

**PROGRAM DESCRIPTION**

**Department** Corrections **HB Section(s):** 09.005, 09.010, 09.080  
**Program Name** Office of Professional Standards  
**Program is found in the following core budget(s):** Office of Professional Standards, Office of the Director, and Retention

	Office of Professional Standards	Office of the Director Staff	Retention			Total:
GR:	\$2,311,788	\$4,200	\$30,967			<b>\$2,346,954</b>
FEDERAL:	\$0	\$0	\$0			<b>\$0</b>
OTHER:	\$0	\$0	\$0			<b>\$0</b>
<b>TOTAL :</b>	<b>\$2,311,788</b>	<b>\$4,200</b>	<b>\$30,967</b>			<b>\$2,346,954</b>

**1a. What strategic priority does this program address?**

Improving the Workforce; Safer Work Environment

**1b. What does this program do?**

Maintaining a work environment that fosters mutual respect and working relationships free from discrimination, harassment, retaliation, and unprofessional conduct is crucial to performing the mission of the Missouri Department of Corrections. The Office of Professional Standards, which reports directly to the department's director, is charged with examining department operations as it relates to employee conduct and professionalism and the department's compliance with the Prison Rape Elimination Act (PREA). This is accomplished through three units within the Office of Professional Standards known as the Civil Rights Unit, Employee Conduct Unit, and PREA Unit.

- The Civil Rights Unit conducts all investigations into allegations of discrimination, harassment, retaliation, and unprofessional conduct. The unit also is responsible for conducting statewide training for all employees and any outreach to employees who feel they have been subjected to discrimination, harassment, retaliation or unprofessional conduct.
- The Employee Conduct Unit conducts all investigations into employee violations of policy and procedure, which may include but are not limited to, theft, over-familiarity between an employee and an offender, contraband, and accessing of confidential records. Law enforcement may assist in certain investigations and cases. The unit also assists in investigations into unexpected offender deaths, suicides, and potential homicides.
- The PREA Unit is responsible for developing, implementing, investigating and overseeing the agency's efforts to comply with the PREA standards in all of its facilities.

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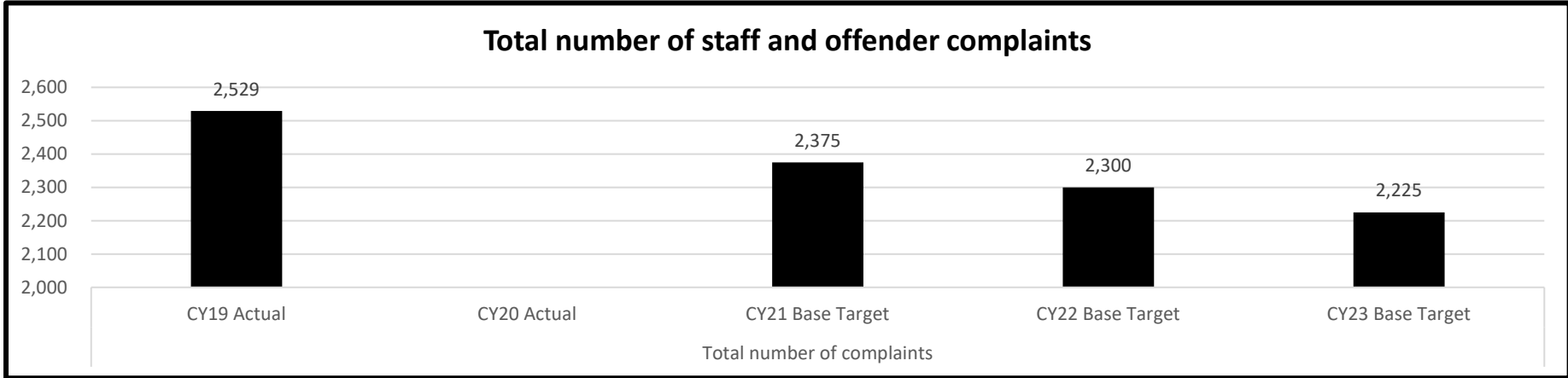
**Department** Corrections

