

ANNUAL PRISON RAPE ELIMINATION ACT (PREA) STAFFING PLAN REVIEW

Michigan Department of Health and Human Services

Pursuant to the Prison Rape Elimination Act (PREA), 28 CFR 115.313, each facility is required to develop, implement and document a staffing plan that provides for adequate staffing levels, and where applicable, video monitoring, to protect youth against sexual abuse. Staffing plan review will be completed at least annually by the facility administration and the PREA compliance manager.

Describe how generally accepted juvenile justice residential treatment facility (secure and non-secure) practices are being utilized.

Bethany Christian Services Residential Treatment program works exclusively with adolescents who have done sexually inappropriate and/or criminal behavior. All staff have training in trauma, sexual offending, and recognizing setting up sexual action. The program has video monitoring in public spaces of the building. Staffing levels meet or exceed licensing and contract expectations. Procedures are put in place to know at all times where residents are located. Procedures and policies are put in place regarding resident room determination. PREA rules and policy are reviewed with staff upon hiring and in annual training. They are reviewed twice a year in staff meetings. Residents review PREA rules and expectations upon admission to the program, including a video, and are reviewed yearly. All PREA standards are met or exceeded.

Describe how any findings of inadequacy in program policies and procedures are addressed.

Policies related to PREA are current and effective. No deficits are noted; nor are there areas of concern.

Describe how any physical plant inadequacies of video monitoring systems are addressed (if applicable).

There were no noted physical inadequacies. The video monitoring system is accurate and effective. Additional cameras were recommended in December 2024; this is still being added along with updates to the sytem as a whole. Ridgeview leadership regularly review the need for additional video monitoring equiptment in the program.

Describe how sexual abuse reporting on a certain shift, location or other factors, the programs on particular shift, the composition of the youth population, and the number and placement of supervisory staff have impacted staffing decisions.

In 2024, there were five PREA investigations with one still in investigation status, two unsubstantiated, and two unfounded. The 30-days review was completed on the two substantiated investigations. The staff allegation was from 15 years ago, which was unsubstantiated. Staff will continue to be reminded that safety is the priority and that monitoring youth is utmost priority.

1. Staffing ratio is

☒ Adequate ☐ Inadequate

Awake Staff-to-Youth ratio is

1:5

Sleeping Hours Staff-to-Youth ratio is

1:10

Comments

We have a 1:4 awake hours staff ratio on the unit as of 10/01/2024 per new contract. We have a 1:10 unit for sleeping hours ratio. This is consistent with the updated October 2024 MDHHS contract.

2. After reviewing all these areas, it is determined that the current staffing plan is

☒ Adequate ☐ Inadequate

Comments

The current staffing plan is adequate.

3. Facilities use of video monitoring systems is

☒ Adequate ☐ Inadequate ☐ No system in facility

Comments

The video monitoring system is adequate. They system playback is slow at times. This is being evaluated.

4. Resources available to ensure adherence to the staffing plan are

☒ Adequate ☐ Inadequate

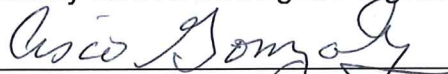
Comments

There is adequate supervision of direct care staff (Youth Specialists) by Unit Supervisors and supervision of those two supervisors by the Program Manager.

Facility Director/Designee Name

Cisco Gonzalez

Facility Director/Designee Signature



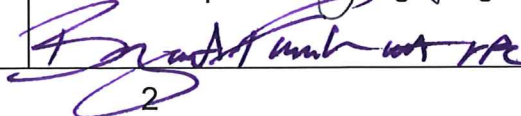
Date

1/8/2025

PREA Compliance Manager Name

Bryan Funk, MA, LPC

PREA Compliance Manager Signature



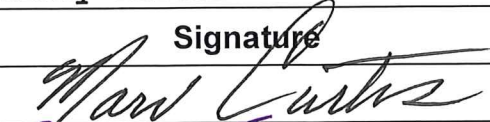
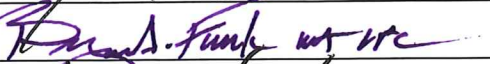

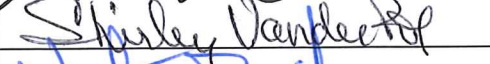

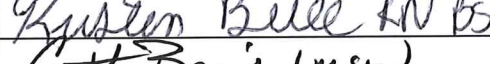
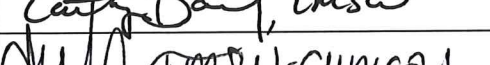
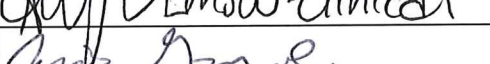

Date

01/03/2025

PARTICIPANTS

Presenters

Marv Curtis, Bryan Funk, Jeremy Leiter

Print Name	Signature	Job Title
Marv Curtis		Program Manager
Bryan Funk, MA, LPC		Clinical Supervisor
Jeremy Leiter, MA, LPC		Residential Therapist
Shirley VanderPol		West Unit Supervisor
Nate Raih		East Unit Supervisor
Kris Bull, RN		Residential Nurse
Cathy Bailey, LMSW		Residential Therapist
Alyssa Meyer, LMSW		Residential Therapist
Cisco Gonzalez		Residential Director

FOR STATE RUN FACILITIES ONLY

Juvenile Justice Director Name n/a	Juvenile Justice Director Signature	Date
PREA Juvenile Coordinator Name n/a	PREA Juvenile Coordinator Signature	Date

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