

SEMIANNUAL REPORT

July 1, 2025 – December 31, 2025

Prepared by

Geoff Britton

NDCS Chief Inspector



NEBRASKA

DEPT OF CORRECTIONAL SERVICES

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Introductionⁱ

On behalf of the Nebraska Department of Correctional Services (NDCS), we are pleased to publish the second semiannual report (SAR) prepared by the Office of the NDCS Chief Inspector.

The SAR promotes transparency, an integral part of integrity. Integrity is foundational to correctional operations, not merely an aspirational ideal. Without integrity, public trust cannot be earned, nor should it be expected.

Unlike other agencies, correctional organizations have a unique responsibility. Our authority over incarcerated individuals demands consistent and ethical operations. Anything less places incarcerated individuals, and therefore the public, at risk. As such, team members at NDCS are expected to act with the highest level of integrity.

Integrity in the correctional setting does not only mean doing the right thing; it means doing the right thing under pressure, duress, or when no one is watching. It insists on refusing shortcuts, rejecting inappropriate relationships, reporting misconduct, and compliance with policy and law. It is characterized by honest, accurate, and transparent decision-making, all paramount to correctional occupations. Integrity is not optional.

When allegations arise, timely action is necessary. Prompt, thorough, and impartial investigations protect everyone, including institutional integrity. Addressing concerns swiftly is not punitive; rather, it defends confidence and promotes best practice.

Accordingly, we offer this second semiannual report to provide transparency across our operations and reaffirm our unwavering dedication to integrity.



Report a concern
/ commendation

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Facilities

The Nebraska Department of Correctional Services (NDCS) operates a diverse array of facilities across the state, each designed to address specific security levels and rehabilitation needs of our incarcerated population.



Acronym

Facility Name

CO	Central Office
CCL	Community Corrections Center - Lincoln
CCO	Community Corrections Center - Omaha
NCW	Nebraska Correctional Center for Women
NCY	Nebraska Correctional Youth Facility
NSP	Nebraska State Penitentiary
OCC	Omaha Correctional Center
RTC	Reception and Treatment Center
TSC	Tecumseh State Correctional Institution
WEC	Work Ethic Camp

Population Table

These tables show the Average Daily Population (ADP) by facility for incarcerated individuals housed within NDCS facilities for fiscal year 2024 and 2025.

Average Daily Population (ADP) by Facility Fiscal Year 2025					
Facility	ADP	Operational Capacity	% Operational Capacity	*Bed Capacity	% Bed Capacity
CCL	580	575	100.89%	660	87.89%
CCO	174	113	153.72%	179	97.04%
NCW	326	344	94.80%	420	77.64%
NCY	69	95	72.53%	141	48.87%
NSP	1287	1023	125.79%	1352	95.18%
OCC	782	495	157.98%	789	99.11%
RTC	1369	1105	123.86%	1250	109.50%
TSC	1042	1200	86.80%	938	111.04%
WEC	184	125	147.04%	200	91.90%
Total	5812	5075	115%	5929	98%

Average Daily Population (ADP) by Facility Fiscal Year 2024					
Facility	ADP	Operational Capacity	% Operational Capacity	*Bed Capacity	% Bed Capacity
CCL	587	575	102.09%	660	88.94%
CCO	175	113	154.87%	179	97.77%
NCW	310	344	90.12%	420	73.81%
NCY	76	95	80.00%	141	53.90%
NSP	1287	1023	125.81%	1352	95.19%
OCC	791	495	159.80%	789	100.25%
RTC	1438	1105	130.14%	1250	115.04%
TSC	1025	1200	85.42%	938	109.28%
WEC	191	125	152.80%	200	95.50%
Total	5880	5075	116%	5929	99%

*Bed capacity does not include beds designated for specialized or limited-use purposes, such as restrictive housing or medical/mental-health-related placements. *

Nebraska statute defines operational capacity as 125 percent of the capacity for which the facility was originally designed (Neb. Rev. Stat. § 83-961). For Fiscal Year 2025 the ADP for NDCS is 115 percent of operational capacity. NDCS also relies on bed capacity, which is set by the director and reflects the number of people a facility can realistically manage. For Fiscal Year 2025, the average daily population for NDCS is 98 percent of bed capacity.

Nebraska law also defines an overcrowding emergency as occurring when the inmate population exceeds 140 percent of operational capacity (Neb. Rev. Stat. § 83-962). NDCS continues to monitor population levels in relation to these statutory definitions to ensure safe and effective management of the system.

Constituent Services¹



A strong constituent services model within our agency further enhances oversight by providing clear avenues for reporting concerns. This model handles inquiries fairly and efficiently, encourages individuals to voice concerns without fear of retaliation, and reinforces institutional accountability. By establishing transparent and accessible reporting mechanisms with an independent review process, our facilities can promote policy compliance and improve conditions, ensuring that any internal and external constituent has access to express their concerns.

Overview

The Nebraska Department of Correctional Services (NDCS) constituent services is a process that was implemented in January of 2025. This enables the Office of the NDCS Chief Inspector to independently ensure concerns are addressed and generate valuable data for areas of improvement. Internal communication deconfliction processes have been instituted across facilities, providing prompt, consistent, and reliable responses to public inquiries. Facilities have identified designees to address facility-specific inquiries, supporting effective constituent communications.

Constituent data enables our office to identify concerns that the public, incarcerated individuals, and stakeholders raise. Additionally, we document responses to constituents, which create institutional insights and promote consistent communication.

Identifying improvement opportunities, our office created avenues for reporting concerns directly on the agency's website. Concerns submitted are sent to the Office of the NDCS Chief Inspector, recorded, routed to the appropriate team members for resolution, and tracked.

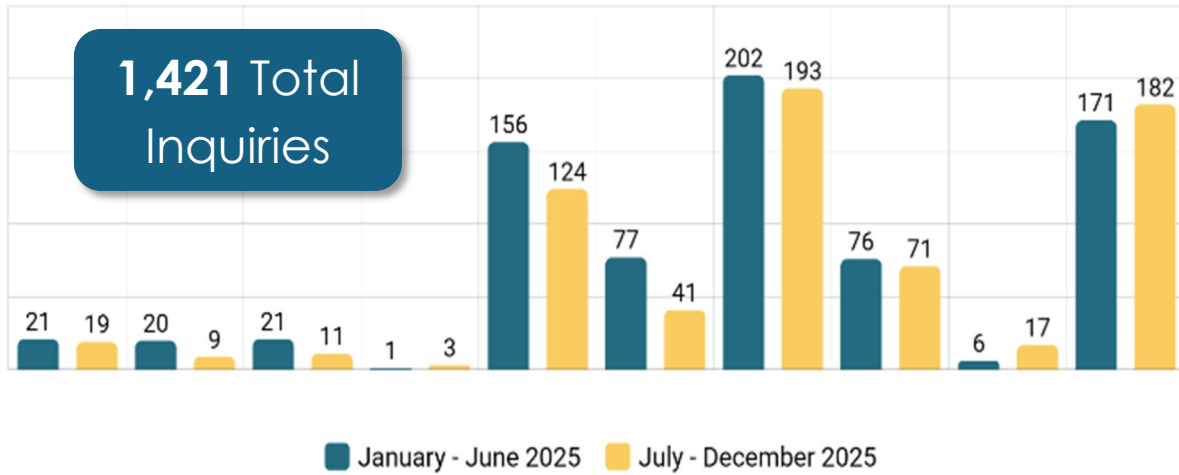
¹ Section data provided by the Office of the NDCS Chief Inspector.



Outcomes

Constituent Request by Facility and Reporting Period

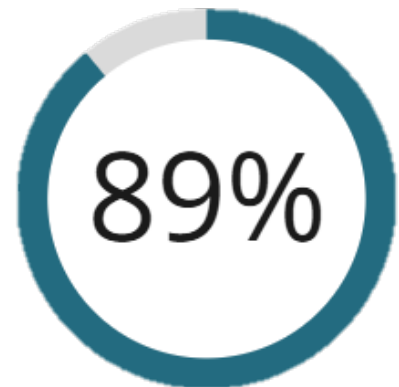
Year 2025 (12 Months)



Seven of the nine facilities that received constituent concerns saw a decrease between the two periods. This reduction is **linked to standardized constituent-service processes and improved staff interactions**, which have collectively lowered the volume of concerns at most facilities.

89% of all concerns submitted have been addressed, with 11% still pending or open at the end of the reporting period in December of 2025.

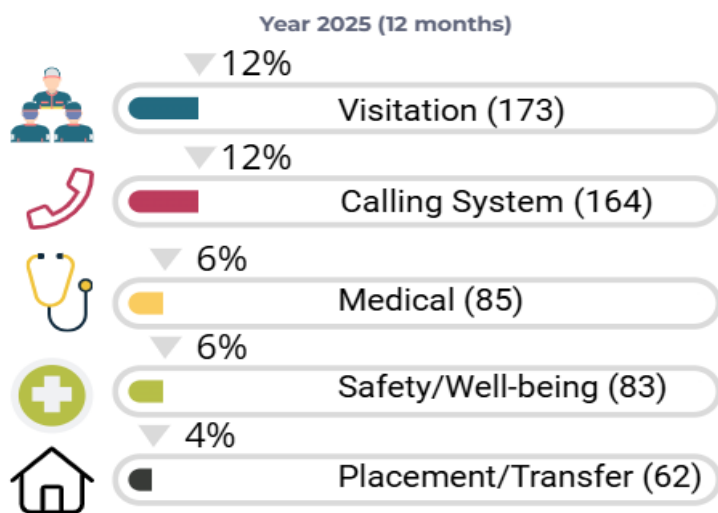
Concerns can either be submitted by incarcerated individuals or the public. **Incarcerated individuals can send correspondence for complaints, while the public can call, email, report a concern on the website, or send letters.**





