HCSOC Correctional Staff Climate Survey / HCSOC Climate Survey Results (ORIGINAL - NO TOUCHIES) (copy)

Job Satisfaction

1) I look forward to coming to work.

Never 12%	Sor	netimes 43%	Often 28%	Always 17%
Never Sometimes	s 🗖 Often 🔳 Always			
2) I take pride in r	ny job.			
ngly disagre Đ̃iš‰ jree 6%	Agree	38%	Strongly agree 50%	
Strongly disagree	Disagree 📕 Agree 📕 Strongly agr	20		
3) It is clear what	it means to be successful in n	ıy job.		
Strongly disagree 10%	Disagree 21%	Agree 41%	Si	rongly agree 28%
	Disagree Agree Strongly agr			
ongly disagree 7% isagree	8%	Agree 41%	Strongly agree 44	/o
	Disagree Agree Strongly agr Strongly agr Strongly agr	ee ppreciation for staff in meaningful wa	ays.	
Stron	gly disagree 30%	Disagree 33%	Agree 27%	Strongly agree 10%
	Disagree Agree Strongly agr are invested/interested in my	ee career path and help me achieve my	y career goals.	
Strongly d	lisagree 25%	Disagree 30%	Agree 31%	Strongly agree 13%

Strongly disagree

7) Promotions in this facility are done fairly.

Strongly disagree 26%	Disagree 29%	Agree 37%	Strongly agree 8%
Strongly disagree Disagree Agree St	rongly agree		

8) If I have a chance, I will change to some other job outside of corrections at the same rate of pay.

Strongly disagree 14%	Disagree 23%	Agree 33%	Strongly agree 3	1%
Strongly disagree 🗧 Disagre	e 📕 Agree 📕 Strongly agree			
Staff in this facility are	e fairly compensated for the dutie	s and tasks they are required to perform.		
Strongly	disagree 35%	Disagree 30%	Agree 28%	Strongly agre
Strongly disagree 🛛 Disagre	e 📕 Agree 📕 Strongly agree			
nsider the Dept of Pu	blic Safety/Corrections & Rehabi	<u>litation overall ("Downtown")</u>		
) Downtown communio	cates a clear vision (mission) for C	Corrections.		
Stron	igly disagree 38%	Disagree 37%	Agree 210	% Strongly
Strongly disagree 🛛 Disagre	e 📕 Agree 📕 Strongly agree			
) There are discussion	s involving all staff about the visic	n for Corrections and rehabilitation and ways to a	achieve it.	
S	Strongly disagree 43%	Disagree 42%		Agree 13% Strong
trongly disagree 🛛 Disagre	e 📕 Agree 📕 Strongly agree			
	ar understanding of what it's like f	or staff to work in this facility.		
) Downtown has a clea			2.	AgreeSilfoong
) Downtown has a clea	Strongly disagree 62%		Disagree 29%	7 (9) 0 00 21 /00 10,
) Downtown has a clea	Strongly disagree 62%		Disagree 29%	
) Downtown has a clea	Strongly disagree 62%		Disagree 29%	
	Strongly disagree 62% e • Agree • Strongly agree		Disagree 29%	

13) Downtown takes the things I say seriously and treats me and my ideas with respect.

Strongly disagree 48%	Disagree 34%	Agree 16%	Strongly agr

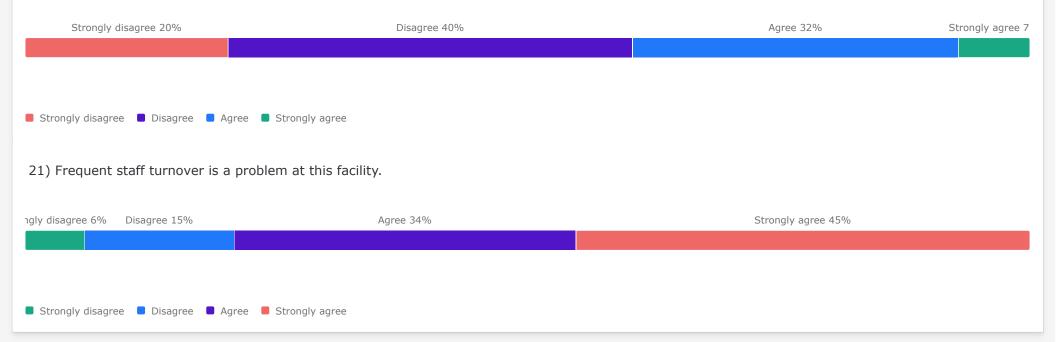
Strongly disagree Disagree Agree Strongly agree

