

THE ADVOCATE



A publication for employees of the Arkansas Department of Correction

August 2013

Inside this issue :

Director's Corner	2
Police Olympics	2
Service Awards	3
SSCA Conference	4
Wardens Prayer Breakfast	5
Hoot Gibson	6
NABCJ Meet	6
Around ADC	7
USDWA Conference	8
Promotions	9
Health Matters	10
Attitude is Everything	11
Corizon Health Fair	12
AACET Cruise Planned	12
Policy Spotlight	13
Training Academy news	14
Promotions/New Hires	15
Parting shots	16

Inmates glean fields for Hunger Relief Alliance



Inmates from the Varner Unit glean a field near Grady on July 5.

The Arkansas Department of Correction's partnership with the Arkansas Hunger Relief Alliance has gotten some attention lately.

The state's prison system probably isn't the first thing you'd think of when contemplating gleaning – the Biblical practice of hand-gathering leftover crops after the harvest – but, it plays a major role in helping fill local food banks. The ADC has made a commitment to utilize inmate work crews when possible to glean fruits and vegetables donated by growers to benefit those in need.

The first in the nation to have this program, ADC works with the Arkansas Hunger Relief Alliance and the Arkansas

Gleaning Project to make the practice a success in the state.

Inmates, under the supervision of correctional officers, glean donated fruits and vegetables from the fields and orchards of growers. The produce is then given to local pantries, soup kitchens and shelters that distribute food to those in need. The gleaning effort provides hundreds of thousands of pounds of fresh fruits and vegetables to pantries and agencies across the state.

ADC's participation in the project helps feed the hungry, but it also provides

Continued on page 3

Stay focused and be accountable

“Being in the hot seat” – an expression for a high-pressure situation in which a great deal of attention and scrutiny is focused on a person or organization.

No one wants to sit in the hot seat, but taking a turn in that blistering chair is inevitable in our line of work. Despite best laid plans and efforts, things can and do go wrong from time to time. That is true of any agency or business – public or private. The difference for us is that public safety and security are at risk when things go wrong at ADC. That’s why it’s important for each employee to be



Ray Hobbs
ADC Director

hitting on all cylinders.

Stay focused.

There is a lot of repetitious activity in jobs at ADC, but doing those things the right way every time is critical. We have policies and procedures in place for very good reasons. Follow them. We have counts and check lists. Don’t fudge.

Work is busy and challenges arise, but these shouldn’t be excuses for letting things slide.

If you aren’t organized, try getting that way. Get rid of the clutter, make a to-do list and check it off. If you are on the ball, you’re less likely to find yourself behind it.

Be accountable.

Accountability normally means offering an explanation of your actions to someone else. But why do we need someone else in the equation? When you take responsibility and hold yourself accountable, that changes everything. C. S. Lewis said, “Integrity is doing the right thing, even when no one is watching.”

Henry Ford said, “Quality means doing it right when no one is looking.” Isn’t that what personal accountability is all about?

You are responsible for your actions. How you communicate with others; doing the things you say you will do; performing job duties to the best of your abilities ... these are just a few examples of things that are on you. How well you manage the things on you speaks volumes about whether or not you are accountable.

What does it say when someone else must hold you accountable? Think about it. Why should it be someone else’s job to make sure you are doing the things that you know you should be doing? You have to hold yourself up to a high standard ... and live up to that standard. That concept of accountability has to be in you.

So stay focused and be accountable. If you do those two things, there’s a very good chance your time in the hot seat will be minimal.

ALEAA appreciates ADC role in Police Olympics

To Director Ray Hobbs:

*I am proud to announce that the Arkansas Department of Correction has illustrated outstanding performance in the 2013 Police Olympics and has achieved **First Place** overall in the Olympic games . . . As you know, the objective of the Arkansas Police Olympics is to encourage and promote a closer bond among law enforcement officers and emergency response personnel of all types throughout the state of Arkansas through athletic competitions and fellowship. Furthermore, the games hope to promote a high standard of physical and mental well being among these officers while providing a positive image of law enforcement to the citizens of Arkansas. The Arkansas Department of Corrections has fully fulfilled this mission and you should be proud of your personnel who represented your agency with outstanding sportsmanship in the 2013 Police Olympics.*

Again, thank you for your support of the Arkansas Law Enforcement Athletic Association and allowing your personnel to compete in the 2013 Police Olympics.

*Sincerely,
Mike Blain, President, Arkansas Law Enforcement Athletic Association*

Three receive 30-Year Service Awards

Three ADC employees were recognized recently at Central Office by the ADC management team: Sherry Adair, left photo, from Administrative Services, Delarrol Harris, top right, from Cummins, and John Broadway, from the Training Academy were given their 30-year service certificates.



