

# PRISONS

to

# PRISMS



<http://www.baltimoresun.com/news/maryland/crime/bs-md-prison-corruption-20161005-story.html>

<https://www.theguardian.com/uk/2006/aug/01/ukcrime.prisonsandprobation>

REALISE **HUMAN RESOURCE EXCELLENCE** @ zero cost through **HUMAN RESOURCE LEADERSHIP** even in **PRISONS** via innovative **HUMAN REFORMATION**



Delete @ zero  
add after HR

If this is done, you can gradually reduce the number of prisons

## JAILS that BAIL .

- Many jails world over are also the world **HRD** Training Institute, the other way.
- A petty offender like a pickpocket in jail learns burglary and kidnapping.
- The members of **FACULTY** were fellow prisoners, each one came into prison having committed one or two crimes.

## A Jail that ExNoRa took for research.

→ These jails were really the world best HRD Training Institute, in a negative way

→ A petty offender like a pickpocket in jail learnt, burglary and kidnapping.

→ The members of FACULTY were fellow prisoners, each one an expert in committing one or more crimes and was teaching on committing bigger crimes

→ There were informal trainings and brainstorming sessions on how to commit bigger crimes easily

These prisons are not  
CORRECTIONAL CENTRES

but are

INCORRECTIONAL CENTRES.

HRD means the opposite here .

The acronym HRD does not represent Human Resource Development but instead here it stands for Human Resource Decline, Decay & Destruction

## Prisoners needed money in JAIL for

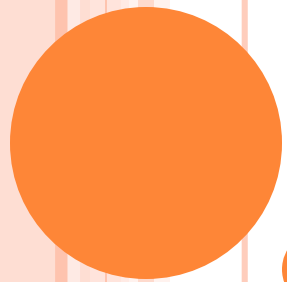
→ Smoking

→ Sex → Gambling

→ Making mobile calls to outside world for talking with their family members & crime-mates

→ Eating home made food etc. etc.

For earning that money, they had to commit crimes outside the prison, by proxy via their crime-colleagues living as free-birds.



# PRISONS





## DEFENITION:-

A correctional facility, detention center, gaol (Australia, New Zealand, Republic of Ireland, UK), jail (US, Canada), penitentiary, prison, or remand centre is a facility in which inmates are forcibly confined and denied a variety of freedoms under the authority of the state as a form of punishment. Prisons are most commonly used within a criminal justice system: people charged with crimes may be imprisoned until they are brought to trial; those pleading or being found guilty of crimes at trial may be sentenced to a specified period of imprisonment.





## TYPES OF PRISONS IN INDIA:-

Type	Number	Capacity
Central Jail	134	159158
District Jail	379	137972
Sub Jail	741	46368
Women Jail	18	4748
Open Jail	63	5370
Borstal Schools	20	1830
Special Jails	43	10915
Other Jails	3	420



## EXPENDITURE:-

All states and UTs in India had a combined sanctioned budget of ₹42,788.12 million (US\$640 million) in 2014-15 for prison related expenditure.<sup>[7]</sup>

Prison expenditure is broadly categorised as Plan Expenditure and Non-Plan Expenditure. Expenditure on specific planned activities under the Five Year Plan is termed as Plan Expenditure. Expenditure made for meeting day-to-day expenses and running establishments like payment of salaries, wages, rent, etc. come under the Non-Plan Expenditure. Non-Plan Expenditure may also include activities for development of existing infrastructure and bringing about improvements in the prisons.

Expenditure on prison inmates is categorised as Food, Clothing, Medical, Vocational/Educational facilities, Welfare and Other expenses. Food expenses account for more than half the total expenditure on prison inmates.



