

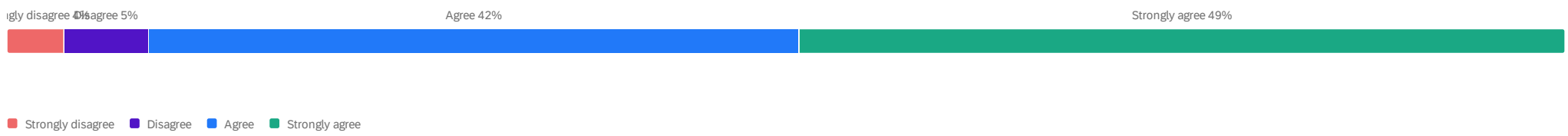
Filters from\_facil - The facility where the surveys were taken from: **HCCC**

## Job Satisfaction

1) I look forward to coming to work.



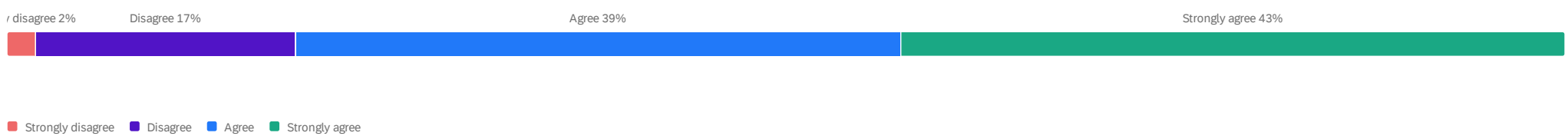
2) I take pride in my job.



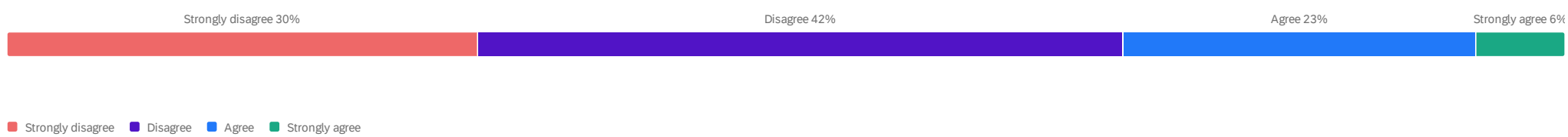
3) It is clear what it means to be successful in my job.



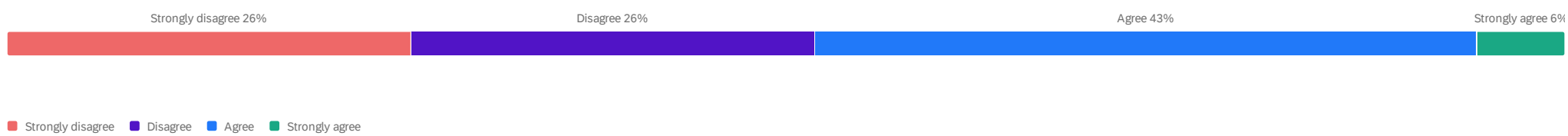
4) I have the skills I need to do my job well here.



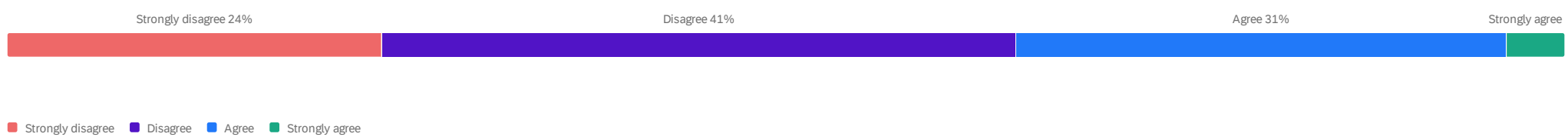
5) Leadership in this correctional facility show appreciation for staff in meaningful ways.



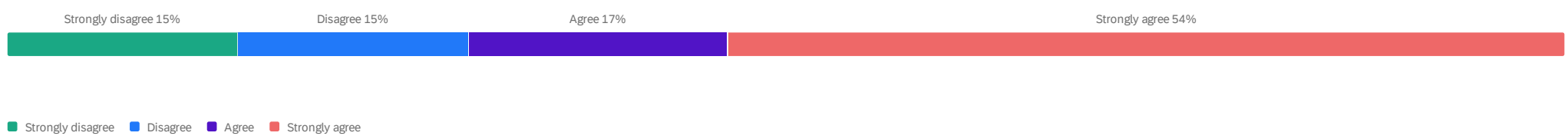
6) My supervisors are invested/interested in my career path and help me achieve my career goals.



7) Promotions in this facility are done fairly.



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



9) Staff in this facility are fairly compensated for the duties and tasks they are required to perform.



**Consider the Dept of Public Safety/Corrections & Rehabilitation overall (“Downtown”)**

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



Strongly disagree Disagree Agree Strongly agree

11) There are discussions involving all staff about the vision for Corrections and rehabilitation and ways to achieve it.



Strongly disagree Disagree Agree

12) Downtown has a clear understanding of what it's like for staff to work in this facility.



Strongly disagree Disagree Agree

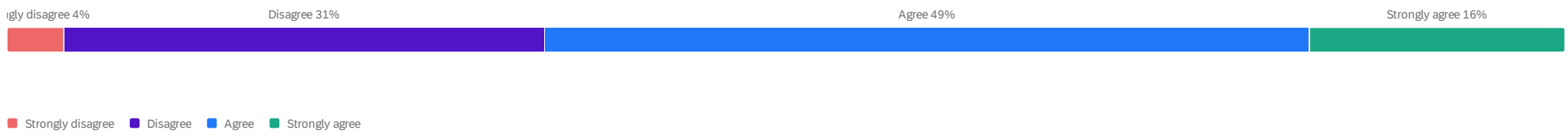
13) Downtown takes the things I say seriously and treats me and my ideas with respect.



