



Allegations Against an Employee CY2023

RESEARCH - Strategic Planning Unit

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Summary of Findings

During CY2023, 323 allegations of misconduct were reported from Virginia Department of Corrections (VADOC) inmates, supervisees, or staff, or from outside parties, against a VADOC employee to the VADOC Special Investigation Unit (now Office of Law Enforcement Services). Of these allegations, sexual misconduct (26%), assault (16%), and drugs¹ (13%) were the most frequent allegation types. The dispositions for the total allegations made against an employee were as follows:

Substantiated allegation²: 152 (47%)

Unsubstantiated allegation³: 107 (33%)

Unfounded allegation⁴: 49 (15%)

Pending: 15 (5%)

Of the 152 substantiated cases in CY2023, sexual misconduct (26%), drugs (20%), and fraternization (11%) were the allegation types occurring most frequently. Of the 107 unsubstantiated cases in CY2023, sexual misconduct (24%), assault (21%), and harassment or threats (12%) were alleged most often. Assault and sexual misconduct were the most frequent allegation types for unfounded and unsubstantiated dispositions. There were no substantiated allegations for harassment or threats in CY2023⁵.

2023 Allegations Against a VADOC Employee					
Allegation Type	Disposition				Total
	Substantiated	Unsubstantiated	Unfounded	Pending	
Abuse of Inmate/ Excessive Use of Force	8	12	5	1	26
Assault	14	22	14	1	51
Breach of Security	3	0	0	0	3
Contraband	14	3	1	0	18
Drugs	31	10	2	0	43
Falsification or Fraud	1	2	5	1	9
Fraternization	17	9	1	5	32
Harassment or Threats	0	13	6	0	19
Larceny	6	0	0	1	7
Policy Violation	12	7	1	1	21
Sexual Misconduct	39	26	14	5	84
Other	7	3	0	0	10
Grand Total	152	107	49	15	323
DATA SOURCE: DOC Office of Law Enforcement Services (formerly Special Investigations Unit)					

¹ Drug allegations include attempting to introduce illicit drugs into DOC facilities, possession of drugs, and mishandling of drug evidence or prescribed drugs.

² Substantiated allegation - An allegation that was investigated and determined to have occurred (OP 030.4, ACA/PREA Standard §115.5).

³ Unsubstantiated allegation - An allegation that was investigated and the investigation produced insufficient evidence to make a final determination as to whether or not the event occurred (OP 030.4, ACA/PREA Standard §115.5).

⁴ Unfounded allegation - An allegation that was investigated and determined not to have occurred (OP 030.4, ACA/PREA Standard §115.5).

⁵ Unless potential criminal conduct was alleged, most harassment allegations were investigated separately by Human Resources and are not included in the table.

The number of allegations decreased as the year went on. Allegations were reported as occurring most frequently (29%) in the first quarter of CY2023, in contrast to 21% and 23% occurring in the 2nd and 3rd quarters, respectively, and 15% in the 4th quarter. An additional 12% of cases were alleged to have occurred before CY2023 but were first reported in CY2023. The quarter in which allegations were made did not relate to the disposition - that is, allegations were as likely to be substantiated - or not - at any time of the year.

Most facilities (29) and all P&P district offices (13) having any allegations reported fewer than 10 allegations each in CY2023. Nine facilities had no allegations and 23 had only a single allegation. The median number of allegations was five. The majority of cases were concentrated in 13 facilities, especially in the largest or highest security level facilities, reporting 10 or more allegations each. Nearly two-thirds of all allegations (65%) occurred in the following 13 facilities:

- Central region facilities- Buckingham CC (10), Dillwyn CC (11), Fluvanna CC (24), and Virginia CC for Women (13).
- Eastern region facilities- Greenville CC (18), Indian Creek CC (10), Lawrenceville CC (21), and Sussex I SP (14).
- Western region facilities- Augusta CC (14; closed in April 2024), Keen Mountain CC (19), Red Onion SP (28), River North CC (12), and Wallens Ridge SP (17).

When the dispositions of all allegations combined are considered by region of facilities, the Central and Eastern region facilities have significantly higher proportions of substantiated allegations (31% and 45%, respectively) than do the Western region facilities (22%). That is, investigations concluded that an estimated 1 in 5 allegations in Western Region facilities actually occurred, and nearly a third in the Central region and almost half of allegations in the Eastern region occurred.

Western region facilities have significantly higher proportions of unsubstantiated allegations (44%) than do facilities in the Central region (27%) or the Eastern region (22%). Western region facilities also have the highest proportion of unfounded allegations (65%), compared with those in the Central region (18%) and the Eastern region (8%). The higher proportion of unsubstantiated allegations in the Western region facilities appear to indicate available evidence is limited, and their greater percentage of unfounded allegations may reflect frustration of inmates in long-term, higher security facilities.

Three pending allegations at the end of CY2022 (not included in the table on p. 1) received dispositions during CY2023; one was a fraternization allegation, another a sexual misconduct allegation, and the third a policy violation allegation. All three cases were deemed substantiated.