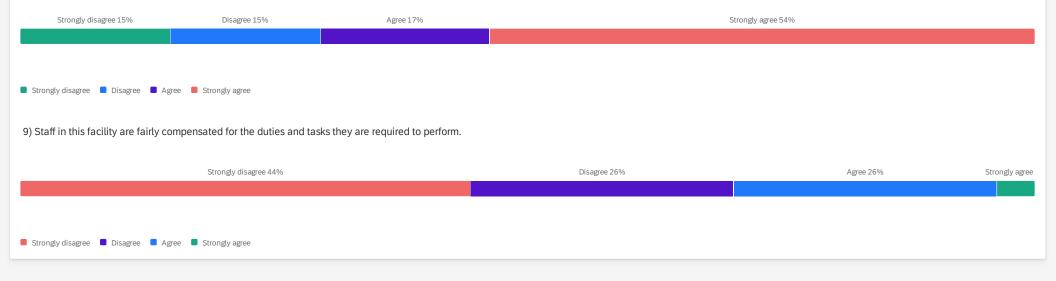
HCSOC Correctional Staff Climate Survey / HCSOC Climate Survey Results - HCCC

	urveys were taken from:: HCCC •				
Job Satisfaction					
1) I look forward to coming to work.					
Never 19%	Sometimes 45%		Often 28%	,	Always 8%
Never Sometimes Often Always					
2) I take pride in my job.					
igly disagree Øłsagree 5%	Agree 42%		Strongly agree 49%		
Strongly disagree Disagree Agree Strongly agree	ee				
3) It is clear what it means to be successful in my j	job.				
igly disagree 4% Disagree 26%		Agree 49%	97	Strongly agree	21%
			ji I		
Strongly disagree	ee				
4) I have the skills I need to do my job well here.					
/ disagree 2% Disagree 17%	Agree 39%		Strongly agree	e 43%	
r disagree 2% Disagree 17%	Agree 39%		Strongly agree	2 43%	
 disagree 2% Disagree 17% Strongly disagree Disagree Agree Strongly agree 			Strongly agree	2 43%	
	ee		Strongly agree	2 43%	
 Strongly disagree Disagree Agree Strongly agree 	ee	Disagree 42%	Strongly agree	2 43% Agree 23%	Strongly agree 6%
 Strongly disagree Disagree Agree Strongly agree 5) Leadership in this correctional facility show app 	ee	Disagree 42%	Strongly agree		Strongly agree 6%
 Strongly disagree Disagree Agree Strongly agree 5) Leadership in this correctional facility show app 	ee preciation for staff in meaningful ways.	Disagree 42%	Strongly agree		Strongly agree 6%
 Strongly disagree Disagree Agree Strongly agree 5) Leadership in this correctional facility show app Strongly disagree 30% 	ee preciation for staff in meaningful ways.	Disagree 42%	Strongly agree		Strongly agree 6%
 Strongly disagree Disagree Agree Strongly agree 5) Leadership in this correctional facility show app Strongly disagree 30% Strongly disagree Disagree Agree Strongly agree 	ee preciation for staff in meaningful ways.	Disagree 42%	Strongly agree		Strongly agree 6%
 Strongly disagree Disagree Agree Strongly agree 5) Leadership in this correctional facility show apport Strongly disagree 30% Strongly disagree Disagree Agree Strongly agree 6) My supervisors are invested/interested in my care 	ee preciation for staff in meaningful ways. ee areer path and help me achieve my career goals.	Disagree 42%			
 Strongly disagree Disagree Agree Strongly agree 5) Leadership in this correctional facility show apport Strongly disagree 30% Strongly disagree Disagree Agree Strongly agree 6) My supervisors are invested/interested in my care 	ee ee areer path and help me achieve my career goals. Disagree 26%	Disagree 42%			
 Strongly disagree Disagree Agree Strongly agree 5) Leadership in this correctional facility show apport Strongly disagree 30% Strongly disagree Disagree Agree Strongly agree 6) My supervisors are invested/interested in my car Strongly disagree 26% 	ee ee areer path and help me achieve my career goals. Disagree 26%	Disagree 42%			
 Strongly disagree Disagree Agree Strongly agree 5) Leadership in this correctional facility show apport Strongly disagree 30% Strongly disagree Disagree Agree Strongly agree 6) My supervisors are invested/interested in my category Strongly disagree 26% Strongly disagree Agree Strongly agree 	ee preciation for staff in meaningful ways. ee areer path and help me achieve my career goals. Disagree 26%	ee 41%	Agree 43%		
 Strongly disagree Disagree Agree Strongly agree 5) Leadership in this correctional facility show apport Strongly disagree 30% Strongly disagree Disagree Agree Strongly agree 6) My supervisors are invested/interested in my car Strongly disagree 26% Strongly disagree Disagree Agree Strongly agree Strongly disagree 26% Strongly disagree Disagree Agree Strongly agree 	ee preciation for staff in meaningful ways. ee areer path and help me achieve my career goals. Disagree 26%		Agree 43%	Agree 23%	Strongly agree 6%