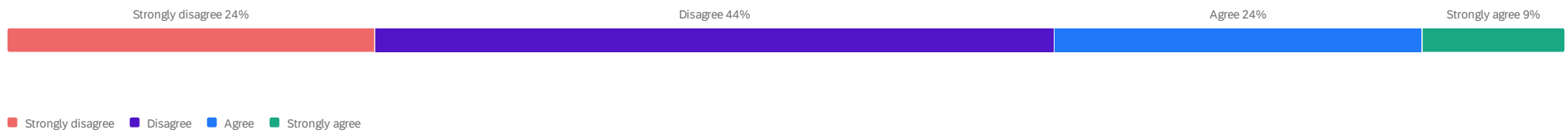
Strongly disagree Disagree Agree

## Views on Workplace Culture

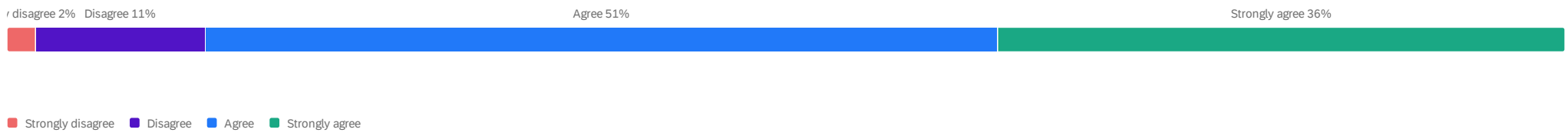
14) I feel that I can rely on other staff in this facility.



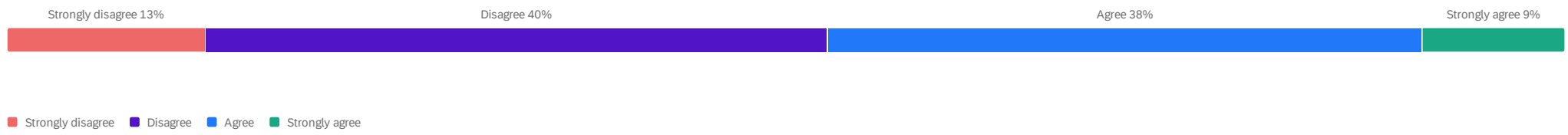
15) This facility's leadership does everything possible to keep staff safe here.



16) I can rely on my coworkers to respond quickly during an emergency.



17) Staff in this facility make newer employees feel welcome.



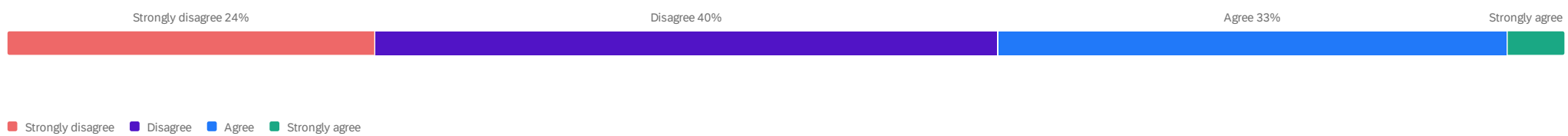
18) Overall, I feel this is a safe facility.



19) There is a strong sense of trust among staff in this facility.



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



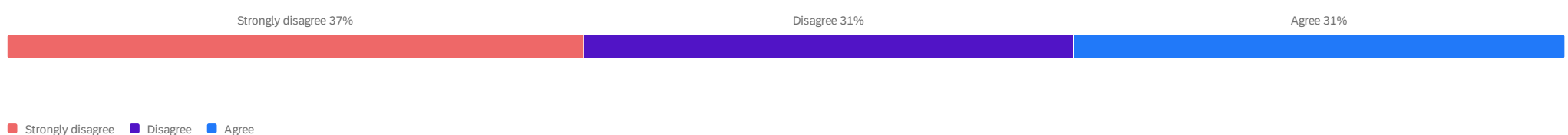
21) Frequent staff turnover is a problem at this facility.



22) Mandatory overtime is a problem at this facility.



23) Staff in this facility enforce the rules consistently.



24) Staff in this facility behave professionally.



Strongly disagree Disagree Agree Strongly agree

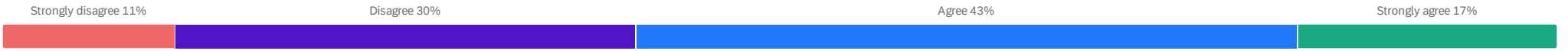
25) There are enough staff to meet the current needs of this facility.



Strongly disagree Disagree Agree

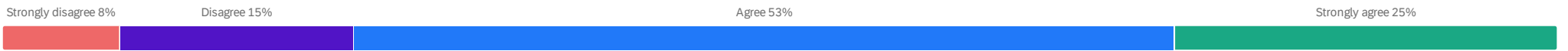
**Staff are treated the same in this facility regardless of their:**

26) Age



Strongly disagree Disagree Agree Strongly agree

27) Religion



Strongly disagree Disagree Agree Strongly agree

28) Disability or ability



Strongly disagree Disagree Agree Strongly agree

29) Gender identity or sexual orientation



Strongly disagree Disagree Agree Strongly agree

30) Race or ethnicity



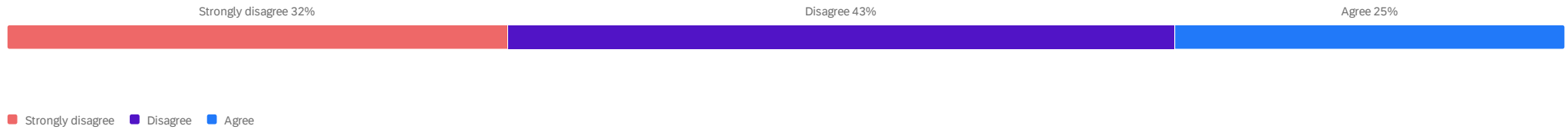
Disagree Strongly disagree Agree Strongly agree

**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.



32) Communication in this facility works well - I have the information I need, when I need it, to do my job.



