

## 5-12/005.05 Anti-Retaliation Policy

Inmates shall not be subject to retaliation for any reason. When inmate conduct requires a response from Department members, it shall be handled through the criminal justice system, inmate disciplinary system, or other methods consistent with the Department's Core Values, policies, and procedures.

Inmates shall not be mistreated and/or abused for exhibiting disruptive or assaultive behavior. Inmates shall not be threatened, intimidated, mistreated, abused, denied privileges, denied access to programs or services, or disciplined in retaliation for speaking with a legal representative, any inmate advocacy organization, any investigative entity, or for expressing dissatisfaction with any Department personnel or any conditions of confinement such as:

- Meals
- Housing
- Exercise
- Visiting
- Mail
- Showers
- Phones
- Commissary
- Medical treatment or medications
- The performance of duties of Custody, or Correctional Health Services (CHS) personnel.

Department members shall not deprive an inmate of food, medical treatment, toilet access, or other basic human necessities as a form of retaliation.

Inmates are part of a community inside the jail system and shall not be discouraged from filing or expressing grievances, requests, or recommendations to Department members. Inmates shall also have the right to communicate with legal representatives, inmate advocacy organizations, or any investigative entities about grievances or personal legal matters. Department members shall not ask inmates for details of their communications, or interfere with the intent to discourage complaints. Department member's relationships and communications with inmates shall remain professional at all times.

Department members shall not remove, destroy, or deprive an inmate from correspondence, including names, phone numbers, contact information, or any information that is used for legitimate and lawful purposes.

Unit commanders shall immediately forward a copy of any inmate grievance alleging retaliation to Custody Services Division Headquarters. Grievances alleging retaliation shall be reviewed by the area commander, as directed by the respective division chief, and forwarded to the appropriate unit for handling within the fifteen (15) day time frame as outlined in the inmate grievance policy.

Upon their approval of the disposition, reviewing unit commanders shall ensure any grievance against staff alleging force was used to retaliate against the aggrieved inmate is scheduled for review by the Custody Force Review Committee (CFRC). CFRC shall review the grievance at its next meeting, or the meeting thereafter, following the unit commander's approval of the disposition. Refer to CDM section 7-07/020.00, "Custody Force Review Committee."