Views on Workplace Culture

14) I feel that I can rely on other staff in this facility.

rongly disagree 9%	Disagree 22%		gree 55%		Strongly agree 15%
Strongly disagree	Disagree 📮 Agree 📮 Strongly	/ agree			
15) This facility's lea	adership does everything	possible to keep staff safe here.			
Strong	ly disagree 30%	Disagree 31%		Agree 29%	Strongly agree 10%
Strongly disagree	Disagree 📕 Agree 📕 Strongly	/ agree			
16) I can rely on m	y coworkers to respond o	uickly during an emergency.			
gly disagree 5% Disagree	13%	Agree 49%		Strongly agree	32%
Strongly disagree	Disagree 📕 Agree 📕 Strongly	/ agree			
17) Staff in this fac	ility make newer employe	ees feel welcome.			
Strongly disagree 11%	Disagree 23%		Agree 54%		Strongly agree 12%
Strongly disagree	Disagree 🗧 Agree 🔳 Strongly	/ agree			
18) Overall, I feel tl	his is a safe facility.				
Strongly o	disagree 27%	Disagree 29%		Agree 35%	Strongly agree 9%
Strongly disagree	Disagree 📕 Agree 📕 Strongly	/ agree			
19) There is a stron	ig sense of trust among s	staff in this facility.			
Strongly disag	ree 23%	Disagree 38%		Agree 32%	Strongly agree 7'

20) Staff in this facility operate as a real team.



22) Mandatory overtime is a problem at this facility.

ongly disagree 8%	Disagree 20%	Agree 31%	Strongly agree 41%
Strongly disagree	Disagree 🗧 Agree 🔳 Str	ongly agree	

23) Staff in this facility enforce the rules consistently.

Strongly disagree 24%	Disagree 37%	Agree 32%	Strongly agree 7
Strongly disagree	Strongly agree		
24) Staff in this facility behave profe	ssionally.		
Strongly disagree 16%	Disagree 32%	Agree 45%	Strongly agree 8ª
Strongly disagree	Strongly agree		
25) There are enough staff to meet t			
	Strongly disagree 65%	Disagree 25%	Agree St% ongly agı
Strongly disagree	Strongly agree		

Staff are treated the same in this facility regardless of their:

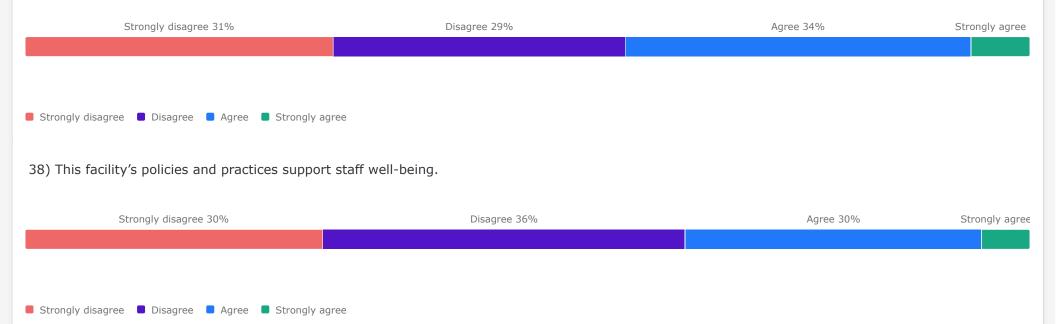


Views on Workplace Culture, cont.

31) This facility has a high level of coordination across departments when it comes to delivering services and programs to incarcerated people.