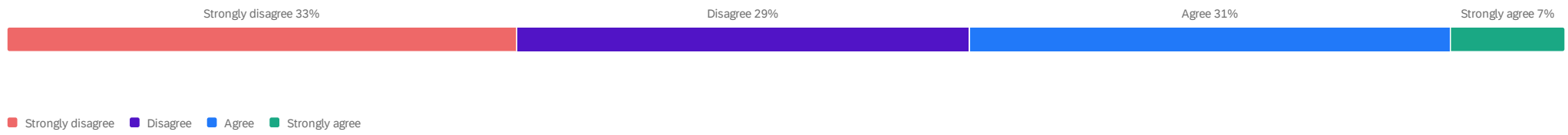
33) When changes are made in this facility that affect me, I am included in the process.



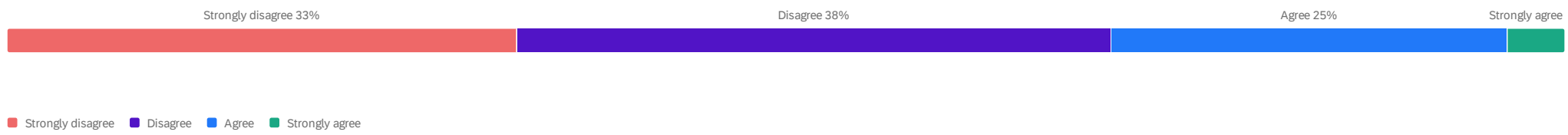
34) When changes are made in this prison, we assess the impact to see how they worked.



35) Staff generally feel comfortable discussing mistakes, errors, or problems with supervisors.



36) I feel safe speaking up about staff misconduct.



37) Staff investigations are conducted with fairness.



38) This facility's policies and practices support staff well-being.



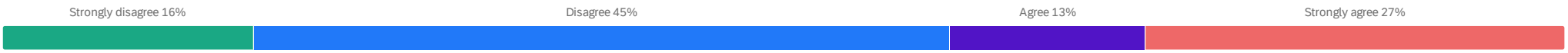
39) My coworkers show signs of stress.



40) Generally, staff morale is high.



41) My work schedule causes conflict at home.



Strongly disagree Disagree Agree Strongly agree

42) I like having the option to work overtime as a helpful way to increase my paycheck when I need it.



Strongly disagree Disagree Agree Strongly agree

43) Because of this job, I don't think I fit in "normal" society anymore.



Strongly disagree Disagree Agree Strongly agree

44) I have healthy coping mechanisms to help me manage the stress of the job.



Strongly disagree Disagree Agree Strongly agree

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



Strongly disagree Disagree Agree Strongly agree

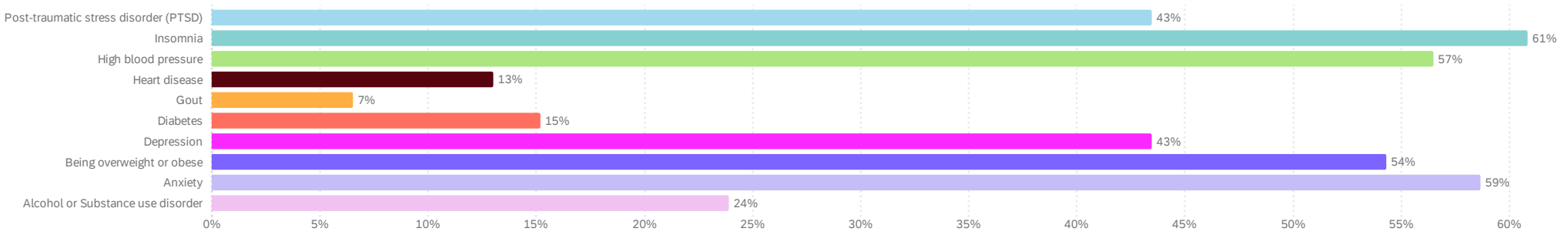
46) I feel emotionally drained from my work.



Strongly disagree Disagree Agree Strongly agree

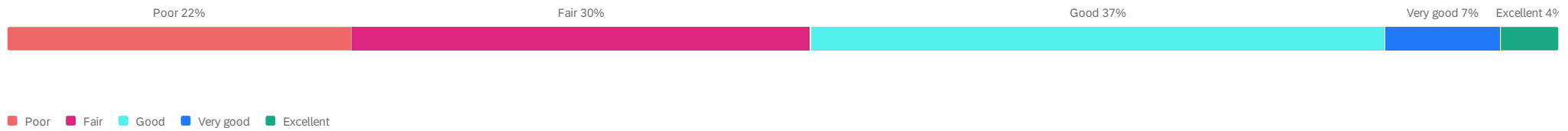
**Staff Health**

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?



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?



**Staff Mental Health**

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

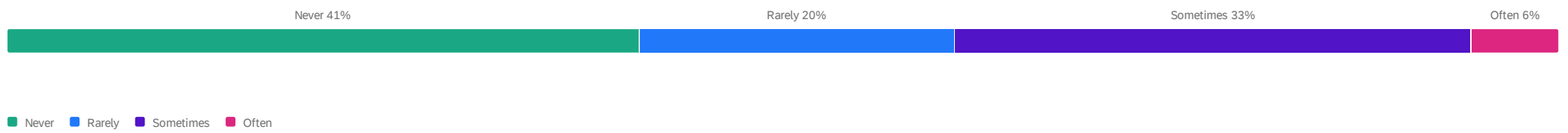


51) In general, how would you rate your satisfaction with your social activities and relationships?

