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FLORIDA DEPARTMENT OF JUVENILE JUSTICE
CENTRAL COMMUNICATIONS CENTER
Incident/Complaint Report Form



Status: Closed/Completed on 11/03/2015

CCC Incident Number: 201502511

IG Case Number:

Report Date: 05/06/2015

Report Time: 06:13:00 PM

Created By: Harris, Dierdre

Created Date/Time: 05/06/2015 06:14 PM

Facility/Program Name: Okeechobee Youth Development Center

Facility/Program Code: 5455

Branch: Residential

Circuit: 19

County: Okeechobee

Region: South

Phone #: (863) 763-2174

Level: High Risk Residential

Provider: G4S YOUTH SERVICES, LLC.

Reportable Incident: Yes If not, explain:

Incident Date:

Incident Time:

Category Information:

Complaint Against Staff Incident

Involved Person(s)	DOB	Person Type	Involvement Type(s)	Classification(s)	Phone Number
Johnson, Todd		Staff	Contact Person	Violation of Policy/Rule	(863) 763-2174
Anonymous, Anonymous		Other	Reporting Person		N/A
NEWSOME, GEORGE E		Staff	Subject	Violation of Policy/Rule	N/A
Unknown, Unknown		Staff	Subject	Failure to Report; Use of Force - Unnecessary; Violation of Policy/Rule	N/A
Jackson, Terrance		Staff	Subject	IMPROPER CONDUCT; Violation of Policy/Rule	N/A
Dukes, Daniel		Staff	Subject	IMPROPER CONDUCT	N/A
Pineda-Ramirez, Alfredo A		Staff	Subject	IMPROPER CONDUCT	N/A
Hopson, Fontia		Staff	Subject	IMPROPER CONDUCT	N/A
Gray, Kenneth		Staff	Subject	IMPROPER CONDUCT; Improper Supervision	N/A
Porter, Meltavis		Staff	Subject	IMPROPER CONDUCT	N/A
Freeman, Vanessa		Staff	Subject	Sexual Abuse (PREA)	N/A
Heard, Ariel		Staff	Subject	IMPROPER CONDUCT; Improper Supervision; Sexual Abuse (PREA); Violation of Policy/Rule	N/A
Williams, Penne		Staff	Subject	Improper Supervision	N/A
Beckworth, Elizabeth		Staff	Subject	Improper Supervision	N/A

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Fuller, Tabatha	Staff	Subject	Violation of Policy/Rule	N/A
Koger, Monica	Staff	Subject	IMPROPER CONDUCT; Violation of Policy/Rule	N/A
Unknown, Unknown	Youth	Victim		N/A

Place of Occurrence: Living Units (Cottages)

PAR Restraint Involved?: No **If PAR Restraint was involved, were staff certified?:**

Number of Staff to youth ratio for the incident location: 0 : 0 N/A:

Was the internal investigation initiated?: No

Background Information:

An anonymous caller contacted the CCC today (5/6/15) and reported the following allegations:

- Staff encourage the youth to fight each other in the bathrooms of the cottages.
- Staff solicit youth to physically assault other youth (the caller referred to this as "placing bounties on youths' heads")
- Staff deny youth abuse calls and access to law enforcement to press charges when they are assaulted.
- Staff allow youth to access Facebook on desktop computers.
- There is sexual activity occurring between staff and youth that has not been reported.
- A male staff member (name unknown) is reportedly a member of the Bloods street gang and flashes gang signs at the youth whom are affiliated with the Crips street gang (rival gang) to agitate them.
- Staff are assaulting youth at the program.

Entered By: Harris, Dierdre

Modified by: Gilmore, David Modified Reason: Correction, "Face Book" combined.

Immediate Action Taken:

The CCC was contacted and a report was taken. CCC personnel will be contacting the program to inform staff that the allegations need to be reported to law enforcement. Email notification sent to Office of the Inspector General, Communications, Medical, and Residential.

Entered By: Harris, Dierdre

UPDATE: On 5/6/15 at 9:50 pm, FA Todd Johnson contacted the CCC and advised that the Okeechobee CSO was contacted at 9:24 pm in regards to the allegations of sexual activity between staff and youth. LE arrived at the facility at 9:36 pm and interviewed staff Johnson (case #15508953). An internal investigation has been initiated.

