

**STATE OF MICHIGAN
IN THE CIRCUIT COURT FOR THE COUNTY OF WASHTENAW**

**JANE DOE 1, JANE DOE 2, JANE DOE 3,
JANE DOE 4, JANE DOE 5, JANE DOE 6,
JANE DOE 7, JANE DOE 8, JANE DOE 9,
JANE DOE 10, JANE DOE 11, JANE DOE 12,
JANE DOE 13, JANE DOE 14, JANE DOE 15,
JANE DOE 16, JANE DOE 17, JANE DOE 18,
JANE DOE 19, and JANE DOE 20,**

Plaintiffs,

Case No.: 25-000660-NO

v.

Hon. Julia B. Owdziej

GRETCHEN WHITMER, in her official and individual capacity as Governor of the State of Michigan;
HEIDI WASHINGTON, in her official and individual capacity as Director of the Michigan Department of Corrections;
JEREMY BUSH, in his official and individual capacity as Deputy Director of the Michigan Department of Corrections;
JEREMY HOWARD, in his official and individual capacity as Warden of Women's Huron Valley Correctional Facility (WHV);
JOSEPH ORLANDINO and KITTIE PAUL-TWITY, in their official and individual capacities as Captain at WHV;
SHERRY BRANDON, in her official and individual capacity as Lieutenant at WHV;
STEVE HORTON, in his official and individual capacity as Assistant Deputy Warden at WHV;
MATTHEW ROSS, PAMELA LEVERETT, BRANDY ENGLAND, and UNKNOWN WILLIAMS, in their official and individual capacities as Sergeants at WHV;
KELLY HERMANSON, in her official and individual capacity as Grievance Coordinator at WHV;
SHALISA WHITT, JESSICA SKELTON, ANGEL OAKLEY, AMBER DOTSON, LONDON CARTER, CARMA MUNOZ, DANITRA COLLIGTON, ZANDRA LYONS, ARRIEL DUNAGAN, JESSICA GLAZER, LARHONDA PERKINS, ALLYN EDWARDS, MARCHELLE HOSEY, JANELL HICKS,

**SHERI ROBERTSON, KIMBERLY KILGO,
CHERICE LOCKE, JENNIFER VIARS,
TANYA PLAIR, DEZEREE LACY,
LUCY HAMBY, K. THOMAS,
JASMINE BUNTING, TARRA ROBERSON,
KARLA DONALDSON, and AUTUMN SCOTT,**
in their official and individual capacities as
Corrections Officers at WHV,
jointly and severally.

Defendants.

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There is a related civil action arising out of the same transaction or occurrence as alleged in this complaint, filed contemporaneously in the Michigan Court of Claims, [Court of Claims Case No. to be assigned], Jane Doe 1, et al. v. State of Michigan, et al. The Court of Claims action contains claims for violation of the Michigan Constitution and tort claims against state officials in their official capacities that were removed from the original complaint in this action.

**FIRST AMENDED COMPLAINT
AND JURY DEMAND**

Plaintiffs, by and through their attorneys, state the following:

I. INTRODUCTION

1. This case exposes a grotesque and deliberate abuse of power at Michigan's only women's prison, Women's Huron Valley Correctional Facility (WHV), where officials deliberately implemented and aggressively defended a policy that sanctioned state-sponsored voyeurism while cynically claiming security concerns. Between January and March 2025, the Michigan Department of Corrections (MDOC) forced hundreds of women—the vast majority of whom are rape survivors—to submit to video recording while completely nude during strip searches, while showering, while using toilets, and in other states of undress. This conduct constitutes a felony under Michigan law (MCL 750.539j) and represents a brazen and calculated violation of fundamental constitutional rights to privacy, bodily integrity, and human dignity.
2. The implementation of this policy was fundamentally contradictory and particularly abhorrent given the population it affected. MDOC officials justified the introduction of body-worn cameras as necessary to ensure accountability and prevent staff misconduct—an implicit admission that corruption and abuse by staff are significant enough concerns to warrant constant video monitoring. Yet these same officials simultaneously entrusted these allegedly untrustworthy staff members with the authority to record, access, and potentially review intimate footage of incarcerated women in states of complete nudity.
3. This contradiction is especially disturbing given that the overwhelming majority of women at WHV report histories of sexual assault or abuse. MDOC implemented a policy that allowed the very staff they deemed untrustworthy enough to require constant

surveillance to record and access footage of vulnerable women who have already been sexually victimized, many repeatedly throughout their lives. The policy thus replicated patterns of exploitation and voyeurism that many of these women had previously endured, using the power of the state to perpetuate cycles of violation and trauma. Far from serving legitimate penological interests, this inconsistent approach suggests a calculated indifference to women's dignity and a fundamental failure to understand the population in MDOC's care.

4. The scale and severity of these violations are confirmed by responses from 319 women at WHV who completed a comprehensive questionnaire about their experiences. The results reveal a shocking pattern of institutional degradation and retraumatization:

- 81% of respondents reported histories of sexual assault and/or abuse either before or during incarceration;
- 82.6% have experienced mental abuse in relationships and 78.5% have experienced physical abuse;
- 82.2% of women reported that prison staff treat them in ways that remind them of past abusive relationships;
- 83% reported being recorded during strip searches with body cameras;
- 30.2% were recorded while showering and 38.3% while using the toilet;
- 92.9% reported feeling "more exposed and uncomfortable" due to body cameras; and
- 78.6% stated that the prison is designed for men and does not consider what women need for rehabilitation.

5. The recordings occurred in a facility where the vast majority of incarcerated women have histories of sexual trauma—a statistic MDOC officials knew or should have known.

Women were forced to bend at the waist, spread their buttocks, and expose their vaginal

and anal cavities to live cameras worn by corrections officers, inflicting severe psychological damage and deliberately retraumatizing women with known histories of sexual trauma. Women described being forced to endure the profound violation and humiliation of having their exposed bodies recorded, leaving them feeling sexually exploited by the very institution charged with their care. Some women dissociated during these degrading procedures as a psychological defense mechanism. When questioned, officers blamed the women themselves for the implementation of body cameras and conducted particularly harsh strip searches as "payback."

6. The twenty plaintiffs in this case—identified as Jane Does 1-20 to protect their safety and privacy—represent just a fraction of the nearly 500 women who experienced similar violations and who will join this litigation as it proceeds. Their experiences reveal a systematic pattern of sexual degradation and institutional betrayal, where women's suffering was not merely ignored but actively perpetuated by those charged with their care.
7. This case is particularly egregious for five critical reasons:
 - First, the statutory violation is unambiguous. Michigan law explicitly prohibits photographing or recording "the unclad genitalia or buttocks of another individual, or the unclad breasts of a female individual under circumstances in which the individual would have a reasonable expectation of privacy." Corrections officers are not exempted from this law, as they do not qualify as "peace officers" under Michigan's statutory framework.
 - Second, MDOC officials deliberately ignored multiple warnings about the policy's illegality. Beginning on February 17, 2025, advocacy organizations and state

legislators repeatedly raised concerns, specifically citing the relevant criminal statute. Internal communications reveal that officials were fully aware of these legal concerns yet continued the practice for five more weeks.

- Third, the policy directly contradicted MDOC's own internal regulations. The Department's Prison Rape Elimination Act Policy explicitly defines "voyeurism" to include "taking images of all or part of a prisoner's naked body"—the exact conduct authorized by the body camera policy. This represents not merely negligence but a conscious disregard for the Department's stated commitment to preventing sexual abuse.
 - Fourth, the implementation revealed blatant sex discrimination. While the body camera policy was allegedly uniform across all MDOC facilities, officers at men's facilities frequently exercised discretion to refuse wearing cameras during strip searches. By contrast, officers at WHV strictly enforced the policy, creating a two-tiered system that disproportionately subjected women to recorded strip searches.
 - Fifth, MDOC systematically obstructed administrative remedies. Hundreds of women filed grievances challenging the policy. Officials failed to process the grievances, assign grievance numbers, or provide appeal forms—effectively denying plaintiffs their administrative remedies and demonstrating deliberate indifference to their concerns.
8. The recordings policy exists within a broader pattern of systemic discrimination against women in MDOC custody, including:

- A history of degrading strip search practices dating back to 2009, when WHV implemented a particularly dehumanizing procedure forcing women to strip fully naked and sit at the front edge of plastic chairs. They were then instructed to lean back, raise their legs in the air above their heads, spread their legs, bend their knees, and touch their heels together—a position that deliberately exposed their vaginas and anuses for invasive visual inspection by staff, stripping away any semblance of human dignity. This degrading and humiliating practice continued for years despite serious sanitation concerns and numerous grievances filed by the women subjected to these searches.
- Chronic understaffing of mental health positions at WHV, with vacancy data showing persistent shortages in psychiatrists, psychologists, and mental health professionals, leaving traumatized women without support;
- Systematically more restrictive visitation policies at WHV compared to men's facilities, forcing women to navigate a complex, fragmented system that creates significant barriers for maintaining family connections;
- A years-long delay in providing equal educational opportunities to women in community college programs, bachelor degree programs, and the so-called “voc village” vocational training opportunities at MDOC facilities.
- Retaliation against plaintiffs and their counsel since the initiation of this litigation, including inexplicable delays in legal mail, arbitrary restrictions on attorney visits, and apparent obstruction of legal representation.
- Despite public pressure, MDOC officials failed to halt this illegal recording policy until March 24, 2025. Even after the official policy change, corrections officers

continued to record women in states of undress, demonstrating ongoing institutional disregard for women's dignity and legal rights. In fact, the questionnaire responses indicate that following the implementation of body cameras, 46.8% of women reported strip searches becoming more intrusive, 32.6% reported them becoming longer, and 26.6% reported more frequent searches.

9. The plaintiffs in this case have suffered profound trauma and harm. Many have experienced severe physical manifestations of psychological distress, including debilitating panic attacks, insomnia, gastrointestinal distress, and exacerbation of pre-existing conditions. Several have withdrawn from visitation with family members, resigned from prison jobs, and abandoned educational programs. As one woman reported in the questionnaire, "I feel violated, I feel like a piece of property here." Another stated, "I had just moved past my trauma of rape in my life and leave it to MDOC to always violate you."
10. This case demands accountability for these egregious violations. Plaintiffs seek relief to end these practices permanently, destruction of all recordings made during the illegal period, adequate training for MDOC staff, and monetary damages to acknowledge the profound harm they have endured. Most fundamentally, they seek recognition that incarcerated women retain basic human dignity and constitutional rights that no government official may lawfully violate.
11. Plaintiffs now seek accountability for the trauma, privacy violations, and discrimination they endured.

II. JURISDICTION AND VENUE

12. This Court has subject matter jurisdiction over this action pursuant to MCL 600.605, which grants circuit courts original jurisdiction over all civil claims and remedies except where exclusive jurisdiction is given by the constitution or by statute to another court.
13. This action is brought pursuant to the Elliot-Larsen Civil Rights Act (ELCRA), MCL 37.2301 et seq., for which this Court has jurisdiction.
14. This Court has jurisdiction over claims against the State of Michigan and its officials under MCL 600.6419(1)(a), which provides that circuit courts have jurisdiction over claims against the state and its departments when declaratory or equitable relief is sought, or under MCL 600.6419(1)(b) by virtue of concurrent jurisdiction with the Court of Claims.
15. The amount in controversy in this matter is \$500 million, exclusive of fees, interest, and costs.
16. This Court has personal jurisdiction over the defendants named herein because each is a public official of the State of Michigan who is sued in his or her individual and/or official capacity in order to enforce the performance of his or her official duties, and the State consented to be sued for ELCRA violations.
17. Venue is proper in Washtenaw County under MCL 600.1621 because the actions giving rise to this complaint occurred at WHV, located in Washtenaw County.