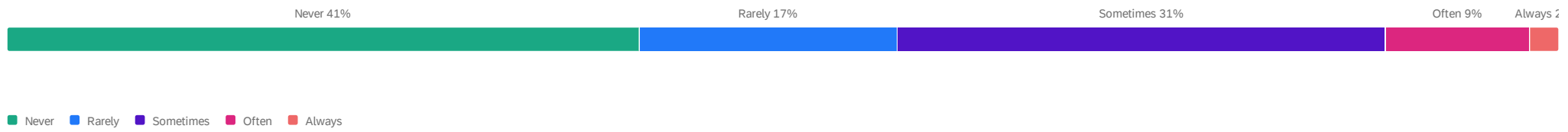


**In the past 7 days...**

52) I felt worthless.



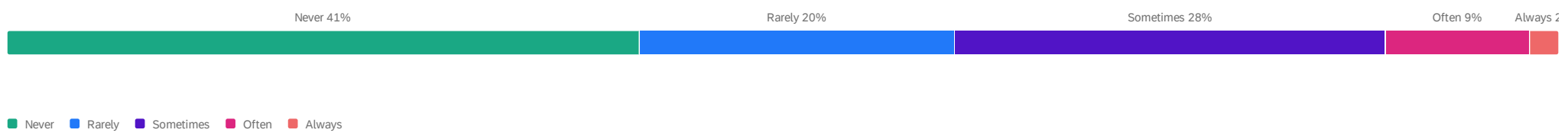
53) I felt helpless.



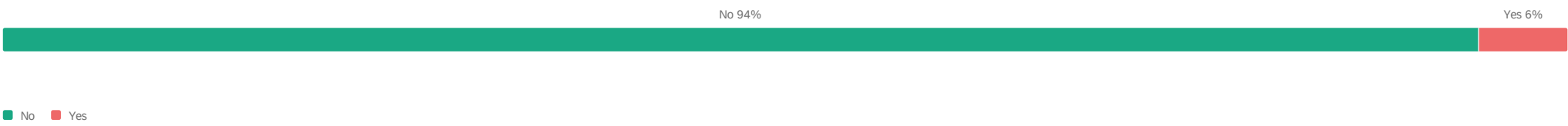
54) I felt depressed.



55) I felt hopeless.



56) At any time in the last 12 months, did you seriously think about trying to kill yourself?



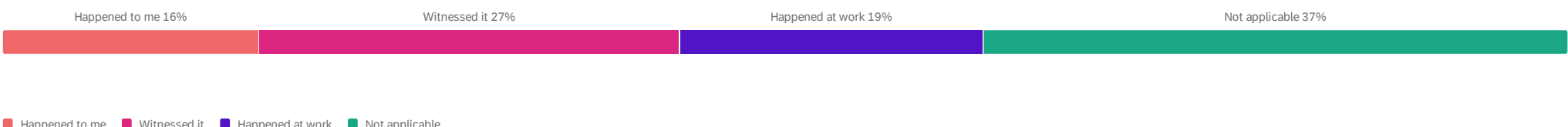
**Traumatic Experiences**

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 your entire life as you go through this list of events.

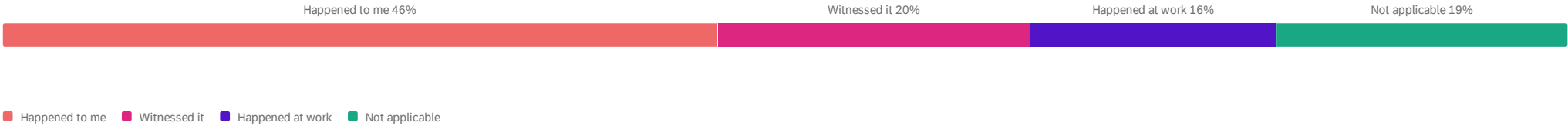
57) Physical assault.



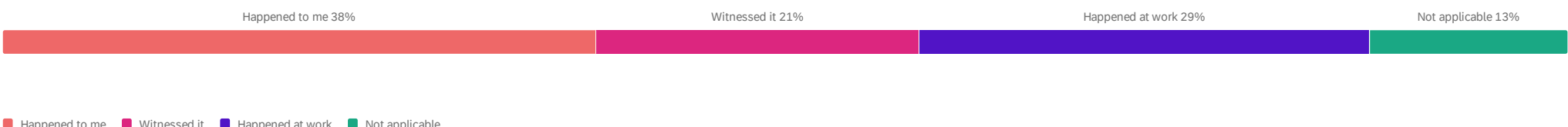
58) Assault with a weapon.



59) Sudden or unexpected death of someone close to you.



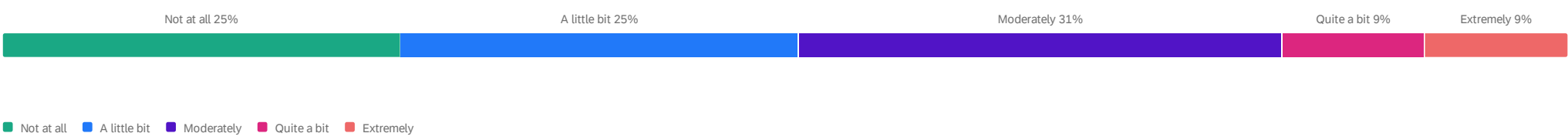
60) Any other very stressful event or experience.