Gleaning . . . continued from page 1

an opportunity for inmates to do something positive and help repay the state for some of the debts owed by their crimes. That is equally important.

Last year, the Arkansas Gleaning Project rescued 1.2 million pounds of produce from Arkansas fields. Of the produce that was hand-picked, the ADC provided 80%. This translates into a half-million pounds or more than 394,000 meals for Arkansans in need, said Michelle Shope, Arkansas Hunger Relief alliance director of food sourcing and logistics.

"This nutritious food is vital for the Alliance network in Arkansas," Shope said.



"Arkansas ranks first in the nation for food insecurity (tied with Mississippi). One of six Arkansans struggle with having enough food. One in four children are victims of food insecurity ranking Arkansas ninth in the nation for child hunger."

The Arkansas Hunger Relief has the mission of reducing hunger through a unified effort to provide hunger relief, education and advocacy. Visit their website at www.arhungeralliance.org for more information or call 501-399-9999.

Major James Hill from the Grimes Unit will be traveling to Chicago later this month to speak about ADC's gleaning program at the Feeding America Conference.

ADC typically stays busy from June through October helping with gleaning projects. Prisons geographically close to the farms with donated crops respond to assistance requests.

We should all be proud of ADC's participation in these hunger-relief efforts. Many thanks to the officers and inmates who make this happen. Many hot hours are spent under the sun, but those in need are grateful.

SSCA Summer Training Conference held in Oklahoma City

The Southern States Correctional Association on July 12-17 met in Oklahoma City where outgoing president Ed Evans was the master of ceremonies for the 44th annual summer conference. ADC Director Ray Hobbs has served as the vice president and is now the president-elect.



SSCA outgoing president Ed Evans (on right) and his brother, ADC Deputy Director Marvin Evans, visit the vendor booths.

Training events for the week included workshops entitled “How to Create Loyalty with Your Staff,” “Current Issues in Officer Safety,” “Entrapped!” and “Problems and Challenges Posed by Designer Drugs.”

The workshop “Build a Shield/ Terrorism Awareness” was held on the campus of the Oklahoma City Bombing Memorial, the site of the April 19, 1995 bombing of the Alfred P. Murrah Federal Building which claimed 168 people.

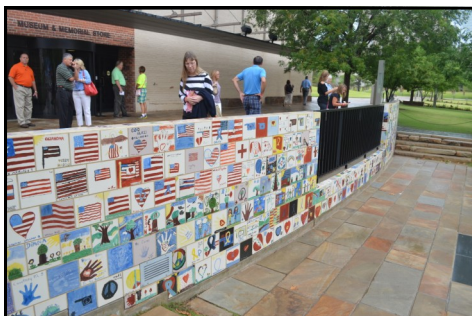
This workshop provided understanding of terrorism operations, warnings, and indicators through deconstruction of specific terrorism events.

Attendees were reminded that every agency should ask itself three questions:

- How can officers encourage community involvement in reporting suspicious activity?
- Do officers know the warnings and indicators of terrorism?
- Could the quality of officers’ reports be improved?

Outdoor tours were offered providing the symbolism of the memorial which honors the victims, survivors and rescue workers of this tragic event.

The Memorial



Conference attendees visit the Oklahoma City Bombing Memorial in photo above and photo at left.



Bryan Dodge tells conference attendees to stay focused and eliminate negativity from life.

Mission Statement: *We come here to remember those who were killed, those who survived and those changed forever. May all who leave here know the impact of violence. May this memorial offer comfort, strength, peace, hope and serenity.*

One workshop presenter was speaker, radio talent, and author Bryan Dodge. Dodge’s high-energy presentation was rich with humor and wisdom.

“Seek after knowledge,” he said. “Choose to lean forward.”

Dodge offered life lessons to increase personal motivation and success, but cautioned, “Bring energy home!”

He considers interruptions, distractions, and procrastination to be the enemies of advancement. He said most people let negative thoughts control and take the upper hand over positive ones.

“Expose negativity,” he said. “The enemy wants you to *not* recognize it!”

Dodge expressed great concern regarding corrections employees, commenting, “You did not choose this industry, it chose you.”



ADC’s Heather Harris (from left), Shea Wilson, Jada Lawrence, and Director Ray Hobbs interact with other SSCA members during a committee meeting.

Wardens Prayer Breakfast held at Regional Park



ADC wardens recognized for service by chaplains.

