



Our Mission

The Department of Correction shall strive to be a global leader in progressive correctional practices and partnered re-entry initiatives to support responsive evidence-based practices aligned to law-abiding and accountable behaviors. Safety and security shall be a priority component of this responsibility as it pertains to staff, victims, citizens and offenders.

From the Commissioner



With Governor Dannel P. Malloy having proclaimed October as Domestic Violence Awareness Month in the State of Connecticut, I wanted to take this opportunity to bring awareness to, and support those whose lives have been affected by domestic violence.

The topic has received a lot of media attention recently, but domestic violence is not limited to the world of professional sports or the NFL specifically, it is truly a national problem.

Domestic violence does not discriminate by race, gender, age group, education, or social status. It is important to remember that domestic violence is not just a problem for women; children and men are all too often victims as well.

To get a better sense of just how pervasive domestic violence is, consider the following: every nine seconds a woman is assaulted or beaten in the United States; every day in the U.S. three or more women are killed by their husbands or boyfriends; domestic violence is the leading cause of injury to women, more than car accidents, muggings and rapes combined; in 2013, one third of all cases in Connecticut's criminal courts involve family violence.

From these shocking statistics it is painfully obvious that far too many Americans find themselves placed in danger by the very people who are supposed to love and protect them – their families. The sad reality is that domestic violence is not limited to physical abuse. It is a pattern of physically, sexually and/or emotionally abusive behaviors used by one individual to maintain power or control over a partner in the context of an intimate or family relationship. While batterers would like for us to believe that abuse is about stress or alcohol and other drugs, the truth is abuse is really about power and the desire to control one's partner.

In order to eliminate or at the very least minimize the prevalence of domestic violence, it requires us all to accept that we all have a role to play. It is our duty to ensure that victims of domestic violence feel safe in seeking assistance and that we must be clear and unambiguous at all times in our message to those who abuse others: domestic violence is a crime. Each of us must work together to identify, report and prevent violence so that perpetrators know that they will be held accountable for their actions.

see **Combatting Domestic Violence** /page 7

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Veteran Dog Program

Lieutenant Governor Nancy Wyman and Commissioner Scott Semple visited the Enfield Correctional Institution recently to see the Department of Correction's newest prison dog training program.

In collaboration with America's VetDogs (AVD), which provides guide and service dogs to veterans with disabilities, the Enfield facility has become the temporary home of three golden retriever puppies (Maize, Sam, and Wilson), which first arrived on July 10. A program cycle lasts approximately 12-14 months, typically

with three puppies being phased in approximately every three months.

The puppies live with the inmate handlers and once a week, the dogs and inmates attend an intensive training class at the facility led by an AVD staff member. For the remainder of the week, the inmates practice their lesson with their canine partners. Handlers not only teach basic obedience but service dog tasks as well, such as retrieving dropped household items, tugging doors open, pushing handicapped door buttons, and providing brace and balance on stairs. Socialization, puppy development, behavior theory, animal husbandry, grooming, and first aid are all part of the curriculum as well.

On weekends, volunteer puppy raisers take the dogs from the facility to expose them to a variety of other situations that they can't get in prison, such as hearing doorbells ring, walking on a crowded street, or how to ride in a car.



Lieutenant Governor Nancy Wyman is introduced to Maize, who is being held by Program Liason Diana Palombo. Maize is one of the first three dogs trained at the Enfield Correctional Institution as part of the America's VetDogs program.

During her visit, Lt. Governor Wyman watched in delight as the three golden retriever pups were put through their paces by their inmate handlers.

"I applaud Connecticut's Correction Officers for their commitment to America's VetDogs," Wyman says. "Ensuring our returning military men and women have the support and resources they need to live productive, healthy lives is a priority—and it's the right thing to do. Thanks to the professionalism and diligence of the Department of Correction, this service program runs safely and successfully, and is of tremendous benefit to our veterans."

According to Sheila O'Brien, Director of External Relations for AVD, who was also on hand for the tour, more than 50,000 veterans have come back severely wounded while serving in Iraq and Afghanistan – averaging only 22 years of age.

The collaboration with America's VetDogs (AVD) marks the third dog training program in the department. The agency also has a greyhound rehabilitation program at Corrigan-Radgowski Correctional Center in Uncasville, as well as one at the York Correctional Institution which has helped to rehabilitate and place more than 50 shelter dogs.