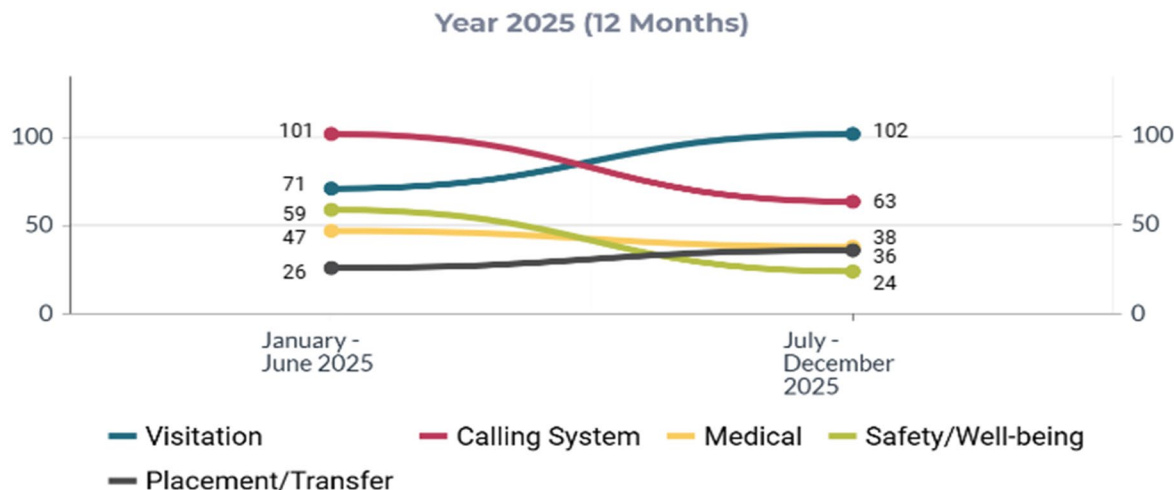
Notable Trends

Top Five Constituent Concerns Agency-wide



Most of the top concerns raised by constituents relate either to the primary ways they interact with incarcerated individuals, such as visitation and telephone communication, or to the individual's general well-being.

Top Five Constituent Concerns by Reporting Period



Calling System, Medical, and Safety/Well-being concerns decreased during the reporting period, suggesting improvements in staff training and in the handling of constituent issues for these areas. In contrast, **Visitation and Placement/Transfer concerns increased**, which aligns with seasonal visitation patterns around the holidays and the transition from WEC to the Department of Homeland Security.



Improvement Opportunities

Based on a data analysis of constituent services, the following sections outline both the opportunities for improvement and the developments that have already been implemented.

Standard Operating Procedures

Constituent services needed a clearly defined operating process. After establishing a foundational system, standard operating procedures were drafted to ensure consistent operations. Solidifying the constituent services process with a standard operating procedure ensures that team members assigned to constituent communications can uniformly operate constituent services. Furthermore, solidifying operations allows a standardized base for which improvements can be integrated in the future.

Continued Constituent Tracking

Tracking constituent concerns has enabled NDCS to address nearly 90% of all submitted concerns. Additionally, while improving constituent response, gathering data on recurring constituent concerns allows the agency to proactively improve constituent experiences by addressing recurring issues. In July of 2026, Constituent Services will have tracked long enough to provide a full range of data, enabling the department to begin solidifying constituent trends and confront issues based on identified concerns.

Grievances²



The grievance process plays a crucial role for the population in ensuring fairness, accountability, and transparency within our facilities. Grievances can address issues ranging from team members' conduct or living conditions to violations of their rights. Grievances provide incarcerated individuals with a formal way to communicate concerns to be investigated and addressed accordingly. Operationally, grievances serve as a management tool that helps identify trends, provide administrative remedies for complaints, reduce conflict, and improve policy.

Overview

Grievances are an administrative tool that provides incarcerated individuals with an accessible avenue to express complaints and seek resolutions. However, disciplinary actions, issues outside of NDCS's control, and classification decisions may not be addressed through this process. Since October 2024, NDCS began implementing a project to move from paper to electronic grievance submissions. The transition to the new electronic process was completed in January 2025.

Types of grievances:

Regular Grievances: This process starts at the unit level, can escalate to the warden, and finally to the director. The director's decision is final.

Emergency Grievances: These address issues that pose a substantial risk of serious harm to an incarcerated individual and need a quick resolution which can be escalated from level one to two, or three, if necessary.

Sensitive Nature Grievances: These can be sent directly to the director. The incarcerated individual must explain the need to bypass the regular process. There is no further internal escalation for this type of grievance (only level one grievance).

Grievance levels:

Level One Grievances, formerly called Informal grievances, are submitted at the unit level.

Level Two Grievances, formerly called step one grievances, are submitted at the warden/ designee level.

Level Three Grievances, formerly called step two grievances, are submitted at the director/ designee level.

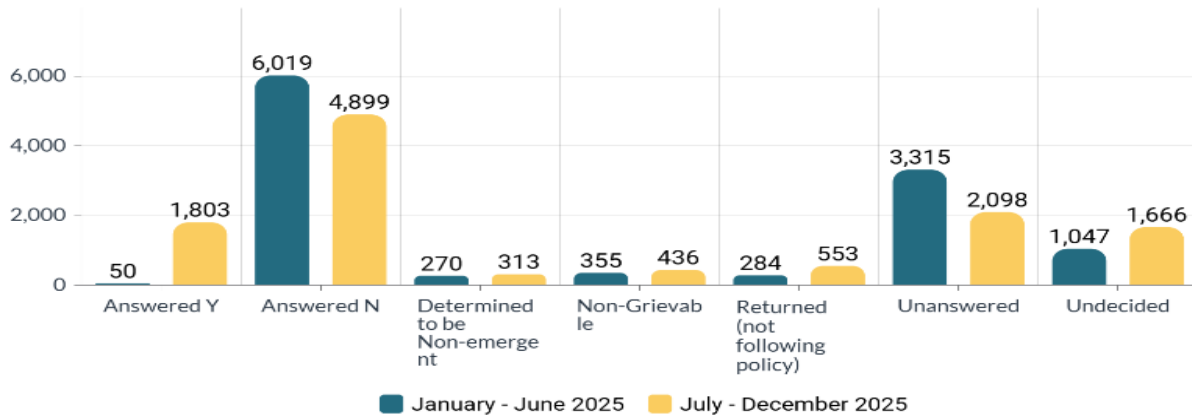
² Section data provided by Nadine Forgey, Deputy Inspector – Grievances.



Outcomes³

Grievance Response Results by Reporting Period

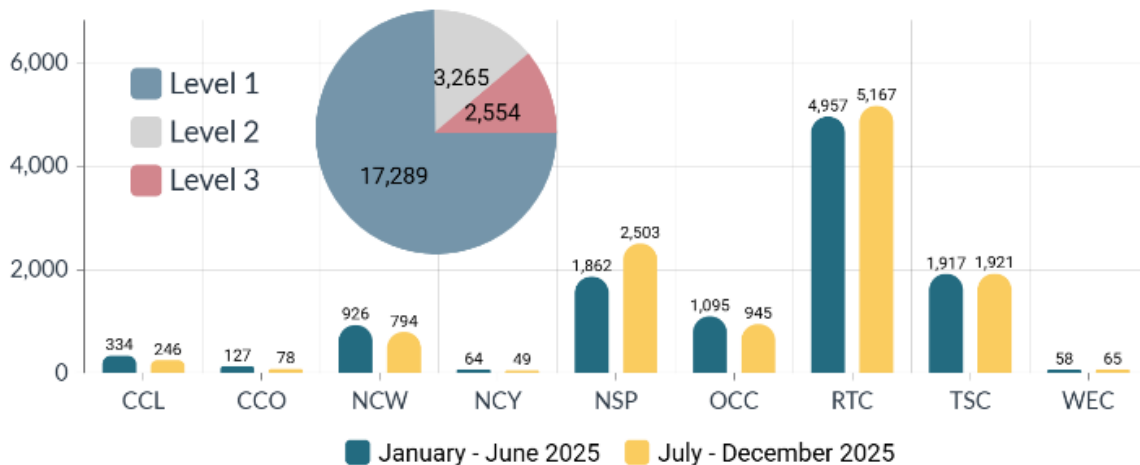
Year 2025 (12 Months)



Answered Y indicates that the grievance was either resolved in favor of the incarcerated individual or that the requested action could be accommodated, even if the underlying issue was not found to be improper. The frequency of 'Answered Y' responses increased between reporting periods.

Grievances by Facility and Level

Year 2025 (12 Months)



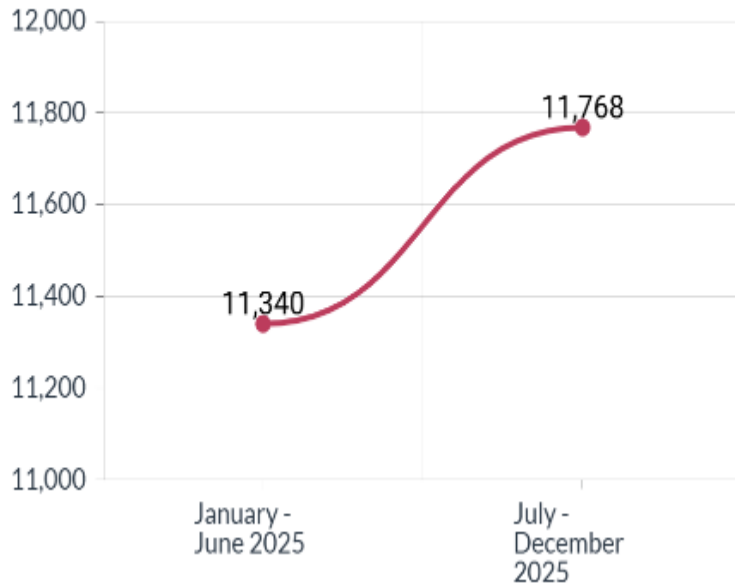
³ Section data excludes activity occurring at WEC after the facility's transition to the Department of Homeland Security on 10/11/2025.