III. PARTIES

Plaintiffs

18. Plaintiffs **JANE DOE 1** through **JANE DOE 20** are adult women currently incarcerated at WHV. Each has experienced being routinely strip-searched and recorded in various states of undress. Each has suffered resulting trauma and harm, including physical manifestations such as severe insomnia, debilitating panic attacks with accompanying physical symptoms (racing heart, hyperventilation, trembling, chest pain), gastrointestinal distress, loss of appetite leading to weight loss, migraines, and exacerbation of pre-existing physical conditions requiring medication adjustments. The physical trauma responses experienced by these plaintiffs are consistent with recognized physiological manifestations of severe psychological distress, particularly among survivors of prior sexual trauma who are retraumatized. Each plaintiff is using a pseudonym to protect her privacy and safety.

Defendants

19. Defendant **GRETCHEN WHITMER** is the Governor of the State of Michigan and is invested with executive power pursuant to Art. V, Section 1 of the Michigan Constitution. Defendant Whitmer, with the management of the Michigan Department of Corrections, is responsible for the care and custody of women incarcerated in the Michigan Department of Corrections, and has the responsibility, authority, and ability to remedy current and future conditions at WHV that have given rise and continue to harm women through sexual abuse, degrading treatment, and deprivation of rights as set forth in this complaint.

20. Defendant **HEIDI WASHINGTON** is the Director of MDOC and is responsible for the overall operations, policies, and directives of the Department, including the body-worn camera policy at issue in this case.
21. Defendant **JEREMY BUSH** is the Deputy Director of MDOC in charge of Correctional Facility Administration. He directly oversees facility operations and was involved in implementing and defending the body-worn camera policy.
22. Defendant **JEREMY HOWARD** is the Warden of WHV. He is responsible for managing all aspects of WHV's operation, including the implementation of policies and the supervision of staff.
23. Defendants **JOSEPH ORLANDINO** and **KITTIE PAUL-TWITY** are Captains at WHV responsible for supervising corrections officers and implementing facility policies.¹
24. Defendant **SHERRY BRANDON** is a lieutenant at WHV responsible for supervising corrections officers and implementing facility policies.
25. Defendant **STEVE HORTON** is an Assistant Deputy Warden at WHV. He is responsible for operational management and engaged in specific conduct related to Plaintiffs.
26. Defendants **MATTHEW ROSS, PAMELA LEVERETT, BRANDY ENGLAND,** and **UNKNOWN WILLIAMS** are sergeants at WHV responsible for supervising corrections officers and implementing facility policies.
27. Defendant **KELLY HERMANSON** is the WHV Grievance Coordinator responsible for processing and responding to prisoner grievances, including those related to body-worn cameras.

¹ On information and belief, Defendant Kittie Paul-Twity was promoted from captain to inspector at some point between January 2025 and the filing of this complaint.

28. Defendants **SHALISA WHITT, JESSICA SKELTON, ANGEL OAKLEY, AMBER DOTSON, LONDON CARTER, CARMA MUNOZ, DANITRA COLLIGTON, ZANDRA LYONS, ARRIEL DUNAGAN, JESSICA GLAZER, LARHONDA PERKINS, ALLYN EDWARDS, MARCHELLE HOSEY, JANELL HICKS, SHERI ROBERTSON, KIMBERLY KILGO, CHERICE LOCKE, JENNIFER VIARS, TANYA PLAIR, DEZEREE LACY, LUCY HAMBY, K. THOMAS, JASMINE BUNTING, TARRA ROBERSON, and AUTUMN SCOTT,** are corrections officers at WHV who conducted strip searches, made rounds in the shower areas, or observed women who were using a toilet while wearing active body cameras.

IV. FACTUAL ALLEGATIONS

A. Implementation of the Body-Worn Camera Policy

29. In January 2025, MDOC implemented a body-worn camera (BWC) policy that allowed staff to wear active cameras at WHV, including during strip searches.
30. These cameras, equipped with a green light to signal recording mode, were worn during highly invasive strip searches, including after visits and work assignments.
31. Although MDOC officials characterized the cameras as being in "passive recording mode," they still captured real-time images and data. MDOC policy allowed retention of this footage when a "qualifying event" occurred or if a prisoner or staff member requested it.
32. On February 17, 2025, an advocate from the American Friends Service Committee raised concerns with Defendant Howard and Defendant Bush, citing violations of MCL 750.539j, which prohibits recording individuals in a state of undress without consent.
33. On February 20, 2025, Defendant Bush confirmed the policy, stating cameras remained in passive recording mode during strip searches and that footage could be saved or reviewed in limited scenarios. Bush maintained the practice was lawful.
34. On March 24, 2025, following mounting public and legal pressure, MDOC amended the BWC policy to require cameras be placed in "sleep mode" during routine strip searches, meaning no data, audio, or video would be captured. This revision amounts to an admission that the prior policy was unlawful and harmful.
35. While MDOC officially implemented the body-worn camera policy across all facilities, corrections officers at various men's facilities exercised discretion to refuse wearing

cameras during strip searches, effectively creating a two-tiered implementation of the policy that disproportionately impacted incarcerated women.

36. Unlike their counterparts at men's facilities who refused to participate in recorded strip searches, officers at WHV strictly enforced the policy, conducting recorded strip searches despite women's objections and despite knowledge of the policy's harmful effects on a population with high rates of sexual trauma.
37. This inconsistent implementation created a situation where women were subjected to recorded strip searches at substantially higher rates than men, despite MDOC's purportedly uniform policy.
38. The implementation of this recording policy must be understood within the context of longstanding systemic discrimination against women in MDOC custody, as detailed below.

B. Historical Context of MDOC Strip Search Practices

39. The current body-worn camera recording policy represents the latest chapter in a troubling history of invasive and potentially traumatizing search practices at Women's Huron Valley Correctional Facility (WHV). MDOC has a documented pattern of implementing strip search procedures that have violated women's dignity, privacy rights, and caused significant psychological harm, particularly to survivors of sexual trauma.
40. In 2009, MDOC implemented a particularly degrading strip search procedure at WHV that required women to sit on the edge of a plastic chair, lean back, raise and spread their legs with knees bent and heels together, exposing their genitalia for inspection by corrections officers. As documented in a federal court case (*Salem v. Michigan Department of Corrections*), "Since 2009, WHV policy requires an inmate returning from

an off-site trip or contact visit first to 'bend and spread her buttocks' and then to 'sit on a sanitary paper lined chair and spread her knees so as to spread the lips of her vagina to allow inspection.'"² This invasive procedure was implemented when the facilities consolidated under Warden Millicent Warren, who claimed the decision was based on a 1998 MDOC training video and the rationale that it would aid staff in performing "more thorough" searches.

41. During 2010 and 2011, many women filed grievances about both the "face to face" aspect of these searches and the requirement to spread their labia for inspection. Almost half of these grievances also highlighted serious sanitation concerns, reporting that prison officials sometimes failed to provide chair covers or disinfectant.³ Women were often forced to use the same chair without sanitation between uses, potentially exposing them to bodily fluids from other women.
42. This practice continued until December 2011, when, after an administrative review, MDOC modified its policy. The written policy was changed to require reasonable suspicion to conduct vaginal searches, though the "bend-and-spread" buttocks search remained part of routine procedure.⁴ However, even after this policy change, women reported that the chair-based searches continued at WHV, highlighting the gap between written policy and actual practices.
43. In April 2012, the American Civil Liberties Union (ACLU) and the ACLU of Michigan challenged MDOC's ongoing degrading body cavity search procedures at WHV. The ACLU received letters from more than 60 women describing how they were forced to spread open their labia using their hands, often under unsanitary conditions and in full

² Salem v Michigan Department of Corrections, 643 F. App'x 526 (6th Cir. 2016).

³ Id.

⁴ Id.

view of other women. These searches were conducted routinely after visits with attorneys and family members, and after shifts at prison jobs, even when guards had no specific reason to suspect concealment of contraband.⁵

44. Legal experts noted that "courts recognize that previous sexual abuse suffered by many female prisoners increases the trauma caused by invasive strip searches and therefore heightens the constitutional violation." This is particularly significant given that experts have estimated as many as 80 percent of women in jails or prisons have been victims of domestic violence and physical abuse prior to their conviction.⁶

45. Following these advocacy efforts, MDOC agreed to halt routine invasive body cavity searches. As the ACLU noted at the time, "Many women in the prison population have been victims of sexual abuse, so it was very concerning that they were being asked to expose themselves in such a manner whenever they had a visitor."⁷ However, this victory came only after years of women being subjected to dehumanizing practices.

46. Prior to the implementation of body-worn cameras in 2025, strip search practices at WHV varied considerably depending on the individual officer. Some officers would conduct minimal searches, requiring women to remove outer clothing down to their underwear. Others used less invasive methods, such as having women squat and "spread their cheeks" to allow for visual inspection of the anal area. Still others required women

⁵ American Civil Liberties Union, "Body Cavity Searches at Michigan's Women's Huron Valley Correctional Facility," April 10, 2012, <https://www.aclu.org/cases/body-cavity-searches-michigans-womens-huron-valley-correctional-facility>

⁶ American Civil Liberties Union, "Civil And Human Rights Groups Urge Michigan Women's Prison To End Degrading Body Cavity Searches," April 11, 2012, <https://www.aclu.org/press-releases/civil-and-human-rights-groups-urge-michigan-womens-prison-end-degrading-body-cavity>

⁷ American Civil Liberties Union, "Michigan Women's Prison Halts Degrading Routine Body Cavity Searches," April 11, 2012, <https://www.aclu.org/press-releases/michigan-womens-prison-halts-degrading-routine-body-cavity-searches>

to bend at the waist and "spread their cheeks," enabling officers to visually inspect both the anal and vaginal areas.

47. The introduction of body cameras in 2025 marked a significant and troubling shift in these practices. Officers began uniformly conducting strip searches in the most invasive manner possible, claiming they needed to perform searches "by the book" now that they were being recorded. This resulted in every woman being required to bend at the waist and spread their buttocks in a manner that exposed both their vagina and anus to visual inspection. Officers also began spending more time on each search, feeling pressure to demonstrate on camera that they were thoroughly examining every possible location where contraband might be concealed.
48. Multiple women reported that officers explicitly blamed them for the implementation of body cameras and conducted particularly harsh "shakedowns" or strip searches as "payback" for the new recording requirement. This retaliatory conduct exacerbated the already traumatic nature of these searches and created an atmosphere of punishment and intimidation.
49. The psychological impact of recorded strip searches has been profound. Many women reported dissociating during these procedures as a psychological defense mechanism. Others expressed anxiety about who might be viewing the recordings, with some stating they felt like they were "being watched by the world" or "in front of an audience" during these degrading searches. Some women were falsely told that only the warden could view the footage, creating the disturbing impression that the male warden could view recordings of their naked bodies at will. Others accurately understood that male MDOC

staff had potential access to these recordings, adding another layer of violation to the experience.

