

U.S. Department of Justice  
Federal Bureau of Prisons  
Washington, DC

---

**Office of Internal Affairs  
Report for Fiscal Year 2022**



Executive Summary of Findings .....	1
Reporting Incidents of Misconduct .....	3
Guidance for Reporting Allegations of Staff Misconduct .....	3
OIA “Complaints” .....	5
Review of Local Staff Misconduct Investigations.....	6
Local Investigation Guidance.....	6
Reported Misconduct .....	8
USA Patriot Act .....	10
Closed/Sustained Misconduct .....	11
BOP Employees Statistics .....	11
BOP Employees Disciplinary Process.....	13
BOP Employees Disciplinary Action Statistics.....	14
BOP Employees Gender Statistics .....	15
BOP Employees Job Discipline Statistics .....	18
Residential Reentry Center Employees/Drug Treatment Contractors .....	19
Staff in Privatized Facilities .....	20
Contract Employees/Volunteers Working in a BOP Facility .....	21
Public Health Service Employees Working in a BOP Facility .....	22
Physical Abuse of Inmates .....	23
Title 18, United States Code, Chapter 13 – Civil Rights.....	23
Statistics .....	24
Introduction of Contraband .....	25
Title 18, United States Code, Chapter 87 – Prisons.....	25
Statistics .....	27
Sexual Abuse of Inmates.....	28
Title 18, United States Code, Chapter 109A – Sexual Abuse.....	28
Statistics .....	32
Representative Case Summaries.....	33
Appendices.....	40
Updated Data - Sustained Misconduct for BOP Employees - Fiscal Year 2021 .....	40
Updated Data - Sustained Misconduct for BOP Employees - Fiscal Year 2020 .....	41
Updated Data - Sustained Misconduct for BOP Employees - Fiscal Year 2019 .....	42
Updated Data - Sustained Misconduct for BOP Employees - Fiscal Year 2018 .....	43
Updated Data - Sustained Misconduct for BOP Employees - Fiscal Year 2017 .....	44
Updated Data - Sustained Misconduct for BOP Employees - Fiscal Year 2016 .....	45
Updated Data - Sustained Misconduct for BOP Employees - Fiscal Year 2015 .....	46
Types of Misconduct.....	47
OIA Special Agent Monitoring Assignments.....	51

## Executive Summary of Findings

---

This report from the Office of Internal Affairs (OIA) for Fiscal Year 2022 provides information concerning the types and frequency of misconduct that occurs within the Bureau of Prisons (BOP or Bureau) operations. The report is intended for managers and supervisors to address any trends and to identify any need for training to prevent misconduct from occurring.

The report examines all aspects of BOP operations, and therefore data is examined for BOP employees; Public Health Service (PHS) staff who work in BOP facilities; contractors and volunteers that work in BOP facilities; and contractors that manage inmates in outside facilities such as Residential Reentry Centers (RRC) and secure private facilities.

OIA tracks several data points, to include the number of allegations received; the number of cases treated as complaints; the number of cases opened; the number of cases closed (i.e., OIA has determined whether an allegation is sustained or not sustained); and the number, type, and gender of employees involved.

The data is tracked through broad categories of misconduct, which includes behavior of varying levels of seriousness. The offenses included in these broad categories, as well as representative examples of some cases, can be found in the Appendices.

Please note, the data system used by OIA is dynamic; i.e., subject to change as new allegations are discovered, cases are closed, etc. In addition, as some matters continue from one fiscal year to another, it is difficult to provide exact figures for the reporting period. Therefore, this report is meant to provide a “snapshot” which will be instructive for agency management. The information provided in this report pertains only to cases opened in Fiscal Year 2022 (October 1, 2021 to September 30, 2022).

Findings from FY 2022 include the following:

- There was an 8.92 percent decrease in the total number of misconduct allegations reported in Fiscal Year 2022, as compared with Fiscal Year 2021. The rate of reported misconduct allegations specifically for BOP employees decreased 8.10 percent from Fiscal Year 2021.
- There was a 4.88 percent decrease in the number of cases opened in Fiscal Year 2022, as compared with Fiscal Year 2021.
- Cases classified as Classification 1 offenses showed a decrease of 12.55 percent; cases classified as Classification 2 offenses showed an increase of 1.71 percent; and cases classified as Classification 3 offenses showed a decrease of 4.65 percent.

## Executive Summary of Findings

---

- The most frequently reported type of misconduct in Fiscal Year 2022 was Personnel Prohibitions. Failure to Follow Policy and Abuse of Inmates placed second and third, respectively.
- The most significant increase in reported misconduct was the allegation of Discrimination. Sexual Abuse of Inmates saw the second highest increase in reporting.
- During Fiscal Year 2022, one case involved Patriot Act violations. As of June 24, 2023, one case remained open pending investigation. No cases involving Patriot Act violations were sustained.
- The most frequently sustained categories of misconduct among BOP employees with a sustained decision as of June 24, 2023, were Failure to Follow Supervisor's Instructions and Personnel Prohibitions.
- For those BOP employees with a sustained decision as of June 24, 2023, the rate was highest among Correctional Services staff.
- As of June 24, 2023, the most frequently sustained category of misconduct for Residential Reentry Center employees was Failure to Follow Policy, followed by Inappropriate Relationships with Inmates. The most frequently sustained category of misconduct for staff in privatized facilities was Inappropriate Relationships with Inmates.
- There were two sustained allegations of Physical Abuse as of June 24, 2023, stemming from two separate incidents. Two subjects were contractors at privatized facilities, and both were terminated. Neither of the subjects were criminally prosecuted.
- During Fiscal Year 2022, 371 allegations of Introduction of Contraband were reported. As of June 24, 2023, 36 of these allegations were sustained. There were 23 individuals involved in the sustained allegations of Introduction of Contraband.
- During Fiscal Year 2022, 459 allegations of Sexual Abuse were either reported to the OIA or detected during the course of an investigation. As of June 24, 2023, six of these allegations were sustained.

# Reporting Incidents of Misconduct

---

## Staff Reporting

In accordance with the Bureau's Standards of Employee Conduct, staff who become aware of any violation or alleged violation of the Standards of Employee Conduct must report said allegations/violations to the Chief Executive Officer (CEO), the Office of Internal Affairs (OIA), or the Department of Justice (DOJ), Office of the Inspector General (OIG).

Additionally, the OIG has established a toll-free hotline (1-800-869-4499) which is available to report DOJ employees' misconduct, to include potential areas of fraud, waste, or abuse in government. Bureau Staff are encouraged to use the OIG hotline if they wish to remain anonymous, and/or perceive fear of retaliation/reprisal.

To report violations directly to the OIA Central Office, please submit a written complaint to:

Federal Bureau of Prisons  
Office of Internal Affairs  
320 First Street, NW, Room 600  
Washington, DC 20534

Written complaints may also be emailed to [BOP-DIR-InternalAffairs-S@bop.gov](mailto:BOP-DIR-InternalAffairs-S@bop.gov) or sent via fax to (202) 514-8625.

## CEO Reporting

Upon becoming aware of any possible violation of the Standards of Employee Conduct (either through a report from staff or personal knowledge), the CEO at the institution, Regional Office or Central Office Division, or his/her designee, is to report the violation to the OIA **within 24 hours**. Details and definitions are as follows:

- Classification 1 cases are defined as allegations, which, if substantiated, would constitute a prosecutable offense (other than offenses such as misdemeanor arrests).
- Classification 2 cases are defined as allegations which involve violations of rules, regulations, or law that, if substantiated, would not likely result in criminal prosecution, but constitute serious misconduct.
- Classification 3 cases are defined as allegations of misconduct, which ordinarily have less impact on institutional operations.

**Note: Classification 1 and 2 cases must be reported to the OIA immediately. As a particular investigation unfolds, the severity of misconduct may increase or decrease, thereby moving it into another classification.**

# Reporting Incidents of Misconduct

---

Again, written notification to the OIA will be made **within 24 hours** (not to include weekends and holidays) from the time management official(s) learn of the matter. When there is suspected criminal conduct, the CEO may refer the matter *simultaneously* to the OIA and the local OIG or Federal Bureau of Investigation (FBI) office.

## Submitting Initial Information

A Referral of Incident form (BP-A715.012) is used to organize the information to be provided (for contract employees form BP-A774.012 is used). Be sure to include the following information:

- The identity of the complainant(s), subject(s), witness(es), and victim(s);
- The details of the allegation(s); and
- **All corroborating evidence.**

**The subject of the allegation or complaint must not be questioned or interviewed prior to receiving clearance from the OIG and the OIA.** This is to ensure against procedural errors, as well as to safeguard the rights of the subject(s).

## Supporting Documentation

A Referral of Incident form (BP-A715.012) and all supporting documentation (e.g., victim or witness statements, medical reports, photos, BP-583/586, and related memoranda), must be sent to the OIA immediately.

If an inmate alleges physical or sexual abuse by a staff member, and has not received a medical examination, the CEO **must** arrange an immediate, confidential medical examination and forward a copy of the results to the OIA as soon as possible. PREA related protocols must be followed, accordingly.

Contact the OIA immediately if there is any question as to the classification of the misconduct. It is important to note that case classifications are often based upon limited information.

All signed Referral of Incident forms (BP-S715.012 or BP-S774.012), in tandem with appropriate predating information, should be scanned as a single file (via .pdf, Adobe Acrobat) and sent directly to the OIA via e-mail: OIA BOPNet GroupWise mailbox, “BOP-DIR/InternalAffairs-Referrals-S.” The signed Referral of Incident form should appear on the top of the file with all supporting documentation underneath.

# Reporting Incidents of Misconduct

---

## Complaints

Matters designated by the OIA as complaints are forwarded to the CEO via memorandum. Such complaints will be categorized as follows: Complaint for Information and Complaint for Disposition.

Additionally, correspondence received by the OIA, which has been determined to not include any discernable allegation of staff misconduct, will be forwarded to the CEO directly.

Upon review, if the OIA determines an incoming correspondence does not contain any discernable allegation(s) of staff misconduct, the matter is forwarded directly to the CEO for appropriate handling.