Notable Trends

Total Grievances by Reporting Period

Year 2025 (12 Months)



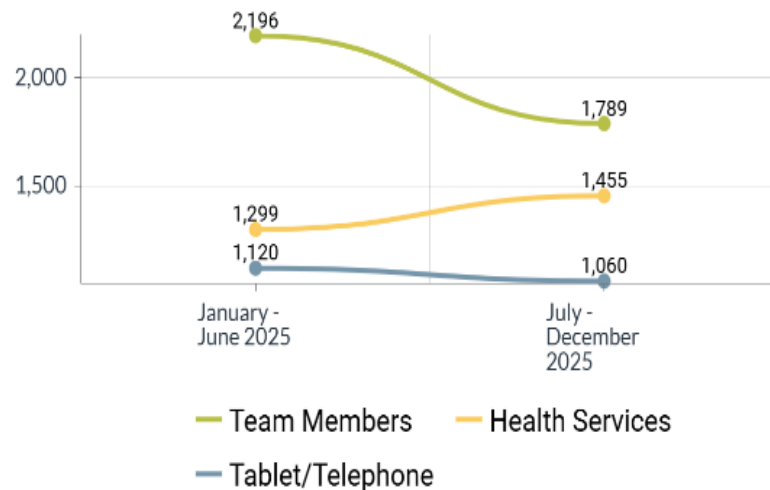
23,108 Total Grievances

In the previous SAR, grievances were recorded at each level of escalation, which caused some to be counted multiple times. In the current SAR, **grievances are recorded only at the highest level reached**, eliminating duplicates and providing a clearer representation of overall grievance activity.

Grievances related to **Team Members** and **Table/Telephone** issues declined between reporting periods; however, **Health Services-related** grievances increased.

Top Three Grievance Categories by Reporting Period

Year 2025 (12 Months)





Improvement Opportunities

Based on a data analysis of grievances, the following sections outline both the opportunities for improvement and the improvements that have already been implemented.

Grievance Training

As the rollout of the electronic grievance process unfolds, training continues to be held for both incarcerated individuals and team members. These training courses allow team members and incarcerated individuals alike to utilize the grievance system with proficiency. For team members, nine training sessions were held within the reporting periods, resulting in 58 additional trained team members. For incarcerated individuals, four initial training sessions were held at NCY, NSP, RTC, and TSC on an as-needed basis at the request of facility administrators. Administrators retain the ability to request training for incarcerated individuals, and both team members and incarcerated individual training is expected to continue in the future.

Grievance Staffing

A Grievance Case Manager has been hired at RTC and has received one-on-one training with the Agency Grievance Administrator. Hiring a new Grievance Case Manager allows for more detailed and prompt responses going forward. In addition to one-on-one training, facilities receive impromptu training from the Agency Grievance Administrator weekly, ensuring team members working on grievances receive adequate support. Currently, NSP, RTC, and TSC have dedicated Grievance Case Managers.

Grievance Policy Updates

Along with training, the agency's grievance policy was updated to reflect the electronic grievance process. Changing policy codifies the new process into official policy. Additionally, new manuals were issued to the population explaining how to use the electronic grievance process. These transparent measures ensure that team members and incarcerated individuals have the most relevant information on grievances.

Disciplinary Appeals⁴



The disciplinary appeals process for the population is an important mechanism for ensuring fairness, accountability, and justice within our facilities. When an incarcerated individual challenges institutional decisions or discipline, the appeals process offers a structured way to review, and potentially correct actions taken by facility team members or administrators.

Overview

The Nebraska Department of Correctional Services (NDCS) has two disciplinary mechanisms that allow the agency to enforce institutional rules. The more informal hearing process is the Unit Disciplinary Committee (UDC) and is responsible for hearing minor rule violations. Because of its informal nature, the UDC cannot impose loss of good time. The Institutional Disciplinary Committee (IDC) is the more formal hearing system. The IDC has authority to adjudicate more serious rule violations and can impose stricter sanctions, to include loss of good time when appropriate.

Due to the authority to impose stricter sanctions, IDC offers greater due process protections, such as the right to have a representative, the right to twenty-four hours' notice of the hearing and charges, the right to appear, and the right to present a defense.

If an incarcerated individual feels their IDC hearings were conducted unfairly, they may appeal the disposition of their hearing. Once appealed, an independent appeals board analyzes the record including evidence relied upon, the findings of fact, due process, and the impartiality of the decision-making process to determine the disposition of the appeal.

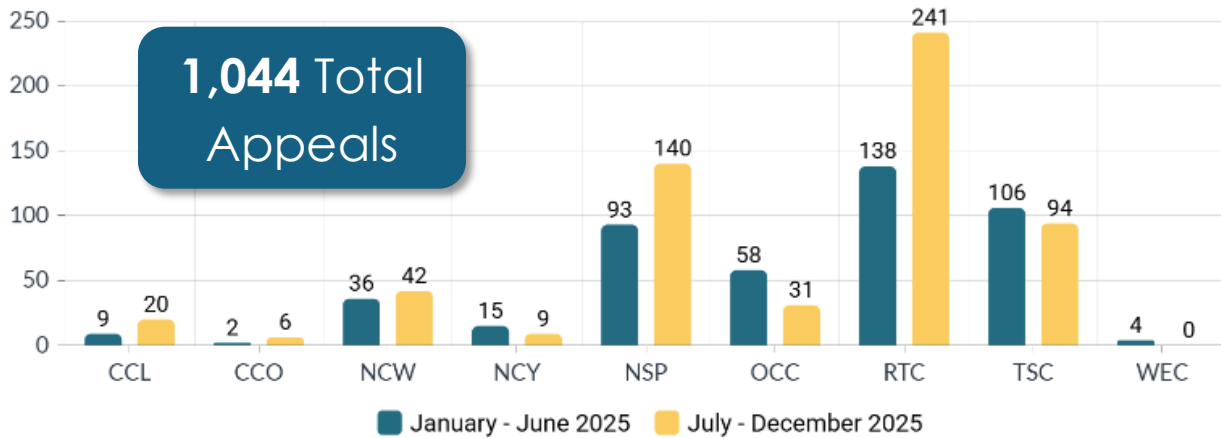
⁴ Section data provided by Skyler Saathoff, Deputy Inspector – Disciplinary Appeals.



Outcomes⁵

Disciplinary Appeals by Facility and Reporting Period

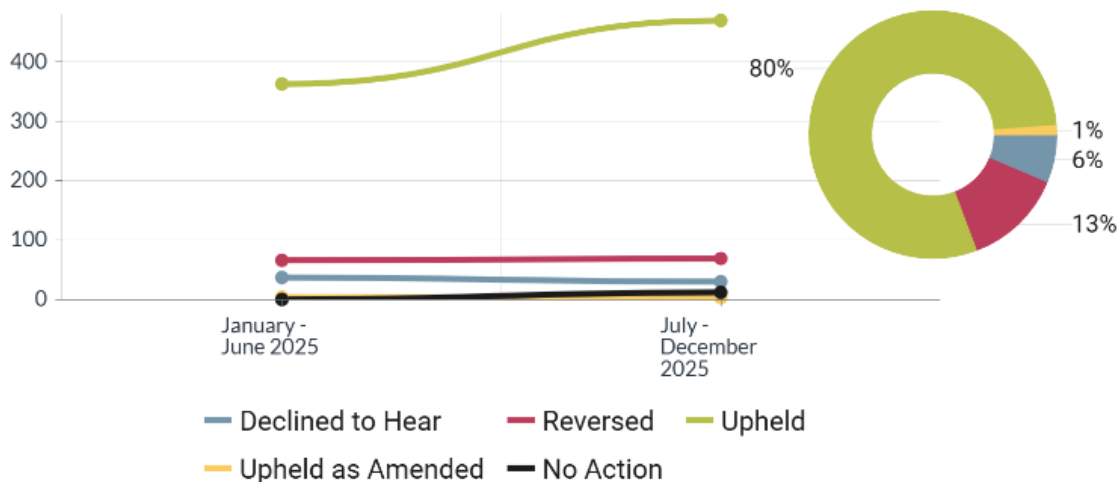
Year 2025 (12 Months)



Despite an increase in appeal submissions, **only upheld appeals violations showed growth, with all other outcome categories remaining steady.** This trend reflects a disciplinary process that is addressing violations appropriately.

Appeals Results by Violation and Reporting Period

Year 2025 (12 Months)

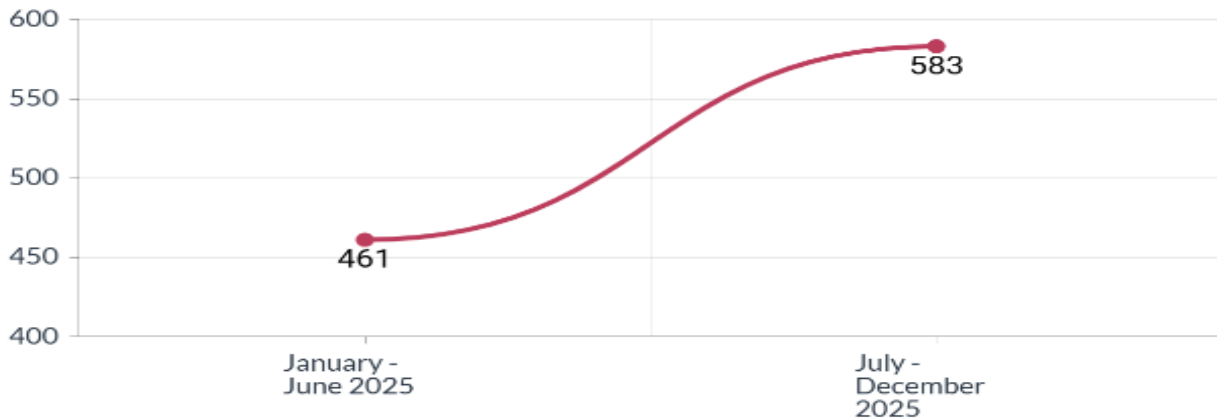


⁵ Section data excludes activity occurring at WEC after the facility's transition to the Department of Homeland Security on 10/11/2025.