ADC wardens met recently in Pine Bluff for a breakfast hosted by the ADC chaplains.

Welcoming the wardens and the management team, Chaplain Don Yancey said, "We are happy to be able to host this for you and to have a chance to visit with you today."

Chaplain Norma Gillom presented recognition plaques to tenured wardens, and, speaking to all wardens, she said, "We are truly grateful for your leadership and your partnership."

"The Red Shirts," a group of chaplains, presented praise songs as the entertainment for the morning.

Present wardens/center supervisors are: Kay Howell—



Benton Unit, Aundrea Massey - Weekly — Newport Complex, Randy Watson—Varner Unit, Gaylon Lay—Cummins Unit, Jimmy Banks—Delta Regional Unit, David White—North Central Unit, Dexter Payne —

Wrightsville Complex, Mark Cashion—Pine Bluff Complex, Larry Cauley—Texarkana Regional Correctional Center, Dale Reed—Ouachita River Correctional Unit, Danny Burl—East Arkansas Regional Unit, James Brooks—Northwest Arkansas Work Release, John Herrington—Mississippi County Work Release, Stephen Williams—Tucker Unit, and William Straughn—Maximum Security Unit.

Hoot Gibson still enjoying the diamond

James 'Hoot' Gibson, Deputy Warden, Delta Regional Unit, was recently chosen yet again by the Babe Ruth/Cal Ripken Association to umpire the 9-year-old All Star State Tournament which was held at Herman Vickers Field in Dumas last month. This time Gibson was the "UIC" - the umpire in charge.

This year marks his twentieth year to serve in this capacity. He also was chosen this year by the Arkansas Activities Association



to umpire the high school girls fast pitch softball All Star Game at UCA in Conway.

Gibson has umpired numerous High School State Tournaments as well as five State Championship games played at the University of Arkansas.

He has been on the diamond as an umpire for 30 years, first as a father to his four sons and one daughter while they were playing. He simply didn't stop when they did.

"I am now umpiring the kids of parents who I umpired," said Gibson. "I just enjoy doing it."



National Association of Blacks in Criminal Justice meet

The 40th annual conference and training institute of the National Association of Blacks in Criminal Justice (NABCI) was held at the Peabody Hotel in Little Rock in July.

With a theme of "A Review of the Past, A New Course for the Future," the event was a continuation of the organization's mission: to act upon the needs, concerns and contribution of African American and other people of color as they relate to the administration of equal justice.

"Our profession is a unique and difficult one that brings new challenges every day," said ADC Director Ray Hobbs. "Your dedicated service and efforts don't always receive the gratitude and praise they deserve, but please know that your expertise, knowledge and commitment is greatly appreciated."

Hobbs was proud that Arkansas was chosen as the host state for the event.

"Please take the time to enjoy Ar-

kansas' hospitality and natural beauty," he said. "It's a great place to live and a wonderful place to visit."

The NABCI is a multi-racial, non-partisan, non-profit association of criminal justice professionals and community leaders dedicated to improving the administration of justice. The association was founded as a vehicle by which criminal justice practitioners could initiate positive change from within, while

increasing opportunities for the average citizen to better understand the nature and the operation of our local, state, and federal criminal justice processes. Membership and participation in the activities of the association are



Members of the NABCI, including our Director Ray Hobbs (center, back row), pose for this shot at the conference in Little Rock.

open to all, irrespective of race, creed, or country of national origin. For NABCI members, criminal justice is more than just a career; it is a commitment to a fundamental aspect of our democracy – justice.

Around ADC



Donations to Women's Shelter

The White River Women's Shelter Board of Directors President and ADC employee John Dean (far left) accepts donations by Corizon McPherson Medical and Dental employees Jessi Clark, Kimberly Emery, Glenda Hall, Melody Wayland, Dr. Laura Dove, and Stacy McGinnis.



Northwest Retirement

A retirement party was held recently at the Northwest Arkansas Work Release Center for nurse Joanne Langford. Supervisor James Brooks, on left, presents a plaque to Langford as Marcia White looks on.



Dermott Rotary meets at Delta

The Dermott Rotary Club, along with member Warden J. Banks, met at Delta Regional Unit July 23, 2013. Lunch was provided for the members who attended, and Deputy Warden James Gibson presented a training session on Community Security Threat/Terrorist Groups.



ORCU inmate council donates dog crates

The Inmate Council at ORCU donated 10 crates for Paws in Prison inmate trainers at the unit. In the picture are: Dale Reed, Warden; Jeremy Andrews, Deputy Warden; Andrea Kirtley, Dog trainer; Jimmy Ashcraft, Program Coordinator; and Jason Gray, Recreation Supervisor, along with inmate trainers and council inmates.