50. Even after MDOC officially changed its policy on March 24, 2025, to require staff to place body cameras in "sleep mode" during strip searches, at least two documented instances have occurred where officers left cameras active during these searches, demonstrating ongoing compliance issues with the revised policy.
51. This history of problematic strip search practices at WHV demonstrates a recurring pattern: MDOC implements invasive search procedures that cause significant psychological harm, advocates and incarcerated women protest these procedures, and eventually MDOC is forced to revise its policies. Yet rather than learning from this cycle and implementing trauma-informed practices from the outset, MDOC has once again initiated a harmful policy—this time involving video recording during strip searches—without adequate consideration for women's privacy, dignity, or histories of trauma.
52. The current body-worn camera policy must be understood within this historical context of MDOC repeatedly implementing and defending degrading search practices at WHV before being forced to abandon them due to their harmful and potentially unlawful nature. This pattern suggests a systemic failure to incorporate trauma-informed approaches into policy development despite MDOC's own stated commitment to such principles.
53. The *Neal v. Michigan Department of Corrections* case further illustrates MDOC's historical failures to protect women in its custody. This landmark class action lawsuit, which spanned more than 15 years of litigation, alleged systematic sexual harassment and assault of incarcerated women by male corrections personnel. The case ultimately

resulted in a \$100 million settlement that included substantial injunctive relief addressing MDOC's response to sexual abuse claims.⁸ The necessary reforms included external oversight, improved grievance procedures, and better staff training—elements that appear to be lacking in the current BWC implementation.

54. The 2025 body-worn camera recording policy thus represents not an isolated incident but rather the continuation of a troubling pattern at MDOC—implementing invasive, humiliating policies that fail to respect women's dignity and privacy rights, with particular harm to those with histories of trauma, until external pressure forces their revision. This historical context makes the current recording policy all the more egregious, as it demonstrates that MDOC has repeatedly failed to learn from past violations and continues to implement practices that cause foreseeable psychological harm to women in its custody.

C. Detailed Chronology of Concerns Raised and MDOC's Response

55. On February 17, 2025, Peter J. Martel, Deputy Director of the American Friends Service Committee, sent an email to Defendant Howard and Defendant Bush raising concerns about the body-worn camera policy. See Exhibit A. In this email, Mr. Martel specifically noted that:

[O]fficers are wearing body cams with a green light activated while conducting strip searches of women. This is an atrocious practice and is a violation of MCL 750.539j, which is a felony punishable by up to 5 years and/or a \$5000 fine for every violation of the law.

56. Mr. Martel further highlighted the harmful impact of this policy, stating that women were already "resigning from [Prisoner Observation Aide and Prisoner Palliative Care Aide]

⁸ Civil Rights Litigation Clearinghouse, "Neal v. Michigan Department of Corrections Ct. of Claims, 03-162-MZ," <https://clearinghouse.net/case/5550/>

positions because **they are sexual violence victims who are being re-victimized by having their bodies recorded without consent.**"

57. When no immediate response was received, on February 18, 2025, Mr. Martel escalated the matter directly to Defendant Washington, the Director of MDOC. See Exhibit B. In this email, Mr. Martel specifically asked: "Will you please let me know if this practice has been halted?" Notably, this escalation email was copied to numerous oversight entities and officials, including:

- Multiple State Senators including Stephanie Chang, Sue Shink, Jeff Irwin, and Sylvia Santana
- Multiple State Representatives including Ann Bollin, Jennifer Conlin, Sarah Lightner, and Kelly Breen
- Legislative Corrections Ombudsperson Keith Barber
- Washtenaw County Prosecutor Eli Savit

58. Additionally, on February 18, 2025, Mr. Martel escalated the matter by directly contacting Michigan Attorney General Dana Nessel and Washtenaw County Prosecutor Eli Savit. See Exhibit C. In this email, Mr. Martel reported that Warden Howard had told women during an emergency warden's forum meeting that 'the body cams are not recording unless staff hit a button on the body cam' and 'that they were not being recorded during strip searches.' Mr. Martel directly contradicted this claim, stating: 'If the statement attributed to the warden accurately describes what he said, then he is lying. The body cameras are always recording when the green light is on.' Mr. Martel emphasized the particular harm these recordings caused to the women at WHV, noting that 'Women—disproportionately women of color—are serving time at WHV for crimes that

are often rooted in decades of physical and sexual violence and abuse' and are 'now being video recorded while they are being humiliated during strip searches that do not even need to be done.' He explicitly characterized the conduct as criminal, stating it was 'against the law and it is a felony, potentially requiring sex offense registration under SORA,' and urged officials to 'protect these women and hold their abusers accountable the same way you would if they were not people wearing paramilitary costumes.

59. On February 19, 2025, State Representative Laurie Pohutsky directly contacted MDOC Legislative Liaison Kyle Kaminski regarding the body camera issue. See Exhibit D. Representative Pohutsky explicitly characterized the recording of strip searches as a "criminal act," stating:

[T]he warden at Women's Huron Valley met with unit representatives and told them that the body cams are not recording during these (unnecessary and duplicative) strip searches. This is a lie. The green light on the cameras are on during these searches, and telling incarcerated women that they don't know what they're seeing is an added layer of humiliation to an already humiliating (and criminal) act.

60. Representative Pohutsky's email further indicates that Defendant Howard may have been providing false information to incarcerated women about whether cameras were recording, noting that the warden "told them that the body cams are not recording" despite the visible green recording lights being active during searches.

61. On February 20, 2025, MDOC Legislative Liaison Kyle Kaminski responded to Representative Pohutsky, confirming that the cameras were indeed active during strip searches. See Exhibit E. Kaminski stated that:

The referenced green lights reflect that the camera is on and collecting raw data. This data can only be retained or viewed as a video file if the camera is activated (indicated by red lights), or if the data is extracted prior to the data being overwritten...

62. In a follow-up email the same day, Kaminski further elaborated:

The camera is collecting data that stays on the camera and is overwritten after roughly 18 hours of continuance use. This data is only turned into a viewable video/audio file if the camera is intentionally activated... or if the data is extracted prior to overwriting by approved staff...

63. This response acknowledged that cameras were actively "collecting raw data" during strip searches but attempted to justify this practice by suggesting the recordings were not permanently retained. Notably, Kaminski's response did not address the fundamental concern that recording women in states of undress—regardless of whether the footage was later saved or deleted—violated MCL 750.539j.

64. Also on February 20, 2025, Defendant Bush responded to the broader group, confirming the policy while attempting to justify it. See Exhibit F. In his response, Defendant Bush acknowledged that body-worn cameras remained active during strip searches, stating:

Body Worn Cameras in the MDOC generally operate in a 'passive' mode, which is indicated by green lights on the front of the camera. In this mode, raw data is being collected, but unless specific action is taken by approved MDOC staff to retain this data, the data is not saved as a video or audio file.

65. Despite acknowledging that "raw data is being collected" during strip searches, Defendant Bush dismissed the serious concerns raised, characterizing them merely as an adjustment issue: "While we recognize this is a new technology within the MDOC and there are likely to be questions or concerns as staff and incarcerated individuals adjust to their presence, Michigan's deployment and use of these cameras in this setting is consistent with other neighboring states and complies with applicable state law." This statement demonstrates Defendant Bush's cavalier attitude toward the privacy violations and psychological trauma being inflicted on women, suggesting they simply needed to

"adjust" to having their naked bodies recorded rather than acknowledging the policy's inherent illegality.

66. On February 22, 2025, Mr. Martel sent a follow-up email challenging Defendant Bush's explanation. See Exhibit G. In this email, Mr. Martel pointed out that:

- "MDOC Knowingly Removed Ohio's Explicit Prohibition Against Recording in States of Undress," noting that "Michigan's policy was modeled after Ohio's body-worn camera policy. However, MDOC intentionally removed Ohio's language that explicitly prohibits the recording of individuals in states of undress."
- "'Passive mode' still captures video, meaning that individuals undergoing strip searches are still being filmed, whether or not the footage is later stored."
- "MDOC policy does not explicitly prohibit reviewing, accessing, or misusing footage before it is deleted. Within the 18-hour window before data is overwritten, there is nothing preventing officers from watching, sharing, or even extracting the footage for unauthorized purposes."

67. State Senator Sue Shink of the 14th District also responded to concerns raised about the policy, stating she had spoken directly with the Legislative Corrections Ombudsman, MDOC Legislative Liaison Kyle Kaminski, and Defendant Washington about the issue. See Exhibit H. Senator Shink specifically noted that she had "expressed [her] concerns about the effect of the body cams being worn during strip searches and questioned their legality and necessity." Senator Shink further indicated she was "concerned and wishing to know more about the circumstances in which an incarcerated person is subject to a strip search, its effect on inmates and alternatives to this and other dehumanizing

processes," characterizing strip searches as "dehumanizing" and expressing support for finding alternatives.

68. Despite these multiple expressions of concern from advocacy organizations and elected officials, MDOC stubbornly and defiantly maintained its illegal policy for several more weeks. On March 19, 2025, Representative Pohutsky sent another email to Kaminski, with Defendants Washington and Bush copied, directly challenging the legality of the recording practice. See Exhibit I. Representative Pohutsky asked specific questions that cut to the heart of the legal issues:

How is this recording ('raw data' or otherwise) permissible under Michigan law? MCL 750.539j makes it clear that recording someone in a state of undress when they should reasonably be able to expect privacy is illegal. While there is an exception for peace officers, MCL 750.539g would suggest that this exception does not apply to corrections officers as there is an additional explicit exception for corrections officers in this statute.

69. Representative Pohutsky further questioned MDOC's deliberate omission of privacy protections that existed in other states' policies:

Can you explain the rationale for MDOC's exclusion of a provision explicitly prohibiting the recording of incarcerated people while in states of undress? Other states have such explicit prohibitions, yet MDOC omitted it. Was there a reason for this?

70. The email also raised serious concerns about potential misuse of the footage, asking:

How many people at Women's Huron Valley have access and permission to convert and view these files? How many of these people are men? What audits or internal processes exist to ensure that these files are in fact being overwritten, being converted, or only being/able to be accessed by authorized personnel?

71. Five days after receiving these pointed legislative inquiries, on March 24, 2025, MDOC Legislative Liaison Kyle Kaminski announced that the policy had been changed. See

Exhibit J. Kaminski wrote:

The Michigan Department of Corrections has finalized an updated policy for the use of body worn cameras in all MDOC facilities that became effective today (attached). This policy makes several changes to the current policy... Having gathered feedback during the initial roll out of this technology in Michigan, several changes are being made including the scenarios in which cameras are placed in 'sleep mode'. In this mode, data cannot be collected, extracted, or viewed. The list of scenarios covered by sleep mode will now include routine strip searches as well as certain healthcare settings.

72. This announcement came after more than five weeks of consistent pressure from advocacy organizations and elected officials, all of whom had pointed out the legal and ethical problems with recording women during strip searches. Notably, in justifying the change, Kaminski's email did not acknowledge that the previous policy had violated state law or caused psychological harm to incarcerated women. Instead, he characterized the change as merely a response to "feedback during the initial roll out."

73. This belated policy change represented a tacit admission that the prior practice had been improper. However, by that point, all Plaintiffs had already been subjected to multiple recorded strip searches, causing psychological harm that continued even after the policy was amended. Furthermore, as detailed in Plaintiffs' individual allegations, even after the official policy change, corrections officers flagrantly continued to record women in states of undress, demonstrating the deeply entrenched culture of voyeurism and disregard for women's dignity.

D. Pattern of Systemic Sex-Based Discrimination at WHV

i. MDOC's Deliberate Disregard for Women's Privacy and Dignity

74. The MDOC's implementation of body-worn cameras during strip searches demonstrates a fundamental and calculated disregard for the privacy, dignity, and unique needs of incarcerated women.

75. Other state corrections departments have specifically prohibited recording during strip searches:

- Ohio explicitly bars any visual or audio reproduction of strip searches. Exhibit K, Paragraph E: “Unauthorized Use.”
- Indiana specifically prohibits the use of body-worn cameras during unclothed searches. Exhibit L, Paragraph E: “Unauthorized Use.”
- Wisconsin requires that strip searches be private and prohibits any visual or sound recording. Wisconsin Statute 968.255.