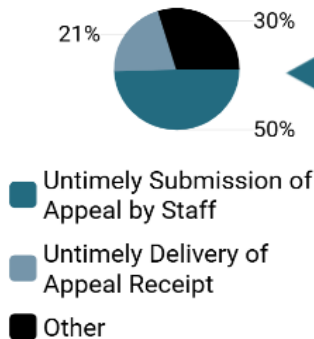
Notable Trends

Disciplinary Appeals by Reporting Period Year 2025 (12 Months)



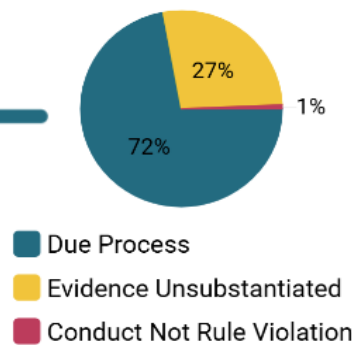
Due Process Reversals

Year 2025 (12 Months)



Reasons for Reversal

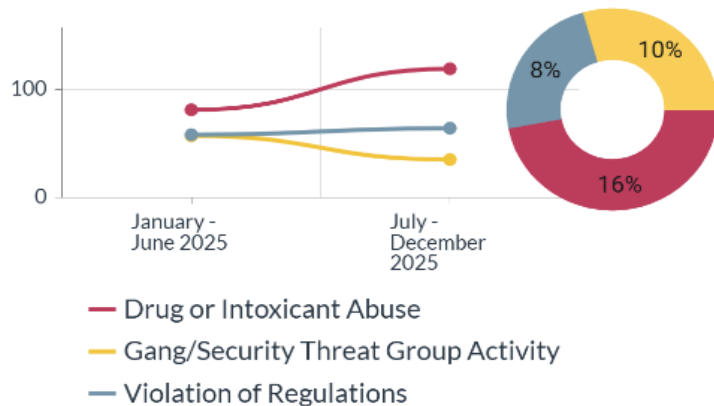
Year 2025 (12 Months)



Most violation reversals (72%) were due process related. Fifty percent of due process related reversals were because team members **did not submit an appeal within the required 10-day period.**

The increase in 'Drug or Intoxicant Abuse' appeals is largely attributable to the enactment of LB 591 in 2025, which authorized confirmation testing for drug-related contraband after a presumptive test is conducted.

Most Appealed Violations by Reporting Period Year 2025 (12 Months)





Improvement Opportunities

Based on a data analysis of disciplinary appeals, the following sections outline both the opportunities for improvement and the improvements that have already been implemented.

Institutional Disciplinary Committee Meetings

Every institution within NDCS has an IDC. This committee is comprised of multiple team members who serve as IDC Chairs, the individuals who decide hearing outcomes, and the IDC Coordinators, the individuals who schedule all IDC related activities and record hearings. IDC Coordinators are specialized team members with extensive knowledge of institutional rules and IDC functions. Beginning in April of 2025, a quarterly meeting was established between all IDC Coordinators across the agency. These meetings have encouraged valuable information sharing, consolidation of practices, and conformity in operations between institutions.

Amending Charges System Safeguards

Along with conducting regular meetings, the system where IDC hearings are entered experienced some needed upgrades. In response to deficiencies identified by the Office of the Public Council, timestamps were added to charges within the NICaMS system. These timestamps allow individuals to see exactly when and who added charges, which protects incarcerated individuals' right to 24 hours' notice of charges. Furthermore, increased transparency makes it easier for reviewing bodies to determine if due process rights were honored.

NDCS Disiplinary Appeals Board

The NDCS Disiplinary Appeals Board has historically been comprised of high-level executive facility team members. While experienced, these team members regularly interact with the population. These interactions prohibit them from processing appeals at their institutions and could unintentionally give them knowledge of an event beyond the original hearing record. To mitigate this potential, the agency has begun migrating the Disiplinary Appeals Board to Central Office administrative team members. Doing so will allow for a more impartial review of disciplinary records and limit the appearance of bias.

Use of Force Monitoring⁶



The Office of the NDCS Chief Inspector monitors use of force incidents, use of force training, use of force policies and reviews all complaints of excessive use of force. The NDCS Chief Inspector also serves as an Ad Hoc member of the NDCS Use of Force Review Committee whenever needed.

Overview

Within the Nebraska Department of Correctional Services (NDCS), use of force is the response to an incident where physical intervention is necessary to protect, resolve, or minimize conflict. The agency takes great care in training team members on the use of force continuum, emphasizing de-escalation tactics as the primary, and first, avenue for resolving incidents. When the incident merits further intervention, team members are trained to use only the amount of force necessary to resolve the incident. This intentional approach to using force empowers team members to resolve situations with reduced physical harm potential.

The next section highlights pertinent use of force statistics. Subsequent sections will discuss improvement opportunities based on those statistics.

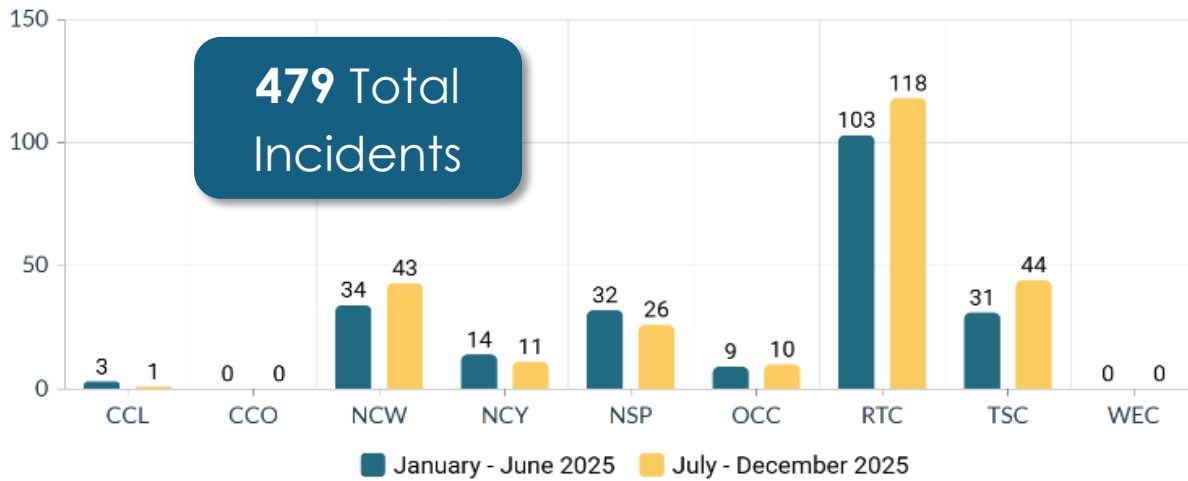
⁶ Section data provided by Eric Staiger, Agency Security Administrator.



Outcomes⁷

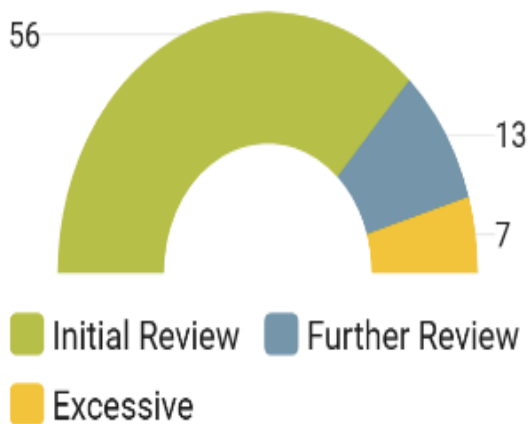
Use of Force Incidents by Facility and Reporting Period

Year 2025 (12 Months)



Use of Force Reviews

Year 2025 (12 Months)



Of the 479 incidents, **56 were reviewed by the Central Office UOF Review Committee.** Of those 56, 13 were forwarded to additional executive team members for review, and **seven were deemed excessive based on their review.** Deemed excessive means the force used did not align with department expectations or policy. **In such incidents, the report is forwarded to the appropriate administrative team members for corrective action.**

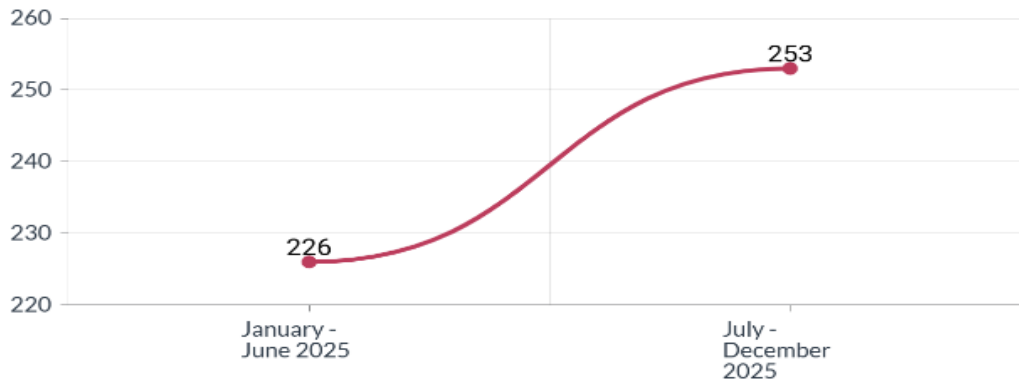
⁷ Section data excludes activity occurring at WEC after the facility's transition to the Department of Homeland Security on 10/11/2025.



Notable Trends

Use of Force Incidents by Reporting Period

Year 2025 (12 Months)



Use of Force incidents showed a slight increase between reporting periods. This change may reflect shifts in operational demands, facility activity levels, or other contextual factors that influence incident frequency.