A **Complaint for Information** will be sent via memorandum in the event the OIA has reviewed a referred matter and determined the allegations do not rise to a level of staff misconduct.

During Fiscal Year 2022, the OIA opened 299 matters as a Complaint for Information. (This value does not include additional information received by the OIA concerning Complaints for Information which were already opened within previous years).

A **Complaint for Disposition** will be sent via memorandum for CEO edification and review. A summary of the CEO's findings is not required by the OIA. Should the CEO determine that any misconduct might have occurred, he/she will make an appropriate referral back to the OIA in accordance with policy. These complaints are generally received from external sources (e.g., deferred by OIG) for OIA review.

During Fiscal Year 2021, the OIA opened 1,773 matters as Complaints for Disposition. (This value does not include additional information received by the OIA concerning Complaints for Disposition which were already opened within previous years).

# Review of Local Staff Misconduct Investigations

---

The CEO must receive OIA approval prior to initiating a local investigation. The investigator must forward the complete investigative packet for all misconduct investigations directly to the OIA for approval **prior** to forwarding it to the CEO for action. These procedures apply to **all** local staff misconduct investigations in which BOP employees are the subject (Classification 1, 2, and 3 allegations), regardless of whether any misconduct will be sustained.

## Where to Send Local Investigative Packets

Local investigative packets should be sent via e-mail to the OIA GroupWise mailbox: "BOP-DIR/Internal Affairs-Local Investigative Packets-S" (not to be confused with OIA's main resource mailbox, "BOP-DIR/Internal Affairs-S"). The subject of your e-mail message should include the OIA case number and the facility mnemonic code (e.g., 2020-00001 - BUX).

To ensure local investigative packets are reviewed by the OIA in a timely manner, packets should **not** be sent to either any individual OIA staff member or directly to any OIA field office.

## Format for Local Investigative Packets and What to Send

Local investigative packets should include the investigative report (signed by the investigator) and all supporting documentation (e.g., affidavits, memorandums, video files, etc.).

Documents must be scanned as .pdf format (Adobe Acrobat), and saved as follows:

Investigative Report (OIA Case Number)  
Affidavits and MOIs (OIA Case Number)  
Supporting Documentation (OIA Case Number)

**Do not send documents in other formats (e.g., .tif files, .docx files). Photo and graphic images should be forwarded in .pdf, .jpg, or .gif format and must be in color.**

**Do not send an e-mail that exceeds 50.0 MB in size (including attachments).**

Affidavit files should include the "Warning and Assurance to Employee Required to Provide Information" (BP-A194.012/Form B), if applicable, as well as the Affidavit and signed Oath for each individual. The investigative packet should not include national policy or any documents not specifically related to the investigation (e.g., staff rosters, inmate SENTRY information, etc.).

# Review of Local Staff Misconduct Investigations

---

## Time Guidelines

Local investigators must complete investigative packets and forward them to the OIA within **120 calendar days** of the date a local investigation was authorized by the OIA.

Once received, the OIA will complete their review of the local investigative packet within ten business days. The local investigator will be advised as to whether the investigative packet is approved, or if additional information is required. This information will be sent via e-mail to the local investigator with a copy to the CEO. If additional information is required, the local investigator should forward the additional information to the OIA within 30 calendar days, who will again notify the local investigator and CEO if the packet has been approved. Once the investigative packet has been approved, the local investigator should forward the investigative packet to the CEO for appropriate action, with **all** requisite “Review of Local Investigative Packet” forms attached.

**No disciplinary proceedings or other notifications to subject(s) should occur prior to the OIA's approval of the investigative packet.**

## Reports from the OIA

The OIA sends the CEO a monthly report of all local staff misconduct investigations which have extended past established deadlines. Special Investigative Agents/Special Investigative Services (SIAs/SISs) should continue to work with the OIA monitoring agent assigned to their facility on an ongoing and recurring basis. SIAs/SISs should provide updates on any outstanding matters. The OIA monitoring agent will provide guidance, as needed.

## Reported Misconduct

All allegations of misconduct received by the OIA are reviewed and classified. Allegations classified as Category 1 or 2 matters are immediately referred to the OIG for review and disposition. The OIG determines which matters they will accept for investigation and possible criminal prosecution and defers other matters to the OIA for investigation. The OIA coordinates with the OIG and/or the FBI when investigations may lead to criminal prosecution or when there

are allegations involving the deprivation of an individual's rights under color of law. For those matters deferred for investigation, the OIA determines, after consulting with relevant BOP management officials, whether an on-site investigation is warranted, or if the matter can be investigated at the local institution level. Allegations categorized as Classification 3 offenses are referred to the OIG via computer extract on a monthly basis.

During Fiscal Year 2022, the OIA opened 4,954 cases involving 6,368 BOP employees, 13 contract employees working in BOP facilities, 35 Public Health Service (PHS) employees working in BOP facilities, one volunteer working in a BOP facility, 184 contract/residential reentry center employees, 60 employees working in privatized facilities, and seven other individuals.

These 4,954 cases represent a 4.9 percent decrease from the 5,208 cases opened during Fiscal Year 2021 (October 1, 2020 to September 30, 2021). The rate of reported misconduct among BOP employees decreased 8.1 percent from Fiscal Year 2021.

The 4,954 cases opened during Fiscal Year 2022 were classified as follows:

Classification 1	955
Classification 2	1,191
Classification 3	2,808

### NOTES

Due to the dynamic nature of the OIA database, figures in this report are subject to change. During the course of an investigation, evidence may indicate circumstances other than those initially reported, causing data to be added, deleted, and/or changed. There is no nexus between reported and sustained allegations. This report contains information solely related to matters opened in Fiscal Year 2022 (October 1, 2021 to September 30, 2022),

The number of subjects exceeds the number of cases throughout this report as some cases have multiple subjects. Also, some subjects may be charged with multiple types of misconduct in a single case, causing the number of allegations to be higher. Finally, individual employees may be subjects in more than one case.

Allegations referred to as "Inmate Related" included some type of inmate involvement, while allegations referred to as "Non Inmate Related" occurred in the workplace but did not include inmate involvement. For a complete list of the types of misconduct included in each category, please reference the Appendices section of this report.

## Reported Misconduct

Cases classified as Classification 1 offenses showed a decrease of 12.7 percent, cases classified as Classification 2 offenses showed an increase of 1.7 percent, and cases classified as Classification 3 offenses showed a decrease of 4.7 percent.

Table 1: Types of Reported Misconduct - Fiscal Year 2022					
Types of Misconduct	Number of Reported Allegations				
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL	% Change from 2020
<b>Total</b>	5,182	5,181	536	10,899	- 7.90
Abuse of Inmates	1,303			1,303	- 7.00
Sexual Abuse of Inmates	459			459	+ 26.45
Introduction of Contraband	271	100		371	- 15.68
Discrimination	6	7		13	+ 160.00
Fiscal Improprieties	116	165		281	- 29.57
Bribery	52	2		54	- 18.18
Inappropriate Relationships With Inmates	502			502	+ 5.91
Investigative Violations		119		119	+ 6.25
Personnel Prohibitions		1,543	10	1,553	+ 2.58
Unauthorized Release of Information	46	41		87	- 2.25
Inattention to Duty	313	458		771	- 16.83
Breach of Security	47	104		151	- 37.86
Unprofessional Conduct	719	481		1,200	- 14.10
Failure to Follow Policy	649	677		1,326	- 10.10
Failure to Follow Supervisor's Instructions		959		959	- 15.13
Other On-Duty Misconduct	699	525		1,224	- 3.24
Other Off-Duty Misconduct			526	526	- 1.50

**Table 1** provides a breakdown of those categories of misconduct reported during Fiscal Year 2022.

**Note:** A single case may contain multiple allegations; therefore, the number of misconduct allegations exceeds the number of opened cases.

## Reported Misconduct

---

### USA Patriot Act

In the aftermath of September 11, 2001, Congress passed the USA PATRIOT Act, signed into law by President George W. Bush on October 26, 2001. One of the provisions of the Patriot Act addressed reporting any potential abuse(s) of individual civil rights and liberties by DOJ employees involving violence, discrimination, or threats. Accordingly, the Patriot Act mandated that the OIG widely advertise receiving allegations and any associated investigations of violence, discrimination, or threats on the part of a DOJ employee; particularly when such cases are directed toward individuals or groups associated with the public's perception of “extremist ideology” pertaining to an individual’s religious beliefs, place of birth, and/or appearance. Patriot Act allegations typically reported to the OIA involve alleged mistreatment or unprofessional behavior of BOP staff toward/around certain inmates, their visitors, or members of the public.

**Due to the sensitivity of these allegations, they are automatically classified as Classification 2 or higher offenses; they should be forwarded immediately to the OIA.** All Patriot Act violation allegations are referred to a Special Operations Unit at OIG Headquarters, devoted to reviewing and investigating such alleged misconduct.

During Fiscal Year 2022, one case involved potential Patriot Act violations. As of June 24, 2023, the one case remained open pending investigation.

## Closed/Sustained Misconduct

### NOTES

All figures in this section relate to cases, which were opened during Fiscal Year 2022 (October 1, 2021 to September 30, 2022) and were closed as of June 24, 2023. The Fiscal Year 2021 report also included a figure of cases opened close to when the report was finalized. This report adjusts that change to reflect figures for actual Fiscal Year 2021 and 2022 dates. Figures are subject to change as additional cases are closed, and only relate to cases which were sustained and not sustained.

4,954 cases were opened during Fiscal Year 2022. As of June 24, 2023, 1,702 (15.4 percent) were closed. The remaining 4,192 cases (84.6 percent) were still open pending investigation.

Of the 1,702 cases closed: 1,598 (93.9 percent) were investigated at the institution level (“local investigation”) with authorization and monitoring provided by the OIA; 77 (4.5 percent) were OIA on-site investigations; and 24 (1.4 percent) were investigated by the OIG.

Of the 1,702 cases closed, 442 (26.0 percent) were sustained. Misconduct was sustained against 408 BOP employees, three contractors working in a BOP facility, four PHS employees working in a BOP facility, 34 contract/residential reentry center employees, 26 contractors working in privatized facilities, and one other non-BOP individual.