Both Correctional Counselor Daina Palombo along with Correction Officer Erin Darling, who are the Program Liaisons at the Enfield facility, credit their fellow staff members as being essential to the success of the program. They had to create and implement new procedures to accommodate the puppy program, while still maintaining the safety and security of the facility.

"We are all committed to making this partnership a successful one," said officer Darling.

Kaizen Take Two

The Department of Correction held its second Lean Kaizen Event the week of September 15, 2014, at the Webster Correctional Institution. As with the first Kaizen Event held this past February, four Project Teams worked throughout the week “leaning” processes, learning new skills and gaining a new perspective on the work we do and how we do it. The four lean projects selected for this Kaizen event were: Operations Database; Inmate Visiting Process; Investigation Process; and the Interstate Compact Process (a joint project between DoC’s Parole and Community Services Unit and the Board of Pardons and Parole).



The participants of the Department of Correction’s Second Kaizen Event.

After receiving a three hour introductory training on the Lean process, the four teams settled into the former facility’s classrooms, which would serve as their workspaces for the week and set themselves to the task of “leaning” their respective processes. Throughout the week, each of the teams used what they learned in the training to “map” the current state of their projects (what their processes look like today) and then “lean” those processes by eliminating the non-value added steps identified.

The teams’ efforts culminated on Thursday, with the mapping of the future state of their processes (how their processes, once “leaned”, could look). On Friday, the four teams presented the results of their weeklong efforts to Deputy Commissioners Cheryl Cepelak and Monica Rinaldi, members of the Executive Team, District Administrators, as well as wardens and deputy wardens.

The Kaizen week was tough, but the four teams accomplished a great deal in a very short period of time. By the end of the week the four Kaizen project teams were tired, but they were excited about what they had accomplished and were looking forward to the next steps in their lean journey.

Now the real work begins. During the week following the Kaizen event, each of the teams met with the Commissioner and Deputy Commissioners to go over their projects in detail. The teams will now establish the Key Performance Indicators that will be used

to measure the success of their efforts and then begin the implementation of their project plans. Throughout the implementation phase of their Lean journeys, the teams will provide monthly reports on their progress and will meet with the Commissioner and Deputy Commissioners to review their progress and discuss any issues they have encountered.

Commissioner Semple strongly supports the agency’s continued push to embrace a continuous improvement philosophy through the Lean process – which empowers staff to identify and implement process improvements that will allow the department to become more efficient and effective in the execution of its mission.



The Lean Map - part of the process.

CT Spokebenders at MYI

Manson Youth Institution Education Department welcomed the Connecticut Spokebenders Wheelchair Basketball Team for an evening exhibition basketball game on Tuesday, September 2, 2014. Seven members of the Spokebenders, led by their captain and player coach Carlos Quiles, showcased their impressive basketball skills for an assemblage of more than 100 inmates and staff.



The Spokebenders Wheelchair Basketball Team is one of the longest running competitive wheelchair basketball teams registered with the National Wheelchair Basketball Association (NWBA).

This event, to help raise awareness for individuals with disabilities, was organized by State School Teacher Robyn Medina and Principal Tim Colley along with the support of Warden John Alves, Deputy Warden Thomas Hunt, Unified School District #1 Superintendent Kim Holley, the facility's second shift custody supervisors and correctional line staff. Special thanks go out to Lieutenants David Wojcik, Natalie Roberts and Elsa Crawford for all of their help with the event.

The split squad exhibition was full court 3-on-3 and the action was nonstop from the opening tip to the final whistle. As the game progressed, both the players and their shots heated up and the competitive juices started to really flow. The Spokebenders were unbelievably talented basketball players and it was clearly evident as they made use of some of the plays they run during their full squad regular season games. While the high speed action showcased lots of fast breaks, they also ran half court sets, used pick and rolls and played very aggressive defense. The final outcome saw the Blue Team race to a decisive 48-35 victory.

Regardless of game results, all of the Spokebender players were very happy to be able to help the school raise awareness and promote athletes with disabilities. Many of the participants expressed sincere interest in returning to MYI again in the future. All in all, it was an exciting and inspiring evening for all of those in attendance.

Around the Cell Block



CONNECTICUT - A suspect drove to his probation meeting in a car he carjacked. In between the carjacking and the probation meeting, the stolen car was used as a getaway vehicle for a bank robbery in Wallingford.

With the help of surveillance photos, probation officers identified the suspect, and asked him to come in for a probation meeting. The suspect agreed and arrived in the victim's stolen vehicle.