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



10) Downtown communicates a clear vision (mission) for Corrections.

Strongly disagree 39%	Disagree 37%	Agree 22% Strongly agr
Strongly disagree Agree Strongly agree		
11) There are discussions involving all staff about the vision for Corrections and rehabilita	ation and ways to achieve it.	
Strongly disagree 52%	Di	sagree 39% Agree 9%
Strongly disagree Disagree Agree		
12) Downtown has a clear understanding of what it's like for staff to work in this facility.		
Strongly disagree 70%		Disagree 26% Agree 4%
Strongly disagree Disagree Agree		
13) Downtown takes the things I say seriously and treats me and my ideas with respect.		
Strongly disagree 56%	Disagree 2	6% Agree 19%
Strongly disagree Disagree Agree		

Views on Workplace Culture

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

ıgly disagree 4%	Disagree 31%		Agree 49%		Strongly agree 16%
Strongly disagree Disa	agree 🔋 Agree 🛢 Strongly agree				
15) This facility's leade	ership does everything possible to keep staff	safe here.			
Strong	ly disagree 24%	Disagree 44%		Agree 24%	Strongly agree 9%
Strongly disagree Disa	agree 📕 Agree 📕 Strongly agree				
16) I can rely on my co	workers to respond quickly during an emerg	ency.			
/ disagree 2% Disagree 11%		Agree 51%		Strongly agree 36%	
Strongly disagree Disa	agree 📕 Agree 📕 Strongly agree				
17) Staff in this facility	make newer employees feel welcome.				
Strongly disagree 13%		Disagree 40%		Agree 38%	Strongly agree 9%
Strongly disagree Disa	agree 🛢 Agree 🛢 Strongly agree				
18) Overall, I feel this i	s a safe facility.				
	Strongly disagree 40%		Disagree 47%		Agree 11% Strongly agr
Strongly disagree Disa	agree 🛢 Agree 🛢 Strongly agree				
19) There is a strong se	ense of trust among staff in this facility.				
Strongly	disagree 22%	Disagree 40%		Agree 35%	Strongly agree
Strongly disagree Disa	agree 📕 Agree 📕 Strongly agree				
20) Staff in this facility	operate as a real team.				
Strong	ly disagree 24%	Disagree 40%		Agree 33%	Strongly agree
Strongly disagree Disa	agree 📕 Agree 📕 Strongly agree				
21) Frequent staff turn	over is a problem at this facility.				
rongly disagree 6% Disagree	8% Agree 17%		Strongly agree 70%		

22) Mandatory overtime is a problem at this facility.

ngly disagree 4D/isagree 6%	Agree 35%		Strongly agree 56%
Strongly disagree 🛢 Disagree 🛢 Agree 🛢 Stron	ngly agree		
23) Staff in this facility enforce the rules cor	nsistently.		
Strongly disag	ree 37%	Disagree 31%	Agree 31%
Strongly disagree Disagree Agree			

24) Staff in this facility behave professionally.

