysis as "marker variables" together with the 20 items. As Wright (1985, p. 264) mentions:

Inclusion of scale totals provides easily interpretable benchmarks for the rotated solution and allows us to consider two questions. Because scale totals have greater variances than the single items, they will tend to draw the solution vectors toward them. If they are unable to do so and scale totals group together rather than loading on separate factors, it is unlikely that the questionnaire is measuring distinct contextual attributes. Second, this approach allows us to identify how many items and which ones closely align (load) with the scale factors.

All of the items and scale totals loaded most highly on the appropriate factors. High coefficients provide evidence that four separate dimensions exists. Because none of the other items from other dimensions loaded strongly on the wrong factors, the conceptual structure of the instrument appears to be relatively clean.

The stability of the factor structure was tested by splitting the sample in half by assigning every other case to a different sample. Factor analysis was run on each sample. Excellent stability was evident with the same items loading most highly on the same four dimensions across both samples as the original sample.

Scale inter-correlations are provided below in Table 5.

Table 5. Scale Inter-correlations:  
Problems in the Housing Unit Involving Women Inmates

Scale	Inmate Physical Violence	Inmate Sexual Violence	Economic Conflict	Verbal Conflict
Inmate Physical Violence	1.0			
Inmate Sexual Violence	.50	1.0		
Economic Conflict	.63	.51	1.0	
Verbal Conflict	.68	.42	.66	1.0

All of the correlations are significant at the .000 level but moderate in strength. Given that the four dimensions measure different, yet related, problems in the housing unit, some correlation should be expected.

### Internal Consistency

To determine the extent of measurement error within each scale of the instrument, estimates of internal consistency were calculated. Internal consistency estimates were determined by examining corrected item-to-scale correlations and Cronbach alphas. Cronbach's alpha shows how accurately the items are measuring the same dimension. Results are presented in Table 6.

Cronbach alphas for all four dimensions are quite high, ranging from .89 to .97. A review of corrected item-to-total correlations indicates that each item has a very strong positive correlation with its respective scale. Item-to-scale correlations are quite high, ranging from .73 to .93.

### Convergent Validity

As mentioned above, convergent validity was assessed in part by correlating the items which make up each scale of the instrument (i.e., internal consistency validity). In addition, as mentioned earlier, where possible, several items and scales from existing instruments were embedded and used to supply evidence of convergent validity. Items from Wright (1985) measuring inmate sexual violence (i.e., items 43, 46, and 49; Cronbach alpha = .93) and physical violence (i.e., items 50 and 51;

Cronbach alpha = .86) were combined into their own scales and correlated with the two similar scales from the current instrument. Pearson r values between the two inmate sexual violence and physical violence measures were, respectively, .89 ( $p < .001$ ) and .70 ( $p < .001$ ).

Table 6. Cronbach Alphas and Corrected Item to Total Correlations:  
Problems in the Housing Unit Involving Women

Inmate Physical Violence		Inmate Sexual Violence		Economic Conflict		Verbal Conflict	
Alpha = .93		Alpha = .97		Alpha = .92		Alpha = .89	
Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.
A60	.85	A41	.93	A7	.81	A21	.73
A59	.83	A40	.93	A5	.73	A22	.87
A57	.82	A44	.90	A8	.85	A26	.85
A68	.80	A45	.87	A10	.80	A25	.86
A74	.81	A39	.87	A12	.78	A23	.85

### Discriminant Validity

Discriminant validity was assessed in part by providing evidence that the correlation between each of the survey items in a scale and the dimensions they were attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension. In addition, if it is to be useful in discriminating between housing units, the instrument should demonstrate significant differences in inmate/detainee perceptions across different types of housing units. Table 7 below indicates the mean score of the low and high violence units on each of the four scales.

As evident by Table 7 below, the instrument clearly discriminates between high and low violence housing units on each of the scales. Each of the differences between mean scores of each scale was in the expected direction and significantly different at  $p < .001$ .

Table 7. Mean Scores on Each of the Four Scales by Level of Violence:  
Problems in the Housing Unit Involving Women

Scale	Level of Violence	N	Mean	Standard Deviation
Inmate Physical Violence	Low	272	2.05	1.28
	High	209	2.87	1.18
Inmate Sexual Violence	Low	268	.85	1.16
	High	215	1.31	1.30
Economic Conflict	Low	271	2.22	1.23
	High	212	2.79	1.18
Verbal Conflict	Low	263	2.59	1.03
	High	202	2.98	1.00

## **Instrument Summary**

Based upon the above mentioned empirical assessments of the psychometric properties of the “Problems in the Housing Unit Involving Women Inmates” instrument, it appears that it is a reliable and valid measure of four types of inmate-related problems that occur in female housing units. Factor analyses resulted in a four dimensional instrument containing items with very high loadings on each of its scales. Results of the item-to-scale correlations, factor analyses, internal consistency, and convergent and discriminant validity assessments indicate that the four scales are indeed measuring different dimensions and that the instrument appears to be a valid and reliable measure.

## **PROBLEMS IN THE HOUSING UNIT INVOLVING STAFF**

A total of 36 items measure the construct “Problems in the Housing Unit Involving Staff.” The response format used was a 5-point Likert scale of 0 = Not a Problem at All, 1 = Small Problem, 2 = Medium Problem, 3 = Big Problem, 4 = Very Big Problem. This construct had four dimensions or scales which were measured in the following manner: Staff Verbal Harassment (8 items), Staff Sexual Harassment (6 items), Staff Sexual Misconduct (16 items), and Staff Physical Violence (6 items).

### **Corrected Item-Total Correlations**

As before, corrected item-total correlations were used as an initial test of dimensionality of the four dimensions of the construct “Problems in the Housing Unit Involving Staff.” The correlations of most of the items were moderately high; all items correlated with the intended dimension. All of the items had corrected item-total correlations between .551 and .90. Almost 92% (33/36) of the items had corrected item-total correlations greater than .70. Furthermore, over 72% (72.22% or 26/36) had item-total correlations greater than .80.

### **Factor Analyses**

Factor analysis using principle components analysis with varimax rotation was performed on the 36-item scale to determine the latent structure of the set of items. The Kaiser-Meyer-Olkin statistic was .97 suggesting that the factors extracted accounted for a large amount of variance.

Four factors with eigenvalues greater than 1.0 were identified, accounting for 78.65% of the total initial cumulative variance. All of the 36 items loaded on these four factors. The factors were labeled: Staff Sexual Misconduct, Staff Verbal Harassment, Staff Sexual Harassment, and Staff Physical Violence. The resulting factor pattern is shown in Table 8. Below each factor is its respective eigenvalue, as well as the percent of initial variance and rotated variance explained. Items are listed under the factor they loaded highest with, along with the associated factor loading.

**Table 8. Problems in the Housing Unit Involving Staff:  
Factors and Varimax Rotated Factor Pattern, 36 items (n = 443)**

Staff Sexual Misconduct		Staff Verbal Harassment		Staff Sexual Harassment		Staff Physical Violence	
Eigen = 21.29		Eigen = 4.54		Eigen = 1.39		Eigen = 1.10	
% Total = 59.14		% Total = 12.60		% Total = 3.85		% Total = 3.06	
% Rotated = 30.54		% Rotated = 21.12		% Rotated = 17.47		% Rotated = 9.53	
Item	Loading	Item	Loading	Item	Loading	Item	Loading
A103	0.91	A81	0.88	A89	0.76	A109	0.73
A104	0.91	A77	0.86	A85	0.72	A108	0.72
A105	0.91	A80	0.84	A88	0.71	A110	0.69
A102	0.88	A82	0.82	A84	0.68	A111	0.64
A100	0.87	A78	0.79	A92	0.64		
A99	0.86	A76	0.79	A87	0.64		
A98	0.84	A79	0.71	A86	0.63		
A107	0.84	A83	0.53	A93	0.61		
A101	0.82			A90	0.55		
A97	0.72			A91	0.45		
A94	0.67						
A95	0.63						
A96	0.58						
A106	0.57						

The results of the initial factor analysis presented above in Table 8 provide the foundation for forming the final version of the “Problems in the Housing Unit Involving Staff” instrument. To improve the final version, items correlating poorly with their scale total were deleted. Next, using factor loadings in the above table as a guide in choosing the best items, a final instrument was chosen by selecting the nine highest loading items on each factor. A total of 6 items were eliminated, leaving 30 items. In Table 9 below, the remaining 30 items are listed under the factor they loaded highest with, along with the associated factor loading.

As can be seen in the above table, a very favorable solution resulted when the factor analysis procedure was repeated with the 30 items. All four dimensions are present and account for 79.78% of total initial cumulative variance. Of the 435 residuals (differences between the reproduced correlations and the original correlations), only 37 (8.5%) exceeded the .05 criteria, suggesting that no additional components need be included.

Next, scale totals for the four dimensions were entered into another factor analysis as “marker variables” together with the 30 items. All of the items and scale totals loaded most highly on the appropriate factors, providing evidence that four separate dimensions exist. The conceptual structure of the instrument appears to be relatively clean.

Table 9. Problems in the Housing Unit Involving Staff:  
Factors and Varimax Rotated Factor Pattern, 30 items (n = 452)

Staff Sexual Misconduct		Staff Verbal Harassment		Staff Sexual Harassment		Staff Physical Violence	
Eigen = 17.41		Eigen = 4.14		Eigen = 1.32		Eigen = 1.06	
% Total = 58.04		% Total = 13.80		% Total = 4.41		% Total = 3.53	
% Rotated = 27.20		% Rotated = 22.65		% Rotated = 18.64		% Rotated = 11.29	
Item	Loading	Item	Loading	Item	Loading	Item	Loading
A103	0.91	A81	0.88	A89	0.80	A109	0.75
A105	0.91	A77	0.86	A85	0.74	A108	0.74
A104	0.91	A80	0.83	A88	0.74	A110	0.70
A102	0.87	A82	0.82	A84	0.73	A111	0.64
A98	0.84	A76	0.78	A86	0.66	A106	0.56
A99	0.84	A78	0.78	A87	0.65		
A107	0.83	A79	0.69	A92	0.63		
A101	0.80	A83	0.51	A93	0.61		
				A90	0.54		

The stability of the factor structure was tested by splitting the sample in half by assigning every other case to a different sample. Factor analysis was run on each sample. Excellent stability was evident with the same items loading highly on the same four dimensions across both samples as the original sample.

Scale inter-correlations are provided below in Table 10.

Table 10. Scale Inter-correlations: Problems in the Housing Unit Involving Staff

Scale	Staff Sexual Misconduct	Staff Verbal Harassment	Staff Sexual Harassment	Staff Physical Violence
Staff Sexual Misconduct	1.0			
Staff Verbal Harassment	.44	1.0		
Staff Sexual Harassment	.65	.79	1.0	
Staff Physical Violence	.75	.59	.69	1.0

All of the correlations are significant but moderate to strong. All of the dimensions are inter-correlated. The strongest correlation is between Staff Verbal and Staff Sexual Harassment ( $r = .79$ ). Given that the four dimensions measure different problems in the housing unit, some correlation should be expected.

### Internal Consistency

Cronbach alphas and corrected item-to-total correlations are presented in Table 11.

Table 11. Cronbach Alphas and Corrected Item to Total Correlations:  
Problems in the Housing Unit Involving Staff

Staff Sexual Misconduct		Staff Verbal Harassment		Staff Sexual Harassment		Staff Physical Violence	
Alpha = .98		Alpha = .95		Alpha = .96		Alpha = .93	
Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.
A103	.95	A81	.85	A89	.88	A109	.85
A105	.93	A77	.86	A85	.89	A108	.84
A104	.93	A80	.83	A88	.89	A110	.82
A102	.93	A82	.85	A84	.86	A111	.78
A98	.86	A76	.81	A86	.84	A106	.78
A99	.91	A78	.86	A87	.84		
A107	.86	A79	.78	A92	.82		
A101	.87	A83	.63	A93	.79		
				A90	.70		

Cronbach alphas for all four dimensions are quite high, ranging from .93 to .98. A review of corrected item-to-total correlations indicates that each item has a strong positive correlation with its respective scale. Item-to-scale correlations are quite high, ranging from .63 to .95.

### Convergent Validity

Convergent validity was assessed by the correlation among items which make up each scale of the instrument (i.e., internal consistency validity). No items or scales from existing instruments were embedded and used to supply evidence of convergent validity with this instrument.

### Discriminant Validity

Discriminant validity was assessed in part by providing evidence that the correlation between each of the survey items in a scale and the dimensions they were attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension. In addition, the instrument should demonstrate significant differences in inmate/detainee perceptions about staff across different types of housing units if it is to be useful in discriminating between housing units. Table 12 below indicates the mean score of the low and high violence units on each of the four scales.

Table 12. Mean Scores on Each of the Four Scales by Level of Violence:  
Problems in the Housing Unit Involving Staff

Scale	Level of Violence	N	Mean	Standard Deviation
Staff Sexual Misconduct	Low	269	.37	.78
	High	215	.70	1.17
Staff Verbal Harassment	Low	268	2.16	1.29
	High	212	2.49	1.29
Staff Sexual Harassment	Low	270	1.41	1.33
	High	214	1.66	1.41
Staff Physical Violence	Low	277	.80	1.14
	High	216	1.18	1.32

As evident by Table 12 above, the instrument clearly discriminates between high and low violence housing units on each of the scales. All of the mean differences were in the intended direction. All but one of the differences between mean scores of each scale was significantly different at  $p < .001$ . The mean difference between the low and high violence unit on the Staff Sexual Harassment scale was significant at  $p < .05$ , and as with the other scales, the difference was in the expected direction.

### Instrument Summary

Based upon the above information, it appears the instrument is a valid and reliable measure of four types of staff-related problems. Factor analyses resulted in a four dimensional instrument containing items with high loadings on each of its scales. Results of the item-to-scale correlations, factor analyses, internal consistency, and discriminant validity assessments indicate that the four scales are indeed measuring different dimensions and that the instrument is a reliable measure.

## CHAPTER SUMMARY

Empirical evidence presented in this chapter suggests that the two instruments, "Problems in the Housing Unit Involving Inmates" and "Problems in the Housing Unit Involving Staff" are valid and reliable measures. Both instruments held up well when subjected to multiple assessments of validity and reliability. Furthermore, both instruments discriminated between low and high violence units. In addition, items embedded in one instrument (i.e., Problems in the Housing Unit Involving Inmates) demonstrated convergent validity with established items used elsewhere.

## SURVEY DEVELOPMENT RESULTS: VIOLENCE, POLICY AND CLIMATE

# 3

This chapter describes the results of analyses conducted in the course of developing the instruments, constructs, and items in Section Two of the survey: Violence in the Housing Unit, and Policy, Procedures, and Climate in the Facility.

A total of 44 items were developed to measure three constructs: Likelihood of Violence (8 items), Personal Awareness of Policies and Procedures (11 items), and Reporting Climate (25 items). As mentioned previously, this section appeared on both versions of the survey; these items will facilitate various comparisons of data collected on the two survey versions, and if justified, combination of the data. In addition, analyses of data from each version, as well as the combined data set, will be used for validation purposes.

### LIKELIHOOD OF VIOLENCE

Eight items were intended to measure this construct. The response format was a 5-point Likert scale of 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree or Disagree, 4 = Agree, 5 = Strongly Agree. This construct had two intended dimensions: Likelihood of Successful Self-Protection from Violence and Misconduct (4 items) and Likelihood of Women Not Becoming a Victim of Violence and Misconduct (4 items). The last four items were negatively worded (by using the word “not”). An additional four items from the BOP Social Climate Survey (Office of Research and Evaluation, 1991) designed to measure likelihood of assault were embedded to allow assessment of convergent validity. A description of the multiple step process utilized to identify the dimensions that are a part of the construct “Likelihood of Violence” follows below.

Although inmate responses during the pretests did not raise any questions, suspicions emerged during initial reviews of completed surveys that some inmates might have been confused by the negatively worded items (i.e., A120, A121, A122, A123 or B9, B10, B11, B12); these suspicions were confirmed when checking for consistent responses across differently worded items (i.e., A112, A114, A113, A115 or B1, B2, B3, B4, respectively) designed to have similar underlying meanings. An analysis of consistent and inconsistent responses revealed that between 63.0% and 67.0% of the inmates gave clearly consistent responses (i.e., within plus or minus one response category) between pairs of differently worded items designed to have similar underlying meaning. Conversely, between 33% and 37% of the inmates gave inconsistent answers that were two or more response categories off. Hence, a decision was made to drop these four negatively worded items using the word “not” and substitute the four Office of Research and Evaluation (1991) items (i.e., A112, A113, A114, A115 or B1, B2, B3, B4), thereby resulting in a “Likelihood of Violence” scale that could be validated. As a result, construct names were slightly revised so

as to better match the items being validated. The construct names were Likelihood of Being Assaulted and Likelihood of Successful Self-Protection from Violence and Misconduct. Note that Likelihood of Successful Self-Protection from Violence and Misconduct is not simply an inverse of Likelihood of Being Assaulted. Specifically, Likelihood of Successful Self-Protection can be viewed as the would-be victim's success not only in preventing/avoiding assault, but also in limiting violence/misconduct once the assault is launched.

Despite the inclusion of the BOP Social Climate items, we suspect that this instrument will still require further development, testing and validation that will extend beyond the scope of the present study.

### Corrected Item-Total Correlations

Corrected item-total correlations were used as an initial test of dimensionality of the two new dimensions of the construct "Likelihood of Violence." Cronbach alphas and corrected item-to-total correlations are presented in Table 13. Note that summary information is presented for both Version A and Version B items, as well as for items from the combined versions (Note that the items preceded by a "D" pertain to the combined data set. In addition, the D item number corresponds to the same B item).

Table 13. Cronbach Alphas and Corrected Item to Total Correlations:  
Likelihood of Violence

Version A				Version B				Combined Version A & B			
Likelihood of Being Assaulted		Likelihood of Successful Self-Protection from Violence and Misconduct		Likelihood of Being Assaulted		Likelihood of Successful Self-Protection from Violence and Misconduct		Likelihood of Being Assaulted		Likelihood of Successful Self-Protection from Violence and Misconduct	
Alpha = .82		Alpha = .82		Alpha = .81		Alpha = .76		Alpha = .82		Alpha = .80	
Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.
A114	.71	A118	.70	B3	.66	B7	.57	D3	.69	D7	.65
A113	.67	A116	.68	B4	.62	B5	.57	D2	.65	D5	.63
A115	.63	A119	.67	B2	.60	B8	.54	D4	.63	D8	.62
A112	.59	A117	.53	B1	.59	B6	.53	D1	.60	D6	.53

Cronbach alphas for both dimensions across the three versions are moderate, ranging from .76 to .82. A review of corrected item-to-total correlations indicates that each item has a moderate positive correlation with its respective scale, ranging from a low of .53 to a high of .71. Stability of the correlations across the different versions suggests that data from both versions of the instrument can be combined, but this will be confirmed with each subsequent analysis described below.

## Factor Analyses

Using combined data from both Version A and B, factor analysis using principle components analysis with varimax rotation was performed on the 8-item scale to determine the latent structure of the set of items. The Kaiser-Meyer-Olkin statistic was .71, suggesting that the factors extracted accounted for a moderate amount of variance. Note that values of .6 and above are required for good factor analysis (Tabachnick & Fidell, 2007).

Two factors with eigenvalues greater than 1.0 were identified, accounting for 63.47% of the total initial cumulative variance, which is within social science standards. All of the 8 items loaded on these two factors. The factors maintained their intended dimensionality and their labels were not changed. The factor pattern resulting from an analysis of the combined version A and B data is shown in Table 14, together with factor patterns resulting from just the version A, then version B data. Below each factor is its respective eigenvalue, as well as percent of initial variance and rotated variance explained. Items are listed under the factor they loaded highest with, along with the associated factor loading.

Table 14. Likelihood of Violence:  
Factors and Varimax Rotated Factor Pattern, 8 items

Version A (n = 468)		Version B (n = 393)				Combined Version A & B (n = 861)					
Likelihood of Being Assaulted		Likelihood of Successful Self-Protection from Violence and Misconduct		Likelihood of Being Assaulted		Likelihood of Successful Self-Protection from Violence and Misconduct		Likelihood of Being Assaulted		Likelihood of Successful Self-Protection from Violence and Misconduct	
Eigen = 2.78		Eigen = 2.46		Eigen = 3.40		Eigen = 1.47		Eigen = 3.05		Eigen = 2.03	
% Total = 34.70		% Total = 30.70		% Total = 42.49		% Total = 19.34		% Total = 36.128		% Total = 25.34	
% Rotated = 32.83		% Rotated = 32.57		% Rotated = 31.51		% Rotated = 29.64		% Rotated = 32.36		% Rotated = 31.11	
Item	Load.	Item	Load.	Item	Load.	Item	Load.	Item	Load.	Item	Load.
A114	.84	A118	.85	B2	.80	B5	.80	D3	.82	D7	.82
A113	.84	A116	.83	B4	.80	B6	.76	D2	.82	D5	.81
A115	.80	A119	.82	B3	.78	B7	.72	D4	.80	D8	.78
A112	.75	A117	.72	B1	.72	B8	.70	D1	.75	D6	.73

As can be seen in the above table, a somewhat favorable solution resulted when the factor analysis procedure was repeated across the three data sets. Both dimensions are present in the version A, version B, and combined data sets, thus supporting combination of data from both versions. However, of the 28 residuals (i.e., differences between the reproduced correlations and the original correlations) in the combined results, over half (14/28 = 50.00 %) exceed the .05 criteria. This suggests additional components might need to be included. With further development and additional items, the emerging factors should pertain to "Likelihood of Being Sexually

(and Physically Assaulted) by Staff (and Inmates)", as well as "Likelihood of Successful Self-Protection from Sexual (and Physical Violence) by Staff (and Inmates)." However, data available in the present study do not allow us to explore the possible extended dimensionality of this instrument. For this reason, we will continue to explore the two dimensions that our current data support.

Next, using all available data, scale totals for the two dimensions were entered into another factor analysis as "marker variables" together with the 8 items. All of the items and scale totals loaded highly on the appropriate factors, providing evidence that two separate dimensions exist. This lends support to the conceptual structure of the draft instrument.

The stability of the factor structure was tested by splitting the sample of combined data in half and assigning every other case to a different sample. Factor analysis was run on each sample. Excellent stability was evident with the same items loading on the same two dimensions across both samples as the original sample.

Mean scores on each scale total were then compared with the version A and B data.

Table 15. Mean Scores on Each of the Two Scales by Data Version:  
Likelihood of Violence

Scale	Data Set	N	Mean	SD
Likelihood of Being Assaulted	Version A	478	2.55	1.09
	Version B	401	2.85	1.04
Likelihood of Successful Self-Protection from Violence and Misconduct	Version A	477	3.05	1.17
	Version B	407	3.01	1.04

Table 15 above indicates very little difference in scale mean scores across the version A and B data, thus demonstrating further stability of the instrument as well as confirming that it was legitimate to pool the two data sets.

Scale inter-correlations indicate that there is a small but significant negative correlation ( $r = -.20$ ,  $p < .001$ ) between the two dimensions. Although more work needs to be done on this instrument, there is evidence to suggest that the lack of a relationship may be legitimate since one dimension measures assault (an attempt) while the other dimension measures success in protecting oneself from assault (e.g., preventing, avoiding, or opposing the assault). More specifically, it seems legitimate that the relationship would be small due to mixed/uncertain perceptions of women inmates' ability to protect themselves. Likewise, it seems legitimate that the relationship would be negative due the inherent oppositional nature of assaults and efforts to oppose or protect against assaults.

### Convergent Validity

Convergent validity was assessed by examining the correlation among items comprising each scale (i.e., internal consistency validity). No additional embedded items and or scales from existing instruments were available to supply evidence of

convergent validity. However, since some ratings from inmate focus groups conducted at each facility (accomplished prior to the survey administration) were designed to measure some of the same constructs and dimensions as the survey instrument, these were used where relevant. For purposes of demonstrating convergent validity with the “Likelihood of Successful Self-Protection” scale, two questions from the inmate focus groups were utilized. One question from the inmate focus groups asked “Please estimate on a scale of one to ten how effective women (detainees or inmates) are in currently (with emphasis) protecting themselves from violence.” Mean scores from this inmate focus group rating question were computed for each institution where focus groups were conducted and then compared with the mean scores from the “Likelihood of Successful Self-Protection” scale (being validated above) at the same institutions (n = 6). A correlation of .52 (p > .05) suggests that a moderately strong positive (but insignificant, due to the low n) relationship exists between the inmate focus group ratings and the scores taken from the survey instrument. Another focus group question asked “Please estimate on a scale of one to ten how successful this facility is at protecting most women inmates from violence.” When comparing mean scores of this question for each institution with the mean score of the “Likelihood of Successful Self-Protection” scale from each corresponding institution (n = 6), a correlation of .53 (p > .05) resulted. These values suggest strong support for the convergent validity of this dimension of the “Likelihood of Violence” scale.

### **Discriminant Validity**

Discriminant validity was assessed by providing evidence that the correlation between each of the survey items in a scale and the dimensions they were attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension. In addition, the instrument should demonstrate significant differences in inmate/detainee perceptions about staff across different types of housing units. Table 16 below shows the means of the low and high violence units on each scale.

Table 16. Mean Scores on Each of the Two Scales by Level of Violence:  
Likelihood of Violence

Scale	Level of Violence	Version A			Version B			Combined Version A & B		
		N	Mean	S.D.	N	Mean	S.D.	N	Mean	S.D.
Likelihood of Being Assaulted	Low	272	2.39	1.06	243	2.73	1.08	515	2.55	1.08
	High	206	2.78	1.10	158	3.02	.95	364	2.88	1.04
Likelihood of Successful Self-Protection from Violence and Misconduct	Low	272	3.06	1.19	246	3.00	1.09	518	3.04	1.14
	High	205	3.02	1.15	161	3.02	.96	366	3.02	1.07

As evident by Table 16 above, the instrument clearly discriminates between high and low violence housing units on the Likelihood of Being Assaulted scale. Across all

three data sets, the mean differences were in the expected direction and significant at  $p < .01$ . However, the Likelihood of Successful Self-Protection from Violence and Misconduct scale was less capable of discriminating between the low and high violence units. Although all but one of the differences between mean scores of the Likelihood of Not Becoming a Victim Scale was in the intended direction, none were statistically significant. The difficulty in discriminating between high and low violence units may be consistent with theory in that Likelihood of Assault can be viewed as an aggregate measure lodged in the housing unit or facility, while ability to protect oneself (even though we ask about women in general) is more of an individual level measure, which women would take with them as they move between housing units and facilities (even those with different violence levels.) In fact, the Likelihood of Assault scale could discriminate between violence levels, even though the more individual level self-protection scale failed to discriminate between housing unit or facility violence levels. On the other hand, an individual prisoner may feel better able to achieve self-protection in a particular housing unit or facility over another, or conversely, more vulnerable in one unit over another (i.e., there might be an interaction effect).

### **Instrument Summary**

The above results are very encouraging. We may add additional items to explore the extended dimensionality of this instrument. We learned that we need to avoid negatively worded items that may be confusing to inmates. We further learned that it may be instructive to distinguish aggregate measures lodged in housing units or facilities from more individualized measures that may be relatively constant across housing units or facilities.

## **PERSONAL AWARENESS OF POLICIES AND PROCEDURES RELATED TO SAFETY AND VIOLENCE**

A total of 11 items were intended to measure this construct. The response format used was a dichotomous rating of 0 = No, 1 = Yes. This construct had two intended dimensions or scales, which were measured in the following manner: whether inmates had been exposed to PREA related information (7 items), and whether inmates understood the information (i.e., how to report PREA related concerns) (4 items). No items were embedded for estimating convergent validity. A description of the multiple step process utilized to identify dimensions of the construct "Personal Awareness of Policies and Procedures Related to Safety and Violence" follows below.

### **Corrected Item-Total Correlations**

Corrected item-total correlations were used as an initial test of dimensionality of the two dimensions of the construct "Personal Awareness of Policies and Procedures Related to Safety and Violence." Cronbach alphas and corrected item-to-total correlations are presented in Table 17. Note that summary information is presented for both the Version A and Version B items, as well as for items from the combined versions.

Table 17. Cronbach Alphas and Corrected Item to Total Correlations:  
Personal Awareness of Policies and Procedures Related to Safety and Violence

Version A				Version B				Combined Version A & B			
Was Exposed to Information		Understood Information		Was Exposed to Information		Understood Information		Was Exposed to Information		Understood Information	
Alpha = .82		Alpha = .95		Alpha = .74		Alpha = .92		Alpha = .78		Alpha = .94	
Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.
A128	.67	A134	.88	B13	.53	B22	.87	D17	.60	D22	.88
A129	.61	A133	.88	B17	.50	B23	.85	D18	.56	D23	.87
A132	.58	A131	.87	B18	.48	B20	.82	D13	.54	D20	.85
A124	.56	A130	.84	B14	.48	B19	.72	D21	.53	D19	.79
A126	.54			B21	.46			D15	.50		
A125	.51			B15	.44			D14	.49		
A127	.42			B16	.34			D16	.38		

Cronbach alphas for the “Was Exposed to Information” dimensions across all three data versions are smaller (.74 to .82), when compared to the Cronbach alphas for the “Understood Information” dimension, (.92 to .95.). Corrected item-to-total correlations indicate that items associated with the “Understood Information” dimension have higher positive correlations with their respective scale (.72 to .88), than those items associated with the “Was Exposed to Information” scale (.42 to .67). Stability of the correlations across the different versions suggests that data from both versions of the instrument can be combined, but this will be confirmed with some subsequent analyses described below.

### Factor Analyses

Using combined data from both Version A and B, factor analysis using principle components analysis with varimax rotation was performed on the 11-item scale to determine the latent structure of the set of items. The Kaiser-Meyer-Olkin statistic was .85, suggesting that the factors extracted accounted for a very good amount of variance.

Three factors with eigenvalues greater than 1.0 were identified, accounting for 70.72% of the total initial cumulative variance. All of the 11 items loaded on these three factors. The factors were labeled: Exposure to PREA Specific Policies; Exposure to Information on How to Respond to Inmate/Staff Sexual or Physical Violence; and Understanding of How to Report Concerns about Inmate/Staff Sexual or Physical Violence. The factor pattern resulting from an analysis of the combined version A and B data is shown in Table 18A. Factor patterns resulting from just the version A, then version B data, follow in Table 18B. Below each factor is its respective eigenvalue, as well as percent of initial variance and rotated variance explained. Items are listed under the factor they loaded highest with, along with the associated factor loading.

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**Table 18A. Personal Awareness of Policies and Procedures Related to Safety and Violence: Factors and Varimax Rotated Factor Pattern, 11 items (Combined Version A and B)**

Combined Version A & B (n = 877)					
Understand How to Report Concerns about Inmate/Staff Sexual or Physical Violence		Exposure to Information on How to Respond to Inmate/Staff Sexual or Physical Violence		Exposure to PREA Specific Policies	
Eigen = 4.83		Eigen = 1.70		Eigen = 1.24	
% Total = 43.94		% Total = 15.47		% Total = 11.31	
% Rotated = 30.80		% Rotated = 22.11		% Rotated = 17.81	
Item	Load.	Item	Load.	Item	Load.
D22	.91	D17	.86	D14	.78
D23	.90	D18	.81	D13	.77
D20	.89	D21	.73	D16	.70
D19	.84	D15	.55		

**Table 18B. Personal Awareness of Policies and Procedures Related to Safety and Violence: Factors and Varimax Rotated Factor Pattern, 11 items (Version A and Version B)**

Version A (n = 476)						Version B (n = 401)					
Understand How to Report Concerns about Inmate/Staff Sexual or Physical Violence		Exposure to Information on How to Respond to Inmate/Staff Sexual or Physical Violence		Exposure to PREA Specific Policies		Understand How to Report Concerns about Inmate/Staff Sexual or Physical Violence		Exposure to Information on How to Respond to Inmate/Staff Sexual or Physical Violence		Exposure to PREA Specific Policies	
Eigen = 4.94		Eigen = 1.94		Eigen = 1.10		Eigen = 4.70		Eigen = 1.47		Eigen = 1.41	
% Total = 44.94		% Total = 17.60		% Total = 10.04		% Total = 42.68		% Total = 13.39		% Total = 12.85	
% Rotated = 31.76		% Rotated = 23.49		% Rotated = 17.34		% Rotated = 29.72		% Rotated = 20.62		% Rotated = 18.58	
Item	Load.	Item	Load.	Item	Load.	Item	Load.	Item	Load.	Item	Load.
A134	.92	A128	.87	A124	.84	B22	.90	B17	.84	B16	.76
A133	.92	A129	.80	A125	.83	B23	.89	B18	.81	B14	.75
A131	.90	A132	.73	A127	.54	B20	.88	B21	.71	B13	.74
A130	.88	A126	.63			B19	.78			B15	.46

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Although the same items loaded on the first dimension (i.e., Understanding How to Report Concerns about Inmate/Staff Sexual or Physical Violence) across all three data sets, the items that loaded on the second and third dimension varied. For this reason, and because some items on the three dimensions had low item-to-total correlations, a decision was made to attempt to improve the instrument. To improve the final version, two items correlating the poorest with their scale total on the combined data set were first deleted (i.e., items D14 & D16). Given that the third dimension (i.e., Exposure to PREA Specific Policies) now only had one item, thus rendering the factor unreliable, the item was eliminated. A total of 3 items were eliminated, thus leaving 8 items. In Table 19 below, the remaining 8 items are listed under the factor they loaded highest with, along with the associated factor loading, across all three data sets.

**Table 19. Personal Awareness of Policies and Procedures Related to Safety and Violence: Factors and Varimax Rotated Factor Pattern, 8 items**

Version A (n = 480)				Version B (n = 407)				Combined Version A & B (n = 887)			
Understand How to Report Concerns about Inmate/Staff Sexual or Physical Violence		Exposure to Information on How to Respond to Inmate/Staff Sexual or Physical Violence		Understand How to Report Concerns about Inmate/Staff Sexual or Physical Violence		Exposure to Information on How to Respond to Inmate/Staff Sexual or Physical Violence		Understand How to Report Concerns about Inmate/Staff Sexual or Physical Violence		Exposure to Information on How to Respond to Inmate/Staff Sexual or Physical Violence	
Eigen = 4.35		Eigen = 1.75		Eigen = 4.10		Eigen = 1.46		Eigen = 4.24		Eigen = 1.62	
% Total = 54.33		% Total = 21.82		% Total = 51.26		% Total = 18.31		% Total = 53.01		% Total = 20.25	
% Rotated = 43.52		% Rotated = 32.63		% Rotated = 40.40		% Rotated = 29.17		% Rotated = 42.16		% Rotated = 31.09	
Item	Load.	Item	Load.	Item	Load.	Item	Load.	Item	Load.	Item	Load.
A134	.92	A128	.89	B22	.91	B17	.84	D22	.92	D17	.87
A133	.92	A129	.82	B23	.90	B18	.82	D23	.91	D18	.81
A131	.90	A132	.72	B20	.88	B21	.71	D20	.89	D21	.72
A130	.89	A126	.70	B19	.80	B15	.53	D19	.85	D15	.64

As can be seen in the above table, a favorable solution resulted when the factor analysis procedure was repeated across the three data sets. Both dimensions are present in the version A, version B, and combined data sets, accounting for over 73% of the total initial cumulative variance (in the combined data set). In addition, the same items load on the same factors across all three data sets. Of the 28 residuals, 25% (7/28) exceed the .05 criteria, suggesting additional components might need to be included.

Next, using the combined data set, scale totals for the two dimensions were entered into another factor analysis as “marker variables” together with the 8 items. All of the items and scale totals loaded highly on the appropriate factors, providing evidence for two separate dimensions. This lends further support to the conceptual structure of the draft instrument.

The stability of the factor structure was tested by splitting the combined data set in half and assigning every other case to a different sample and running factor analysis again on each sample. Excellent stability was evident with the same items loading on the same dimensions across both samples as the original sample.

Scale inter-correlations indicate that a moderate and significant positive correlation ( $r = .43, p < .01$ ) between the two dimensions. This seems logical given that an understanding of how to report or respond to concerns about some type of sexual or physical violence might be related to exposure to information on how to respond.