76. Despite the availability of these models, MDOC deliberately implemented and defended a policy that violated women's privacy and dignity.

77. The policy was especially harmful to women with histories of sexual trauma, which MDOC knew or should have known is disproportionately common among incarcerated women.

78. MDOC was aware or should have been aware of these statistics and the unique vulnerability of the female prison population to re-traumatization through invasive recording practices during moments of forced nudity.

79. The implementation of a policy requiring recording during strip searches thus had an inherently disparate impact on women, who were more likely to experience the searches as triggering past sexual trauma.

80. This disparity was compounded by MDOC's failure to provide adequate mental health staffing at WHV to address the predictable trauma responses triggered by the policy, creating a system where women were both more likely to be traumatized by the recordings and less likely to receive treatment for their resulting distress.

ii. Systemic Mental Health Care Deficiencies at WHV

81. During the period relevant to this complaint, WHV has been chronically understaffed in critical mental health and healthcare positions, compounding the trauma experienced by Plaintiffs.

82. Vacancy data from Q1 2023 through Q1 2025 demonstrates a persistent and severe staffing shortage across all medical and mental health positions:

- Total vacancies remained consistently high, ranging from 48.5 to 57.5 vacant positions
- Psychiatrist positions had a constant vacancy rate of 1.5 open positions
- Psychologist vacancies ranged from 1-4 open positions
- Mental Health Professional vacancies fluctuated between 4-10 open positions
- Registered Nurse vacancies ranged from 16-19 open positions
- Resident Care Aide vacancies consistently remained between 1-4 open positions

83. These vacancies meant that even when Plaintiffs sought mental health treatment for the trauma, anxiety, and distress caused by recorded strip searches, adequate care was unavailable.

84. Beyond the chronic understaffing issues, the structure of mental health services at WHV creates an additional barrier to care. Women who are not classified as requiring Outpatient Mental Health services—defined narrowly as those taking medication for mental health conditions—face extraordinary obstacles to accessing psychological support. Those without this designation typically gain access to mental health services only after prolonged advocacy, and even then, receive woefully inadequate care consisting of just thirty minutes of "talk/journal therapy" every six weeks. This restrictive service model effectively denies meaningful therapeutic support to women experiencing psychological distress but who do not meet the arbitrary threshold for medication-based treatment, creating a system where trauma responses go largely unaddressed.

85. Several Plaintiffs specifically reported being unable to access mental health services despite requesting support:

- Plaintiff Jane Doe 7 noted that despite requesting treatment for anxiety related to the recorded strip searches, the facility "won't see her;"
- Plaintiff Jane Doe 11, who takes medication for PTSD, anxiety, depression, and bipolar disorder, found her symptoms exacerbated by the recordings but received no additional support; and
- Plaintiff Jane Doe 13, who experienced flashbacks to past sexual trauma, submitted requests for mental health services that went unanswered.

86. Defendants were aware of these chronic staffing shortages yet implemented a policy of recording strip searches that they knew or should have known would trigger trauma responses in a population with high rates of sexual abuse history.

87. The severe understaffing of mental health professionals directly contributed to Plaintiffs' ongoing suffering, as they were unable to receive timely or adequate treatment for the psychological distress caused by Defendants' body camera policies.
88. This systemic failure to provide adequate mental health resources, coupled with the implementation of retraumatizing recording practices, demonstrates Defendants' deliberate indifference to the welfare of women in their custody.
89. The staffing deficiencies support Plaintiff Jane Doe 16's testimony that the prison system is "designed by men, for men, and fails to provide adequate therapy and resources for women," particularly in addressing the unique mental health needs of incarcerated women with trauma histories.

iii. Systematic Visitation Disparities Between Women's and Men's Facilities

90. A comprehensive comparison of visitation schedules reveals a systematic pattern of more restrictive and limited visitation opportunities for women at WHV compared to men at multiple MDOC facilities, further demonstrating the disparate treatment of incarcerated women.
91. WHV implements a highly fragmented visitation system with six different schedules depending on housing unit assignment, creating unnecessary complexity and confusion for visitors. By contrast:
- a. Macomb Correctional Facility (MRF) uses a simplified schedule with just three groupings of housing units.
 - b. Richard A. Handlon Correctional Facility (MTU) employs an even simpler approach with only two categories: "Segregation" and "All Other Housing Units."

- c. Parnall Correctional Facility (SMT) groups five different housing units (A, B, 9, 10, and 16) under a single consistent schedule.

92. Men incarcerated at MDOC facilities enjoy significantly greater weekend visitation opportunities compared to women at WHV:

- a. Men in standard housing units at MRF have access to four different visiting blocks every Sunday spanning from 8:30 A.M. to 8:30 P.M.
- b. Men at MTU (except those in segregation) can receive visitors during four different time slots on BOTH Saturday and Sunday, providing eight weekend visitation opportunities.
- c. Men at Parnall have three different visiting blocks (morning, afternoon, and evening) on BOTH Saturday and Sunday, totaling six weekend options.
- d. By stark contrast, women at WHV have highly limited weekend options that vary significantly by housing unit, with many units having access to just one or two weekend slots, and some having no Sunday morning or afternoon options at all.

93. Weekday visitation opportunities demonstrate similar disparities:

- a. Men at Parnall have two consistent daily visiting blocks (3:00-5:00 P.M. and 6:00-8:00 P.M.) available Monday through Friday.
- b. Men at MTU have two evening visiting blocks on both Monday and Friday.
- c. Men at MRF in main housing units have two evening blocks on Monday and Friday.
- d. Women at WHV face an inconsistent patchwork of weekday options that vary dramatically based on housing assignment, with many units having extremely limited weekday access.

94. The consistency and predictability of men's facility visitation schedules stand in stark contrast to the fragmented approach at WHV:

- a. Men's facilities maintain the same time blocks across different days (e.g., 3:00-5:00 P.M. and 6:00-8:00 P.M. at Parnall), creating predictability for visitors.
- b. Men's facilities typically offer the same schedule for all standard housing units, allowing for simpler planning.
- c. Women at WHV must navigate a complex system where visitation times change by day of week and by housing unit, creating significant barriers for family members attempting to schedule regular visits.

95. Even women in general population at WHV often have fewer visitation opportunities than men in segregation at men's facilities:

- a. Men in segregation at MTU have two visiting blocks every Thursday.
- b. Some women's housing units at WHV have similarly limited options despite being general population units.

96. This systematic disparity in visitation opportunities represents a significant burden on women in MDOC custody, particularly when combined with other restrictive conditions:

- a. The fragmented and limited visitation schedule at WHV, when paired with the practice of recorded strip searches following visits, forced many Plaintiffs to choose between maintaining crucial family connections and protecting themselves from the trauma of recorded bodily exposure.
- b. Several Plaintiffs, including Jane Doe 2, Jane Doe 4, Jane Doe 8, Jane Doe 10, Jane Doe 11, and Jane Doe 12, report having reduced or eliminated visits with family members specifically because of the recording policy.

- c. The combination of limited visitation slots and recorded strip searches has been particularly harmful to women with histories of sexual trauma, who must choose between the psychological benefit of family support and the psychological harm of recorded bodily exposure.

97. The disparate visitation policies between men's and women's facilities demonstrate a pattern of more restrictive conditions imposed on women in MDOC custody, conditions that existed before and were exacerbated by the implementation of the body camera recording policy.

98. This combination of policies has disproportionately impacted women's rehabilitation opportunities compared to men in MDOC custody, as maintaining family connections is a recognized factor in successful reentry and reduced recidivism.

iv. Systematic Educational Disparities Between Women's and Men's Facilities

99. MDOC has consistently provided higher education opportunities to men years before making similar opportunities available to women at WHV, further demonstrating the pattern of systemic gender-based discrimination.

100. A chronological examination of college program implementation reveals significant disparities:

- a. Jackson College began offering higher education programs at men's facilities in 2013, years before comparable opportunities were made available to women at WHV.
- b. Mott Community College established college programming at the Thumb Correctional Facility (a men's prison) in 2016.

- c. The Calvin Prison Initiative began offering bachelor's degree programs to men at Richard A. Handlon Correctional Facility in 2015, eight years before any comparable bachelor's degree program was available to women.
 - d. Hope College implemented a bachelor's degree program at a men's facility in 2021.
 - e. By contrast, the MDOC did not begin offering a bachelor degree program at WHV until 2023, through Eastern Michigan University.
101. This pattern of prioritizing educational opportunities for men over women in MDOC custody has had significant consequences:
- a. Women at WHV were systematically denied access to the rehabilitative and personal development benefits of higher education for nearly a decade while such opportunities were available to men.
 - b. Several Plaintiffs have expressed interest in educational advancement but were unable to access college courses during their incarceration due to this disparity, including Plaintiff Jane Doe 3, who only recently gained access to coursework through Jackson Community College, and Plaintiff Jane Doe 2, whose ability to complete business administration coursework has been negatively impacted by the conditions at WHV.
 - c. The delay in implementing educational programs at WHV compared to men's facilities directly impacts women's opportunities for personal development, rehabilitation, and post-release employment prospects.
102. This educational disparity forms part of a broader pattern of systemic discrimination against women in MDOC custody, which includes:

- a. More restricted and fragmented visitation schedules;
 - b. Insufficient mental health staffing despite higher rates of trauma history;
 - c. Differential implementation of the body camera policy; and
 - d. Delayed access to educational opportunities.
103. The fact that college programs were implemented at multiple men's facilities (Jackson College in 2013, Calvin in 2015, Mott in 2016, Hope in 2021) before comparable programs were established at WHV demonstrates MDOC's systematic prioritization of men's programming over women's programming.
104. This pattern of educational discrimination is particularly harmful given that higher education is a recognized factor in successful rehabilitation and reduced recidivism, meaning that MDOC's failure to provide equal educational access likely contributed to poorer outcomes for women compared to similarly situated men.
105. Within this broader context of discrimination, MDOC also systematically failed to provide administrative remedies to women objecting to the recording policy, as detailed below.

v. Retaliation and Obstruction of Legal Access

106. Since initiating legal proceedings regarding this matter, Plaintiffs' counsel has experienced what appears to be retaliatory obstruction of their legal representation. Legal mail sent to clients has been inexplicably delayed, and attorney visitation has been severely restricted through arbitrary scheduling limitations, with facility staff indicating they will only accommodate ten attorney visits per week for all Plaintiffs. This restriction directly contradicts MDOC Policy Directive 05.03.140, which specifically provides for more flexible attorney access. Additionally, three members of Plaintiffs' legal team who

are representatives acting on attorneys' behalf submitted required LEIN applications on April 2, 2025, yet remain unapproved over four weeks later with no explanation for the delay, despite the policy acknowledging that such representatives are entitled to professional visits. These restrictions have substantially impeded counsel's ability to effectively represent Plaintiffs and appear to constitute further evidence of a pattern of conduct designed to interfere with Plaintiffs' access to legal remedies.

vi. Pattern of Systemic Disregard for Gender-Responsive and Trauma-Informed Approaches

107. The violations detailed in this complaint did not occur in isolation but represent the culmination of a deeply entrenched pattern of institutional failure. The body camera recording policy and its enforcement were deliberately created, implemented, and encouraged by department policies and the named administrative defendants. This implementation reflects a broader and more fundamental problem: a system of abuse permeating every facet of Michigan's only women's prison, which has been repeatedly challenged through litigation with no meaningful change or relief for the women in MDOC's care.

108. Rather than implementing evidence-based, gender-responsive approaches, MDOC continually develops policies within a vacuum of security and control that systematically ignores the humanity, dignity, and trauma histories of incarcerated women. The Department consistently fails to engage in thoughtful consideration of the unique needs of women in custody before implementing practices that retraumatize an already vulnerable population.