56 Total Reviews

Use of Force Reviews increased between reporting periods, mirroring the rise in incident frequency. This trend indicates a sustained commitment to UOF oversight.

Use of Force Reviews by Reporting Period

Year 2025 (12 Months)





Improvement Opportunities

Based on a data analysis of use of force incidents, the following sections outline both the opportunities for improvement and the improvements that have already been implemented.

Use of Force Review Process Updates

During the review period, the use of force review template used by the Central Office Review Committee to conduct the agency's monthly use of force reviews was updated. Completed committee reviews were shared with facility leadership during this reporting period to support consistent application of lessons learned. The review process was also enhanced to ensure coverage for facilities that do not routinely experience Use of Force incidents. When a Use of Force occurs at these locations, Central Office completes an automatic review as part of the monthly process to ensure that improvement opportunities are applied consistently across the agency.

Documentation Improvements

Strengthening timeliness, completeness, and reviews for use of force documentation remains an agency priority. Sustained emphasis is also placed on building middle manager capability so initial facility-level reviews are complete and include all documentation required by policy. To support this effort, Significant Incident Report training was conducted and completed with 175 team members during the reporting period to improve the accuracy and completeness of these reports. Continued cross-facility sharing of improvement opportunities remains ongoing and will be reinforced through the review and feedback process.



UOF NiCaMS Integration

In partnership with IT Contractor Leth, Wardens Lewien, Diltz, Folts-Oberle, Gable, Deputy Director Madsen, Deputy Wardens Freese and Drescher, and Chief Inspector Britton, an avenue for tracking both Use of Force data and Group Violence Reduction Strategies has been created in NiCaMS. Centralizing this information in one system supports efficient and timely incident review, helps team members identify documentation gaps more quickly, and strengthens overall data tracking and trend analysis. In addition to these benefits, the initiative promotes better use of agency resources by reducing the number of supplies, particularly paper, required for reviewing incidents.

NDCS Medical Monitoring⁸



Monitoring medical services is crucial to ensuring that facilities provide the community standard of care to incarcerated individuals. Oversight ensures that the medical needs of individuals are met effectively and ethically. To support this process, the Nebraska Department of Correctional Services (NDCS) selected a Registered Nurse (RN) - Deputy Inspector in August 2025. The RN - Deputy Inspector serves as a specialized clinical expert, reporting directly to the NDCS Chief Inspector, to provide independent oversight of healthcare services and ensure the community standard of care is upheld.

Overview

Health service monitoring is crucial to ensuring that our facilities provide the community standard of care. Oversight reinforces that medical needs are met effectively and ethically. The primary scope of this role involves investigating allegations of medical negligence, grievances, and team member performance, specifically focusing on the prevention of fraud, waste, and abuse or neglect of incarcerated individuals. To achieve this, the RN – Deputy Inspector conducts comprehensive audits, investigations, interviews, and collects evidence as well as analyzes complex records to develop factual, detailed reports that offer recommendations for administrative action or possible referral to the NDCS Criminal Investigations and Intelligence Division or the Nebraska State Patrol.

Beyond investigative functions, this position serves as a resource for the NDCS legal team, executive team, and partners within health services on matters relating to nursing practice. This multifaceted position necessitates a foundation in nursing theory, clinical practice, safety and infection prevention as well as an understanding of medical and legal standards, regulatory and accreditation standards, and state and federal laws. The implementation of this role will enhance operational effectiveness, compliance, and improve agency-wide transparency.

⁸ Information provided by Jordan Tjaden, RN – Deputy Inspector.

Internal Investigation Monitoring



Monitoring internal investigations is vital for fostering transparency, accountability, and fairness within our agency. This oversight ensures all investigations are prompt, impartial, and thorough, building public trust and reducing legal liability. It promotes a culture of accountability, encouraging employees to uphold ethical standards and to report misconduct.

Workplace Harassment Prevention⁹



The process of monitoring workplace harassment investigations serves three essential purposes, which include: maintaining compliance standards, safeguarding team members, and building an environment based on accountability. The system guarantees proper investigation of all harassment claims and demonstrates the organization's dedication to harassment prevention.

Prison Rape Elimination Act (PREA) Complaint Monitoring¹⁰



The monitoring of PREA related complaints or incidents in our facilities serves three main purposes, which include: maintaining compliance standards, safeguarding at-risk populations, and creating safer environments. The system ensures complete investigation of PREA-related claims while maintaining accountability standards and upholding facility-wide sexual assault/abuse prevention efforts.

Criminal Investigation Monitoring¹²



Monitoring criminal investigations is crucial for ensuring due process, protecting the rights of individuals, and upholding the integrity of NDCS criminal investigations. This ensures that criminal investigations are conducted ethically and legally, reinforcing our commitment to justice and encouraging the public to have greater confidence in our agency.



Workplace Harassment Prevention Overview

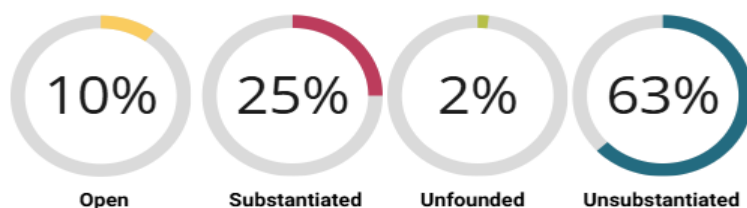
The Nebraska Department of Correctional Services (NDCS) takes Workplace Harassment (WPH) allegations seriously, providing protection and support for all team members. The department has trained WPH investigators at all facilities who address reported WPH allegations. Furthermore, NDCS regularly updates investigative expectations for WPH-related incidents, ensuring each case is afforded proper attention and resolved appropriately. NDCS tracks outcomes across many defined areas in these administrative cases. When appropriate, NDCS uses formal discipline relative to the nature and severity of the incident. These forms of discipline and investigative procedures ensure WPH is addressed to facilitate a more inclusive and positive work environment.

The next sections highlight the pertinent WPH statistics. Subsequent sections will discuss improvement opportunities based on those statistics.

Outcomes

Case Outcomes by (%)

Year 2025 (12 Months)



97 WPH Reports

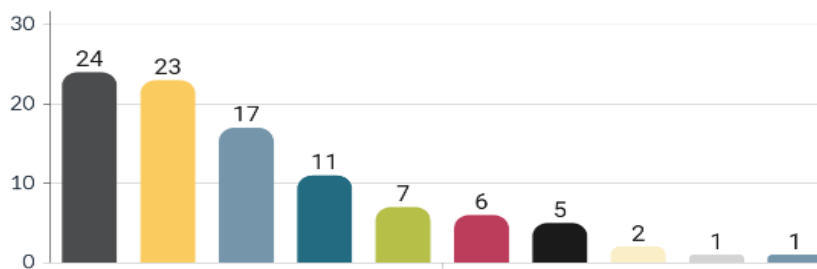
Twenty-four (25%) cases were substantiated, while two (2%) were unfounded, 61 (63%) were unsubstantiated, and ten cases (10%) remain open.

WPH reports fall into two overall categories: **sexual harassment and harassment involving protected characteristics outlined in state statute.**

Case Types

Year 2025 (12 Months)

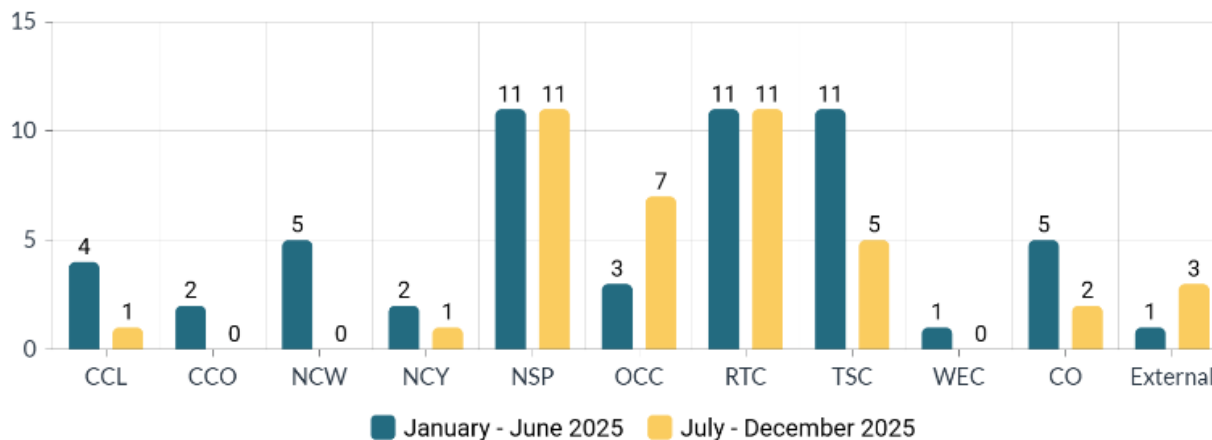
- Conduct of a Sexual Nature
- Gender/Sex
- Race
- Unwelcome Sexual Advances
- National Origin
- Disability
- Age
- Religion
- Color
- Genetics





WPH Cases by Facility and Reporting Period

Year 2025 (12 Months)

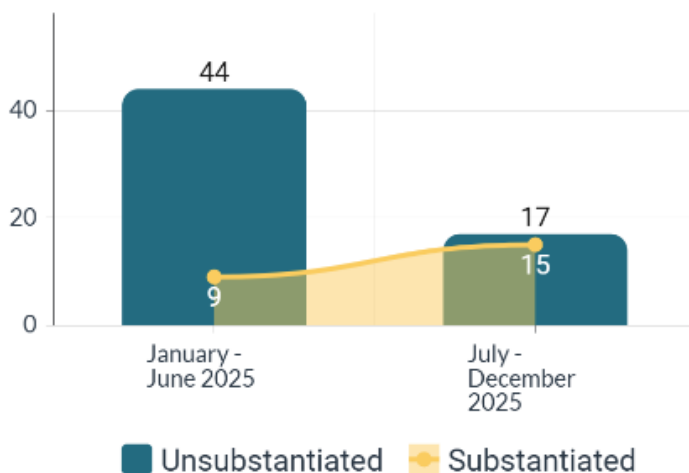


Nine of the eleven locations saw workplace harassment cases either decline or hold steady between reporting periods, indicating meaningful progress toward healthier work environments.