### BOP Employees

Out of 36,132 active-duty BOP employees, there were 6,368 BOP employees identified as subjects of alleged misconduct in cases opened during Fiscal Year 2022. As of June 24, 2023, the cases had been closed for 30.0 percent of those employees. Of the 30.0 percent (or 1,909 employees), 21.4 percent (408 employees) had a sustained decision (1.1 percent of total BOP employees).

**Table 2** (on the following page) reflects the categories of misconduct sustained against BOP employees in cases closed as of June 24, 2023. The most frequently sustained categories of Personnel Prohibitions and Failure to Follow Supervisor’s Instructions. Please note, the number of sustained allegations will vary, as some BOP employees were involved with multiple allegations.

## Closed/Sustained Misconduct

Table 2: Types of Sustained Misconduct for BOP Employees - FY 2022 With 15.4 Percent Closed				
Type of Misconduct	Number of Sustained Allegations			
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL
<b>Total</b>	<b>110</b>	<b>482</b>	<b>19</b>	<b>611</b>
Abuse of Inmates	3			3
Sexual Abuse of Inmates	4			4
Introduction of Contraband	5	20		25
Discrimination	0	0		0
Fiscal Improprieties	0	3		3
Bribery	3	0		3
Inappropriate Relationships With Inmates	25			25
Investigative Violations		17		17
Personnel Prohibitions		146	2	148
Unauthorized Release of Information	1	4		5
Inattention to Duty	13	45		58
Breach of Security	7	4		11
Unprofessional Conduct	6	25		31
Failure to Follow Policy	24	61		85
Failure to Follow Supervisor's Instructions		118		118
Other On-Duty Misconduct	19	39		58
Other Off-Duty Misconduct			17	17

# Closed/Sustained Misconduct

## Disciplinary Process

Once a subject is investigated and the allegations are sustained, the type of disciplinary action taken is left to the deciding official, generally the CEO. Since each case is unique, with varying degrees of seriousness attached to the allegation of misconduct, disciplinary actions may vary from case-to-case. In addition, a subject may be charged with multiple types of misconduct in any particular incident(s). The *Douglas* factors<sup>1</sup> must be considered when deciding the appropriate penalty to impose on employees if the penalty will be an adverse action.

## Douglas Factors

The *Douglas* factors derive from the Merit Systems Protection Board (MSPB) decision, *Douglas v. Veterans Administration*. In *Douglas*, the MSPB identified a non-exhaustive list of twelve factors which deciding officials must evaluate in determining the appropriate penalty to impose in cases of sustained employee misconduct. The specific *Douglas* factors are as follows:

- The nature and seriousness of the offense;
- The employee's job level and type of employment;
- The employee's disciplinary record;
- The employee's past work record, including length of service and duty performance;
- The effect of the offense on the employee's ability to perform and its effect on the supervisor's confidence in such ability;
- The consistency of the penalty with penalties imposed upon others for like or similar misconduct;
- The consistency of the penalty with the BOP's table of penalties (Program Statement 3420.11, Standards of Employee Conduct);
- The notoriety of the offense or its impact on the BOP's reputation;
- The clarity with which the employee was on notice of any rules violated or warned about the conduct in question;
- The employee's potential for rehabilitation;

---

<sup>1</sup>See *Douglas vs. Veterans Administration*, 5 M.S.P.R. 280 (1981).

## Closed/Sustained Misconduct

---

- Any and all mitigating circumstances surrounding the offense (e.g., job stress/tension, personality problems, mental impairment, harassment or bad faith, malice or provocation on the part of others involved);
- The adequacy and effectiveness of alternative sanctions.

The CEO is required to consider only relevant *Douglas* factors, and need not consider all the *Douglas* factors in every case. In addition, some of the *Douglas* factors may weigh in favor of a serious penalty, while others may weigh in favor of mitigation. It is incumbent upon the CEO to choose the appropriate penalty within these guidelines.

### Statistics

As of June 24, 2023, the following actions were taken for those BOP employees with a sustained finding in Fiscal Year 2022 (including findings on allegations that were made in prior fiscal years):

Written Reprimand.....	110
Resignation.....	77
Suspension .....	127
No Action.....	21
Retirement.....	19
Termination.....	36
Combined With Action in another OIA Matter.....	2
Demotion.....	1
Reassignment .....	2
Other .....	13

The specific type of misconduct most frequently sustained against those individuals for whom no disciplinary action was taken was Failure to Follow Supervisor's Instructions.

## Closed/Sustained Misconduct

---

### Gender

**Tables 3 and 4** (on the following pages) reflect the categories of sustained allegations for male and female BOP employees as of June 24, 2023. The most frequently sustained category of misconduct among both male and female BOP employees was Personnel Prohibitions, and Failure to Follow Supervisor's Instructions was the second most sustained.

## Closed/Sustained Misconduct

Table 3: Types of Sustained Misconduct for Male BOP Employees - Fiscal Year 2022 With 15.4 Percent Closed				
Type of Misconduct	Number of Sustained Allegations			
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL
Abuse of Inmates	2			2
Sexual Abuse of Inmates	2			2
Introduction of Contraband	3	12		15
Discrimination	0	0		0
Fiscal Improprieties	0	3		3
Bribery	1	0		1
Inappropriate Relationships With Inmates	11			11
Investigative Violations		13		13
Personnel Prohibitions		93	2	95
Unauthorized Release of Information	1	3		4
Inattention to Duty	9	31		40
Breach of Security	7	1		8
Unprofessional Conduct	4	21		25
Failure to Follow Policy	19	46		65
Failure to Follow Supervisor's Instructions		89		89
Other On-Duty Misconduct	13	32		45
Other Off-Duty Misconduct			15	15

Those categories of misconduct highlighted in pink were sustained with greater frequency among male BOP staff than among female BOP staff.

## Closed/Sustained Misconduct

Table 4: Types of Sustained Misconduct for Female BOP Employees - Fiscal Year 2022 With 15.4 Percent Closed				
Type of Misconduct	Number of Sustained Allegations			
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL
Abuse of Inmates	1			1
Sexual Abuse of Inmates	2			2
Introduction of Contraband	2	8		10
Discrimination	0	0		0
Fiscal Improprieties	0	0		0
Bribery	2	0		2
Inappropriate Relationships With Inmates	14			14
Investigative Violations		4		4
Personnel Prohibitions		53	0	53
Unauthorized Release of Information	0	1		1
Inattention to Duty	4	14		18
Breach of Security	0	3		3
Unprofessional Conduct	2	4		6
Failure to Follow Policy	5	15		20
Failure to Follow Supervisor's Instructions		29		29
Other On-Duty Misconduct	5	7		12
Other Off-Duty Misconduct			2	2

Those categories of misconduct highlighted in pink were sustained with greater frequency among female BOP staff than among male BOP staff.

## Closed/Sustained Misconduct

### Job Discipline

As of June 24, 2023, 48 BOP employees identified as misconduct subjects during Fiscal Year 2022 had a sustained decision.

**Table 5** reflects the rate of misconduct among the various job disciplines.

<b>Table 5: Discipline of BOP Employees With Sustained Misconduct - FY 2022 With 15.4 Percent Closed</b>			
<b>Discipline</b>	<b>Total Employees</b>	<b>Number of Employees With Sustained Misconduct</b>	<b>Rate Per 100 Total Employees</b>
Human Resources	688	2	0.29
Mechanical Services	2,517	2	0.08
Psychology Services	1,201	2	0.17
Recreation	778	1	0.13
CEOs Office and Staff	909	1	0.11
Food Service	1,833	5	0.27
Computer Services	239	0	0
Correctional Services	15,708	77	0.49
Health Services/Safety	3,005	2	0.07
Unit Management	2,681	4	0.15
Religious Services	336	0	0
Records/Inmate Systems	1,059	1	0.09
Education & Vocational Training	1,152	3	0.26
Financial Management	1,417	3	0.21
Central Office/Staff Training Centers	1,354	0	0
UNICOR	758	0	0
Inmate Services	463	0	0
Other*	34	0	0

\* "Other" staff includes those assigned to work areas other than those listed (e.g., NIC).

## Closed/Sustained Misconduct

### Residential Reentry Center Employees and Drug Treatment Contractors

There were 184 contract/residential reentry center employees identified as misconduct subjects in Fiscal Year 2022. As of June 24, 2023, OIA closed cases for 92.9 percent of those 184 contractors. Of the 92.9 percent (or 171 contractors), 19.9 percent (or 34 contractors) had a sustained decision.

There were no drug treatment contractors identified as misconduct subjects during Fiscal Year 2022.

Table 6: Sustained Misconduct – Residential Reentry Center Employees / Drug Treatment Contractors – FY 2022 With 92.9 Percent Closed			
Allegation	Inmate Related	Non Inmate Related	Off-Duty
Inappropriate Relationship with Inmates	11		
Investigative Violations		4	
Unauthorized Release of Information	0	0	
Inattention to Duty	7	1	
Failure to Follow Policy	13	3	
Unprofessional Conduct	3	1	
Personnel Prohibitions		1	
Breach of Security	1	0	
Falsification of Documents	4	0	
Abuse of Inmates	1	0	
Bribery	1	0	

## Closed/Sustained Misconduct

### Contractors in Privatized Facilities

There were 60 contractors working in privatized facilities identified as misconduct subjects during Fiscal Year 2022. As of June 24, 2023, OIA closed cases for 98.3 percent of those 60 contractors. Of the 98.3 percent (or 59 contractors), 44.1 percent (or 26 contractors) had a sustained decision.

**Table 7** provides a breakdown of the categories of misconduct sustained against employees working in privatized facilities. The most frequently sustained category of misconduct for staff working in privatized facilities was Unprofessional Conduct.