Strongly disagree 26%		Disagree 41%	Agree	31%	Strongly agr
Strongly disagree Disagree Agree Strongly agree					
25) There are enough staff to meet the current needs of t	his facility.				
	Strongly disagree 76%			Disagree 18%	Agree 5%
					Agree of
Strongly disagree Disagree Agree					
Staff are treated the same in this facility regardle	ess of their:				
26) Age					
Strongly disagree 11% Disag	ree 30%	Agree 43%		Strongly agree 17%	
Strongly disagree Disagree Agree Strongly agree					
27) Religion					
Strongly disagree 8% Disagree 15%		Agree 53%		Strongly agree 25%	
Strongly disagree Disagree Agree Strongly agree					
28) Disability or ability					
Strongly disagree 13% Disagree	ee 25%	Agree 47%		Strongly agree 15	6
Strongly disagree Disagree Agree Strongly agree					
29) Gender identity or sexual orientation					
Strongly disagree 11% Disagree 21%		Agree 49%	8080	Strongly agree 19%	
Strongly disagree Disagree Agree Strongly agree					
30) Race or ethnicity					
Disagree 17% Strongly disa	ngree 17%	Agree 48%		Strongly agree 19%	
Disagree Strongly disagree Agree Strongly agree					

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 33%	Disagree 56%	Agree 11%
Strongly disagree Disagree Agree		
32) Communication in this facility works well - I have the information I need	l, when I need it, to do my job.	
Strongly disagree 32%	Disagree 43%	Agree 25%
Strongly disagree Disagree Agree		
33) When changes are made in this facility that affect me, I am included in	the process.	
Strongly disagree 44%	Disagree 31%	Agree 24% Strongly agr
		indo.
Strongly disagree Disagree Agree Strongly agree		
34) When changes are made in this prison, we assess the impact to see how	v they worked.	
Strongly disagree 43%	Disagree 41%	Agree 17%
Strongly disagree Disagree Agree		
35) Staff generally feel comfortable discussing mistakes, errors, or problem	s with supervisors.	
Strongly disagree 33%	Disagree 29%	Agree 31% Strongly agree 7%
Strongly disagree Disagree Agree Strongly agree		
36) I feel safe speaking up about staff misconduct.		
Strongly disagree 33%	Disagree 38%	Agree 25% Strongly agree
Strongly disagree Disagree Agree Strongly agree		
37) Staff investigations are conducted with fairness.		
Strongly disagree 40%	Disagree 40%	Agree 19% Strongly agr
Strongly disagree Disagree Agree Strongly agree		
38) This facility's policies and practices support staff well-being.		
Strongly disagree 45%	Disagree 33%	Agree 16% Strongly agree 5%

Strongly disagree 🛢 Disagree 🛢 Strongly agree						
39) My coworkers show signs of stress.						
r disagree 2% Agree 32%		Strongly agree 66%				
Strongly disagree Agree Strongly agree						
40) Generally, staff morale is high.						
	Strongly disagree 67%		Disagree 27%	Agree 5%		
Strongly disagree Disagree Agree						

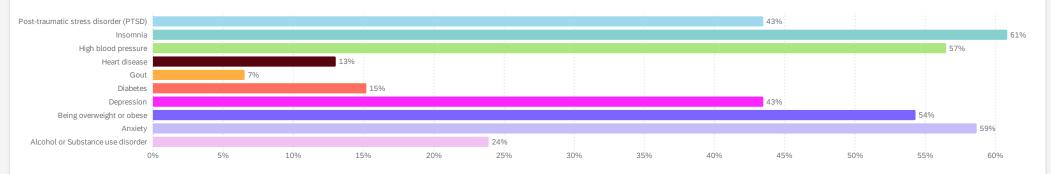
41) My work schedule causes conflict at home.