### Internal Consistency

To determine the extent of measurement error within each scale of the final instrument, estimates of internal consistency were calculated using the combined data set. Internal consistency estimates were determined by examining corrected item-to-scale correlations and Cronbach alphas. Results are presented in Table 20.

Table 20. Cronbach Alphas and Corrected Item to Total Correlations:  
Personal Awareness of Policies and Procedures Related to Safety and Violence

Understand How to Report Concerns about Inmate/Staff Sexual or Physical Violence		Exposure to Information on How to Respond to Inmate/Staff Sexual or Physical Violence	
Alpha = .94		Alpha = .79	
Item	Coef.	Item	Coef.
D22	.88	D17	.71
D23	.87	D18	.65
D20	.85	D21	.62
D19	.79	D15	.45

Cronbach alphas and corrected item-to-total correlations for the first dimension are higher than the second dimension. However, the second scale still meets standards of internal consistency and reliability.

### Convergent Validity

Convergent validity was assessed by examining the correlation among items which make up each scale of the instrument (i.e., internal consistency validity). No additional embedded items and/or scales from existing instruments were available and used to supply evidence of convergent validity with this instrument.

### **Discriminant Validity**

Discriminant validity was assessed by providing evidence that the correlation between each of the survey items in a scale and the dimensions they were attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension. No other procedures were conducted to supply evidence of discriminant validity of this instrument.

### **Instrument Summary**

The above results suggest that the instrument is reliable and valid. Results of the item-to-scale correlations, factor analyses, and internal consistency, indicate that the two scales are indeed measuring different dimensions of personal awareness of policies and procedures. However, attempts should be made in the future to further confirm the instrument's validity and reliability and the possibility there might be an untapped dimension (e.g., the utility or efficacy of the information as perceived by prisoners). Possibilities for confirming the instrument's reliability include using convergent, discriminant, and predictive validity techniques.

## **REPORTING CLIMATE**

A total of 25 items were intended to measure this construct. The response format was a 5-point Likert scale of 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree or Disagree, 4 = Agree, 5 = Strongly Agree. This construct had three intended dimensions or scales: Concerned Staff and Effective Safety/Protective Procedures (10 items), Staff Discipline and Accountability Regarding Sexual Misconduct (7 items), and Reporting Climate and Retaliation/Harassment (8 items). Eleven items were negatively worded (none of which used the word "not"). An additional nine items from the BOP Social Climate Survey (Office of Research and Evaluation, 1991), and one item from Wright (1985) designed to measure reporting climate, were embedded for convergent validity purposes. What follows is a description of the multiple step process utilized to identify the dimensions that are a part of the construct "Reporting Climate."

### **Corrected Item-Total Correlations**

Corrected item-total correlations were used as an initial test of dimensionality of the construct "Reporting Climate." Cronbach alphas and corrected item-to-total correlations are presented in Tables 21A and 21B. Note that summary information is presented for both the Version A and Version B items, as well as for items from the combined versions.

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**Table 21A. Cronbach Alphas and Corrected Item to Total Correlations:  
Reporting Climate (Combined Version A and B)**

Combined Version A & B					
Concerned Staff and Effective Safety/ Protective Procedures		Staff Discipline and Accountability Regarding Sexual Misconduct		Reporting Climate and Retaliation (harassment)	
Alpha = .92		Alpha = .63		Alpha = .89	
Item	Coef.	Item	Coef.	Item	Coef.
D31	.78	D45	.49	D51	.78
D37	.75	D46	.47	D50	.78
D33	.73	D43	.47	D52	.76
D36	.72	D44	.46	D49	.71
D32	.71	D42	.45	D48	.69
D29	.71	D40	.31	D53	.68
D34	.70	D41	-.16	D47	.61
D39	.66			D35	.35
D38	.65				
D30	.60				

**Table 21B. Cronbach Alphas and Corrected Item to Total Correlations:  
Reporting Climate (Version A and Version B)**

Version A						Version B					
Concerned Staff and Effective Safety/ Protective Procedures		Staff Discipline and Accountability Regarding Sexual Misconduct		Reporting Climate and Retaliation (harassment)		Concerned Staff and Effective Safety/ Protective Procedures		Staff Discipline and Accountability Regarding Sexual Misconduct		Reporting Climate and Retaliation (harassment)	
Alpha = .94		Alpha = .54		Alpha = .90		Alpha = .89		Alpha = .71		Alpha = .86	
Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.
A142	.82	A153	.43	A162	.82	B31	.73	B46	.58	B50	.71
A144	.80	A155	.41	A161	.80	B37	.72	B45	.58	B51	.70
A148	.76	A156	.40	A163	.79	B36	.69	B43	.55	B52	.69
A145	.75	A154	.40	A160	.76	B32	.68	B44	.52	B53	.67
A140	.75	A157	.36	A159	.72	B33	.65	B42	.49	B48	.66
A147	.74	A151	.27	A164	.69	B29	.64	B40	.35	B49	.64
A143	.74	A152	-.27	A158	.64	B34	.61	B41	-.04	B47	.53
A149	.69			A146	.37	B39	.61			B35	.33
A150	.68					B38	.57				
A141	.67					B30	.48				

Cronbach alphas and corrected item-to-total correlations for the second dimension, “Staff Discipline and Accountability Regarding Sexual Misconduct,” are considerably smaller across all three data versions, when compared to the first (“Concerned Staff and Effective Safety/ Protective Procedures”) and third dimensions (“Reporting Climate and Retaliation (harassment”). Also of interest is the negative corrected item-to-total correlation of one item (A152/B41/D41): “When accused of staff sexual misconduct, the involved staff are often told about this accusation by other staff members”; the negative correlation evident in all three data sets suggests that the inmates misinterpreted this question. The intent was to determine if staff sexual misconduct investigations are conducted in a confidential manner without other employees knowing, something indicative of a positive reporting climate (hence the item was reverse coded). However, we suspect that the inmates interpreted this question as something being beneficial for the reporting climate. A second recode of this item resulted in a positive loading, thus confirming our suspicions.

### **Factor Analyses**

Given the stability of the correlations across the different data versions in the above table and given results from previous comparisons of Versions A and B data on previously described instruments, subsequent analyses will be based on only the combined data set. Using combined data from both Version A and B, factor analysis using principle components analysis with varimax rotation was performed on the 25-item scale to determine the latent structure of the set of items. The Kaiser-Meyer-Olkin statistic was .90, suggesting that the factors extracted accounted for a good amount of variance.

The factor pattern resulting from an analysis of the combined Version A and B data is shown in Table 22. Below each factor is its respective eigenvalue, as well as the percent of initial variance and rotated variance explained. Items are listed under the factor they loaded highest with, along with the associated factor loading.

Four factors with eigenvalues greater than 1.0 were identified, accounting for 61.47% of the total initial cumulative variance. The factors were labeled: Concerned Staff and Effective Safety/Protective Procedures, Reporting Climate and Retaliation (harassment), Staff Discipline and Accountability Regarding Sexual Misconduct, and Inadequate Discipline and Accountability Regarding Staff Sexual Misconduct.

The results presented in Table 22 provide the foundation for forming the final version of the “Reporting Climate” instrument. To improve the final version, items correlating poorly with their scale total were deleted. Next, using factor loadings as a guide in choosing the best items, a final instrument was chosen by selecting the five highest loading items on each factor. Despite the low number of items that loaded on the third and fourth dimensions, these items were included in the factor analysis due to their high loadings. A total of 9 items were eliminated, leaving 15 items. In Table 23 the remaining 15 items are listed under the factor they loaded highest with, along with the associated factor loading.

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Table 22. Reporting Climate: Factors and Varimax Rotated Factor Pattern, 25 items (Combined Version A and B) (n = 820)

Concerned Staff and Effective Safety/ Protective Procedures		Reporting Climate and Retaliation (harassment)		Staff Discipline and Accountability Regarding Sexual Misconduct		Inadequate Discipline and Accountability Regarding Staff Sexual Misconduct	
Eigen = 7.63		Eigen = 4.49		Eigen = 2.07		Eigen = 1.18	
% Total = 30.50		% Total = 17.96		% Total = 8.30		% Total = 4.71	
% Rotated = 24.64		% Rotated = 19.68		% Rotated = 9.76		% Rotated = 7.39	
Item	Loading	Item	Loading	Item	Loading	Item	Loading
D31	.81	D50	.84	D43	.82	D46	.87
D36	.79	D51	.84	D42	.80	D45	.86
D29	.78	D52	.83	D44	.65		
D33	.77	D49	.80	D41	-.42		
D37	.76	D48	.78				
D32	.73	D53	.75				
D34	.73	D47	.70				
D38	.73	D35	.34				
D30	.70						
D39	.69						
D40	.50						

Table 23. Reporting Climate: Factors and Varimax Rotated Factor Pattern, 15 items (Combined Version A and B) (n = 848)

Reporting Climate and Retaliation (harassment)		Concerned Staff and Effective Safety/ Protective Procedures		Staff Discipline and Accountability Regarding Sexual Misconduct		Inadequate Discipline and Accountability Regarding Staff Sexual Misconduct	
Eigen = 4.82		Eigen = 3.12		Eigen = 1.84		Eigen = 1.09	
% Total = 32.14		% Total = 20.78		% Total = 12.27		% Total = 7.24	
% Rotated = 24.05		% Rotated = 22.45		% Rotated = 14.24		% Rotated = 11.68	
Item	Loading	Item	Loading	Item	Loading	Item	Loading
D51	.87	D31	.83	D43	.87	D46	.91
D50	.86	D36	.83	D42	.83	D45	.90
D52	.85	D37	.79	D44	.72		
D49	.80	D29	.79				
D48	.76	D33	.77				

In the second factor analysis, the same four factors with eigenvalues greater than 1.0 were identified, accounting for 72.43% of the total initial cumulative variance. Of the 78 residuals, less than 20% (15/78 = 19.23%) exceed the .05 criteria, suggesting a lower probability that additional components might need to be included.

One interesting finding is the distinction between factors three and four. One would suspect that the items on factors three and four would load on the same factor. However, closer examination of these factors reveals that factor three deals with administrative actions being taken against staff for sexual involvement, whereas the other factors addresses the absence of anything being done to such staff. In other words, factor three pertains to the application of sanctions, while factor four pertains to the withholding thereof. In short, whereas factor three presumes the staff got caught, the other factor presumes that either they did not get caught, or that they got caught and nothing happened to them.

Next, using all available data, scale totals for the four dimensions were entered into another factor analysis as “marker variables” together with the 15 items. All of the items and scale totals loaded highly on the appropriate factors, providing evidence that four separate dimensions exist. This lends support to the conceptual structure of the draft instrument.

The stability of the factor structure was tested by splitting the sample of the combined data in half and assigning every other case to a different sample. Factor analysis was run on each sample. Excellent stability was evident with the same items loading highly on the same four dimensions across both samples as the original sample.

Scale inter-correlations are provided below in Table 24.

Table 24. Scale Inter-correlations: Problems in the Housing Unit Involving Staff

Scale	Reporting Climate and Retaliation (harassment)	Concerned Staff and Effective Safety/ Protective Procedures	Staff Discipline and Accountability Regarding Sexual Misconduct	Inadequate Discipline and Accountability Regarding Staff Sexual Misconduct
Reporting Climate and Retaliation (harassment)	1.0			
Concerned Staff and Effective Safety/ Protective Procedures	.24	1.0		
Staff Discipline and Accountability Regarding Sexual Misconduct	-.05	.34	1.0	
Inadequate Discipline and Accountability Regarding Staff Sexual Misconduct	.35	.19	.23	1.0

All of the correlations are significant ( $p < .001$ ) but low in strength. The strongest correlations are between the factors “Reporting Climate and Retaliation (harassment)” and “Inadequate Discipline and Accountability Regarding Staff Sexual Misconduct” ( $r = .35$ ) and “Concerned Staff and Effective Safety/Protective Procedures” and “Staff Discipline and Accountability Regarding Sexual Misconduct” ( $r = .34$ ). A review of the items that make up these scales confirms that these correlations seem logical and should be expected. One would expect that if nothing happens to staff who engage in sexual misconduct, then inmates will not report staff

sexual misconduct for fear of staff harassment. Similarly, if staff are punished for engaging in sexual misconduct, then inmates will perceive that the facility's safety and protective procedures are effective.

### Internal Consistency

To determine the extent of measurement error within each scale of the instrument, estimates of internal consistency were calculated. Internal consistency estimates were determined by examining corrected item-to-scale correlations and Cronbach alphas. Results are presented in Table 25.

Table 25. Cronbach Alphas and Corrected Item to Total Correlations:  
Reporting Climate

Reporting Climate and Retaliation (harassment)		Concerned Staff and Effective Safety/ Protective Procedures		Staff Discipline and Accountability Regarding Sexual Misconduct		Inadequate Discipline and Accountability Regarding Staff Sexual Misconduct	
Alpha = .90		Alpha = .88		Alpha = .78		Alpha = .88	
Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.
D51	.80	D31	.75	D43	.70	D46	.79
D50	.80	D36	.72	D42	.62	D45	.79
D52	.77	D37	.71	D44	.53		
D49	.69	D33	.68				
D48	.66	D29	.66				

Cronbach alphas for all four dimensions are high, ranging from .78 to .90. The Cronbach alphas and corrected item-to-total correlations for the third dimension, "Staff Discipline and Accountability Regarding Sexual Misconduct," are somewhat smaller than the other two dimensions but still within the limits of minimum standards of internal consistency and reliability. A review of corrected item-to-total correlations indicates that each item has a sufficiently strong enough positive correlation with its respective scale. Item-to-scale correlations range from .53 to .80.

### Convergent Validity

Convergent validity was assessed in part by examining the correlation among items which make up each scale of the instrument (i.e., internal consistency validity). As mentioned earlier, where possible, a few items and scales from existing instruments were embedded and used to supply evidence of convergent validity. An Office of Research and Evaluation (1991) item measuring whether staff badly handle inmate complaints about sexual safety (i.e., item A136, B25 or D25) was correlated with the "Reporting Climate and Retaliation (harassment)" scale. The Pearson r value was .34 ( $p < .001$ ). Similarly, an item (i.e., A139, B28 or D28) from Wright (1985), measuring whether custody staff will protect a woman inmate who believes she will be attacked, was correlated with the "Concerned Staff and Effective Safety/Protective Procedures" scale. The Pearson r value was .70 ( $p < .001$ ). A similar embedded item from the Office of Research and Evaluation survey (i.e.,

A135, B24, or D24) measuring whether administrators do their best to improve sexual safety had a correlation of  $r = .52$  ( $p < .001$ ) with the same scale.

Combined items from the Office of Research and Evaluation instrument (1991) measuring effectiveness of facility policies and procedures regarding action that should be taken when women inmates have been the victims of staff sexual misconduct (i.e., items A165, A166, A167, A168, A169; or B54, B55, B56, B57, B58; or D54, D55, D56, D57, D58; Cronbach alpha = .92) were correlated with the "Concerned Staff and Effective Safety/Protective Procedures" scale and the "Staff Discipline and Accountability Regarding Sexual Misconduct" scale. Pearson  $r$  values between the BOP scale and the two above-mentioned scales were, respectively, .57 ( $p < .001$ ) and .36 ( $p < .001$ ). There were no embedded items that could be used to assess the convergent validity of the "Inadequate Discipline and Accountability Regarding Staff Sexual Misconduct" scale.

In addition, one question from the inmate focus groups was utilized to demonstrate convergent validity. One rating question from the inmate focus groups asked "Please estimate on a scale of one to ten how successful this facility is at protecting most women inmates from violence." Mean scores from this inmate focus group rating question were computed for each institution where focus groups were conducted and then compared with the mean score from the "Concerned Staff and Effective Safety/Protective Procedures" scale (being validated above) at the same institutions ( $n = 6$ ). A correlation of .70 ( $p > .05$ ) suggests a strong relationship between the inmate focus group ratings and the scores from the survey instrument. This suggests further support for the convergent validity of the "Concerned Staff and Effective Safety/Protective Procedures" scale.

### **Discriminant Validity**

Discriminant validity was assessed by providing evidence that the correlation between each of the survey items in a scale and the dimensions they were attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension. No other procedures were conducted to supply evidence of discriminant validity of this instrument.

### **Instrument Summary**

The above results suggest that the instrument is reliable and valid. Factor analyses resulted in a four dimensional instrument containing items with high loadings on each of its scales. Results of the item-to-scale correlations, factor analyses, and internal consistency analyses, indicate that the four scales are indeed measuring different dimensions of reporting climates. However, attempts should be made in the future to further confirm the validity of the last dimension (i.e., Inadequate Discipline and Accountability Regarding Staff Sexual Misconduct). Possibilities include using convergent, discriminant, and predictive validity techniques. Furthermore, the next version of this instrument should attempt to add an additional item or two to the last two scales of this instrument and further explore the dimensionality.

## **CHAPTER SUMMARY**

Empirical evidence presented in this chapter suggests that the three instruments, “Likelihood of Violence,” “Personal Awareness of Policies and Procedures Related to Safety and Violence,” and “Reporting Climate,” are valid and reliable measures. All three instruments held up well to varying degrees of validation and reliability assessment. However, results suggest that additional research and development would be beneficial in confirming the dimensionalities of all three instruments. This would most likely require the addition of carefully designed survey items and the collection and analysis of new data.

## SURVEY DEVELOPMENT RESULTS: FACTORS LEADING TO VIOLENCE

# 4

This chapter describes the results of analyses conducted in the course of developing the instruments, constructs, and items in Section Three of the survey: Potential Factors Leading to Violence.

A total of 53 items plus one open-ended item were used to measure potential factors leading to various types of violence and misconduct. These items were only available on the Version B instrument. Respondents were asked to either agree or disagree with each item. For those items with which they agreed, respondents were asked to further indicate the extent of risk posed by the item for six types of violence and misconduct (inmate sexual violence, inmate physical violence, staff verbal harassment, staff sexual harassment, staff sexual misconduct, staff physical violence), where: 0 = Not at all, 1 = A Small Extent, 2 = A Moderate Extent, 3 = A Large Extent, 4 = A Very Large Extent. Again, we believe Section Three contains instruments that are the least refined; hence, the analyses in this chapter should be considered very exploratory. More discussion pertaining to this issue appears in the conclusion of this chapter.

### POTENTIAL FACTORS LEADING TO INMATE SEXUAL VIOLENCE

Using data from Version B, factor analysis using principle components analysis with varimax rotation was performed on the 53-item scale to determine the latent structure of the set of items. The Kaiser-Meyer-Olkin statistic was .96, suggesting that the factors extracted accounted for a good amount of variance.

The resulting factor pattern is shown in Table 26. Below each factor is its respective eigenvalue, as well as percent of initial variance and rotated variance explained. Items are listed under the factor they loaded highest with, along with the associated factor loading.

Seven factors with eigenvalues greater than 1.0 were identified, accounting for 63.45% of the total initial cumulative variance. The factors were labeled: Unstable or Volatile Inmates, Inmate Subculture, Incompetent Staff, and Out-of-Touch Administrators; Disagreements due to Scarcity and Living in Close Quarters; Vulnerable Women Inmates (e.g., elderly, young, inexperienced, mentally or physically disabled, non-English speaking inmates); Lack of Program and Recreation Space and Options; Physical Plant (e.g., design, layout, surveillance and supervisions options); Environment (as communicated by staff) Lacks Order, Fairness, Stability & Predictability; and Poor Quality Medical Care, Sanitation, and Food.

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Table 26. Potential Factors Leading to Inmate Sexual Violence: Factors and Varimax Rotated, Factor Pattern, 53 items (n = 355)

Unstable or Volatile Inmates, Inmate Subculture, Incompetent Staff, and Out-of-Touch Administrators		Disagreements due to Scarcity and Living in Close Quarters		Vulnerable Women Inmates (e.g., elderly, young, inexperienced, mentally or physically disabled, and non-English speaking inmates)		Lack of Program and Recreation Space and Options		Physical Plant (e.g., poor design, layout, surveillance and supervisions options)		Environment (as communicated by staff) Lacks Order, Fairness, Stability, and Predictability		Poor Quality Medical Care, Sanitation, and Food	
Eigen = 22.46		Eigen = 3.04		Eigen = 2.42		Eigen = 1.78		Eigen = 1.63		Eigen = 1.17		Eigen = 1.12	
% Total = 42.37		% Total = 5.74		% Total = 4.57		% Total = 3.35		% Total = 3.08		% Total = 2.21		% Total = 2.12	
% Rotated = 17.12		% Rotated = 9.72		% Rotated = 8.52		% Rotated = 8.21		% Rotated = 7.54		% Rotated = 7.12		% Rotated = 5.22	
Item	Load	Item	Load	Item	Load.	Item	Load.	Item	Load.	Item	Load.	Item	Load.
B90a	.76	B99a	.80	B106a	.68	B71a	.70	B66a	.72	B83a	.64	B68a	.76
B91a	.69	B100a	.78	B107a	.62	B70a	.69	B59a	.60	B82a	.64	B69a	.76
B94a	.69	B112a	.68	B105a	.61	B63a	.65	B61a	.57	B84a	.63	B67a	.68
B88a	.68	B101a	.65	B110a	.61	B62a	.65	B76a	.49	B85a	.55		
B79a	.66	B96a	.52	B111a	.60	B75a	.51	B64a	.47	B81a	.52		
B95a	.65			B108a	.59	B72a	.48	B65a	.35	B86a	.51		
B104a	.62			B109a	.54	B73a	.42			B89a	.44		
B87a	.61			B92a	.50					B80a	.43		
B102a	.60												
B78a	.57												
B98a	.55												
B74a	.55												
B77a	.54												
B97a	.51												
B103a	.50												
B93a	.50												

The results of the initial factor analysis presented above in Table 26 provide the foundation for forming the final version of the “Potential Factors Leading to Inmate Sexual Violence” instrument. To improve the final version, items correlating poorly with their scale total were first deleted. Next, using factor loadings in the above table as a guide in choosing the best items, a final instrument was chosen by removing several items that had low loadings. A total of 17 items were eliminated, leaving 36 items. In Table 27 below, the remaining 36 items are listed under the factor they loaded highest with, along with the associated factor loading.

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Table 27. Potential Factors Leading to Inmate Sexual Violence: Factors and Varimax Rotated Factor Pattern, 36 items (n = 356)

Unstable or Volatile Inmates, Inmate Subculture, Incompetent Staff, and Out-of-Touch Administrators		Disagreements Due to Scarcity and Living in Close Quarters		Vulnerable Women Inmates (e.g., elderly, young, inexperienced, physically disabled, and non-English speaking inmates)		Lack of Program and Recreation Space and Options		Unprofessional staff		Physical Plant (e.g., poor design, layout, surveillance and supervisions options)		Poor Quality Medical Care, Sanitation, and Food	
Eigen = 15.06		Eigen = 2.68		Eigen = 1.88		Eigen = 1.50		Eigen = 1.41		Eigen = 1.08		Eigen = 1.01	
% Total = 41.83		% Total = 7.43		% Total = 5.22		% Total = 4.15		% Total = 3.92		% Total = 2.99		% Total = 2.81	
% Rotated = 18.44		% Rotated = 11.16		% Rotated = 9.21		% Rotated = 8.15		% Rotated = 7.54		% Rotated = 7.14		% Rotated = 6.71	
Item	Load.	Item	Load.	Item	Load.	Item	Load.	Item	Load	Item	Load	Item	Load.
B90a	.78	B99a	.84	B106a	.70	B70a	.72	B84a	.65	B66a	.76	B68a	.77
B88a	.73	B100a	.82	B105a	.63	B62a	.71	B82a	.64	B59a	.62	B69a	.76
B91a	.71	B112a	.69	B107a	.60	B71a	.69	B83a	.63	B61a	.59	B67a	.73
B94a	.71	B101a	.67	B111a	.59	B63a	.68	B85a	.58	B76a	.49		
B79a	.69			B110a	.58			B81a	.55				
B95a	.69			B108a	.55								
B87a	.66												
B78a	.61												
B102a	.60												
B104a	.60												

In the second factor analysis, seven factors with eigenvalues greater than 1.0 were identified, accounting for 68.35% of the total initial cumulative variance. Of the 666 residuals, less than 13% (86/666 = 13.36%) exceeded the .05 criteria, suggesting that no additional components might need to be included. Note that as a result of the second factor analysis, there was a slight change in the Vulnerable Women Inmates label (i.e., mentally disabled was dropped). This was due to the inmate mental disability item that was dropped (i.e., item B109a). Also, note the larger change in the factor five label, from “Environment (as Communicated by Staff)”, to “Unprofessional Staff,” after dropping the fear of disease item (i.e., item B89a). Of particular interest in this factor analysis is the identification of and distinction between the factor “Unprofessional Staff” and the first factor that includes problems stemming from administrative inadequacies (e.g., not effectively dealing with staff who do not do their job).

Next, using all available data, scale totals for the seven dimensions were entered into another factor analysis as “marker variables” together with the 36 items. All of the items and scale totals loaded highly on the appropriate factors, providing

evidence that seven separate dimensions exist. This lends support to the conceptual structure.

The stability of the factor structure was tested by splitting the sample of the combined data in half by assigning every other case to a different sample. Factor analysis was run on each sample. Very good stability was evident with the same items loading highly on the same seven dimensions across both samples as the original sample. However, there were a few item crossovers on the split samples, perhaps due in part to the lower reliability associated with the smaller number of cases in the split samples.

Scale inter-correlations are provided below in Table 28.

Table 28. Scale Inter-correlations: Potential Factors Leading to Inmate Sexual Violence

Scale	Unstable or Volatile Inmates, Inmate Subculture, Incompetent Staff, and Out-of-Touch Administrators						
	Disagreements Due to Scarcity and Living in Close Quarters						
	Vulnerable Women Inmates (e.g., elderly, young, in-experienced, physically disabled, and non-English speaking inmates)						
	Lack of Program and Recreation Space and Options						
	Unprofessional Staff						
	Physical Plant (e.g., poor design, layout, surveillance and supervision options)						
	Poor Quality Medical Care, Sanitation, and Food						
Unstable or Volatile Inmates, Inmate Subculture, Incompetent Staff, and Out-of-Touch Administrators	1.0						
Disagreements Due to Scarcity and Living in Close Quarters	.57	1.0					
Vulnerable Women Inmates (e.g., elderly, young, in-experienced, physically disabled, and non-English speaking inmates)	.69	.70	1.0				
Lack of Program and Recreation Space and Options	.62	.53	.61	1.0			
Unprofessional Staff	.69	.53	.63	.60	1.0		
Physical Plant (e.g., poor design, layout, surveillance and supervision options)	.70	.46	.61	.59	.56	1.0	
Poor Quality Medical Care, Sanitation, and Food	.44	.53	.49	.70	.46	.41	1.0

All of the correlations are significant ( $p < .001$ ) and moderate to strong, indicating that all of the dimensions are inter-correlated. There were three correlations that tied for being the highest ( $r = .70$ ). One correlation was between the factors "Physical

Plant (e.g., poor design, layout, surveillance and supervisions options)” and “Unstable or Volatile Inmates, Inmate Subculture, Incompetent Staff, and Out-of-Touch Administrators.” ( $r = .70$ ). The second one was between “Poor Quality Medical Care, Sanitation, and Food” and “Lack of Program and Recreation Space and Options.” The third one was between “Vulnerable Women Inmates” and “Disagreements Due to Scarcity and Living in Close Quarters.” All three of these relationships seem logical and intuitive. Given that the seven dimensions measure factors potentially contributing to inmate sexual violence, some correlation should be expected.

### Internal Consistency

To determine the extent of measurement error within each scale of the instrument, estimates of internal consistency were calculated. Internal consistency estimates were determined by examining corrected item-to-scale correlations and Cronbach alphas. Results are presented in Table 29.

Table 29. Cronbach Alphas and Corrected Item to Total Correlations:  
Potential Factors Leading to Inmate Sexual Violence

Unstable or Volatile Inmates, Inmate Subculture, Incompetent Staff, and Out-of-Touch Administrators		Disagreements Due to Scarcity and Living in Close Quarters		Vulnerable Women Inmates (e.g., elderly, young, in-experienced, physically disabled, and non-English speaking inmates)		Lack of Program and Recreation Space and Options		Unprofessional Staff		Physical Plant (e.g., poor design, layout, surveillance and supervisions options)		Poor Quality Medical Care, Sanitation, and Food	
Alpha = .93		Alpha = .88		Alpha = .89		Alpha = .85		Alpha = .83		Alpha = .79		Alpha = .82	
Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.
B90a	.79	B99a	.83	B106a	.77	B70a	.69	B84a	.74	B66a	.62	B68a	.72
B79a	.76	B100a	.80	B108a	.74	B63a	.69	B83a	.73	B59a	.61	B69a	.67
B94a	.75	B101a	.69	B111a	.72	B71a	.68	B81a	.66	B61a	.60	B67a	.64
B95a	.75	B112a	.69	B106a	.70	B62a	.68	B82a	.57	B76a	.57		
B88a	.73			B110a	.69			B85a	.48				
B87a	.73			B105a	.69								
B78a	.71												
B91a	.68												
B104a	.68												
B102a	.67												

Cronbach alphas for all seven dimensions are high (.79 to .93). A review of corrected item-to-total correlations indicates that each item has a moderate to strong positive correlation with its respective scale. Item-to-scale correlations range from .48 to .83.

### **Convergent Validity**

Convergent validity was only assessed by examining the correlation among items which make up each scale of the instrument (i.e., internal consistency validity).

### **Discriminant Validity**

Discriminant validity was only assessed by providing evidence that the correlation between each of the survey items in a scale and the dimensions they were attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension.

### **Instrument Summary**

The above results suggest that the instrument is reliable and valid. Factor analyses resulted in a seven dimensional instrument containing items with very high loadings on each of its scales. Results of the item-to-scale correlations, factor analyses, and internal consistency, indicate that the seven scales are indeed measuring different dimensions leading to inmate sexual violence. Item loadings are strong and are in sufficient number to suggest the scales are reliable.

Although this instrument seems reliable and valid, it lacks parsimony. Upon close examination, factors one and two share items pertaining to the inmate subculture, and factors four and six share items pertaining to facility layout and space. In addition, factors one and six share items pertaining to staff inadequacies. Although the multi-dimensionality of this instrument may be indicative of the complexity of issues behind inmate sexual violence, we may wish to revisit the factor structure of this instrument. Attempts should be made in the future to further confirm validity. Possibilities include using convergent, discriminant, and predictive validity techniques.

## **POTENTIAL FACTORS LEADING TO INMATE PHYSICAL VIOLENCE**

Using data from Version B, factor analysis using principle components analysis with varimax rotation was performed on the 53-item scale to determine the latent structure of the set of items. The Kaiser-Meyer-Olkin statistic was .95, suggesting that the factors extracted accounted for a good amount of variance.

The factor pattern resulting from an analysis of the version B data is shown in Table 30. Below each factor is its respective eigenvalue, as well as percent of initial variance and rotated variance explained. Items are listed under the factor they loaded highest with, along with the associated factor loading.

Nine factors with eigenvalues greater than 1.0 were identified, accounting for 60.74% of the total initial cumulative variance. The factors were labeled: Tension and Disagreements due to the Inmate Subculture, Living in Close Quarters, and Unstable Inmates; Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled, young, or inexperienced inmates); Unprofessional, Overworked, or Incompetent Staff, and Out-of-Touch administrators; Facility Conditions (e.g., poor quality food, medical, sanitation, programming, recreation); Inadequate

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Surveillance and Supervision due to Equipment, Staff, Facility Design; Tension and Disagreements due to Scarcity and Living in Close Quarters; Lack of Recreation and Program Space; Staff who are Related to each Other or Have Substance Abuse Issues; and Women Inmates with Gang Ties. Note that although the first four components or dimensions have a sufficient number of strong loadings in excess of .60 (absolute value), the later five components do not.

The results of the initial factor analysis presented in Table 30 provide the foundation for forming the final version of the "Potential Factors Leading to Inmate Physical Violence" instrument. To improve the final version, items correlating poorly with their scale total were deleted. Next, a final instrument was chosen by removing several items that had low factor loadings on the first five components. Three of the last five components or dimensions were considered too unreliable since they had far fewer than four loadings above .60 in absolute value (as recommended by Stevens, 1992). A total of 22 items were eliminated, leaving 31 items. In Table 31 below, the remaining 31 items are listed under the factor they loaded highest with, along with the associated factor loading.

**Table 30. Potential Factors Leading to Inmate Physical Violence: Factors and Varimax Rotated Factor Pattern, 53 items (n = 355)**

Tension and Disagreements Due to the Inmate Subculture, Living in Close Quarters, and Unstable Inmates		Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled, young, or inexperienced inmates)		Unprofessional Overworked, or Incompetent Staff, and Out-of-Touch Administrators		Facility Conditions (e.g., poor quality food, medical, sanitation, programming, recreation)		Inadequate Surveillance and Supervision Due to Equipment, Staff, Facility Design		Tension and Disagreements Due to Scarcity		Lack of Recreation and Program Space		Staff who are Related to each other or have Substance Abuse Issues		Women Inmates with Gang Ties	
Eigen = 19.12		Eigen = 2.63		Eigen = 2.51		Eigen = 1.72		Eigen = 1.61		Eigen = 1.40		Eigen = 1.13		Eigen = 1.06		Eigen = 1.01	
% Total = 36.07		% Total = 4.97		% Total = 4.74		% Total = 3.25		% Total = 3.04		% Total = 2.64		% Total = 2.13		% Total = 2.00		% Total = 1.91	
% Rotated = 12.44		% Rotated = 11.25		% Rotated = 8.22		% Rotated = 8.21		% Rotated = 6.27		% Rotated = 4.38		% Rotated = 3.84		% Rotated = 3.20		% Rotated = 2.93	
Item	Load	Item	Load	Item	Load	Item	Load	Item	Load	Item	Load	Item	Load	Item	Load	Item	Load
B90b	.68	B110b	.75	B84b	.67	B67b	.68	B66b	.72	B99b	.77	B63b	.63	B85b	.68	B93b	.48
B98b	.68	B107b	.73	B81b	.65	B68b	.67	B77b	.53	B100b	.75	B62b	.61	B86b	.56		
B74b	.66	B108b	.72	B83b	.60	B69b	.66	B61b	.47	B101b	.46						
B102b	.66	B106b	.69	B80b	.52	B65b	.56	B59b	.47								
B112b	.66	B111b	.69	B87b	.47	B71b	.54	B76b	.38								
B104b	.63	B105b	.62	B79b	.47	B70b	.53	B72b	.32								
B103b	.58	B109b	.58	B88b	.47	B75b	.52										
B64b	.50	B92b	.52	B78b	.43	B73b	.41										
B94b	.48	B97b	.44	B82b	.40	B89b	.37										
B91b	.48																
B95b	.45																
B96b	.45																

Table 31. Potential Factors Leading to Inmate Physical Violence: Factors and Varimax Rotated Factor Pattern, 31 items (n = 362)

Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled, young, or inexperienced inmates)		Tension and Disagreements Due to the Inmate Subculture and Living in Close Quarters		Facility Conditions (e.g., poor quality food, medical, sanitation, programming, recreation)		Unprofessional or Overworked Staff		Inadequate Surveillance and Supervision Due to Equipment, Staff, Facility Design		Tension and Disagreements Due to Scarcity	
Eigen = 11.89		Eigen = 2.12		Eigen = 1.83		Eigen = 1.33		Eigen = 1.22		Eigen = 1.14	
% Total = 38.36		% Total = 6.83		% Total = 5.92		% Total = 4.28		% Total = 3.94		% Total = 3.67	
% Rotated = 16.21		% Rotated = 12.34		% Rotated = 11.77		% Rotated = 8.49		% Rotated = 7.73		% Rotated = 6.47	
Item	Load.	Item	Load.	Item	Load.	Item	Load.	Item	Load.	Item	Load.
B110b	.78	B90b	.72	B67b	.73	B84b	.77	B66b	.77	B99b	.77
B108b	.77	B98b	.71	B68b	.71	B83b	.75	B61B	.63	B100b	.77
B107b	.75	B102b	.69	B69b	.68	B81b	.63	B59b	.60	B101b	.51
B106b	.72	B112b	.68	B70b	.60	B80b	.52	B77b	.54		
B111b	.68	B74b	.67	B71b	.58						
B105b	.66	B104b	.62	B75b	.57						
B109b	.64			B65b	.54						

In the second factor analysis, six factors with eigenvalues greater than 1.0 were identified, accounting for 63% of the total initial cumulative variance. Of the 465 residuals, slightly over 23% ( $111/465 = 23.87\%$ ) exceed the .05 criteria. Note that as a result of the second factor analysis, the labels for factor two changed slightly and that the label for factor four changed more substantially.