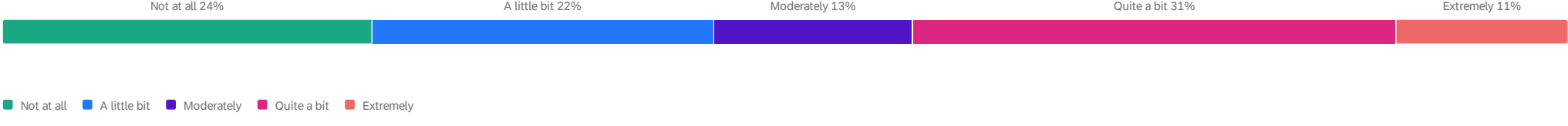
**Post-Traumatic Stress**

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.



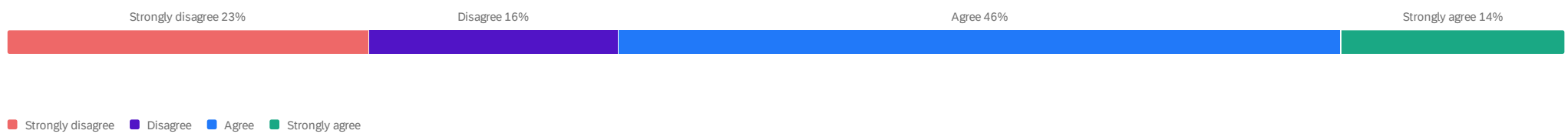
62) Having emotional reactions (e.g. feeling numb or distant from people; trouble with sleep; avoiding thoughts, memories, or activities; feeling irritable, jumpy, or "super alert") when something reminded you of a stressful experience from the past.





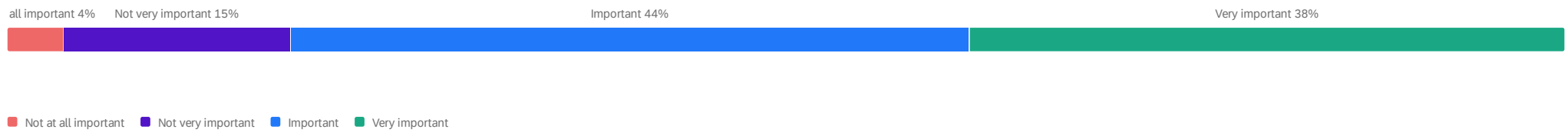
## Purpose of Incarceration

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



### It is important that prisons and jails:

64) Punish people for the crimes they have committed.



65) Ensure public safety.



66) Prevent people from committing future crimes.



67) Help people make changes for a better life.

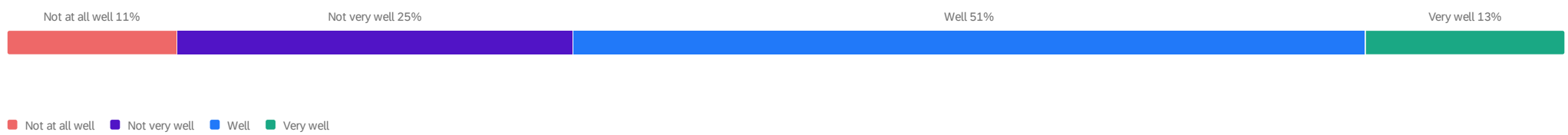


### How well does this facility do these things?

68) Punish people for the crimes they have committed.



69) Ensure public safety.



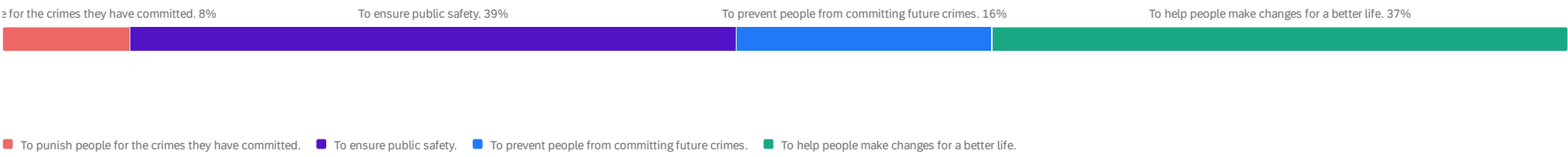
70) Prevent people from committing future crimes.



71) Help people make changes for a better life.

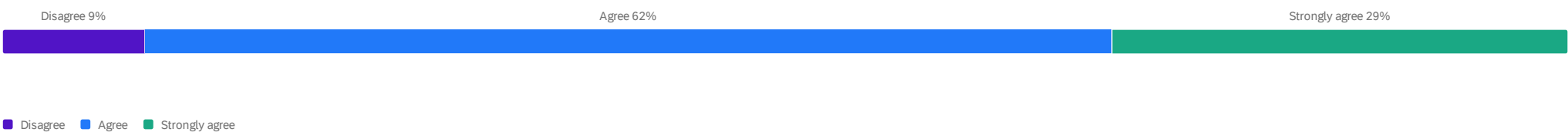


72) \*\*\*Which of these things do you think should be the most important purpose of incarceration? Choose one.

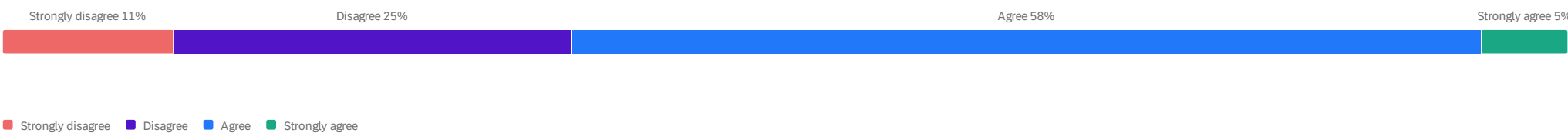


**Facility Conditions**

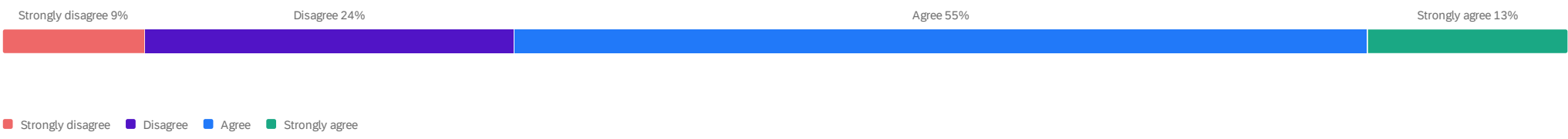
73) Incarcerated people get enough to eat here.