USDWA training conference held in Hot Springs

The Arkansas Departments of Correction and Community Correction recently hosted the United States Deputy Wardens Association (USDWA) annual training conference at the Arlington Resort Hotel & Spa in Hot Springs.



Director Ray Hobbs delivers opening remarks.

“When you look down the organization—the assistant warden, that’s the glue,” said ADC Director Ray Hobbs. “If you have a good assistant warden, the warden appreciates that. What you do is so very important.”

USDWA President Curtis Meinzer, Deputy Warden, Varner SuperMax, said the USDWA places great importance on the exchange of ideas between facilities and the consideration of new trends and approaches to correctional work.

USDWA Vice President Ron Beck, Assistant Center Supervisor, Northeast Center, said, “This is an excellent opportunity to meet and network with correctional professionals from across the country.”

The opening ceremony was conducted by Meinzer, Hobbs, DCC Interim Director Sheila Sharp, and USDWA Executive Director Kevin Murphy.



Larry Cyr mans the AACET booth.



Kevin Murphy conducts registration.

Activities for the week included workshops, unit tours, a dinner theater, and a dinner cruise.

Speaking on great warden characteristics, Warden Burl Cain, Louisiana State Penitentiary (LSP), Angola, said, “Nobody is a good warden if they don’t have a good deputy warden.”

He transitioned into the importance of thinking out-

side the box and being willing to highlight “good press” because, he said, “you will *always* have bad press.”

“You have to be willing to change,” he said. “If you do always traditional things, you will always get traditional outcomes.”

Once known as the “Bloodiest Prison in America,” under Warden Cain’s leadership LSP has become one of the safest, most secure and progressive maximum security prisons in the nation.

Mississippi DOC Commissioner Christopher Epps conducted a workshop on having “What It Takes.”

“You are dedicated and committed, you are the real deal,” said Epps. “I appreciate this profession.”

Having what it takes, he said, requires the “Six C’s” - commitment, cognition, courage, character, connection, and care.

Epps is Mississippi DOC’s longest serving commissioner, and on Jan. 28, 2013, he was sworn in as president of the American Correctional Association.



USDWA President Curtis Meinzer conducts the opening ceremony.



Mississippi DOC Commissioner Christopher Epps.



Warden Burl Cain, Louisiana State Penitentiary.



The ADC Honor Guard presents the colors during the opening ceremony.

Director announces promotions, transitions around agency

Interim Warden Aundrea Weekly has been promoted to superintendent of the Newport Complex. The new position was effective July 8.

"Ms. Weekly is certainly an asset to ADC, and we are pleased that she is a part of our agency," said Director Ray Hobbs.

Captain Tim Moncrief of the Varner Unit was promoted to Major of the Varner Unit effective Monday, July 8.

Major Maurice Culclager of the Varner Unit transferred to the Cummins Unit effective July 8.

"Please join me in congratulating them on their success," said Hobbs. "Please support them all as they assume their new roles."

In addition, Captain Phillip Glover of the Wrightsville Unit has promoted to Major at the East Arkansas Regional Unit effective August 4.

Hobbs commented, "Captain Glover is certainly an asset to ADC and will work well with the EARU staff.

"I also want to congratulate Mr. Frank Ellis; he will be the Interim Supervisor over Administrative Services until further notice. Mr. Ellis is also an asset to ADC and is happy to serve as Interim Supervisor."



Weekly



Fun at Dickey-Stephens Park

AACET members were treated to hot dogs and hamburgers at the Arkansas Travelers game Aug. 3. A fun time was had by all! And we noticed our ADC recruiting signs strategically located around the park.

Food for thought

X MARKS THE SPOT

(a placement, marks the event or scene of the crime)

This cliché seems to have developed from the original days of newspaper photography where the scene of the crime would be shown with an X to mark where the crime was committed. There is also evidence in old pirate treasure maps that this phrase goes back even further.

Health Matters

Back to School — Is Your Child Fully Vaccinated?

Making sure that children of all ages receive all their vaccinations on time is one of the most important things parents can do to ensure their children's long-term health—as well as the health of friends, classmates, and others in the community.

It's true that some vaccine-preventable diseases have become very rare thanks to vaccines. However, outbreaks still happen. For example, preliminary data through late July 2012 show that more than 20,000 cases of whooping cough (pertussis) were reported in this country and many more cases go unreported. During this time, 9 deaths were reported—all in children younger than 1 year of age. Outbreaks of pertussis at middle and high schools can occur as protection from childhood vaccines fades.

