



## **CCA HUMAN RIGHTS POLICY STATEMENT**

At CCA, we recognize the inherent dignity of the human person and the need to treat every individual with respect. As we have since our inception, we share the responsibility of our government partners when they entrust individuals to our care.

We have adopted this policy statement to make clear our commitment to respecting human rights, and to communicate that commitment to our stakeholders and others who may be interested in our business and operations.

# RESIDENT RIGHTS AND TREATMENT

A strong commitment to inmate and detainee rights and proper treatment is essential to our work, encompassing the following key areas:

## Legal Rights

We maintain and work to uphold comprehensive policies protecting residents' legal rights. These rights include the following:

- Freedom from harassment and discrimination.
- Freedom from verbal abuse, personal injury, disease, property damage and harassment.
- Access to counsel and access to courts.
- Communication with the media.
- Access to grievance processes.
- Freedom of religion.
- Equal access to programs, work assignments and administrative decisions.
- For foreign national (non-U.S. citizen) detainees, access to the foreign consulate from his/her country of citizenship.

CCA policy also includes protections for freedom of expression and identity, including freedom from discrimination or harassment based on race, religion, national origin, sex, gender, sexual orientation, disability or political views and freedom in personal grooming (subject to requirements relating to safety, security, identification and hygiene).

## Safety and Security

Safety and security is our top priority, and we endeavor to provide a high level of protection to those in our care. No person should ever be subjected to any cruel, inhumane or degrading treatment or punishment. To that end, CCA policy provides for the following:

- Freedom from personal abuse and corporal punishment.
- A strict prohibition on the use of any type of force for punishment or reprisal, or which is unnecessary or excessive.
- Zero tolerance of sexual abuse or harassment.
- Strong suicide prevention training and risk reductions procedures.
- A prohibition on any inmate or detainee having authority or control over another.

## **Health Care, Including Mental Health Care**

We are committed to access for all residents to consistent, high quality health care, including mental health care. All CCA correctional and detention facilities include health services clinics managed by CCA or a third party contracted directly by one of our government partners that provide access to physical and mental health care services at levels consistent with accreditation and practice standards in correctional health care. Health care services are provided by credentialed and licensed professionals who perform services to standards of care comparable to those applicable in the wider community. In locations where we do not operate the on-site health services clinic, we recognize a responsibility to facilitate access to care.

## **Rehabilitation and Re-Entry Programs**

We believe we have an opportunity and a responsibility to help residents develop the skills and values needed to succeed when they leave our facilities. We have always been committed to high standards in rehabilitation and reentry programming and to providing access to quality programs to those who desire the chance for personal growth. We maintain a dedicated department within the company devoted to identifying best practices and developing and implementing creative programs that are appropriate to the type of facility, the resident population as a whole and the needs of individual residents and the requirements of our government partners. The types of programs we offer include the following:

- Academic education
- Vocational training
- Addictions treatment
- Life skills training
- Faith-based programming
- Preparation for re-entry and pre-release

## **Visitation and Outside Contact**

We understand that having the support of family and friends is a critical part of ensuring well-being and the potential for successful reentry. Individuals at CCA facilities have the right to communicate with the outside world on a regular basis through written and verbal correspondence and through visitation, all subject to reasonable restrictions.

## **Standards of Living**

Our facilities and operations are designed to ensure an appropriate standard of living for everyone in our care. This includes food, drinking water, accommodation, clothing and bedding, as well as air, floor space, lighting, heating and ventilation necessary to maintain safe, humane conditions.

# EMPLOYEE RIGHTS

Our facilities are staffed by dedicated corrections professionals, including correctional officers, chaplains, teachers, nurses and counselors. We promote equal opportunity for our employees without regard to race, color, sex, national origin, religion, age, disability, sexual orientation or any other status or characteristic protected by applicable federal, state or local law in recruiting, hiring, and all other terms and conditions of employment. We work to prevent harassment due to race, color, religion, sex, national origin, age, disability or sexual orientation and from retaliation. We endeavor to respect and promote diversity in our ranks. We recognize employee freedom of association and we support the right of employees to decide freely if they want to be represented by a labor union.

## Risk Assessment and Monitoring

Our operations are subject to a robust mix of internal and external risk assessment and monitoring that bear directly on our key industry-specific human rights obligations, including:

- Annual, unannounced operational and compliance audits by our Quality Assurance unit, which is independent of CCA operations management.
- Audit and accreditation by the independent American Correctional Association (ACA) for the vast majority of our facilities.
- Direct oversight by our government partners, including, in almost all instances, an on-site contract monitor or monitors.

We maintain grievance processes for residents and employees, as well as toll-free hotlines for employees, friends and relatives of residents and other interested parties. We also have in place incident reporting and after action review procedures for significant incidents that occur in CCA facilities. We observe non-retaliation and confidentiality policies to encourage reporting and effective investigation.

We view these processes as opportunities for continuous improvement, and we regularly make enhancements intended to make us a better partner, employer and operator.

## Communication to Employees and Third Parties

We expect all of our employees, as well as third parties working in CCA facilities and others with whom we are affiliated, to conduct themselves in a manner consistent with this policy statement. We will publish this statement on the CCA public website and communicate it to our employees, those we do business with and other stakeholders, including our resident population.

# **CONTINUOUS ADAPTATION AND ENGAGEMENT WITH HUMAN RIGHTS STAKEHOLDERS**

Our approach to human rights is informed by accepted standards for domestic and international human rights and corrections and detention services, including the following:

- United States constitutional law,
- American Correctional Association standards,
- National Health Commission on Correctional Health Care standards,
- Contractual requirements of our government partners, and
- The United Nations' Universal Declaration of Human Rights, Standard Minimum Rules for the Treatment of Prisoners and Basic Principles for the Treatment of Prisoners.

Recognizing that the commitment expressed in this policy statement is part of an ongoing process, we will review our training, communication and reporting practices to consider enhancements and we will continue to engage with stakeholders on human rights issues.