Table 7: Types of Sustained Misconduct for Staff in Privatized Facilities - Fiscal Year 2022 With 98.3 Percent Closed				
Type of Misconduct	Number of Sustained Allegations			
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL
Abuse of Inmates	2			2
Sexual Abuse of Inmates	1			1
Introduction of Contraband	8	1		9
Discrimination	0	0		0
Fiscal Improprieties	0	0		0
Bribery	3	0		3
Inappropriate Relationships With Inmates	15			15
Investigative Violations		6		6
Personnel Prohibitions		6	0	6
Unauthorized Release of Information	0	0		0
Inattention to Duty	4	0		4
Breach of Security	1	0		1
Unprofessional Conduct	1	2		3
Failure to Follow Policy	5	0		5
Failure to Follow Supervisor's Instructions			0	0
Other On-Duty Misconduct	1	1		2
Other Off-Duty Misconduct			5	5

## Closed/Sustained Misconduct

### Contractors and Volunteers Working in BOP Facilities

There were 13 contractors and one volunteer working in BOP facilities identified as misconduct subjects during Fiscal Year 2022.

As of June 24, 2023, OIA closed cases for 8 contractors. Three contract employees had a sustained decision.

Table 8: Sustained Misconduct - Contract Employees/Volunteers – FY 2022			
Allegation	Inmate Related	Non Inmate Related	Off-Duty
Sexual Abuse of Inmates	0	0	
Introduction of Contraband	0	1	
Inappropriate Relationship with Inmates	0		
Inattention to Duty	1	0	
Breach of Security	0	1	
Bribery	0	0	
Failure to Follow Policy	1	0	
Other On-Duty Misconduct	0	0	
Other Off-Duty Misconduct			0

## Closed/Sustained Misconduct

---

### PHS Employees Working in BOP Facilities

Of the approximately 503 PHS employees working in BOP facilities, 35 were identified as misconduct subjects during Fiscal Year 2022. As of June 24, 2023, OIA closed 48.6 percent of cases involving those 35 PHS employees. Of the 48.6 percent (or 17 PHS employees), four had a sustained decision.

Table 9: Sustained Misconduct – PHS Employees – FY 2022 With 48.6 Percent Closed			
Allegation	Inmate Related	Non Inmate Related	Off-Duty
Introduction of Contraband	0	1	
Investigative Violations	0	1	
Unprofessional Conduct	0	2	
Failure to Follow Supervisor's Instructions	0	2	

# Physical Abuse of Inmates

---

## Title 18, United States Code, Chapter 13 - Civil Rights

### §241 Conspiracy against rights

If two or more persons conspire to injure, oppress, threaten, or intimidate any inhabitant of any State, Territory, or District in the free exercise or enjoyment of any right or privilege secured to him by the Constitution or laws of the United States, or because of his having exercised the same; or

If two or more persons go in disguise on the highway, or on the premises of another, with intent to prevent or hinder his free exercise or enjoyment of any right or privilege so secured --

They shall be fined under this title or imprisoned not more than ten years, or both; and if death results from the acts committed in violation of this section or if such acts include kidnapping or an attempt to kidnap, aggravated sexual abuse or an attempt to commit aggravated sexual abuse, or an attempt to kill, they shall be fined under this title or imprisoned for any term of years or for life, or both, or may be sentenced to death.

### §242 Deprivation of rights under color of law

Whoever, under color of any law, statute, ordinance, regulation, or custom, willfully subjects any inhabitant of any State, Territory, or District to the deprivation of any rights, privileges, or immunities secured or protected by the Constitution or laws of the United States, or to different punishments, pains, or penalties, on account of such inhabitant being an alien, or by reason of his color, or race, than are prescribed for the punishment of citizens, shall be fined under this title or imprisoned not more than one year, or both.

If bodily injury results from the acts committed in violation of this section or if such acts include the use, attempted use, or threatened use of a dangerous weapon, explosives, or fire, shall be fined under this title or imprisoned not more than ten years, or both; and if death results from the acts committed in violation of this section or if such acts include kidnapping or an attempt to kidnap, aggravated sexual abuse, or an attempt to commit aggravated sexual abuse, or an attempt to kill, shall be fined under this title, or imprisoned for any term of years or for life, or may be sentenced to death.

## Physical Abuse of Inmates

---

### Statistics

During Fiscal Year 2022, 582 allegations of Physical Abuse of Inmates were either reported to the OIA, or detected during the course of an investigation. As of June 24, 2023, OIA closed cases for 32.0 percent (or 186) of those allegations.

Allegations of Physical Abuse are tracked by the degree of injury sustained by the inmate(s)-- life threatening injury, serious injury, minor/slight injury, minor/no injury (harassment), and superficial injury (injuries associated with the normal use of restraints).

Two allegations of Physical Abuse reported during Fiscal Year 2022 were sustained as of June 24, 2023, stemming from two separate incidents.

One inmate involved sustained minor/slight injury. Three inmates involved sustained minor/no injuries (harassment).

Two subjects with a sustained allegations of Physical Abuse of Inmates were contractors working in privatized facilities. Both of those contractors were terminated, and neither were criminally prosecuted.

# Introduction of Contraband

---

## Title 18, United States Code, Chapter 87 - Prisons

### §1791 Providing or possessing contraband in prison

(a) Offense.-Whoever-

(1) In violation of a statute or a rule or order issued under a statute, provides to an inmate of a prison a prohibited object, or attempts to do so; or

(2) being an inmate of a prison, makes, possesses, or obtains, or attempts to make or obtain, a prohibited object;

shall be punished as provided in subsection (b) of this section.

(b) Punishment.-The punishment for an offense under this section is a fine under this title or-

(1) imprisonment for not more than 20 years, or both, if the object is specified in subsection (d)(1)(C) of this section;

(2) imprisonment for not more than 10 years, or both, if the object is specified in subsection (d)(1)(A) of this section;

(3) imprisonment for no more than 5 years, or both, if the object is specified in subsection (d)(1)(B) of this section;

(4) imprisonment for no more than one year, or both, if the object is specified in subsection (d)(1)(D) or (c)(1)(E) of this section; and

(5) imprisonment for not more than six months, or both, if the object is specified in subsection (d)(1)(F) of this section.

(c) Any punishment imposed under subsection (b) for a violation of this section by an inmate of a prison shall be consecutive to the sentence being served by such inmate at the time the inmate commits such violation.

(d) Definitions.-As used in this section-

(1) the term “prohibited object” means:

(A) A firearm or destructive device or a controlled substance in Section I or II, other than marijuana or a controlled substance referred to in subparagraph (C) of this subsection;

## Introduction of Contraband

---

(B) marijuana or a controlled substance in schedule III, other than a controlled substance referred to in subparagraph (C) of this subsection, ammunition, a weapon (other than a firearm or destructive device), or an object that is designed or intended to be used as a weapon or to facilitate escape from a prison;

(C) a narcotic drug, methamphetamine, its salts, isomers, and salts of its isomers, lysergic acid diethylamide, or phencyclidine;

(D) a controlled substance (other than a controlled substance referred to in subparagraph (A), (B), or (C) of this subsection) or an alcoholic beverage;

(E) any United States or foreign currency; and

(F) any other object that threatens the order, discipline, or security of a prison, or the life, health, or safety of an individual;

(2) the terms “ammunition,” “firearm,” and “destructive device” have, respectively, the meanings given those terms in section 921 of this title;

(3) the terms “controlled substance” and “narcotic drug” have, respectively, the meanings given those terms in section 102 of the Controlled Substances Act (21 USC, §802); and

(4) the term “prison” means a Federal correctional, detention, or penal facility or any prison, institution, or facility in which persons are held in custody by direction of our pursuant to a contract or agreement with the Attorney General.

## Introduction of Contraband

### Statistics

During Fiscal Year 2022, 371 allegations of Introduction of Contraband were either reported or detected during the course of an investigation. As of June 24, 2023, OIA closed cases for 24.8 percent (or 92) of those allegations. Of closed cases, 39.1 percent (or 36) were sustained:

Table 10: Introduction of Contraband		
Type of Contraband	Inmate Related	Non Inmate Related
Soft Item	1	2
Weapons	0	13
Unauthorized Electronic Device	3	6
Cigarettes/Tobacco	4	
Heroin and Derivatives	0	0
Alcoholic Beverages	4	1
Other Unspecified Drugs	1	1

There were 32 individuals involved in the sustained allegations of Introduction of Contraband. Twenty-three of these individuals were BOP employees (15 male and eight female), the majority worked in Correctional Services. Seven individuals were contractors working in privatized facilities, one was a contractor working in a BOP facility, and one was a PHS employee.

# Sexual Abuse of Inmates

---

## Title 18, United States Code, Chapter 109A - Sexual Abuse

### §2241 Aggravated Sexual Abuse

(a) By force or threat. - Whoever, in the special maritime or territorial jurisdiction of the United States or in a Federal prison, or in any prison, institution, or facility in which persons are held in custody by direction of or pursuant to a contract agreement with the head of any Federal department or agency, knowingly causes another person to engage in a sexual act -

(1) by using force against that other person, or

(2) by threatening or placing that other person in fear that any person will be subjected to death, serious bodily injury, or kidnapping;

or attempts to do so, shall be fined under this title, imprisoned for any term of years or life, or both.

(b) By other means. - Whoever, in the special maritime and territorial jurisdiction of the United States or in a Federal prison, or in any prison, institution, or facility in which persons are held in custody by direction of or pursuant to a contract or agreement with the head of any Federal department or agency, knowingly -

(1) renders another person unconscious and thereby engages in a sexual act with that other person; or

(2) administers to another person by force or threat of force, or without the knowledge or permission of that person, a drug, intoxicant, or other similar substance and thereby -

(A) substantially impairs the ability of that other person to appraise or control conduct; and

(B) engages in a sexual act with that other person;

or attempts to do so, shall be fined under this title, imprisoned for any term of years or life, or both.

### §2242 Sexual Abuse

Whoever, in the special maritime and territorial jurisdiction of the United States or in a Federal prison, or in any prison, institution, or facility in which persons are held in custody by direction of or pursuant to a contract or agreement with the head of any Federal department or agency, knowingly -

(1) causes another person to engage in a sexual act by threatening or placing that other person in fear (other than by threatening or placing that other person in fear that any person will be subjected to death, serious bodily injury, or kidnapping); or

## Sexual Abuse of Inmates

(2) engages in a sexual act with another person if that other person is -

- (A) incapable of appraising the nature of the conduct; or
- (B) physically incapable of declining participation in, or communicating unwillingness to engage in, that sexual act;

or attempts to do so shall be fined under this title and imprisoned for any term of years or for life.