109. The leadership deficit at WHV is particularly telling. Since the retirement of Warden Millicent Warren—who herself demonstrated insensitivity to women's unique gendered

experiences and intergenerational trauma histories—the facility has been led by a succession of three male wardens with no demonstrated expertise in gender-responsive or trauma-informed approaches to corrections. This placement of individuals lacking specialized training in women's psychological and physiological needs into positions of absolute authority over Michigan's only women's prison demonstrates institutional indifference to the specific requirements of the female prison population.

110. This lack of gender-responsive leadership and trauma-informed expertise replicates the same sexually hostile and psychologically harmful environment that was identified and confirmed by a jury in the landmark *Neal v. Dep't of Corr.*, 230 Mich. App. 202, 583 N.W.2d 249 (1998). Despite substantial financial settlements and promised reforms following *Neal* and *Glover v. Johnson*, 934 F.2d 703 (6th Cir. 1991), the fundamental conditions at WHV remain unchanged. Department leadership continues to be permitted to mistreat women, provide inequitable services compared to men's facilities, and subject women to degrading and traumatizing practices—all while these women remain legally entrusted to MDOC's care.

E. Grievance Process Failures

111. MDOC PREA Policy, Paragraph VV, states that sexual abuse grievances are to be removed from the general grievance process and referred to the facility PREA Coordinator. The grievant must be notified in writing of this referral.

112. The systematic failure to process grievances regarding recorded strip searches was not simply administrative neglect but reflects a deliberate policy choice to remove these complaints from the grievance process entirely. MDOC's own PREA Policy Directive 03.03.140, Section VV, explicitly states that "The MDOC has eliminated the

administrative grievance procedure for addressing prisoner grievances regarding sexual abuse. If prisoners utilize the prisoner grievance system to report an allegation of sexual abuse, the facility Grievance Coordinator shall forward the sexual abuse allegation to the facility PREA Coordinator for further handling in accordance with this policy, and the sexual abuse grievance shall be removed from the grievance process."

113. This policy, coupled with the Department's own definition of "voyeurism" in Section N of the same directive—which explicitly includes "taking images of all or part of a prisoner's naked body"—created a procedural paradox for Plaintiffs. By policy, their complaints about being recorded during strip searches constituted allegations of sexual abuse in the form of voyeurism, which should have been immediately removed from the grievance process and forwarded to the PREA Coordinator. However, rather than processing these allegations through the PREA framework as required, MDOC officials initially failed to respond to the grievances at all, effectively denying Plaintiffs any administrative remedy.

114. More recently, MDOC has begun returning these grievances as "rejected"—months after they were submitted and well beyond the timeframe required for a response—rather than processing them as PREA complaints as their own policy requires. This approach represents a complete circumvention of both the grievance process and the PREA reporting mechanism, leaving women with no administrative recourse whatsoever to challenge the recording of their naked bodies. The Department's actions demonstrate a pattern of deliberate obstruction designed to shield the recording policy from scrutiny and leave Plaintiffs without administrative remedies or documentation of their complaints, in direct violation of MDOC's own PREA directive.

115. Between January and March 2025, hundreds of grievances were submitted by women at WHV regarding the use of BWCs during strip searches. Many filed a grievance after every strip search.
116. Plaintiffs filed multiple grievances challenging the practice and specific incidents of being recorded during strip searches.
117. None of the Plaintiffs received grievance identifiers, responses, or notices that their complaints had been referred to the PREA Coordinator. No interviews were conducted, and no Step II appeal forms were ever issued.
118. This systematic failure to process grievances denied Plaintiffs their administrative remedies and demonstrated deliberate indifference to their concerns.
119. On April 2, 2025, between 4:30 and 5:00 P.M., Sergeant Williams informed one Plaintiff that “visits are going to be held up due to the body cam lawsuit.” This statement, made in the context of Plaintiffs’ protected legal activity, demonstrates institutional awareness of the litigation and a retaliatory posture toward those seeking to assert their rights.
120. The following individual experiences demonstrate how this policy, implemented against the backdrop of systemic discrimination and without proper grievance remedies, directly harmed the Plaintiffs.

F. Direct Causation Between Policy and Harm

121. The implementation of the body camera policy and the failure to follow MDOC's own PREA directive caused specific, measurable harm to Plaintiffs, including: (1) withdrawal from visitation with family members, directly impacting rehabilitation prospects; (2) resignation from prison jobs and educational programs, affecting skill development and

post-release opportunities; (3) documented mental health deterioration requiring medical intervention; and (4) exacerbation of pre-existing PTSD and trauma-related conditions that had previously been stabilized.

G. Individual Plaintiff Allegations

Plaintiff Jane Doe 1: Young Mother's Rehabilitation Undermined by Recorded Exposure

122. Plaintiff Jane Doe 1 is a 33-year-old woman who has been incarcerated since 2013. Prior to her incarceration, she was a young mother who experienced significant trauma and abuse that shaped her life trajectory. Raised in a strict religious household where she faced harsh judgment after becoming pregnant at 15, Jane Doe 1 struggled to establish independence while caring for her children. Her vulnerability led her into a series of abusive relationships, including one with a man who subjected her to severe physical and psychological abuse—being beaten with closed fists, tied up and whipped, drugged, and threatened with weapons.
123. This history of trauma left Jane Doe 1 particularly vulnerable to the psychological harm inflicted by MDOC's recording policy. As a survivor of sexual assault and abuse both before and during her incarceration, Jane Doe 1 has been strip searched more than 100 times throughout her incarceration, primarily following family visits that are crucial to maintaining her relationship with her daughter. Despite these numerous invasive searches, staff have never once found contraband on her.
124. Between January and March 2025, Jane Doe 1 experienced a disturbing escalation in the invasiveness of strip searches concurrent with the implementation of body cameras. She reports that prior to the recording policy, strip search practices varied considerably depending on the individual officer—some officers wouldn't conduct strip searches at all,

others would only require her to strip down to her underwear, and others would allow her to maintain some dignity by squatting rather than bending completely at the waist. Once body cameras were introduced, however, officers uniformly began conducting searches "by the book," requiring her to fully undress, bend at the waist, and reach back to spread her buttocks to expose her anal and vaginal cavities to inspection, all while being recorded.

125. During these degrading procedures, officers would issue commands such as "lift your boobs," "hand me your panties," "turn around and bend over," and "spread your cheeks"—all while a camera with a visible green recording light captured these moments of forced exposure. Jane Doe 1 describes feeling as though there was "an audience watching everything over the camera," creating a profound violation of her privacy and dignity that triggered memories of past abuse.

126. The recordings were not limited to strip searches. Jane Doe 1 was also recorded while using the toilet, while showering, while changing clothes, and while in her undergarments—intimate moments where any person would reasonably expect privacy. After one visit, Officer Dotson conducted a strip search followed by a body scan, mouthing "this is dumb" during the procedure, which Jane Doe 1 understood as the officer expressing frustration with the redundant and excessive security measures requiring both a strip search and body scan. On another occasion, she was strip searched and recorded by Officer Novesey without being informed of the recording, discovering only afterward that the entire procedure had been captured on camera.

127. The psychological impact of these recorded strip searches has been severe. Jane Doe 1 experiences shame, embarrassment, anxiety, panic attacks, fear of undressing or using

facilities, flashbacks to her past trauma, intrusive thoughts, and diminished enjoyment of visits with her daughter—visits that are crucial to maintaining their relationship after over a decade of separation. These symptoms mirror those she experienced during her previous abusive relationships, essentially retraumatizing her within a system that purports to be rehabilitative.

128. Jane Doe 1 has changed her behavior to cope with the constant feeling of surveillance—dressing differently to minimize exposure during inevitable searches, avoiding certain situations where cameras might be present, and speaking less to staff due to discomfort with conversations being recorded. She has expressed serious concerns about who has access to this footage and how it might be used, particularly given her history as a victim of manipulation and exploitation by those in positions of power over her.

129. Despite these challenges, Jane Doe 1 has worked diligently toward rehabilitation during her incarceration. She has completed numerous self-improvement programs, including creative writing workshops, conflict coping skills training, substance abuse programs, and spiritual development courses. She has been employed within the facility for years, serving as a wheelchair aide and working in grounds maintenance. She has pursued education through Jackson Community College, anticipating completion of her Associate's degree, and has developed entrepreneurial skills through her prison baking business.

130. The recording policy has significantly undermined Jane Doe 1's rehabilitation progress by triggering trauma responses that echo her past experiences of abuse—being controlled, surveilled, and exposed without consent. The policy forces her to choose

between maintaining crucial family connections through visits and protecting herself from the psychological harm of recorded bodily exposure, creating an impossible dilemma for a mother trying to maintain a relationship with her daughter.

**Plaintiff Jane Doe 2: Prisoner Observation Aide Who
Faced Retaliation for Speaking Out**

131. Plaintiff Jane Doe 2 is a 32-year-old woman who has been incarcerated since 2013. She is a survivor of sexual assault and abuse both before and during her incarceration, with a history that includes traumatic experiences in abusive relationships. She was sexually assaulted by a guard while serving her sentence in the MDOC. Growing up in extreme poverty and neglect, she was exposed to violence at a young age and was sexually abused by adults in her family home. This early trauma left her particularly vulnerable to the psychological harm inflicted by MDOC's recording policy during strip searches.
132. Prior to the implementation of body cameras, Jane Doe 2 had developed a remarkable record of rehabilitation and growth during her incarceration. She successfully completed the Beyond Violence Program, where facilitators noted her perfect attendance, active participation, and willingness to share her experiences to help others. Staff described her as "pleasant in group" and "helpful with others who shared," demonstrating her empathy and commitment to positive change. She worked as a Prisoner Observation Aide (POA), providing critical support to vulnerable women at risk of self-harm, and was engaged in business administration coursework, participated in the student voice counsel, and facilitated domestic violence sessions for other incarcerated women.
133. Her growth was particularly noteworthy given her traumatic background. Jane Doe 2 had developed significant insight into her past, as evidenced by her reflections in

therapeutic programs: "Abuse is a sensitive topic for me because I have been in abusive relationships before. I've also had other siblings, family members and friends in them as well. Realizing the impact your childhood had on you helps me understand how you can fall victim to these types of relationships."

134. Beginning February 16, 2025, this hard-won progress was severely disrupted when Jane Doe 2 was recorded during strip searches, while using the toilet, and while showering. Throughout her incarceration, she had been strip searched more than 100 times due to job assignments and visits, with no contraband ever found. However, after body cameras were introduced, she noticed the searches became longer and more frequent, with corrections officers now uniformly requiring the most invasive procedures possible.
135. The psychological impact was immediate and severe. Jane Doe 2 experienced shame, anxiety, panic attacks, nightmares, insomnia, fear of using facilities, social withdrawal, flashbacks, and loss of enjoyment in visits. For someone who had worked diligently to process her past trauma through programs like Beyond Violence and who had learned to recognize her triggers, the recorded strip searches represented a profound betrayal of trust and a retraumatization that undermined years of rehabilitation work.
136. The situation escalated when Jane Doe 2 discussed the body camera policy with her father during a phone call and asked him to contact Fox 2 News. Shortly thereafter, a corrections officer conducted a "shakedown" of her cell—a targeted search that Jane Doe 2 immediately recognized as retaliatory. In a subsequent conversation with the officer, she explained her suspicion that the shakedown was punishment for discussing media contact. The officer, who had not been told why he was ordered to search her cell or what

to look for, reportedly apologized to her after realizing he had been sent on a mission by upper-level officials specifically targeting Jane Doe 2 for speaking out. This experience of targeted retaliation reinforced the power dynamics that many survivors of abuse find particularly triggering—the sense that raising concerns about mistreatment will only lead to further punishment.