# PRISON POPULATION STATISTICS

State /UT	AC Male	AC Female	AC Total	IP Male	IP Female	IP Total	OR Male	OR Female	OR Total
Total States	332654	24808	357462	386623	17203	403828	116.2	69.3	113
Total UT	8664	655	9319	15116	631	15747	175	96.3	169.5
Total India	341318	25463	366781	401789	17834	419623	117.7	70	114.4

AC- Available Capacity

IP- Inmate Population

OR- Occupancy Rate



# INSTITUTIONAL PROGRAMS

- **Managing**
  - Constraints of Security
  - The Principle of Least Eligibility
- **Classification**
  - The Classification Process
  - Objective Classification Systems
- **Rehabilitative Programs**
  - Psychological Programs
  - Behavior Therapy
  - Social Therapy
  - Educational and Vocational Programs
  - Substance Abuse Programs
  - Religious Programs
  - The Rediscovery of Correctional Rehabilitation



# INSTITUTIONAL PROGRAMS CONT.

- Prison Medical Services
- Prison Industry
  - The Contract labor, Piece Price, and Lease Systems
  - The Public Account System
  - The State-Use System
  - The Public Works and Ways System
  - Prison Industry Today
- Prison Maintenance Programs
- Prison Recreational Programs
- Prison Programming Reconsidered



# CORRECTIONAL PROFESSIONALS

- Institutional correctional personnel consist of:
  - Correctional officers and supervisors
  - Treatment professionals (i.e., educators, counselors, psychologists, and others)
- Correctional officers have discretionary powers, such as charging an inmate with a disciplinary infraction versus delivering a verbal reprimand
- Disciplinary committees also exercise discretion when making a decision to punish an inmate for an infraction



# CORRECTIONAL PROFESSIONALS

- Correctional officers have a full range of control, including denial of liberty and application of physical force
- Treatment personnel have a responsibility to the correctional client
- The needs of inmates must be balanced against the larger needs of the system or institution





# CORRECTIONAL OFFICERS

- In the 1970s, prison guards adopted correctional officer as a more descriptive professional title
- The period also saw such dramatic changes as:
  - Increased on-the-job danger
  - Loss of control
  - Increased stress
  - Racial and sexual integration
  - Deviant behavior among correctional officers
  - Unionization
  - Higher standards of professionalism
  - Expanded bureaucratization



# **CORRECTIONAL OFFICER SUBCULTURE**

- **Correctional officers:**
  - **May consider inmates, superiors, and society in general as “the enemy”**
  - **Accept use of force as a routine job element**
  - **Show a tendency to redefine job roles to meet minimum requirements only**
  - **Show a willingness to use deceit to cover up wrongdoing by staff**



# **CORRECTIONAL OFFICER SUBCULTURE**

- **Norms of the correctional officer subculture include:**
  - **Always go to the aid of another officer**
  - **Don't lug drugs**
  - **Don't rat**
  - **Never make a fellow officer look bad in front of inmates**
  - **Always support an officer in a dispute with an inmate**
  - **Always support officer sanctions against inmates**
  - **Don't be a white hat**
  - **Maintain officer solidarity against all outside groups**
  - **Show positive concern for fellow officers**



# TYPES OF OFFICERS

- Violence-prone: use the role of correctional officer to act out an authoritarian role
- Time-servers: serve time in prison much the same as most inmates do (trying to avoid trouble and hoping nothing goes wrong on their shift)
- Counselors: seek to enlarge their job description; perceive their role as inmate counselor/helper
- “Good” officers:
  - Treat inmates fairly and don’t show favoritism
  - Don’t always follow rules to the letter
  - Use force only when necessary
  - Treat inmates professionally and respectfully
  - Treat inmates as anyone would want to be treated