### §2243 Sexual Abuse of a Ward

(b) Of a ward - Whoever, in the special maritime and territorial jurisdiction of the United States or in a Federal prison, or in any prison, institution, or facility in which persons are held in custody by direction of or pursuant to a contract or agreement with the head of any Federal department or agency, knowingly engages in a sexual act with another person who is -

- (1) in official detention; and
- (2) under the custodial, supervisory, or disciplinary authority of the person so engaging;

or attempts to do so, shall be fined under this title, imprisoned not more than 15 years, or both.

### §2244 Abusive Sexual Contact

(a) Sexual contact in circumstances where sexual acts are punished by this chapter. - Whoever, in the special maritime and territorial jurisdiction of the United States or in a Federal prison, or in any prison, institution, or facility in which persons are held in custody by direction of or pursuant to a contract or agreement with the head of any Federal department or agency, knowingly engages in or causes sexual contact with or by another person, if so to do would violate -

- (1) subsection (a) or (b) of section 2241 of this title had the sexual contact been a sexual act, shall be fined under this title, imprisoned not more than ten years, or both;
- (2) section 2242 of this title had the sexual contact been a sexual act, shall be fined under this title, imprisoned not more than three years, or both;
- (3) subsection (a) of section 2243 of this title had the sexual contact been a sexual act, shall be fined under this title, imprisoned not more than two years, or both;
- (4) subsection (b) of section 2243 of this title had the sexual contact been a sexual act, shall be fined under this title, imprisoned not more than two years, or both.
- (5) subsection (c) of section 2241 of this title had the sexual contact been a sexual act, shall be fined under this title and imprisoned for any term of years or for life.

## Sexual Abuse of Inmates

---

(b) In Other Circumstances. - Whoever, in the special maritime and territorial jurisdiction of the United States, or a Federal prison, or in any prison, institution, or facility in which persons are held in custody by direction of our pursuant to a contract or agreement with the head of any Federal department or agency, knowingly engages in sexual contact with another person without that other person's permission shall be fined under this title, imprisoned no more than two years, or both.

### § 2246 Definitions

(1) the term "prison" means a correctional, detention, or penal facility;

(2) the term "sexual act" means -

(A) contact between the penis and the vulva or the penis and the anus, and for the purposes of this subparagraph, contact involved the penis occurs upon penetration, however slight;

(B) contact between the mouth and the penis, the mouth and the vulva, or the mouth and the anus; or

(C) the penetration, however slight, of the anal or genital opening by another by a hand or finger or by any object, with an intent to abuse, humiliate, harass, degrade, or arouse or gratify the sexual desire of any person;

(D) the intentional touching, not through the clothing, of the genitalia of another person who has not attained the age of 16 years with an intent to abuse, humiliate, harass, degrade, or arouse or gratify the sexual desire of any person;

(3) the term "sexual contact" means the intentional touching, either directly or through the clothing, of the genitalia, anus, groin, breast, inner thigh, or buttocks of any person with intent to abuse, humiliate, harass, degrade, or arouse or gratify the sexual desire of any person;

(4) the term "serious bodily injury" means bodily injury that involves a substantial risk of death, unconsciousness, extreme physical pain, protracted and obvious disfigurement, or protracted loss or impairment of the function of a bodily member, organ, or mental faculty.

(5) the term "official detention" means -

(A) detention by a Federal officer or employee, or under the direction of a Federal officer or employee, following arrest for an offense; following surrender in lieu of an arrest for an offense; following a charge or conviction of an offense, or an allegation or finding of juvenile delinquency; following commitment as a material witness; following civil commitment in lieu of criminal proceedings or pending resumption of criminal

## Sexual Abuse of Inmates

---

proceedings that are being held in abeyance, or pending extradition, deportation, or exclusion; or

(B) custody by a Federal officer or employee, or under the direction of a Federal Officer or employee, for purposes incident to any detention described in subparagraph (A) of this paragraph, including transportation, medical diagnosis or treatment, court appearance, work, and recreation; but does not include supervision or under control (other than custody during specified hours or days) after release on bail, probation, or parole, or after release following a juvenile delinquency.

The BOP's policy concerning compliance with the Prison Rape Elimination Act is in Program Statement 5324.12, Sexually Abusive Behavior Prevention and Intervention Program.

## Sexual Abuse of Inmates

---

### Statistics

During Fiscal Year 2022, 459 allegations of Sexual Abuse were either reported to the OIA or detected during the course of an investigation. Of the 459 allegations, 425 involved BOP employees, four involved a PHS employee working in a BOP facility, 20 involved contract staff working in residential reentry facilities, eight involved contractors working in privatized facilities, and two involved contract staff working in a BOP facility.

The allegations that appeared with the most frequency were Abusive Sexual Contact between male staff and male inmates, with 133 allegations reported, and Unprofessional Conduct of a Sexual Nature between male staff and male inmates, with 108 allegations reported.

As of June 24, 2023, six allegations of Sexual Abuse reported during Fiscal Year 2022 were sustained. These allegations involved four BOP employees and two contract staff working in a privatized facility; 187 allegations were not sustained; 266 allegations were pending.

## Representative Case Summaries

---

The following are brief summaries of some of the cases which were completed recently:

- **Failure to Follow Policy**

A local investigation revealed a female security monitor took a male pretrial inmate out of the facility and to a store to purchase food for the facility. The subject admitted she took the inmate out of the facility without any pre-approved documentation and did not sign the inmate out of the facility as required. There was sufficient evidence to sustain the allegation of Failure to Follow Policy against the subject. There was no action taken against the subject, and she was approved to continue to work with federal inmates. (OIA Case No. 2022-00014)

- **Absent Without Leave (AWOL)**

A local investigation revealed a female probationary correctional officer admitted that on two separate dates, she had inadequate leave to cover her absences. The subject admitted it was her responsibility to keep track of her leave. The subject also admitted to not submitting a Leave Without Pay (LWOP) request to the warden of the facility. The subject was placed on AWOL status for a total of eight hours and 45 minutes. There was sufficient evidence to sustain the allegation of Absent Without Leave (AWOL) against the subject. The subject was terminated from her position. (OIA Case No. 2022-00156)

- **Failure to Properly Supervise Inmates; Failure to Follow Policy; Inattention to Duty**

A local investigation revealed a male probationary correctional officer admitted to abandoning his assigned unit for 41 minutes and 25 seconds. Further, the subject admitted he was not given approval to leave his assigned post for that period of time; therefore, he violated his Post Orders. The subject failed to perform his duties by allowing an inmate to exit his unit and pass an unknown item under the door of another unit. There was sufficient evidence to sustain the allegations of Failure to Properly Supervise Inmates, Failure to Follow Policy, and Inattention to Duty against the subject. The subject resigned prior to receiving discipline. (OIA Case No. 2022-00343)

- **Cigarettes/Tobacco Introduction; Bribery**

The local investigation revealed a male correctional officer admitted to bringing in tobacco products (cigarettes and chewing tobacco), to an inmate, as well as receiving payment from the inmate. A search of the subject's personal belongings revealed two full packs of cigarettes and two full cans of chewing tobacco. The subject admitted these items were to be introduced to an inmate. The subject's personal belongings also revealed a deposit receipt with a total of \$1,075.25, from a credit union. The subject admitted the deposit receipt was from a previous introduction of two packs of cigarettes to the same inmate on a previous date. There was sufficient evidence to sustain the allegations of Cigarettes/Tobacco Introduction and Bribery against the subject. The subject resigned prior to receiving discipline. (OIA Case No. 2022-00333)

## Representative Case Summaries

- **Use/Abuse of Illegal Drugs/Alcohol**

The local investigation revealed a male correctional officer tested positive for Marijuana, during a random urinalysis test. There was sufficient evidence to sustain the allegation of Use/Abuse of Illegal Drugs/Alcohol against the subject. The subject resigned prior to receiving discipline. (OIA Case No. 2022-00334)

- **Unprofessional Conduct of a Sexual Nature**

The local investigation revealed that while in the presence of a female cook foreman, a male correctional officer admitted to telling a female correctional officer he would pay her \$500.00, to allow him to watch the female correctional officer have sex. Additionally, the subject admitted to speaking about three female correctional officers in a sexual manner, even though he knew it was against policy to discuss sexual situations and inappropriate things with any staff member while on duty. There was sufficient evidence to sustain the allegation of Unprofessional Conduct of a Sexual Nature against the subject. The subject received a 14-day suspension. (OIA Case No. 2022-00341)

- **Failure to Follow Supervisor's Instructions**

The local investigation revealed that a male materials handler supervisor failed to call or notify his supervisor of being late to work for his assigned shift. The subject has shown a pattern of missing work and not contacting his supervisor to request leave. There was sufficient evidence to sustain the allegation of Failure to Follow Supervisor's Instructions against the subject. The subject received a three-day suspension. (OIA Case No. 2022-00495)

- **Threatening an Inmate/Verbal Abuse; Unprofessional Conduct**

A local investigation revealed a male cook foreman admitted that while working the PM shift in the Food Services department, he called the inmate workers together and stated he was tired of all the inmates stealing from him. He also admitted to telling the inmates, "I pray to my God that your houses burn down, and your kids get in a car accident." There was sufficient evidence to sustain the allegations of Threatening an Inmate/Verbal Abuse and Unprofessional Conduct against the subject. The subject received a one-day suspension. (OIA Case No. 2022-00517)

- **Breach of Computer Security; Failure to Follow Policy**

The local investigation revealed a male correctional officer admitted to plugging his personal cell phone into a computer located in the Camp Officer's office. The subject stated he had been trained on computer security and he knew he was not supposed to plug an unauthorized device into a government workstation. There was sufficient evidence to sustain the allegations of Breach of Computer Security and Failure to Follow Policy against the subject. The subject received a letter of reprimand. (OIA Case No. 2022-00611)