Next, scale totals for the six dimensions were entered into another factor analysis as “marker variables” together with the 31 items. All of the items and scale totals loaded highly on the appropriate factors, providing evidence that six separate dimensions exist. This lends support to the conceptual structure of the draft instrument.

The stability of the factor structure was tested by splitting the sample of the combined data in half and assigning every other case to a different sample. Factor analysis was run on each sample. Good stability was evident, with the same items loading highly on the same six dimensions across both samples as the original sample. However, one item crossed over on one of the split samples.

Scale inter-correlations are provided below in Table 32.

Table 32. Scale Inter-correlations:  
Potential Factors Leading to Inmate Physical Violence

Scale	Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled, young, or inexperienced inmates)					
	Tension and Disagreements Due to the Inmate Subculture and Living in Close Quarters					
	Facility Conditions (e.g., poor quality food, medical, sanitation, programming, recreation)					
	Unprofessional or Overworked Staff					
	Inadequate Surveillance and Supervision Due to Equipment, Staff, Facility Design					
	Tension and Disagreements Due to Scarcity					
Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled, young, or inexperienced inmates)	1.0					
Tension and Disagreements Due to the Inmate Subculture and Living in Close Quarters	.62	1.0				
Facility Conditions (e.g., poor quality food, medical, sanitation, programming, recreation)	.56	.54	1.0			
Unprofessional or Overworked Staff	.59	.59	.61	1.0		
Inadequate Surveillance and Supervision Due to Equipment, Staff, Facility Design	.55	.55	.57	.55	1.0	
Tension and Disagreements Due to Scarcity	.60	.53	.44	.45	.44	1.0

All of the correlations are significant ( $p < .001$ ) and moderate to strong, indicating that the dimensions are inter-correlated. The strongest correlation is between the factors "Tension and Disagreements Due to the Inmate Subculture and Living in Close Quarters" and "Vulnerable Women Inmates" ( $r = .62$ ). Given that the six dimensions measure factors potentially contributing to inmate physical violence, some correlation should be expected.

### Internal Consistency

To determine the extent of measurement error within each scale of the instrument, estimates of internal consistency were calculated. Internal consistency estimates were determined by examining corrected item-to-scale correlations and Cronbach alphas. Results are presented in Table 33.

Table 33. Cronbach Alphas and Corrected Item to Total Correlations:  
Potential Factors Leading to Inmate Physical Violence

Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled, young, or inexperienced inmates)		Tension and Disagreements Due to the Inmate Subculture and Living in Close Quarters		Facility Conditions (e.g., poor quality food, medical, sanitation, programming, recreation)		Unprofessional or Overworked Staff		Inadequate Surveillance and Supervision Due to Equipment, Staff, Facility Design		Tension and Disagreements Due to Scarcity	
Alpha = .91		Alpha = .88		Alpha = .84		Alpha = .81		Alpha = .76		Alpha = .77	
Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.
B107b	.77	B112b	.71	B69b	.64	B84b	.74	B59b	.60	B100b	.64
B108b	.76	B90b	.69	B70b	.64	B83b	.68	B61b	.56	B99b	.62
B106b	.75	B98b	.69	B71b	.63	B81b	.59	B77b	.55	B101b	.55
B110b	.72	B104b	.68	B68b	.63	B80b	.54	B66b	.52		
B111b	.71	B102b	.68	B67b	.57						
B105b	.69	B74b	.65	B75b	.56						
B109b	.68										

Cronbach alphas for all four dimensions are high, ranging from .76 to .91. A review of corrected item-to-total correlations indicates that each item has a sufficiently strong positive correlation with its respective scale. Item-to-scale correlations range from .52 to .77. The latter two dimensions do not exhibit the same characteristics as the previous four, but still meet acceptable standards of internal consistency and reliability.

### Convergent Validity

Convergent validity was only assessed by examining the correlation among items which make up each scale of the instrument (i.e., internal consistency validity).

### Discriminant Validity

Discriminant validity was only assessed by providing evidence that the correlation between each of the survey items in a scale and the dimensions they were attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension.

### Instrument Summary

The above results suggest that the instrument is reliable and valid. The item-to-scale correlations, factor analyses, and internal consistency analyses, indicate that the six scales are indeed measuring different dimensions of factors leading to inmate

physical violence. However, attempts should be made to further confirm the validity of the instrument. Possibilities include using convergent, discriminant, and predictive validity techniques.

## POTENTIAL FACTORS LEADING TO STAFF VERBAL HARASSMENT

Using data from Version B, factor analysis using principle components analysis with varimax rotation was performed on the 53-item scale to determine the latent structure of the set of items. The Kaiser-Meyer-Olkin statistic was .95, suggesting that the factors extracted accounted for a good amount of variance.

The factor pattern is shown in Table 34. Below each factor is its respective eigenvalue, as well as percent of initial variance and rotated variance explained. Items are listed under the factor they loaded highest with, along with the associated factor loading.

Table 34. Potential Factors Leading to Staff Verbal Harassment: Factors and Varimax Rotated Factor Pattern, 53 items (n = 355)

Incompetent Staff, Out-of-Touch Administrators Overcrowding, and the Inmate Subculture		Tension and Disagreements Due to Scarcity, the Inmate Subculture, and Unstable or Volatile inmates		Vulnerable Women Inmates (e.g., non-English speaking elderly, young, inexperienced, physically or mentally disabled)		Poor Facility Conditions (e.g., medical, food, sanitation, programming, recreation, housing, movement)		Environment (as communicated by staff) Lacks Order, Fairness, and Predictability		Poor Physical Plant (e.g., lack of program and recreation space; poor layout and design; blind spots)		Inadequate Surveillance and Supervision Due to Equipment and Staff		Staff Who are Related to Each other	
Eigen = 22.20		Eigen = 2.46		Eigen = 2.09		Eigen = 1.70		Eigen = 1.54		Eigen = 1.18		Eigen = 1.14		Eigen = 1.07	
% Total = 41.89		% Total = 4.64		% Total = 3.94		% Total = 3.20		% Total = 2.91		% Total = 2.22		% Total = 2.16		% Total = 2.03	
% Rotated = 12.42		% Rotated = 11.73		% Rotated = 10.41		% Rotated = 9.16		% Rotated = 6.24		% Rotated = 5.80		% Rotated = 4.90		% Rotated = 2.32	
Item	Load.	Item	Load.	Item	Load.	Item	Load	Item	Load.	Item	Load.	Item	Load	Item	Load.
B87c	.68	B102c	.70	B110c	.67	B68c	.69	B84c	.66	B63c	.72	B66c	.62	B85c	.36
B79c	.64	B97c	.66	B107c	.67	B67c	.64	B82c	.65	B62c	.71	B76c	.62		
B88c	.63	B99c	.66	B106c	.66	B69c	.65	B83c	.63	B61c	.64	B77c	.62		
B86c	.62	B100c	.68	B111c	.66	B70c	.59	B81c	.49	B59c	.47				
B78c	.59	B98c	.63	B108c	.65	B71c	.56	B80c	.49						
B74c	.57	B96c	.59	B105c	.62	B75c	.54								
B104c	.56	B91c	.59	B109c	.55	B72c	.50								
B94c	.53	B93c	.57	B92c	.42	B89c	.41								
B90c	.50	B95c	.54			B65c	.39								
B112c	.49	B101c	.49			B73c	.37								
B103c	.48														
B64c	.48														

Eight factors with eigenvalues greater than 1.0 were identified, accounting for 62.99% of the total initial cumulative variance. The factors were labeled: Incompetent Staff, Out-of-Touch Administrators, Overcrowding, and the Inmate Subculture; Tension and Disagreements Due to Scarcity, the Inmate Subculture, and Unstable or Volatile Inmates; Vulnerable Women Inmates (e.g., non-English speaking, elderly, young, inexperienced, physically or mentally disabled); Poor Facility Conditions (e.g., medical, food, sanitation, programming, recreation, housing, movement); Environment (as displayed or communicated by staff) Lacks Order, Fairness, and Predictability; Poor Physical Plant (e.g., lack of program and recreation space; poor layout and design; blind spots); Inadequate Surveillance and Supervision due to Equipment and Staff; and Staff Who are Related to Each Other.

The results of the initial factor analysis presented above in Table 34 provide the foundation for forming the final version of the "Potential Factors Leading to Staff Verbal Harassment" instrument. To improve the final version, corrected item-total correlations were first checked. However, there were no correlations less than .50, so no items were deleted. Next, using factor loadings in the above table as a guide in choosing the best items, a final instrument was created by removing several items that had lower loadings (i.e., less than .56) on the first four components. Whereas the item on the last component was eliminated, the remaining components had no items removed. A total of 17 items were eliminated, leaving 36 items. In Table 35 below, the remaining 36 items are listed under the factor they loaded highest with, along with the associated factor loadings.

In the second factor analysis, six factors with eigenvalues greater than 1.0 were identified, accounting for 62.04% of the total initial cumulative variance. There were 140 residuals (21.0%) that exceeded the .05 criteria. Note that as a result of the second factor analysis, there were slight factor label changes for factors 1, 2, 3, 4, and 6.

Next, using all available data, scale totals for the six dimensions were entered into another factor analysis as "marker variables" together with the 36 items. All of the items and scale totals loaded highly on the appropriate factors, providing evidence for six separate dimensions. This lends support to the conceptual structure of the instrument.

The stability of the factor structure was tested by splitting the sample in half and assigning every other case to a different sample. Factor analysis was run on each sample. Good stability was evident with the same items loading highly on the same six dimensions across both samples as the original sample. However, when taking into consideration the highest loading an item might have, three items crossed over to a different factor on each of the split samples.

Table 35. Potential Factors Leading to Staff Verbal Harassment: Factors and Varimax Rotated Factor Pattern, 36 items (n = 358)

Incompetent Staff, Out-of-Touch Administrators, Overcrowding, Staff Shortages, Unmonitored Places		Tension and Disagreements Due to Scarcity and the Inmate Subculture		Vulnerable Women Inmates (e.g., non-English speaking elderly, young, inexperienced, physically disabled)		Poor Facility Conditions (e.g. sanitation, medical, food, and programming)		Environment (as communicated by staff) Lacks Order, Fairness, and Predictability		Facility Layout and Space (i.e., lack of program and recreation space, poor layout and design)	
Eigen = 15.10		Eigen = 2.07		Eigen = 1.93		Eigen = 1.57		Eigen = 1.33		Eigen = 1.11	
% Total = 40.80		% Total = 5.61		% Total = 5.20		% Total = 4.25		% Total = 3.60		% Total = 3.00	
% Rotated = 14.66		% Rotated = 13.72		% Rotated = 10.26		% Rotated = 9.07		% Rotated = 7.59		% Rotated = 7.18	
Item	Load.	Item	Load.	Item	Load.	Item	Load	Item	Load.	Item	Load.
B79c	.69	B102c	.75	B107c	.71	B69c	.86	B82c	.71	B62c	.77
B87c	.68	B97c	.69	B110c	.68	B68c	.67	B84c	.64	B63c	.75
B78c	.67	B100c	.69	B108c	.68	B67c	.55	B83c	.60	B61c	.61
B74c	.66	B98c	.68	B111c	.68	B70c	.44	B81c	.54		
B88c	.62	B99c	.68	B106c	.65			B80c	.44		
B86c	.61	B96c	.64	B105c	.58						
B77c	.60	B91c	.61								
B66c	.58	B93c	.59								
B59c	.48										
B76c	.46										

Scale inter-correlations are provided below in Table 36.

All of the correlations are significant ( $p < .001$ ) and moderate to strong, indicating that all of the dimensions are inter-correlated. The strongest correlation is between the factors “Tension and Disagreements Due to Scarcity and the Inmate Subculture” and “Vulnerable Women Inmates” ( $r = .71$ ). Given that the six dimensions measure factors potentially contributing to staff verbal harassment, some correlation should be expected.

### Internal Consistency

To determine the extent of measurement error within each scale, estimates of internal consistency were calculated by examining corrected item-to-scale correlations and Cronbach alphas. Results are presented in Table 37.

Cronbach alphas for all dimensions are high (.79 to .90). The review of corrected item-to-total correlations indicates that each item has a moderate to strong positive correlation with its respective scale. Item-to-scale correlations range from .49 to .78. The latter three dimensions or scales do not exhibit the same characteristics as the previous three but are still within acceptable standards of consistency and reliability.

Table 36. Scale Inter-correlations:  
Potential Factors Leading to Staff Verbal Harassment

Scale	Incompetent Staff, Out-of-Touch Administrators, Overcrowding, Staff Shortages, Unmonitored Places					
	Tension and Disagreements Due to Scarcity and the Inmate Subculture					
	Vulnerable Women Inmates (e.g., non-English speaking elderly, young, inexperienced, physically disabled)					
	Poor Facility Conditions (e.g. sanitation, medical, food, and programming)					
	Environment (as communicated by staff) Lacks Order, Fairness, and Predictability					
	Facility Layout and Space (i.e., lack of program and recreation space, poor layout and design)					
Incompetent Staff, Out-of-Touch Administrators, Overcrowding, Staff Shortages, Unmonitored Places	1.0					
Tension and Disagreements Due to Scarcity and the Inmate Subculture	.67	1.0				
Vulnerable Women Inmates (e.g., non-English speaking elderly, young, inexperienced, physically disabled)	.67	.71	1.0			
Poor Facility Conditions (e.g. sanitation, medical, food, and programming)	.60	.60	.59	1.0		
Environment (as communicated by staff) Lacks Order, Fairness, and Predictability	.68	.56	.62	.57	1.0	
Facility Layout and Space (i.e., lack of program and recreation space, poor layout and design)	.58	.54	.54	.59	.46	1.0

### Convergent Validity

Convergent validity was only assessed by examining the correlation among items which make up each scale of the instrument (i.e., internal consistency validity).

### Discriminant Validity

Discriminant validity was only assessed by providing evidence that the correlation between each survey item in a scale and the dimensions they were attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension.

**Table 37. Cronbach Alphas and Corrected Item to Total Correlations:  
Potential Factors Leading to Staff Verbal Harassment**

Incompetent Staff, Out-of-Touch Administrators Overcrowding, Staff Shortages, Unmonitored Places		Tension and Disagreements Due to Scarcity and the Inmate Subculture		Vulnerable Women Inmates (e.g., non-English speaking elderly, young, inexperienced, physically disabled)		Poor Facility Conditions (e.g. sanitation, medical, food, and programming)		Environment (as communicated by staff) Lacks Order, Fairness, and Predictability		Facility Layout and Space (i.e., lack of program and recreation space, poor layout and design)	
Alpha = .90		Alpha = .90		Alpha = .90		Alpha = .81		Alpha = .82		Alpha = .79	
Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.
B79c	.74	B102c	.75	B107c	.78	B69c	.70	B84c	.73	B62c	.72
B74c	.70	B98c	.73	B106c	.76	B68c	.66	B83c	.69	B63c	.65
B87c	.69	B100c	.71	B108c	.75	B70c	.58	B81c	.63	B61c	.55
B78c	.69	B96c	.71	B105c	.73	B67c	.58	B80c	.53		
B77c	.68	B97c	.69	B111c	.71			B82c	.49		
B88c	.65	B91c	.68	B110c	.70						
B86c	.61	B99c	.68								
B59c	.55	B93c	.63								
B76c	.55										
B66c	.55										

### **Instrument Summary**

Results suggest that the instrument is reliable and valid. Item-to-scale correlations, factor analyses, and internal consistency indicate that the six scales are indeed measuring different dimensions of factors leading to staff verbal harassment. However, attempts should be made in the future to further confirm the validity of the instrument. Possibilities include using convergent, discriminant, and predictive validity techniques.

### **POTENTIAL FACTORS LEADING TO STAFF SEXUAL HARASSMENT**

Using data from Version B, factor analysis using principle components analysis with varimax rotation was performed on the 53-item scale to determine the latent structure. The Kaiser-Meyer-Olkin statistic was .96, suggesting that the factors extracted accounted for a good amount of variance.

The factor pattern is shown in Table 38. Below each factor is its respective eigenvalue as well as percent of initial variance and rotated variance explained. Items are listed under the factor they loaded highest with, along with the associated factor loading.

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Table 38. Potential Factors Leading to Staff Sexual Harassment: Factors and Varimax Rotated Factor Pattern, 53 items (n = 355)

Incompetent Unprofessional, or Overworked Staff; Out-of-Touch Administrators Overcrowding		Tension and Disagreements Due to Scarcity, Living in Close Quarters, and the Inmate Subculture		Physical Plant (e.g., poor layout and design; blind spots; lack of program, recreation, and housing space)		Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled young, inexperienced)		Poor Facility Conditions (e.g., medical, sanitation, food, movement, programs, recreation)		Social Climate (e.g. unstable, volatile, or hostile inmates; inmate subculture; living in close quarters)		Lack of Programs, Limited Housing Options		Staff Who are Related to Each Other	
Eigen = 25.13		Eigen = 3.24		Eigen = 2.21		Eigen = 1.67		Eigen = 1.30		Eigen = 1.08		Eigen = 1.07		Eigen = 1.02	
% Total = 47.41		% Total = 6.11		% Total = 4.17		% Total = 3.15		% Total = 2.46		% Total = 2.04		% Total = 2.02		% Total = 1.93	
% Rotated = 15.07		% Rotated = 14.60		% Rotated = 8.61		% Rotated = 8.29		% Rotated = 7.69		% Rotated = 6.46		% Rotated = 4.58		% Rotated = 4.01	
Item	Load.	Item	Load.	Item	Load.	Item	Load	Item	Load.	Item	Load.	Item	Load.	Item	Load.
B87d	.68	B100d	.80	B61d	.68	B111d	.68	B68d	.67	B93d	.61	B71d	.57	B85d	.65
B79d	.64	B99d	.79	B63d	.65	B110d	.67	B69d	.66	B95d	.55	B70d	.56		
B78d	.74	B102d	.74	B62d	.65	B107d	.62	B67d	.66	B94d	.55	B72d	.49		
B88d	.72	B112d	.73	B59d	.62	B109d	.61	B73d	.50	B89d	.53				
B86d	.71	B97d	.72	B66d	.56	B108d	.60	B65d	.49	B90d	.50				
B74d	.63	B103d	.69	B64d	.53	B106d	.48	B75d	.48	B92d	.42				
B84d	.55	B98d	.65			B105d	.40	B82d	.44						
B77d	.55	B101d	.63												
B83d	.48	B96d	.57												
B81d	.46	B104d	.52												
B80d	.46														
B91d	.44														
B76d	.41														

Eight factors with eigenvalues greater than 1.0 were identified, accounting for 69.31% of the total initial cumulative variance. The factors were labeled: Incompetent Unprofessional, or Overworked Staff, Out-of-Touch Administrators, Overcrowding; Tension and Disagreements Due to Scarcity, Living in Close Quarters, and the Inmate Subculture; Physical Plant (e.g., poor layout and design; blind spots; lack of program, recreation, and housing space); Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled young, inexperienced); Poor Facility Conditions (e.g., medical, sanitation, food, movement, programs, recreation); Social Climate (e.g. unstable, volatile, or hostile inmates; inmate subculture; living in close quarters); Lack of Programs, Limited Housing Options; Staff Who are Related to Each Other.

The large number of items loading strongly (i.e., with loadings in excess of .60) suggest that at least five reliable and unique dimensions exist. The results in Table 38 provide the foundation for forming the final version of the “Potential Factors Leading to Staff Sexual Harassment” instrument. To improve the final version,

corrected item-total correlations were first checked. One item was removed for having a correlation of .33 with its respective scale. Next, using factor loadings in the above table as a guide in choosing the best items, a final instrument was created by selecting the seven highest loadings on the first five dimensions. A total of 19 items were eliminated, leaving 34 items. In Table 39 below, the remaining 34 items are listed under the factor they loaded highest with, along with the associated factor loading.

Table 39. Potential Factors Leading to Staff Sexual Harassment: Factors and Varimax Rotated Factor Pattern, 34 items (n = 365)

Incompetent Staff, Out-of-Touch Administrators, Overcrowding		Tension and Disagreements Due to Scarcity, Living in Close Quarters, and the Inmate Subculture		Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled young, inexperienced)		Physical Plant (e.g., poor layout and design; blind spots; lack of program, recreation, and housing space)		Poor Facility Conditions (e.g., medical, sanitation, food, movement, programs, recreation)	
Eigen = 16.18		Eigen = 2.79		Eigen = 1.73		Eigen = 1.37		Eigen = 1.05	
% Total = 47.60		% Total = 8.20		% Total = 5.07		% Total = 4.04		% Total = 3.10	
% Rotated = 15.94		% Rotated = 15.77		% Rotated = 12.53		% Rotated = 12.11		% Rotated = 11.66	
Item	Load.	Item	Load.	Item	Load.	Item	Load	Item	Load.
B87d	.78	B100d	.81	B110d	.72	B61d	.74	B67d	.70
B88d	.76	B99d	.80	B111d	.72	B62d	.74	B69d	.69
B79d	.76	B102d	.74	B108d	.67	B63d	.68	B68d	.67
B86d	.75	B97d	.71	B109d	.64	B59d	.67	B82d	.57
B78d	.72	B112d	.71	B107d	.64	B66d	.58	B73d	.57
B74d	.61	B103d	.68	B106d	.56	B64d	.62	B75d	.55
B84d	.59	B98d	.66	B105d	.52			B65d	.49

In the second factor analysis, five factors with eigenvalues greater than 1.0 were identified, accounting for 68.01% of the total initial cumulative variance. There were 93 residuals (16.0%) that exceeded the .05 criteria. Note the slight label change for factor 1 as a result of the second factor analysis.

Next, scale totals were entered into another factor analysis as “marker variables” together with the 34 items. All of the items and scale totals loaded highly on the appropriate factors, providing evidence that five separate dimensions exist. This lends support to the conceptual structure of the draft instrument. However, when taking into consideration the highest loading an item might have, the highest loading items of three items on the last dimension crossed over to a different factor on one of the split samples.

Scale inter-correlations are provided below in Table 40.

Table 40. Scale Inter-correlations:  
Potential Factors Leading to Staff Sexual Harassment

Scale	Incompetent Staff, Out-of-Touch Administrators, Overcrowding				
	Tension and Disagreements Due to Scarcity, Living in Close Quarters, and the Inmate Subculture				
	Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled young, inexperienced)				
	Physical Plant (e.g., poor layout and design; blind spots; lack of program, recreation, and housing space)				
	Poor Facility Conditions (e.g., medical, sanitation, food, movement, programs, recreation)				
Incompetent Staff, Out-of-Touch Administrators, Overcrowding	1.0				
Tension and Disagreements Due to Scarcity, Living in Close Quarters, and the Inmate Subculture	.56	1.0			
Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled young, inexperienced)	.65	.76	1.0		
Physical Plant (e.g., poor layout and design; blind spots; lack of program, recreation, and housing space)	.69	.53	.63	1.0	
Poor Facility Conditions (e.g., medical, sanitation, food, movement, programs, recreation)	.68	.68	.68	.70	1.0

All of the correlations are significant ( $p < .001$ ) and moderate to strong, indicating that all of the dimensions are inter-correlated. The strongest correlation is between the factors “Tension and Disagreements Due to Scarcity, Living in Close Quarters, and the Inmate Subculture” and “Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled young, inexperienced)” ( $r = .76$ ). Given that the five dimensions measure factors potentially contributing to staff sexual harassment, some correlation should be expected.

### Internal Consistency

To determine the extent of measurement error within each scale of the instrument, estimates of internal consistency were calculated. Internal consistency estimates were determined by examining corrected item-to-scale correlations and Cronbach alphas. Results are presented in Table 41.

**Table 41. Cronbach Alphas and Corrected Item to Total Correlations:  
Potential Factors Leading to Staff Sexual Harassment**

Incompetent Staff, Out-of-Touch Administrators, Overcrowding		Tension and Disagreements Due to Scarcity, Living in Close Quarters, and the Inmate Subculture		Vulnerable Women Inmates (e.g., non-English speaking elderly, physically or mentally disabled young, inexperienced)		Physical Plant (e.g., poor layout and design; blind spots; lack of program, recreation, and housing space)		Poor Facility Conditions (e.g., medical, sanitation, food, movement, programs, recreation)	
Alpha = .92		Alpha = .93		Alpha = .92		Alpha = .88		Alpha = .89	
Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.
B79d	.81	B99d	.83	B109d	.79	B64d	.74	B73d	.73
B78d	.79	B112d	.82	B111d	.78	B62d	.72	B75d	.72
B87d	.75	B100d	.82	B110d	.76	B61d	.71	B68d	.72
B86d	.74	B102d	.82	B108d	.75	B63d	.71	B69d	.71
B88d	.73	B97d	.80	B107d	.74	B59d	.68	B67d	.64
B74d	.72	B98d	.76	B105d	.72	B66d	.59	B65d	.63
B84d	.69	B103d	.73	B106d	.69			B82d	.62

Cronbach alphas for all five dimensions are high (.88 to .93). Corrected item-to-total correlations indicate that each item has a strong positive correlation with its respective scale. Item-to-scale correlations range from .62 to .83. The latter two dimensions or scales do not exhibit the same reliability characteristics as the previous three but still meet acceptable standards.

### **Convergent Validity**

Convergent validity was only assessed by examining the correlation among items which make up each scale of the instrument (i.e., internal consistency validity).

### **Discriminant Validity**

Discriminant validity was only assessed by providing evidence that the correlation between each of the survey items in a scale and the dimensions they were attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension.

### **Instrument Summary**

Results suggest that the instrument is reliable and valid. Item-to-scale correlations, factor analyses, and internal consistency analyses, indicate that the five scales are indeed measuring different dimensions of factors leading to staff sexual harassment. However, attempts should be made in the future to further confirm the validity of the instrument. Possibilities include using convergent, discriminant, and predictive validity techniques.

## POTENTIAL FACTORS LEADING TO STAFF SEXUAL MISCONDUCT

Using data from Version B, factor analysis using principle components analysis with varimax rotation was performed on the 53-item scale to determine the latent structure of the set of items. The Kaiser-Meyer-Olkin statistic was .96 suggesting that the factors extracted accounted for a good amount of variance.

The factor pattern resulting from an analysis of the version B data is shown in Table 42. Below each factor is its respective eigenvalue, as well as percent of initial variance and rotated variance explained. Items are listed under the factor they loaded highest with, along with the associated factor loading.

Table 42. Potential Factors Leading to Staff Sexual Misconduct: Factors and Varimax Rotated Factor Pattern, 53 items (n = 355)

Tension and Disagreements Over Scarcity and Living in Close Quarters; the Inmate Subculture; Vulnerable Women Inmates		Incompetent, Unprofessional, or Overworked Staff, Out-of-Touch Administrators, Overcrowding		Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots)		Poor Facility Conditions (e.g., sanitation, food, medical, programming, recreation, movement)		Women Inmates Who Lack Confidence		Women Inmates Who are Fearful	
Eigen = 25.16		Eigen = 3.36		Eigen = 2.16		Eigen = 1.66		Eigen = 1.35		Eigen = 1.18	
% Total = 47.48		% Total = 6.34		% Total = 4.07		% Total = 3.13		% Total = 2.54		% Total = 2.23	
% Rotated = 17.39		% Rotated = 16.97		% Rotated = 10.58		% Rotated = 8.96		% Rotated = 6.76		% Rotated = 5.14	
Item	Load.	Item	Load.	Item	Load.	Item	Load	Item	Load.	Item	Load.
B100e	.79	B79e	.77	B62e	.76	B69e	.71	B110e	.53	B89e	.54
B112e	.78	B87e	.75	B61e	.72	B67e	.65	B111e	.53	B94e	.52
B99e	.76	B88e	.74	B63e	.70	B68e	.63	B85e	.52		
B102e	.74	B78e	.73	B59e	.67	B70e	.54	B92e	.43		
B103e	.73	B86e	.71	B72e	.53	B75e	.53				
B97e	.69	B74e	.64	B64e	.53	B71e	.51				
B98e	.65	B77e	.62	B66e	.53	B82e	.46				
B96e	.62	B84e	.58	B65e	.44	B73e	.43				
B101e	.62	B90e	.54								
B108e	.60	B80e	.53								
B104e	.60	B91e	.53								
B109e	.59	B81e	.53								
B105e	.54	B95e	.49								
B107e	.52	B76e	.49								
B93e	.48	B83e	.48								
		B106e	.46								

Six factors with eigenvalues greater than 1.0 were identified, accounting for 65.79% of the total initial cumulative variance. The factors were labeled: Tension and Disagreements Over Scarcity and Living in Close Quarters, the Inmate Subculture, and Vulnerable Women Inmates; Incompetent, Unprofessional, or Overworked Staff, Out-of-Touch Administrators, and Overcrowding; Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots); Poor Facility Conditions (e.g., sanitation, food, medical, programming, recreation, movement); Women Inmates Who Lack Confidence; Women Inmates Who are Fearful.

The large number of items loading strongly (i.e., with loadings in excess of .60) suggest that at least four reliable and unique dimensions exist. The results of the initial factor analysis presented in Table 42 provide the foundation for forming the final version of the "Potential Factors Leading to Staff Sexual Misconduct" instrument. To improve the final version, corrected item-total correlations were first checked. All items had correlations in excess of .50 with their respective scales, so none were eliminated. Next, using factor loadings in the above table as a guide in choosing the best items, a final instrument was chosen by selecting the six highest loadings on the four dimensions. Loadings on the last two dimensions were considered too unreliable due to the number and size of their coefficients. It is of interest that many of the items referring to vulnerable inmates had low loadings and were subsequently dropped from the second factor analysis. A question for future research is whether there is a strong association between women inmate vulnerability and staff sexual misconduct. If so, that is probably even more useful/interesting to explore than the reverse (that male staff abusers would target women inmates who are young, naïve, insecure, etc., which everyone seems to assume is true.)

A total of 29 items were eliminated, leaving 24 items. In Table 43 below, the remaining 24 items are listed under the factor they loaded highest with, along with the associated factor loading.

In the second factor analysis, four factors with eigenvalues greater than 1.0 were identified, accounting for 70.0% of the total initial cumulative variance. There were 58 (21.0%) residuals that exceeded the .05 criteria. Note the slight change that occurred in labels for factors 1, 2, and 4 after the second factor analysis.

Next, scale totals for the four dimensions were entered into another factor analysis as "marker variables" together with the 24 items. All of the items and scale totals loaded highly on the appropriate factors, providing evidence that four separate dimensions exist. This lends support to the conceptual structure of the draft instrument.

The stability of the factor structure was tested by splitting the sample of the combined data in half by assigning every other case to a different sample. Factor analysis was run on each sample. Good stability was evident with the same items loading highly on the same four dimensions across both samples as the original sample. However, when taking into consideration the highest loading an item might have, two items crossed over to a different factor on one of the split samples.

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**Table 43. Potential Factors Leading to Staff Sexual Misconduct: Factors and Varimax Rotated Factor Pattern, 24 items (n = 363)**

Tension and Disagreements Over Scarcity and Living in Close Quarters; the Inmate Subculture		Incompetent Staff, Out-of-Touch Administrators, Overcrowding		Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots)		Poor Facility Conditions (e.g., sanitation, food, medical, programming, recreation)	
Eigen = 11.45		Eigen = 2.49		Eigen = 1.68		Eigen = 1.18	
% Total = 47.72		% Total = 10.39		% Total = 6.99		% Total = 4.90	
% Rotated = 19.38		% Rotated = 19.29		% Rotated = 17.29		% Rotated = 14.03	
Item	Load.	Item	Load.	Item	Load.	Item	Load
B99e	.84	B87e	.80	B62e	.82	B69e	.78
B100e	.84	B86e	.79	B63e	.78	B67e	.74
B112e	.83	B88e	.79	B61e	.74	B68e	.67
B102e	.79	B79e	.75	B59e	.71	B70e	.59
B103e	.73	B78e	.72	B64e	.59	B71e	.55
B97e	.73	B74e	.65	B72e	.57	B75e	.48

**Table 44. Scale Inter-correlations: Potential Factors Leading to Staff Sexual Misconduct**

Scale	Tension and Disagreements Over Scarcity and Living in Close Quarters; the Inmate Subculture			
	Incompetent Staff, Out-of-Touch Administrators, Overcrowding			
	Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots)			
	Poor Facility Conditions (e.g., sanitation, food, medical, programming, recreation)			
Tension and Disagreements Over Scarcity and Living in Close Quarters; the Inmate Subculture	1.0			
Incompetent Staff, Out-of-Touch Administrators, Overcrowding	.51	1.0		
Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots)	.51	.66	1.0	
Poor Facility Conditions (e.g., sanitation, food, medical, programming, recreation)	.63	.64	.71	1.0

Scale inter-correlations are provided above in Table 44. All of the correlations are significant ( $p < .001$ ) and moderate to strong, indicating that all of the dimensions are inter-correlated. The strongest correlation is between the factors “Poor Facility Conditions (e.g., sanitation, food, medical, programming, recreation)” and “Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots)” ( $r = .71$ ). Given that the four dimensions measure factors potentially contributing to staff sexual misconduct, some correlation should be expected.

### Internal Consistency

To determine the extent of measurement error within each scale of the instrument, estimates of internal consistency were calculated. Internal consistency estimates were determined by examining corrected item-to-scale correlations and Cronbach alphas. Results are presented in Table 45.

Table 45. Cronbach Alphas and Corrected Item to Total Correlations:  
Potential Factors Leading to Staff Sexual Misconduct

Tension and Disagreements Over Scarcity and Living in Close Quarters; the Inmate Subculture		Incompetent Staff, Out-of-Touch Administrators, Overcrowding		Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots)		Poor Facility Conditions (e.g., sanitation, food, medical, programming, recreation)	
Alpha = .93		Alpha = .91		Alpha = .89		Alpha = .88	
Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.
B99e	.84	B79e	.80	B63e	.77	B69e	.75
B100e	.82	B78e	.78	B62e	.77	B71e	.72
B112e	.82	B87e	.74	B64e	.72	B70e	.72
B102e	.81	B86e	.74	B61e	.71	B68e	.70
B97e	.77	B88e	.73	B59e	.67	B75e	.66
B103e	.73	B74e	.72	B72e	.66	B67e	.64

Cronbach alphas for all four dimensions are high (.88 to .93). A review of corrected item-to-total correlations indicates that each item has a strong positive correlation with its respective scale. All of the item-to-scale correlations were between .64 to .84.

### Convergent Validity

Convergent validity was only assessed by examining the correlation among items which make up each scale of the instrument (i.e., internal consistency validity).

### Discriminant Validity

Discriminant validity was only assessed by providing evidence that the correlation between each of the survey items in a scale and the dimensions they were

attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension.

### **Instrument Summary**

Results suggest that the instrument is reliable and valid. Item-to-scale correlations, factor analyses, and internal consistency analyses, indicate that the four scales are indeed measuring different dimensions of factors leading to staff sexual misconduct. However, attempts should be made in the future to further confirm the validity of the instrument. Possibilities include using convergent, discriminant, and predictive validity techniques.

## **POTENTIAL FACTORS LEADING TO STAFF PHYSICAL VIOLENCE**

Using data from Version B, factor analysis using principle components analysis with varimax rotation was performed on the 53-item scale to determine the latent structure of the set of items. The Kaiser-Meyer-Olkin statistic was .97 suggesting that the factors extracted accounted for a good amount of variance.

The factor pattern resulting from an analysis of the version B data is shown in Table 46. Below each factor is its respective eigenvalue, as well as percent of initial variance and rotated variance explained. Items are listed under the factor they loaded highest with, along with the associated factor loading.