Another disease that can spread very easily in a school environment is measles. In 2011, the number of reported cases of measles was higher than usual—222 people had the disease. Measles comes into the United States from countries where the disease still circulates, including many European countries. Measles can be serious, causing hospitalization and even death. Young children are at highest risk for serious complications from measles.

Making sure children stay up-to-date with vaccinations is the best way to make sure our communities and schools do not see other outbreaks, with more unnecessary illnesses and deaths.

Children Birth-6 Years

During the early years of life, children are recommended to get vaccines to protect them from 14 diseases that

can be serious, even life-threatening. Parents who choose not to vaccinate their own children increase the risk of disease not only for their children, but also for other children and adults throughout the entire community. For example, vulnerable newborns too young to have received the maximum protection from the recommended doses of vaccines or people with weakened immune systems, such as some people with cancer and transplant recipients, are also at higher risk of disease.

Flu vaccines are recommended for kids in pre-school and elementary school to help keep them healthy. In fact, all children 6 months and older should get flu vaccines. Getting all of your children vaccinated—as well as other family members and caregivers—can help protect infants younger than 6 months old. Ask your family's doctor or nurse about getting flu shots or the nasal spray to protect against flu.

Parents can find out what vaccines their children need and when the doses should be given by reviewing CDC's recommended Childhood Immunization Schedule found on the web at: <http://www.cdc.gov/vaccines/schedules/easy-to-read/child.html#print>.

Children and Teens 7-18 Years

Older children need vaccines, too! Of course, everyone older than 6 months of age is recommended to receive a yearly flu vaccination, and older children are no exception. It's important to know that flu can be serious, even for healthy young people. So older kids should get at least one flu vaccine (the shot or nasal spray for healthy kids) every year.

As kids get older, they are more at risk for catching certain diseases, like meningococcal meningitis, so they need the protection that vaccines provide. The recommended immunization sched-



ule is regularly updated to include new vaccines and reflect current research. It may have changed since your child was first immunized. Specific vaccines, like HPV, which helps protect against certain cancers, are recommended to be given during the preteen (11-12) years. If your preteens or teens haven't already gotten their vaccines, they should get caught up as soon as possible.

For other diseases, like whooping cough, the protection from vaccine doses received in childhood wears off over time. That's why 11- and 12-year-olds are also recommended to get the booster shot called Tdap. Teens—and adults, too—who have not gotten Tdap should get this booster as soon as possible. Tdap is a version of the DTaP vaccine given to infants and young children.

CDC provides an immunization schedule for ages 7-18: <http://www.cdc.gov/vaccines/schedules/easy-to-read/preteen-teen.html#print> for parents and doctors to protect children and teens from vaccine-preventable disease. To learn more, visit the preteen vaccine pages at: <http://www.cdc.gov/vaccines/who/teens/for-parents.html>.

Excerpts from www.cdc.gov

Attitude is everything, make it good

Attitude is everything. How often have you heard that phrase? And it's true. I sometimes fall short in having a good attitude, but I try... most of the time. This thought process on attitude started

July 24 at the Warden's Prayer Breakfast. I was in line for breakfast and this chipper fellow asked how my day

was going and proceeded to tell me how it was for him. He talked a little about the power of a positive attitude.

As the day progressed, I thought about his point: Your attitude and how you greet each day is one of the few things within your power to control. Several times over the next day, I thought about this upbeat man and what he had to say.

I realized I didn't catch his last name, just knew he was a chaplain named Gary from what I could read off his ADC badge. So down the hall to chaplaincy services I went in search of a full

name. Gary Ralls was standing in the office. I had the opportunity to fill in the blank for a last name and to tell him that our brief encounter had made an impact.

You see, when I first started chatting with Gary, I was a bit overwhelmed by some personal and professional stress. I had been out of town and deadlines were looming. He annoyed me a little, to be honest with you. I got to the prayer breakfast and was going through the motions of exchanging pleasantries. I really didn't want to hear about positive attitudes, but at that particular time I NEEDED TO HEAR ABOUT THEM. People are put in your life at certain times for a reason. After we chatted, I felt bad about feeling annoyed – especially when you consider the fact I was at a prayer breakfast. The fellowship, songs and prayers did me some good and I'm grateful I went and especially thankful that Gary was placed in my path.