## Representative Case Summaries

- **Weapons Introduction – Handgun**

The local investigation revealed a handgun was discovered in the personal bag of a male lieutenant at the Front Lobby screening site of the institution, by a male correctional officer. The subject admitted he accidentally brought his personal handgun into work inside of his bag. There was sufficient evidence to sustain the allegation of Weapons Introduction – Handgun against the subject. The subject received a 30-day suspension. (OIA Case No. 2020-00616)

- **Inattention to Duty**

A local investigation revealed that a female pharmacist admitted to being asleep at her post on three separate dates. Additionally, the subject admitted to being verbally counseled on numerous occasions regarding falling asleep while on duty. There was sufficient evidence to sustain the allegation of Inattention to Duty against the subject. The subject resigned prior to receiving discipline. (OIA Case No. 2022-00631)

- **DWI/DUI**

A local investigation revealed that a male probationary correctional officer admitted to being arrested and convicted for Driving While Intoxicated (DUI 1<sup>st</sup>). There was sufficient evidence to sustain the allegation of DWI/DUI against the subject. The subject resigned prior to receiving discipline. (OIA Case No. 2022-00786)

- **Falsification of Records/Documents; Use/Abuse of Illegal Drugs/Alcohol**

A local investigation revealed that during a background investigation for a Department of Homeland Security application, a male correctional officer stated during a polygraph test and in a written statement that he consumed a THC edible, and on a separate occasion smoked Marijuana. The subject admitted to consuming the THC edible and had contributed \$5.00 toward the purchase of the THC edible. The subject also admitted to smoking Marijuana on a different occasion; however, the subject stated on his E-quip that he had not illegally used drugs in the last seven years. There was sufficient evidence to sustain the allegations of Falsification of Records/Documents and Use/Abuse of Illegal Drugs/Alcohol against the subject. The subject resigned prior to receiving any discipline. (OIA Case No. 2022-00927)

- **Failure to Follow Policy**

A local investigation revealed a female monitor allowed a male inmate to leave the facility on a 48-hour pass without the inmate having an approved pass and without signing out of the facility's accountability program. Additionally, the subject knew this movement was not approved. Further, the subject allowed a different male inmate to leave the facility early and return late without approval. There was sufficient evidence to sustain the allegation of Failure to Follow Policy against the subject. The subject's authorization to work with federal inmates was discontinued. (OIA Case No. 2022-02700)

## Representative Case Summaries

- **Sexual Abuse/Sexual Abuse of a Ward; Soft Item Introduction; Unauthorized Electronic Device Introduction; Bribery; Appearance of an Inappropriate Relationship; Failure to Follow Policy**

An OIG investigation revealed that a female correctional officer admitted to having sexual intercourse with an inmate in the inmate's cell on two occasions. The subject provided a note admitting she had engaged in a relationship with the inmate. Additionally, the subject admitted she introduced contraband for the inmate and accepted bribe payments totaling \$300.00 from the inmate in exchange for introducing the contraband. The subject admitted to introducing a cell phone for the inmate, who was caught with it, as well as a G-Shock watch, and a pair of glasses. Further, the subject admitted to providing the inmate with contact information for her sister, who later received approximately \$300.00 from the inmate or his associates. There was sufficient evidence to sustain the allegations of Sexual Abuse/Sexual Abuse of a Ward, Soft Item Introduction, Unauthorized Electronic Device Introduction, Bribery, Appearance of an Inappropriate Relationship, and Failure to Follow Policy against the subject. The subject resigned prior to the completion of the investigation and prosecution was declined. (OIA Case No. 2022-01099)

- **Offering/Giving Anything of Value**

A local investigation revealed that a male cook foreman witnessed another male cook foreman open a staff refrigerator located in the Food Service office, take out a bag of marshmallows, and hand them to a female inmate. The female inmate then exited the Food Service office with the marshmallows. When the witness informed the subject that staff are not allowed to bring outside food items in for the inmates, the subject replied, "It's nothing to worry about." The witness conducted rounds and discovered the female inmate preparing meals for the Food Service inmates and herself using the marshmallows she had been given by the subject. The subject admitted to handing the marshmallows to the female inmate, but stated the marshmallows were for his consumption and not the inmates' consumption. There was sufficient evidence to sustain the allegation of Offering/Giving Anything of Value against the subject. The subject received a four-day suspension. (OIA Case No. 2022-01251)

- **Interfering with/Impeding an Investigation; Refusing to Cooperate**

A local investigation revealed that a male correctional officer was sent a letter via FedEx instructing him to report to the institution for an interview with a special investigative agent on a specific date and time. The subject was advised that if he did not cooperate with the investigation, he could face disciplinary action. FedEx delivery confirmation was received; however, on the specific date of the interview, the subject did not report to the institution as instructed. There was sufficient evidence to support the allegations of Interfering/Impeding an Investigation and Refusing to Cooperate being sustained against the subject. The subject resigned prior to receiving any discipline. (OIA Case No. 2022-02308)

## Representative Case Summaries

- **Endangering the Safety of Others; Failure to Follow Policy; Unprofessional Conduct**

A local investigation revealed that a male lieutenant admitted that while in the Control Center he intentionally pointed a .68 caliber OC (Oleoresin Capsicum) launcher (pepper ball gun) at a male correctional officer and told the male correctional officer he was going to shoot him. The lieutenant claimed it was “horse play.” The discharge of the pepper ball launcher in the Control Center resulted in staff members being exposed to Oleoresin Capsicum in an enclosed area. There was sufficient evidence to substantiate that the lieutenant violated policy. The .68 caliber OC launcher is to be used in emergency/use of force situations only. The staff members involved were not medically assessed due to exposure to Oleoresin Capsicum, without protective equipment on. The allegations of Endangering the Safety of Others, Failure to Follow Policy, and Unprofessional Conduct were sustained against the subject. The subject retired prior to receiving any discipline. (OIA Case No. 2022-01485)

- **Weapons Introduction – Handgun**

The local investigation revealed a handgun was discovered in the personal belongings of a female correctional officer at the Front Lobby staff screening site by a male correctional officer. The subject admitted that she entered the Front Lobby and put her black in color backpack, which contained a 9mm handgun and ammunition, in the X-Ray machine. There was sufficient evidence to sustain the allegation of Weapons Introduction – Handgun against the subject. The subject received a 21-day suspension. (OIA Case No. 2022-01724)

- **Unprofessional Conduct of a Sexual Nature; Failure to Follow Supervisor’s Instructions; Unprofessional Conduct**

The local investigation revealed a male correctional officer repeatedly made unprovoked comments of a sexual nature toward a female staff member, often waiting for her outside of the restroom, and following her from one area in the institution to another. The subject denied making comments of a sexual nature or using the derogatory term “Nigger,” but staff accounts corroborated the allegations. The subject also denied stating he would spit chewing tobacco on the captain; however, staff accounts corroborated the allegation. There was sufficient evidence to sustain the allegations of Unprofessional Conduct of a Sexual Nature and Unprofessional Conduct against the subject. Discipline was combined with a second case, in which the same subject admitted to violating a Cease and Desist order, when he used obscene and profane language to communicate with a female staff member via Facebook messenger. In this second case, there was sufficient evidence to sustain the allegations of Unprofessional Conduct of a Sexual Nature and Failure to Follow Supervisor’s Instructions against the subject. The subject was terminated. (OIA Case Nos. 2022-03964 and 2022-06534)

## Representative Case Summaries

- **Use/Abuse of Illegal Drugs/Alcohol**

The local investigation revealed a male electronics technician tested positive for Marijuana during a random urinalysis test. The subject admitted to purchasing and using an electronic cigarette (E-Cigarette) that contained unregulated CBD. The allegation of Use/Abuse of Illegal Drugs/Alcohol was sustained against the subject. The subject received a 60-day suspension, in lieu of removal as part of a Last Chance Agreement. (OIA Case No. 2022-02269)

- **Failure to Follow Policy; Preferential Treatment of Inmates**

The local investigation revealed a probationary female correctional officer was observed on security camera video footage retrieving an item from one inmate and delivering to an inmate in a different housing unit. The subject admitted to receiving a crocheted item from the first inmate and taking it to another unit to give to a second inmate. The subject stated she did not receive or deliver items for any other inmates. There was sufficient evidence to sustain the allegations of Failure to Follow Policy and Preferential Treatment of Inmates against the subject. The subject was terminated, prior to discipline being completed. (OIA Case No. 2022-03283)

- **Appearance of an Inappropriate Relationship; Breach of Computer Security; Inattention to Duty**

The local investigation revealed a probationary female correctional officer divulged personal information to an inmate, while in the Officer's Station. The subject provided several examples of the personal information she revealed to the inmate, which the inmate corroborated. The subject further admitted it was likely the inmate had viewed her government computer screen, while in the Officer's Station. The subject admitted to utilizing her government computer regularly to online shop and discussing her purchases with the inmate. The subject confirmed that the amount of time she spent online shopping on her government computer distracted her from her duties as a correctional officer. There was sufficient evidence to sustain the allegations of Appearance of an Inappropriate Relationship, Breach of Computer Security, and Inattention to Duty against the subject. The subject was terminated. (OIA Case No. 2022-01317)

- **Failure to Follow Supervisor's Instructions; Absent Without Leave (AWOL)**

The local investigation revealed a male correctional officer departed the institution prior to the end of his assigned shift and without supervisory approval. The subject admitted to leaving one hour early, despite the lieutenant informing him that due to institutional needs his leave request was not approved. The subject was charged one hour of AWOL. There was sufficient evidence to sustain the allegations of Failure to Follow Supervisor's Instructions and AWOL against the subject. Discipline was combined with a second sustained case, in which the subject refused to work a mandatory overtime shift as instructed by his supervisor. The subject received a three-day suspension. (OIA Case Nos. 2022-03254 and 2022-05344).