Notable Trends

WPH Outcomes by Reporting Period

Year 2025 (12 Months)



Unsubstantiated cases decreased while substantiated cases increased, showing that investigations are producing clearer and more reliable results.

Statement of Charges (SOC) issuances increased from 14 to 16 across the reporting periods. In some instances, the SOC addressed conduct unrelated to the initial WPH allegation.



Improvement Opportunities⁹

Based on a data analysis of WPH investigations, the following sections outline both the opportunities for improvement and the improvements that have already been implemented.

Case Tracking

Data is necessary for quality assurance. Without it, determining if cases have been handled within the appropriate timeline and with sufficient detail becomes more difficult. Workplace harassment monitoring has recently revamped the way data is tracked, allowing the department to improve the timeliness of investigations. Continuous data tracking with the updated system will provide greater insight and improved quality assurance to Workplace Harassment-related investigations.

Case Review Improvements

Along with improving the tracking of cases, WPH continues to solicit the help of other senior-level team members to review case reporting. These team members evaluate the quality of the report and ensure that sufficient details are included. As cases continue to be assigned, implementing regular reviews will continue to improve the quality and efficacy of the content. Furthermore, recent investigator trainings have expanded the pool of qualified investigators and enhanced the overall quality of investigations.

⁹ Section data provided by Rich Brittenham, Workplace Harassment Investigation Coordinator.



Prison Rape Elimination Act (PREA) Overview

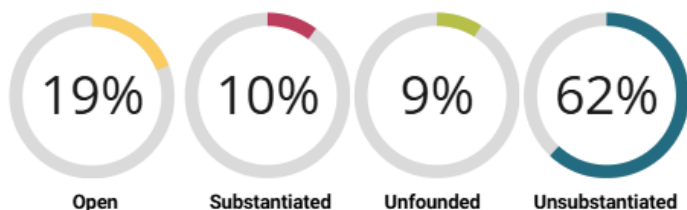
The Nebraska Department of Correctional Services (NDCS) continues to be in full compliance with the law and currently has robust resources to address and protect against sexual misconduct or assault. The Prison Rape Elimination Act (PREA) is a federal law requiring correctional systems to create protective measures against sexual misconduct. Monitoring the PREA processes in our facilities is important for ensuring compliance, protecting vulnerable individuals, and fostering a culture of safety and accountability. This ensures that all sexual abuse and harassment allegations are properly investigated, promoting accountability, reinforcing the facility's commitment to prevent sexual abuse, and encourage team members to uphold ethical standards.

The next section highlights pertinent PREA statistics. Subsequent sections will discuss improvement opportunities based on those statistics.

Outcomes

Case Outcomes by (%)

Year 2025 (12 Months)



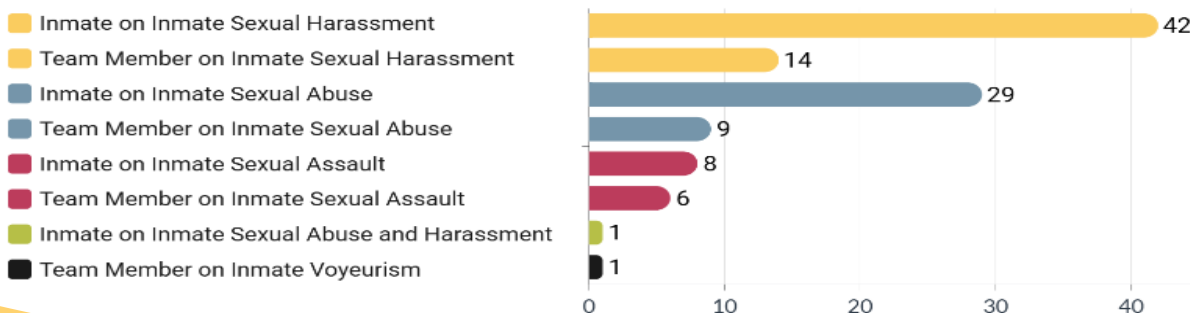
110 PREA Reports

Unsubstantiated reports equaled 68. An additional ten were unfounded, followed by 11 incidents substantiated and 21 cases still ongoing.

“Unfounded” is defined as an allegation that was investigated and determined not to have occurred. **“Unsubstantiated”** is defined as an allegation that was investigated and the investigation yielded insufficient evidence to make a final determination as to whether the event occurred.

Case Types

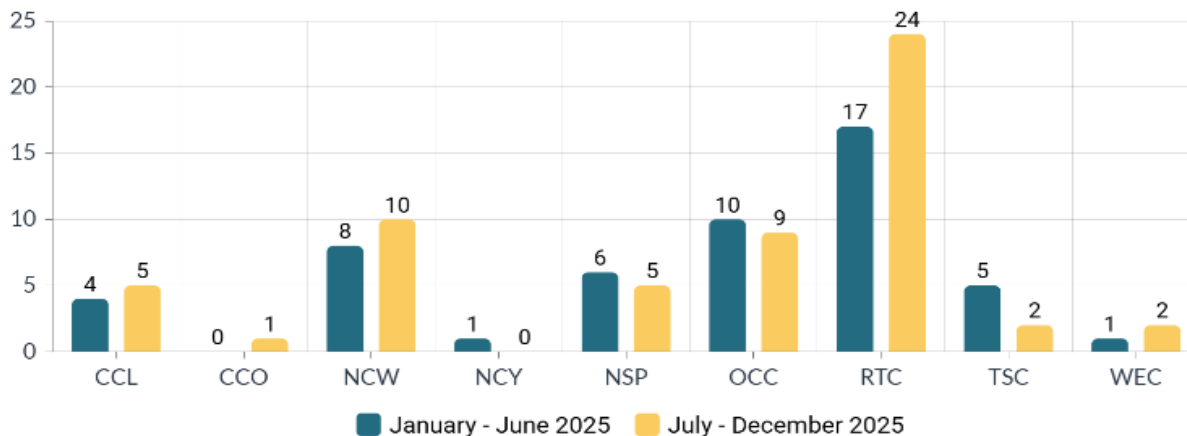
Year 2025 (12 Months)





PREA Cases by Facility and Reporting Period

Year 2025 (12 Months)

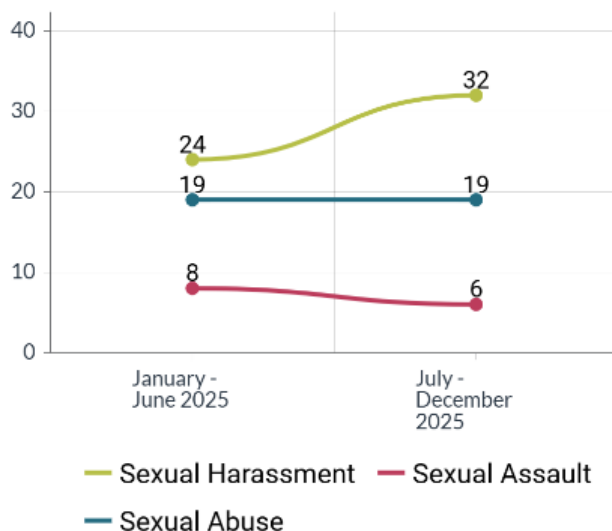


PREA-related **cases increased slightly at five of the nine facilities between reporting periods**, while showing **gradual decreases at the remaining four**.

Notable Trends

PREA Cases by Case Type and Reporting Period

Year 2025 (12 Months)



Sexual Harassment cases showed a gradual increase between reporting periods, **while Sexual Abuse and Sexual Assault cases either remained stable or declined**.



Improvement Opportunities¹⁰

Based on a data analysis of PREA investigations, the following sections outline both the opportunities for improvement and the improvements that have already been implemented.

PREA Audit Improvements

In 2025, six separate PREA audits were conducted at various locations across the agency. During these audits, the following areas of improvement were identified: updating the criteria for contacting the Office of the Public Council, housing youthful female offenders away from adult offenders, ensuring team members of the opposite gender announce their presence on units, ensuring mental and medical team member complete the required four-hour specialized training, and proper screenings within 30 days of admittance. With the audit information, the agency continues to improve compliance in these areas. Additionally, the PREA Coordinator developed a self-auditing process, which was instituted in November of 2025, allowing the agency to proactively track PREA compliance.

PREA Training Development and Implementation

Training in Federal PREA standards is still in development, which will encourage team members to have a broader view of PREA standards. Conducting such training builds a safer environment. In addition to new training, a more intentional focus has been placed on educating incarcerated individuals on PREA rights within the required 30 days of admittance. These educational initiatives will improve knowledge of PREA procedures and standards.

PREA Investigations

Strengthening PREA investigations has been a focal point, supported by new data tracking as of July 2025, which has improved the quality and timeliness of investigations. Furthermore, NDCS has been focused on broadening the pool of qualified investigators, ensuring that investigations are delegated appropriately, and giving team members the ability to focus on a manageable number of investigations.

¹⁰ Section data provided by Danielle Reynolds, PREA Coordinator.



Criminal Investigation Monitoring Overview

The Nebraska Department of Correctional Services (NDCS) refers to criminal investigations as investigations conducted on the population relating to criminal activity. While NDCS strives to maintain a safe environment, criminal activity inevitably happens. When criminal activity occurs, NDCS has a team of dedicated investigators who conduct thorough investigations to hold responsible parties accountable. Investigators in the department handle a variety of cases spanning many topics.