Strongly disagree 22%	Disagree 39%	Agree 34%	Strongly agree
🛢 Strongly disagree 🔎 Disagree 🔎 Agree 🔎 Stro	ongly agree		
32) Communication in this facility works	well - I have the information I need, when I need it, to do my	job.	
Strongly disagree 28%	Disagree 40%	Agree 28%	Strongly agre
🛢 Strongly disagree 🛢 Disagree 🛢 Agree 🛢 Stro	ongly agree		
33) When changes are made in this facilit	ty that affect me, I am included in the process.		
Strongly disagree 35%	Disagree 36%	Agree 26%	Strongly agre
🛢 Strongly disagree 🔎 Disagree 🔎 Agree 🔎 Stro	ongly agree		
34) When changes are made in this priso	n, we assess the impact to see how they worked.		
Strongly disagree 32%	Disagree 40%	Agree 25%	Strongly agr
🛢 Strongly disagree 🔎 Disagree 📕 Agree 🔳 Stro	ongly agree		
35) Staff generally feel comfortable discu	ssing mistakes, errors, or problems with supervisors.		
Strongly disagree 30%	Disagree 32%	Agree 32%	Strongly agree 7
🛢 Strongly disagree 🔎 Disagree 🔎 Agree 🔎 Stro	ongly agree		
36) I feel safe speaking up about staff mi	isconduct.		
Strongly disagree 27%	Disagree 31%	Agree 34%	Strongly agree 8%
		• • • • •	

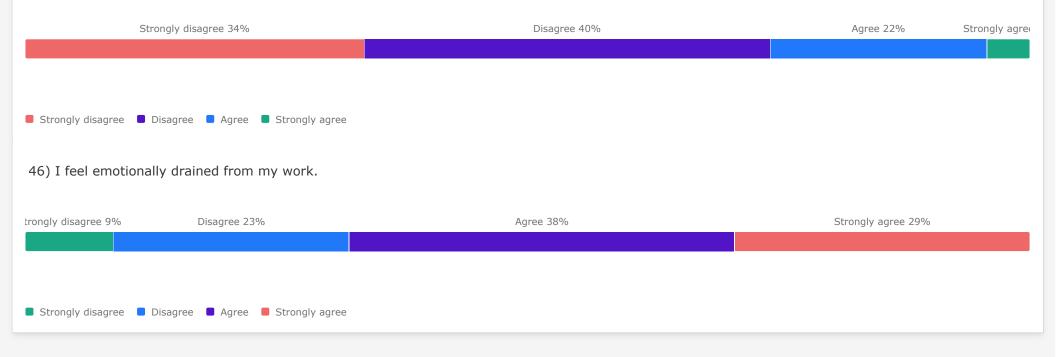
37) Staff investigations are conducted with fairness.



39) My coworkers show signs of stress.

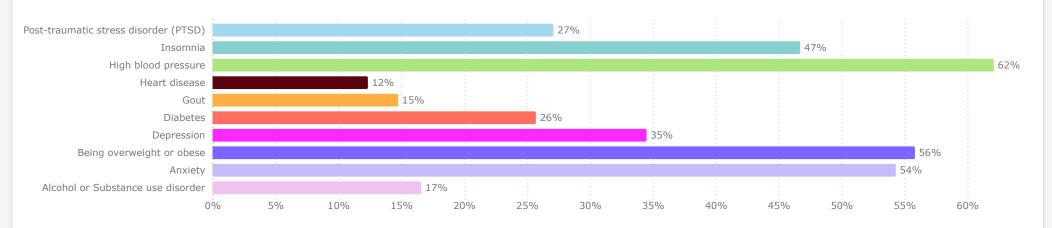
∕ disagreÐi 38 ⁄gree 9%	Agree 39%	Strongly agree 49	%
Strongly disagree Disagree	Agree Strongly agree		
40) Generally, staff morale is	s high.		
	Strongly disagree 49%	Disagree 32%	Agree 14% Strongly agree
📕 Strongly disagree 📕 Disagree 🗬	Agree Strongly agree		
41) My work schedule causes	s conflict at home.		
Strongly disagree 17%	Disagree 43%	Agree 20%	Strongly agree 20%
Strongly disagree 📕 Disagree 📕	Agree Strongly agree		
42) I like having the option to	o work overtime as a helpful way to increase my	paycheck when I need it.	
42) I like having the option to	o work overtime as a helpful way to increase my Agree 45%		y agree 39%
			y agree 39%
	Agree 45%		y agree 39%
ongly disagree 7%Disagree 9%	Agree 45%		y agree 39%
ongly disagree 7%Disagree 9%	Agree 45%		
Strongly disagree 7%Disagree 9% Strongly disagree Disagree 43) Because of this job, I dor	Agree 45% Agree Strongly agree	Strong	
Strongly disagree 7%Disagree 9% Strongly disagree Disagree 43) Because of this job, I dor	Agree • Strongly agree n't think I fit in "normal" society anymore. Disagree 42%	Strong	
 Strongly disagree 7%Disagree 9% Strongly disagree Disagree Disagree Disagree 24% Strongly disagree Disagree 24% 	Agree • Strongly agree n't think I fit in "normal" society anymore. Disagree 42%	Strongly Agree 230	
 Strongly disagree 7%Disagree 9% Strongly disagree Disagree Disagree Strongly disagree 24% Strongly disagree Disagree Disagree Disagree Additional and the strongly disagree Strongly disagree Disagree Disagree 	Agree • Strongly agree n't think I fit in "normal" society anymore. Disagree 42%	Strongly Agree 230	
 Strongly disagree 7%Disagree 9% Strongly disagree Disagree A3) Because of this job, I dor Strongly disagree 24% Strongly disagree Disagree A4) I have healthy coping metaged 	Agree • Strongly agree h't think I fit in "normal" society anymore. Disagree 42%	Agree 230	% Strongly agree 11%