# Prison Staff

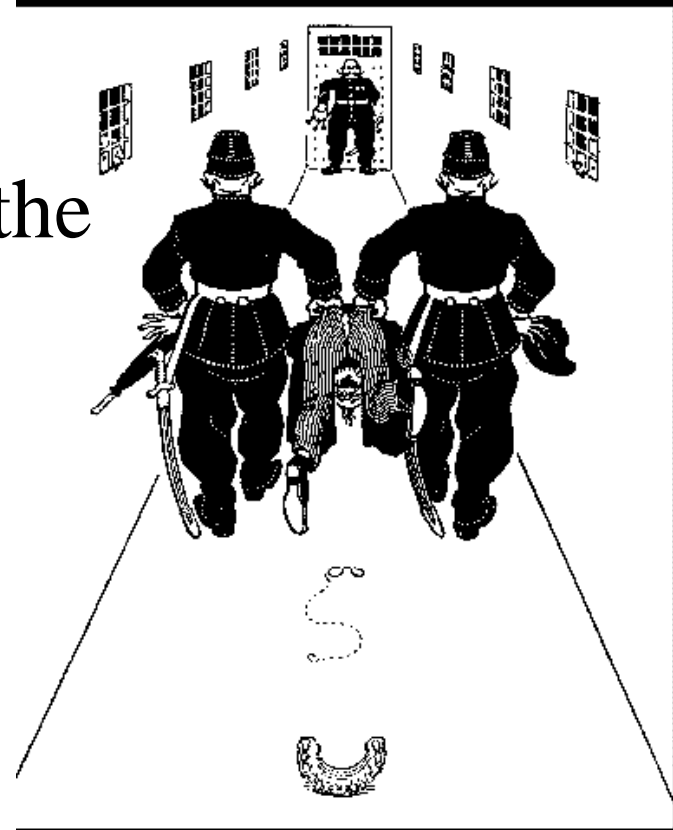
## Dictator

- A dictator uses prison rules to enforce their own brand of discipline.
- Some use false bravado to hide their fear of prisoners.
- They may have sadistic personalities.
- This type of correctional officer is the one **most likely to be targeted** for vengeance.

# Prison Staff

## Friend

- This type tries to fraternize with the prisoners by trying to be “one of the guys.”
- Usually, these are the young and inexperienced officers.



# Prison Staff

## Merchant

- participates in the prison economy
- supplies drugs, pornography, alcohol and sometimes even weapons to prisoners





# Prison Staff

## Turnkey

- cares little about what goes on in the prison
- may be close to retirement or may have become alienated from job

“turnkey” - comes from prison language - Someone who is just there to open and shut doors and cares nothing more than just getting through the day.

# Prison Staff

## Climber

- typically a young officer who is interested in advancement
- more interested in their own careers than the problems of prisoners
- pursues additional schooling and training programs

# Prison Staff

## Reformer

- A reformer tends to lend a sympathetic ear to the personal needs of prisoners.
- They are motivated by personal ideals.
- Some of these officers are very religious.
- Prisoners perceive these officers to be naïve, but harmless.



# ADDITIONAL CONCERNS

- Like police, many correctional officers feel that court decisions and administrative goals have not supported their needs
- Correctional officers report experiencing much job-related stress
- Stress-related illnesses such as hypertension are common among correctional officers
- So, too, are social problems such as alcoholism and divorce



# USE OF FORCE

- **Physical force is often necessary in prison situations**
- **Prior to the 1980s, overt physical force was used routinely in U.S. prisons**
- **This force was often excessive, even brutal**
- **Today, the incidence of excessive force is less common, but it is still used in some institutions**
- **Excessive physical force is commonly reported in prisons around the world**
- **When correctional officers fail to maintain proper order, inmate gangs may fill the void and use force on rival inmates**



# CORRUPTION

○ **Officer and administrator misconduct in prison settings is not uncommon**

○ **Examples:**

- **Bribery for access to legitimate activities**
- **Bribery to protect illicit activities**
- **Mistreatment/harassment/extortion of inmates**
- **Gross mismanagement (e.g., prison industries)**

○ **Possible solutions:**

- **Proactive investigation and detection**
- **Reduced opportunities**
- **Comprehensive psychological screening**
- **Improved working conditions**
- **Strong, ethical supervisory role-models**



# LOYALTY AND WHISTLEBLOWING

- **Loyalty—*esprit de corps*—is one reason officers do not report wrongdoing**
- **Unwillingness to violate a code of silence is another**
- **Although the term *whistle-blower* has negative connotations, it actually describes someone who is responding to a higher ethical code than those whose behavior is exposed**





# SEXUAL HARASSMENT

- **Historically, prison work was male-dominated**
- **Recently the number of female corrections officers has increased**
- **The arrival of female employees has brought charges of work place gender discrimination and *hostile work environments***
- **Administrators have an obligation to eliminate sexual harassment and discrimination in prisons**