VERMONT - A man who thought he was breaking into a Vermont school actually got into the local police station. Police say the man used a traffic cone to break the glass to get into the police station in Shelburne just before midnight thinking it was a school. He quickly realized his mistake and fled, but was quickly apprehended.

**Total
Supervised
Population
on
October 10, 2014
20,479
On October 10, 2013
the population was
21,299**

Did You Know?



“Did You Know” is an informational column aimed at increasing your knowledge of issues in our everyday lives. This article was compiled by Public Information Officer Andrius Banevicius. Any questions related to this article may be answered by contacting him at 860-692-7780. If you have any questions, or have an idea for a future column, please leave a message at 860-692-7780.

Facts about Organ Donation

1. One organ donor can save up to eight lives. The same donor can also save or improve the lives of up to 50 people by donating tissues and eyes.
2. More than 120,000 people in the United States are waiting for organ transplants. *[Solid Organs: Hearts, kidneys, pancreases, lungs, livers and intestines].*
3. On average, 21 people die every day while waiting for organ transplants in the U.S., and every 10 minutes, another name is added to the waiting list.
4. Each year, more than one million people need lifesaving and life-improving tissues, and eyes. *[Tissues: Heart valves, cardiovascular tissue, bone and soft musculoskeletal tissue, and skin.]*
5. Nationwide, 47% of those age 18 and over have enrolled as organ tissue and eye donors.
6. Anytime you are in a hospital, doctors will do all they can to save your life. Donation only occurs after the death of a patient is declared by physicians who are legally not affiliated with donation.
7. The factors that determine who receives an organ include severity of illness, time spent on the waiting list, and blood type. Financial or celebrity status has no bearing on determining who receives a transplant.
8. If you're a donor, your family does not pay any bills related to donation.
9. All major religions support donation.
10. The success rate for organ transplants is between 80 and 90 percent.



Why Be an Organ Donor?

The need for organ donors has never been greater. In the United States, there are more than 120,000 people currently in need of organ transplants. On average, 21 people on the waiting list for an organ die each day. One person can give life to as many as 8 people through organ donation. One person can enhance the lives of as many as 50 people or more through eye and tissue donations.

How to Donate

Becoming an organ donor is easy. You can indicate that you want to be a donor in the following ways: **Register with your state's donor registry.** Check the list at OrganDonor.gov; **Designate your choice on your driver's license.** Do this when you obtain or renew your license. **Sign and carry a donor card.** Cards are available from OrganDonor.gov; **Tell your family.** Make sure your family knows your wishes regarding donation.

Career Expo Gets the Job Done

On July 23, 2014, the Department of Correction held a Career Expo organized by staff from the Affirmative Action and Human Resources Units. The Department of Correction hosted over 2,000 prospective employees from all areas of Connecticut. The diverse pool of attendees was excited to learn about the extensive array of career



Department of Correction staff members respond to questions from prospective applicants.

opportunities the Department has to offer. Approximately 70 employees from the Department of Correction, the Department of Administrative Services (DAS) and UConn's Correctional Managed Health Care participated. Represented were Correctional Enterprises, Clerical, Fiscal Services, Unified School District #1, Management Information Services, Maintenance, Programs and Treatment, Addiction Services, Food Services, Parole and Community Services, Maloney Center for Training and Staff Development, Health Services, K-9, SOG, CERT, SITCON, and the Honor Guard. Human Resources staff members set up a separate table to provide information regarding the correction officer hiring process and DAS employees manned computers for interested individuals to sign up on-line to take the Correction Officer Exam.

Much of July was spent reaching out to the public and DOC staff to notify them of this event and the Correction Officer Exam. Flyers were posted at public libraries, town halls, chambers of commerce, YMCAs, post offices, grocery stores, churches and businesses throughout the state. Informational meetings were also held to answer questions regarding the Career Expo and the Correction Officer Exam. Additionally, targeted emails were sent to the military and to representatives of colleges with teaching programs, food service, nursing, clerical, and maintenance/technical programs to publicize this event.

K-9 Olympics Recap

On Saturday July 19, 2014, seven members of the Connecticut Department of Correction Canine Unit participated in the 23rd annual Canine Olympics. The event took place at the depot campus at the University of Connecticut in Mansfield, Connecticut. There were a total of 32 competitors and over eight thousand spectators. The event raised more than \$6,000 for the CHIP program, Shriner's Burns Institute and the Home Town foundation to benefit the Special Olympics. Out of the many competitors from across the New England area, two officers and their canine partners from the DoC placed in the competition. Officer Ron Zaczynski and canine Tower finished in third place in the overall standings. While officer Rob Sabourin and canine Valor received the award for Tactical Obedience. This event is held every year and is put together by the Department of Correction, the UCONN Police Department and the Connecticut State Police.