Criminal investigations provide an avenue to hold incarcerated individuals accountable for criminal activity such as serious assaults, trafficking, or other actions where NDCS Institutional Disciplinary Committees are insufficient to address the extent of the activity that occurs. Beyond accountability, investigations allow the department to gather information around the nature of the incident, allowing the agency to better prevent potential criminal activity in the future.

The next sections highlight criminal investigation statistics. Subsequent sections will discuss improvement opportunities based on those statistics.

Outcomes

Case Outcomes by (%)



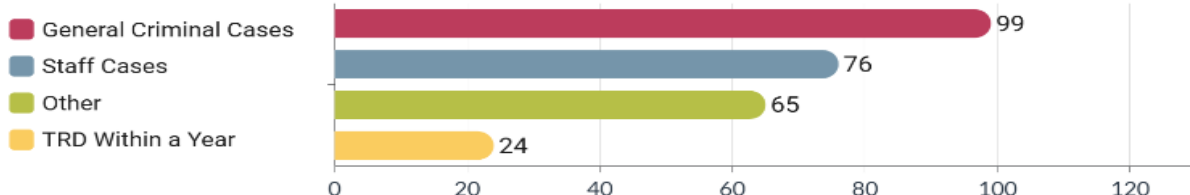
264 Reports

Of the 264 criminal cases, 93 were referred, and 171 were not referred.

The NDCS Intelligence and Investigations Division defines **“Referred”** as an investigation that established probable cause and was sent to the appropriate county attorney for review. **“Not Referred”** is defined as probable cause was not established, so the case was not forwarded to the county attorney.

Case Types

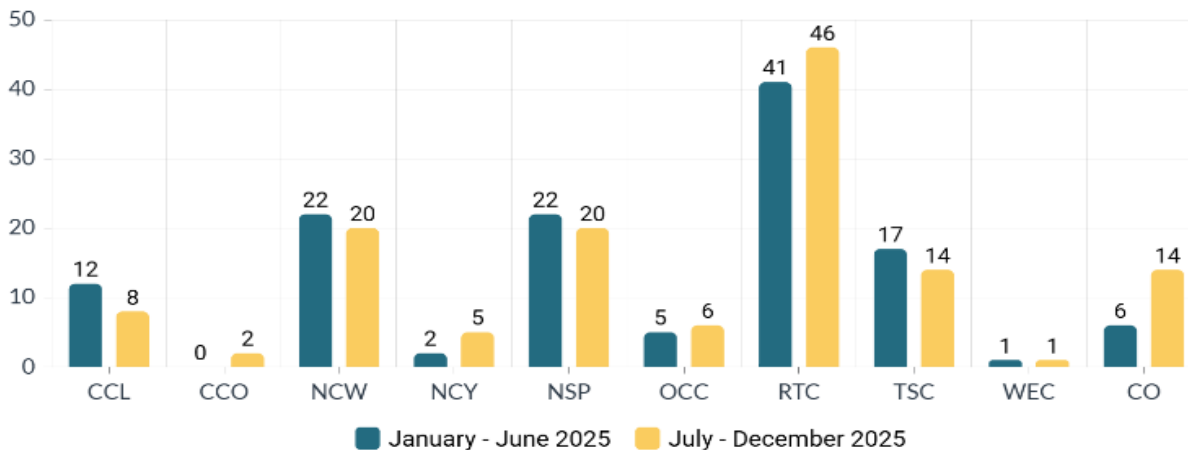
Year 2025 (12 Months)





Criminal Investigations by Facility and Reporting Period

Year 2025 (12 Months)

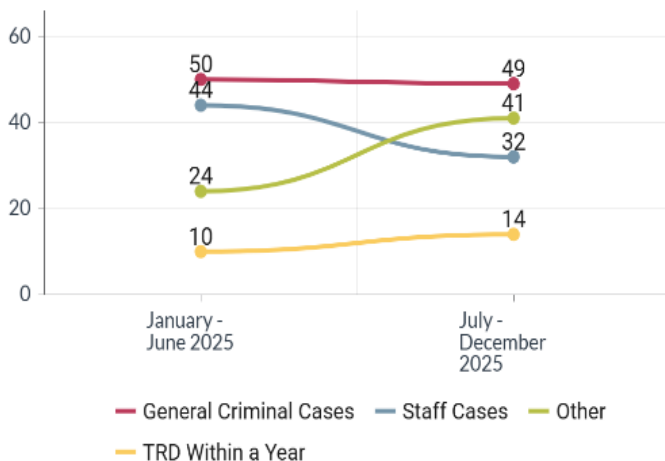


In 2025, enhanced data-tracking capabilities enabled the agency to more effectively monitor case data, such as the frequency of cases at each facility and categories of cases being investigated.

Notable Trends¹¹

Top Categories of Cases by Reporting Period

Year 2025 (12 Months)



*General Criminal and Staff cases declined between reporting periods, while Other and TRD Within a Year cases increased. **This shift indicates that the types of cases under investigation are becoming more complex.***

¹¹ Section data excludes activity occurring at WEC after the facility's transition to the Department of Homeland Security on 10/11/2025.



Improvement Opportunities¹²

Based on a data analysis of criminal investigations, the following sections outline both the opportunities for improvement and the improvements that have already been implemented.

Standard Operating Procedures

Criminal investigations are a unique area of investigation within NDCS. As such, standard operating procedures are being developed that outline the specific role of criminal investigators. These procedures will refine roles and clarify authority pertaining to what NDCS criminal investigators do. Doing so will strengthen criminal investigations, allowing for clarity when conducting investigations of this nature.

Enhanced Internal Communication

Additionally, the team of criminal investigators at NDCS has continued weekly case status reviews, promoting internal accountability and information sharing. Along with improving internal communication, investigators have made it a priority to strengthen communications with facility intel teams and evidence handling team members. These lines of communication ensure cases are handled with quality.

Improved Case Outcomes

Improvements in case quality, along with collaboration from prosecuting bodies, have allowed NDCS to observe more favorable outcomes with cases referred for possible prosecution. A greater number of cases have resulted in further criminal charges, signifying that the work of NDCS criminal investigators is important. Their work holds individuals accountable for performing criminal acts in facilities.

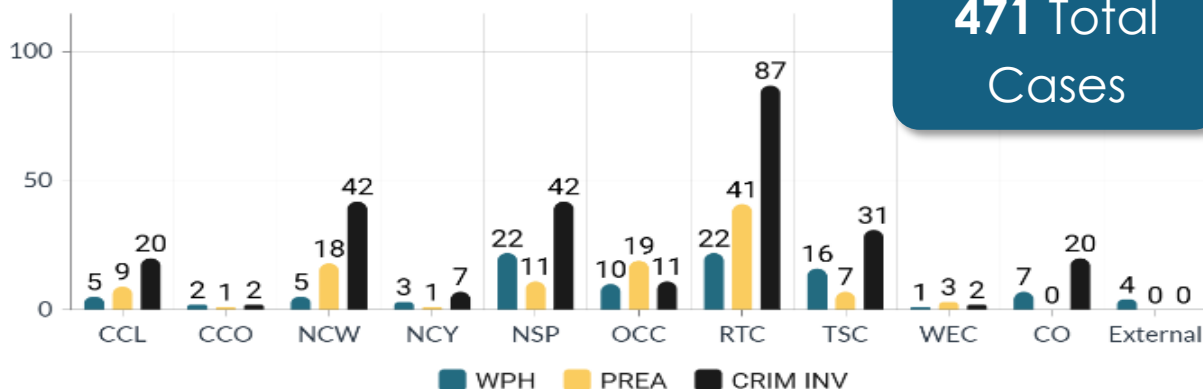
¹² Section data provided by Richard Cruickshank, Assistant Deputy Director - Criminal Investigation and Intelligence Division.



Internal Investigation Monitoring Combined Data

Cases by Facility and Type

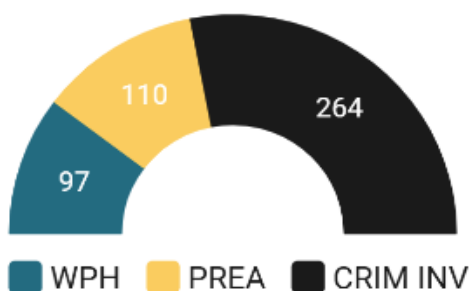
Year 2025 (12 Months)



471 Total Cases

Total Cases by Type

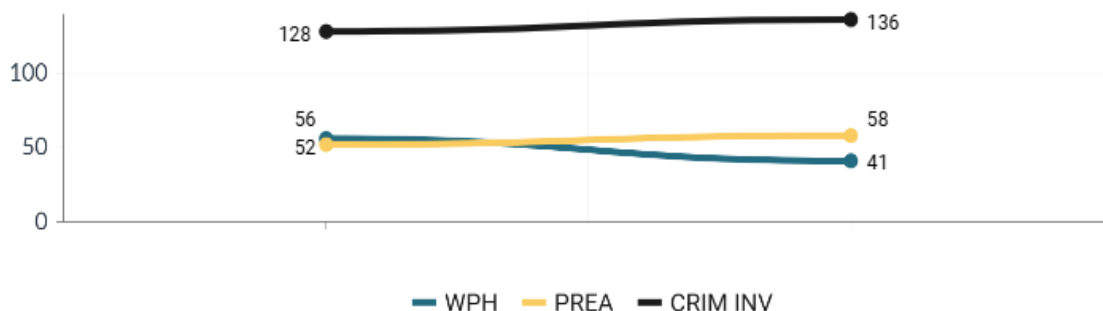
Year 2025 (12 Months)



Workplace Harassment Prevention, Prison Rape Elimination Act (PREA) Complaints, and Criminal Investigations are crucial for ensuring compliance and fostering accountability. While they share common goals, they differ in their specific focus and the populations they aim to protect.