## Representative Case Summaries

- **Unprofessional Conduct**

The local investigation revealed a male warehouse worker foreman entered his supervisor's office and acted unprofessionally, which was witnessed by multiple staff. The subject admitted to using profane language, specifically stating, "Fuck you," toward both his supervisor and another staff member, who was also present in the Business Office. The subject received a two-day suspension. (OIA Case No. 2022-06238)

- **Workplace Violence; Unprofessional Conduct; Failure to Follow Supervisor's Instructions**

The local investigation revealed two male correctional officers engaged in a verbal and physical altercation, in which both subjects and a third staff member, who attempted to pull the two subjects apart, sustained minor injuries. A Threat Assessment was conducted, and the two officers were issued a memorandum instructing them to remain professional while on duty. Following the issuance of the professionalism memorandum, the two officers again engaged in verbal altercation in the Front Lobby. There was sufficient evidence to sustain the allegations of Workplace Violence, Unprofessional Conduct, and Failure to Follow Supervisor's Instructions against both subjects. Both subjects received a five-day suspension. (OIA Case No. 2022-01911)

- **Endangering the Safety of an Inmate; Endangering the Safety of Others; Failure to Follow Policy; Failure to Follow Supervisor's Instructions**

The local investigation revealed a male correctional officer failed to follow post orders and specific instructions given to him by the lieutenant, which resulted in a large-scale inmate altercation where one inmate was transported to an outside hospital. A review of CCTV video footage depicts multiple inmates entering and exiting multiple unsecured range doors, allowing access to any range in the unit. The subject admitted he left three of four ranges open and unsecured. Additionally, the subject admitted he was previously counseled by the lieutenant on properly securing the ranges. There was sufficient evidence to sustain the allegations of Endangering the Safety of an Inmate, Endangering the Safety of Others, Failure to Follow Policy, and Failure to Follow Supervisor's Instructions against the subject. The subject separated from the BOP, prior to disciplinary action. (OIA Case No. 2022-01319)

- **Unauthorized Electronic Device Introduction; Inattention to Duty**

The local investigation revealed a female correctional officer brought her personal cell phone into the institution, took photographs and videos of herself, and posted them to the social media platform Tik Tok. The subject admitted to making the Tik Tok video which depicted her taking several "selfie" photographs with the cell phone, in multiple locations inside the institution while she was on duty. The subject denied that a photograph of her personal firearm, that was included in the Tik Tok video, was not taken inside the institution, and there was sufficient evidence to support her denial. There was sufficient evidence to sustain the allegations of Unauthorized Electronic Device Introduction and Inattention to Duty against the subject. The subject separated from the BOP prior to the completion of the disciplinary process. (OIA Case No. 2022-03177)

**Table 11: Types of Sustained Misconduct for BOP Employees - FY 2021**  
**With 56.11 Percent Closed**  
**(5,208 Total Opened)**

Type of Misconduct	Number of Sustained Allegations			
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL
<b>Total</b>	<b>646</b>	<b>1,507</b>	<b>106</b>	<b>2,259</b>
Abuse of Inmates	14			14
Sexual Abuse of Inmates	8			8
Introduction of Contraband	11	31		42
Discrimination	0	0		0
Fiscal Improprieties	3	42		45
Bribery	4	0		4
Inappropriate Relationships With Inmates	42			42
Investigative Violations		30		30
Personnel Prohibitions		338	6	344
Unauthorized Release of Information	5	5		10
Inattention to Duty	71	108		179
Breach of Security	9	31		40
Unprofessional Conduct	27	98		125
Failure to Follow Policy	84	156		240
Failure to Follow Supervisor's Instructions		309		309
Other On-Duty Misconduct	57	103		160
Other Off-Duty Misconduct			78	78

**Table 11: Types of Sustained Misconduct for BOP Employees - FY 2020**  
**With 70.73 Percent Closed**  
**(5,265 Total Opened)**

Type of Misconduct	Number of Sustained Allegations			
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL
<b>Total</b>	<b>684</b>	<b>1,522</b>	<b>134</b>	<b>2,340</b>
Abuse of Inmates	18			18
Sexual Abuse of Inmates	13			13
Introduction of Contraband	23	49		72
Discrimination	1	1		2
Fiscal Improprieties	6	68		74
Bribery	4	0		4
Inappropriate Relationships With Inmates	86			86
Investigative Violations		41		41
Personnel Prohibitions		362	9	371
Unauthorized Release of Information	7	7		14
Inattention to Duty	139	131		270
Breach of Security	40	34		74
Unprofessional Conduct	39	129		168
Failure to Follow Policy	184	209		393
Failure to Follow Supervisor's Instructions		340		340
Other On-Duty Misconduct	124	151		275
Other Off-Duty Misconduct			125	125

**Table 11: Types of Sustained Misconduct for BOP Employees - FY 2019**  
**With 83.56 Percent Closed**  
**(4,411 Total Opened)**

Type of Misconduct	Number of Sustained Allegations			
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL
<b>Total</b>	<b>588</b>	<b>1,634</b>	<b>184</b>	<b>2,406</b>
Abuse of Inmates	37			37
Sexual Abuse of Inmates	23			23
Introduction of Contraband	31	44		75
Discrimination	0	0		0
Fiscal Improprieties	9	84		93
Bribery	6	2		8
Inappropriate Relationships With Inmates	96			96
Investigative Violations		40		40
Personnel Prohibitions		379	10	389
Unauthorized Release of Information	11	5		16
Inattention to Duty	88	128		216
Breach of Security	25	28		53
Unprofessional Conduct	29	159		188
Failure to Follow Policy	132	208		340
Failure to Follow Supervisor's Instructions		384		384
Other On-Duty Misconduct	101	173		274
Other Off-Duty Misconduct			174	174

**Table 12: Types of Sustained Misconduct for BOP Employees - FY 2018**  
**With 91.68 Percent Closed**  
**(4,678 Total Opened)**

Type of Misconduct	Number of Sustained Allegations			
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL
<b>Total</b>	<b>843</b>	<b>1,783</b>	<b>244</b>	<b>2,870</b>
Abuse of Inmates	49			49
Sexual Abuse of Inmates	35			35
Introduction of Contraband	50	62		112
Discrimination	0	0		0
Fiscal Improprieties	15	102		117
Bribery	17	1		18
Inappropriate Relationships With Inmates	132			132
Investigative Violations		61		61
Personnel Prohibitions		403	16	419
Unauthorized Release of Information	11	15		26
Inattention to Duty	141	191		332
Breach of Security	47	53		100
Unprofessional Conduct	46	200		246
Failure to Follow Policy	176	249		425
Failure to Follow Supervisor's Instructions		284		284
Other On-Duty Misconduct	124	162		286
Other Off-Duty Misconduct			228	228

**Table 13: Types of Sustained Misconduct for BOP Employees - FY 2017**  
**With 95.56 Percent Closed**  
**(4,388 Total Opened)**

Type of Misconduct	Number of Sustained Allegations			
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL
<b>Total</b>	<b>1042</b>	<b>2,034</b>	<b>206</b>	<b>3,282</b>
Abuse of Inmates	49			49
Sexual Abuse of Inmates	17			17
Introduction of Contraband	46	80		123
Discrimination	0	0		0
Fiscal Improprieties	15	163		178
Bribery	14	0		14
Inappropriate Relationships With Inmates	161			161
Investigative Violations		78		78
Personnel Prohibitions		425	14	439
Unauthorized Release of Information	16	16		32
Inattention to Duty	149	221		370
Breach of Security	88	87		175
Unprofessional Conduct	71	220		291
Failure to Follow Policy	247	310		557
Failure to Follow Supervisor's Instructions		215		215
Other On-Duty Misconduct	169	219		388
Other Off-Duty Misconduct			192	192

**Table 14: Types of Sustained Misconduct for BOP Employees - FY 2016**  
**With 97.20 Percent Closed**  
**(5,113 Total Opened)**

Type of Misconduct	Number of Sustained Allegations			
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL
<b>Total</b>	<b>970</b>	<b>2,137</b>	<b>262</b>	<b>3,369</b>
Abuse of Inmates	45			45
Sexual Abuse of Inmates	21			21
Introduction of Contraband	50	83		133
Discrimination	0	0		0
Fiscal Improprieties	17	261		278
Bribery	20	3		23
Inappropriate Relationships With Inmates	150			150
Investigative Violations		72		72
Personnel Prohibitions		401	16	417
Unauthorized Release of Information	15	14		29
Inattention to Duty	138	258		396
Breach of Security	76	91		167
Unprofessional Conduct	66	224		290
Failure to Follow Policy	251	329		580
Failure to Follow Supervisor's Instructions		176		176
Other On-Duty Misconduct	121	225		346
Other Off-Duty Misconduct			246	246

**Table 15: Types of Sustained Misconduct for BOP Employees - FY 2015**  
**With 97.79 Percent Closed**  
**(5,195 Total Opened)**

Type of Misconduct	Number of Sustained Allegations			
	Inmate Related	Non Inmate Related	Off-Duty	TOTAL
<b>Total</b>	<b>933</b>	<b>2,195</b>	<b>328</b>	<b>3,456</b>
Abuse of Inmates	38			38
Sexual Abuse of Inmates	24			24
Introduction of Contraband	44	89		133
Discrimination	0	0		0
Fiscal Improprieties	17	252		269
Bribery	16	1		17
Inappropriate Relationships With Inmates	156			156
Investigative Violations		92		92
Personnel Prohibitions		504	20	524
Unauthorized Release of Information	16	11		27
Inattention to Duty	135	232		367
Breach of Security	72	84		156
Unprofessional Conduct	85	241		326
Failure to Follow Policy	207	292		499
Failure to Follow Supervisor's Instructions		179		179
Other On-Duty Misconduct	123	218		341
Other Off-Duty Misconduct			308	308

## Types of Misconduct

### Abuse of Inmates

Physical Abuse of Inmates  
Excessive Use of Force  
Threatening an Inmate/Verbal Abuse  
Retaliation

### Sexual Abuse of Inmates

Aggravated Sexual Abuse - §2241  
Sexual Abuse/Sexual Abuse of a Ward - §2242/2243  
Abusive Sexual Contact - §2244  
Unprofessional Conduct of a Sexual Nature