K-9 Handler Ron Zaczynski (L) with his partner Tower and Laura Paniccia with her partner Bosco.

Keeping Up With Addiction Services

The Department of Correction's Addiction Services Unit held their Annual Wellness Conference at the Lincoln Culinary Institute in Hartford, Connecticut, on August 15. The theme of this year's conference was "Teamwork: many hands, many minds, one goal." Among those in attendance as a special guest was Lieutenant Governor Nancy Wyman. The conference featured several speakers including; Dr. Anthony Hill, who spoke on the Prevention of Secondary Post-traumatic Stress, Counselor Jason Gaudet, who presented a Crossfit demonstration; Dr. Alice Farrell, who spoke about the importance of Spiritual Wellness; and Deputy Warden Deborah Henault, who delivered the closing remarks for the conference.



Those who attended found the conference not only educational, but also entertaining. Not to mention a good opportunity to network with their peers.

Apparently energized by their recent Wellness Conference, and in honor of September being designated as "Recovery Month," the Addiction Services Unit sponsored the first annual Addiction Services Recovery Fair in the lobby of Central Office on September 19. In addition to refreshments, there were displays by members of the Addiction Services Unit, and community resource providers. Attendees were able to learn about trends in public health and strategies for a healthier lifestyle.

Combating Domestic Violence from page 1

When domestic violence is not disclosed, a culture of silence develops where victims remain voiceless and powerless. This undermines the wellbeing of not only the individual, but the larger community as well, perpetuating further abuses of the rights of victims and survivors of domestic violence.

The state recently took a very positive step in the fight against domestic violence. Coinciding with his proclamation of Domestic Violence Awareness Month, Governor Malloy announced that the Connecticut State Police will be adopting a Lethality Assessment Program (LAP) to keep victims of domestic violence safe by encouraging more victims to use shelters, counseling and advocacy and support services. Maryland was the first state to adopt the LAP and experienced a 34 percent drop in intimate partner Domestic Violence homicides between July 2007 and June 2012. In addition to the Connecticut State Police, there are currently 33 municipal police departments in the state using the LAP.

It is hard for me to accept the harsh reality that some of you are, or have been, victims of domestic violence. For this I am truly sorry. No matter what type of violence you may have experienced, it is crucial that you not blame yourself for having been victimized. I ask that you remember two things: first, abuse is never okay; second, you are not alone. Help is available to you. Your safety, along with the safety of your loved ones, is your top priority.

If you are in need of help, you can call the Connecticut Coalition Against Domestic Violence's (CCADV) statewide, toll free domestic violence hotline at 888-774-2900 (English) or 844-831-9200 (Español). The CCADV is comprised of Connecticut's 18 domestic violence service organizations that provide critical support to victims of domestic violence.

Years Of Service

Employees with 20 Years of Service as of July 2014

<u>Name</u>	<u>Title</u>	<u>Facility</u>	<u>Hire Date</u>
Barone, Sandra	Deputy Warden	Osborn CI	7/20/1994
Cassista, Daniel	Lieutenant	Enfield CI	3/4/1994
Chokshi, Harsha	FinancialClerk	Ctrl. Off.	7/1/1994
Decusati, Frank	CorrDistFoodSvcMgr	Ctrl. Off.	7/21/1994
Dora, Vijay	AssocFscI/AdminOfcr	Ctrl. Off.	7/29/1994
Finney, Diana	Correction Officer	CRCC	4/29/1994
Hosmer, Louisa	Correction Officer	CRCI	7/1/1994
Kendrick, Linda	Deputy Warden	WCCI	7/22/1994
Komosewicz, Walter	HVAC Techn	CRCC	7/8/1994
Manzi, Richard	Correction Officer	Cheshire CI	6/24/1994
Michael, Sonja	Correction Officer	WCCI	7/8/1994
Padro, Carlos	Lieutenant	NHCC	6/24/1994
Parenti, Matthew	StateSchoolTeacher	Garner CI	7/8/1994
Roberts, Gerald	Correction Officer	CRCC	6/24/1994
Rodriguez, Glenda	Correction Officer	Cheshire CI	6/24/1994
Romano, Alan	Corr Rec Supv	Osborn CI	7/29/1994
Stewart, Marilyn	Correction Officer	NHCC	6/24/1994
Turner, Joel	Corr. Electrician	York CI	7/22/1994
White, Kenneth	PlntFacilsEngr1	York CI	7/22/1994
Williams-Drayton, Godeliah	Corr. Officer	Cheshire CI	6/24/1994
Winiarski, Richard	Correction Officer	Enfield CI	3/4/1994