Seven factors with eigenvalues greater than 1.0 were identified, accounting for 65.79% of the total initial cumulative variance. The factors were labeled: Out-of-touch Administrators, Incompetent, Unprofessional, or Overworked Staff, and Overcrowding; Tension and Disagreements Due to Scarcity, the Inmate Subculture, Living in Close Quarters, and Unstable or Volatile Inmates; Poor Facility Conditions (e.g., food, programming, sanitation, recreation, medical, movement); Vulnerable Women Inmates (e.g., non-English speaking, physically or mentally disabled elderly, young, inexperienced); Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots); Women Inmates Without Gang Ties; Staff Failure to Monitor or Supervise.

The large number of items loading strongly (i.e., with loadings in excess of .60) suggest that at least five reliable and unique dimensions exist. The results of the initial factor analysis presented in Table 46 provide the foundation for forming the final version of the "Potential Factors Leading to Staff Physical Violence" instrument. To improve the final version, corrected item-total correlations were first checked. All items had correlation in excess of .50 with their respective scales, so none were eliminated. Next, using factor loadings in the above table as a guide, a final instrument was created by selecting the seven highest loadings on the four dimensions. Single loadings on the last two dimensions were considered too unreliable due to the small number and size of their coefficients. A total of 19 items were eliminated, leaving 34 items. In Table 47 below, the remaining 34 items are listed under the factor they loaded highest with, along with the associated factor loading.

GENDERED VIOLENCE AND SAFETY: A CONTEXTUAL APPROACH TO IMPROVING SECURITY IN WOMEN'S FACILITIES

Table 46. Potential Factors Leading to Staff Physical Violence: Factors and Varimax Rotated Factor Pattern, 53 items (n = 355)

Out-of-Touch Administrators; Incompetent, Unprofessional, or Overworked Staff; Overcrowding		Tension and Disagreements Due to Scarcity, the Inmate Subculture, Living in Close Quarters, and Unstable or Volatile inmates		Poor Facility Conditions (e.g., food, programming, sanitation, recreation, medical, movement)		Vulnerable Women Inmates (e.g., non-English speaking, physically or mentally disabled elderly, young, inexperienced)		Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots)		Women Inmates Without Gang Ties		Staff Failure to Monitor or Supervise	
Eigen = 25.4		Eigen = 2.8		Eigen = 2.07		Eigen = 1.52		Eigen = 1.38		Eigen = 1.16		Eigen = 1.08	
% Total = 47.92		% Total = 5.28		% Total = 3.91		% Total = 2.86		% Total = 2.59		% Total = 2.20		% Total = 2.03	
% Rotated = 16.43		% Rotated = 15.40		% Rotated = 10.57		% Rotated = 10.50		% Rotated = 8.25		% Rotated = 3.18		% Rotated = 2.48	
Item	Load.	Item	Load.	Item	Load.	Item	Load	Item	Load.	Item	Load.	Item	Load.
B87f	.75	B99f	.75	B67f	.62	B110f	.71	B63f	.75	B92f	.55	B77f	.48
B88f	.73	B102f	.72	B71f	.62	B108f	.70	B62f	.74				
B86f	.72	B98f	.69	B70f	.60	B111f	.68	B61f	.67				
B79f	.70	B100f	.69	B69f	.58	B107f	.66	B59f	.62				
B84f	.65	B97f	.65	B75f	.57	B109d	.56	B64f	.57				
B78f	.64	B96f	.64	B68f	.57	B106f	.52	B66f	.42				
B74f	.64	B91f	.59	B73f	.56	B105f	.51						
B80f	.57	B93f	.57	B72f	.50								
B81f	.55	B101f	.57	B65f	.48								
B83f	.54	B112f	.56	B76f	.46								
B85f	.42	B103f	.56	B82f	.41								
		B104f	.55										
		B90f	.54										
		B94f	.50										
		B95f	.50										
		B89f	.46										

In the second factor analysis, five factors with eigenvalues greater than 1.0 were identified, accounting for 67.60% of the total initial cumulative variance. There were 77 (13.0%) residuals that exceeded the .05 criteria. Note the changes in labels for factors 1, 2, and 5 after the second factor analysis.

Next, scale totals for the five dimensions were entered into another factor analysis as “marker variables” together with the 34 items. All of the items and scale totals loaded highly on the appropriate factors, providing evidence that five separate dimensions exist. This lends support to the conceptual structure of the draft instrument.

Table 47. Potential Factors Leading to Staff Physical Violence: Factors and Varimax Rotated Factor Pattern, 34 items (n = 361)

Out-of-touch Administrators; Incompetent or Unprofessional Staff; Overcrowding		Tension and Disagreements Due to Scarcity, the Inmate Subculture, and Living in Close Quarters		Vulnerable Women Inmates (e.g., non-English speaking, physically or mentally disabled elderly, young, inexperienced)		Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots)		Poor Facility Conditions (i.e., food, programming, sanitation, recreation, medical, movement)	
Eigen = 16.58		Eigen = 2.28		Eigen = 1.73		Eigen = 1.27		Eigen = 1.13	
% Total = 48.76		% Total = 6.71		% Total = 5.07		% Total = 3.73		% Total = 3.32	
% Rotated = 16.75		% Rotated = 14.85		% Rotated = 12.61		% Rotated = 11.91		% Rotated = 11.48	
Item	Load.	Item	Load.	Item	Load.	Item	Load	Item	Load.
B87f	.77	B99f	.80	B110f	.74	B62f	.77	B67f	.65
B86f	.76	B100f	.74	B108f	.74	B63f	.75	B70f	.61
B88f	.75	B102f	.72	B107f	.70	B61f	.71	B69f	.61
B79f	.72	B97f	.71	B111f	.66	B59f	.65	B71f	.60
B78f	.68	B98f	.69	B109f	.59	B64f	.62	B75f	.60
B74f	.66	B96f	.64	B106f	.57	B66f	.51	B68f	.58
B84f	.61	B91f	.55	B105f	.50			B73f	.58

The stability of the factor structure was tested by splitting the sample in half and assigning every other case to a different sample. Factor analysis was run on each sample. Good stability was evident with the same items loading highly on the same five dimensions across both samples as the original sample. However, when taking into consideration the highest loading an item might have, one items crossed over to a different factor on one of the split samples.

Scale inter-correlations are provided below in Table 48. All of the correlations are significant ( $p < .001$ ) and moderate to strong, indicating that all of the dimensions are inter-correlated. The strongest correlation is between the factors "Vulnerable Women Inmates" and "Tension and Disagreements Due to Scarcity, the Inmate Subculture, and Living in Close Quarters" ( $r = .77$ ). Given that the five dimensions measure factors potentially contributing to staff physical violence, some correlation should be expected.

### Internal Consistency

To determine the extent of measurement error within each scale of the instrument, estimates of internal consistency were calculated. Internal consistency estimates were determined by examining corrected item-to-scale correlations and Cronbach alphas. Results are presented in Table 49.

Cronbach alphas for all five dimensions are high (.88 to .92). A review of corrected item-to-total correlations indicates that each item has a strong positive correlation with its respective scale. Item-to-scale correlations range from .61 to .81.

Table 48. Scale Inter-correlations:  
Potential Factors Leading to Staff Physical Violence

Scale	Out-of-Touch Administrators; Incompetent or Unprofessional Staff; Overcrowding				
	Tension and Disagreements Due to Scarcity, the Inmate Subculture, and Living in Close Quarters				
	Vulnerable Women Inmates (e.g., non-English speaking, physically or mentally disabled elderly, young, inexperienced)				
	Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots)				
	Poor Facility Conditions (i.e., food, programming, sanitation, recreation, medical, movement)				
Out-of-Touch Administrators; Incompetent or Unprofessional Staff; Overcrowding	1.0				
Tension and Disagreements Due to Scarcity, the Inmate Subculture, and Living in Close Quarters	.64	1.0			
Vulnerable Women Inmates (e.g., non-English speaking, physically or mentally disabled elderly, young, inexperienced)	.65	.77	1.0		
Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots)	.68	.59	.62	1.0	
Poor Facility Conditions (i.e., food, programming, sanitation, recreation, medical, movement)	.70	.71	.71	.72	1.0

### Convergent Validity

Convergent validity was only assessed by examining the correlation among items which make up each scale (i.e., internal consistency validity).

### Discriminant Validity

Discriminant validity was only assessed by providing evidence that the correlation between each of the survey items in a scale and the dimensions they were attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension.

### Instrument Summary

Results suggest that the instrument is reliable and valid. Item-to-scale correlations, factor analyses, and internal consistency data indicate that the five scales are indeed measuring different dimensions of factors leading to staff physical violence.

However, attempts should be made in the future to further confirm the validity of the instrument. Possibilities include using convergent, discriminant, and predictive validity techniques.

Table 49. Cronbach Alphas and Corrected Item to Total Correlations:  
Potential Factors Leading to Staff Physical Violence

Out-of-Touch Administrators; Incompetent or Unprofessional Staff; Overcrowding		Tension and Disagreements Due to Scarcity, the Inmate Subculture, and Living in Close Quarters		Vulnerable Women Inmates (e.g., non-English speaking, physically or mentally disabled elderly, young, inexperienced)		Facility Layout and Space (e.g., lack of program, recreation and housing space, poor layout and design, blind spots)		Poor Facility Conditions (i.e., food, programming, sanitation, recreation, medical, movement)	
Alpha = .92		Alpha = .92		Alpha = .92		Alpha = .88		Alpha = .90	
Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.	Item	Coef.
B79f	.79	B102f	.81	B108f	.80	B63f	.75	B75f	.74
B87f	.76	B99f	.79	B107f	.76	B62f	.74	B71f	.74
B74f	.76	B98f	.79	B109f	.76	B64f	.73	B73f	.73
B78f	.75	B96f	.77	B111f	.75	B61f	.71	B69f	.72
B86f	.73	B100f	.76	B110f	.74	B59f	.69	B70f	.69
B88f	.71	B97f	.74	B106f	.74	B66f	.56	B68f	.68
B84f	.71	B91f	.68	B105f	.73			B67f	.61

## CHAPTER SUMMARY

Several findings from this chapter are worth discussing. First, when viewed singularly, all of the instruments except one (i.e., Potential Factors Leading to Inmate–Inmate Sexual Violence), have fairly clear dimensions. However, that instrument has the most complex dimensions. At this point, it is not possible to confirm whether this is an artifact of our analysis, or rather, an artifact of reality. Similarly, the same comment applies to our finding that items pertaining to vulnerable inmates did not load heavily and were subsequently dropped from our instrument measuring potential factors contributing to staff sexual misconduct.

Another finding, and perhaps the most important one, is that as a whole, the instruments in Section Three lack parsimony. Due to their multi-dimensionality as well as overlap, it would be very impractical at this stage to administer the derived instruments to inmate populations. Nonetheless, the analyses conducted to date and the results obtained are very revealing. For example, careful review of the factors derived from the items and constructs (instruments) in Section Three suggest that most of the instruments share five common factors: Inadequate Staff, Scarcity/Subculture, Facility Layout/Space, Facility Conditions, and Vulnerable Inmates. Although the factor names, items, and descriptions in the tables change slightly across instruments, it seems that they may indeed share these five factors. One possibility to explore in the next phase of research is to conduct factor analyses limiting the number of derivable factors to five. If the results are favorable and the derived factors match the five common factors derived in this study, more parsimonious instruments could be developed to measure potential factors to these six different types of violence and misconduct.

## SUMMARY AND CONCLUSIONS

# 5

Several overall conclusions can be drawn concerning the utility of the various instruments developed for the survey. The results reveal that the instruments have reasonably sound psychometric properties and that there are now more opportunities for researchers to assess many more dimensions of violence and safety in women's correctional facilities. This chapter summarizes some of this study's main findings discussed in the preceding results. To begin, relatively strong evidence was presented for the uni-dimensionality, internal consistency and reliability of the scales or dimensions contained within the final 11 instruments. The items retained within the various measures or dimensions of the 11 instruments were found to be homogeneous, and results suggest that the measures are stable (see Appendix H) for a listing of items tested, dropped, and retained.

Evidence was also presented of acceptable levels of convergent and discriminant validity with several of the final instruments. Convergent validity was assessed by correlating items making up each scale of the instrument (i.e., internal consistency validity), and where possible, correlating a given scale with measures of the same construct (i.e., employing embedded items used by other researchers) and by correlation of relationships involving the given scale across samples (e.g., using ratings from staff familiar with the housing unit).

Discriminant validity was assessed by providing evidence that the correlation between each of the survey items in a scale and the dimensions they were attempting to measure were higher than the correlation between each of the items in question when compared with any other dimension. Discriminant validity was also assessed where possible by ascertaining whether and to what degree differences between the high and low violence housing units were detected by the survey instrument. Where comparisons could be made to the high and low violence units, all of the instruments discriminated effectively. This single finding is very important, since it suggests that variations in different aspects of climate, safety and violence in women's correctional facilities can be detected with this instrument. Research in this area can now be conducted with a much higher degree of confidence.

Based upon all empirical assessments conducted on the psychometric properties of the 11 different instruments, there is strong evidence that these instruments are valid and reliable measures of various aspects of violence and safety in women's correctional facilities. However, this is not to say that all of the instruments are ready to administer to future inmate populations. As previously mentioned, we view the analyses and results presented in this report as a "first-wave" attempt to demonstrate that valid and reliable tools can be developed to measure issues pertaining to safety and violence in women's correctional facilities. We believe that our results have confirmed that it is possible to develop such instruments. However, we also believe that these tools can and should be refined and improved before they are ready for future administrations. As we mention elsewhere in the report, the instruments in this

battery still require further review, development, testing and validation that extends beyond the scope of this study.

Not all instruments could be assessed to the same degree as others. Where assessment was possible, the dimensionalities of several instruments held up to multiple tests of convergent and discriminant validity. One could speculate that this might hold true with the instruments where it was not possible to conduct multiple tests of convergent and discriminant validity. However, one should not conclude this without further empirical examination of the instruments and their properties.

One possible weakness of this study pertained to the differential response rates of the low and high violence units surveyed. Despite the difference in response rate, differences found with the instruments between the low and high violence units were in the expected direction and fit with theory. Given what we know about non-response among correctional populations, we suspect that if higher response rates had been achieved from the inmates in the more violent housing units, differences between the low and violence units would have been even more pronounced. Moreover, it seems reasonable to believe that lower response rates in higher violence units are consistent with the more general lack of cooperation and overall problematic nature of such units. In fact, viewed in such a light, response rates become a sort of “quasi-result” that, in the current study, is very consistent with results from the statistical analyses.

As a result of the research reported in the preceding chapters, it is possible to identify several areas in which further research with this instrument would be useful. First, as a further check on content validity, we need to review and reconsider the list of factors empirically derived and compare them against a list of theoretically derived factors that is as exhaustive as possible. Also, items retained from this study should be carefully reviewed and where necessary, slightly revised to more closely align with the factor or dimension they were found to be highly correlated with. We may also want consider embedding additional items to further establish convergent validity. Also, we may want to embed additional items that assess personal victimization, fear, vulnerability, etc., so that we can determine whether there is a relationship between the individual criterion and climate criterion. This might aid in providing further estimates of convergent and discriminant validity. Also, as previously mentioned, further research needs to be conducted with the items in Section Three so that more parsimonious solutions and instruments can be derived.

Second, we recommend that the refined instruments be tested in additional correctional systems, so that they can be further validated with larger and more diverse samples. It is expected that based upon the size and nature of the different correctional systems and housing units that will be utilized in future research, empirical assessments of the instruments' psychometric properties will establish that the battery is an effective measure of safety and violence in all types of female correctional and detention facilities. While testing the battery in additional correctional systems, we also plan to refine and improve its design, appearance, and ease of administration.

Most importantly, we hope that the data from this battery of instruments will be used to develop improved operational practices in furtherance of PREA goals. Ultimately, we intend for administrators to utilize the results of this instrument to predict risk and target the factors associated with sexual victimization. The results from the

instrument can be used by administrators to assess differences between housing units at one point in time or can be used to examine change over periods of time (e.g., as a way of estimating the effects of policy changes).

We also believe that further research conducted with this battery of instruments will open new possibilities for testing theory or other ideas about safety and violence in women's correctional facilities. To illustrate, given the finding that items pertaining to vulnerable inmates did not load heavily on potential factors related to staff sexual misconduct, we see the need to explore this apparent lack of a relationship even further.

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# APPENDICES

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## Survey Protocol

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1. Determine sampling procedures and sizes: review with James Wells
  - a. Preferred method is census of “high” and “low” risk units
  - b. Requires facility staff to identify as such
  - c. If not feasible, discuss other sampling procedures with James Wells
  - d. Develop plan to convey information to Warden
  - e. Think about the best times to call out women; we tried to avoid pulling in women who had paying jobs etc. in the day but we were not perfect on this.
2. Meet with Warden and team to explain purpose and logistics
  - a. Validation and preliminary descriptive data
  - b. Be clear that no staff can be in room while survey is administered
  - c. We had an officer checking off the passes sitting outside the survey room and that worked well. He/she allowed us to shut the door. It is critical that any staff assisting with the project be an officer that is perceived by the inmates NOT to be a problem. Other officers came by during the day and we had to “manage” them so they did not go into the survey room. Discuss this protocol with the warden.
3. Obtain all necessary clearances for you and your team members (you will need at least 2, but preferably 3 team members, including yourself)—include staff, laptops, large boxes of materials, lunch, water and other
  - a. Modify survey materials to reflect site-specific language
4. Copy survey materials-- instrument & informed consent documents
  - a. Double sides with paper thick enough to not see/bleed through
  - b. Survey should be stapled

# Appendix A

## Gendered Violence and Safety:

*A contextual approach to improving security in women's facilities*

FINAL REPORT

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- c. Consent form can be double sided and the sign in sheet can be single-sided; we had the inmates keep the information sheet and collected only the single sign in sheet
  - d. Allow enough time to have a copy shop do all this and make sure you check for quality control
5. Arrange for space: should have individual desks and chairs to ensure privacy
  - a. Women should be spaced accordingly— some will want to sit together and you need to decide on a case by case basis how to handle that
  - b. For non-readers, two solutions evolved:
    - i. Project team member read survey to non-reader (in this case, giving the A version is more expedient if not exactly random)
    - ii. Women asked if their friend could help and we agreed when a team member was not available. This is not advisable.
6. Provide pencils and develop a plan to keep them sharp—our pencils were worn down and the marks were way too light at the end
7. Figure out restrooms for those taking surveys
8. Decide how many women per administration is appropriate for your facility and survey space
  - a. We found that 40 was too much (our original plan) and had better success with smaller groups of 10 to 15
  - b. Determine call out procedures
9. Set up daily schedule based on characteristics of sample, facility and interview space
10. Prepare large envelopes to deposit materials—we had one envelope for all consent forms and multiple envelopes for each sequenced administration—that was more for carrying convenience. However, it is critical that you separate the surveys administered to the high and low violence units or groups of inmates. Do not mix them up!

## Gendered Violence and Safety:

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11. Depending on the number in your sample, determine how you will get the boxes of materials into the facility- we borrowed a cart from the records office- the materials are bulky and heavy

12. Determine check in procedures for those called out

13. Develop spread sheet or check-in sheet which indicates status:

Eligibles: Agreed Declined

No Show: (need to decide what to do about this)

Ineligibles: Spanish or other language, Medical, Transferred,  
Out to Court, Released

This will be used both for facility "accountability" and response rate calculations. We do not need names of course but numbers in each category by housing area

14. Develop orientation (see talking points below). This involves not only explaining the survey and getting consent but also walking the women through the directions for completing the survey.

15. Collect informed consent documents and place in separate envelope

16. Randomization: We originally randomly handed out version A or B (have the surveys mixed prior to arrival so that every other one is A or B)

a. Exception: non-readers should get A if team member is reading it

17. In the event that some inmates are resistant and refuse upon entering the survey administration area, ask them to at least hear you out about the purpose of the survey (this worked in some instances). If they continue to refuse, tell them "thank you" and let them leave. I also asked skeptics or refusers if they would be willing to look at a survey before refusing. Some said "yes" and agreed and some still said "no". Others said "no" to looking at it. It is a fine balance here. The most important

thing is not to let the refusers influence the others and cause a mass refusal- obviously something we want to avoid.

18. Ask again about comprehension and language issues—we have not translated the document into Spanish and that will be one of recommendations on the next (unfunded) phase of the instrument. If there are language, comprehension or other kinds of problems, thank the women and escort them out. Their case should be marked “ineligible”, not refusals. We also had a few women who claimed to be ill—both when they reported to the survey room and during the survey—these also were marked as ineligible.
19. Monitor room for talking among the respondents, questions, pencil needs and the like- we found that three team members worked out best
20. Survey A should take about 20-30 minutes to complete; Survey B somewhat longer
21. As stated in the talking points for the orientation, it is critical that the survey be completed in its entirety—so when they get done, ask them to raise their hand and you will review to make sure they completed the survey—we had some woman who did not want to answer certain sections (e.g. staff related items). Develop a way to encourage completion without browbeating.  
  
Particularly in this first wave of administration, missing items within each section prohibit validating the section and make scale construction impossible.
22. Collect surveys, make sure ineligible surveys are marked as such, and place in envelop- again, make sure surveys from the high and low units do not get mixed up.
23. Mail consent documents to team leader.
24. As soon as possible, mail surveys to analyst. Mail them the most secure and expedient way.

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## Information Sheet & Consent Form

**Barbara Owen**  
**Department of Criminology, Mail Stop S2 104**  
**CSU Fresno, Fresno CA 93740**  
**(559) 278-5715**

You are being asked to take part in a research study that will collect information to improve the safety of women inmates. We are asking you to fill out a survey that will ask about your experiences with violence and safety in the specific unit you now live in. Your answers to this survey will be combined with everyone else in this unit and be reported in terms of combined numbers. You individually will never be identified in any way. In fact, we are surveying all women in this unit to better to protect confidentiality. Your decision to participate in this study is voluntary. Your participation and any information you may offer as a volunteer participant will have absolutely no effect, positive or negative, on your status as an inmate or parolee within the <Name of Correctional System>, any treatment or program eligibility, any pending trial, or what happens after your release.

The researchers are fully independent from <Name of Correctional System> and guarantee the confidentiality of this information. Nothing you report on the survey will be reported to <Name of Correctional System> in any way that could identify you or any of your comments. These data are stored away from the facility and no individual identifiers, like names or numbers, are used in the data storage.

### **WHAT IS THIS STUDY ABOUT?**

We want to know more about how violence, including sexual violence and assault, occurs in women's facilities and how we can make these correctional institutions safer for women. We have talked to women around the county to develop the questions in the survey. We have already asked dozens of women about the survey and now we are asking you to help us with our study. This information will help us develop policies and programs to educate staff and inmates about these issues. You will be given a copy of this information sheet that explains the details of this project.

### **HOW WILL THIS STUDY WORK?**

The information will be collected through a survey that will take between 45 and 60 minutes complete. Researchers from California State University-Fresno will be conducting the survey, and you may ask questions or ask to stop the survey

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at any time. The questions asked will be related to your experiences in THIS housing unit only. If you feel uncomfortable answering any of the questions, you do not have to do so.

### **ARE THERE ANY RISKS?**

It is possible that you may not feel comfortable answering some of these questions. If any discomfort arises, the research staff will refer you to someone here at this facility to talk to about these problems. During the survey, you can refuse to answer any question. All your answers will remain completely confidential and will not have any impact on the rest of your stay at <Name of Correctional System>.

### **WHAT ARE THE BENEFITS?**

The information collected from this study will provide information about inmate needs and provide some ideas about programs to help decrease violence and protect inmates like you. There are no direct benefits to you beyond helping us get a better idea about what kind of programs and services will help other inmates both while they are incarcerated and when they return home.

### **WILL YOU GET PAID?**

You will not get paid for participation in this project. All participation is voluntary and extremely appreciated.

### **HOW WILL YOUR PRIVACY BE PROTECTED?**

The principal researcher, Barbara Owen, will protect your privacy in every way possible. All information that is collected will be given a code number and we will not record your name on any of the survey documents. The information will also be kept in an office at CSU Fresno and no one in this facility will ever see the answers you give us. No information that identifies you will be given to anyone or any agency. Your name will not be in any reports or publications. All the answers will be combined and no one individual can be identified in the way we will write up the data.

### **CAN YOU QUIT?**

Your participation in this study is voluntary. You can stop participating in the survey at any time. Your participation in the survey is not connected to any treatment you are receiving here.

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### **IF YOU HAVE QUESTIONS**

If you have any questions, please call 559-278-5715. You can also write to Barbara Owen, Professor; Department of Criminology; CSU Fresno; Fresno CA 93740. You can also ask the research staff any question pertaining to the research as the survey session is in process. Any of the individuals involved in this project will be ready to answer any questions you may have. The CSU Fresno Institutional Review Board (IRB) also monitors the protection of those participating in sponsored research such as this project. If you have concerns about this study and how it may affect you directly, please contact the IRB at 559-278-4468 or write them at Institutional Review Board at CSU Fresno; Fresno CA 93740.

If you have any specific concerns about sexual violence and victimization, your researcher can provide you with referrals; both here in the facility and through the <Name of Correctional System> Ombudsman Office.

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# Survey Consent Form

**Barbara Owen**  
**Department of Criminology**  
**CSU Fresno**  
**(559) 278-5715**

By signing below, you are agreeing that you understand the content of this form and that you have been given a copy of it. Remember, you can withdraw from this study at anytime without any problems or implications. If you agree to join this study, please sign your name below.

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Name

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Signature

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Signature of Researcher

---

Date

You will be given a copy of the information sheet describing the project that has the contact information.

**Researcher Copy**

## Gendered Violence and Safety:

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# Survey Consent Form

Barbara Owen  
Department of Criminology  
CSU Fresno  
(559) 278-5715

By signing below, you are agreeing that you understand the content of this form and that you have been given a copy of it. Remember, you can withdraw from this study at anytime without any problems or implications. If you agree to join this study, please sign your name below.

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Name

---

Signature

---

Signature of Researcher

---

Date

You will be given a copy of the information sheet describing the project that has the contact information.

**Respondent Copy**

# Professional Validation Assessment Tool

## *Improving Safety in Women's Facilities*

**Please direct questions to:**

Dr. James B. Wells  
Commonwealth Research Consulting  
4160 Kentucky River Parkway  
Lexington, KY 40515  
jbwells@cwrc.us  
(859) 806-5748

**Project principal investigator:**

Dr. Barbara Owen  
Department of Criminology  
Mail stop S2 104  
CSU Fresno  
Fresno, CA 93740  
(559) 278-5715

Please note:

This document was designed for use in the printed form. Booklet-style paper copies with item pools on the left page and validity assessment items on the right page were provided to the subject matter experts for completion.

## Professional Validation of Survey Items

### Instructions to Subject Matter Experts

#### **Study Background:**

The purpose of this study is to learn more about how violence, including sexual violence and assault, occurs in women's facilities and how we can make these correctional institutions safer for women. We have collected significant qualitative data through a series of focus groups in jails and prisons for women. The next phase of data collection efforts includes written surveys administered to individual women detainees and inmates. The extent and quality of the resultant survey data will rest, in part, on the face validity and content validity of the survey items. The purpose of this particular phase of the study is to assess the face validity and content validity of the items we've drafted to date. We are asking you to participate in the development of the survey by assisting us in this validation work.

#### **Validation Assessment Tool:**

As an expert in your field, you have the knowledge base required to offer a professional assessment of the face and content validity of these survey items. The following ***Professional Validation Assessment Tool*** was designed to organize and record your assessment. From your completed assessment we will infer the:

- **Face validity** of an individual item if you find that the item *both*:
  - a. clearly corresponds to the construct it was designed to measure, *and*
  - b. is adequately structured (format, wording, etc.)
- **Content validity** of groups of items if you find that:
  - a. each item matched to a construct is essential to the measurement of that construct, *and*
  - b. the set of items matched to a construct adequately taps all relevant aspects of the construct.

#### **Instructions:**

Please complete the ***Professional Validation Assessment Tool*** as follows:

1. First, carefully review the definitions of the constructs for item pools 1, 2, 3, and 4 on the enclosed insert. **Your understanding of the constructs and their definitions is critical.** You may want to keep the insert nearby and refer to it as needed while completing the validation assessment tool.
2. After reviewing each survey item in the Item Pool (left page), **mark the construct it appears to measure** on the right page. See example on pages 4-5. Note that although the survey items are logically ordered on the survey itself, they have been purposefully randomized on the validation assessment tool.
3. Next, rate the adequacy of the item's **structure**, e.g. format, wording, possible ambiguity, etc. If you feel the item's structure is inadequate or questionable, please provide an explanation in the comments column.
4. Next, rate each item's **essentialness**. If you find that an item is non-essential or questionable, please provide an explanation in the comments column. For example, if you find that either of two items (but not both) are essential to tapping a relevant aspect of the construct, please mark both as questionable (circle "?" in the Essential Item column) and explain in the comments column.
5. After rating each individual item in the pool, review the set of items you assigned to each construct in order to answer the construct validity questions at the bottom of each page. For each construct, indicate whether or not the selected group of items, as a whole, taps all relevant aspects of the construct.
6. Repeat the same process with the other item pools and relevant constructs.
7. On page 16 please list any constructs you believe are relevant to the stated purpose of this study that were not listed in the Assessment Tool.
8. Please return the completed instruments as soon as possible in the envelope provided.

**If you have any questions about completing your assessment, please do not hesitate to contact:**

Dr. James B. Wells  
(859) 806-5748 or via e-mail at: [jbwells@cwrc.us](mailto:jbwells@cwrc.us)

# EXAMPLE

**Note: Survey items and constructs utilized in the example below are provided for illustrative purposes only; they do not reflect the content of the actual survey being validated.**

<b>EXAMPLE Item Pool: Community Cohesion and Victimization</b>	
1.	If I sensed trouble while in this neighborhood, I could raise attention from people who live here for help.
2.	There is no way to stop graffiti or vandalization of my property.
3.	I can avoid being harassed or verbally abused by behaving in certain ways.
4.	This neighborhood has a close, tight-knit community.
5.	In this neighborhood there is nothing for teenagers to do so they harass elderly people on the street who can't defend themselves.
6.	This neighborhood is a friendly place to live.
7.	Most people who live in this neighborhood trust one another.
8.	There are things I can do to prevent my home from being broken into when I'm not there.
9.	The people in this neighborhood don't smile or make eye contact when they pass on the sidewalk.
10.	There are lots of problems in this neighborhood.
11.	If young people in this neighborhood are causing trouble, adults will confront them or call their parents.
12.	There are things I can do to prevent my home from being broken into while I'm there.
13.	The people who live in this neighborhood can be relied upon to call the police if someone is acting suspiciously.
14.	This neighborhood is a place where local people look after each other.
Do the items selected for <b>Perceived Control over Victimization</b> , as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct? <input checked="" type="checkbox"/> NO <input type="checkbox"/> YES	
Do the items selected for <b>Friendly, Supportive, and Trusting Community</b> , as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct? <input type="checkbox"/> NO <input checked="" type="checkbox"/> YES	
Do the items selected for <b>Informal Social Control</b> , as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct? <input type="checkbox"/> NO <input checked="" type="checkbox"/> YES	

# EXAMPLE

# EXAMPLE

Informal Social Control	Friendly, Supportive Community	Perceived Control over Victimization	Adequate Structure?	Essential Item?	Item Comments (required in the case of inadequate structure or non-essential item)
X			No ? <input checked="" type="radio"/> Yes	No ? <input checked="" type="radio"/> Yes	
		X	No ? <input checked="" type="radio"/> Yes	No ? <input checked="" type="radio"/> Yes	
		X	No ? <input checked="" type="radio"/> Yes	No ? <input checked="" type="radio"/> Yes	
	X		No ? <input checked="" type="radio"/> Yes	No ? <input checked="" type="radio"/> Yes	
			<input checked="" type="radio"/> No ? Yes	No <input checked="" type="radio"/> Yes	Double/triple-barreled item
	X		No ? <input checked="" type="radio"/> Yes	No <input checked="" type="radio"/> Yes	Item is probably redundant w/ #9; cut one.
	X		No ? <input checked="" type="radio"/> Yes	No ? <input checked="" type="radio"/> Yes	
		X	No ? <input checked="" type="radio"/> Yes	No ? <input checked="" type="radio"/> Yes	
	X		No <input checked="" type="radio"/> Yes	No <input checked="" type="radio"/> Yes	Item is probably redundant w/ #6; cut one.
			<input checked="" type="radio"/> No ? Yes	No <input checked="" type="radio"/> Yes	Item is too vague
X			No ? <input checked="" type="radio"/> Yes	No ? <input checked="" type="radio"/> Yes	
		X	No ? <input checked="" type="radio"/> Yes	No ? <input checked="" type="radio"/> Yes	
X			No ? <input checked="" type="radio"/> Yes	No ? <input checked="" type="radio"/> Yes	
	X		No ? <input checked="" type="radio"/> Yes	No ? <input checked="" type="radio"/> Yes	

If not, please specify the untapped aspect(s): *Need one or more items that get at perceived control over physical victimization.*

If not, please specify the untapped aspect(s):

If not, please specify the untapped aspect(s):

# EXAMPLE

The first item pool we are asking you to review includes items that measure the respondents' awareness of facility/department policies and procedures related to sexual violence and staff sexual misconduct. We ask them to either "Please indicate, by circling either Yes or No, whether you are or are not aware of the following policies and procedures in your facility," or to "Please indicate, by circling the appropriate

**Item Pool #1: Awareness of Policies and Procedures (and related factors)**

1. I have had a class or education here that teaches me about how to respond to staff sexual misconduct.
2. The facility is successful in protecting women inmates here from inmate physical violence.
3. I know to **whom** to report any concerns I may have about physical violence.
4. The facility is successful in protecting women inmates here from staff physical violence.
5. The facility's procedures in how to report inmate sexual violence are effective in investigating inmate sexual violence.
6. I have had a class or some type of education on how to protect myself from physical violence while incarcerated.
7. I know to **whom** to report any concerns I may have about sexual violence.
8. It is not very likely that a woman inmate would become a victim of inmate physical violence during their incarceration here.
9. Women inmates are likely to be successful in protecting themselves from staff physical violence here.
10. Women inmates who make reports about sexual violence between women inmates worry about harassment from women inmates.
11. Women inmates who make reports about sexual violence between women inmates worry about harassment from staff.
12. It is not very likely that a woman inmate would become a victim of inmate sexual violence here.
13. It is not very likely that a woman inmate would become a victim of staff physical violence during their incarceration here.
14. Nothing happens to staff that have become sexually involved with women inmates here.
15. Staff harass inmates who make reports about sexual violence between women inmates.
16. I know **how** to report any concerns I may have about sexual violence.
17. There are many staff/inmate relationships here that no one does anything about.
18. Staff harass inmates who make reports about staff sexual misconduct.
19. I know **how** to report any concerns I may have about physical violence.
20. Staff have been fired for becoming sexually involved with women inmates here.
21. Staff would report on other staff that are involved sexually with women inmates.
22. The facility is successful in protecting women inmates here from inmate sexual violence.
23. I have had an orientation or a class on PREA.
24. I know the policies about the Prison Rape Elimination Act (PREA).
25. The facility is successful in protecting women inmates here from staff sexual misconduct.
26. The facility's procedures in how to report staff sexual misconduct are effective in investigating staff sexual misconduct.
27. I have seen the posters about PREA.
28. The housing staff are very concerned about the overall safety of women inmates.
29. There are programs that can help women inmates deal with any problems they have concerning safety here.
30. I have had a class or some type of education on how to protect myself from sexual violence while incarcerated.
31. This facility is dangerous to most women inmates here.
32. When staff are accused of staff sexual misconduct, they are often told about this accusation by other staff members.
33. Women inmates are likely to be successful in protecting themselves from inmate sexual violence here.
34. Women inmates are likely to be successful in protecting themselves from inmate physical violence here.
35. The reports and investigations about inmate sexual violence are taken seriously by staff here.
36. The reports and investigations about staff sexual misconduct are taken seriously by staff here.
37. Women inmates are likely to be successful in protecting themselves from staff sexual misconduct here.
38. Women inmates who make reports about staff sexual misconduct worry about harassment from staff.
39. Women inmates who make reports about staff sexual misconduct worry about harassment from women inmates.
40. It is not very likely that a woman inmate would become a victim of staff sexual misconduct here.