45) I feel there are enough employee wellness and support resources I can access if I need them.



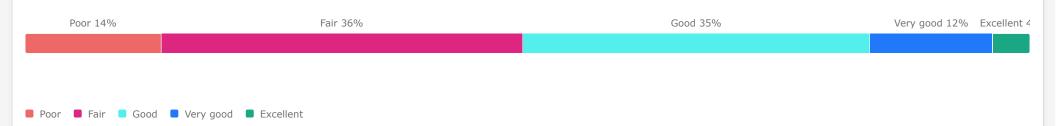
Staff Health

47) Since starting work in corrections, I have developed the following health conditions.



Staff Physical Health

48) In general, how would you rate your physical health?

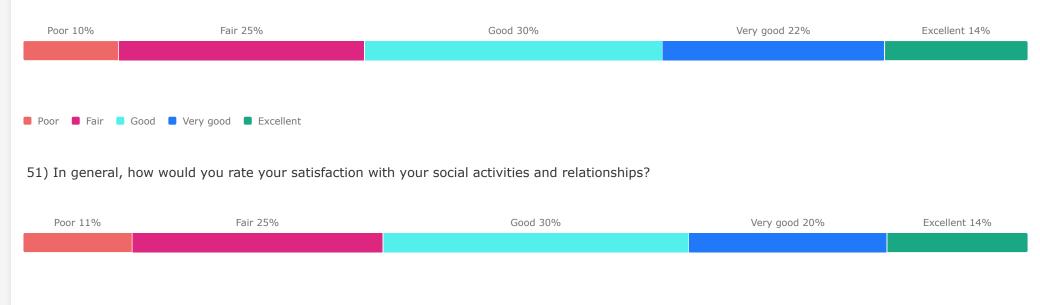


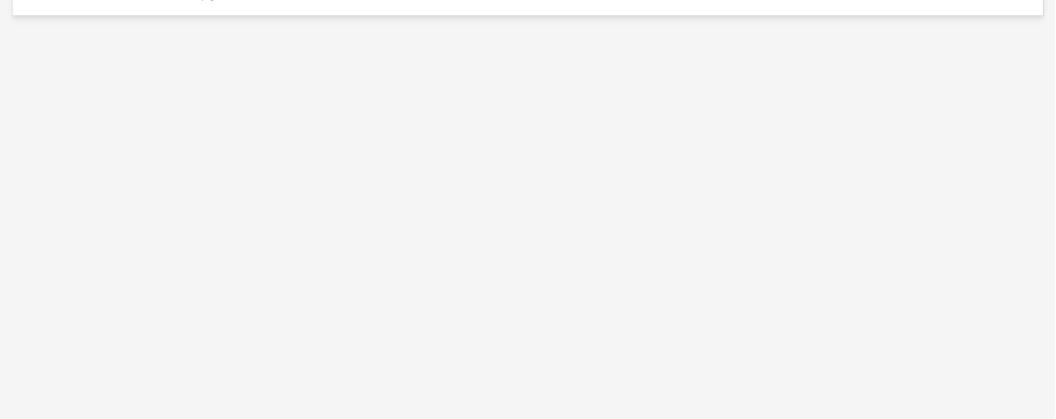
49) To what extent are you able to carry out your everyday physical activities such as walking, climbing stairs, carrying groceries, or moving a chair?

	taAl 111926e 5%	Mostly 19%	Moderately 20%	Completely 55%
Not at all A little Mostly Moderately Completely	Not at all	A little 📃 Mostly 📒 Modera	ately 📕 Completely	

Staff Mental Health

50) In general, how would you rate your mental health, including your mood and your ability to think?