Positive attitudes are catching. I won't out this other person to all of ADC because I haven't discussed it with him, but I will tell you how something he does each day

impacts me. This officer posts positive comments on Facebook early each morning. The comments typically focus on enthusiasm for greeting the day, work call, staying focused and motivated. They are short, sweet and sincere. I'm a very early riser and start the day by checking my work email, news sites for ADC headlines and Facebook before my feet hit the floor. What this officer – a major at one of our units – posts is among the first forms of inspiration I have each day and I always appreciate it.

I also appreciate the literature my parents tuck in my bag as I'm heading out the door from our weekly visit. The publication they gave me last Sunday had no photos on the cover, just words: Love one another; work hard and have faith; give without expectation; use your manners; always tell the truth; do your best; forgive everyone; be grateful; use kind words; look for opportunities to serve; count your blessings; say your prayers.

Keep those attitudes positive and find inspiration where you can. That's my advice for beating back a tough world.



Shea Wilson
Communications
Administrator

CALENDAR OF EVENTS

AUGUST

AUGUST 2013

Back to School



SEPTEMBER

SEPTEMBER 2013

2—Labor Day

22—Autumn Begins

**Special Events?
Unit Functions?
Announcements?
Conference Dates?**



Send information to Kat at

The Advocate

kathlyn.mcentire

@arkansas.gov

There is no shame in not knowing; the shame lies in not finding out.

-- Russian Proverb

Corizon Health Fair held at Delta

Corizon Health Fair

Corizon employees held a health fair at the Delta Unit on July 17th. According to Deputy Warden James Gibson, they had a good turnout and the Corizon staff said they were pleased.



AACET Cruise scheduled for 2014

2nd Annual AACET Cruise

\$25 p/p Deposit holds your cabin

*August 18 deadline
Send payment to:
Greatest Escapes Travel
2325 Lakeshore Drive D1
Hot Springs, AR 71913*

May 3, 2014 – 5 days

Sailing From New Orleans to Progreso and Cozumel, Mexico aboard the Carnival Elation

Interior Staterooms start at **\$498** per person

Or Ocean View Staterooms start at **\$542** per person

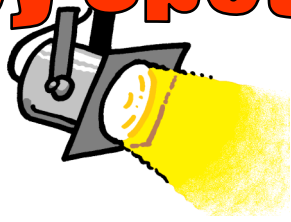
To sign up or for information contact Cindy Courington
with Greatest Escapes Travel at

ccourington@yahoo.com or 870-718-3366

or Kevin Murphy at kevin.murphy@aacet.net

AACET
It's a Matter of Trust
Arkansas Assoc. of Correctional Employees Trust

Policy Spotlight



Facts about policy and conduct

Do you have questions about ADC policies and procedures? Then send in your topics to The Advocate, and we'll be glad to get you the facts. Contact KAT at kathlyn.mcentire@arkansas.gov with questions.

Sexual Misconduct with Inmates *(excerpts from AD 07-42)*

REFERENCE: AR 210: Relationships and Transactions with Inmates)

APPLICABILITY: All employees, contract employees, volunteers, and inmates of the Arkansas Department of Correction.

POLICY: It is the policy of the ADC to prohibit employees from engaging in intimate relationships with inmates. Acts of sexual misconduct with inmates or retaliation against inmates who refuse to submit to sexual advances are prohibited. Further, retaliation against individuals because of their involvement in the reporting or investigation of a sexual misconduct complaint is prohibited. The ADC will fully investigate and discipline persons who violate this directive.

IV. PROCEDURE:

A. Inmate Notifications

1. This directive shall be placed in Unit law libraries.
2. Inmates may use the Inmate Grievance procedure to report sexual misconduct allegations.
3. Inmates may call the PREA Hotline.
4. Inmates may notify any employee or staff member.

B. Staff Notifications

This directive shall be included in the Basic Correctional Officer Training curriculum.

C. Responsibilities

1. Employees

a. Each employee shall strictly adhere to this directive by ensuring that his/her conduct does not constitute or promote sexual misconduct.

b. Each employee who receives any information, from any source, concerning sexual misconduct or who observes incidents of sexual misconduct is required to immediately report the information or incident directly to his/her supervisor. If the supervisor is the person engaged in the sexual misconduct, then it is to be reported to the next highest ranking official. The Warden or his/her designee shall be notified of all sexual misconduct complaints or allegations.

c. All allegations or complaints of sexual misconduct shall be promptly investigated.