Do the items selected for **Personal Awareness (of Policies and Procedures)**, as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct?  NO  YES

Do the items selected for **Reporting Climate**, as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct?  NO  YES

Do the items selected for **Likelihood of Violence and Misconduct**, as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct?  NO  YES



The second item pool includes items that measure how various aspects of the facility, policy and social climate may contribute to different types of violence. We ask respondents to indicate whether they disagree or agree with each item. If they disagree with the item, they are instructed to proceed to the next item. If they agree with the item, they are asked to rate the extent to which the item puts women inmates at

<b>Item Pool #2: Potential Factors Leading to Violence</b>
41. Debts between women here over commissary (canteen), cigarettes, and drugs puts women inmates at risk:
42. Staff members who are related to each other put women here at risk:
43. Women who do not keep themselves clean are at risk:
44. Young and inexperienced women here are at risk:
45. Administrators who don't know what is going on here put women at risk:
46. Disagreements between women over telephone availability puts women inmates here at risk:
47. Existing housing/classification options in this facility puts women here at risk:
48. Frequent lockdowns in this facility puts women here at risk:
49. Lack of adequate cell and housing space in this facility puts women here at risk:
50. Gossip among women here in this facility puts women at risk:
51. Inmate fears about disease in this facility puts women here at risk:
52. Jealousy among women inmates over any staff member puts women here at risk:
53. Lack of adequate medical care in this facility puts women here at risk:
54. There are certain places in this facility that puts women here at risk:
55. Lack of respect between women here puts women at risk:
56. Lack of staff monitoring or supervision in this facility puts women here at risk:
57. Disagreements between women over television programs puts women inmates here at risk:
58. Elderly women here are at risk:
59. Lack of things to do in this facility puts women here at risk:
60. Lack of ways for women here to report problems in this facility puts women at risk:
61. Women here who don't know how to do their time are at risk:
62. Women here who have been accused or convicted of crimes against children are at risk:
63. Lack of cameras and other surveillance devices in this facility puts women here at risk:
64. Not having enough staff in this facility puts women here at risk:
65. Overcrowding in this facility puts women here at risk:
66. Poor layout and design of this facility puts women here at risk:
67. Poor sanitary conditions in this facility puts women here at risk:
68. Program cancellations and/or frequent reductions of program time in this facility puts women here at risk:
69. Racial tension between women here puts women inmates at risk:
70. Sexual tension among women here puts women at risk:
71. Staff members who have drug and alcohol problems put women here at risk:
72. Women here with mental problems are at risk:
73. Women who do not have any money are at risk:
74. Staff reluctance to help women here (for example, make an internal phone call to help an inmate) puts women inmates at risk:
75. Staff that fail to do their job in this facility puts women here at risk:
76. Lack of communication or cooperation between custody staff put women here at risk:
77. Lack of program and recreation space in this facility puts women here at risk:
78. Lack of programs in this facility puts women here at risk:
79. Women here with gang ties puts women at risk:
80. Staff that work overtime or double shifts puts women here at risk:
81. Staff who supervise women inmates too strictly puts women here at risk:
82. The number of women who have mental health problems puts women at risk:
83. The number of women who have not gotten treatment for their pre-incarceration domestic abuse (mental, physical or sexual) issues put women at risk:
84. Women here who do not speak English are at risk:
85. Women here who have money are at risk:
86. Lack of communication or cooperation between custody and non-custody staff puts women here at risk:
87. Women here who have physical disabilities are at risk:
88. Staff in this facility who are not adequately trained to work with women puts women here at risk:
Do the items selected for <b>Facility-related (Potential Factors Leading to Violence)</b> , as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct? <input type="checkbox"/> NO <input type="checkbox"/> YES
Do the items selected for <b>Policy-related (Potential Factors Leading to Violence)</b> , as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct? <input type="checkbox"/> NO <input type="checkbox"/> YES
Do the items selected for <b>Climate-related (Potential Factors Leading to Violence)</b> , as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct? <input type="checkbox"/> NO <input type="checkbox"/> YES



The third item pool we are asking you to review pertains to issues involving staff members that women inmates may sometimes consider to be problems in their housing unit. We define **staff member** as “anyone who works here at the facility, including paid employees, agency representatives, and contract workers; but also including official visitors, and volunteers.” We provide a scale from 0 (Not a Problem at all)

<b>Item Pool #3: Problems in the Housing Unit (Issues Involving Staff)</b>	
89.	Staff here have invaded the privacy of women inmates beyond what was necessary (like watching closely or staring at them in the shower or toilet).
90.	Staff here have looked at or stared at women inmates in a way that made them uncomfortable.
91.	Staff here have made demeaning or belittling references to the female gender.
92.	Staff here have made derogatory comments about a woman inmate’s body or clothing.
93.	Staff here have made insulting or ridiculing verbal comments to women inmates that were based on their personal appearance or other physical characteristics such as age, race, color, or disability.
94.	Staff here have touched women inmates in any way that made them uncomfortable.
95.	Staff here have tried to persuade women inmates to engage in any type of sexual activity.
96.	Staff here have used obscene or sexual language in front of women inmates.
97.	Staff here have used profanity when talking to women inmates.
98.	Staff here have verbally pressured or threatened women inmates to engage in any kind of sexual activity.
99.	Staff here have verbally threatened women inmates with physical violence.
100.	Staff here have yelled or screamed at women inmates during a tense situation and that escalated into physical violence between staff and inmates.
101.	Staff here have made insulting or ridiculing verbal comments to women inmates that were based on their group membership (for example, housing unit, close circle of friends, gang affiliation), religion, political views or political affiliation.
102.	Staff here have engaged in excessive use of physical force with women inmates.
103.	Staff here have exposed their genitals (or breasts if female staff) to women inmates.
104.	Staff here have made sexual jokes in front of women inmates.
105.	Staff here have made sexual, obscene or disgusting gestures or noises in front of women inmates.
106.	Staff here have made unprofessional, disrespectful, demeaning, or belittling verbal comments to women inmates.
107.	Staff here have made verbal statements or comments of a sexual nature to women inmates.
108.	Staff here have offered bribes or protection to women inmates in any way to engage in sexual activity.
109.	Staff here have <u>asked</u> women inmates to engage in any type of sexual activity.
110.	Staff here have engaged in any type of sexual activity with women inmates.
111.	Staff here have engaged in excessive use of physical force while searching women inmates.
112.	Staff here have forced women inmates through physical violence to engage in any type of sexual activity.
113.	Staff here have hit, slapped, kicked or bitten women inmates.
114.	Staff here have inappropriately touched women inmates in a sexual way while searching them.
115.	Staff here have offered women inmates something in exchange for exposing or flashing any body part (for example, extra privileges).
116.	Staff here have pressured or threatened women inmates with any kind of physical violence to get them to engage in any type of sexual activity.
117.	Staff here have struck women inmates with a baton or other authorized object when it was not needed.
118.	Staff here have talked with other staff and were overheard making unprofessional, disrespectful, demeaning, or belittling verbal comments about women inmates in their conversation.
119.	Staff here have threatened a woman inmate with physical violence to keep quiet about any type of sexual relationship.
120.	Staff here have touched women inmates in any sexual way.
121.	Staff here have yelled or screamed at women inmates.
122.	Staff here have yelled or screamed at women inmates which escalated into a tense situation.
Do the items selected for <b>Staff Verbal Harassment</b> , as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct? <input type="checkbox"/> NO <input type="checkbox"/> YES	
Do the items selected for <b>Staff Sexual Harassment</b> , as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct? <input type="checkbox"/> NO <input type="checkbox"/> YES	
Do the items selected for <b>Staff Sexual Misconduct</b> , as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct? <input type="checkbox"/> NO <input type="checkbox"/> YES	
Do the items selected for <b>Staff Physical Violence</b> , as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct? <input type="checkbox"/> NO <input type="checkbox"/> YES	



The final item pool we are asking you to review pertains to things that women inmates may sometimes consider to be problems in their housing unit. In our survey we ask respondents to “Please indicate, by circling the appropriate number, how much of a problem (if at all) you consider each of the following to be in your housing unit since you have been there. As mentioned previously, we provide a definition of

<b>Item Pool #4 (Part A.): Problems in the Housing Unit (Issues Involving Women Inmates)</b>	
123.	Women here have gotten in debt to other women inmates as a result of owing money to the facility (for example: for damaging or vandalizing facility property).
124.	Women here have gotten in debt to other women inmates by purchasing contraband from them (for example, unauthorized medication, tobacco, illegal drugs, etc.).
125.	Women here have gotten into a physical fight with a staff member they were personally involved with or had a relationship with.
126.	Women here have gotten into physical fights because there are a lot of angry women inmates here.
127.	Women here have gotten into physical fights over <b>theft</b> , like when they suspect another woman inmate stole something from them, or find out who stole something from them, or catch someone stealing from them.
128.	Women here have made insulting or ridiculing verbal comments to other women inmates that were based on their personal characteristics such as age, race, color, or disability.
129.	Women here have made insulting or ridiculing verbal comments to other women inmates that were based on their group membership (for example, housing unit or close circle of friends), religion, political views or political affiliation.
130.	Women here have gotten into physical fights with other women inmates over debts.
131.	Women here have gotten into physical fights with other women inmates because of boredom.
132.	Women here have gotten into physical fights with roommates or cell mates because they “brought heat” or added staff attention to their room/cell or housing unit.
133.	A group of women inmates here have sexually attacked another woman inmate.
134.	A lone woman here has sexually attacked another woman inmate.
135.	New women inmates have gotten in debt to other women inmates because they did not know you should not accept things from other inmates.
136.	Roommates/cellmates here have had serious verbal arguments.
137.	Two or more women here have worked together (such as providing distractions or serving as a lookout) so that they can steal things from another woman inmate <b>without her knowing</b> , such as clothes, jewelry, commissary (canteen), food, medication, and the like.
138.	Women here have gotten into physical fights with other women inmates because of jealousy over another inmate.
139.	Women here have gotten into physical fights with other women inmates because of jealousy over a staff member.
140.	Two or more women here have worked together (such as providing distractions, serving as a lookout, or <b>ganging up</b> on someone) to <b>use physical force or violence</b> so that they can take things from other women inmates, such as clothes, jewelry, commissary (canteen), food, medication, and the like.
141.	Women here have used physical force or violence against other women inmates to take their things, like clothes, jewelry, commissary (canteen), food, medication and the like.
142.	Women here have used physical violence to force other women inmates to engage in any kind of <b>UNWANTED</b> sexual activity.
143.	Women here have used physical violence to make other women inmates do things they did not want to do.
144.	Women here have used pressure or threats to collect on debts.
145.	Women here have verbally threatened other women inmates with physical violence.
146.	Women here involved in personal relationships with other women have used physical violence to force their intimate partners or girlfriends to engage in any kind of <b>UNWANTED</b> sexual activity.
147.	Women here who were in personal relationships with each other have had serious verbal arguments.
148.	Two or more women here have worked together to <b>pressure or threaten</b> another woman inmate so that they can <b>intimidate</b> her into giving up her things, such as clothes, jewelry, commissary (canteen), food, medication, and the like.
149.	Women here have “sweet talked” or talked other women inmates into engaging in any kind of <b>UNWANTED</b> sexual activity.
150.	Women here have <u>asked</u> other women inmates to engage in any kind of <b>UNWANTED</b> sexual activity.
151.	Women here have asked other women inmates to give them their things, like clothes, jewelry, commissary (canteen), food, medication and the like.
152.	Women here have attacked other women inmates at the request or as a favor for a staff member.
153.	Women here have bribed other women inmates into engaging in any kind of <b>UNWANTED</b> sexual activity.
154.	Women here have given away property and other items to women inmates in order to protect themselves.
155.	Women here have gotten in debt as a result of borrowing commissary or other items from other inmates.
156.	Women here have gotten in debt as a result of gambling with other inmates.

**Please continue to Item Pool 4 Part B (over)**



**Item Pool #4 (Part B.): Problems in the Housing Unit (Issues Involving Women Inmates)**

- 157. Women here have gotten into physical fights with their friends.
- 158. Women here have gotten into physical fights with women inmates over other kinds of things.
- 159. Women here have gotten into verbal arguments over debts.
- 160. Women here have gotten into verbal arguments that were **not** pointless, but based on **something**.
- 161. Women here have gotten into verbal arguments that were pointless or not based on anything.
- 162. Women here have gotten into physical fights with their intimate partners and girlfriends.
- 163. Women here have pressured or verbally threatened other women inmates to hold contraband for them.
- 164. Women here have purposely gotten into verbal arguments with other women inmates so that they would have an opportunity to either “tell,” “snitch,” “dry snitch,” or otherwise convey information to staff.
- 165. Women here have gotten into verbal arguments with other women inmates because they, “snitched,” “dry snitched”, or otherwise conveyed information to staff.
- 166. Women here have gotten into verbal arguments with other women inmates over other kinds of things.
- 167. Women here have gotten involved sexually with other inmates because they did not realize they were being used.
- 168. Women here have hit, slapped, kicked or bitten other women inmates.
- 169. Women here have intentionally gotten into physical fights with other women inmates so they could get sent to disciplinary to avoid conflict or trouble.
- 170. Women here have intentionally gotten into physical fights with other women inmates so they could get a room change, in order to get closer to another woman inmate.
- 171. Women here have intentionally gotten into verbal arguments with other women inmates so they could get sent to disciplinary to avoid conflict or trouble.
- 172. Women here have intentionally gotten into physical fights with other women inmates so they could get “kicked out” of a program.
- 173. Women here have intentionally gotten into verbal arguments with other women inmates so they could get “kicked out” of a program.
- 174. Women here have intentionally gotten into verbal arguments with other women inmates so they could get a room change, in order to get closer to another woman inmate.
- 175. Women here have gotten into physical fights with other women inmates because of a gang.
- 176. Women here have no way to make money to buy what they need.
- 177. Women here have offered protection to other women inmates in order to get them to engage in any kind of **UNWANTED** sexual activity.
- 178. Women here have pressured or threatened other women inmates with physical violence to get them to engage in any kind of **UNWANTED** sexual activity.
- 179. Women here have pressured or verbally threatened other women inmates to obtain their things, such as clothes, jewelry, commissary (canteen), food, medication and the like.
- 180. Women here have pressured or verbally threatened other women inmates for failure to pay for services (e.g., doing their laundry, braiding their hair, etc.)
- 181. Women here have pressured or verbally threatened other women inmates to engage in any kind of **UNWANTED** sexual activity.
- 182. Women here have stolen things from other women inmates **without them knowing**.
- 183. Women here have touched other women inmates in any way that made them uncomfortable.
- 184. Women here have used a weapon in a physical fight with another woman inmate.

Do the items selected for **Inmate Economic Conflict**, as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct?  NO  YES

Do the items selected for **Inmate Verbal Conflict**, as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct?  NO  YES

Do the items selected for **Inmate Sexual Violence**, as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct?  NO  YES

Do the items selected for **Inmate Physical Violence**, as a group, tap all relevant content validity aspects (i.e. breadth and depth) of this construct?  NO  YES





***Gendered Violence and Safety: A contextual approach to improving security in women's facilities***  
**Results from the Subject Matter Expert Validation Assessment**  
 (organized by construct and sorted by survey item number)  
 June 13, 2008

Constructs	Page	Face Validity Assessment			Content Validity Assessment	
		Inter-Rater Agreement	PI-Rater Agreement	Adequate Structure	Essential Items	Group of Items tap Construct
Inmate Economic Conflict	2	82.7%	82.7%	96.7%	94.2%	83.3%
Inmate Verbal Conflict	3	91.3%	91.3%	81.9%	84.7%	66.7%
Inmate Sexual Violence	4	91.6%	91.6%	86.1%	95.8%	83.3%
Inmate Physical Violence	5	87.7%	87.7%	87.0%	87.0%	50.0%
Staff Verbal Harassment	6	83.3%	77.1%	75.0%	81.3%	66.7%
Staff Sexual Harassment	6	84.1%	84.1%	83.3%	100.0%	83.3%
Staff Sexual Misconduct	7	83.0%	83.0%	61.9%	91.7%	66.7%
Staff Physical Violence	7	94.4%	83.3%	80.6%	97.2%	66.7%
Likelihood of Violence and Misconduct	8	100.0%	100.0%	95.8%	93.8%	83.3%
Personal Awareness of Policies/Procedures	8	95.7%	95.7%	76.7%	100.0%	66.7%
Reporting Climate	9	83.4%	65.3%	84.8%	95.5%	83.3%
Facility-related Factors Leading to Violence	10	86.0%	86.0%	93.3%	93.3%	33.3%
Policy-related Factors Leading to Violence	10	82.3%	78.6%	90.5%	92.1%	83.3%
Climate-related Factors Leading to Violence	11	80.5%	75.9%	84.1%	90.9%	83.3%
Overall Means from above Summary Data:		87.6%	84.5%	84.1%	92.7%	71.4%
<b>Overall Means calculated from Detail Data:</b>		<b>86.1%</b>	<b>82.4%</b>	<b>84.7%</b>	<b>92.3%</b>	<b>71.4%</b>

Item Numbers			Inmate Economic Conflict (Item Pool 4) Inter-Rater Agreement: 82.7% PI-Rater Agreement: 82.7% Adequate Structure: 96.7% Essential Item: 94.2% Group of items adequately tap the construct: 83.3%	Inmate Economic Conflict	Inmate Verbal Conflict	Inmate Sexual Violence	Inmate Physical Violence	Agreement		Adequate Structure			Essential Item		
								Inter-Rater	PI-Rater	No	?	Yes	No	?	Yes
SME Tool	Survey A	B													
176	1		Women here have no way to make money to buy what they need.	5				0.83	0.83	0	0	5	1	0	5
123	2		Women here have gotten in debt to other women inmates as a result of owing money to the facility (for example: for damaging or vandalizing facility property).	5				0.83	0.83	0	0	5	1	0	5
135	3		New women inmates have gotten in debt to other women inmates because they did not know you should not accept things from other inmates.	6				1.00	1.00	1	0	5	0	0	6
124	4		Women here have gotten in debt to other women inmates by purchasing contraband from them (for example, unauthorized medication, tobacco, illegal drugs, etc.).	6				1.00	1.00	0	0	6	0	0	6
155	5		Women here have gotten in debt as a result of borrowing commissary or other items from other inmates.	6				1.00	1.00	0	0	6	0	0	6
156	6		Women here have gotten in debt as a result of gambling with other inmates.	6				1.00	1.00	0	0	6	0	0	6
159	7		Women here have gotten into verbal arguments over debts.	6				1.00	1.00	0	0	6	0	0	6
144	8		Women here have used pressure or threats to collect on debts.	6			1	0.86	0.86	0	0	6	0	0	6
130	9		Women here have gotten into physical fights with other women inmates over debts.	6			1	0.86	0.86	0	0	6	0	0	6
154	10		Women here have given away property and other items to women inmates in order to protect themselves.	4			2	0.67	0.67	0	0	6	0	0	6
151	11		Women here have asked other women inmates to give them their things, like clothes, jewelry, commissary (canteen), food, medication and the like.	5				0.83	0.83	0	0	5	1	0	5
179	12		Women here have pressured or verbally threatened other women inmates to obtain their things, such as clothes, jewelry, commissary (canteen), food, medication and the like.	3	3		1	0.43	0.43	0	0	6	0	0	6
163	13		Women here have pressured or verbally threatened other women inmates to hold contraband for them.	6			1	0.86	0.86	0	0	6	0	0	6
180	14		Women here have pressured or verbally threatened other women inmates for failure to pay for services (e.g., doing their laundry, braiding their hair, etc.)	5	1		1	0.71	0.71	0	0	6	0	0	6
182	15		Women here have stolen things from other women inmates <b>without them knowing</b> .	5				0.83	0.83	0	0	6	1	0	5
127	16		Women here have gotten into physical fights over <b>theft</b> , like when they suspect another woman inmate stole something from them, or find out who stole something from them, or catch someone stealing from them.	5			1	0.83	0.83	0	0	6	0	0	6
141	17		Women here have used physical force or violence against other women inmates to take their things, like clothes, jewelry, commissary (canteen), food, medication and the like.	5			2	0.71	0.71	0	0	6	0	1	5
137	18		Two or more women here have worked together (such as providing distractions or serving as a lookout) so that they can steal things from another woman inmate <b>without her knowing</b> , such as clothes, jewelry, commissary (canteen), food, medication, and the like.	6			1	0.86	0.86	0	0	6	0	0	6
148	19		Two or more women here have worked together to <b>pressure or threaten</b> another woman inmate so that they can <b>intimidate</b> her into giving up her things, such as clothes, jewelry, commissary (canteen), food, medication, and the like.	5			2	0.71	0.71	0	0	6	1	0	5
140	20		Two or more women here have worked together (such as providing distractions, serving as a lookout, or <b>ganging up</b> on someone) to <b>use physical force or violence</b> so that they can take things from other women inmates, such as clothes, jewelry, commissary (canteen), food, medication, and the like.	5			2	0.71	0.71	0	0	6	0	1	5

Item Numbers			<b>Inmate Verbal Conflict (Item Pool 4)</b> Inter-Rater Agreement: 91.3% PI-Rater Agreement: 91.3% Adequate Structure: 81.9% Essential Item: 84.7% Group of items adequately tap the construct: 66.7%	Inmate Economic Conflict	Inmate Verbal Conflict	Inmate Sexual Violence	Inmate Physical Violence	Agreement		Adequate Structure			Essential Item		
								Inter-Rater	PI-Rater	No	?	Yes	No	?	Yes
SME Tool	Survey A	B													
161	21		Women here have gotten into verbal arguments that were pointless or not based on anything.		6		1	0.86	0.86	1	1	4	0	1	4
160	22		Women here have gotten into verbal arguments that were <b>not</b> pointless, but based on <b>something</b> .		5			0.83	0.83	1	2	3	0	3	3
128	23		Women here have made insulting or ridiculing verbal comments to other women inmates that were based on their personal characteristics such as age, race, color, or disability.		6			1.00	1.00	0	0	6	0	0	6
129	24		Women here have made insulting or ridiculing verbal comments to other women inmates that were based on their group membership (for example, housing unit or close circle of friends), religion, political views or political affiliation.		6			1.00	1.00	0	0	6	0	0	6
136	25		Roommates/cellmates here have had serious verbal arguments.		6		1	0.86	0.86	0	0	6	0	0	6
147	27		Women here who were in personal relationships with each other have had serious verbal arguments.	6	6	1		0.86	0.86	0	2	4	0	2	4
164	28		Women here have purposely gotten into verbal arguments with other women inmates so that they would have an opportunity to either "tell," "snitch," "dry snitch," or otherwise convey information to staff.		6		1	0.86	0.86	0	0	6	0	0	6
165	29		Women here have gotten into verbal arguments with other women inmates because they, "snitched," "dry snitched", or otherwise conveyed information to staff.	6	6		1	0.86	0.86	0	0	6	0	0	6
171	30		Women here have intentionally gotten into verbal arguments with other women inmates so they could get sent to disciplinary to avoid conflict or trouble.		6			1.00	1.00	0	0	6	0	0	6
173	31		Women here have intentionally gotten into verbal arguments with other women inmates so they could get "kicked out" of a program.		6			1.00	1.00	0	0	6	0	0	6
174	32		Women here have intentionally gotten into verbal arguments with other women inmates so they could get a room change, in order to get closer to another woman inmate.		6			1.00	1.00	0	0	6	0	0	6
166	33		Women here have gotten into verbal arguments with other women inmates over other kinds of things.		5			0.83	0.83	1	4	0	1	3	2

Item Numbers			Inmate Sexual Violence (Item Pool 4) Inter-Rater Agreement: 91.6% PI-Rater Agreement: 91.6% Adequate Structure: 86.1% Essential Item: 95.8% Group of items adequately tap the construct: 83.3%	Inmate Economic Conflict	Inmate Verbal Conflict	Inmate Sexual Violence	Inmate Physical Violence	Agreement		Adequate Structure			Essential Item		
								Inter-Rater	PI-Rater	No	?	Yes	No	?	Yes
SME Tool	Survey A	B													
167	35		Women here have gotten involved sexually with other inmates because they did not realize they were being used.			6		1.00	1.00	0	0	6	0	0	6
150	36		Women here have <u>asked</u> other women inmates to engage in any kind of <b>UNWANTED</b> sexual activity.			5		0.83	0.83	1	0	5	1	0	5
149	37		Women here have "sweet talked" or talked other women inmates into engaging in any kind of <b>UNWANTED</b> sexual activity.			6		1.00	1.00	1	0	5	0	0	6
153	38		Women here have bribed other women inmates into engaging in any kind of <b>UNWANTED</b> sexual activity.			6		1.00	1.00	1	0	5	0	0	6
177	39		Women here have offered protection to other women inmates in order to get them to engage in any kind of <b>UNWANTED</b> sexual activity.			6		1.00	1.00	1	0	5	0	0	6
181	40		Women here have pressured or verbally threatened other women inmates to engage in any kind of <b>UNWANTED</b> sexual activity.		1	6		0.86	0.86	0	0	6	0	0	6
178	41		Women here have pressured or threatened other women inmates with physical violence to get them to engage in any kind of <b>UNWANTED</b> sexual activity.		1	6	1	0.75	0.75	0	0	6	0	0	6
183	42		Women here have touched other women inmates in any way that made them uncomfortable.			5	1	0.83	0.83	2	2	2	1	1	4
142	44		Women here have used physical violence to force other women inmates to engage in any kind of <b>UNWANTED</b> sexual activity.			6	1	0.86	0.86	1	0	5	0	0	6
146	45		Women here involved in personal relationships with other women have used physical violence to force their intimate partners or girlfriends to engage in any kind of <b>UNWANTED</b> sexual activity.			6	1	0.86	0.86	1	0	5	0	0	6
134	47		A lone woman here has sexually attacked another woman inmate.			6		1.00	1.00	0	0	6	0	0	6
133	48		A group of women inmates here have sexually attacked another woman inmate.			6		1.00	1.00	0	0	6	0	0	6

Item Numbers			Inmate Physical Violence (Item Pool 4) Inter-Rater Agreement: 87.7% PI-Rater Agreement: 87.7% Adequate Structure: 87.0% Essential Item: 87.0% Group of items adequately tap the construct: 50.0%	Inmate Economic Conflict	Inmate Verbal Conflict	Inmate Sexual Violence	Inmate Physical Violence	Agreement		Adequate Structure			Essential Item		
								Inter-Rater	PI-Rater	No	?	Yes	No	?	Yes
SME Tool	Survey A	B													
145	54		Women here have verbally threatened other women inmates with physical violence.		2		4	0.67	0.67	0	0	6	0	0	6
131	55		Women here have gotten into physical fights with other women inmates because of boredom.				6	1.00	1.00	0	0	6	0	1	5
143	56		Women here have used physical violence to make other women inmates do things they did not want to do.			1	6	0.86	0.86	0	2	4	0	1	5
126	57		Women here have gotten into physical fights because there are a lot of angry women inmates here.				6	1.00	1.00	0	0	6	0	1	5
157	61		Women here have gotten into physical fights with their friends.				6	1.00	1.00	0	0	6	0	0	6
162	62		Women here have gotten into physical fights with their intimate partners and girlfriends.			3	3	0.50	0.50	0	0	6	0	0	6
125	63		Women here have gotten into a physical fight with a staff member they were personally involved with or had a relationship with.			1	4	0.67	0.67	3	1	2	3	1	2
138	64		Women here have gotten into physical fights with other women inmates because of jealousy over another inmate.			2	5	0.71	0.71	1	0	5	0	1	5
139	65		Women here have gotten into physical fights with other women inmates because of jealousy over a staff member.			2	5	0.71	0.71	1	0	5	0	1	5
152	66		Women here have attacked other women inmates at the request or as a favor for a staff member.				6	1.00	1.00	0	0	6	0	0	6
175	67		Women here have gotten into physical fights with other women inmates because of a gang.				6	1.00	1.00	1	0	5	0	0	6
132	68		Women here have gotten into physical fights with roommates or cell mates because they "brought heat" or added staff attention to their room/cell or housing unit.				6	1.00	1.00	0	0	6	0	0	6
169	69		Women here have intentionally gotten into physical fights with other women inmates so they could get sent to disciplinary to avoid conflict or trouble.				6	1.00	1.00	0	0	6	0	0	6
172	70		Women here have intentionally gotten into physical fights with other women inmates so they could get "kicked out" of a program.				6	1.00	1.00	0	0	6	0	0	6
170	71		Women here have intentionally gotten into physical fights with other women inmates so they could get a room change, in order to get closer to another woman inmate.			1	5	0.83	0.83	0	0	6	0	0	6
158	72		Women here have gotten into physical fights with women inmates over other kinds of things.	1			5	0.83	0.83	2	2	1	2	3	1
168	74		Women here have hit, slapped, kicked or bitten other women inmates.				6	1.00	1.00	0	0	6	0	0	6
184	75		Women here have used a weapon in a physical fight with another woman inmate.				6	1.00	1.00	0	0	6	0	0	6

Item Numbers			SME Survey Tool A B	Staff Verbal Harassment (Item Pool 3) Inter-Rater Agreement: 83.3% PI-Rater Agreement: 77.1% Adequate Structure: 75.0% Essential Item: 81.3% Group of items adequately tap the construct: 66.7%	Staff Verbal Harassment	Staff Sexual Harassment	Staff Sexual Misconduct	Staff Physical Violence	Agreement		Adequate Structure			Essential Item		
									Inter-Rater	PI-Rater	No	?	Yes	No	?	Yes
118	76			Staff here have talked with other staff and were overheard making unprofessional, disrespectful, demeaning, or belittling verbal comments about women inmates in their conversation.	5				0.83	0.83	1	0	4	0	1	5
106	77			Staff here have made unprofessional, disrespectful, demeaning, or belittling verbal comments to women inmates.	5	1			0.83	0.83	0	0	6	0	0	6
93	78			Staff here have made insulting or ridiculing verbal comments to women inmates that were based on their personal appearance or other physical characteristics such as age, race, color, or disability.	6				1.00	1.00	0	0	5	0	0	6
101	79			Staff here have made insulting or ridiculing verbal comments to women inmates that were based on their group membership (for example, housing unit, close circle of friends, gang affiliation), religion, political views or political affiliation.	6				1.00	1.00	0	0	6	0	0	6
97	80			Staff here have used profanity when talking to women inmates.	5	1			0.83	0.83	1	1	4	0	1	5
121	81			Staff here have yelled or screamed at women inmates.	4	1			0.67	0.67	0	0	5	0	1	5
122	82			Staff here have yelled or screamed at women inmates which escalated into a tense situation.	5				0.83	0.83	2	0	3	1	0	3
100	83			Staff here have yelled or screamed at women inmates during a tense situation and that escalated into physical violence between staff and inmates.	1			4	0.67	0.17	3	0	3	0	3	3

Item Numbers			SME Survey Tool A B	Staff Sexual Harassment (Item Pool 3) Inter-Rater Agreement: 84.1% PI-Rater Agreement: 84.1% Adequate Structure: 83.3% Essential Item: 100% Group of items adequately tap the construct: 83.3%	Staff Verbal Harassment	Staff Sexual Harassment	Staff Sexual Misconduct	Staff Physical Violence	Agreement		Adequate Structure			Essential Item		
									Inter-Rater	PI-Rater	No	?	Yes	No	?	Yes
107	84			Staff here have made verbal statements or comments of a sexual nature to women inmates.		6			1.00	1.00	1	0	5	0	0	6
104	85			Staff here have made sexual jokes in front of women inmates.		6			1.00	1.00	0	0	6	0	0	6
91	86			Staff here have made demeaning or belittling references to the female gender.	2	4			0.67	0.67	1	0	4	0	0	6
92	87			Staff here have made derogatory comments about a woman inmate's body or clothing.		6			1.00	1.00	0	0	5	0	0	6
96	88			Staff here have used obscene or sexual language in front of women inmates.	2	5			0.71	0.71	1	0	5	0	0	6
105	89			Staff here have made sexual, obscene or disgusting gestures or noises in front of women inmates.	1	4			0.67	0.67	1	0	5	0	0	6

Item Numbers			SME Survey Tool	A	B	Staff Sexual Misconduct (Item Pool 3) Inter-Rater Agreement: 83.0% PI-Rater Agreement: 83.0% Adequate Structure: 61.9% Essential Item: 91.7% Group of items adequately tap the construct: 66.7%	Staff Verbal Harassment	Staff Sexual Harassment	Staff Sexual Misconduct	Staff Physical Violence	Agreement		Adequate Structure			Essential Item		
											Inter-Rater	PI-Rater	No	?	Yes	No	?	Yes
90	92					Staff here have looked at or stared at women inmates in a way that made them uncomfortable.			4		0.67	0.67	2	1	3	0	2	3
89	93					Staff here have invaded the privacy of women inmates beyond what was necessary (like watching closely or staring at them in the shower or toilet).			5		0.83	0.83	1	0	4	0	0	5
115	94					Staff here have offered women inmates something in exchange for exposing or flashing any body part (for example, extra privileges).		1	6		0.86	0.86	1	1	4	0	0	6
114	95					Staff here have inappropriately touched women inmates in a sexual way while searching them.			6		1.00	1.00	0	0	6	0	0	6
94	96					Staff here have touched women inmates in any way that made them uncomfortable.		1	4		0.67	0.67	2	2	1	0	2	4
120	97					Staff here have touched women inmates in any sexual way.			5		0.83	0.83	2	0	4	0	0	6
103	98					Staff here have exposed their genitals (or breasts if female staff) to women inmates.			6		1.00	1.00	2	0	4	0	0	6
109	99					Staff here have asked women inmates to engage in any type of sexual activity.			6		1.00	1.00	1	0	5	0	0	5
95	100					Staff here have tried to persuade women inmates to engage in any type of sexual activity.		1	4		0.67	0.67	2	0	4	0	0	6
110	101					Staff here have engaged in any type of sexual activity with women inmates.			6		1.00	1.00	2	0	4	0	0	6
108	102					Staff here have offered bribes or protection to women inmates in any way to engage in sexual activity.			6		1.00	1.00	2	0	4	0	0	6
98	103					Staff here have verbally pressured or threatened women inmates to engage in any kind of sexual activity.		1	5		0.83	0.83	2	0	4	0	0	6
116	104					Staff here have pressured or threatened women inmates with any kind of physical violence to get them to engage in any type of sexual activity.	1	1	5	2	0.56	0.56	2	1	3	0	0	6
112	105					Staff here have forced women inmates through physical violence to engage in any type of sexual activity.			5	2	0.71	0.71	3	1	2	0	0	6

Item Numbers			SME Survey Tool	A	B	Staff Physical Violence (Item Pool 3) Inter-Rater Agreement: 94.4% PI-Rater Agreement: 83.3% Adequate Structure: 80.6% Essential Item: 97.2% Group of items adequately tap the construct: 66.7%	Staff Verbal Harassment	Staff Sexual Harassment	Staff Sexual Misconduct	Staff Physical Violence	Agreement		Adequate Structure			Essential Item		
											Inter-Rater	PI-Rater	No	?	Yes	No	?	Yes
99	106					Staff here have verbally threatened women inmates with physical violence.	1			5	0.83	0.83	0	0	5	0	0	5
119	107					Staff here have threatened a woman inmate with physical violence to keep quiet about any type of sexual relationship.			5	1	0.83	0.17	2	1	3	0	0	6
102	108					Staff here have engaged in excessive use of physical force with women inmates.				6	1.00	1.00	0	1	5	0	0	6
111	109					Staff here have engaged in excessive use of physical force while searching women inmates.				6	1.00	1.00	0	1	5	0	0	6
117	110					Staff here have struck women inmates with a baton or other authorized object when it was not needed.				6	1.00	1.00	0	0	6	0	0	6
113	111					Staff here have hit, slapped, kicked or bitten women inmates.				6	1.00	1.00	0	1	5	0	0	6