Strongly disagree 16%	Disagree 45%	Agree 13%	Strongly a	gree 27%
Strongly disagree Disagree Agree Stro	ngly agree			
42) I like having the option to work overtim	e as a helpful way to increase my paycheck when I need it.			
rongly disagree @‰agree 4%	Agree 42%	St	rongly agree 49%	
Strongly disagree Disagree Agree Stro	ngly agree			
43) Because of this job, I don't think I fit in '	normal" society anymore.			
Strongly disagree 16%	Disagree 33%	Agree 33%		Strongly agree 18%
Strongly disagree Disagree Agree Stro	ingly agree			
44) I have healthy coping mechanisms to h	elp me manage the stress of the job.			
Strongly disagree 9%	Disagree 33%	Agree 45%		Strongly agree 13%
Strongly disagree Disagree Agree Stro	ngly agree			
45) I feel there are enough employee wellr	ess and support resources I can access if I need them.			
	Strongly disagree 49%	Disagree 42%		Agree 7%Strongly agr
Strongly disagree Disagree Agree Strongly disagree	ngly agree			
46) I feel emotionally drained from my worl	ς.			
	•			
rongly disagree 6% Disagree 13%	Agree 31%	Stro	ongly agree 50%	

Strongly disagree Disagree Agree Strongly agree

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?

Poor 22%	Fair 30%		Good 37%		Very good 7% Excellent 4%
Poor Fair Good Very good	Excellent				
49) To what extent are you able to o	carry out your everyday physical activities such as walki	ng, climbing stairs, carrying groceries, or n	noving a chair?		
A little 9%	Mostly 22% Moderately 13%	6	Completely 56%		
A little Mostly Moderately G	Completely				
Staff Mental Health					
50) In general, how would you rate	your mental health, including your mood and your abilit	y to think?			
Poor 15%	Fair 43%		Good 20%	Very good 13%	Excellent 9%
 Poor Fair Good Very good 51) In general, how would you rate 	Excellent your satisfaction with your social activities and relations	ships?			
Poor 15%	Fair 30%		Good 33%	Very good 13%	Excellent 9%
Poor Fair Good Very good	Excellent				
In the past 7 days					
52) I felt worthless.					
	Never 41%	Rarely 20%	Sometim	es 33%	Often 6%
Never Rarely Sometimes O	ften				

53) I felt helpless.



No 94%	Yes 6%	
No Yes		

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 entire life</u> as you go through this list of events.

57) Physical assault.

Happened to me 25%	Witnessed in	34%	Happened at work 33%	Not applicable 7%
Happened to me Witnessed it Happened at work No	t applicable			
58) Assault with a weapon.				
Happened to me 16%	Witnessed it 27%	Happened at work 19%	Not applicable 37%	
Happened to me Witnessed it Happened at work No	t applicable			
59) Sudden or unexpected death of someone close to	you.			
Happened to m	ne 46%	Witnessed it 20%	Happened at work 16%	Not applicable 19%
Happened to me Witnessed it Happened at work No	t applicable			
60) Any other very stressful event or experience.				
Happened to me 38%		Witnessed it 21%	Happened at work 29%	Not applicable 13%
Happened to me Witnessed it Happened at work No	t applicable			

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.

Not at all 25%	A little bit 25%	Moderately 31%	Quite a bit 9%	Extremely 9%

Not at all A little bit Moderately Quite a bit Extremely

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 24%	A little bit 22%	Moderately 13%	Quite a bit 31%	Extremely 11%	
Not at all A little bit Moderately Quite a bit Extremely					

Purpose of Incarceration

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

Strongly disagree 23%	Disagree 16%		Agree 46%		Strongly agree 14%		
Strongly disagree Disagree Agree Strongly agree							
It is important that prisons and jails:							
64) Punish people for the crimes they have committ	ted.						
all important 4% Not very important 15%	Impo	vrtant 44%		Very important 38%			
Not at all important Not very important Important	Very important						
65) Ensure public safety.							
Important 18%		Veŋ	r important 82%				
 Important Very important 							
66) Prevent people from committing future crimes.							
:ໜ້ອງອຸກ່ານລາຍຜູ້ສຳຄັນ 2% Important 30%			Very important 66%				
Not at all important Not very important Important	Verv important						
67) Help people make changes for a better life.							
:ivappitapb@blt 2% Important 25%			Very important 71%				
Not at all important Not very important Important	Very important						
How well does this facility do these things?	,						
68) Punish people for the crimes they have committ	68) Punish people for the crimes they have committed.						
Not at all well 27%		Not very well 30%		Well 36%	Very well 7%		
Not at all well Not very well Well Very well							
60) Ensure public safety							
69) Ensure public safety.							
Not at all well 11% Not ver	y well 25%		Well 51%		Very well 13%		

70) Prevent people from committing future crimes.