Entered By: Shariat, Safa M

UPDATE: On 5/7/15 at 5:18 pm, FA Todd Johnson contacted the CCC and advised that he conducted an internal investigation. Staff Johnson interviewed all 43 youth on campus about the anonymous allegations. Out of 43 youth, 41 of them denied all allegations. However, two youth reported that some of the allegations were true. One of the two youth identified staff Hopson (first name unknown) as a staff member who encourages the youth to fight each other. Staff Hopson was placed on administrative leave on 4/29/15, after another staff expressed concerns to administration about staff encouraging the youth to fight. Administration is in the process of terminating staff Hopson. Lastly, none of the youth interviewed today (5/7/15) substantiated the allegation pertaining to staff sexual misconduct.

Entered By: Harris, Dierdre

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Agencies Notified:

Contacted	Law Enforcement Agency	Contact Person	Date	Time
Yes	Okeechobee C S O	Office Name: Deputy Q. Speed Arrest Made: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Case #:	09/02/2015	12:05:00 PM
Contacted	DJJ Region	Contact Person	Date	Time
Contacted	Abuse Registry	Contact Person	Date	Time
Yes	Department Of Children And Families	Operator Name: Kaycee Marshall Operator #: Unknown FSFN #: 2015228972 Allegation Accepted: Yes	08/27/2015	01:35:00 PM
Contacted	State Attorney	Contact Person	Date	Time
Contacted	Committing Judge	Contact Person	Date	Time
Contacted	Parent/Guardian	Contact Person	Date	Time
Contacted	Other	Contact Person	Date	Time
Yes	Oydc	Office Name: Todd Johnson Remarks: Telephone notification made to begin the review process.	05/18/2015	05:32:00 PM
Contacted	911/EMS	Contact Person	Date	Time
Contacted	Staff	Contact Person	Date	Time

Involved Youth Escape Information:

Youth Name	Home City	Home County	Escape Type	Apprehend Info	Escape Risk Info	LEO Notified	Staff Assisted

Involved Youth Medical Information:

Youth Name	Treatment Info	Return Date	Still in Hospital	Sick Call Request	Prior Treatment

Involved Youth Baker Act Information:

Youth Name	Mental Treatment Provided Info	Baker Act Committed Info	Outside Treatment Admit	Prior Outside Treatment

Involved Youth Battery Information:

Youth Name	Battery on Staff	Battery Counts	Youth on Youth Battery	Battery Counts

Involved Employee Arrest Information:

Employee Name	Employment Info	Arrest at Work	Arrest in Vehicle	Arrest in Uniform	ID Misrep	IG-BSU Notified

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Involved Employee Allegation Information:

Employee Name	Person Type	Allegations	Admin Leave	Incident Video Taped	Video Secured
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Unknown Unknown Staff Yes

Staff Removed Info: No - Explain Why: Allegations reported anonymously; staff-subjects have not been identified at this time.

DCF Notified Info:

Internal Investigation:

Task & Response Information:

Assignment Type	Assignment Description	Assigned By	Created Date/Time
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Assigned for Administrative Review Review for policy/rule violations. Seifert, Candace 05/11/2015 11:46 AM

Assigned To: Houk, Kenneth C **Start Date:** 05/18/2015 **Due Date:** 07/17/2015

Completion Date: 05/18/2015

Response:

Assigned To: Hardyman, Lori **Start Date:** 05/18/2015 **Due Date:** 07/17/2015

Extension Info: Due Date: 07/31/2015 Reason: Extension approved by MRU Coordinator K. Houk. Response Date: End Date: 07/30/2015; Due Date: 08/14/2015 Reason: Additional time needed to conduct interviews. Response Date: End Date: 08/17/2015; Due Date: 08/28/2015 Reason: The third extension is necessary to conduct additional interviews. Approved by Brian Donaldson. Response Date: 08/27/2015 End Date: 08/27/2015

Completion Date: 08/27/2015

Response:

Findings & Actions:

Person(s) Name	Involvement Type(s)	Classification/Allegations	Modified By	Modified Date/Time
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Beckworth, Elizabeth Subject Improper Supervision Pate, Rachel R 10/15/2015 10:53 AM

Findings: Administratively Closed

Findings Note: Staff Elizabeth Beckworth's actions were in violation of Administrative Rule 63E-7, which requires staff to maintain active supervision. The same complaint of Improper Supervision was addressed during the Program Review for CCC Report 201502486 completed by Operations Review Specialist William Donnelly.