**HB Section(s):** 09.005, 09.010, 09.080

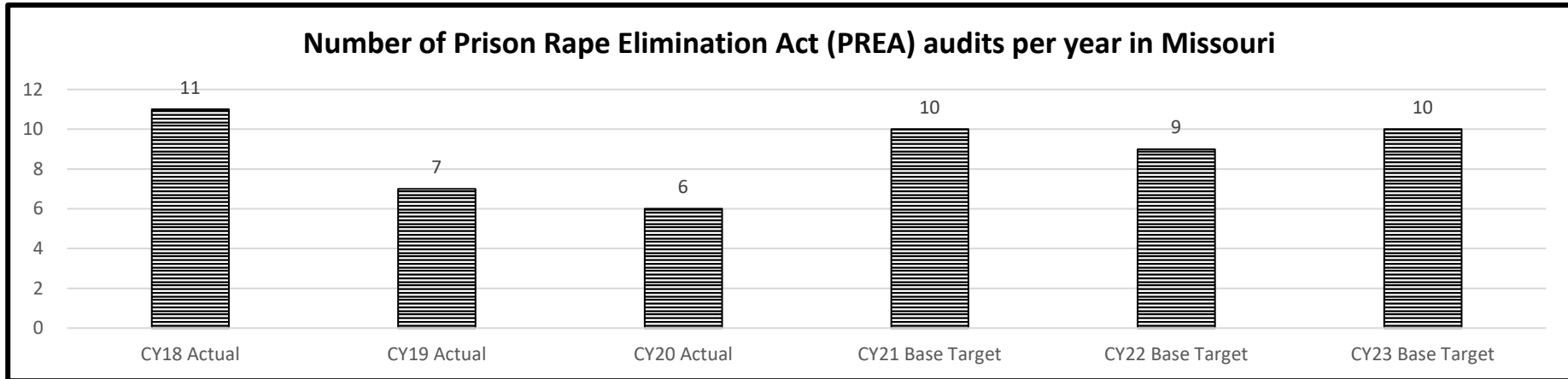
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**2a. Provide an activity measure(s) for the program.**



Data collection began in CY19. This is tracked by calendar year; therefore, CY20 has no data at this time.



This data is tracked by calendar year instead of by fiscal year.

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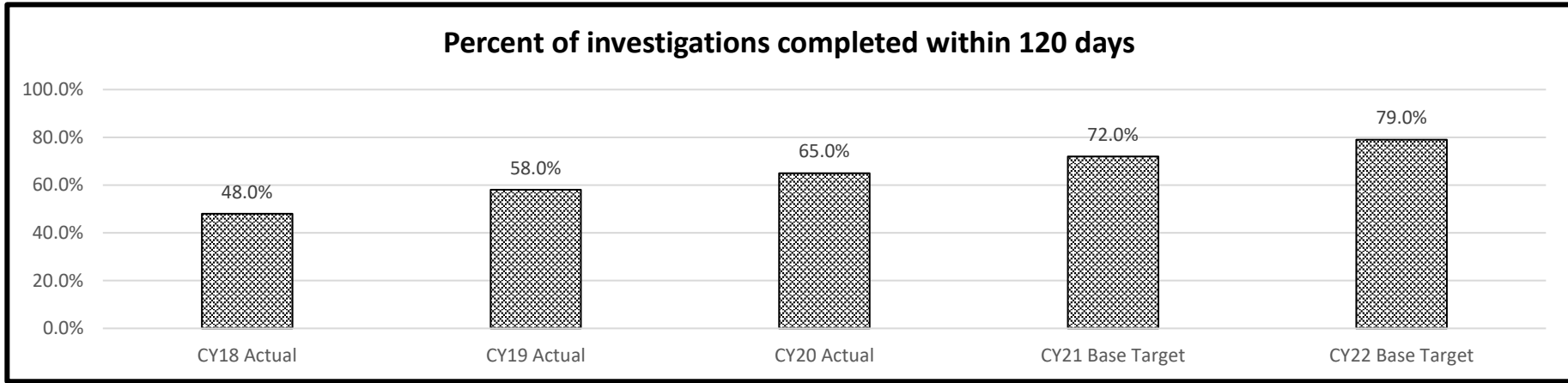
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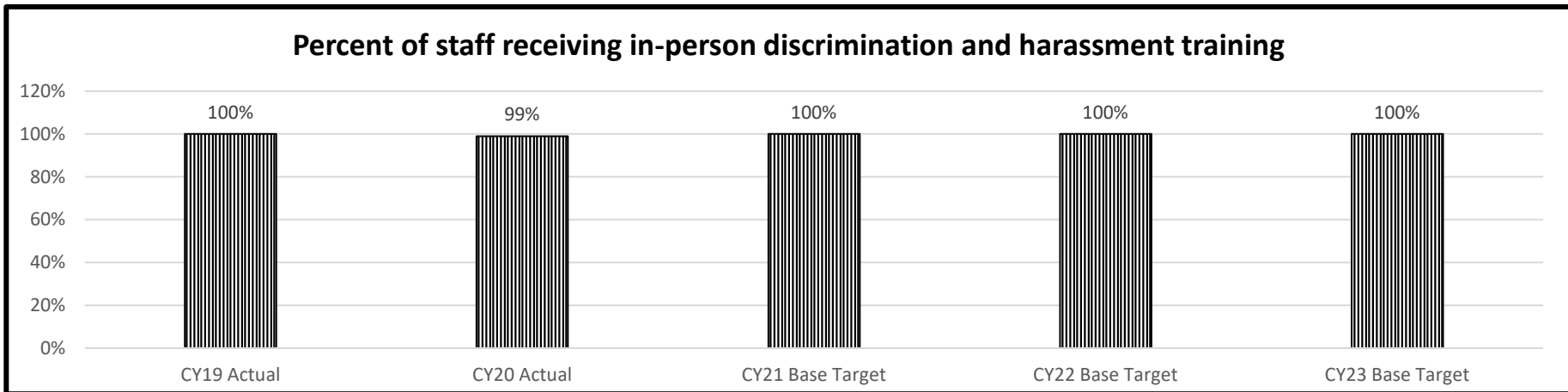
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**2b. Provide a measure(s) of the program's quality.**



This data is tracked by calendar year.