# MISTREATMENT OF INMATES

- **A sensitive problem for administrators**
- **If seen as too sympathetic to the plight of inmates, the staff feels they are not supported**
- **If seen as too protective of staff, the misconduct continues or even accelerates**
- **Allegations require firm, fair, impartial responses**



# CROSS-SEX SUPERVISION

- **Until the 1970s, women were barred from working in men's prisons**
- **Today, women perform both correctional officer and supervisory duties in many male prisons**
- **Most research indicates that females perform equally as well as men**
- **Some studies indicate that women are actually more effective with male inmates because of their non-threatening manner**
- **More male officers are now assigned to female prisons**
- **Not unexpectedly, the number of sexually-based complaints has risen**



# SUPERMAX PRISONS

- **Prison authorities have long segregated the most notorious prisoners into special units**
- **Today, some states have constructed the most secure facilities, referred to as *supermax prisons***
- **Supermax conditions are extremely harsh, including individual separation of all inmates around the clock and limited recreational activity**
- **Despite a number of court challenges, the prisons continue to operate, but remain under close judicial scrutiny**



# BALTIMORE PRISON SCANDAL

- On April 23, federal prosecutors announced that more than a dozen Maryland state prison guards assisted in a drug trafficking and money laundering scheme by gang operators behind bars.
- The officers were charged that day with an indictment of federal racketeering. The prosecutors said that thirteen female and two male corrections officers “essentially handed over control of a Baltimore jail to gang leaders,”





- The allegations state that the guards helped Black Guerilla Family leaders continue their criminal endeavors in prison through trafficking cell phones, prescription pills, and other illegal imports in their shoes, hair, and underwear. Some of the officers were allegedly rewarded for their actions, such as the incident where one gang leader purchased luxury cars with his proceeds and permitted some officers to drive his vehicles.
- The indictment made claims that the same inmate, Tavon White, impregnated four of the corrections officers. One of the guards allegedly became pregnant twice by this man, and another allegedly guarded a closet where the inmate and another guard engaged in sexual relations. Furthermore, two of them got tattoos of the inmate's first name, Tavon. White, 36, has fathered five children since he was sent to jail for attempted murder charges in 2009, four of whose mothers are correctional officers.





- FBI Special Agent in Charge, Stephen E. Vogt, observed that, “the inmates literally took over ‘the asylum’ and the detention centers became safe havens for [the Black Guerilla Family].”
- Vogt continued to specifically say that White “effectively raised the [Black Guerilla Family] over the Baltimore City Detention Center.”
- In a wiretapped cell phone call, White told the other end: “This is my jail. You understand that? I’m dead serious. I make every final call in this jail.”
- The Black Guerilla Family started in the 1960s in California and, over the course of thirty years, became a national gang. According to the Justice Department, they were first introduced to Maryland prisons in the 90s.



Correctional officers were rewarded for facilitating this underground economy with payments, gifts, or a share of the profits, federal prosecutors said. Police say the conspiracy allowed gang members to run their criminal enterprise within and outside the jail.

Twenty-four correctional officers have been convicted in the case. Newton, according to prosecutors, opened cell doors, enabling BGF members to attack fellow inmates, and warned them about upcoming prison searches. Newton, 31, of Baltimore, was sentenced to 51 months in prison, followed by three years of supervised release.

**Tavon White, 37, the BGF ringleader who fathered children with four correctional officers,** pleaded guilty and was sentenced to 12 years in prison in February.

