

# FRONTLINE NEWS

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Photo credit: Darby Baham

## D.C. Jail Achieves Compliance with ACA National Accreditation Standards

After a three day comprehensive audit by the American Correctional Association (ACA), the Department successfully achieved compliance with the performance based correctional standards set by ACA, no small feat according to Audit and Compliance Manager, Gloria Robertson.

“I think it’s a testament to how the agency, from the Director, Deputy Director and Warden level down, is very supportive and understands the importance of ensuring our files are complete and that all key areas are addressed throughout the jail.” The audit encompassed all aspects of facility operations including administration and management, institutional operations and services, inmate programs, and physical structure.

This year, the jail demonstrated compliance with 100% of the 60 mandatory standards and 98% of the 287 non-mandatory standards. The final phase of the accreditation process takes place during the upcoming ACA conference to be held in New Orleans, Louisiana later in January. At that time, the DCDOC team will participate in a final hearing before the Commission on Standards and Accreditation. It is expected that the Commission will grant full accreditation.

“I’m very proud to say that we were found compliant,” said Ms. Robertson. “And it couldn’t have happened without the staff in my department, the key officers who helped us on the days of the audit, and everyone who played critical roles in helping us prepare. It is no exaggeration to say this is truly an agency-wide achievement.”

### Inside

Agency Partners with UDC-CC/OSSE to Implement CTE Program 2

Community Corrections Facilities Achieve PREA Compliance 2

Meet DOC’s Training Administrator Mr. Raul Gradillas 3

Respectful Workgroup Launches Ask DOC Email 4

DOC Raises \$113,641 for DC One Fund Campaign 4

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- Gloria  
Robertson



By Darby Baham

# Agency Partners with UDC-CC/OSSE to Implement CTE Program

The D.C. Department of Corrections (DOC), in partnership with the DC Office of the State Superintendent of Education (OSSE) and the University of the District of Columbia Community College (UDC-CC), has agreed to implement a high quality Career and Technical Education (CTE) Program for incarcerated adults and juveniles within the DOC system.

This reentry program will serve the DOC Juvenile Unit residents, as well as the reentry women and men populations. CTE programs of study or “career pathways” are made up of coherent sequences of courses offered by high schools and community and technical colleges. They provide both rigorous core academic content and advanced, career-specific skills. CTE programs of study span both secondary and postsecondary education, and lead to an industry-recognized credential.

Reentry women currently study the Hospitality & Tourism career pathway where upon completion of the program they will receive a certification from the National Retail Foundation, in Customer Service and Sales, that can be used to secure employment within that industry. In addition, a group of women are also participating in literacy classes with UDC-CC professors.

Reentry men study the Construction & Property Management Career Pathway where they will receive a national certification in CORE Construction from the National Center for Construction Education and Research (NCCER). Juvenile residents currently receive Job Readiness Training, a course of study that focuses on interviewing, resume building, workplace ethics & behavior, goal setting, networking and effective communication.

The expansion of correctional education services at the DOC through this partnership with OSSE and the UDC-CC will better prepare inmates to rejoin the community, lower recidivism rates, and ultimately increase public safety.

*By Fred Rogers*

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## Community Corrections Facilities Achieve PREA Compliance

On November 12th, 2015, DCDOC Community Corrections was officially certified through the U.S. Department of Justice (USDOJ) as 100% compliant with standards of the Federal Prison Rape Elimination Act (PREA). The PREA standards, released in June 2012, set forth strict requirements to address sexual abuse in all correctional institutions throughout the country--both public and private institutions that house adult and/or juvenile offenders.

“Our Community Correctional Centers are a critical component in helping some of the men and women confined to our custody reenter the community successfully,” said Director Faust. “It’s especially important that while they are preparing to reenter the community, our residents feel protected from any form of sexual abuse. This certification demonstrates our commitment to that goal.”

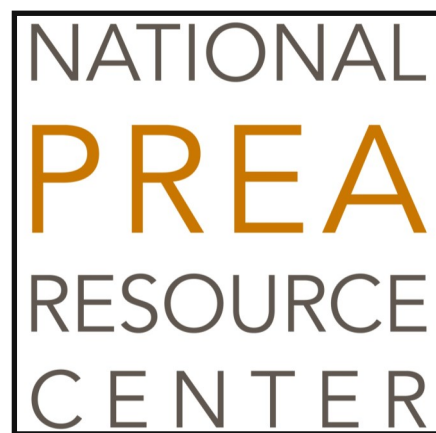


Photo via the PREA website

During the certification process, both Halfway Houses (Fairview and Hope Village) underwent an intensive system wide audit of policies, procedures and documentation, as well as on-site interviews of staff and residents to confirm alignment of practice with policy.

“As a Department, we now have both our jail facility and our community corrections component 100% PREA certified,” said the Director. “This is a testament to the hard work of our agency’s PREA Coordinator, our PREA workgroup, and our staff. It shows that they truly understand the importance of ensuring sexual safety at all levels of our department.”