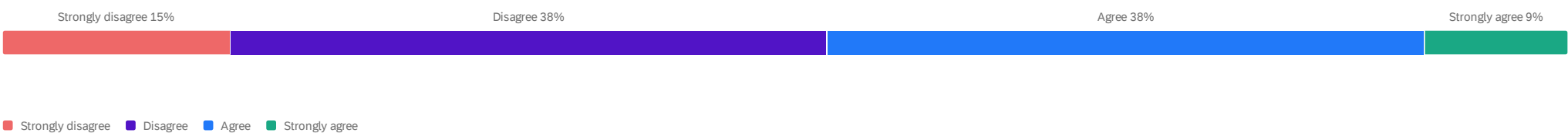
74) The quality of food provided to incarcerated people here supports a healthy lifestyle.



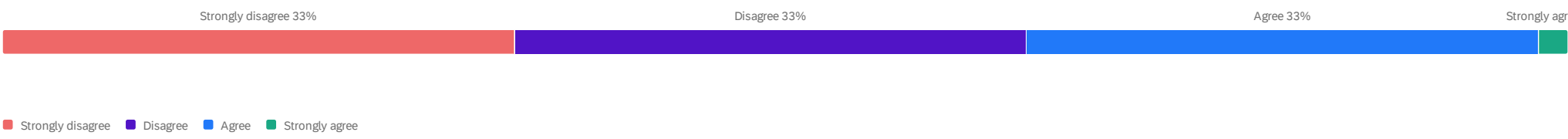
75) This facility gives incarcerated people what they need (e.g. soap, regular showers, sanitary products) for good personal hygiene for free.



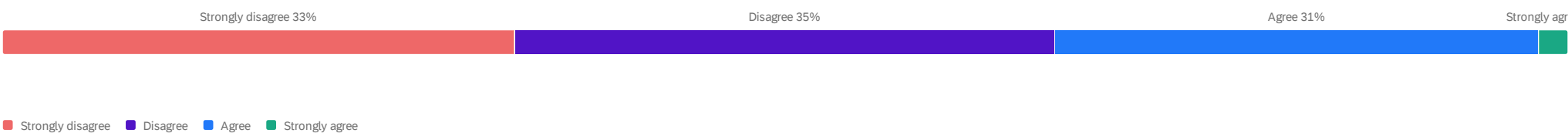
76) Incarcerated people are usually able to get a good night's sleep here.



77) It's easy for incarcerated people with physical disabilities to get around in this facility.



78) Incarcerated people get enough natural light in this facility.



79) This facility is clean.



80) The quality of incarcerated people's living space is good here.

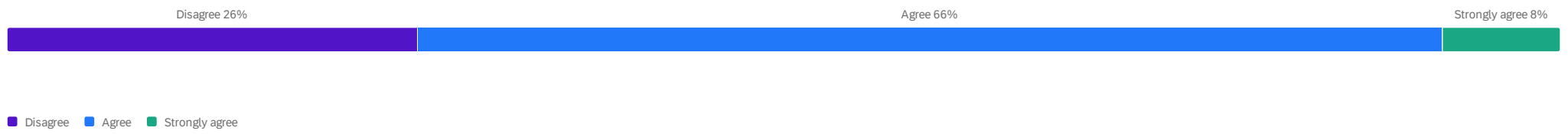


81) Working in this facility makes me feel like I am "doing time" too.

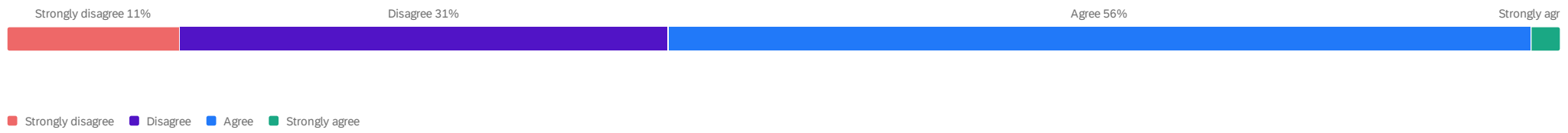


**Staff – Incarcerated People Interactions**

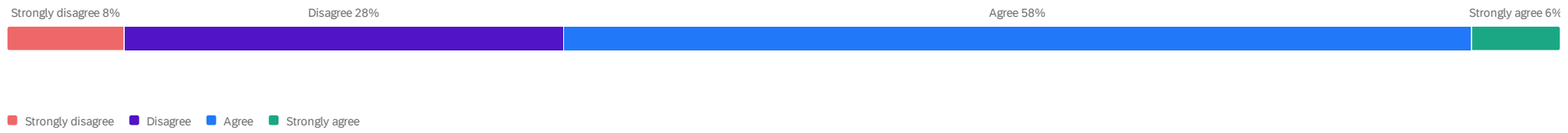
82) Staff in this facility treat incarcerated people with respect.