Item Numbers			Likelihood of Violence and Misconduct (Item Pool 1) Inter-Rater Agreement: 100% PI-Rater Agreement: 100% Adequate Structure: 95.8% Essential Item: 93.8% Group of items adequately tap the construct: 83.3%	Personal Awareness	Reporting Climate	Likelihood of Violence & Misconduct	Agreement		Adequate Structure			Essential Item		
							Inter-Rater	PI-Rater	No	?	Yes	No	?	Yes
SME Tool	Survey A	B												
33	116	5	Women inmates are likely to be successful in protecting themselves from <u>inmate sexual violence</u> here.			6	1.00	1.00	0	0	6	0	0	6
34	117	6	Women inmates are likely to be successful in protecting themselves from <u>inmate physical violence</u> here.			6	1.00	1.00	0	0	6	0	1	5
37	118	7	Women inmates are likely to be successful in protecting themselves from <u>staff sexual misconduct</u> here.			6	1.00	1.00	0	0	6	0	1	5
9	119	8	Women inmates are likely to be successful in protecting themselves from <u>staff physical violence</u> here.			6	1.00	1.00	0	0	6	0	0	6
8	120	9	It is not very likely that a woman inmate would become a victim of <u>inmate physical violence</u> during their incarceration here.			6	1.00	1.00	1	0	5	0	0	6
12	121	10	It is not very likely that a woman inmate would become a victim of <u>inmate sexual violence</u> here.			6	1.00	1.00	0	0	6	0	1	5
13	122	11	It is not very likely that a woman inmate would become a victim of <u>staff physical violence</u> during their incarceration here.			6	1.00	1.00	1	0	5	0	0	6
40	123	12	It is not very likely that a woman inmate would become a victim of <u>staff sexual misconduct</u> here.			6	1.00	1.00	0	0	6	0	0	6

Item Numbers			Personal Awareness of Policies and Procedures (Item Pool 1) Inter-Rater Agreement: 95.7% PI-Rater Agreement: 95.7% Adequate Structure: 76.7% Essential Item: 100% Group of items adequately tap the construct: 66.7%	Personal Awareness	Reporting Climate	Likelihood of Violence & Misconduct	Agreement		Adequate Structure			Essential Item		
							Inter-Rater	PI-Rater	No	?	Yes	No	?	Yes
SME Tool	Survey A	B												
24	125	13	I know the policies about the Prison Rape Elimination Act (PREA).	6			1.00	1.00	1	0	5	0	0	6
23	126	14	I have had an orientation or a class on PREA.	6			1.00	1.00	2	0	4	0	0	6
27	127	16	I have seen the posters about PREA.	6	1		0.86	0.86	1	1	4	0	0	6
30	128	17	I have had a class or some type of education on how to protect myself from sexual violence while incarcerated.	6			1.00	1.00	0	0	6	0	0	6
1	129	18	I have had a class or education here that teaches me about how to respond to staff sexual misconduct.	6			1.00	1.00	2	0	4	0	0	6
16	130	19	I know <b>how</b> to report any concerns I may have about sexual violence.	6			1.00	1.00	1	0	5	0	0	6
7	131	20	I know to <b>whom</b> to report any concerns I may have about sexual violence.	6	1		0.86	0.86	1	1	4	0	0	6
6	132	21	I have had a class or some type of education on how to protect myself from physical violence while incarcerated.	6			1.00	1.00	1	0	5	0	0	6
19	133	22	I know <b>how</b> to report any concerns I may have about physical violence.	6			1.00	1.00	1	0	5	0	0	6
3	134	23	I know to <b>whom</b> to report any concerns I may have about physical violence.	6	1		0.86	0.86	1	1	4	0	0	6

Item Numbers			Reporting Climate (Item Pool 1) Inter-Rater Agreement: 83.4% PI-Rater Agreement: 65.3% Adequate Structure: 84.8% Essential Item: 95.5% Group of items adequately tap the construct: 83.3%	Personal Awareness	Reporting Climate	Likelihood of Violence & Misconduct	Agreement		Adequate Structure			Essential Item			
							Inter-Rater	PI-Rater	No	?	Yes	No	?	Yes	
SME Tool	Survey A	B													
28	140	29	The housing staff are very concerned about the overall safety of women inmates.		5	1		0.83	0.83	0	2	4	0	0	6
29	141	30	There are programs that can help women inmates deal with any problems they have concerning safety here.	5	1			0.83	0.17	1	0	5	0	0	6
35	142	31	The reports and investigations about <u>inmate sexual violence</u> are taken seriously by staff here.		6			1.00	1.00	0	0	6	0	0	6
36	143	32	The reports and investigations about <u>staff sexual misconduct</u> are taken seriously by staff here.		6			1.00	1.00	0	0	6	0	0	6
5	144	33	The facility's procedures in how to report <u>inmate sexual violence</u> are effective in investigating inmate sexual violence.	3	3			0.50	0.50	2	0	4	0	1	4
26	145	34	The facility's procedures in how to report <u>staff sexual misconduct</u> are effective in investigating staff sexual misconduct.	3	3			0.50	0.50	2	1	3	0	0	6
31	146	35	This facility is dangerous to most women inmates here.		0	6		1.00	0.00	2	0	4	0	0	6
22	147	36	The facility is successful in protecting women inmates here from <u>inmate sexual violence</u> .		1	5		0.83	0.17	0	0	5	0	0	6
25	148	37	The facility is successful in protecting women inmates here from <u>staff sexual misconduct</u> .		1	5		0.83	0.17	1	0	5	0	0	6
2	149	38	The facility is successful in protecting women inmates here from <u>inmate physical violence</u> .			5		0.83	0.17	1	0	5	0	0	6
4	150	39	The facility is successful in protecting women inmates here from <u>staff physical violence</u> .		2	4		0.67	0.33	1	0	5	0	0	6
21	151	40	Staff would report on other staff that are involved sexually with women inmates.	1	6			1.00	1.00	1	0	5	0	0	6
32	152	41	When staff are accused of staff sexual misconduct, they are often told about this accusation by other staff members.		6			1.00	1.00	0	1	5	0	0	5
20	154	43	Staff have been fired for becoming sexually involved with women inmates here.	1	5			0.83	0.83	0	1	5	0	0	6
14	156	45	Nothing happens to staff that have become sexually involved with women inmates here.	1	5			0.83	0.83	1	0	5	0	0	6
17	157	46	There are many staff/inmate relationships here that no one does anything about.		6			1.00	1.00	1	0	5	0	0	6
10	158	47	Women inmates who make reports about <u>sexual violence</u> between women inmates worry about harassment from women inmates.		4	2		0.67	0.67	0	0	6	0	0	6
11	159	48	Women inmates who make reports about <u>sexual violence</u> between women inmates worry about harassment from staff.		5	1		0.83	0.83	0	0	6	0	1	5
39	160	49	Women inmates who make reports about <u>staff sexual misconduct</u> worry about harassment from women inmates.		5	1		0.83	0.83	0	0	6	0	0	6
38	161	50	Women inmates who make reports about <u>staff sexual misconduct</u> worry about harassment from staff.		5	1		0.83	0.83	0	0	6	0	1	5
18	162	51	Staff harass inmates who make reports about <u>staff sexual misconduct</u> .		5	1		0.83	0.83	0	0	6	0	0	6
15	164	53	Staff harass inmates who make reports about <u>sexual violence</u> between women inmates.		6	1		0.86	0.86	0	1	5	0	1	5

Item Numbers			Facility-related Factors Potentially Leading to Violence (Item Pool 1) Inter-Rater Agreement: 86.0% PI-Rater Agreement: 86.0% Adequate Structure: 93.3% Essential Item: 93.3% Group of items adequately tap the construct: 33.3%	Facility Related	Policy Related	Climate Related	Agreement		Adequate Structure			Essential Item		
SME Tool	Survey A	B					Inter-Rater	PI-Rater	No	?	Yes	No	?	Yes
54		59					There are certain places in this facility that puts women here at risk:	6	1	1	0.75	0.75	0	1
66		61	Poor layout and design of this facility puts women here at risk:	6			1.00	1.00	0	0	6	0	0	6
77		62/63	Lack of program and recreation space in this facility puts women here at risk:	6	1		0.86	0.86	0	1	5	0	1	5
49		64	Lack of adequate cell and housing space in this facility puts women here at risk:	5	1		0.83	0.83	0	0	6	0	0	6
63		66	Lack of cameras and other surveillance devices in this facility puts women here at risk:	6	1		0.86	0.86	0	0	6	0	0	6

Item Numbers			Policy-related Factors Potentially Leading to Violence (Item Pool 2) Inter-Rater Agreement: 82.3% PI-Rater Agreement: 78.6% Adequate Structure: 90.5% Essential Item: 92.1% Group of items adequately tap the construct: 83.3%	Facility Related	Policy Related	Climate Related	Agreement		Adequate Structure			Essential Item		
SME Tool	Survey A	B					Inter-Rater	PI-Rater	No	?	Yes	No	?	Yes
53		68					Lack of adequate medical care in this facility puts women here at risk:	1	5		0.83	0.83	0	0
67		69	Poor sanitary conditions in this facility puts women here at risk:	4	2		0.67	0.33	0	1	5	0	0	6
78		70	Lack of programs in this facility puts women here at risk:		6		1.00	1.00	1	0	5	0	0	6
68		71	Program cancellations and/or frequent reductions of program time in this facility puts women here at risk:		6		1.00	1.00	0	0	6	0	0	6
47		72	Existing housing/classification options in this facility puts women here at risk:	1	5		0.83	0.83	1	1	4	0	1	5
48		73	Frequent lockdowns in this facility puts women here at risk:	1	6		0.86	0.86	0	1	5	0	1	5
65		74	Overcrowding in this facility puts women here at risk:	5	2		0.71	0.29	0	1	5	0	1	5
59		75	Lack of things to do in this facility puts women here at risk:	1	5		0.83	0.83	0	1	5	0	0	6
64		76	Not having enough staff in this facility puts women here at risk:	1	6		0.86	0.86	0	0	6	0	0	6
56		77	Lack of staff monitoring or supervision in this facility puts women here at risk:	1	6		0.86	0.86	0	1	5	0	1	5
88		78	Staff in this facility who are not adequately trained to work with women puts women here at risk:		6		1.00	1.00	0	0	6	0	0	6
75		79	Staff that fail to do their job in this facility puts women here at risk:		6		1.00	1.00	1	0	5	0	0	5
80		80	Staff that work overtime or double shifts puts women here at risk:		6		1.00	1.00	0	0	6	0	0	6
74		81	Staff reluctance to help women here (for example, make an internal phone call to help an inmate) puts women inmates at risk:		4	2	0.67	0.67	0	0	6	0	0	6
81		82	Staff who supervise women inmates too strictly puts women here at risk:		5	2	0.71	0.71	0	0	6	0	0	6
86		83	Lack of communication or cooperation between custody and non-custody staff puts women here at risk:	1	5	2	0.63	0.63	0	1	5	0	1	5
76		84	Lack of communication or cooperation between custody staff put women here at risk:	1	5	2	0.63	0.63	0	1	5	0	0	6
42		85	Staff members who are related to each other put women here at risk:	1	4	1	0.67	0.67	0	0	6	1	2	3
71		86	Staff members who have drug and alcohol problems put women here at risk:		6	1	0.86	0.86	0	0	6	0	0	6
45		87	Administrators who don't know what is going on here put women at risk:		4	1	0.67	0.67	0	0	5	0	0	5
60		88	Lack of ways for women here to report problems in this facility puts women at risk:		6		1.00	1.00	0	0	6	0	0	6

Item Numbers			Climate-related Factors Potentially Leading to Violence (Item Pool 2) Inter-Rater Agreement: 80.5% PI-Rater Agreement: 75.9% Adequate Structure: 84.1% Essential Item: 90.0% Group of items adequately tap the construct: 83.3%	Facility Related	Policy Related	Climate Related	Agreement		Adequate Structure			Essential Item			
							Inter-Rater	PI-Rater	No	?	Yes	No	?	Yes	
SME Tool	Survey A	B													
51		89	Inmate fears about disease in this facility puts women here at risk:	1	2	4	0.57	0.57	0	2	4	0	2	4	
55		90	Lack of respect between women here puts women at risk:			6	1.00	1.00	0	0	6	0	0	6	
70		91	Sexual tension among women here puts women at risk:		1	6	0.86	0.86	0	0	6	0	0	6	
79		93	Women here with gang ties puts women at risk:		2	5	0.71	0.71	0	0	6	0	0	6	
83		94	The number of women who have not gotten treatment for their pre-incarceration domestic abuse (mental, physical or sexual) issues put women at risk:		5	3	0.63	0.38	1	2	3	0	2	4	
82		95	The number of women who have mental health problems puts women at risk:	1	5	3	0.56	0.33	1	3	1	1	1	3	
69		96	Racial tension between women here puts women inmates at risk:		1	5	0.83	0.83	0	0	6	0	0	6	
85		97	Women here who have money are at risk:		1	6	0.86	0.86	0	1	5	0	0	6	
50		98	Gossip among women here in this facility puts women at risk:			6	1.00	1.00	0	0	6	0	0	6	
57		99	Disagreements between women over television programs puts women inmates here at risk:		1	5	0.83	0.83	0	0	6	0	0	6	
46		100	Disagreements between women over telephone availability puts women inmates here at risk:	1		5	0.83	0.83	0	0	6	0	1	5	
52		101	Jealousy among women inmates over any staff member puts women here at risk:		1	5	0.83	0.83	0	0	6	0	0	6	
41		102	Debts between women here over commissary (canteen), cigarettes, and drugs puts women inmates at risk:			6	1.00	1.00	1	0	5	0	0	6	
62		103	Women here who have been accused or convicted of crimes against children are at risk:			6	1.00	1.00	0	0	6	0	0	6	
61		104	Women here who don't know how to do their time are at risk:			6	1.00	1.00	1	0	5	0	0	6	
44		106	Young and inexperienced women here are at risk:		1	5	0.83	0.83	1	1	4	0	0	6	
58		107	Elderly women here are at risk:		2	4	0.67	0.67	0	0	6	0	0	6	
87		108	Women here who have physical disabilities are at risk:	4	3	3	0.40	0.30	0	1	5	0	1	5	
72		109	Women here with mental problems are at risk:		5	2	0.71	0.29	0	2	4	0	1	5	
84		110	Women here who do not speak English are at risk:		2	5	0.71	0.71	0	1	5	0	0	6	
73		111	Women who do not have any money are at risk:			6	1.00	1.00	0	0	6	0	0	6	
43		112	Women who do not keep themselves clean are at risk:		1	6	0.86	0.86	1	1	4	0	2	4	

# IMPROVING SAFETY IN WOMEN'S FACILITIES

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## IMPROVING SAFETY IN WOMEN'S FACILITIES

This survey is designed to measure how safe you feel in your housing unit and facility. We developed this survey by asking many women held in jails and prisons throughout the country about the different types of problems and dangers they face while incarcerated. We are asking you to fill out this survey so that we can learn about the kinds of problems and dangers women inmates face in this facility. The information you provide will be used to develop a strategy to reduce these problems and dangers, and hopefully make you safer.

All of the items or questions in this survey were designed to measure your feelings or perceptions. **We do not ask you to identify anyone (inmate or staff) who may be involved; nor do we ask about any of your own behaviors.** You will never be identified or associated with any of the answers you provide. Everything you tell us is confidential and will never be revealed as coming from you. No one in this facility will ever look at your individual answers. They will be combined with all the other answers in this unit and reported as combined information rather than as individual answers.

This survey has three major sections. In the first section, we ask about certain problems that may have recently occurred in your housing unit.

In the second section, we ask about violence in your housing unit, and policies, procedures and climate in this facility.

In the third and final section, we ask for some demographic information about you. This is very general information that will help us compare the safety of different areas in your facility, and different types of facilities. It does NOT include your name or other information that could be used to identify you.

Thank you very much for your assistance. You have received a copy of the information sheet that contains further information about the study and how to get help if you have any concerns about your safety here.

Please do not hesitate to ask us any questions that you might have.

## Instructions

In order for the results of this survey to be as useful as possible, please read all of the instructions completely and answer all of the survey items. If a survey item does not have a response that you agree with, please do not leave it blank, but instead, select the response that comes closest to your opinion. It should take you 30 – 45 minutes to complete the survey. Please do not hesitate to ask the survey administrator if you have any questions.

Again, please ask us if you have any questions about the survey.

## Section 1: Problems in the Housing Unit

Below is a list of things that women inmates may sometimes consider to be a problem in their housing unit. Please indicate, by circling the appropriate number, how much of a problem (if at all) you consider each of the following to be in your housing unit since you have been there.

Please note, in this survey, we use the words:

- “**women**” to mean **one or more women inmates or detainees**
- “**staff**” to mean **anyone who works here at the facility**, including paid employees, agency representatives, and contract workers; but also including official visitors, and volunteers
- “**problem**” to mean **anything that interferes with your sense of safety and well being**

### 1.1 Issues Involving Women Inmates

**Since you have been in this housing unit, how much of a problem do you consider each of the following events to be in your HOUSING UNIT?**

0 = Not a Problem at all    1 = Small Problem    2 = Medium Problem    3 = Big Problem    4 = Very Big Problem

1. Women here have no way to make money to buy what they need.	0	1	2	3	4
2. Women here have gotten in debt to other women inmates as a result of owing money to the facility (for example: for damaging or vandalizing facility property).	0	1	2	3	4
3. New women inmates have gotten in debt to other women inmates because they did not know you should refuse to accept things from other inmates.	0	1	2	3	4
4. Women here have gotten in debt to other women inmates by purchasing contraband from them (for example, unauthorized medication, tobacco, illegal drugs, etc.).	0	1	2	3	4
5. Women here have gotten in debt as a result of borrowing commissary or other items from other inmates.	0	1	2	3	4
6. Women here have gotten in debt as a result of gambling with other inmates.	0	1	2	3	4
7. Women here have gotten into verbal arguments over debts.	0	1	2	3	4
8. Women here have used pressure or threats to collect on debts.	0	1	2	3	4
9. Women here have gotten into physical fights with other women inmates over debts.	0	1	2	3	4
10. Women here have given away property and other items to women inmates in order to protect themselves.	0	1	2	3	4
11. Women here have asked other women inmates to give them their things, like clothes, jewelry, commissary (canteen), food, medication and the like.	0	1	2	3	4
12. Women here have pressured or verbally threatened other women inmates to obtain their things, such as clothes, jewelry, commissary (canteen), food, medication and the like.	0	1	2	3	4

**Since you have been in this housing unit, how much of a problem do you consider each of the following events to be in your HOUSING UNIT?**

0 = Not a Problem at all    1 = Small Problem    2 = Medium Problem    3 = Big Problem    4 = Very Big Problem

13. Women here have pressured or verbally threatened other women inmates to hold contraband for them.	0	1	2	3	4
14. Women here have pressured or verbally threatened other women inmates for failure to pay for services (e.g., doing their laundry, braiding their hair, etc.)	0	1	2	3	4
15. Women here have stolen things from other women inmates <b>without them knowing</b> .	0	1	2	3	4
16. Women here have gotten into physical fights over <b>theft</b> , like when they suspect another woman inmate stole something from them, or find out who stole something from them, or catch someone stealing from them.	0	1	2	3	4
17. Women here have used physical force or violence against other women inmates to take their things, like clothes, jewelry, commissary (canteen), food, medication and the like.	0	1	2	3	4
18. Two or more women here have worked together (such as providing distractions or serving as a lookout) so that they can steal things from another woman inmate <b>without her knowing</b> , such as clothes, jewelry, commissary (canteen), food, medication, and the like.	0	1	2	3	4
19. Two or more women here have worked together to <b>pressure or threaten</b> another woman inmate so that they can <b>intimidate</b> her into giving up her things, such as clothes, jewelry, commissary (canteen), food, medication, and the like.	0	1	2	3	4
20. Two or more women here have worked together (such as providing distractions, serving as a lookout, or ganging up on someone) to <b>use physical force or violence</b> so that they can take things from other women inmates, such as clothes, jewelry, commissary (canteen), food, medication, and the like.	0	1	2	3	4
21. Women here have gotten into verbal arguments that were pointless or not based on anything.	0	1	2	3	4
22. Women here have gotten into verbal arguments that were <u>not</u> pointless, but based on <u>something</u> .	0	1	2	3	4
23. Women here have made insulting or ridiculing verbal comments to other women inmates that were based on their personal characteristics such as age, race, color, or disability.	0	1	2	3	4
24. Women here have made insulting or ridiculing verbal comments to other women inmates that were based on their group membership (for example, housing unit or close circle of friends), religion, political views or political affiliation.	0	1	2	3	4
25. Roommates/cellmates here have had serious verbal arguments.	0	1	2	3	4
26. Women here have gotten into verbal arguments with other women inmates because of gossip or rumors.	0	1	2	3	4
27. Women here who were in intimate relationships with each other have had serious verbal arguments.	0	1	2	3	4
28. Women here have purposely gotten into verbal arguments with other women inmates so that they would have an opportunity to either "tell," "snitch," "dry snitch," or otherwise convey information to staff.	0	1	2	3	4
29. Women here have gotten into verbal arguments with other women inmates because they, "snitched," "dry snitched", or otherwise conveyed information to staff.	0	1	2	3	4
30. Women here have intentionally gotten into verbal arguments with other women inmates so they could get sent to disciplinary to avoid conflict or trouble.	0	1	2	3	4
31. Women here have intentionally gotten into verbal arguments with other women inmates so they could get "kicked out" of a program.	0	1	2	3	4

**Since you have been in this housing unit, how much of a problem do you consider each of the following events to be in your HOUSING UNIT?**

0 = Not a Problem at all    1 = Small Problem    2 = Medium Problem    3 = Big Problem    4 = Very Big Problem

32. Women here have intentionally gotten into verbal arguments with other women inmates so they could get a room change, in order to get closer to another woman inmate.	0 1 2 3 4
33. Women here have gotten into verbal arguments with other women inmates over other kinds of things.	0 1 2 3 4
34. If so, what other kinds of things? _____ _____ _____	
35. Women here have gotten involved sexually with other inmates because they did not realize they were being used.	0 1 2 3 4
36. Women here have asked other women inmates to engage in any kind of <b>UNWANTED</b> sexual activity.	0 1 2 3 4
37. Women here have “sweet talked” or talked other women inmates into engaging in any kind of <b>UNWANTED</b> sexual activity.	0 1 2 3 4
38. Women here have bribed other women inmates into engaging in any kind of <b>UNWANTED</b> sexual activity.	0 1 2 3 4
39. Women here have offered protection to other women inmates in order to get them to engage in any kind of <b>UNWANTED</b> sexual activity.	0 1 2 3 4
40. Women here have pressured or verbally threatened other women inmates to engage in any kind of <b>UNWANTED</b> sexual activity.	0 1 2 3 4
41. Women here have pressured or threatened other women inmates with physical violence to get them to engage in any kind of <b>UNWANTED</b> sexual activity.	0 1 2 3 4
42. Women here have touched other women inmates in any way that made them uncomfortable.	0 1 2 3 4
43. Weaker women inmates have been sexually attacked here.	0 1 2 3 4
44. Women here have used physical violence to force other women inmates to engage in any kind of <b>UNWANTED</b> sexual activity.	0 1 2 3 4
45. Women here involved in intimate relationships with other women have used physical violence to force their intimate partners or girlfriends to engage in any kind of <b>UNWANTED</b> sexual activity.	0 1 2 3 4
46. Women inmates have been sexually attacked here.	0 1 2 3 4
47. A lone woman here has sexually attacked another woman inmate.	0 1 2 3 4
48. A group of women inmates here have sexually attacked another woman inmate.	0 1 2 3 4
49. Women inmates have been sexually attacked here at night.	0 1 2 3 4
50. Women inmates have to defend themselves here.	0 1 2 3 4
51. Weaker women inmates have been physically attacked here.	0 1 2 3 4
52. Women here have gotten into physical fights that were pointless or not based on anything.	0 1 2 3 4
53. Women here have gotten into physical fights that were <u>not</u> pointless, but based on something.	0 1 2 3 4
54. Women here have verbally threatened other women inmates with physical violence.	0 1 2 3 4
55. Women here have gotten into physical fights with other women inmates because of boredom.	0 1 2 3 4

**Since you have been in this housing unit, how much of a problem do you consider each of the following events to be in your HOUSING UNIT?**

0 = Not a Problem at all    1 = Small Problem    2 = Medium Problem    3 = Big Problem    4 = Very Big Problem

56. Women here have used physical violence to make other women inmates do things they did not want to do.	0 1 2 3 4
57. Women here have gotten into physical fights because there are a lot of angry women inmates here.	0 1 2 3 4
58. Women here have gotten into physical fights with other women inmates because fear caused them to overreact to something.	0 1 2 3 4
59. Women here have gotten into physical fights with other women inmates so they would not appear to be weak or an easy target.	0 1 2 3 4
60. Women here have gotten into physical fights with other women inmates over disrespect.	0 1 2 3 4
61. Women here have gotten into physical fights with their friends.	0 1 2 3 4
62. Women here have gotten into physical fights with their intimate partners or girlfriends.	0 1 2 3 4
63. Women here have gotten into a physical fight with a staff member they were personally involved with or had an intimate relationship with.	0 1 2 3 4
64. Women here have gotten into physical fights with other women inmates because of jealousy over another inmate.	0 1 2 3 4
65. Women here have gotten into physical fights with other women inmates because of jealousy over a staff member.	0 1 2 3 4
66. Women here have attacked other women inmates at the request or as a favor for a staff member.	0 1 2 3 4
67. Women here have gotten into physical fights with other women inmates because of a gang.	0 1 2 3 4
68. Women here have gotten into physical fights with roommates or cell mates because they "brought heat" or added staff attention to their room/cell or housing unit.	0 1 2 3 4
69. Women here have intentionally gotten into physical fights with other women inmates so they could get sent to disciplinary to avoid conflict or trouble.	0 1 2 3 4
70. Women here have intentionally gotten into physical fights with other women inmates so they could get "kicked out" of a program.	0 1 2 3 4
71. Women here have intentionally gotten into physical fights with other women inmates so they could get a room change, in order to get closer to another woman inmate.	0 1 2 3 4
72. Women here have gotten into physical fights with women inmates over other kinds of things.	0 1 2 3 4
73. If so, what other kinds of things? _____ _____ _____	
74. Women here have hit, slapped, kicked or bitten other women inmates.	0 1 2 3 4
75. Women here have used a weapon in a physical fight with another woman inmate.	0 1 2 3 4

## 1.2 Issues Involving Staff

Please note, in this survey, we use the words:

- “**women**” to mean **one or more women inmates or detainees**
- “**staff**” to mean **anyone who works here at the facility**, including paid employees, agency representatives, and contract workers; but also including official visitors, and volunteers
- “**problem**” to mean **anything that interferes with your sense of safety and well being**

**Since you have been in this housing unit, how much of a problem do you consider each of the following events to be in your HOUSING UNIT?**

0 = Not a Problem at all    1 = Small Problem    2 = Medium Problem    3 = Big Problem    4 = Very Big Problem

76. Staff here have talked with other staff and were overheard making unprofessional, disrespectful, demeaning, or belittling verbal comments about women inmates in their conversation.	0	1	2	3	4
77. Staff here have made unprofessional, disrespectful, demeaning, or belittling verbal comments to women inmates.	0	1	2	3	4
78. Staff here have made insulting or ridiculing verbal comments to women inmates that were based on their personal appearance or other physical characteristics such as age, race, color, or disability.	0	1	2	3	4
79. Staff here have made insulting or ridiculing verbal comments to women inmates that were based on their group membership (for example, housing unit, close circle of friends, gang affiliation), religion, political views or political affiliation.	0	1	2	3	4
80. Staff here have used profanity when speaking to women inmates.	0	1	2	3	4
81. Staff here have yelled or screamed at women inmates.	0	1	2	3	4
82. Staff here have yelled or screamed at women inmates which escalated into a tense situation.	0	1	2	3	4
83. Staff here have yelled or screamed at women inmates during a tense situation and that escalated into physical violence between staff and inmates.	0	1	2	3	4
84. Staff here have made inappropriate verbal statements or comments of a sexual nature to women inmates.	0	1	2	3	4
85. Staff here have made sexual jokes in front of women inmates.	0	1	2	3	4
86. Staff here have made demeaning or belittling references to the female gender.	0	1	2	3	4
87. Staff here have made derogatory comments about a woman inmate's body or clothing.	0	1	2	3	4
88. Staff here have used obscene or sexual language in front of women inmates.	0	1	2	3	4
89. Staff here have made sexual, obscene or disgusting gestures or noises in front of women inmates.	0	1	2	3	4
90. Women inmates here have approached staff in an attempt to develop a sexual relationship.	0	1	2	3	4
91. Women inmates here have flirted with staff.	0	1	2	3	4
92. Staff here have looked at or stared at women inmates' bodies in a way that made them uncomfortable.	0	1	2	3	4
93. Staff here have invaded the privacy of women inmates beyond what was necessary (like watching closely or staring at them in the shower or toilet).	0	1	2	3	4
94. Staff here have offered women inmates something, for example, extra privileges, in exchange for exposing or flashing any body part.	0	1	2	3	4

# Appendix E

**Since you have been in this housing unit, how much of a problem do you consider each of the following events to be in your HOUSING UNIT?**

0 = Not a Problem at all    1 = Small Problem    2 = Medium Problem    3 = Big Problem    4 = Very Big Problem

95. Staff here have inappropriately touched women inmates in a sexual way while searching them.	0	1	2	3	4
96. Staff here have touched women inmates in any way that made them uncomfortable.	0	1	2	3	4
97. Staff here have touched women inmates in any sexual way.	0	1	2	3	4
98. Staff here have exposed their genitals (and/or breasts if female staff) to women inmates.	0	1	2	3	4
99. Staff here have <u>asked</u> women inmates to engage in any type of sexual activity.	0	1	2	3	4
100. Staff here have tried to persuade women inmates to engage in any type of sexual activity.	0	1	2	3	4
101. Staff here have engaged in any type of sexual activity with women inmates.	0	1	2	3	4
102. Staff here have offered bribes or protection to women inmates in any way to engage in sexual activity.	0	1	2	3	4
103. Staff here have verbally pressured or threatened women inmates to engage in any kind of sexual activity.	0	1	2	3	4
104. Staff here have pressured or threatened women inmates with any kind of physical violence to get them to engage in any type of sexual activity.	0	1	2	3	4
105. Staff here have forced women inmates through physical violence to engage in any type of sexual activity.	0	1	2	3	4
106. Staff here have threatened women inmates with physical violence.	0	1	2	3	4
107. Staff here have threatened a woman inmate with physical violence to keep quiet about any type of sexual relationship.	0	1	2	3	4
108. Staff here have engaged in greater physical force than necessary while controlling women inmates.	0	1	2	3	4
109. Staff here have engaged in greater physical force than necessary while searching women inmates.	0	1	2	3	4
110. Staff here have struck women inmates with a baton or other authorized object when it was not needed.	0	1	2	3	4
111. Staff here have hit, slapped, kicked or bitten women inmates.	0	1	2	3	4

## Definitions

In the remainder of the survey, we ask about **specific types of violence and conduct**. In order to make it clear what these terms mean and prevent confusion, we provide definitions below. For example, the definitions are helpful in clarifying the difference between **staff sexual harassment** and **staff sexual misconduct**. Please read these definitions before completing the remainder of the survey.

**Inmate Sexual Violence** means a wide range of victimizations of women inmates by other inmates, ranging from **rape to verbal threats of a sexual nature**, and includes:

- touching any women inmate without her consent, or a women inmate who is unable to consent or refuse (for example, if she is unconscious, asleep, mentally handicapped, etc.)
- forced sexual intercourse (i.e., rape) - both psychological coercion as well as physical force (forced sexual intercourse means vaginal, anal, or oral penetration by the inmate).
- incidents where penetration is from a foreign object such as a bottle
- attempted rapes and verbal threats of rape
- attacks or attempted attacks generally involving unwanted sexual contact between the victim and another inmate
- verbal threats of a sexually violent nature
- may or may not involve force and include such things as grabbing or fondling

**Inmate Physical Violence** includes **threats of physical force OR use of physical force** by a woman inmate with the intent to harm or frighten another inmate or staff member such as:

- verbal threats of physical violence
- physical attempts or intent to inflict harm
- hitting, slapping, kicking, biting
- striking with a weapon
- does **NOT** include force or threats for sexual purposes, which are included in **inmate sexual violence**

**Staff Verbal Harassment** is **verbal statements or comments** (including yelling and shouting), of an insulting, ridiculing or harassing nature made by any staff member to a woman inmate and is often based on, but not limited to:

- the inmate's personal appearance or other characteristics, such as race, color, religion, national origin, age, disability, political affiliation, or group membership (for example, assigned housing unit or close circle of friends)
- does **NOT** include verbal statements or comments of a sexual nature, which are included under Staff Sexual Harassment

**Staff Sexual Harassment** is **verbal statements or comments** (including yelling and shouting) of a **sexual nature** made by any staff member to a woman inmate and includes:

- demeaning references to gender or sexual orientation
- derogatory comments about body or clothing
- profane or obscene language or gestures

**Staff Sexual Misconduct** is **any behavior, act, request or threat** of a **sexual nature** directed toward a woman inmate by any staff member. Romantic relationships between staff and inmates are included in this definition. It consists of willing or non-willing sexual acts including:

- intentional touching of the genitalia, anus, groin, breast, inner thigh, or buttocks with the intent to abuse, arouse, or gratify sexual desire
- completed, attempted, threatened, or requested sexual acts
- occurrences of indecent exposure, invasion of privacy, lewd looks or staff voyeurism for sexual gratification

**Staff Physical Violence** includes the **threat or use of physical force** with the intent to harm or frighten a woman inmate by any staff member and includes:

- hitting, slapping, kicking or biting
- excessive use of force
- physical attempts or threats
- striking women inmates with a baton or other authorized object when unnecessary
- does **NOT** include use of physical force for sexual purposes, which is included under Staff Sexual Misconduct

## Section 2: Violence in the Housing Unit, and Policy, Procedures and Climate in the Facility

Please note, in this survey, we use the words:

- “**women**” to mean **one or more women inmates or detainees**
- “**staff**” to mean **anyone who works here at the facility**, including paid employees, agency representatives, and contract workers; but also including official visitors, and volunteers
- “**problem**” to mean **anything that interferes with your sense of safety and well being**

**Please circle the number indicating how much you disagree or agree with each of the following items regarding your HOUSING UNIT?**

1=Strongly Disagree	2=Somewhat Disagree	3=Neither Agree or Disagree	4=Somewhat Agree	5=Strongly Agree
112. Women inmates here are likely to be <u>physically assaulted by an inmate.</u>				
113. Women inmates here are likely to be <u>physically assaulted by staff.</u>				
114. Women inmates here are likely to be <u>sexually assaulted by an inmate.</u>				
115. Women inmates here are likely to be <u>sexually assaulted by staff.</u>				
116. Women inmates are likely to be successful in protecting themselves from <u>inmate sexual violence</u> here.				
117. Women inmates are likely to be successful in protecting themselves from <u>inmate physical violence</u> here.				
118. Women inmates are likely to be successful in protecting themselves from <u>staff sexual misconduct</u> here.				
119. Women inmates are likely to be successful in protecting themselves from <u>staff physical violence</u> here.				
120. It is <u>not</u> very likely that a woman inmate would become a victim of <u>inmate physical violence</u> during her incarceration here.				
121. It is <u>not</u> very likely that a woman inmate would become a victim of <u>inmate sexual violence</u> here.				
122. It is <u>not</u> very likely that a woman inmate would become a victim of <u>staff physical violence</u> during her incarceration here.				
123. It is <u>not</u> very likely that a woman inmate would become a victim of <u>staff sexual misconduct</u> here.				

We are interested in determining if you are aware of some policies and procedures that may exist **in this FACILITY**. Please indicate, by circling either Yes or No, whether or are not you are aware of the following policies and procedures **in this FACILITY**.