Actions Taken: No Action Required

Action Taken Date: 08/27/2015 12:00 AM

Dukes, Daniel Subject IMPROPER CONDUCT Hardyman, Lori 08/27/2015 04:23 PM

Findings: Unsubstantiated

Findings Note: There is no evidence to support a violation of DJJ Policy Number 1100 titled Rights of Youths in DJJ Care, Custody or Supervision, which requires staff to conduct themselves in a professional manner and not deprive youth of security.

Actions Taken: No Action Required

Action Taken Date: 08/27/2015 12:00 AM

Findings & Actions:

Person(s) Name	Involvement Type(s)	Classification/ Allegations	Modified By	Modified Date/Time
Freeman, Vanessa	Subject	Sexual Abuse (PREA)	Hardyman, Lori	08/27/2015 04:19 PM

Findings: Inconclusive

Findings Note: The allegations of sexual misconduct were denied during interviews; however, the incident was not investigated by OCSO or DCF to determine if the validity of the allegation of Sexual Abuse.

Actions Taken: No Action Required

Action Taken Date: 08/27/2015 12:00 AM

Fuller, Tabatha	Subject	Violation of Policy/Rule	Hardyman, Lori	08/27/2015 05:03 PM
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Findings: Unsubstantiated

Findings Note: There is no evidence to support staff Tabatha Fuller was in violation of Administrative Rule 63E-7 that requires mandatory reporting of allegations of abuse.

Actions Taken: No Action Required

Action Taken Date: 08/27/2015 12:00 AM

Gray, Kenneth	Subject	IMPROPER CONDUCT	Hardyman, Lori	08/27/2015 04:24 PM
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Findings: Unsubstantiated

Findings Note: After interviews with staff/youth, there is no evidence to support staff Gray enabled two youth to fight. As such, there is no violation of DJJ Policy Number 1100 titled Rights of Youths in DJJ Care, Custody or Supervision, which requires staff to conduct themselves in a professional manner and not deprive youth of security.

Actions Taken: No Action Required

Action Taken Date: 08/27/2015 12:00 AM

Gray, Kenneth	Subject	Improper Supervision	Hardyman, Lori	08/27/2015 04:25 PM
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Findings: Substantiated

Findings Note: It was determined through a review of an Incident Report dated 04/28/15 that staff Gray's actions were in violation of Administrative Rule 63E-7, which requires staff to provide active supervision over youth and the program's FOP that requires staff to maintain constant sight and sound supervision unless they are in their rooms during the sleep period.

Actions Taken: Termination

Action Taken Date: 08/27/2015 12:00 AM

Heard, Ariel	Subject	IMPROPER CONDUCT	Hardyman, Lori	08/27/2015 04:32 PM
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Findings: Inconclusive

Findings Note: Without the results of a law enforcement or a DCF investigation relative to the sexual misconduct, it could not be determined if staff Heard's actions (threatening to put a hit on the youth's head for reporting the incident) was in violation of DJJ Policy Number 1100 titled Rights of Youths in DJJ Care, Custody or Supervision, which requires staff to conduct themselves in a professional manner and not deprive youth of security.

Actions Taken: No Action Required

Action Taken Date: 08/27/2015 12:00 AM

Findings & Actions:

Person(s) Name	Involvement Type(s)	Classification/ Allegations	Modified By	Modified Date/Time
Heard, Ariel	Subject	Improper Supervision	Hardyman, Lori	08/27/2015 04:35 PM

Findings: Substantiated

Findings Note: Staff Ariel Heard's actions were in violation of Administrative Rule 63E-7, which requires staff to provide active supervision over youth. Additionally, the program's FOP requires staff to maintain constant sight and sound supervision unless they are in their rooms during the sleep period.

Actions Taken: Termination

Action Taken Date: 08/27/2015 12:00 AM

Heard, Ariel	Subject	Violation of Policy/Rule	Hardyman, Lori	08/27/2015 04:36 PM
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Findings: Unsubstantiated

Findings Note: There is no evidence to support staff Ariel Heard's actions(allowing youth access to her personal items) were in violation of Administrative Rule 63E-7.013 (Safety and Security), which prevents the introduction of contraband.