2. Wardens and Administrators: In addition to responsibilities applicable to all employees, wardens and administrators shall be responsible for ensuring the following:

a. Illegal sexual acts and sexual contact between employees and inmates shall immediately be reported to Internal Affairs, even if the employee resigns.

b. When illegal sexual acts or sexual contact are alleged, the crime scene shall be immediately secured, if possible.

c. The alleged victim shall immediately be given the necessary emergency medical treatment, without (to the extent possible) compromising the integrity of available physical evidence. If deemed necessary by medical personnel, the inmate may be transported to an outside medical facility.

d. The Warden/Administrator must take immediate action in accordance with this directive to ensure the safety of the inmate.

e. Under appropriate circumstances the Warden/Administrator may request transfer of a respondent, may internally reassign him/her, or place him/her on administrative leave pending the outcome of an investigation.

f. Failure to take appropriate action, as defined in this directive, when sexual misconduct is alleged or has been determined to have occurred may result in disciplinary action.

D. Sexual Misconduct Complaint Reporting Procedures for Staff

1. Any employee who receives any information, from any source, concerning sexual misconduct or who observes incidents of sexual misconduct is required to immediately report the information or incident to his/her supervisor. If the supervisor is the person who is engaging in the sexual misconduct, the report will be made to the next highest official.

2. The employee shall submit a written report, providing any information received or observed that concerns sexual misconduct, to his/her supervisor before the end of his/her workday.

3. The Warden/Administrator will notify the Director/Deputy/Assistant Director and Internal Affairs. Internal Affairs will notify the Arkansas State Police if there is sufficient evidence that a crime has occurred.

4. The sexual misconduct complaint, including the identity of the informant, the respondent and the victim, and all information and documents pertinent to the complaint shall be handled in a confidential manner and shall only be revealed on a need to know basis.

5. Persons interviewed shall be advised that they are required to maintain confidentiality and not disclose to anyone information regarding the complaint, the investigation and the outcome. They shall be advised that failure to maintain confidentiality can result in disciplinary action.

TRAINING ACADEMY

Training Academy Graduates: Class 2013-G, July 5, 2013



Tyler Ahrenstorff, Zachary Arnold, Joseph Arrington, John Belcher Jr, Tiara Brown, Mitchell Carter, Travis Cody, Alex Cofield, Amerris Davis, Randall Davis, Danny Evans Jr, Lynette Fain, Cedric Freeman Jr, Iovanny Gaddis, Deondre Goodwin, Brandon Gurley, Precious Harris, Kenneth Harris Jr, Rakhem Hawthorne, Christopher Henderson, Sean Hibbs, Jonathon Holliday, Alexis Holmes, Jeremy Hopson, Kai Hyland, Jayme Johnson, Tiara Jones, Joseph Julian, Cody Kelley, Keith Leopard, Shaniqua McDonald, Stanley McLendon, Wanda Millender, Kionti Moore, Alexandra Musgrove, Helen Nobles-Evans, Leonard Pharr Jr, Elizabeth Pritchard, Di'Jonnaise Pryor, Justin Rash, Erica Rayner, Sharavon Robinson, Carl Ross, Page Ross, Charles Sanders, Sherelle Shipp, Shania Simmons, Katehsa Simpkins, Daniel Sipes, Michael Stone, Jeremy Sykes, Chanukah Tucker, Matthew Wallis, Terry Washington, Keith White, LaDarius Williams, Taylor Williams, Tyron Willis, Barbara Woodard, Zachary Wygal, and Nathan Daniel.

Training Academy recognizes Willis H. Sargent Outstanding Student



The winner of the Willis H. Sargent outstanding student award for Class 2013-G is Shawn Stone of ORU. Pictured are Captain Randy Callas, from left, Stone, ORU Unit Trainer Aaron Malejko, and TA Administrator Fred Campbell.

Academy recognizes Willis H. Sargent Outstanding Student Award



The winner of the Willis H. Sargent outstanding student award for Class 2013-H is Donald Hobbs, Jr. of the Varner Unit. Pictured are Callas, from left, Hobbs, and Campbell.

Training Academy Graduates: Class 2013-H, July 26, 2013



Tyler Akines, Ryan Alexander, Jordan Allen, Travis Arnold, Deborah Batson, Judy Blackwood, Marquieze Bolds, Anthony Boyd, Dygaryen Brown, A'Lissia Burden, Demarcus Burton, Quinekia Chambers, Travis Cody, Josiah Collier, Stetson Gildon, Sammy Goza, Scott Graham, Corinthia Green, Jacob Harrington, Donald Hobbs, Jr., Leatuitta Howard, Sharon Johnson, Shenita King, CynQuala Matthews, Torre Mayweather, Brandon McLemore, Donald Moreland, Paul New, Christopher Pace, Roshane Powell, Catherine Simmons, Victor Teague, Shannon Tolleson, Dericho Urserly, Anthony Weaver, Talisha White, Omar Williams-Penix, Derek Wilson, and Tiwewa Worsham.