Not very well 32%	Well 21%	Very well				
Not very well 41%	Well 16%	Very well				
Not at all well Not very well Very well						

72) ***Which of these things do you think should be the most important purpose of incarceration? Choose one.

a for the crimes they have committed. 8%	To ensure public safety. 39%	To prevent people from committi	ng future crimes. 16%	To help people make changes for a better life. 3	7%
To punish people for the crimes they have	re committed. 🛛 To ensure public safety. 🔎 To p	revent people from committing future crimes. 🛛 🛢 To help people make	changes for a better life.		
Facility Conditions					
73) Incarcerated people get eno	ugh to eat here.				
Disagree 9%		Agree 62%		Strongly agree 29%	
Disagree Agree Strongly agree	2				
74) The quality of food provided	to incarcerated people here supports a h	ealthy lifestyle.			
Strongly disagree 11%	Disagree 25%		Agree 58%		Strongly agree 5%
Strongly disagree Disagree Ag	gree Strongly agree				
75) This facility gives incarcerate	ed people what they need (e.g. soap, reg	ular showers, sanitary products) for good personal hygi	ene for free.		
Strongly disagree 9%	Disagree 24%		Agree 55%		Strongly agree 13%
 Strongly disagree Disagree Ag 	gree Strongly agree				
76) Incarcerated people are usua	ally able to get a good night's sleep here.				
Strongly disagree 15%	Disi	igree 38%	Agree	38%	Strongly agree 9%
Strongly disagree Disagree Ag	gree 📕 Strongly agree				
77) It's easy for incarcerated peo	ple with physical disabilities to get arour	nd in this facility.			
Strong	gly disagree 33%	Disagree 33%		Agree 33%	Strongly agr
Strongly disagree Disagree Ag	gree Strongly agree				
78) Incarcerated people get eno	ugh natural light in this facility.				
Strong	dy disagree 33%	Disagree 35%		Agree 31%	Strongly agr
📕 Strongly disagree 📕 Disagree 📕 Ag	gree 📕 Strongly agree				

	Strongly disagree 69%	Disa	gree 24% Agree 7%
🛢 Strongly disagree 🗧 Disagree 🗧 Agree			
80) The quality of incarcerated people's	living space is good here.		
	Strongly disagree 69%	Disagree 2	0% Agree 11%
Strongly disagree 🛛 Disagree 📮 Agree			
81) Working in this facility makes me fee	l like I am "doing time" too.		
gly disagree 4% Disagree 9%	Agree 44%	Strongly agree 4	4%
Strongly disagree 📕 Disagree 📕 Agree 📕	Strongly agree		

Staff – Incarcerated People Interactions

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

Disagree 26%		Agree 66%	Strongly agree 8%
Disagree Agree Strongly agree			
83) Most incarcerated people treat staff with respect.			
Strongly disagree 11% Disagree 31%		Agree 56%	Strongly agr
Strongly disagree Disagree Agree Strongly agree			
84) People who work in this facility have appropriate professional boundarie	s with people incarcerated here.		
Strongly disagree 8% Disagree 28%		Agree 58%	Strongly agree 6%
Strongly disagree			
85) I positively influence incarcerated people's lives through my work.			
Strongly disagree 7% Disagree 6%	Agree 67%		Strongly agree 20%
Strongly disagree			
86) Staff in this facility have empathy for incarcerated people and their prob	lems.		
Disagree 48%		Agree 48%	Strongly agree
Disagree Agree Strongly agree			
87) Staff in this facility have the resources to help incarcerated people with	their problems.		
Strongly disagree 37%		Disagree 46%	Agree 17%
Strongly disagree Disagree Agree			
88) ***Staff behavior influences the behavior of those incarcerated in the un	it.		
/ disagree 2% Disagree 13%	Agree 57%		Strongly agree 28%
Strongly disagree Disagree Agree Strongly agree			
89) I try to urge incarcerated people to take part in activities.			
rongly disagree 6% Disagree 15%	Agree 49%		Strongly agree 30%