**Please respond to the following items by circling either Yes or No.**

124. I understand what PREA is.	Yes	No
125. I know there are policies about the Prison Rape Elimination Act (PREA).	Yes	No
126. I have had an orientation or a class on PREA.	Yes	No
127. I have seen information about PREA.	Yes	No
128. I have had a class or some type of information presented to me on how to protect myself from inmate sexual violence while incarcerated.	Yes	No
129. I have had a class or some type of information presented to me that taught me about how to respond to staff sexual misconduct.	Yes	No

**Please respond to the following items by circling either Yes or No.**

130. I know <b>how</b> to go about reporting any concerns I may have about inmate sexual violence or staff sexual misconduct.	Yes	No
131. I know to <b>whom</b> I should report any concerns I may have about inmate sexual violence or staff sexual misconduct.	Yes	No
132. I have had a class or some type of information presented to me on how to protect myself from inmate or staff physical violence while incarcerated.	Yes	No
133. I know <b>how</b> to go about reporting any concerns I may have about inmate or staff physical violence.	Yes	No
134. I know to <b>whom</b> I should report any concerns I may have about inmate or staff physical violence.	Yes	No

**Please circle the number indicating how much you disagree or agree with each of the following items regarding this FACILITY?**

1=Strongly Disagree

2=Somewhat Disagree

3=Neither Agree or Disagree

4=Somewhat Agree

5=Strongly Agree

135. The present administrators (the warden, etc.) have been doing their best to improve sexual safety here.	1	2	3	4	5
136. The staff have badly handled inmate complaints about sexual safety here.	1	2	3	4	5
137. Staff members here have not been interested or concerned about the needs of inmates to be sexually safe.	1	2	3	4	5
138. Inmates are sometimes written-up for PREA violations without cause.	1	2	3	4	5
139. If a woman inmate believes she will be attacked, the custody housing staff here will protect her.	1	2	3	4	5
140. The custody staff here are very concerned about the overall safety of women inmates.	1	2	3	4	5
141. There are programs at this facility that can help women inmates deal with any problems they have concerning safety here.	1	2	3	4	5
142. The reports and investigations about <u>inmate sexual violence</u> are taken seriously by staff here.	1	2	3	4	5
143. The reports and investigations about <u>staff sexual misconduct</u> are taken seriously by staff here.	1	2	3	4	5
144. The facility's procedures for reporting <u>inmate sexual violence</u> are effective in investigating inmate sexual violence.	1	2	3	4	5
145. The facility's procedures for reporting <u>staff sexual misconduct</u> are effective in investigating staff sexual misconduct.	1	2	3	4	5
146. This facility is dangerous to most women inmates here.	1	2	3	4	5
147. The facility's procedures are successful in protecting women inmates here from <u>inmate sexual violence</u> .	1	2	3	4	5
148. The facility's procedures are successful in protecting women inmates here from <u>staff sexual misconduct</u> .	1	2	3	4	5
149. The facility's procedures are successful in protecting women inmates here from <u>inmate physical violence</u> .	1	2	3	4	5

**Please circle the number indicating how much you disagree or agree with each of the following items regarding this FACILITY?**

1=Strongly Disagree      2=Somewhat Disagree      3=Neither Agree or Disagree      4=Somewhat Agree      5=Strongly Agree

150. The facility's procedures are successful in protecting women inmates here from <u>staff physical violence</u> .	1	2	3	4	5
151. Staff would report on other staff who are involved sexually with women inmates.	1	2	3	4	5
152. When accused of staff sexual misconduct, the involved staff are often told about this accusation by other staff members.	1	2	3	4	5
153. Staff have been disciplined for becoming sexually involved with women inmates here.	1	2	3	4	5
154. Staff have been fired for becoming sexually involved with women inmates here.	1	2	3	4	5
155. Staff have been prosecuted for becoming sexually involved with women inmates here.	1	2	3	4	5
156. Nothing happens to staff who have become sexually involved with women inmates here.	1	2	3	4	5
157. Nothing happens to staff who have intimate relationships with women inmates here.	1	2	3	4	5
158. Women inmates who make reports about <u>sexual violence</u> between women inmates worry about harassment from <u>women inmates</u> .	1	2	3	4	5
159. Women inmates who make reports about <u>sexual violence</u> between women inmates worry about harassment from <u>staff</u> .	1	2	3	4	5
160. Women inmates who make reports about <u>staff sexual misconduct</u> worry about harassment from <u>women inmates</u> .	1	2	3	4	5
161. Women inmates who make reports about <u>staff sexual misconduct</u> worry about harassment from <u>staff</u> .	1	2	3	4	5
162. Staff harass inmates who make reports about <u>staff sexual misconduct</u> .	1	2	3	4	5
163. Staff harass inmates who make reports about <u>staff physical violence</u> .	1	2	3	4	5
164. Staff harass inmates who make reports about <u>sexual violence</u> between women inmates.	1	2	3	4	5
165. Facility policies and procedures regarding the prevention of <u>sexual misconduct by staff members</u> toward women inmates are adequate.	1	2	3	4	5
166. Facility policies and procedures are adequate regarding the action that should be taken to provide for the safety of women inmates who have been, or were alleged to have been, the victims of sexual misconduct directed toward them by a staff member.	1	2	3	4	5
167. Facility policies and procedures are adequate regarding the action that should be taken when one becomes aware of a staff member engaging in sexual misconduct toward a woman inmate.	1	2	3	4	5
168. Facility policies and procedures are adequate regarding the provision of treatment to a woman inmate who has been the recipient of sexual misconduct directed toward her by a staff member.	1	2	3	4	5
169. Facility policies and procedures are adequate regarding disciplinary action against staff members who direct sexual misconduct toward woman inmates.	1	2	3	4	5

## Section 3: Demographics

In order for the results of this survey to help us understand how to make this facility safer, please answer all of the following demographic items. Please check the appropriate box or fill in the provided space for each item.

### 3.0 Housing Unit

What is your current housing unit or block? \_\_\_\_\_

### 3.1 Current Age

How old are you today? \_\_\_\_\_

### 3.2 Race/ethnicity

Please check one box that best describes your racial and ethnic identity:

- White/Caucasian       African-American       American Indian  
 Hispanic/Latino       Asian  
 Other (please specify) \_\_\_\_\_

### 3.3 Highest Degree of Education

Please check one box:

- Less than high school diploma or GED  
 High school diploma or GED  
 Vocational or Trade School Certificate  
 Some college undergraduate work but no degree completed  
 Associate college degree completed  
 Bachelor college degree completed  
 Some college graduate work but no graduate degree completed  
 Graduate degree completed

### 3.4 Current Offense

Please check **one or more** boxes that pertain to the current offense or offenses for which you are currently in prison or jail for:

- Violent Crimes  
 Property Crimes  
 Drug Crimes  
 Other Crimes

### Previous Incarceration

How many times have you been in JAIL before this sentence or detention? \_\_\_\_\_

How many times have you been in PRISON before this sentence? \_\_\_\_\_

### 3.5 Information about Length of Time in Housing Unit and Facility

Please respond to the following items by entering the proper value in the blank provided. If you are unsure about the exact value, please estimate to the best of your ability. Note that we have provided an example.

#### 3.51 Total amount of time served to date on current sentence (or pretrial status).

For Example: If you have served 4 years, 9 months, and 15 days on your current sentence you would enter:

Number of years: 4 months: 9 and days: 15

How much time have you served on this sentence? Number of years:\_\_\_\_ months:\_\_\_\_ days:\_\_\_\_

#### 3.52 Total amount of time to expected release date.

How much time until you expect to be released? Number of years:\_\_\_\_ months:\_\_\_\_ days:\_\_\_\_

If you do not have a release date, please mark the reason(s) below (check all that apply):

- you are serving a life sentence
- you are serving an indeterminate (parole board) sentence, for example, 3 to 5 years
- you are a pretrial or pre-sentence detainee (you have not yet gone to trial or been sentenced)
- you are a parole violator awaiting disposition
- other \_\_\_\_\_

#### 3.53 Total amount of time served to date in the current facility.

How much time have you served in THIS facility? Number of years:\_\_\_\_ months:\_\_\_\_ days:\_\_\_\_

#### 3.54 Total amount of time served to date in the current housing unit.

How much time have you lived in THIS housing unit? Number of years:\_\_\_\_ months:\_\_\_\_ days:\_\_\_\_

***We would like you to respond to two final items. Please respond by circling either Yes, No, or Maybe.***

I feel I may be subjected to some form of retaliation <u>from staff</u> for taking this survey.	Yes	No	Maybe
I feel I may be subjected to some form of retaliation <u>from inmates</u> for taking this survey.	Yes	No	Maybe

If there is anything else you would like to tell us about any items you responded to on this survey, please do so in the space provided below. If you need more space, you can write on the back or on the cover page.

**Thank you for taking the time to complete this survey. Your assistance in providing this information is very much appreciated. Before turning in your survey, please go back and look it over one last time to be sure you didn't skip any questions you wanted to answer.**

# IMPROVING SAFETY IN WOMEN'S FACILITIES

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funded by the National Institute of Justice

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## IMPROVING SAFETY IN WOMEN'S FACILITIES

This survey is designed to measure how safe you feel in your housing unit and facility. We developed this survey by asking many women held in jails and prisons throughout the country about the different types of problems and dangers they face while incarcerated. We are asking you to fill out this survey so that we can learn about the kinds of problems and dangers women inmates face in this facility. The information you provide will be used to develop a strategy to reduce these problems and dangers, and hopefully make you safer.

All of the items or questions in this survey were designed to measure your feelings or perceptions. **We do not ask you to identify anyone (inmate or staff) who may be involved; nor do we ask about any of your own behaviors.** You will never be identified or associated with any of the answers you provide. Everything you tell us is confidential and will never be revealed as coming from you. No one in this facility will ever look at your individual answers. They will be combined with all the other answers in this unit and reported as combined information rather than as individual answers.

This survey has three major sections. In the first section, we ask about violence in your housing unit, and policies, procedures and climate in this facility.

In the second section, we ask about some things that may create risky or dangerous situations here at this facility.

In the third and final section, we ask for some demographic information about you. This is very general information that will help us compare the safety of different areas in your facility, and different types of facilities. It does NOT include your name or other information that could be used to identify you.

Thank you very much for your assistance. You have received a copy of the information sheet that contains further information about the study and how to get help if you have any concerns about your safety here.

Please do not hesitate to ask us any questions that you might have.

## Definitions

In this survey, we ask about **specific types of violence and conduct**. In order to make it clear what these terms mean and prevent confusion, we provide definitions below. For example, the definitions are helpful in clarifying the difference between **staff sexual harassment** and **staff sexual misconduct**. Please read these definitions before completing the remainder of the survey.

**Inmate Sexual Violence** means a wide range of victimizations of women inmates by other inmates, ranging from **rape to verbal threats of a sexual nature**, and includes:

- touching any women inmate without her consent, or a women inmate who is unable to consent or refuse (for example, if she is unconscious, asleep, mentally handicapped, etc.)
- forced sexual intercourse (i.e., rape) - both psychological coercion as well as physical force (forced sexual intercourse means vaginal, anal, or oral penetration by the inmate).
- incidents where penetration is from a foreign object such as a bottle
- attempted rapes and verbal threats of rape
- attacks or attempted attacks generally involving unwanted sexual contact between the victim and another inmate
- verbal threats of a sexually violent nature
- may or may not involve force and include such things as grabbing or fondling

**Inmate Physical Violence** includes **threats of physical force OR use of physical force** by a woman inmate with the intent to harm or frighten another inmate or staff member such as:

- verbal threats of physical violence
- physical attempts or intent to inflict harm
- hitting, slapping, kicking, biting
- striking with a weapon
- does **NOT** include force or threats for sexual purposes, which are included in **inmate sexual violence**

**Staff Verbal Harassment** is **verbal statements or comments** (including yelling and shouting), of an insulting, ridiculing or harassing nature made by any staff member to a woman inmate and is often based on, but not limited to:

- the inmate's personal appearance or other characteristics, such as race, color, religion, national origin, age, disability, political affiliation, or group membership (for example, assigned housing unit or close circle of friends)
- does **NOT** include verbal statements or comments of a sexual nature, which are included under Staff Sexual Harassment

**Staff Sexual Harassment** is **verbal statements or comments** (including yelling and shouting) of a **sexual nature** made by any staff member to a woman inmate and includes:

- demeaning references to gender or sexual orientation
- derogatory comments about body or clothing
- profane or obscene language or gestures

**Staff Sexual Misconduct** is **any behavior, act, request or threat** of a **sexual nature** directed toward a woman inmate by any staff member. Romantic relationships between staff and inmates are included in this definition. It consists of willing or non-willing sexual acts including:

- intentional touching of the genitalia, anus, groin, breast, inner thigh, or buttocks with the intent to abuse, arouse, or gratify sexual desire
- completed, attempted, threatened, or requested sexual acts
- occurrences of indecent exposure, invasion of privacy, lewd looks or staff voyeurism for sexual gratification

**Staff Physical Violence** includes the **threat or use of physical force** with the intent to harm or frighten a woman inmate by any staff member and includes:

- hitting, slapping, kicking or biting
- excessive use of force
- physical attempts or threats
- striking women inmates with a baton or other authorized object when unnecessary
- does **NOT** include use of physical force for sexual purposes, which is included under Staff Sexual Misconduct

## Instructions

In order for the results of this survey to be as useful as possible, please read all of the instructions completely and answer all of the survey items. If a survey item does not have a response that you agree with, please do not leave it blank, but instead, select the response that comes closest to your opinion. It should take you 30 – 45 minutes to complete the survey. Please do not hesitate to ask the survey administrator if you have any questions.

Again, please ask us if you have any questions about the survey.

### Section1: Violence in the Housing Unit, and Policy, Procedures and Climate in the Facility

Please note, in this survey, we use the words:

- **“women”** to mean ***one or more women inmates or detainees***
- **“staff”** to mean ***anyone who works here at the facility***, including paid employees, agency representatives, and contract workers; but also including official visitors, and volunteers
- **“problem”** to mean ***anything that interferes with your sense of safety and well being***

**Please circle the number indicating how much you disagree or agree with each of the following items regarding your HOUSING UNIT?**

1=Strongly Disagree                      2=Somewhat Disagree                      3=Neither Agree or Disagree                      4=Somewhat Agree                      5=Strongly Agree

1. Women inmates here are likely to be <u>physically assaulted by an inmate.</u>	1	2	3	4	5
2. Women inmates here are likely to be <u>physically assaulted by staff.</u>	1	2	3	4	5
3. Women inmates here are likely to be <u>sexually assaulted by an inmate.</u>	1	2	3	4	5
4. Women inmates here are likely to be <u>sexually assaulted by staff.</u>	1	2	3	4	5
5. Women inmates are likely to be successful in protecting themselves from <u>inmate sexual violence</u> here.	1	2	3	4	5
6. Women inmates are likely to be successful in protecting themselves from <u>inmate physical violence</u> here.	1	2	3	4	5
7. Women inmates are likely to be successful in protecting themselves from <u>staff sexual misconduct</u> here.	1	2	3	4	5
8. Women inmates are likely to be successful in protecting themselves from <u>staff physical violence</u> here.	1	2	3	4	5
9. It is <u>not</u> very likely that a woman inmate would become a victim of <u>inmate physical violence</u> during her incarceration here.	1	2	3	4	5
10. It is <u>not</u> very likely that a woman inmate would become a victim of <u>inmate sexual violence</u> here.	1	2	3	4	5
11. It is <u>not</u> very likely that a woman inmate would become a victim of <u>staff physical violence</u> during her incarceration here.	1	2	3	4	5
12. It is <u>not</u> very likely that a woman inmate would become a victim of <u>staff sexual misconduct</u> here.	1	2	3	4	5

We are interested in determining if you are aware of some policies and procedures that may exist **in this FACILITY**. Please indicate, by circling either Yes or No, whether or are not you are aware of the following policies and procedures **in this FACILITY**.

Please respond to the following items by circling either Yes or No.

13. I understand what PREA is.	Yes	No
14. I know there are policies about the Prison Rape Elimination Act (PREA).	Yes	No
15. I have had an orientation or a class on PREA.	Yes	No
16. I have seen information about PREA.	Yes	No
17. I have had a class or some type of information presented to me on how to protect myself from inmate sexual violence while incarcerated.	Yes	No
18. I have had a class or some type of information presented to me that taught me about how to respond to staff sexual misconduct.	Yes	No
19. I know <b>how</b> to go about reporting any concerns I may have about inmate sexual violence or staff sexual misconduct.	Yes	No
20. I know to <b>whom</b> I should report any concerns I may have about inmate sexual violence or staff sexual misconduct.	Yes	No
21. I have had a class or some type of information presented to me on how to protect myself from inmate or staff physical violence while incarcerated.	Yes	No
22. I know <b>how</b> to go about reporting any concerns I may have about inmate or staff physical violence.	Yes	No
23. I know to <b>whom</b> I should report any concerns I may have about inmate or staff physical violence.	Yes	No

Please circle the number indicating how much you disagree or agree with each of the following items regarding **this FACILITY**?

1=Strongly Disagree      2=Somewhat Disagree      3=Neither Agree or Disagree      4=Somewhat Agree      5=Strongly Agree

24. The present administrators (the warden, etc.) have been doing their best to improve sexual safety here.	1	2	3	4	5
25. The staff have badly handled inmate complaints about sexual safety here.	1	2	3	4	5
26. Staff members here have not been interested or concerned about the needs of inmates to be sexually safe.	1	2	3	4	5
27. Inmates are sometimes written-up for PREA violations without cause.	1	2	3	4	5
28. If a woman inmate believes she will be attacked, the custody housing staff here will protect her.	1	2	3	4	5
29. The custody staff here are very concerned about the overall safety of women inmates.	1	2	3	4	5
30. There are programs at this facility that can help women inmates deal with any problems they have concerning safety here.	1	2	3	4	5
31. The reports and investigations about <u>inmate sexual violence</u> are taken seriously by staff here.	1	2	3	4	5
32. The reports and investigations about <u>staff sexual misconduct</u> are taken seriously by staff here.	1	2	3	4	5

**Please circle the number indicating how much you disagree or agree with each of the following items regarding this FACILITY?**

1=Strongly Disagree                      2=Somewhat Disagree                      3=Neither Agree or Disagree                      4=Somewhat Agree                      5=Strongly Agree

33. The facility's procedures for reporting <u>inmate sexual violence</u> are effective in investigating inmate sexual violence.	1	2	3	4	5
34. The facility's procedures for reporting <u>staff sexual misconduct</u> are effective in investigating staff sexual misconduct.	1	2	3	4	5
35. This facility is dangerous to most women inmates here.	1	2	3	4	5
36. The facility's procedures are successful in protecting women inmates here from <u>inmate sexual violence</u> .	1	2	3	4	5
37. The facility's procedures are successful in protecting women inmates here from <u>staff sexual misconduct</u> .	1	2	3	4	5
38. The facility's procedures are successful in protecting women inmates here from <u>inmate physical violence</u> .	1	2	3	4	5
39. The facility's procedures are successful in protecting women inmates here from <u>staff physical violence</u> .	1	2	3	4	5
40. Staff would report on other staff who are involved sexually with women inmates.	1	2	3	4	5
41. When accused of staff sexual misconduct, the involved staff are often told about this accusation by other staff members.	1	2	3	4	5
42. Staff have been disciplined for becoming sexually involved with women inmates here.	1	2	3	4	5
43. Staff have been fired for becoming sexually involved with women inmates here.	1	2	3	4	5
44. Staff have been prosecuted for becoming sexually involved with women inmates here.	1	2	3	4	5
45. Nothing happens to staff who have become sexually involved with women inmates here.	1	2	3	4	5
46. Nothing happens to staff who have intimate relationships with women inmates here.	1	2	3	4	5
47. Women inmates who make reports about <u>sexual violence</u> between women inmates worry about harassment from <u>women inmates</u> .	1	2	3	4	5
48. Women inmates who make reports about <u>sexual violence</u> between women inmates worry about harassment from <u>staff</u> .	1	2	3	4	5
49. Women inmates who make reports about <u>staff sexual misconduct</u> worry about harassment from <u>women inmates</u> .	1	2	3	4	5
50. Women inmates who make reports about <u>staff sexual misconduct</u> worry about harassment from <u>staff</u> .	1	2	3	4	5
51. Staff harass inmates who make reports about <u>staff sexual misconduct</u> .	1	2	3	4	5
52. Staff harass inmates who make reports about <u>staff physical violence</u> .	1	2	3	4	5
53. Staff harass inmates who make reports about <u>sexual violence</u> between women inmates.	1	2	3	4	5
54. Facility policies and procedures regarding the prevention of <u>sexual misconduct</u> by <u>staff members</u> toward women inmates are adequate.	1	2	3	4	5

**Please circle the number indicating how much you disagree or agree with each of the following items regarding this FACILITY?**

1=Strongly Disagree

2=Somewhat Disagree

3=Neither Agree or Disagree

4=Somewhat Agree

5=Strongly Agree

55. Facility policies and procedures are adequate regarding the action that should be taken to provide for the safety of women inmates who have been, or were alleged to have been, the victims of sexual misconduct directed toward them by a staff member.	1 2 3 4 5
56. Facility policies and procedures are adequate regarding the action that should be taken when one becomes aware of a staff member engaging in sexual misconduct toward a woman inmate.	1 2 3 4 5
57. Facility policies and procedures are adequate regarding the provision of treatment to a woman inmate who has been the recipient of sexual misconduct directed toward her by a staff member.	1 2 3 4 5
58. Facility policies and procedures are adequate regarding disciplinary action against staff members who direct sexual misconduct toward woman inmates?	1 2 3 4 5

## Section Two: Potential Factors Leading to Violence

Please note, in this survey, we use the words:

- “**women**” to mean **one or more women inmates or detainees**
- “**staff**” to mean **anyone who works here at the facility**, including paid employees, agency representatives, and contract workers; but also including official visitors, and volunteers
- “**problem**” to mean **anything that interferes with your sense of safety and well being**

We are interested in determining if some of the things listed below contribute to different types of violence in this FACILITY.

Please do the following with each item: First, check the appropriate box if you disagree or agree with the item. If you disagree with the item, go on to the next item below. If you agree with the item, go to the right and circle the appropriate number that indicates your opinion on the kind of risk each item (**a. through f.**) presents women inmates. After you answer these six items, proceed to the next question below. Note that for each set of numbers 0 through 4, you should circle one number (see EXAMPLES below).

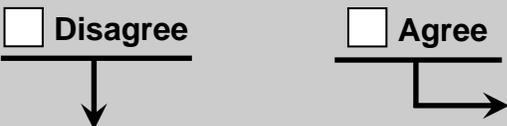
**To what extent does each of the items below put women in this FACILITY at risk of a particular type of violence?**

0 = Not at all    1 = A Small Extent    2 = A Moderate Extent    3 = A Large Extent    4 = A Very Large Extent

<b>EXAMPLE 1</b>		a. of inmate sexual violence	0	1	2	3	4
Watching too many soap operas puts women inmates in this facility at risk: <input checked="" type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 		b. of inmate physical violence	0	1	2	3	4
		c. of staff verbal harassment	0	1	2	3	4
		d. of staff sexual harassment	0	1	2	3	4
		e. of staff sexual misconduct	0	1	2	3	4
		f. of staff physical violence	0	1	2	3	4
		<b>EXAMPLE 2</b>		a. of inmate sexual violence	0	1	2
The color of the paint used in most of the facility puts women here at risk: <input type="checkbox"/> <b>Disagree</b> <input checked="" type="checkbox"/> <b>Agree</b> 		b. of inmate physical violence	0	1	2	3	4
		c. of staff verbal harassment	0	1	2	3	4
		d. of staff sexual harassment	0	1	2	3	4
		e. of staff sexual misconduct	0	1	2	3	4
		f. of staff physical violence	0	1	2	3	4

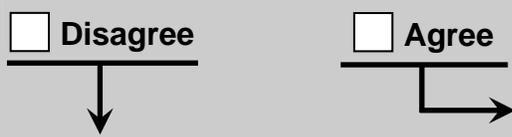
**To what extent does each of the items below put women in this FACILITY at risk of a particular type of violence?**

0 = Not at all    1 = A Small Extent    2 = A Moderate Extent    3 = A Large Extent    4 = A Very Large Extent

59. There are certain places in this facility that puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
60. If so, where are these places? _____ _____						
61. Poor layout and design of this facility puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
62. Lack of program space (for education, treatment, etc.) in this facility puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
63. Lack of recreation space in this facility puts women here at risk of:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
64. Lack of adequate cell and housing space in this facility puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
65. The temperature in this facility puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4

**To what extent does each of the items below put women in this FACILITY at risk of a particular type of violence?**

0 = Not at all    1 = A Small Extent    2 = A Moderate Extent    3 = A Large Extent    4 = A Very Large Extent

66. Lack of cameras and other surveillance devices in this facility puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
67. The quality of food in this facility puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
68. Lack of adequate medical care in this facility puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
69. Poor sanitary conditions in this facility puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
70. Lack of programs (education, treatment, etc.) in this facility puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
71. Program cancellations and/or frequent reductions of program time in this facility puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4

**To what extent does each of the items below put women in this FACILITY at risk of a particular type of violence?**

0 = Not at all    1 = A Small Extent    2 = A Moderate Extent    3 = A Large Extent    4 = A Very Large Extent

72. Existing housing options in this facility puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
73. Frequent lockdowns in this facility puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
74. Overcrowding in this facility puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
75. Lack of things for inmates to do in this facility puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
76. Not having enough staff in this facility puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
77. Staff failure to monitor or supervise inmates in this facility puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4

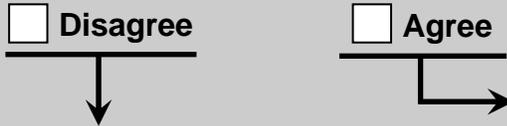
**To what extent does each of the items below put women in this FACILITY at risk of a particular type of violence?**

0 = Not at all    1 = A Small Extent    2 = A Moderate Extent    3 = A Large Extent    4 = A Very Large Extent

<p>78. Staff in this facility who are not adequately trained to work with women puts women here at risk:</p> <p><input type="checkbox"/> <b>Disagree</b>                      <input type="checkbox"/> <b>Agree</b></p>	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
<p>79. Staff who fail to do their job in this facility put women here at risk:</p> <p><input type="checkbox"/> <b>Disagree</b>                      <input type="checkbox"/> <b>Agree</b></p>	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
<p>80. Staff who work overtime or double shifts in this facility puts women here at risk:</p> <p><input type="checkbox"/> <b>Disagree</b>                      <input type="checkbox"/> <b>Agree</b></p>	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
<p>81. Staff reluctance to help women in this facility (for example, make an internal phone call to help an inmate) puts women here at risk:</p> <p><input type="checkbox"/> <b>Disagree</b>                      <input type="checkbox"/> <b>Agree</b></p>	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
<p>82. Staff in this facility who supervise women inmates too strictly puts women here at risk:</p> <p><input type="checkbox"/> <b>Disagree</b>                      <input type="checkbox"/> <b>Agree</b></p>	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
<p>83. Lack of communication or cooperation between custody and non-custody staff in this facility puts women here at risk:</p> <p><input type="checkbox"/> <b>Disagree</b>                      <input type="checkbox"/> <b>Agree</b></p>	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4

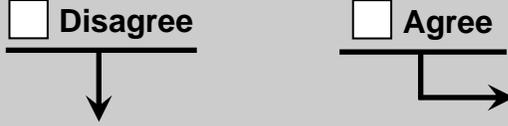
**To what extent does each of the items below put women in this FACILITY at risk of a particular type of violence?**

0 = Not at all    1 = A Small Extent    2 = A Moderate Extent    3 = A Large Extent    4 = A Very Large Extent

84. Lack of communication or cooperation between custody staff in this facility put women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
85. Staff members in this facility who are related to each other put women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
86. Staff members in this facility who have drug and alcohol problems put women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
87. Administrators in this facility who don't know what is going on here put women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
88. Lack of ways for women in this facility to report problems puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
89. Inmate fears about disease in this facility puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4

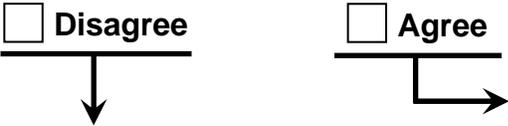
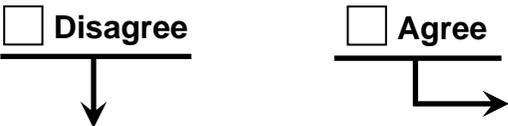
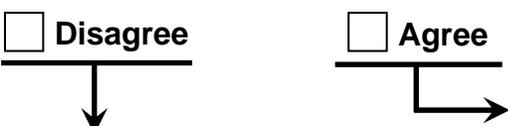
**To what extent does each of the items below put women in this FACILITY at risk of a particular type of violence?**

0 = Not at all    1 = A Small Extent    2 = A Moderate Extent    3 = A Large Extent    4 = A Very Large Extent

90. Lack of respect between women in this facility puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
91. Sexual tension among women in this facility puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
92. Women in this facility without gang ties puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
93. Women in this facility with gang ties puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
94. The number of women in this facility who have <u>not</u> gotten treatment for their pre-incarceration abuse (mental, physical or sexual) issues puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
95. The number of women in this facility who have mental health problems puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4

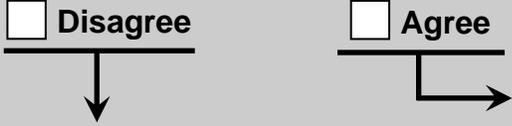
**To what extent does each of the items below put women in this FACILITY at risk of a particular type of violence?**

0 = Not at all    1 = A Small Extent    2 = A Moderate Extent    3 = A Large Extent    4 = A Very Large Extent

96. Racial tension between women in this facility puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
97. Women in this facility who have money are at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
98. Gossip among women in this facility puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
99. Disagreements between women in this facility over television programs puts women inmates here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
100. Disagreements between women in this facility over telephone availability puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
101. Jealousy among women inmates in this facility over any staff member puts women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4

**To what extent does each of the items below put women in this FACILITY at risk of a particular type of violence?**

0 = Not at all    1 = A Small Extent    2 = A Moderate Extent    3 = A Large Extent    4 = A Very Large Extent

102. Debts between women in this facility over commissary (canteen), cigarettes, and drugs put women here at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
103. Women in this facility who have been accused or convicted of crimes against children are at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
104. Women in this facility who don't know how to do their time are at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
105. Women in this facility who have not been incarcerated before are at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
106. Young women in this facility are at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
107. Elderly women in this facility are at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b> 	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4

**To what extent does each of the items below put women in this FACILITY at risk of a particular type of violence?**

0 = Not at all    1 = A Small Extent    2 = A Moderate Extent    3 = A Large Extent    4 = A Very Large Extent

108. Women in this facility who have physical disabilities are at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b>  	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
109. Women in this facility with mental problems are at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b>  	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
110. Women in this facility who do not speak English are at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b>  	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
111. Women in this facility who do <u>not</u> have any money are at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b>  	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4
112. Women in this facility who do not keep themselves sanitary are at risk:  <input type="checkbox"/> <b>Disagree</b> <input type="checkbox"/> <b>Agree</b>  	a. of inmate sexual violence	0	1	2	3	4
	b. of inmate physical violence	0	1	2	3	4
	c. of staff verbal harassment	0	1	2	3	4
	d. of staff sexual harassment	0	1	2	3	4
	e. of staff sexual misconduct	0	1	2	3	4
	f. of staff physical violence	0	1	2	3	4

## Section 3: Demographics

In order for the results of this survey to help us understand how to make this facility safer, please answer all of the following demographic items. Please check the appropriate box or fill in the provided space for each item.

### 3.0 Housing Unit

What is your current housing unit or block? \_\_\_\_\_

### 3.1 Current Age

How old are you today? \_\_\_\_\_

### 3.2 Race/ethnicity

Please check one box that best describes your racial and ethnic identity:

- White/Caucasian       African-American       American Indian  
 Hispanic/Latino       Asian  
 Other (please specify) \_\_\_\_\_

### 3.3 Highest Degree of Education

Please check one box:

- Less than high school diploma or GED  
 High school diploma or GED  
 Vocational or Trade School Certificate  
 Some college undergraduate work but no degree completed  
 Associate college degree completed  
 Bachelor college degree completed  
 Some college graduate work but no graduate degree completed  
 Graduate degree completed

### 3.4 Current Offense

Please check **one or more** boxes that pertain to the current offense or offenses for which you are currently in prison or jail for:

- Violent Crimes  
 Property Crimes  
 Drug Crimes  
 Other Crimes

### Previous Incarceration

How many times have you been in JAIL before this sentence or detention? \_\_\_\_\_

How many times have you been in PRISON before this sentence? \_\_\_\_\_

### 3.5 Information about Length of Time in Housing Unit and Facility

Please respond to the following items by entering the proper value in the blank provided. If you are unsure about the exact value, please estimate to the best of your ability. Note that we have provided an example.

#### 3.51 Total amount of time served to date on current sentence (or pretrial status).

For Example: If you have served 4 years, 9 months, and 15 days on your current sentence you would enter:

Number of years: 4 months: 9 and days: 15

How much time have you served on this sentence? Number of years:\_\_\_\_ months:\_\_\_\_ days:\_\_\_\_

#### 3.52 Total amount of time to expected release date.

How much time until you expect to be released? Number of years:\_\_\_\_ months:\_\_\_\_ days:\_\_\_\_

If you do not have a release date, please mark the reason(s) below (check all that apply):

- you are serving a life sentence
- you are serving an indeterminate (parole board) sentence, for example, 3 to 5 years
- you are a pretrial or pre-sentence detainee (you have not yet gone to trial or been sentenced)
- you are a parole violator awaiting disposition
- other \_\_\_\_\_

#### 3.53 Total amount of time served to date in the current facility.

How much time have you served in THIS facility? Number of years:\_\_\_\_ months:\_\_\_\_ days:\_\_\_\_

#### 3.54 Total amount of time served to date in the current housing unit.

How much time have you lived in THIS housing unit? Number of years:\_\_\_\_ months:\_\_\_\_ days:\_\_\_\_

***We would like you to respond to two final items. Please respond by circling either Yes, No, or Maybe.***

I feel I may be subjected to some form of retaliation <u>from staff</u> for taking this survey.	Yes	No	Maybe
I feel I may be subjected to some form of retaliation <u>from inmates</u> for taking this survey.	Yes	No	Maybe

If there is anything else you would like to tell us about any items you responded to on this survey, please do so in the space provided below. If you need more space, you can write on the back or on the cover page.

**Thank you for taking the time to complete this survey. Your assistance in providing this information is very much appreciated. Before turning in your survey, please go back and look it over one last time to be sure you didn't skip any questions you wanted to answer.**

## Survey Sampled Units Interview Questions

Barbara Owen  
California State University - Fresno  
Telephone: (559) 278-5715  
Fax: (559) 278-7265  
Email: barbarao@csufresno.edu

### **Directions:**

The goal of this brief interview is to develop a 2-3 page description of the unit from the perspective of the custody line and supervisory staff. The interview should be fairly informal and can cover other areas that crop up during the interview. Take notes and write up without transcribing etc.

The rating form that we used in the focus groups ends the interview. Ask the staff you interview to fill it out. Make multiple copies of the rating form as each person you interview will fill it out.

### **Questions:**

This unit has been designated at a unit with (high OR low) problems across many areas.

1. Why do you think this unit was designated as such?
2. What works (or does not work here)?
3. Staffing
  - a. How does staff affect the problems or lack of problems in this unit?
    - i. Include housing staff as well as yard staff
    - ii. How does staff respond to these problems (or lack of)
4. How would you characterize the population in this unit?
  - a. Probes:
    - i. Inmate "types"

## **Gendered Violence and Safety:**

*A contextual approach to improving security in women's facilities*

FINAL REPORT

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- ii. Oldtimers vs youngsters
  - iii. Mental health issues
  - iv. Any particular mission of this unit?
  - v. Other
  
5. What are the specific kinds of problems you and your staff encounter here?
  - a. Probes about inmate/inmate issues:
    - i. Verbal arguments
    - ii. Economic violence or exploitation
    - iii. Physical violence
      1. Relationship or interpersonal
      2. Stranger
      3. Economic—stealing, debt
      4. Race or gangs?
    - iv. Sexual violence
    - v. Single women/groups
    - vi. What else?
  - b. Probes about staff/inmate issues:
    - i. Disrespectful or hurtful language
    - ii. Staff Sexual misconduct
    - iii. Other forms of violence
  
6. What reasons do you think account for these problems (or the lack of them)?
  
7. Formal data:
  - a. What does the disciplinary data look like?
  - b. What other measures?
  
8. What do you think should be done to address these problems?

## Gendered Violence and Safety:

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FINAL REPORT

## Rating Form

**Please base your response on a scale of one to ten by circling one of the numbers below each statement.**

### How violent is this unit?

On a scale of one to ten, estimate how dangerous or violent you believe this facility is to most women inmates here.