**2c. Provide a measure(s) of the program's impact.**



Data collection began in CY19.

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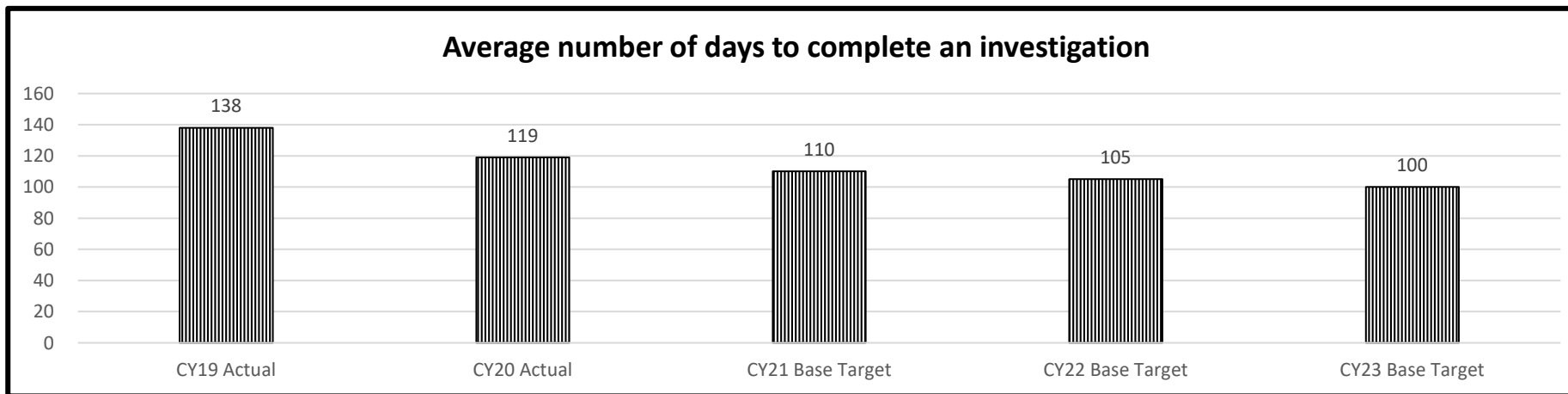
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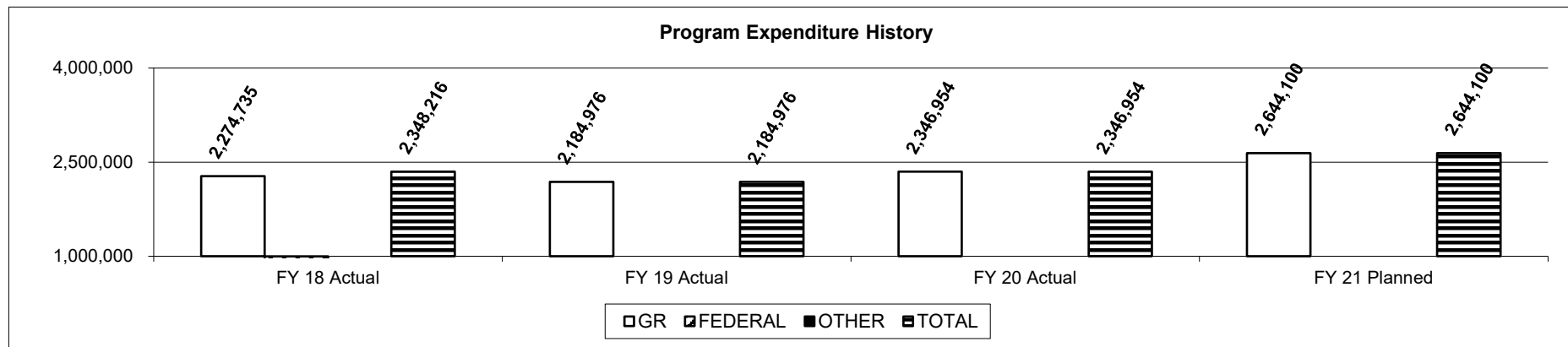
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**2d. Provide a measure(s) of the program's efficiency.**



**3. Provide actual expenditures for the prior three fiscal years and planned expenditures for the current fiscal year. (Note: Amounts do not include fringe benefit costs.)**



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**4. What are the sources of the "Other " funds?**

N/A

**5. What is the authorization for this program, i.e., federal or state statute, etc.? (Include the federal program number, if applicable.)**

Chapter 217.015 RSMo.

**6. Are there federal matching requirements? If yes, please explain.**

No.

**7. Is this a federally mandated program? If yes, please explain.**

No.