137. Despite the evident psychological harm she was experiencing and the fear of further retaliation, Jane Doe 2 attempted to address her concerns through proper channels, filing multiple grievances regarding the recording of strip searches. She received no responses to these grievances, effectively denying her access to administrative remedies and reinforcing the sense of powerlessness that is particularly harmful to survivors of abuse.

138. The cumulative trauma from these experiences have led to Jane Doe 2 refusing to continue her work as a Prisoner Observation Aide, a job that had given her purpose and allowed her to help others in crisis. This represented not only a personal loss but also deprived the facility of a skilled and empathetic aide who had demonstrated exceptional commitment to supporting other women.

139. The policy also affected her ability to complete business administration coursework, participate in student voice counsel, and facilitate domestic violence sessions—all activities that were central to her rehabilitation and preparation for eventual reentry into society. For a woman who had expressed clear goals of helping other women and children upon release and who had developed significant insight into healthy relationships, this disruption to her rehabilitation pathway was particularly harmful.

140. Jane Doe 2's experiences exemplify how MDOC's recording policy has not only violated women's privacy and dignity but has actively undermined rehabilitation efforts

by retraumatizing women who have worked diligently to overcome past abuse and build better futures. As she herself articulated in therapeutic settings, she was consciously working to "stay conscious of the people I grow relationships with" and "continue to work on myself and educate myself in all areas of life"—goals made significantly more difficult by policies that trigger past trauma and replicate abusive power dynamics.

Plaintiff Jane Doe 3: Legal Writer and Peer Facilitator Subjected to Multiple Same-Day Searches

141. Plaintiff Jane Doe 3 is a 43-year-old woman who has been incarcerated since 2002—making her incarceration span more than two decades. As a survivor of sexual assault both before and during her incarceration, she carries deep psychological wounds that have made her particularly vulnerable to the privacy violations imposed by MDOC's body camera recording policy.
142. During her 23 years of incarceration, Jane Doe 3 has demonstrated exceptional commitment to rehabilitation, personal growth, and service to others. She has completed an impressive array of therapeutic and educational programs, including multiple courses of Dialectical Behavior Therapy (DBT), during which she went beyond mere participation to become a peer facilitator. She has successfully completed numerous programs aimed at healing trauma and developing healthy coping mechanisms, including Houses of Healing, the Peer-Led Criminal and Addictive Thinking Group, Stress Management, Alcoholics Anonymous, Narcotics Anonymous, and the two-year Chance for Life "Freed to Live Beyond Our Reality" program.
143. Her dedication to education is evidenced by her completion of numerous college courses through the University of Michigan-Dearborn, including Composition I, Introduction to Literature: African American, Introduction to Anthropology, and

Introduction to Psychology as a Natural Science. She has also served in leadership roles within the prison community, including as Newsletter Chair for the National Lifers of America 2014-15 term and as a facilitator for the Beyond Violence Group, helping other incarcerated women process their trauma and develop healthier responses to conflict.

144. Jane Doe 3 has demonstrated creative talents as well, earning recognition for her performances in poetry, skills, and skits at the DBT Variety Show, and participating in spiritual growth through faith-based programming. She has channeled her experiences into becoming a legal writer, using her skills to help other incarcerated women navigate the complex legal system—a role that requires both technical knowledge and deep empathy.

145. Despite this extraordinary record of rehabilitation and personal growth, Jane Doe 3's dignity and privacy were repeatedly violated by MDOC's body camera recording policy. Throughout her incarceration, she has been strip searched more than 100 times for both job assignments and visits, never once being found with contraband. Between January and March 2025, she was then recorded during these strip searches, forced to expose her naked body while officers recorded the procedure.

146. Even after MDOC officially changed its policy on March 24, 2025, Jane Doe 3 continued to experience privacy violations that disrupted her access to essential legal counsel. On April 1, 2025, while approaching the facility's control center for a legal visit, she was subjected to a strip search. During this initial search, she was informed she was wearing incorrect shoes and forced to return to her housing unit to change. The prospect of enduring additional strip searches nearly caused her to abandon her legal visit altogether, as she feared—correctly—that she would be strip searched again after

changing her shoes. Her fears were realized when she was indeed strip searched a second time after changing her shoes, and then subjected to a third strip search following her legal visit before being permitted to return to her housing unit. This triple humiliation for a simple attorney visit demonstrates how the strip search procedure continues to be used in a manner that creates unnecessary barriers to legal representation.

147. The recording policy has extended beyond strip searches to create a pervasive atmosphere of surveillance and violation. Jane Doe 3 reports that officers "no longer knock, they just bust in," creating a constant state of hypervigilance and fear of being recorded while in various states of undress. This has fundamentally altered her sense of basic safety and dignity within the facility.
148. For someone who has spent the majority of her adult life incarcerated and has worked diligently to heal from trauma and build a meaningful life within the constraints of the prison system, these privacy violations represent not merely a momentary indignity but a profound disruption to hard-won psychological stability. The recording policy has directly undermined Jane Doe 3's ability to continue her work as a legal writer and complete her coursework through Jackson Community College—work that not only gives her purpose but provides essential assistance to other women who lack legal resources.
149. Jane Doe 3's case illustrates how MDOC's recording policy has particularly harmed those who have spent significant portions of their lives in the system and have developed coping mechanisms and support systems over decades—systems now disrupted by policies that trigger past trauma and violate basic human dignity. The policy forces her to choose between essential activities like attorney visits—critical to maintaining her legal

rights—and protection from recorded bodily exposure, creating an impossible dilemma that undermines both her access to justice and her psychological well-being.

**Plaintiff Jane Doe 4: Trusted Prisoner Observation Aide Forced to Choose
Between Family Visits and Dignity**

150. Plaintiff Jane Doe 4 is a 38-year-old woman who has been incarcerated since 2010.

She is a sexual assault survivor with a history of physical, emotional, and mental abuse in relationships—a pattern that began in her childhood home where she witnessed her alcoholic father physically abuse her mother and siblings before her parents divorced when she was 8 or 9 years old. This early exposure to violence, followed by the challenges of growing up in a single-parent household with a mother who "worked all the time," created vulnerabilities that followed her into adulthood.

151. Throughout her 15 years of incarceration, Jane Doe 4 has undertaken an extraordinary journey of rehabilitation and personal transformation. She has worked diligently to understand the thought patterns and behaviors that led to her offense, using extensive therapy, programming, and self-reflection to develop healthier coping mechanisms and decision-making skills. Among her many accomplishments, she serves as a Co-Chair for the Sentence Reform Committee of the National Lifers Association Chapter 1014, works as a unit representative advocating for her fellow incarcerated women, sits on the Warden's Forum Recreational Committee, participates in the Prison Creative Arts Project through the University of Michigan, and acts as an observer for the Chance for Life program, encouraging other women by sharing her own story of growth and change.

152. As a Prisoner Observation Aide (POA), Jane Doe 4 held one of the most sensitive and trusted positions within the facility, providing critical support to fellow incarcerated women at risk of self-harm. This role required her to demonstrate exceptional reliability,

compassion, and trustworthiness—qualities that facility staff recognized in her. It also required her to undergo frequent strip searches—15 to 20 times monthly—as she moved throughout the facility performing her duties. Despite these numerous invasive searches over the years, not once was contraband ever found on her person.

153. The implementation of body cameras during strip searches profoundly affected Jane Doe 4, particularly given her pre-existing PTSD diagnosis. When she questioned Officer Wilson about the body cameras during these searches, the officer became "noticeably standoffish," creating an atmosphere of intimidation that discouraged further inquiries. Despite the risks, Jane Doe 4 took the courageous step of filing 3-4 grievances regarding the body camera issue, seeking to address this violation through proper channels. These grievances went unanswered, and she never received the requested appeal forms—effectively blocking her access to administrative remedies.

154. The psychological impact of these recorded searches was immediate and severe. Already diagnosed with PTSD from her prior experiences of trauma, Jane Doe 4 became "hypersensitive and hyper-aware" due to the recording policy. The constant fear of being recorded in states of complete vulnerability triggered trauma responses that made it increasingly difficult for her to function. Eventually, the distress became so overwhelming that she stopped attending her work assignment and avoided visits with her family and children until the policy changed—sacrificing vital connections and responsibilities that were central to her rehabilitation and well-being.

155. Perhaps most telling of the dehumanizing attitude that permeated the implementation of this policy was the response Jane Doe 4 received when she raised concerns about the violations of her bodily privacy. One female officer dismissively told her, "I didn't lose

my right to my body, you did"—a statement that brutally encapsulates the philosophy that incarcerated women are undeserving of basic dignity and bodily autonomy, regardless of their efforts toward rehabilitation. In another instance, when she expressed discomfort about being recorded while naked, an officer callously remarked, "Have you seen some of y'all? No one is going back to stare." This cruelly dismissive comment not only invalidated her legitimate privacy concerns but added an element of body-shaming that further degraded her sense of personal dignity, suggesting that her body was undesirable and therefore her concerns about being recorded naked were unwarranted.

156. What makes Jane Doe 4's story particularly powerful is the extraordinary capacity for forgiveness and healing demonstrated by those most affected by her original offense. In a moving letter that speaks to the possibilities of redemption, the father of the victim in her case wrote to her: "I want you to know that I 100% forgive you for the killing of my daughter as I stated in open court... I was raised with a strong faith in God and believe we all make mistakes. So yes I do forgive you... I believe that you have served a long enough sentence and should be home watching your children grow up which I'm sure you miss dearly."

157. This remarkable testament to human capacity for forgiveness stands in stark contrast to MDOC's recording policy, which undermines the very notions of rehabilitation and redemption that should be at the heart of the correctional system. While the victim's father has found it in his heart to forgive Jane Doe 4 for the most grievous harm imaginable and to recognize her humanity and worthiness of a second chance, MDOC's policy effectively told her, "You have no right to your body"—denying her the basic dignity necessary for healing and growth.

158. Jane Doe 4's educational efforts, including pursuit of an associate's degree through Jackson Community College, and her close co-parenting relationship with her children's father demonstrate her commitment to rebuilding her life and creating a positive legacy for her family. Yet the recording policy threatened to unravel years of therapeutic progress by retraumatizing her in ways that echo her history of violation and abuse. By forcing her to choose between maintaining vital family connections and protecting herself from recorded exposure of her naked body, the policy created an impossible dilemma that undermined both her relationships and her psychological stability.
159. The body camera recording policy, with its particular impact on survivors of trauma like Jane Doe 4, represents a profound institutional failure to acknowledge the humanity and rehabilitative potential of incarcerated women—a failure all the more striking when contrasted with the compassion and forgiveness shown by those who have the most reason to withhold it.

Plaintiff Jane Doe 5: Three Decades of Incarceration and New Dignity Violations

160. Plaintiff Jane Doe 5 is a 50-year-old woman who has been incarcerated since 1994. With over three decades in the system, she has experienced the evolution of prison policies and their implementation over time. Her long incarceration period, spanning more than half her life, has given her a deep understanding of institutional practices. Particularly significant is her experience of sexual assault/abuse while incarcerated—trauma that made her especially vulnerable to the psychological harm caused by recorded strip searches.
161. Throughout her 30-year incarceration, Jane Doe 5 has worked diligently toward rehabilitation and has built a meaningful life within the constraints of the prison system.