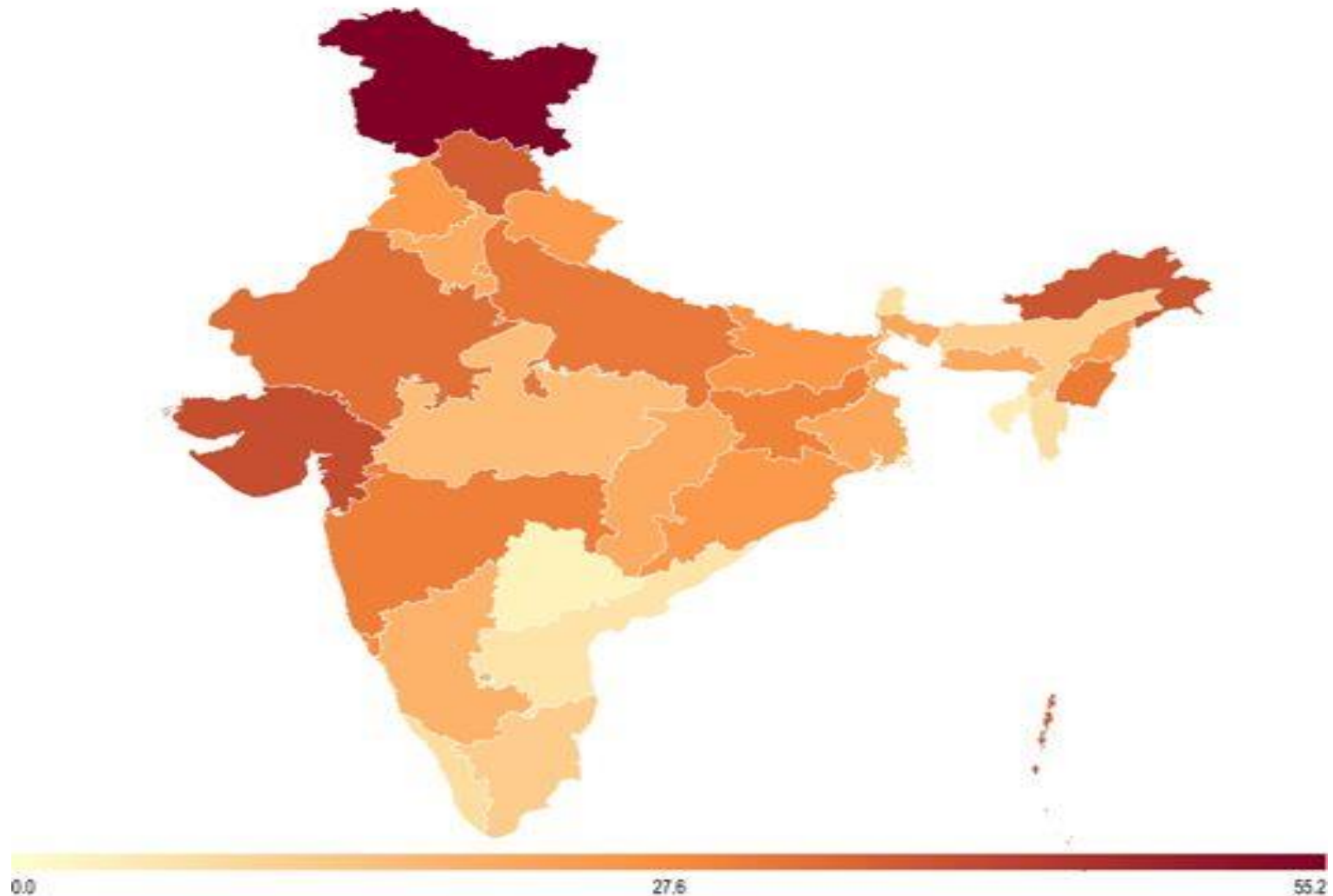
The scandal was uncovered after the formation of the Maryland Prison Task Force in 2011.





## TWO-THIRDS OF THE PRISONERS ARE UNDER TRIALS

Proportion of under trial prisoners who have been under detention for more than a year.



# INNOVENTOR (INNOVATOR+ INVENTOR), CONCEPT CREATOR, NEOLEXIAN & AUTHOR



Exn Dr Nirmal Basu, **GPian**

7<sup>th</sup> Sense Master & Trainer (SINCE 1991)

**FOUNDER**- **ExNoRa** International (1989). 5<sup>th</sup> Pillar (1997),

7<sup>th</sup> Sense Society (1999), INNOVENTIONS (1999) & 40 more

**INNOVENTOR** (INNOVATOR+ INVENTOR), (since 1977) of nearly of 3000 IDEAS, CONCEPTS, SERVICES & PRODUCTS

**AUTHOR** (since 1964) 14 books & hundreds of articles, stories & research papers **PHOTO-JOURNALIST** (since 1964)

**NEOLEXIAN** (coiner of new words) in 3 languages (since 1980)