Promotions & New Hires

Promotions

Date	Name	Position	Unit
6/24/2013	Robert Andrews Jr	Head Farm Manager I	Farm-EARU
6/24/2013	Holly Bartlett	Program Specialist	Benton
6/24/2013	Itena Jackson	Classfctn & Assignment Officer	Wrightsville
6/24/2013	Tim Moncrief	Major	Cummins
6/24/2013	Rodney Seals	Sergeant	Wrightsville
6/24/2013	Louis Thomas III	Sergeant	Varner
6/24/2013	William Westmoreland	Lieutenant	East Arkansas
6/24/2013	Kathy White	Psychologist	Mental Health-Cummins
7/7/2013	Toby Hastings	Agriculture Unit Supervisor II	Farm-Cummins
7/7/2013	Antoinette Johnson	Sergeant	Mississippi County
7/7/2013	Lisa Lindsey	Commissary Manager	McPherson
7/7/2013	Donna McKnight	Administrative Specialist II	East Arkansas
7/7/2013	LaTonya Shelton	Sergeant	Maximum Security
7/7/2013	Jeffrey Smith	Sergeant	Ouachita River
7/7/2013	Susan Townsend	Inmate Grievance Coordinator	Grimes
7/7/2013	Ronald Watson	Sergeant	Maximum Security
7/7/2013	Aundrea Weekly	Superintendent	Grimes
7/7/2013	Andre Williams	Sergeant	Delta
7/7/2013	Brenita Williams-Kidd	Sergeant	Tucker
7/21/2013	Garland Alexander	Sergeant	Tucker
7/21/2013	Anthony Bradley	Captain	Varner Supermax
7/21/2013	Jermaine Capel	Lieutenant	Mississippi County
7/21/2013	Whitney Evans	Sergeant	Varner Supermax
7/21/2013	Darrick Hill	Lieutenant	Cummins
7/21/2013	Frederick Johnson	Sergeant	Tucker
7/21/2013	Tabitha Mankin	Payroll Services Specialist	Admin Annex East-HR
7/21/2013	Christopher Pace	Food Preparation Supervisor	Tucker
7/21/2013	Jason Price	Lieutenant	Varner Supermax
7/21/2013	William Speer	Sergeant	Randall L Williams

New Hires

Date	Name	Position	Unit
6/24/2013	Donna Roberts	Administrative Specialist III	Adm Annex East-Accounting
6/24/2013	Cindy Shields	Commissary Manager	Varner
7/1/2013	Randall Dutton	Agriculture Unit Supervisor I	Farm-Cummins
7/1/2013	Krystal Fowler	Administrative Specialist I	Varner Supermax
7/8/2013	Amy Douglas	Registered Nurse	Mental Health-ORU
7/8/2013	Holly George	Administrative Specialist I	East Arkansas
7/8/2013	Donna Hilton	Administrative Specialist II	Mississippi County
7/8/2013	Johnny Tooke	Computer Support Technician	Admin Annex East-IT
7/18/2013	Cathy McTigrit	Administrative Specialist I	Varner Supermax
7/22/2013	Jason Martin	Assistant Head Farm Manager	Farm
7/22/2013	Carla McCoy-Roaf	Computer Support Technician	Admin Annex East-IT
7/22/2013	Charonda Rushing	Administrative Specialist I	Centralized Records-PBU

ADC ADVOCATE EMPLOYEES NEWSLETTER

ADC Mission Statement

- *To provide public safety by carrying out the mandate of the courts.*
- *To provide a safe humane environment for staff and inmates.*
- *To strengthen the work ethic through teaching of good habits.*
- *To provide opportunities for staff and inmates to improve spiritually, mentally, and physically.*

The *ADC Advocate* newsletter is published monthly by the Communications Office for employees of the Arkansas Department of Correction. The publication strives to enhance communication and provide information on the development and achievements of this agency.

All employees are encouraged to submit articles, comments, ideas, letters and questions. The deadline for submission is tentatively set for the 15th of each month for inclusion in that month's publication.

Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

In addition, statements contained in the *ADC Advocate* are the personal views of the authors and do not necessarily represent the opinion or policies of the Arkansas Department of Correction.

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Parting Shots



Arkansas Department of Correction

ADC Advocate
P.O. Box 8707
Pine Bluff, AR 71611
Phone: 870-267-6990
Fax: 870-267-6258