(1 = not dangerous or violent; 10 = very dangerous or violent).

1    2    3    4    5    6    7    8    9    10

### How successful are most women at protecting themselves from violence?

On a scale of one to ten, please estimate one to ten how successful most women inmates are in protecting themselves from violence. (1 = not successful; 10 = very successful).

1    2    3    4    5    6    7    8    9    10

### How successful is this facility at protecting woman inmates from violence?

Please estimate on a scale of one to ten how successful this facility is at protecting most women inmates from violence.

(1 = not successful; 10 = very successful).

1    2    3    4    5    6    7    8    9    10

### How likely are most women to be victimized in this unit?

Please estimate on a scale of one to ten how likely that any female prisoner would become a victim of sexual violence during their incarceration here. (i.e., 1 = not likely; 10 = very likely).

1    2    3    4    5    6    7    8    9    10

# Appendix F

## Gendered Violence and Safety:

*A contextual approach to improving security in women's facilities*

FINAL REPORT

Please estimate on a scale of one to ten how likely that any female prisoner would become a victim of physical violence during their incarceration here. (i.e., 1 = not likely; 10 = very likely).

1      2      3      4      5      6      7      8      9      10

### **Compared to other facilities you know about....**

#### **How sexually violent is this unit compared to other units in this facility?**

Compared to other facilities you know about, please circle your guess as to how safe this facility is in terms of sexual violence for most women here.

Please circle your estimate:

Don't have any basis for comparison

The likelihood of being sexually victimized is lower here

The likelihood of being sexually victimized is about the same

The likelihood of being sexually victimized is greater here

#### **How physically violent is this unit compared to other units in this facility?**

Compared to other facilities you know about, please circle your guess as to how safe this facility is in terms of physical violence for most women here.

Please circle your estimate.

Don't have any basis for comparison

The likelihood of being physically victimized is lower here

The likelihood of being physically victimized is about the same

The likelihood of being physically victimized is greater here.

# Upcoming Survey

## This Week

**Barbara Owen, Professor**  
**Department of Criminology, Mail stop S2 104**  
**CSU Fresno, Fresno CA 93740**

### **An Invitation**

Next week, researchers from Fresno State will be conducting a survey that will collect information about prison conditions for women. We will call you out and ask you to fill out a survey that asks about your perspective these issues in your specific unit and in the facility. The questions in this survey were designed to measure your feelings or perceptions. We do not ask you to identify anyone (inmate or staff) individually; nor do we ask about any of your own behaviors. Your answers will be combined with everyone else in this unit and be reported in terms of combined numbers. The researchers are fully independent from <Name of Correctional System> and guarantee the confidentiality of this information. Nothing in the survey will be reported to <Name of Correctional System> in any way that could identify you or any of your comments.

### **How Will This Study Work?**

We are asking everyone who lives in this unit to participate in the study. We will explain more about the survey and ask you for your consent.

**We really need your help in developing ways to measure these conditions.**

**Our hope is that this information will be used to improve  
conditions for women in prison and jails.**

Thank you for helping us understand women's experience here.

## Retained Items By Construct And Factor

The number of items tested, dropped, and retained via factor analysis are summarized in Table 1 below. Items that were retained, based on a series of factor analyses and other empirical assessments of the psychometric properties of the eleven instruments/constructs are listed in the pages that follow. Items are organized by survey section, construct, and factor. Item numbers beginning with "A" or "B" denote items appearing on survey version A or B, respectively. Item numbers are followed by factor loadings, and then item text. Note that separate factor analyses were conducted on the 53 items in section three for each of the six constructs in that section. Consequently, these items appear in multiple constructs. (Nonetheless, each item appears in only one factor of each construct.)

Table 1: Summary of Items Tested, Dropped, and Retained Via Factor Analysis

<b>Items Tested and Retained via Factor Analysis</b>					
<b>Construct</b>		<b>Items</b>			<b>Valid N</b>
		<b>Tested</b>	<b>Dropped</b>	<b>Retained</b>	
<b>1</b>	Problems in the Housing Unit Involving Women Inmates	68	48	20	428
<b>2</b>	Problems in the Housing Unit Involving Staff	36	6	30	452
<b>3</b>	Likelihood of violence & misconduct (Note: FA considered a total of 12 items: 8 original + 4 BOP; dropped 4 original)	12	4	8	861
<b>4</b>	Personal Awareness of Policies and Procedures related to Safety and Violence	11	3	8	887
<b>5</b>	Reporting Climate	25	10	15	848
<b>6</b>	Potential Factors Leading to Inmate Sexual Violence	53	17	36	356
<b>7</b>	Potential Factors Leading to Inmate Physical Violence	53	22	31	362
<b>8</b>	Potential Factors Leading to Staff Verbal Harassment	53	17	36	358
<b>9</b>	Potential Factors Leading to Staff Sexual Harassment	53	19	34	365
<b>10</b>	Potential Factors Leading to Staff Sexual Misconduct	53	29	24	363
<b>11</b>	Potential Factors Leading to Staff Physical Violence	53	19	34	361
		<b>470</b>	<b>194</b>	<b>276</b>	
Variables appearing in both versions A and B (this includes the 44 original items in section 2 and 4 BOP items adopted as replacements.)		48	17	31	
		<b>518</b>	<b>211</b>	<b>307</b>	

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## Section 1: Problems in the Housing Unit

### Construct 1: Issues involving women inmates

**Factor 1: Inmate Physical Violence** (Eigen = 10.49; Total = 52.44%; Rotated = 23.01%)

- A60 (.81) Women here have gotten into physical fights with other women inmates over disrespect.
- A59 (.79) Women here have gotten into physical fights with other women inmates so they would not appear to be weak or an easy target.
- A57 (.78) Women here have gotten into physical fights because there are a lot of angry women inmates here.
- A68 (.76) Women here have gotten into physical fights with roommates or cell mates because they "brought heat" or added staff attention to their room/cell or housing unit.
- A74 (.75) Women here have hit, slapped, kicked or bitten other women inmates.

**Factor 2: Inmate Sexual Violence** (Eigen = 2.67; Total = 13.37%; Rotated = 19.70%)

- A41 (.92) Women here have pressured or threatened other women inmates with physical violence to get them to engage in any kind of UNWANTED sexual activity.
- A40 (.91) Women here have pressured or verbally threatened other women inmates to engage in any kind of UNWANTED sexual activity.
- A44 (.89) Women here have used physical violence to force other women inmates to engage in any kind of UNWANTED sexual activity.
- A45 (.86) Women here involved in intimate relationships with other women have used physical violence to force their intimate partners or girlfriends to engage in any kind of UNWANTED sexual activity.
- A39 (.86) Women here have offered protection to other women inmates in order to get them to engage in any kind of UNWANTED sexual activity.

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### **Factor 3: Inmate Economic Conflict** (Eigen = 1.44; Total = 7.19%; Rotated = 18.15%)

- A7 (.81) Women here have gotten into verbal arguments over debts.
- A5 (.77) Women here have gotten in debt as a result of borrowing commissary or other items from other inmates.
- A8 (.77) Women here have used pressure or threats to collect on debts.
- A10 (.75) Women here have given away property and other items to women inmates in order to protect themselves.
- A12 (.71) Women here have pressured or verbally threatened other women inmates to obtain their things, such as clothes, jewelry, commissary (canteen), food, medication and the like.

### **Factor 4: Inmate Verbal Conflict** (Eigen = 1.11; Total = 5.56%; Rotated = 17.70%)

- A21 (.76) Women here have gotten into verbal arguments that were pointless or not based on anything.
- A22 (.76) Women here have gotten into verbal arguments that were not pointless, but based on something.
- A26 (.75) Women here have gotten into verbal arguments with other women inmates because of gossip or rumors.
- A25 (.72) Roommates/cellmates here have had serious verbal arguments.
- A23 (.67) Women here have made insulting or ridiculing verbal comments to other women inmates that were based on their personal characteristics such as age, race, color, or disability.

## **Construct 2: Issues Involving Staff**

### **Factor 5: Staff Sexual Misconduct** (Eigen = 17.41; Total = 58.04%; Rotated = 27.20%)

- A103 (.91) Staff here have verbally pressured or threatened women inmates to engage in any kind of sexual activity.
- A105 (.91) Staff here have forced women inmates through physical violence to engage in any type of sexual activity.

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- A104 (.91) Staff here have pressured or threatened women inmates with any kind of physical violence to get them to engage in any type of sexual activity.
- A102 (.87) Staff here have offered bribes or protection to women inmates in any way to engage in sexual activity.
- A98 (.84) Staff here have exposed their genitals (and/or breasts if female staff) to women inmates.
- A99 (.84) Staff here have asked women inmates to engage in any type of sexual activity.
- A107 (.83) Staff here have threatened a woman inmate with physical violence to keep quiet about any type of sexual relationship.
- A101 (.80) Staff here have engaged in any type of sexual activity with women inmates.

### **Factor 6: Staff Verbal Harassment** (Eigen = 4.14; Total = 13.80%; Rotated = 22.65%)

- A81 (.88) Staff here have yelled or screamed at women inmates.
- A77 (.86) Staff here have made unprofessional, disrespectful, demeaning, or belittling verbal comments to women inmates.
- A80 (.83) Staff here have used profanity when speaking to women inmates.
- A82 (.82) Staff here have yelled or screamed at women inmates which escalated into a tense situation.
- A76 (.78) Staff here have talked with other staff and were overheard making unprofessional, disrespectful, demeaning, or belittling verbal comments about women inmates in their conversation.
- A78 (.78) Staff here have made insulting or ridiculing verbal comments to women inmates that were based on their personal appearance or other physical characteristics such as age, race, color, or disability.
- A79 (.69) Staff here have made insulting or ridiculing verbal comments to women inmates that were based on their group membership (for example, housing unit, close circle of friends, gang affiliation), religion, political views or political affiliation.
- A83 (.51) Staff here have yelled or screamed at women inmates during a tense situation and that escalated into physical violence between staff and inmates.

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### **Factor 7: Staff Sexual Harassment** (Eigen = 1.32; Total = 4.41%; Rotated = 18.64%)

- A89 (.80) Staff here have made sexual, obscene or disgusting gestures or noises in front of women inmates.
- A85 (.74) Staff here have made sexual jokes in front of women inmates.
- A88 (.74) Staff here have used obscene or sexual language in front of women inmates.
- A84 (.73) Staff here have made inappropriate verbal statements or comments of a sexual nature to women inmates.
- A86 (.66) Staff here have made demeaning or belittling references to the female gender.
- A87 (.65) Staff here have made derogatory comments about a woman inmate's body or clothing.
- A92 (.63) Staff here have looked at or stared at women inmates' bodies in a way that made them uncomfortable.
- A93 (.61) Staff here have invaded the privacy of women inmates beyond what was necessary (like watching closely or staring at them in the shower or toilet).
- A90 (.54) Women inmates here have approached staff in an attempt to develop a sexual relationship.

### **Factor 8: Staff Physical Violence** (Eigen = 1.06; Total = 3.53%; Rotated = 11.29%)

- A109 (.75) Staff here have engaged in greater physical force than necessary while searching women inmates.
- A108 (.74) Staff here have engaged in greater physical force than necessary while controlling women inmates.
- A110 (.70) Staff here have struck women inmates with a baton or other authorized object when it was not needed.
- A111 (.64) Staff here have hit, slapped, kicked or bitten women inmates.
- A106 (.56) Staff here have threatened women inmates with physical violence.

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## **Section 2: Violence in the housing unit, and policy, procedures and climate in the facility**

### **Construct 3: Likelihood of Violence & Misconduct**

**Factor 9: Likelihood of being Assaulted** (Eigen = 3.05; Total = 38.13%; Rotated = 32.36%)

- A114/B3 (.82 ) Women inmates here are likely to be sexually assaulted by an inmate.
- A113/B2 (.82 ) Women inmates here are likely to be physically assaulted by staff.
- A115/B4 (.80 ) Women inmates here are likely to be sexually assaulted by staff.
- A112/B1 (.75 ) Women inmates here are likely to be physically assaulted by an inmate.

**Factor 10: Likelihood of Successful Self-Protection from Violence and Misconduct** (Eigen = 2.03; Total = 25.34%; Rotated = 31.11%)

- A118/B7 (.81 ) Women inmates are likely to be successful in protecting themselves from staff sexual misconduct here.
- A116/B5 (.81 ) Women inmates are likely to be successful in protecting themselves from inmate sexual violence here.
- A119/B8 (.78 ) Women inmates are likely to be successful in protecting themselves from staff physical violence here.
- A117/B6 (.73) Women inmates are likely to be successful in protecting themselves from inmate physical violence here.

### **Construct 4: Personal awareness of policies and procedures related to safety and violence**

**Factor 11: Understood the PREA Related Information** (Eigen = 4.24; Total = 53.01%; Rotated = 42.16%)

- A133/B22 (.92) I know how to go about reporting any concerns I may have about inmate or staff physical violence.

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- A134/B23 (.91) I know to whom I should report any concerns I may have about inmate or staff physical violence.
- A131/B20 (.89) I know to whom I should report any concerns I may have about inmate sexual violence or staff sexual misconduct.
- A130/B19 (.85) I know how to go about reporting any concerns I may have about inmate sexual violence or staff sexual misconduct.

### **Factor 12: Exposed to PREA Related Information** (Eigen = 1.62; Total = 20.25%; Rotated 31.09%)

- A128/B17 (.87) I have had a class or some type of information presented to me on how to protect myself from inmate sexual violence while incarcerated.
- A129/B18 (.81) I have had a class or some type of information presented to me that taught me about how to respond to staff sexual misconduct.
- A132/B21 (.72) I have had a class or some type of information presented to me on how to protect myself from inmate or staff physical violence while incarcerated.
- A126/B15 (.64) I have had an orientation or a class on PREA.

**Construct 5: Reporting climate** (refers to the attitude of staff and inmates about grievances, complaints, or other reports of physical or sexual violence and misconduct; whether staff are open to grievances and complaints or hostile about them.)

### **Factor 13: Reporting Climate and Retaliation/Harassment** (Eigen = 4.82; Total = 32.14%; Rotated = 24.05%)

- A162/B51 (.87) Staff harass inmates who make reports about staff sexual misconduct.
- A161/B50 (.86) Women inmates who make reports about staff sexual misconduct worry about harassment from staff.
- A163/B52 (.85) Staff harass inmates who make reports about staff physical violence.
- A160/B49 (.80) Women inmates who make reports about staff sexual misconduct worry about harassment from women inmates.

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- A159/B48 (.76) Women inmates who make reports about sexual violence between women inmates worry about harassment from staff.

### **Factor 14: Concerned Staff and Effective Safety/Protective Procedures**

(Eigen = 3.12; Total = 20.78%; Rotated = 22.45%)

- A142/B31 (.83) The reports and investigations about inmate sexual violence are taken seriously by staff here.
- A147/B36 (.83) The facility's procedures are successful in protecting women inmates here from inmate sexual violence.
- A148/B37 (.79) The facility's procedures are successful in protecting women inmates here from staff sexual misconduct.
- A140/B29 (.79) The custody staff here are very concerned about the overall safety of women inmates.
- A144/B33 (.77) The facility's procedures for reporting inmate sexual violence are effective in investigating inmate sexual violence.

### **Factor 15: Staff Discipline and Accountability Regarding Sexual**

**Misconduct** (Eigen = 1.84; Total = 12.27%; Rotated = 14.24%)

- A154/B43 (.87) Staff have been fired for becoming sexually involved with women inmates here.
- A153/B42 (.83) Staff have been disciplined for becoming sexually involved with women inmates here.
- A155/B44 (.72) Staff have been prosecuted for becoming sexually involved with women inmates here.

### **Factor 16: Inadequate Discipline and Accountability Regarding Staff Sexual**

**Misconduct** (Eigen = 1.09; Total = 7.24%; Rotated = 11.68%)

- A157/B46 (.91) Nothing happens to staff who have intimate relationships with women inmates here.
- A156/B45 (.90) Nothing happens to staff who have become sexually involved with women inmates here.

## **Section 3: Potential Factors Leading to Different Types of Violence and Misconduct**

### **Construct 6: Inmate Sexual Violence**

#### **Factor 17: Unstable or Volatile Inmates, Inmate Subculture, Incompetent Staff, and Out-of-Touch Administrators** (Eigen = 15.06; Total = 41.83%; Rotated = 18.44%)

- B90a (.78) Lack of respect between women here puts women at risk
- B88a (.73) Lack of ways for women here to report problems in this facility puts women at risk
- B91a (.71) Sexual tension among women here puts women at risk
- B94a (.71) The number of women who have not gotten treatment for their pre-incarceration abuse (mental, physical or sexual) issues put women at risk
- B79a (.69) Staff who fail to do their job in this facility put women here at risk
- B95a (.69) The number of women here who have mental health problems puts women at risk
- B87a (.66) Administrators who don't know what is going on here put women at risk
- B78a (.61) Staff in this facility who are not adequately trained to work with women puts women here at risk
- B102a (.60) Debts between women here over commissary (canteen), cigarettes, and drugs put women inmates at risk
- B104a (.60) Women here who don't know how to do their time are at risk

#### **Factor 18: Disagreements Due to Scarcity and Living in Close Quarters** (Eigen = 2.68; Total = 7.43%; Rotated = 11.16%)

- B99a (.84) Disagreements between women over television programs puts women inmates here at risk
- B100a (.82) Disagreements between women over telephone availability puts women inmates here at risk
- B112a (.69) Women who do not keep themselves sanitary are at risk

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- B101a (.67) Jealousy among women inmates over any staff member puts women here at risk

### **Factor 19: Vulnerable Women Inmates (e.g., Elderly, Young, Inexperienced, Physically Disabled, and Non-English Speaking Inmates)** (Eigen = 1.88; Total = 5.22%; Rotated = 9.21%)

- B106a (.70) Young women here are at risk
- B105a (.63) Women here who have not been incarcerated before are at risk
- B107a (.60) Elderly women here are at risk
- B111a (.59) Women who do not have any money are at risk
- B110a (.58) Women here who do not speak English are at risk
- B108a (.55) Women here who have physical disabilities are at risk

### **Factor 20: Lack of Program and Recreation Space and Options** (Eigen = 1.50; Total = 4.15%; Rotated = 8.15%)

- B70a (.72) Lack of programs (education, treatment, etc.) in this facility puts women here at risk
- B62a (.71) Lack of program space (for education, treatment, etc.) in this facility puts women here at risk
- B71a (.69) Program cancellations and/or frequent reductions of program time in this facility puts women here at risk
- B63a (.68) Lack of recreation space in this facility puts women here at risk of

### **Factor 21: Unprofessional Staff** (Eigen = 1.41; Total = 3.92; Rotated = 7.54%)

- B84a (.65) Lack of communication or cooperation between custody staff put women here at risk
- B82a (.64) Staff who supervise women inmates too strictly puts women here at risk
- B83a (.63) Lack of communication or cooperation between custody and non-custody staff puts women here at risk

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- B85a (.58) Staff members who are related to each other put women here at risk
- B81a (.55) Staff reluctance to help women here (for example, make an internal phone call to help an inmate) puts women inmates at risk

### **Factor 22: Physical Plant (e.g., Poor Design, Layout, Surveillance and Supervisions Options) (Eigen = 1.08; Total = 2.99%; Rotated = 7.14%)**

- B66a (.76) Lack of cameras and other surveillance devices in this facility puts women here at risk
- B59a (.62) There are certain places in this facility that puts women here at risk
- B61a (.59) Poor layout and design of this facility puts women here at risk
- B76a (.49) Not having enough staff in this facility puts women here at risk

### **Factor 23: Poor Quality Medical Care, Sanitation, and Food (Eigen = 1.01; Total = 2.81%; Rotated = 6.71%)**

- B68a (.77) Lack of adequate medical care in this facility puts women here at risk
- B69a (.76) Poor sanitary conditions in this facility puts women here at risk
- B67a (.73) The quality of food in this facility puts women here at risk

## **Construct 7: Inmate Physical Violence**

### **Factor 24: Vulnerable Women Inmates (e.g., Non-English Speaking, Elderly, Physically or Mentally disabled, Young, or Inexperienced Inmates) (Eigen = 11.89; Total = 38.36%; Rotated = 16.21%)**

- B110b (.78) Women here who do not speak English are at risk
- B108b (.77) Women here who have physical disabilities are at risk
- B107b (.75) Elderly women here are at risk
- B106b (.72) Young women here are at risk
- B111b (.68) Women who do not have any money are at risk
- B105b (.66) Women here who have not been incarcerated before are at risk

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- B109b (.64) Women here with mental problems are at risk

### **Factor 25: Tension and Disagreements Due to the Inmate Subculture and Living in Close Quarters** (Eigen = 2.12; Total = 6.83%; Rotated = 12.34%)

- B90b (.72) Lack of respect between women here puts women at risk
- B98b (.71) Gossip among women here in this facility puts women at risk
- B102b (.69) Debts between women here over commissary (canteen), cigarettes, and drugs put women inmates at risk
- B112b (.68) Women who do not keep themselves sanitary are at risk
- B74b (.67) Overcrowding in this facility puts women here at risk
- B104b (.62) Women here who don't know how to do their time are at risk

### **Factor 26: Facility Conditions (e.g., Poor Quality Food, Medical, Sanitation, Programming, Recreation, etc.)** (Eigen = 1.83; Total = 5.92%; Rotated = 11.77%)

- B67b (.73) The quality of food in this facility puts women here at risk
- B68b (.71) Lack of adequate medical care in this facility puts women here at risk
- B69b (.68) Poor sanitary conditions in this facility puts women here at risk
- B70b (.60) Lack of programs (education, treatment, etc.) in this facility puts women here at risk
- B71b (.58) Program cancellations and/or frequent reductions of program time in this facility puts women here at risk
- B75b (.57) Lack of things for inmates to do in this facility puts women here at risk
- B65b (.54) The temperature in this facility puts women here at risk

### **Factor 27: Unprofessional or Overworked Staff** (Eigen = 1.33; Total = 4.28%; Rotated = 8.49%)

- B84b (.77) Lack of communication or cooperation between custody staff put women here at risk
- B83b (.75) Lack of communication or cooperation between custody and non-custody staff puts women here at risk

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- B81b (.63) Staff reluctance to help women here (for example, make an internal phone call to help an inmate) puts women inmates at risk
- B80b (.52) Staff that work overtime or double shifts puts women here at risk

### **Factor 28: Inadequate Surveillance and Supervision Due to Equipment, Staff, Facility Eesign, etc.** (Eigen = 1.22; Total = 3.94%; Rotated = 7.73%)

- B66b (.77) Lack of cameras and other surveillance devices in this facility puts women here at risk
- B61B (.63) Poor layout and design of this facility puts women here at risk
- B59b (.60) There are certain places in this facility that puts women here at risk
- B77b (.54) Staff failure to monitor or supervise inmates in this facility puts women here at risk

### **Factor 29: Tension and Disagreements Due to Scarcity** (Eigen = 1.14; Total = 3.67%; Rotated = 6.47%)

- B99b (.77) Disagreements between women over television programs puts women inmates here at risk
- B100b (.77) Disagreements between women over telephone availability puts women inmates here at risk
- B101b (.51) Jealousy among women inmates over any staff member puts women here at risk

## **Construct 8: Staff verbal harassment**

### **Factor 30: Incompetent Staff, Out-of-Touch Administrators, Overcrowding, Staff Shortages, Unmonitored Places** (Eigen = 15.10; Total = 40.80%; Rotated = 14.66%)

- B79c (.69) Staff who fail to do their job in this facility put women here at risk

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- B87c (.68) Administrators who don't know what is going on here put women at risk
- B78c (.67) Staff in this facility who are not adequately trained to work with women puts women here at risk
- B74c (.66) Overcrowding in this facility puts women here at risk
- B88c (.62) Lack of ways for women here to report problems in this facility puts women at risk
- B86c (.61) Staff members who have drug and alcohol problems put women here at risk
- B77c (.60) Staff failure to monitor or supervise inmates in this facility puts women here at risk
- B66c (.58) Lack of cameras and other surveillance devices in this facility puts women here at risk
- B59c (.48) There are certain places in this facility that puts women here at risk
- B76c (.46) Not having enough staff in this facility puts women here at risk

### **Factor 31: Tension and Disagreements Due to Scarcity and the Inmate Subculture** (Eigen = 2.07; Total = 5.61%; Rotated = 13.72%)

- B102c (.75) Debts between women here over commissary (canteen), cigarettes, and drugs put women inmates at risk
- B97c (.69) Women here who have money are at risk
- B100c (.69) Disagreements between women over telephone availability puts women inmates here at risk
- B98c (.68) Gossip among women here in this facility puts women at risk
- B99c (.68) Disagreements between women over television programs puts women inmates here at risk
- B96c (.64) Racial tension between women here puts women inmates at risk
- B91c (.61) Sexual tension among women here puts women at risk
- B93c (.59) Women here with gang ties puts women at risk

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**Factor 32: Vulnerable Women Inmates (e.g., Non-English Speaking, Elderly, Young, Inexperienced, Physically Disabled)** (Eigen = 1.93; Total = 5.20%; Rotated = 10.26%)

- B107c (.71) Elderly women here are at risk
- B110c (.68) Women here who do not speak English are at risk
- B108c (.68) Women here who have physical disabilities are at risk
- B111c (.68) Women who do not have any money are at risk
- B106c (.65) Young women here are at risk
- B105c (.58) Women here who have not been incarcerated before are at risk

**Factor 33: Poor Facility Conditions (e.g. Sanitation, Medical, Food, and Programming)** (Eigen = 1.57; Total = 4.25%; Rotated = 9.07%)

- B69c (.86) Poor sanitary conditions in this facility puts women here at risk
- B68c (.67) Lack of adequate medical care in this facility puts women here at risk
- B67c (.55) The quality of food in this facility puts women here at risk
- B70c (.44) Lack of programs (education, treatment, etc.) in this facility puts women here at risk

**Factor 34: Environment (as Communicated by Staff) Lacks Order, Fairness, and Predictability** (Eigen = 1.33; Total = 3.60%; Rotated = 7.59%)

- B82c (.71) Staff who supervise women inmates too strictly puts women here at risk
- B84c (.64) Lack of communication or cooperation between custody staff put women here at risk
- B83c (.60) Lack of communication or cooperation between custody and non-custody staff puts women here at risk
- B81c (.54) Staff reluctance to help women here (for example, make an internal phone call to help an inmate) puts women inmates at risk
- B80c (.44) Staff that work overtime or double shifts puts women here at risk

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### **Factor 35: Facility Layout and Space (i.e., Lack of Program and Recreation Space, Poor Layout and Design) (Eigen = 1.11; Total = 3.00%; Rotated = 7.18%)**

- B62c (.77) Lack of program space (for education, treatment, etc.) in this facility puts women here at risk
- B63c (.75) Lack of recreation space in this facility puts women here at risk of
- B61c (.61) Poor layout and design of this facility puts women here at risk

## **Construct 9: Staff Sexual Harassment**

### **Factor 36: Incompetent Staff, Out-of-Touch Administrators, Overcrowding (Eigen = 16.18; Total = 47.60%; Rotated = 15.94%)**

- B87d (.78) Administrators who don't know what is going on here put women at risk
- B88d (.76) Lack of ways for women here to report problems in this facility puts women at risk
- B79d (.76) Staff who fail to do their job in this facility put women here at risk
- B86d (.75) Staff members who have drug and alcohol problems put women here at risk
- B78d (.72) Staff in this facility who are not adequately trained to work with women put women here at risk
- B74d (.61) Overcrowding in this facility puts women here at risk
- B84d (.59) Lack of communication or cooperation between custody staff put women here at risk

### **Factor 37: Tension and Disagreements Due to Scarcity, Living in Close Quarters, and the Inmate Subculture (Eigen = 2.79; Total = 8.20%; Rotated = 15.77%)**

- B100d (.81) Disagreements between women over telephone availability puts women inmates here at risk
- B99d (.80) Disagreements between women over television programs puts women inmates here at risk

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- B102d (.74) Debts between women here over commissary (canteen), cigarettes, and drugs put women inmates at risk
- B97d (.71) Women here who have money are at risk
- B112d (.71) Women who do not keep themselves sanitary are at risk
- B103d (.68) Women here who have been accused or convicted of crimes against children are at risk
- B98d (.66) Gossip among women here in this facility puts women at risk

**Factor 38: Vulnerable Women Inmates (e.g., Non-English Speaking, Elderly, Physically or Mentally Disabled, Young, Inexperienced)** (Eigen = 1.73; Total = 5.07%; Rotated = 12.53%)

- B110d (.72) Women here who do not speak English are at risk
- B111d (.72) Women who do not have any money are at risk
- B108d (.67) Women here who have physical disabilities are at risk
- B109d (.64) Women here with mental problems are at risk
- B107d (.64) Elderly women here are at risk
- B106d (.56) Young women here are at risk
- B105d (.52) Women here who have not been incarcerated before are at risk

**Factor 39: Physical Plant (e.g., Poor Layout and Design; Blind Spots; Lack of Program, Recreation, and Housing Space)** (Eigen = 1.37; Total = 4.04%; Rotated = 12.11%)

- B61d (.74) Poor layout and design of this facility puts women here at risk
- B62d (.74) Lack of program space (for education, treatment, etc.) in this facility puts women here at risk
- B63d (.68) Lack of recreation space in this facility puts women here at risk of
- B59d (.67) There are certain places in this facility that puts women here at risk
- B66d (.58) Lack of cameras and other surveillance devices in this facility puts women here at risk

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- B64d (.62) Lack of adequate cell and housing space in this facility puts women here at risk

### **Factor 40: Poor Facility Conditions (e.g., Medical, Sanitation, Food, Movement, Programs, Recreation, etc.)** (Eigen = 1.05; Total = 3.10%; Rotated = 11.66%)

- B67d (.70) The quality of food in this facility puts women here at risk
- B69d (.69) Poor sanitary conditions in this facility puts women here at risk
- B68d (.67) Lack of adequate medical care in this facility puts women here at risk
- B82d (.57) Staff who supervise women inmates too strictly puts women here at risk
- B73d (.57) Frequent lockdowns in this facility puts women here at risk
- B75d (.55) Lack of things for inmates to do in this facility puts women here at risk
- B65d (.49) The temperature in this facility puts women here at risk

## **Construct 10: Staff Sexual Misconduct**

### **Factor 41: Tension and Disagreements Over Scarcity and Living in Close Quarters; the Inmate Subculture** (Eigen = 11.45; Total = 47.72%; Rotated = 19.38%)

- B99e (.84) Disagreements between women over television programs puts women inmates here at risk
- B100e (.84) Disagreements between women over telephone availability puts women inmates here at risk
- B112e (.83) Women who do not keep themselves sanitary are at risk
- B102e (.79) Debts between women here over commissary (canteen), cigarettes, and drugs put women inmates at risk
- B103e (.73) Women here who have been accused or convicted of crimes against children are at risk
- B97e (.73) Women here who have money are at risk

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### **Factor 42: Incompetent Staff, Out-of-Touch Administrators, Overcrowding**

(Eigen = 2.49; Total = 10.39%; Rotated = 19.29%)

- B87e (.80) Administrators who don't know what is going on here put women at risk
- B86e (.79) Staff members who have drug and alcohol problems put women here at risk
- B88e (.79) Lack of ways for women here to report problems in this facility puts women at risk
- B79e (.75) Staff who fail to do their job in this facility put women here at risk
- B78e (.72) Staff in this facility who are not adequately trained to work with women puts women here at risk
- B74e (.65) Overcrowding in this facility puts women here at risk

### **Factor 43: Facility Layout and Space (e.g., Lack of Program, Recreation and Housing Space, Poor Layout and Design, Blind Spots)**

(Eigen = 1.68; Total = 6.99%; Rotated = 17.29%)

- B62e (.82) Lack of program space (for education, treatment, etc.) in this facility puts women here at risk
- B63e (.78) Lack of recreation space in this facility puts women here at risk of
- B61e (.74) Poor layout and design of this facility puts women here at risk
- B59e (.71) There are certain places in this facility that puts women here at risk
- B64e (.59) Lack of adequate cell and housing space in this facility puts women here at risk
- B72e (.57) Existing housing options in this facility puts women here at risk

### **Factor 44: Poor Facility Conditions (e.g., Sanitation, Food, Medical,**

**Programming, Recreation, etc.)** (Eigen = 1.18; Total = 4.90%; Rotated = 14.03%)

- B69e (.78) Poor sanitary conditions in this facility puts women here at risk
- B67e (.74) The quality of food in this facility puts women here at risk

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- B68e (.67) Lack of adequate medical care in this facility puts women here at risk
- B70e (.59) Lack of programs (education, treatment, etc.) in this facility puts women here at risk
- B71e (.55) Program cancellations and/or frequent reductions of program time in this facility puts women here at risk
- B75e (.48) Lack of things for inmates to do in this facility puts women here at risk

### **Construct 11: Staff Physical Violence**

#### **Factor 45: Out-of-Touch Administrators; Incompetent or Unprofessional Staff; Overcrowding** (Eigen = 16.58; Total = 48.76%; Rotated = 16.75%)

- B87f (.77) Administrators who don't know what is going on here put women at risk
- B86f (.76) Staff members who have drug and alcohol problems put women here at risk
- B88f (.75) Lack of ways for women here to report problems in this facility puts women at risk
- B79f (.72) Staff who fail to do their job in this facility put women here at risk
- B78f (.68) Staff in this facility who are not adequately trained to work with women puts women here at risk
- B74f (.66) Overcrowding in this facility puts women here at risk
- B84f (.61) Lack of communication or cooperation between custody staff put women here at risk

#### **Factor 46: Tension and Disagreements Due to Scarcity, the Inmate Subculture, and Living in Close Quarters** (Eigen = 2.28; Total = 6.71%; Rotated = 14.85%)

- B99f (.80) Disagreements between women over television programs puts women inmates here at risk
- B100f (.74) Disagreements between women over telephone availability puts women inmates here at risk

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- B102f (.72) Debts between women here over commissary (canteen), cigarettes, and drugs put women inmates at risk
- B97f (.71) Women here who have money are at risk
- B98f (.69) Gossip among women here in this facility puts women at risk
- B96f (.64) Racial tension between women here puts women inmates at risk
- B91f (.55) Sexual tension among women here puts women at risk

### **Factor 47: Vulnerable Women Inmates (e.g., Non-English Speaking, Physically or Mentally Disabled, Elderly, Young, Inexperienced)** (Eigen = 1.73; Total = 5.07%; Rotated = 12.61%)

- B110f (.74) Women here who do not speak English are at risk
- B108f (.74) Women here who have physical disabilities are at risk
- B107f (.70) Elderly women here are at risk
- B111f (.66) Women who do not have any money are at risk
- B109f (.59) Women here with mental problems are at risk
- B106f (.57) Young women here are at risk
- B105f (.50) Women here who have not been incarcerated before are at risk

### **Factor 48: Facility Layout and Space (e.g., Lack of Program, Recreation and Housing Space, Poor Layout and Design, Blind Spots)** (Eigen = 1.27; Total = 3.73%; Rotated = 11.91%)

- B62f (.77) Lack of program space (for education, treatment, etc.) in this facility puts women here at risk
- B63f (.75) Lack of recreation space in this facility puts women here at risk of
- B61f (.71) Poor layout and design of this facility puts women here at risk
- B59f (.65) There are certain places in this facility that puts women here at risk
- B64f (.62) Lack of adequate cell and housing space in this facility puts women here at risk

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- B66f (.51) Lack of cameras and other surveillance devices in this facility puts women here at risk

**Factor 49: Poor Facility Conditions (i.e., Food, Programming, Sanitation, Recreation, Medical, Movement)** (Eigen = 1.13; Total =3.32%; Rotated = 11.48%)

- B67f (.65) The quality of food in this facility puts women here at risk
- B70f (.61) Lack of programs (education, treatment, etc.) in this facility puts women here at risk
- B69f (.61) Poor sanitary conditions in this facility puts women here at risk
- B75f (.60) Lack of things for inmates to do in this facility puts women here at risk
- B68f (.58) Lack of adequate medical care in this facility puts women here at risk
- B73f (.58) Frequent lockdowns in this facility puts women here at risk
- B71f (.60) Program cancellations and/or frequent reductions of program time in this facility puts women here at risk