Rare	ely 17%	Sometimes 20%	ó Often 6‰ways
Rarely 17%		Sometimes 22%	Often 9% Always
Rarely 16%	Sometin	nes 26%	Often 10% Always 3'
Rarely 17%		Sometimes 21%	Often 8% Always 2
ying to kill yourself?			
93%			Yes 7%
	<pre>Rarely 17%</pre> Rarely 16% Rarely 16% Rarely 16% Ving to kill yourself?	Rarely 16% Sometin	Rarely 17% Sometimes 22% Rarely 16% Sometimes 26% Rarely 17% Sometimes 26% Rarely 17% Sometimes 21%

Traumatic Experiences

Listed below are a number of difficult or stressful events or experiences. For each event check one or more of the bubbles to the right. Be sure to consider <u>your</u> <u>entire life</u> as you go through this list of events.

57) Physical assault.

Happened to me 27	%	Witnessed it 31%		Happened at work 25%	Not applicable 17%
Happened to me Witnessed it	 Happened at work Not applicable 	е			
58) Assault with a weapon.	589				
Happened to me 13%	Witnessed it 26%	Happened at work 16%		Not applicable 46%	%
Happened to me Witnessed it	Happened at work Not applicable	e			
59) Sudden or unexpected	death of someone close to you.				
	Happened to me 48%		Witnessed it 18%	Happened at work 12%	Not applicable 22%
Happened to me Witnessed it	Happened at work Not applicable	e			
60) Any other very stressfu	l event or experience.				
Happen	ed to me 39%	Witnessed it 2	1%	Happened at work 21%	Not applicable 19%
Happened to me Witnessed it	Happened at work Not applicable	e			

Post-Traumatic Stress

Below is a list of problems and complaints that people sometimes have in response to stressful life experiences. Please read each one carefully and mark one bubble per row to indicate how much you have been bothered by that problem in the past month.

61) Having physical reactions (e.g. heart pounding, trouble breathing, or sweating) when something reminded you of a stressful experience from the past.

62) Having emotional reactions (e.g. feeling numb or distant from people; trouble with sleep; avoiding thoughts, memories, or activities; feeling irritable, jumpy, or "super alert") when something reminded you of a stressful experience from the past.

Not at all 33%	A little bit 25%	Moderately 17%	Quite a bit 16%	Extremely 8%
Not at all A little bit Moderately Quite a bit E	stremely			

Purpose of Incarceration

63) I believe rehabilitation is possible for the people incarcerated here.

Strongly disagree 12%	Disagree 21%		Agree 50%		Strongly agree 17%
Strongly disagree Disagree	Agree Strongly agree	e			
It is important that prisons	and jails:				
(4) Dunich neerle fan the e					
64) Punish people for the c	nmes they have com	nittea.			
all import änt 50% y important 11%		Important 40%		Very important 44%	
Not at all important Not very	important 🗧 Important	Very important			
65) Ensure public safety.					
mpontamfi@#ortant 13%		Verv in	portant 86%		
		_			
Not at all important Not very	important 📕 Important	Very important			
66) Prevent people from co	ommitting future crime	es.			
ripoprbattant%% Important 20	5%		Very important 72%		
Not at all important Not very	important 📮 Important	Very important			
67) Help people make char	nges for a better life.				
n መመመልጠቸው የአንድር የመስከት በ በ በ በ በ በ በ በ በ በ በ በ በ በ በ በ በ በ በ			Very important 78%		
Not at all important Not very important Important Very important					
How well does this facility	do these things?				
68) Punish people for the c	rimes they have com	nitted.			

Not at all well	18%	Not very well 34%	Well 37%	Very well 10%
Notatall well	ot very well 🗧 Well 🔳 Very well			
	ot very went • very went			
69) Ensure public	safety			
	Surcey.			
ot at all well 7%	Not very well 22%	Wel	46%	Very well 25%
Notatall well	ot very well 🗧 Well 📕 Very well			
	ot very went – went – very wen			

70) Prevent people from committing future crimes.