Employees with 25 Years of Service as of July 2014

Dudley, Kitty	Counslr Supv	Ctrl. Off.	7/14/1989
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Employees with 30 Years of Service as of July 2014

Fiermonte, Bruce	FscI/AdmSupv(Mgrl)	Ctrl. Off.	7/16/1984
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Breast Cancer Awareness @ Garner CI

In anticipation of October being Breast Cancer Awareness month, Counselors Sharon Goodwin-Griffin and Beyonka Ligon conducted a breakfast sandwich and bake sale at the Garner Correctional Institution on September 19, 2014.



Counselors Sharon Goodwin-Griffin (L) and Beyonka Ligon do their part for breast cancer awareness.

Staff members donated various baked goods which were sold with the proceeds going to a breast cancer awareness charity. Thanks to the efforts and generosity of the staff at Garner CI, a total of \$463 was raised and donated to this worthy cause. It is estimated that 1 in 8 U.S. women — a little more than 12% — will develop invasive breast cancer over the course of her lifetime.

John R. Manson Scholarship

Applications are being accepted for the 2014 John R. Manson Scholarship. Applicants must be enrolled in an undergraduate program at the University of Connecticut and must be a dependent of an employee of the Connecticut Department of Correction.

Individuals who are eligible and interested are invited to forward a completed application to the Human Resources Division (Attention: Susan Levey) at 24 Wolcott Hill Road, Wethersfield, CT 06109 by October 24, 2014. For more information contact Administrative Assistant Susan Levey at 860-692-6808.

2014 SWAT Challenge

No Day at the Beach

In late August, as many of us were trying to squeeze out every last ounce of summer with maybe one last day at the beach, ten of our fellow staff members were focused on something entirely different. For the eighth consecutive year, members of the Special Operations Group (SOG) represented the Department of Correction Tactical Operations Unit at the Connecticut SWAT Challenge (CSC).

The Connecticut SWAT Challenge is a nationally renowned event, sponsored by the West Hartford Police Department. The three-day event held August 19-21 hosted 28 teams from around New England and as far away as Pennsylvania and the U.S. Border Patrol. The “Challenge” consisted of seven tactical scenarios which tested the participants’ use of movement techniques and weapons proficiency with various types of firearms including; handgun, rifle, shotgun, precision rifle and less lethal weapons as well.

In addition to the camaraderie and good natured competition amongst tactical teams, the CSC highlights tactical equipment trends, provides professional contacts, and encourages inter-agency cooperation. The Department of Correction team was lead by Lieutenant Tony Chapman, a 17 year veteran of SOG and twenty-

five year veteran of the agency. One of the tactical scenarios included a tactical insertion into the affected area by helicopter, while another required the use of a tactical robot for reconnaissance.

Currently SOG has a continuous selection process. To be eligible for appointment, staff must have at least three years employment as a Hazardous Duty Employee, and either be an active member with a minimum of one year on CERT or have resigned from CERT in good standing after serving a minimum of one year. Interested staff members may contact Captain Paton at Central Office for additional information.



Members of the Special Operations Group scale a fence under the concealment of smoke during the 2014 Connecticut SWAT Challenge.

Hostage Negotiator Training

Members of the Department of Correction Situational Control Hostage Negotiations Team (SITCON) recently attended a week-long Basic Negotiation Course offered by the Federal Bureau of Investigation (FBI). Those attending the training included: Counselor Angelina Brown, Lieutenant Noel Brown, Captain Wayne Cole, Lieutenant Scott Fields, Lieutenant John Nelson, Captain Ronald Pittman, Officer Nancy Quiros, and Counselor Supervisor Paulette Williams. The training was held at the Naval Station Newport in Rhode Island on September 9-12, 2014.

The training was designed for seasoned law enforcement personnel who serve as crisis/ hostage negotiators. The training focused on crisis negotiation concept, practical overview of negotiations, active listening techniques, role play, abnormal psychology, mental health and crisis intervention. The SITCON team members are now all certified with the Federal Bureau of Investigation.



Newly FBI certified SITCON members.