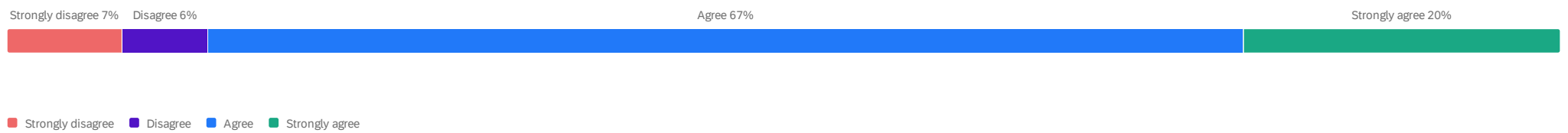
83) Most incarcerated people treat staff with respect.



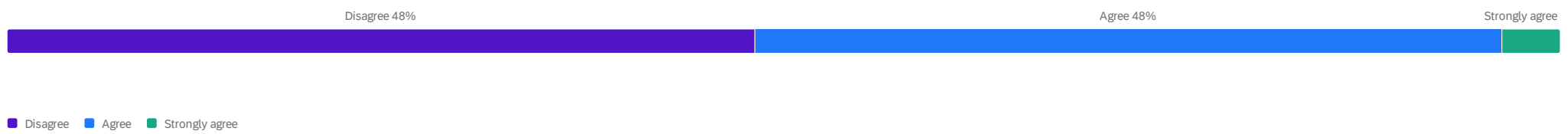
84) People who work in this facility have appropriate professional boundaries with people incarcerated here.



85) I positively influence incarcerated people's lives through my work.



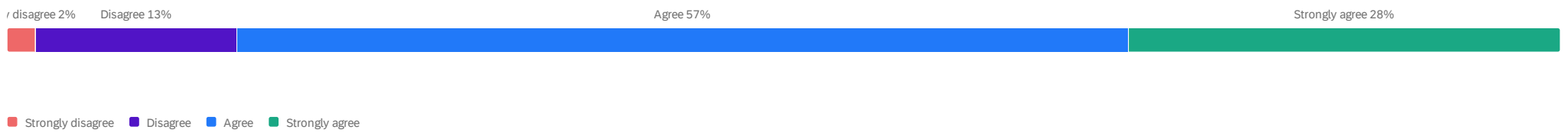
86) Staff in this facility have empathy for incarcerated people and their problems.



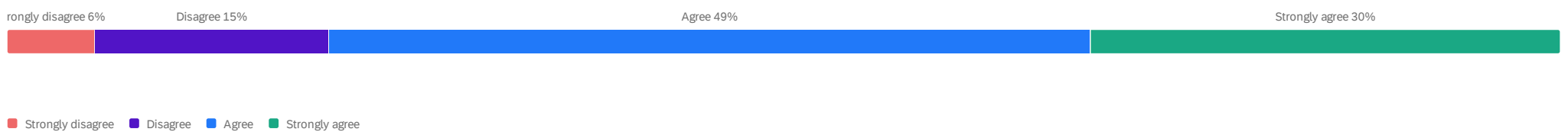
87) Staff in this facility have the resources to help incarcerated people with their problems.



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

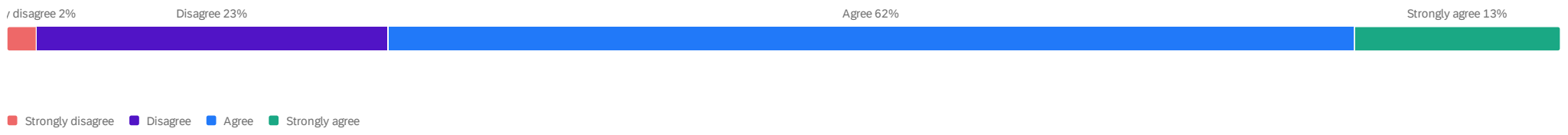


89) I try to urge incarcerated people to take part in activities.