Actions Taken: No Action Required

Action Taken Date: 08/27/2015 12:00 AM

Heard, Ariel	Subject	Sexual Abuse (PREA)	Hardyman, Lori	08/27/2015 04:37 PM
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Findings: Inconclusive

Findings Note: On 05/06/15, FA Johnson contacted the OCSO and reported the allegation of sexual misconduct which generated OCSO Incident Report 15S08953. The case was closed as information only as no suspect or victim was identified on that date. Without the results of a law enforcement or a DCF investigation, it could not be determined if staff Heard's actions were in violation of the Department's PREA Policy (1919).

Actions Taken: No Action Required

Action Taken Date: 08/27/2015 12:00 AM

Hopson, Fontia	Subject	IMPROPER CONDUCT	Hardyman, Lori	08/27/2015 04:42 PM
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Findings: Substantiated

Findings Note: Staff Fontia Hopson's actions (allowing youth to fight) were in violation of Administrative Rule 63E-7, which requires staff to maintain active supervision over youth.

Actions Taken: Termination

Action Taken Date: 08/27/2015 12:00 AM

Findings & Actions:

Person(s) Name	Involvement Type(s)	Classification/ Allegations	Modified By	Modified Date/Time
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Jackson, Terrance	Subject	Violation of Policy/Rule	Hardyman, Lori	08/27/2015 04:46 PM
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Findings: Unsubstantiated

Findings Note: There was no supporting evidence to validate that staff Terrance Jackson's actions (being affiliated with a criminal street gang) violated DJJ Policy Number 1100 titled Rights of Youth in DJJ Care, Custody or Supervision, which requires staff to act, speak and conduct themselves in a professional manner, recognizing their obligation to maintain public safety, and maintain a courteous, professional attitude in all contacts with the public.

Actions Taken: No Action Required

Action Taken Date: 08/27/2015 12:00 AM

Jackson, Terrance	Subject	IMPROPER CONDUCT	Hardyman, Lori	08/27/2015 04:45 PM
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Findings: Unsubstantiated

Findings Note: There was no supporting evidence to validate that staff Terrance Jackson's actions (encouraging youth to fight) violated DJJ Policy Number 1100 titled Rights of Youth in DJJ Care, Custody or Supervision, which requires staff to act, speak and conduct themselves in a professional manner, recognizing their obligation to maintain public safety, and maintain a courteous, professional attitude in all contacts with the public.

Actions Taken: No Action Required

Action Taken Date: 08/27/2015 12:00 AM

Johnson, Todd	Contact Person; Reporting Person; Subject	Violation of Policy/Rule	Seifert, Candace	09/25/2015 02:30 PM
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Findings: Substantiated

Findings Note: Facility Administrator Todd Johnson's inactions were in violation of Policy Number 1919 (PREA), which requires any staff that receives a report of a sexual misconduct or possible sexual misconduct to report that information to the abuse registry, local law enforcement and the CCC. There is no evidence that the sexual misconduct allegation was reported to DCF.

Actions Taken: Oral Reprimand

Action Taken Date: 09/08/2015 12:00 AM

Koger, Monica	Subject	IMPROPER CONDUCT	Hardyman, Lori	08/27/2015 04:38 PM
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Findings: Unsubstantiated

Findings Note: There is no evidence to support staff Monica Koger's actions (favoritism) were in violation of Administrative Rule Section 63E-7.006 (Quality of Life and Grievance Process), which requires that staff treat youth with dignity and respect and provide a positive quality of life for its youth.

Actions Taken: No Action Required

Action Taken Date: 08/27/2015 12:00 AM

Koger, Monica	Subject	Violation of Policy/Rule	Hardyman, Lori	08/27/2015 04:41 PM
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Findings: Unsubstantiated

Findings & Actions:

Person(s) Name	Involvement Type(s)	Classification/ Allegations	Modified By	Modified Date/Time
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Findings Note: There is no evidence to support that her actions were in violation of Administrative Rule Section 7.016 (Program Administration), which require each residential commitment program to comply with the records and confidential information provisions pursuant to Section 985.04, F.S. or Administrative Rule Section 63E-7.013 (Safety and Security) related to internet access.