*By Darby Baham*

## Getting to Know Mr. Gradillas

Ricardo “Raul” Gradillas was born and raised in Tucson, Arizona. After high school and spending some time in college, he enlisted in the Marine Corps. Upon his discharge in 1998, Mr. Gradillas returned to Arizona where he began working in corrections “temporarily.” As it turns out, corrections very quickly got in his blood and he chose to make it his career.

Mr. Gradillas spent the next several years training staff working for CCA under several state and federal contracts, including Bureau of Prisons, Immigration and Customs Enforcement, and the states of California, Hawaii, and Alaska. He returned to college in 2006 and finished his undergraduate degree in 2010 and his graduate degree in 2012.

After graduation, Mr. Gradillas made an attempt to leave corrections behind and try another profession. The void of no longer working in corrections and training professional corrections staff proved to be too much, however; and in 2014 he returned to corrections with the Department of Juvenile Justice in Alexandria, Va.

On September 8, 2015, he officially joined the agency as Training Administrator.

## Profile: Raul Gradillas

Raul Gradillas joined DCDOC in September 2015 as the Training Administrator for the agency. Previously, he trained staff at the Corrections Corporations of America and the Department of Juvenile Justice in Alexandria, Va. Please read below to learn more about Mr. Gradillas.



### **Q: What influenced your interest in the role of DOC Training Administrator?**

A: I was influenced by the opportunity to help the agency achieve the goal of becoming a benchmark agency. Also, I have always been motivated by training staff and giving them the tools to become successful corrections professionals. And when the chance arose to become part of the agency, I jumped at it.

### **Q: What are some of your short and long term goals?**

A: One of the short term goals I have is to streamline the training and bring some new methodologies to the programs we have. Part of that includes verbal intervention, de-escalation and specialized training courses for various posts. Some of my long term goals are to bring a more reality-based style of training. I want the training to better prepare all staff for the daily occurrences, and I believe that focusing on reality is a good starting point.

### **Q: What have you enjoyed the most so far about working at DCDOC?**

A: Simply stated, the people. Every person I have encountered has been very professional. It is easy to see the pride that staff has in their work. Everyone that I have gone to with questions or that I have asked for assistance has been more than willing to provide help.

### **Q: Tell us a bit about yourself—some of your hobbies and interests.**

A: I’m a big sports fan. Primarily college football and soccer, but I’ll watch just about any sport. I am a huge advocate for self-defense. I have studied and instructed Krav Maga for almost 15 years. I spend a lot of time in the gym and I’m always up for seeing a good movie. I also love to eat! So I’m always looking for suggestions for restaurants to try.

## Respectful Workgroup Launches Ask DOC Email

This summer, the Vision Team and the Respectful Workplace Communications Group combined in a joint effort to combat misinformation regarding DOC policies. From this partnership, an idea formed of creating an email account where staff could submit questions and receive an official response back from the agency rather than relying on word of mouth to learn information.

That email account has since been created, [ask.doc2@dc.gov](mailto:ask.doc2@dc.gov), and is currently live and operating for all staff to use. “We encourage all staff to submit their questions to the email account,” said Lieutenant Armstrong, Chair of both the Vision Team and Respectful Workplace Communications Group. “The questions will then be directed to the subject matter expert and the administrator of the account will respond with the correct answer within seven (7) business days.”

The groups expect the email account to serve as a resource for all staff to use if they have any internal questions.

“This project is being promoted, with the Director’s backing, as a tool to help change the culture of the department,” said Lieutenant Armstrong. “And we hope that staff use it as much as possible.”

*By Darby Baham*

## Masthead

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## DOC Raises \$113,641 for DC One Fund Campaign

With twenty-two percent participation, the Department once again stood above the rest of the District with its giving this year, raising a total of \$113,641.

Beginning at the end of October and ending right before Christmas, the agency worked together to secure its place as the number one giving agency for the fourth year in a row, according to Sallie Thomas, Agency Liaison for the One Fund. “I’m always amazed at how giving and compassionate we are as an agency. I tell people all the time, a closed hand closes off its own blessings as well, and this agency and its staff really embody that belief,” she said.



Photo credit: Bridget Reavis-Tyler

Headed up by co-chairs Paulette Hutchings-Johnson and Laurrine Ellis, the agency’s DC One Fund committee held its kick-off at the end of October and then a special Thriller flash mob in conjunction with the other agencies in the Reeves Building. To close-out the campaign, the committee also hosted its annual holiday celebration in December at the ODR. The holiday celebration included food, dancing, and a presentation of a \$100 Macy’s gift card to a fair-share giver that had been previously purchased by former Deputy Director Carolyn Cross.

“You could say this is just one more example of how she’s still with us,” said Director Faust. “She was a big supporter of the One Fund campaign.”

All proceeds from the One Fund campaign go to various charities throughout the District, including those that serve children, pets, health issues, and poverty.