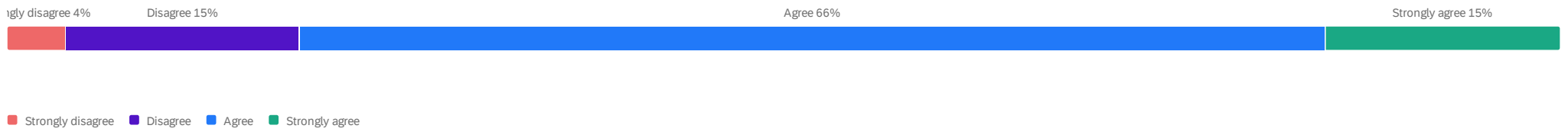


**Staff in this facility treat incarcerated people the same regardless of the incarcerated person's:**

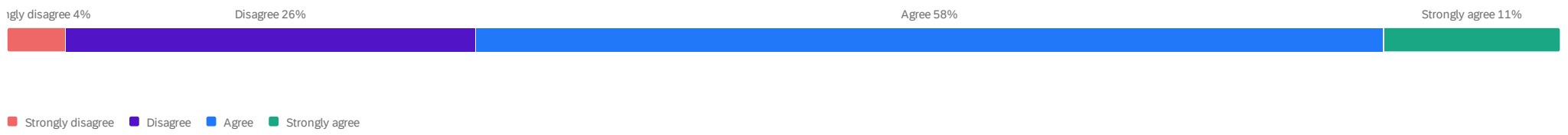
**90) Age**



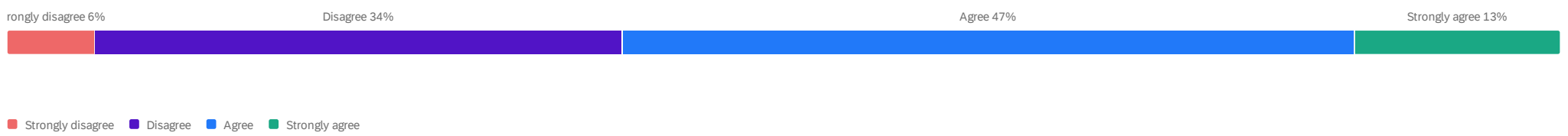
**91) Religion**



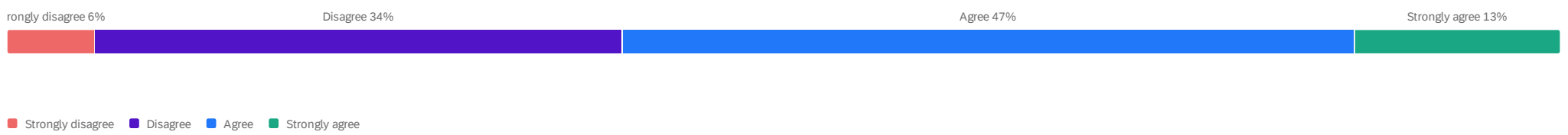
**92) Disability or ability**



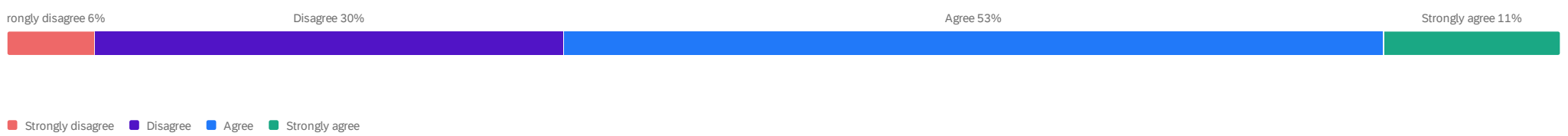
**93) Charge type or classification**



**94) Gender identity or sexual orientation**



**95) Race or ethnicity**

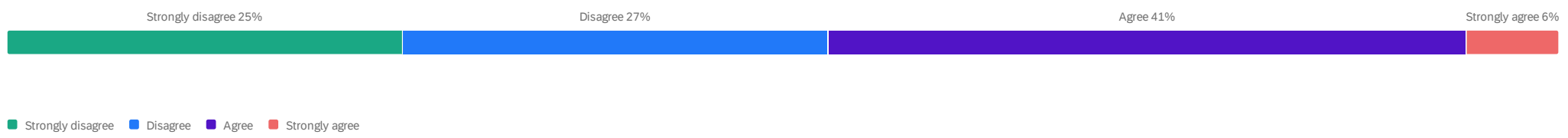


## Correctional Practices and Sanctions

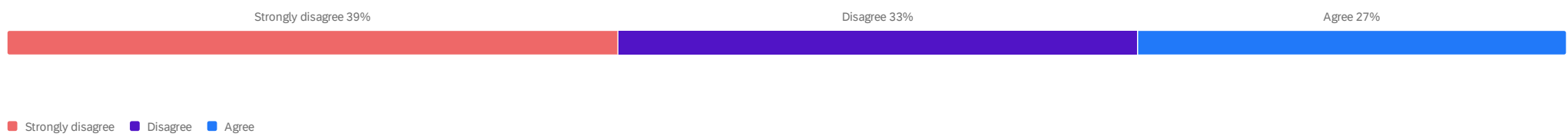
96) This facility has adequate alternatives to segregation.



97) Staff in this facility are more likely to use segregation over other disciplinary options.



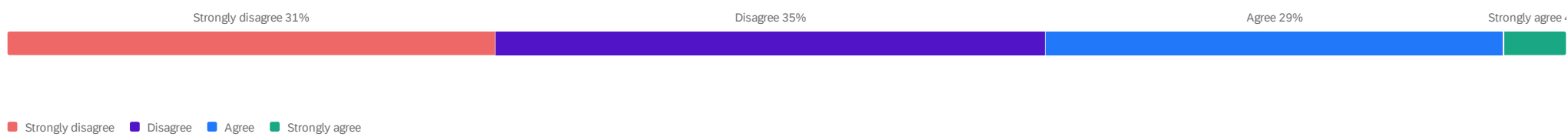
98) Incarcerated peoples' discipline procedures are applied fairly and consistently.



99) Incarcerated peoples' discipline procedures are effective at holding them accountable.



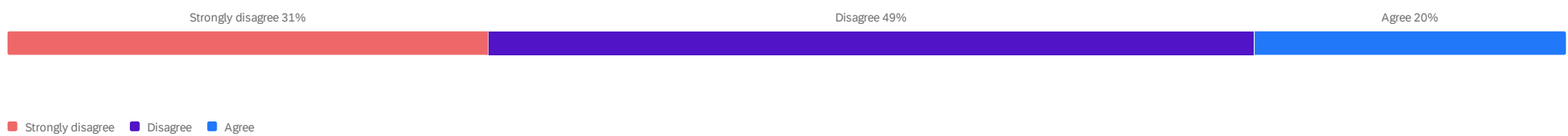
100) There are options for staff to reward incarcerated people for good behavior.



101) This facility provides enough opportunities so incarcerated people can stay busy all day.



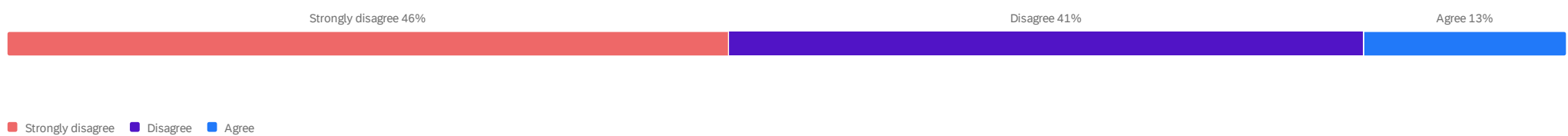
102) People incarcerated in this facility can participate in activities that promote their health and well-being.



103) \*\*\*When incarcerated people do not have enough to do they are more likely to engage in negative behavior.



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



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



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



Strongly disagree Disagree Agree