Actions Taken: No Action Required

Action Taken Date: 08/27/2015 12:00 AM

NEWSOME, GEORGE E	Subject	Violation of Policy/Rule	Seifert, Candace	09/25/2015 02:30 PM
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Findings: Substantiated

Findings Note: Regional Director George Newsome's inactions were in violation of the Department's PREA policy, which requires any staff that receives a report of a sexual misconduct or possible sexual misconduct to report that information to the abuse registry, local law enforcement and the CCC. There is no evidence that the allegation of sexual misconduct was reported to DCF.

Actions Taken: Oral Reprimand

Action Taken Date: 09/08/2015 12:00 AM

Pineda-Ramirez, Alfredo A	Subject	IMPROPER CONDUCT	Hardyman, Lori	08/27/2015 04:22 PM
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Findings: Unsubstantiated

Findings Note: DJJ Policy Number 1100 titled Rights of Youths in DJJ Care, Custody or Supervision requires staff to conduct themselves in a professional manner and not deprive youth of security. Supporting evidence suggests no evidence of inappropriate or unprofessional behavior on the part of Supervisor Pineda-Ramirez.

Actions Taken: No Action Required

Action Taken Date: 08/27/2015 12:00 AM

Porter, Meltavis	Subject	IMPROPER CONDUCT	Hardyman, Lori	08/27/2015 04:48 PM
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Findings: Unsubstantiated

Findings Note: There was no supporting evidence, either through interviews or documentation, to support staff Meltavis Porter's actions (putting a hit on a youth's head) were in violation of DJJ Policy Number 1100 titled Rights of Youths in DJJ Care, Custody or Supervision, which requires staff to conduct themselves in a professional manner and not deprive youth of security.

Actions Taken: No Action Required

Action Taken Date: 08/27/2015 12:00 AM

Williams, Penne	Subject	Improper Supervision	Pate, Rachel R	10/15/2015 10:59 AM
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Findings: Administratively Closed

Findings Note: Staff Penne Williams' actions were in violation of Administrative Rule 63E-7, which requires staff to maintain active supervision. The same complaint of Improper Supervision was addressed during the Program Review for CCC Report 201502486 completed by Operations Review Specialist William Donnelly.

Actions Taken: No Action Required

Action Taken Date: 08/27/2015 12:00 AM

Findings & Actions:

Person(s) Name	Involvement Type(s)	Classification/ Allegations	Modified By	Modified Date/Time
Unknown, Unknown	Subject	Failure to Report	Hardyman, Lori	08/27/2015 04:55 PM

Findings: Unsubstantiated

Findings Note: There is no evidence to support that the actions of any staff violated Administrative Rule 63F-11, which requires all designated types of incidents to be reported to the CCC within two hours. FA Johnson gained knowledge of the incident after it was reported to the CCC.

Actions Taken: No Action Required

Action Taken Date: 08/27/2015 12:00 AM

Unknown, Unknown	Subject	Use of Force - Unnecessary	Hardyman, Lori	08/27/2015 04:59 PM
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Findings: Unsubstantiated

Findings Note: There is no violation of Administrative Rule 63H-1 related to physical intervention techniques.

Actions Taken: No Action Required

Action Taken Date: 08/27/2015 12:00 AM

Unknown, Unknown	Subject	Violation of Policy/Rule	Hardyman, Lori	08/27/2015 05:04 PM
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Findings: Unsubstantiated

Findings Note: There is no violation of Facility Operating Procedure (FOP) 10-7, which specifies the circumstances that would warrant involvement from law enforcement. Further, the program's FOP is consistent with the Department's Guidelines on Contacting Law Enforcement.

Actions Taken: No Action Required

Action Taken Date: 08/27/2015 12:00 AM

Last Modified By: Pate, Rachel R **Last Modified Date/Time:** 11/03/2015 02:38 PM

Incident Status History:

Incident Status	Action Taken By	Action Taken Date/Time	Action Justification
Closed	Pate, Rachel R	11/3/2015 2:38:17 PM	Closed with substantiated findings for Improper Supervision, Improper Conduct and Violation of Policy/Rule. Corrective/Disciplinary action included.