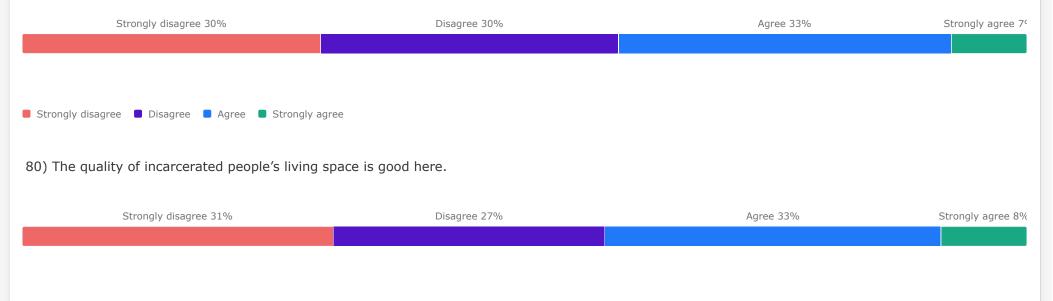
Not at all well 24%	Not very well 44%	Well 24%	Very well 7%
Not at all well Not very well Well Not very well	'ery well		
71) Help people make changes for a b	etter life.		
Not at all well 19%	Not very well 43%	Well 29%	Very well 9%
📕 Not at all well 📕 Not very well 📕 Well 🔳 N	/ery well		
72) ***Which of these things do you t	hink should be the most important purpose of incarceration	on? Choose one.	
pple for the crimes they have committed. 16%	To ensure public safety. 39% To prevent people from committ	ing future crimes.ToOn&p people make changes for a	better life. 36%
To punish people for the crimes they have comm	itted. 📕 To ensure public safety. 📕 To prevent people from committing f	uture crimes. To help people make changes for	a better life.

Facility Conditions

73) Incarcerated people get enough to eat here.

Strongly disagree 11%	Disagree 21%	Agree 489	6	Strongly agree 21%
Strongly disagree 🛛 Disa	agree 🔎 Agree 🔎 Strongly agree			
74) The quality of foo	d provided to incarcerated p	eople here supports a healthy lifestyle.		
Strongly disagree	23%	Disagree 29%	Agree 39%	Strongly agree 9%
Strongly disagree Disa	agree 🗧 Agree 🔳 Strongly agree			
75) This facility gives	incarcerated people what th	ney need (e.g. soap, regular showers, sa	initary products) for good persona	I hygiene for free.
ongly disagree 7% Disagree	13%	Agree 53%		Strongly agree 28%
Strongly disagree 🛛 Disa	agree 🗧 Agree 🗧 Strongly agree			
76) Incarcerated peop	ble are usually able to get a	good night's sleep here.		
Strongly disagree 11%	Disagree 21%	Agree	- 51%	Strongly agree 17%
Strongly disagree Disa	agree 🗧 Agree 🔳 Strongly agree			
77) It's easy for incar	cerated people with physica	l disabilities to get around in this facility		
Strongly disagree 14%	Disagree 28%		Agree 47%	Strongly agree 12%
Strongly disagree 📕 Disa	agree 🗧 Agree 🔳 Strongly agree			
78) Incarcerated peop	ble get enough natural light	in this facility.		
Strongly disagree 12%	Disagree 22%	Agree	47%	Strongly agree 20%

79) This facility is clean.



81) Working in this facility makes me feel like I am "doing time" too.

Strongly disagree 11%	Disagree 24%	Agree 32%	Strongly agree 33%
Strongly disagree Disa	agree 📕 Agree 📕 Strongly agree		

Staff – Incarcerated People Interactions

82) Staff in this facility treat incarcerated people with respect.