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

90) Age

/ disagree 2%	Disagree 23%	Agree 62%	Strongly agree 13%			
Strongly disagree	Disagree Agree Strongly agree					
91) Religion						
igly disagree 4%	Disagree 15%	Agree 66%	Strongly agree 15%			
Strongly disagree	Disagree Agree Strongly agree					
92) Disability or a	ability					
ıgly disagree 4%	Disagree 26%	Agree 58%	Strongly agree 11%			
 Strongly disagree 93) Charge type 	 Disagree Agree Strongly agree or classification 					
rongly disagree 6%	Disagree 34%	Agree 47%	Strongly agree 13%			
Strongly disagree	Disagree Agree Strongly agree					
94) Gender iden	tity or sexual orientation					
rongly disagree 6%	Disagree 34%	Agree 47%	Strongly agree 13%			
Strongly disagree Disagree Strongly agree						
95) Race or ethn	icity					
rongly disagree 6%	Disagree 30%	Agree 53%	Strongly agree 11%			
Strongly disagree	Disagree Agree Strongly agree					

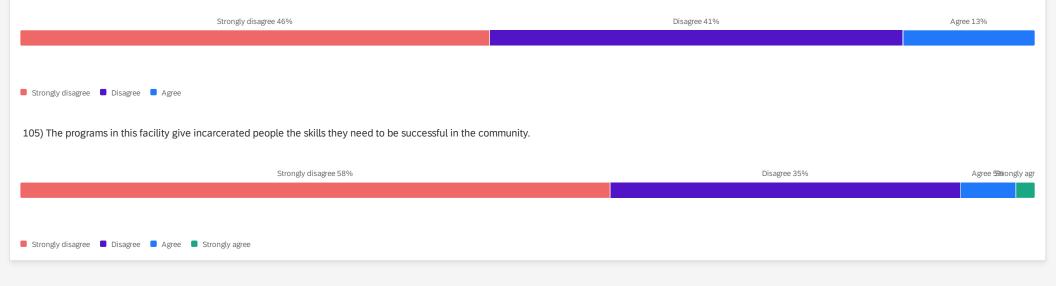
Correctional Practices and Sanctions

96) This facility has adequate alternatives to segregation.

Strongly di	sagree 61%		Disagree	9 35%	Agree 4%
Strongly disagree Disagree Agree					
97) Staff in this facility are more likely to use segregation over other	disciplinary options.				
Strongly disagree 25%	Disagree 27%		Agree 41%		Strongly agree 6%
Strongly disagree Disagree Agree Strongly agree					
98) Incarcerated peoples' discipline procedures are applied fairly an	d consistently.				
Strongly disagree 39%		Disagree 33%		Agree 27%	
Strongly disagree Disagree Agree					
99) Incarcerated peoples' discipline procedures are effective at hold	ing them accountable.				
Strongly disagree 42%		Disagree 37%		Agree 21%	
Strongly disagree Disagree Agree					
100) There are options for staff to reward incarcerated people for go	od behavior.				
Strongly disagree 31%	D	isagree 35%		Agree 29%	Strongly agree 4
Strongly disagree Disagree Agree Strongly agree					
101) This facility provides enough opportunities so incarcerated peo	ple can stay busy all day.				
Strongly disagree	57%		Disagree 36%		Agree 8%
Strongly disagree Disagree Agree					
102) People incarcerated in this facility can participate in activities t	hat promote their health and well-bein	g.			
Strongly disagree 31%		Disagree 49%		Agree 20%	
Strongly disagree Disagree Agree					
103) ***When incarcerated people do not have enough to do they ar	e more likely to engage in negative be	phavior.			
agree 2% Agree 44%			Strongly agree 55%		

Disagree Agree Strongly agree

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



106) Caseloads are manageable to adequately support incarcerated people as they get ready for release.

Strongly disagree 53%	Disagree 33%	Agree 14%
Strongly disagree 🗧 Disagree 🗧 Agree		