She has participated in numerous educational and therapeutic programs, developed strong leadership skills, and maintained connections with loved ones despite the extraordinary challenges of three decades of imprisonment. This long-term commitment to personal growth makes the violation of her privacy through recorded strip searches all the more egregious, as it undermines the dignity she has fought to maintain throughout her extended incarceration.

162. During her three decades in prison, Jane Doe 5 has been strip searched more than 100 times due to both visits and prison jobs, never once being found with contraband. Despite this perfect record, she continued to be subjected to these invasive procedures. When body cameras were introduced in January 2025, she immediately noticed that the searches became more intrusive than in the past. Officers conducting the searches appeared to feel pressure to perform more thorough inspections when on camera, resulting in longer, more degrading examinations with less consideration for the women's dignity or comfort.

163. Jane Doe 5 specifically recalls being strip searched on camera by Officer London Carter on March 6, 2025, at MSI (Michigan State Industries). As someone who has worked in prison industries for many years as part of her rehabilitation efforts, she was particularly disturbed by this invasion of privacy in a context related to her work—work that has been central to her sense of purpose during her long incarceration. The recording of a strip search in this context felt like a particular violation, as it linked her workplace, which should be a zone of dignity and accomplishment, with the most degrading aspect of prison life.

164. Perhaps most concerning to Jane Doe 5 is the potential for body camera footage to be shared among staff, allowing numerous individuals to see her "completely naked and exposed." For someone who has spent 30 years navigating the complex power dynamics of incarceration and who has previously experienced sexual assault/abuse within the prison system, this fear is particularly well-founded. Her concerns reflect an understanding of institutional vulnerabilities that only comes from decades of observation and experience.
165. The recording policy is especially harmful to long-term inmates like Jane Doe 5 who have developed carefully calibrated coping mechanisms over decades of incarceration. These mechanisms rely on a degree of predictability in prison procedures and a minimum level of dignity in bodily privacy. The sudden introduction of recording during the most vulnerable moments of daily prison life represents not merely a momentary discomfort but a fundamental disruption to the psychological adaptations that have allowed her to maintain her mental health through 30 years of incarceration.
166. For a woman who has survived decades in a system with limited bodily autonomy, the small zones of privacy that remained—including the expectation that one's naked body would not be recorded during strip searches—became crucial anchors of dignity. The elimination of even this minimal protection, through a policy that affected women disproportionately compared to men in MDOC custody, represents a particular form of institutional betrayal that can trigger past trauma and undermine years of psychological healing.
167. Jane Doe 5's decades of experience in the prison system give her words particular weight when she expresses concern about the potential misuse of recorded footage. Her

fears are not speculative but rooted in three decades of observing institutional practices and power dynamics. When she worries about being "completely naked and exposed" on recordings that could be accessed by numerous staff members, she speaks from a position of hard-won institutional knowledge that younger inmates or those with shorter sentences simply cannot possess.

168. The body camera recording policy thus represented a particularly cruel violation for someone who has dedicated more than half her life to rehabilitation within a system that often fails to recognize such efforts. For Jane Doe 5, who has maintained her dignity through 30 years of incarceration and overcome sexual trauma within the prison system, being recorded during strip searches constituted not merely an invasion of privacy but an institutional betrayal that undermined decades of resilience and psychological adaptation.

**Plaintiff Jane Doe 6: Grandmother Forced to Forego Family Visits
Due to Recorded Searches**

169. Plaintiff Jane Doe 6 is a 59-year-old woman who has been incarcerated since 1997. Prior to her incarceration, she experienced emotional and mental abuse that left her particularly vulnerable to the psychological harm caused by MDOC's body camera recording policy.

170. During her 28 years of incarceration, Jane Doe 6 has been strip searched more than 100 times due to prison job requirements and more than 100 times following visits. Despite this extensive history of searches, not once has contraband ever been found on her person—a record that undermines any legitimate security justification for the increasingly invasive searches she endured after body cameras were introduced.

171. The implementation of body cameras during strip searches represented a particularly harmful violation for Jane Doe 6. She was recorded during strip searches by Corrections

Officer Arriel Dunagan, creating a digital record of her body in a state of complete vulnerability. Beyond the strip searches, Jane Doe 6's privacy was violated in even more intimate settings—she was recorded while using the toilet by both Corrections Officer Jennifer Viars and Corrections Officer Autumn Scott, representing extraordinary violations of her dignity in moments where any person would reasonably expect privacy.

172. Jane Doe 6 has observed a disturbing change in staff behavior since the implementation of body cameras, reporting that "officers have become more aggressive" during the recording period. This increased aggression suggests that the cameras, rather than promoting accountability as ostensibly intended, have instead emboldened some officers to engage in more intimidating behavior, knowing they can control the narrative captured by the recordings. As Jane Doe 6 described it, the recorded strip searches are "another way for them to intimidate us," highlighting how the policy functions as a mechanism of control rather than accountability.

173. The psychological impact of these recorded searches has been severe enough to disrupt Jane Doe 6's vital connections to her support system. As a direct result of MDOC's recording practices, she has refused visits from her grandchildren and other family members—sacrificing crucial relationships that provide meaning and connection during her lengthy incarceration. This represents a particularly painful choice for a 59-year-old woman who has already spent nearly three decades in prison and for whom family connections are essential to mental well-being and eventual reintegration.

174. Beyond forgoing family visits, Jane Doe 6 also resigned from her position as a Prisoner Observation Aide (POA), a role that provided both purpose and responsibility within the facility. Her resignation came specifically after Corrections Officer Jessica

Glazer made her feel "extremely uncomfortable" during a recorded strip search—a clear indication of how the recording policy undermined her ability to perform a valuable institutional role that benefited both her rehabilitation and the welfare of other incarcerated women.

175. Jane Doe 6 draws a direct parallel between her treatment by prison staff and her past experiences of abuse, stating that staff treat her in "a degrading and humiliating manner that reminds her of past abusive relationships." This comparison highlights how institutional practices that violate dignity and bodily autonomy can reactivate trauma responses from past abuse, creating a particularly harmful environment for women with histories of victimization.

176. Perhaps most telling is Jane Doe 6's assessment of the policy's true purpose. She believes the body camera policy is designed to deflect attention from staff misconduct, stating: "This body cam situation/policy is just another way for MDOC to blame prisoners for contraband inside prisons. The staff are bringing phones, drugs and other contraband into prison. Sure occasionally someone does something on a visit, but it does not compare to what staff bring in. MDOC is just deflecting. And on our work assignments—rarely are things brought in." This analysis speaks to the fundamental hypocrisy of a policy that subjects incarcerated women to recorded strip searches ostensibly to prevent contraband while failing to apply similar scrutiny to staff, who by Jane Doe 6's account are the primary vectors for contraband entering the facility.

177. Jane Doe 6's experience illustrates how MDOC's recording policy has forced women—particularly older women who have spent decades in the system—to choose between maintaining vital family connections and protecting themselves from degrading

recorded exposure. For a woman who has already spent 28 years in prison and previously endured emotional and mental abuse, being forced to decide between seeing her grandchildren and submitting to recorded strip searches represents a cruel and unnecessary choice that undermines both her dignity and her rehabilitation.

**Plaintiff Jane Doe 7: Palliative Care Aide Removed from Programming
After Legal Consultation**

178. Plaintiff Jane Doe 7 is a 44-year-old woman who has been incarcerated since 2001.

Her life before and during incarceration reflects a profound journey through trauma and toward rehabilitation—a journey that was significantly disrupted by MDOC's body camera recording policy.

179. As a child, Jane Doe 7 grew up in an environment characterized by extreme neglect and instability. Her mother, struggling with untreated mental illness and substance abuse issues, provided little protection or stability. The family frequently experienced homelessness, hunger, and unsafe living conditions. By age 6 or 7, Jane Doe 7 experienced her first sexual abuse at the hands of her mother's boyfriend—the beginning of a pattern of exploitation that would continue throughout her adolescence and young adulthood. Her early experiences taught her that her body was not her own and that resistance to those with power over her was not an option.

180. This pattern continued into her teenage years when she entered into a relationship with a man who became controlling and abusive—isolating her, monitoring her movements, and subjecting her to regular physical violence. The relationship exemplified coercive control, where Jane Doe 7's very survival depended on compliance with his demands. When his car was stolen while in her possession, he demanded she replace it immediately, providing her with a gun and implicitly threatening her life if she failed to

comply. These circumstances ultimately led to the tragic crime for which she is now incarcerated.

181. During her more than two decades of incarceration, Jane Doe 7 has worked tirelessly to understand the trauma that shaped her decisions and to develop healthier coping mechanisms. She has engaged in numerous rehabilitative programs, including Chance for Life, a highly respected two-year program focused on personal transformation. She has also served as a Prisoner Palliative Care Aide (PPCA), providing essential support to terminally ill incarcerated women—work that demonstrates both her compassion and her commitment to making amends through service to others.

182. Despite this remarkable journey of rehabilitation, Jane Doe 7's dignity and privacy were violated by MDOC's body camera recording policy. She was recorded during strip searches on at least three or four occasions by Officers Dotson, Calligton, and Oakley. These experiences were deeply retraumatizing for someone with her history of sexual exploitation and abuse. The psychological impact was immediate and severe—Jane Doe 7 began experiencing anxiety attacks so serious that she now requires blood pressure medication to manage them, a direct physical manifestation of the psychological harm inflicted by these recordings.

183. One particularly degrading incident occurred when Jane Doe 7 was strip searched after reporting to the infirmary for her Prisoner Palliative Care Aide job assignment. Officer Calligton recorded her while in a state of undress, an experience Jane Doe 7 later described in a grievance as a violation of PREA regulations regarding the non-consensual recording of incarcerated women. Another deeply humiliating incident involved Officer Oakley recording Jane Doe 7 while she was menstruating. She was stripped down to her

underwear and then asked if she could change her tampon and pad. Though the officer allowed her to do so, she subsequently conducted a full strip search while continuing to record Jane Doe 7—an extraordinary violation of dignity at a moment of particular vulnerability.

184. Perhaps most disturbing was Jane Doe 7's experience following a legal visit on April 1, 2025, when she was strip searched by Officer Whitt. The emotional weight of discussing the illegal body camera practices during her legal visit, combined with the anticipation of yet another degrading search, caused Jane Doe 7 to begin crying during the strip search. Rather than showing any empathy for her distress, Officer Whitt asked in a mean and condescending tone, "What are you crying about?"—a question clearly intended not as an expression of concern but as a way to belittle Jane Doe 7 for her emotional response to this traumatic experience. This cruel dismissal of her distress added another layer of humiliation to an already degrading procedure.

185. For each recording incident, Jane Doe 7 took the significant step of filing formal grievances, attempting to address these violations through proper channels. On March 15, 2025, she filed a grievance stating in part: "I am filing a grievance on Officer Calligton for the use of body camera to record me while I was in a state of undress, in violation of PREA (the non-consensual recording of female inmates in a state of undress constitutes a form of sexual harassment or voyeurism). Also, in violation of MCL 750.539j (Michigan Privacy Law) and constitutional rights." She specifically requested "immediate policy change to prohibit body camera recording during strip searches" and "a written response within 15 days, per policy."