y disagree 3% Disagree 14%	Agree 70%	Strongly agree 12%
📕 Strongly disagree 📕 Disagree 📕 Agree 📕 St	trongly agree	
83) Most incarcerated people treat staff	with respect.	
ongly disagree 8% Disagree 22%	Agree 63%	Strongly agree 7
📕 Strongly disagree 📕 Disagree 📕 Agree 📕 St	trongly agree	
84) People who work in this facility have	e appropriate professional boundaries with people incarcerated here.	
ongly disagree 8% Disagree 19%	Agree 64%	Strongly agree 10%
🛢 Strongly disagree 🛢 Disagree 🛢 Agree 🛢 St	trongly agree	
85) I positively influence incarcerated pe	eople's lives through my work.	
disagreðiæðgree 10%	Agree 65%	Strongly agree 23%
Strongly disagree 🛢 Disagree 🛢 Agree 🛢 St	trongly agree	
86) Staff in this facility have empathy fo	or incarcerated people and their problems.	
ngly disagree 6% Disagree 28%	Agree 60%	Strongly agree
Strongly disagree	trongly agree	
87) Staff in this facility have the resourc	ces to help incarcerated people with their problems.	
Strongly disagree 17%	Disagree 42%	Agree 37% Strongly agree

88) ***Staff behavior influences the behavior of those incarcerated in the unit.



Staff in this facility treat incarcerated people the same regardless of the incarcerated person's:

90) Age ly disagree **4%**agree 11% Agree 64% Strongly agree 22% Strongly disagree Disagree Agree Strongly agree 91) Religion y disag**teis**agt/ee 6% Agree 68% Strongly agree 23% Strongly disagree
 Disagree
 Agree
 Strongly agree 92) Disability or ability gly disagree 5%Disagree 11% Agree 63% Strongly agree 21% Strongly disagree 93) Charge type or classification ngly disagree 7% Disagree 15% Agree 58% Strongly agree 21% Strongly disagree 94) Gender identity or sexual orientation gly disagree 5% isagree 11% Agree 63% Strongly agree 21% Strongly disagree Disagree Agree Strongly agree 95) Race or ethnicity Igly disagree 6%Disagree 11% Agree 61% Strongly agree 22%

Strongly disagree Disagree Agree Strongly agree

Correctional Practices and Sanctions

96) This facility has adequate alternatives to segregation.

Strongly disagree 26%	Disagree 39	1%	Agree 32% Strongly agre
Strongly disagree Disagree	Agree Strongly agree		
97) Staff in this facility are m	ore likely to use segregation over other disc	iplinary options.	
rongly disagree 9%	Disagree 36%	Agree 48%	Strongly agree 89
Strongly disagree Disagree	Agree Strongly agree		
98) Incarcerated peoples' disc	cipline procedures are applied fairly and cons	sistently.	
Strongly disagree 15%	Disagree 31%	Agree 48%	Strongly agree 7
Strongly disagree Disagree	Agree Strongly agree		
99) Incarcerated peoples' disc	pipline procedures are effective at holding th	em accountable.	
Strongly disagree 20%	Disagree 30%	Agree 44%	Strongly agree
Strongly disagree Disagree	Agree Strongly agree		
100) There are options for sta	Iff to reward incarcerated people for good be	ehavior.	
Strongly disagree 22%	Disagree 41%		Agree 34% Strongly agr
Strongly disagree	Agree Strongly agree		
101) This facility provides end	ough opportunities so incarcerated people ca	an stay busy all day.	
Strongly disagree 25%	Disagree 37%		Agree 33% Strongly agree

102) People incarcerated in this facility can participate in activities that promote their health and well-being.

Strongly disagree 14%	Disagree 29%	Agree 51%	Strongly agree (
Strongly disagree Disagree	e 🗖 Agree 🔎 Strongly agree		
103) ***When incarcerat	ted people do not have enough to do they	y are more likely to engage in negative behavior.	
′ disag Deieag%e e 7%	Agree 48%	Strongly agree 43%	
Strongly disagree 🛛 Disagree			

104) This facility does a good job preparing people for release.

Strongly disagree 24%	Disagree 35%	Agree 35%	Strongly agree
📕 Strongly disagree 🗧 Disagree 📒 Agree	Strongly agree		

105) The programs in this facility give incarcerated people the skills they need to be successful in the community.

Strongly disagree 22%	Disagree 38%	Agree 35%	Strongly agree
Strongly disagree Disagree Agree	Strongly agree		
106) Caseloads are manageable to	adequately support incarcerated people as they get read	y for release.	

Strongly disagree 25%	Disagree 39%	Agree 32%	Strongly agre
📕 Strongly disagree 📕 Disagree 📕 Agree 📕 S	rongly agree		