Frequency of Cases by Type and Reporting Period

Year 2025 (12 Months)



Team Member Training Compliance¹³



The Office of the NDCS Chief Inspector tracks and monitors team member training to ensure compliance with established requirements in policy and/or law.

Overview

One of the most important areas of operational focus is our team members. Our agency's strategic plan acknowledges the importance of investing in team members, designating people as a core focus area. As such, keeping team members up to date on training requirements is essential to achieving the agency's goals. Well-trained team members produce greater outcomes, respond more appropriately to incidents, and make our operations run with excellence. NDCS has designated annual training for new and experienced team members alike. New team members undergo extensive pre-service training, which is a combination of in-person, online, and on-the-job training. Veteran team members participate in-service training consisting of a combination of online and in-person refresher courses.

Team members are trained in a multitude of areas and tested annually on many skills to ensure sufficient performance. NDCS trains team members on CPR/AED/First Aid techniques, TAP Defensive Tactics, use of oleoresin capsicum, Americans with Disabilities Act considerations as well as other additional areas. Each training area covers important aspects of the job and equips team members to work with our populations.

The subsequent sections will provide various overviews and facility-specific compliance data related to the completion of annual training for team members. Additional sections will outline improvement opportunities identified through data analysis.

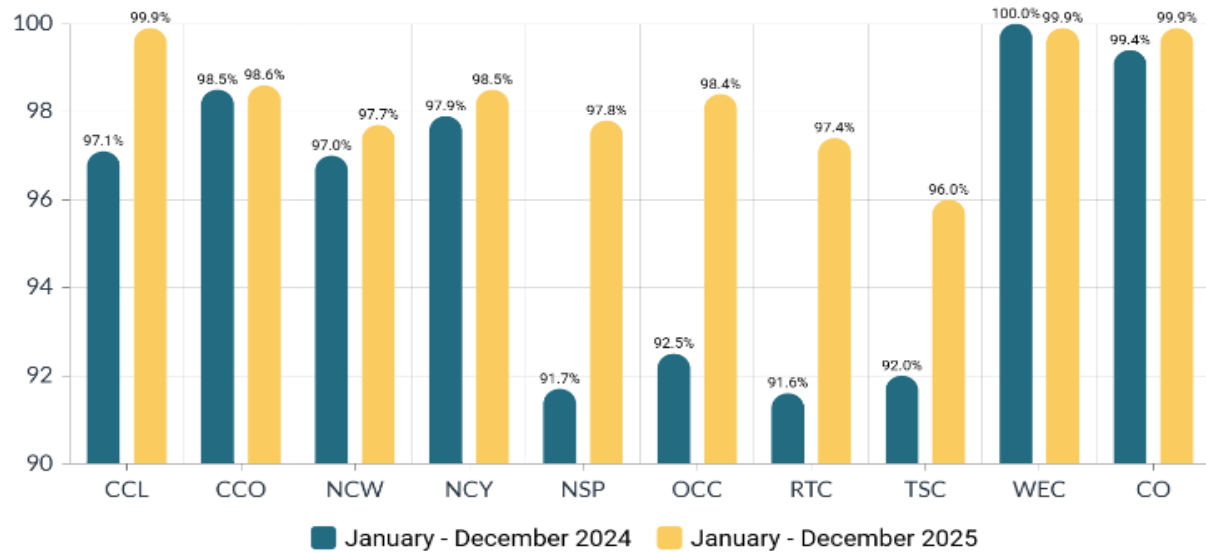
¹³ Section data provided by Lindsey Carter, Human Talent Director.



Outcomes

Average Training Compliance Rate by Facility and Year

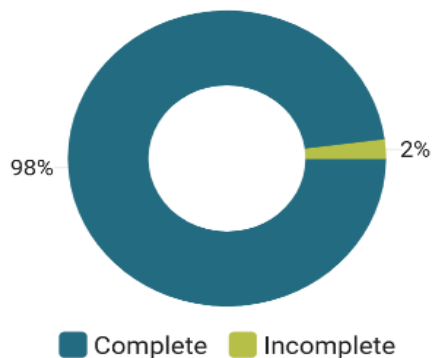
Year 2024 - 2025 (24 Months)



Across all locations, training completion rates exceeded 95% in 2025. All but one facility increased their completion rate compared to the previous year. The single facility that saw a decline experienced only a minimal decrease of 0.01%.

Agency Training Completion Rate

Year 2025 (12 Months)



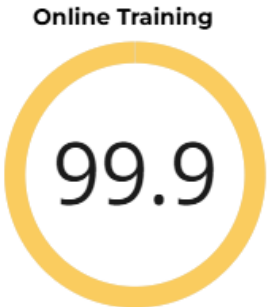
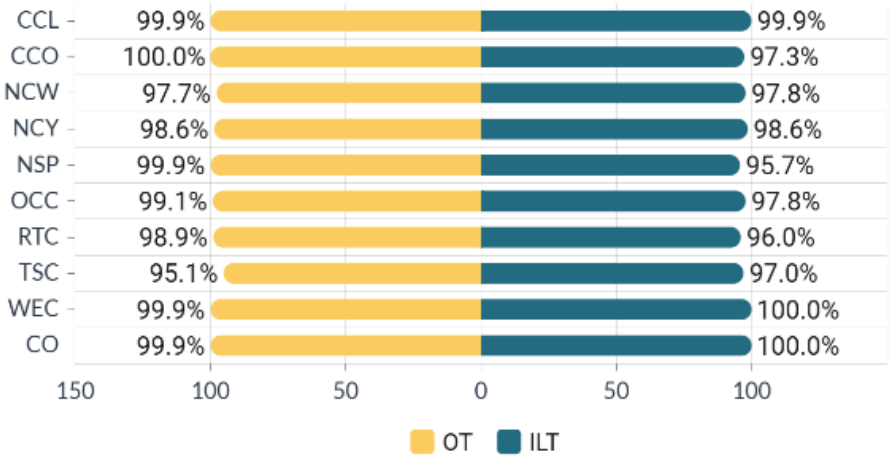
The combined average training completion rates for both **Online Training (OT)** and **Instructor Led Training (ILT)** agency-wide were **98% in 2025**, representing a strong rate of completion for required training throughout the agency.



Notable Trends

Online and Instructor Led Training Rates by Facility

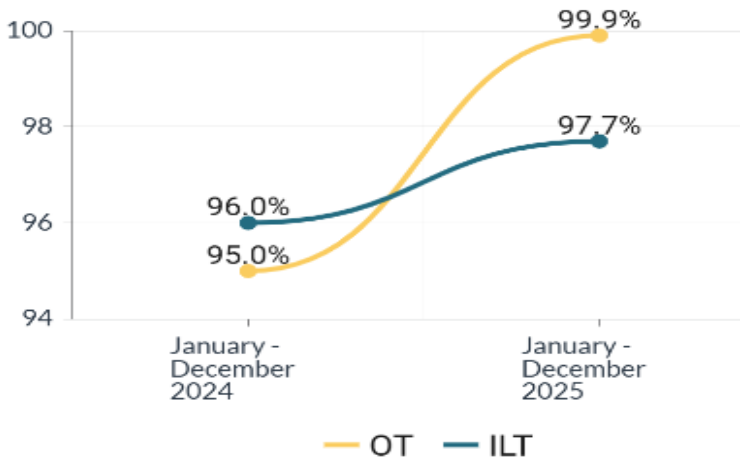
Year 2025 (12 Months)



*OT training had a completion rate of 99.9% agency wide, while ILT training had a 97.7% completion rate. **All incomplete training was either excused or resulted in corrective action.***

OT and ILT Rate by Year

Year 2024 - 2025 (24 Months)



Completion rates for both OT and ILT showed improvement from 2024 to 2025.



Improvement Opportunities

Based on a data analysis of team member training compliance, the following sections outline both the opportunities for improvement and the improvements that have already been implemented.

New Training and Commitments

In 2025, facility administrators made new training commitments to improve compliance. Increased focus led to an agency-wide compliance rate exceeding 95%, with each facility consistently maintaining a compliance rate above 95% for both instructor-led and online training sessions. Furthermore, new classes, such as the Tactical Athlete Program (TAP), have been introduced. TAP is a use-of-force training program that equips team members to better handle potentially dangerous encounters. Increased training compliance rates and better training programs have continued to positively impact the agency.

Training Reminders and Sign-Up Methods

Agency-wide training compliance improved by one percent during this period. Most facilities achieved incremental gains, thanks to training personnel's consistent efforts to encourage team members and supervisors to complete required training. NDCS Training personnel also prioritized completion by increasing the frequency of reminders and introducing more convenient scheduling options.

Legislative Reports¹⁴



The Nebraska Department of Correctional Services (NDCS) is mandated to report on specific areas of operations within our institutions. Our agency strives to track and provide informative data to the legislature, allowing them to make informed decisions regarding Nebraska's correctional system. Currently, the legislature mandates the NDCS to report on the following areas: Mandatory Discharges, Biennium Budget Strategic Plans, Restrictive Housing, Work Ethic Camp Facility Report, Correctional System Overcrowding Report, and the Juvenile Confinement Report.

The following is a hyperlinked list of legislative reports filed by NDCS in 2025. Some reports are issued multiple times throughout the year; in those cases, only the most up-to-date version is linked.

- [Mandatory Discharge Report](#)
- [Juvenile Room Confinement](#)
- [Biennium Budget Strategic Plan](#)
- [Vocational and Life Skills Program Report](#)
- [National Career Readiness Certificate Pilot Program Report](#)
- [Reentry Continuity Advisory Board Annual Report](#)
- [NDCS Work Ethic Camp Annual Report](#)

¹ Microsoft Copilot, an NDCS-approved AI platform, was utilized exclusively for linguistic refinement and structural clarity in this report. Consistent with Department security protocols, no sensitive or non-public information was entered into the platform. Copilot was not used to analyze raw data, perform legal calculations, or derive independent conclusions.

¹⁴ Section reports provided by Marcus Miles, Legislative Coordinator.