### Introduction of Contraband

Soft Item Introduction  
Weapons Introduction  
Escape Paraphernalia Introduction  
Money Introduction  
Marijuana Introduction  
Heroin & Derivatives Introduction  
Cocaine Introduction  
Other Unspecified Drugs Introduction  
Alcoholic Beverages Introduction  
Unauthorized Electronic Device Introduction  
Creatine/Weightlifting Supplement Introduction  
Cigarettes/Tobacco Introduction

### Discrimination

Discrimination

### Fiscal Improprieties

Time and Attendance Irregularities  
Abuse of Sick Leave  
Voucher Falsification  
Theft/Misuse of Government Funds  
Theft/Misuse of Government Property  
Misuse of Government Computers Improper  
Procurement Procedures  
Failure to Pay Government Charge Card  
Misuse of Travel Charge Card

## **Fiscal Improprieties (Cont.)**

- Misuse of Purchase Charge Card
- Misuse of SmartPay 2 Credit Card
- Theft/Misuse of Employees' Club Funds
- Theft/Misuse of AFGE/Union Funds
- Theft of Inmate Funds
- Theft/Destruction of Inmate Property
- Theft/Misuse of Contractor Funds
- Theft/Misuse of Contractor Property
- Failure to Account for Inmate Funds/Property
- Theft of Employee Funds/Property
- Misuse of UNICOR Resources
- Contract Fraud

## **Bribery**

- Bribery

## **Inappropriate Relationship With Inmates**

- Soliciting/Accepting Anything of Value
- Offering/Giving Anything of Value
- Improper Contact With an Inmate/Inmate's Family
- Appearance of an Inappropriate Relationship
- Misuse of Inmate Labor
- Preferential Treatment of Inmates
- Conduct Unbecoming a Correctional Worker

## **Investigative Violations**

- Concealing a Material Fact
- Refusing to Cooperate
- Lying During an Investigation
- Providing a False Statement
- Altering/Destroying Evidence/Documents
- Refusing to Submit to a Search
- Interfering With/Impeding an Investigation
- Advising Someone to Violate Policy
- Conducting an Unauthorized Investigation
- Lack of Candor

## Personnel Prohibitions

Threatening/Intimidating Employees (relates to personnel actions)  
Failure to Report Violation of Rules/Regulations  
Falsification of Employment Records  
Misuse of Official Position/Badge  
Inappropriate Supervisor/Subordinate Relationship  
Engaging in Prohibited Personnel Practices  
Use/Abuse of Illegal Drugs/Alcohol  
Absent Without Leave  
Failure to Follow Leave Procedures  
Retaliation  
Refusing to Take a Drug Test

## Unauthorized Release of Information

Unauthorized Release of Information  
Violation of FOIA/Privacy Acts

## Other On-Duty Misconduct

Unprofessional Conduct of a Sexual Nature<sup>1, 2</sup>  
Inattention to Duty<sup>1</sup>  
Failure to Respond to an Emergency  
Failure to Properly Supervise Inmates  
Breach of Security<sup>1</sup>  
Breach of Computer Security<sup>1, 3</sup>  
Falsification of Documents  
Unprofessional Conduct<sup>1</sup>  
Failure to Follow Policy<sup>1</sup>  
Failure to Follow Policy – OC Spray  
Gambling/Promotion of Gambling  
Endangering the Safety of an Inmate  
Endangering the Safety of Others  
Providing Inaccurate Information Other Than During an Official Investigation  
Insubordination  
Accidental Discharge of a Firearm  
Soliciting/Sale of Goods on Government Property  
Job Favoritism  
Workplace Violence  
Failure to Meet Performance Standards  
Failure to Follow Supervisor's Instructions<sup>1</sup>  
Retaliation Against Those Who Report Allegations of Misconduct  
Fraudulent Workers' Compensation Claims  
Conduct Unbecoming a Management Official  
Sexual Misconduct  
Conduct Unbecoming a Correctional Worker

## Off-Duty Misconduct

Arrest and Conviction  
Failure to Report Arrest  
Failure to Pay Just Debts  
Failure to Obtain Outside Employment Approval  
DWI/DUI  
Domestic Violence  
Traffic Citation  
Carrying an Unregistered/Concealed Firearm  
Discreditable Behavior  
Falsification of Records/Documents  
Other Citation (Hunting, etc.)  
Conflict of Interest  
Other Off-Duty Misconduct

---

<sup>1</sup> Due to the frequency of this type of misconduct, it is identified distinctly throughout this report.

<sup>2</sup> The data for Unprofessional Conduct of a Sexual Nature (Non-Inmate Related) is combined with Unprofessional Conduct throughout this report.

<sup>3</sup> The data for Breach of Computer Security is combined with Breach of Security throughout this report.

## Monitoring Assignments

---

Alderson, WV.....	(Brian Mason)	Houston, TX .....	(Karl Kuznecow)
Aliceville, AL.....	(Cody Kizzier)	Jesup, GA.....	(Karl Kuznecow)
Allenwood, PA .....	(Ron Corriveau)	La Tuna, TX.....	(Jerry Cramer)
Ashland, KY .....	(Ron Corriveau)	Leavenworth, KS .....	(Jerry Cramer)
Atlanta, GA .....	(John Squires)	Lee, VA.....	(Joy Walters)
Atwater, CA .....	(Mark Tucker)	Lewisburg, PA .....	(Brian Mason)
Bastrop, TX .....	(Joshua Brown)	Lexington, KY .....	(Ron Corriveau)
Beaumont, TX .....	(Joy Walters)	Lompoc, CA .....	(John Squires)
Beckley, WV .....	(Brian Mason)	Loretto, PA .....	(Robert Sorensen)
Bennettsville, SC.....	(Wade Jensen)	Los Angeles, CA.....	(Joshua Brown)
Berlin, NH .....	(John Squires)	Manchester, KY .....	(Ron Corriveau)
Big Sandy, KY .....	(John Squires)	Marianna, FL .....	(John Squires)
Big Spring, TX .....	(Robert Sorensen)	Marion, IL.....	(Damon Sayers)
Brooklyn, NY .....	(Wade Jensen)	Mendota, CA.....	(Joshua Brown)
Bryan, TX.....	(Jerry Cramer)	McCreary, KY .....	(Joy Walters)
Butner, NC .....	(Ron Corriveau)	McDowell, WV.....	(Brian Mason)
Canaan, PA.....	(Trent Kiichler)	McKean, PA .....	(Trent Kiichler)
Carswell, TX .....	(Joy Walters)	Memphis, TN.....	(Trent Kiichler)
Chicago, IL .....	(Brian Mason)	Miami (FDC & FCI), FL .....	(Robert Sorensen)
Coleman, FL.....	(Cody Kizzier)	MXRO, MD.....	(Andy Tietjen)
Community Corrections .....	(Wade Jensen)	Milan, MI.....	(Brian Mason)
Cumberland, MD.....	(Cody Kizzier)	Montgomery, AL .....	(Wade Jensen)
Danbury, CT.....	(Wade Jensen)	Morgantown, WV .....	(Ron Corriveau)
Devens, MA .....	(Cody Kizzier)	New York, NY.....	(Ron Corriveau)
Dublin, CA .....	(Mark Tucker)	NCRO, KS .....	(Damon Sayers)
Duluth, MN .....	(Damon Sayers)	NERO, PA .....	(Brian Cregan)
Edgefield, SC .....	(Cody Kizzier)	Oakdale, LA.....	(Karl Kuznecow)
El Reno, OK .....	(Louis Thomas)	Oklahoma, OK.....	(Damon Sayers)
Elkton, OH .....	(Karl Kuznecow)	Otisville, NY.....	(Louis Thomas)
Englewood, CO .....	(John Squires)	Oxford, WI.....	(Cody Kizzier)
Estill, SC.....	(Brian Mason)	Pekin, IL .....	(Damon Sayers)
Fairton, NJ.....	(Cody Kizzier)	Pensacola, FL.....	(Trent Kiichler)
Florence, CO .....	(Karl Kuznecow)	Petersburg, VA .....	(Robert Sorensen)
Forrest City, AR.....	(Cody Kizzier)	Philadelphia, PA .....	(John Squires)
Fort Worth, TX.....	(Jerry Cramer)	Phoenix, AZ.....	(Jerry Cramer)
Fort Dix, NJ.....	(Robert Sorensen)	Pollock, LA.....	(Louis Thomas)
Gilmer, WV .....	(Robert Sorensen)	Ray Brook, NY .....	(Jerry Cramer)
Grand Prairie, TX.....	(Jerry Cramer)	Rochester, MN.....	(Mark Tucker)
Greenville, IL .....	(Damon Sayers)	Safford, AZ .....	(Jerry Cramer)
Guaynabo, PR.....	(Brian Cregan)	San Diego, CA .....	(Louis Thomas)
Hazelton, WV .....	(Brian Cregan)	Sandstone, MN .....	(Karl Kuznecow)
Herlong, CA .....	(Brian Mason)	Schuylkill, PA.....	(Trent Kiichler)
Honolulu, HI.....	(Mark Tucker)	Seagoville, TX.....	(Louis Thomas)

## Monitoring Assignments

---

SeaTac, WA .....	(Joy Walters)
Sheridan, OR .....	(Mark Tucker)
SCRO, TX .....	(Jerry Cramer)
SERO, GA .....	(Brian Cregan)
Springfield, MO .....	(Joy Walters)
Talladega, AL .....	(Louis Thomas)
Tallahassee, FL .....	(Damon Sayers)
Terminal Island, CA .....	(Joshua Brown)
Terre Haute, IN .....	(Jerry Cramer)
Texarkana, TX .....	(Robert Sorensen)
Thomson, IL .....	(Damon Sayers)
Three Rivers, TX .....	(Mark Tucker)
Tucson, AZ .....	(Brian Cregan)
Victorville, CA .....	(Mark Tucker)
Waseca, MN .....	(Louis Thomas)
WXRO, CA .....	(Mark Tucker)
Williamsburg, SC .....	(Joy Walters)
Yankton, SD .....	(Louis Thomas)
Yazoo City, MS .....	(Trent Kiichler)

**THIS PAGE INTENTIONALLY LEFT BLANK**