186. Despite filing at least three such grievances, she never received receipts, was never interviewed about her complaints, and the grievances were never assigned identifier numbers. When MDOC failed to respond within the allowable time frame, she was not permitted to proceed to an appeal, effectively blocking her access to administrative remedies that MDOC policies ostensibly guarantee.
187. The retaliation Jane Doe 7 faced for asserting her rights was swift and severe. After attending the legal visit on April 1, 2025, to discuss the illegal body camera practices, she was informed that Assistant Deputy Warden Steve Horton had ordered her removal from the Chance for Life program—a program central to her rehabilitation journey. On April 3, 2025, she filed a grievance regarding this retaliatory action, stating: "I am grieving Acting Assistant Deputy Warden Horton for instructing CPC Matthews to remove me from the Chance for Life program in retaliation against me for being a part of the strip search civil litigation. This is a violation of PD 03.03.130(I)(6)." She noted that other program participants from Vocational Village and Braille employment were not similarly removed, suggesting that she had been specifically targeted for her involvement in challenging the recording policy. Like her previous grievances, this complaint received no response, further demonstrating the systematic obstruction of administrative remedies.
188. The profound impact of these experiences is evident in Jane Doe 7's behavior change. She now "avoids officers with body cameras because the cameras are used to threaten, intimidate, and control us. Some officers will activate the record function on the camera if they are challenged for giving an unreasonable order. If we show any emotion while talking to the officers they can use the recording to say we were displaying threatening

behavior and write us a misconduct." This hypervigilance and avoidance represent a significant disruption to her daily functioning and rehabilitation efforts.

189. When Jane Doe 7 requested mental health treatment for anxiety related to these experiences, the facility "won't see her," denying her access to care that could help mitigate the psychological harm caused by the recording policy. This refusal of treatment compounds the harm by forcing her to manage the resulting anxiety without professional support, leading to the necessity of blood pressure medication to control her physical symptoms. The fact that a recording policy ostensibly implemented for accountability purposes has resulted in a previously stable woman now requiring medication for anxiety attacks speaks volumes about the actual impact of this practice.

190. The impact of the recording policy on Jane Doe 7 must be understood within the context of her trauma history. For someone who experienced sexual exploitation from a young age and learned that survival required compliance with those who had power over her, being recorded in a state of complete vulnerability by authority figures represents a particularly harmful form of re-traumatization. It reinforces the message that her body is not her own and that she has no right to privacy or dignity—the very dynamics that shaped her early trauma.

191. What makes Jane Doe 7's experience particularly poignant is her clear vision for what rehabilitation should look like. Despite the dehumanizing treatment she has endured, she maintains that "The prison environment should be made more therapeutic and less punitive. Family visitation, spiritual visits, and any program that allows women to connect with others should be a focus. Programs should be structured and ran by professionals trained in gender specific classes that focus on healing from trauma." She

believes that incarcerated women "should not be referred to as prisoners or inmates but should be called by our names and be respected as individuals, as adults, not treated like we are all manipulative children. The environment should empower us instead of oppressing us."

192. Jane Doe 7's case illustrates in stark terms how MDOC's recording policy not only violated women's privacy but actively undermined their rehabilitation by retraumatizing those with histories of exploitation and abuse. When she was subjected to these recorded strip searches, it was not merely an invasion of privacy but a disruption of the hard-won psychological healing she had achieved over more than two decades of incarceration—healing that had allowed her to transform from a traumatized young woman into someone dedicated to service and personal growth. The policy's impact on Jane Doe 7 represents a fundamental betrayal of MDOC's purported rehabilitative mission and a failure to recognize the dignity and humanity of the women in its care.

**Plaintiff Jane Doe 8: Forced to Choose Between Visits with
Dementia-Affected Father and Privacy**

193. Plaintiff Jane Doe 8 is a 35-year-old woman who has been incarcerated since 2007. Prior to her incarceration, she was a high school graduate pursuing higher education at a community college while working full-time at a restaurant. She had no prior criminal history and came from a supportive family environment.

194. Plaintiff Jane Doe 8 is a survivor of severe domestic violence and sexual assault. Beginning at age 16, she endured a three-year relationship characterized by escalating physical, emotional, and sexual abuse. Her abuser isolated her from family and friends, controlled her movements, repeatedly threatened her loved ones, and inflicted serious injuries including a broken nose, fractured jaw, and loss of consciousness from being

struck with a weapon. The relationship dynamics, which included manipulation, intimidation, and coercive control, directly contributed to the circumstances of her criminal case.

195. During her incarceration, Plaintiff Jane Doe 8 has been strip searched more than 100 times due to prison jobs and visits, never having contraband found. The implementation of recorded strip searches has forced her to make the painful choice between maintaining vital family connections and protecting herself from further trauma. This has been particularly difficult regarding visits with her father, who suffers from dementia, creating an agonizing dilemma where she had to choose between subjecting herself to recorded strip searches or forgoing precious time with her father during his cognitive decline. As she states: “I can’t afford to be giving up my visits with my family, especially my dad, when who knows how much time I have left with his mind being the way it is.”

196. Plaintiff Jane Doe 8 attempted to address her concerns by speaking directly with two lieutenants at WHV about the body camera policy. One lieutenant dismissively told her that the policy implementation was “the fault of the women at WHV” and questioned why Plaintiff Jane Doe 8 was “making such a big deal out of it.” During this conversation, Plaintiff Jane Doe 8 appealed to their shared experience as women, expressing that despite being on opposite sides of the prison door, she could not understand how another woman could support such degrading treatment of incarcerated women. This appeal to basic human dignity was met with indifference, with the lieutenant telling her multiple times that the cameras were our (incarcerated women’s) fault. “They had zero empathy for me, even as a woman.”

197. Plaintiff Jane Doe 8 was subjected to strip searches with body cameras in recording mode by corrections officers Tanya Plair and Dezeree Lacy. These recorded strip searches further violated Plaintiff Jane Doe 8's privacy and dignity, reinforcing her feeling that the practice "takes away the little dignity that I possibly have left." For someone with her history of being controlled and violated by others, these recordings have been particularly harmful, retriggering trauma responses similar to those she experienced in her abusive relationship.

Plaintiff Jane Doe 9: Dental Lab Worker Retraumatized After Years of Recovery

198. Plaintiff Jane Doe 9 is a 42-year-old woman who has been incarcerated since 2013. Her history of trauma began in childhood with sexual assault and continued through numerous physically, mentally, and emotionally abusive relationships that shaped her sense of self-worth and personal boundaries. This pattern of trauma and instability ultimately contributed to the circumstances that led to her incarceration—a tragic car accident in which her impaired driving caused the deaths of two men.

199. Since entering WHV, Jane Doe 9 has embarked on a profound journey of rehabilitation, working diligently to address the root causes of her destructive behaviors through therapy, substance abuse programs like Seeking Safety and Phase II Substance Abuse, and personal reflection. She has developed valuable skills through her work as a hospice caregiver, a Prisoner Observation Aide, and a dental lab technician at Michigan State Industries—roles that have taught her compassion, accountability, and given her a sense of purpose during her incarceration.

200. Despite her remarkable efforts toward rehabilitation and personal transformation, Jane Doe 9's dignity and privacy were violated by MDOC's body camera recording

policy. She was recorded during strip searches on multiple occasions—following legal visits, regular visits, and due to her job assignments—by multiple corrections officers, including Officers London Carter, Carma Munoz, and Unknown Jones. These recorded strip searches were particularly harmful for someone with her history of childhood sexual assault and abusive relationships, as they replicated the power dynamics and violations of bodily autonomy that characterized her earlier trauma.

201. The psychological impact of these recordings has been severe and multifaceted. Since experiencing recorded strip searches, Jane Doe 9 has endured shame, embarrassment, anxiety, panic attacks, fear of undressing or using facilities, and intrusive thoughts—symptoms that mirror those of her earlier trauma and undermine the psychological progress she has made during her incarceration. For someone who has worked so hard to develop healthy coping mechanisms and rebuild her sense of self-worth, these recorded strip searches represent a profound retraumatization that threatens to unravel years of therapeutic progress.

202. The timing of these privacy violations is particularly troubling, as they occurred at a point when Jane Doe 9 had already made significant strides in her rehabilitation journey. After spending years addressing her trauma and addiction through therapeutic programs and developing meaningful skills through her work assignments, she was suddenly subjected to a policy that reactivated her trauma responses and reinforced the feeling that her body was not her own—the very dynamic she had worked so hard to overcome.

203. Jane Doe 9 believes that retaliation is occurring because women have spoken out about the practice—a perception that adds another layer of psychological distress to an already traumatic experience. This fear of retaliation creates an impossible choice

between asserting her right to bodily privacy and avoiding potential punishment, mirroring the coercive dynamics she experienced in earlier abusive relationships. The parallels between these institutional power dynamics and her personal trauma history make the recording policy particularly harmful for Jane Doe 9 and others with similar backgrounds.

204. For a woman who has demonstrated such commitment to personal transformation—developing a comprehensive relapse prevention plan, rebuilding relationships with her family, and planning to use her experiences to raise awareness about addiction and mental health—the body camera recording policy represents not merely an invasion of privacy but a fundamental betrayal of the rehabilitative ideals that should be at the core of the correctional system. By retraumatizing women like Jane Doe 9, the policy actively undermines their chances of successful reintegration into society and contradicts MDOC's stated goal of promoting rehabilitation.
205. The harm inflicted on Jane Doe 9 by the recording policy illustrates how seemingly neutral security measures can have profoundly disparate impacts when implemented without consideration for the specific vulnerabilities of the affected population. For a woman with a history of sexual trauma who has worked diligently to rebuild her sense of self and agency, being recorded during strip searches represents a unique form of psychological harm that resonates with and reactivates her earlier traumatic experiences. By failing to account for these dynamics, MDOC's policy disproportionately harmed women with trauma histories like Jane Doe 9, effectively punishing them for the very vulnerabilities that many rehabilitation programs aim to address.

**Plaintiff Jane Doe 10: Longstanding Victim of Increasingly Invasive
Strip Search Practices with Exemplary Rehabilitation Record**

206. Plaintiff Jane Doe 10 is a 49-year-old woman who has been incarcerated since 1999.

She is a sexual assault survivor with a history of physically, emotionally, and mentally abusive relationships. Her 26 years of incarceration have been marked by repeated violations of her dignity and bodily autonomy, culminating in the implementation of MDOC's body camera recording policy.

207. Throughout her lengthy incarceration, Jane Doe 10 has demonstrated an extraordinary commitment to rehabilitation and service to others. She has been involved in virtually every form of department and volunteer-provided programming available to long-serving individuals. She served as president of the National Lifers of America for three years, demonstrating her leadership abilities and commitment to improving conditions for her fellow incarcerated women. She was selected as a peer leader and mentor in the Residential Substance Abuse Treatment program, a position she held for eight years while simultaneously serving as the lead facilitator of the Chance for Life program. In these roles, she developed curriculum, taught classes, and trained other women to become effective leaders and facilitators themselves. The trust placed in her by program administrators was further evidenced by her being assigned to teach specialized classes for women under 25, and she continues to mentor younger women of her own volition.

208. Beyond formal programming, Jane Doe 10 has undertaken significant personal growth work and created informal personal development book clubs for her peers. Her commitment to education is demonstrated by her completion of an Associate of Arts degree from Jackson Community College and her current enrollment in Eastern Michigan University's College in Prison Program, where she serves as president of EMU's Wellness

Club. She regularly helps her peers process grief, trauma, and joy, and assists women in preparing for their parole and public hearings.

209. Despite this remarkable record of rehabilitation and service, Jane Doe 10's history with strip searches at WHV reveals a particularly troubling pattern of institutional abuse. In 2009, she experienced a deeply traumatic incident when she was forced to sit naked in a chair, lift her legs into the air, spread wide apart while touching her heels together, and open her labia—an extraordinarily invasive procedure that went far beyond any legitimate security need. When she initially refused to comply with this degrading procedure following a visit with her aunt and uncle (who had traveled from Pennsylvania to see her), she was "arrested" by facility staff and placed in solitary confinement for 12 days as punishment. She also lost her job at the law library. This punitive response to her resistance demonstrated not a security rationale but rather a pattern of using strip searches as a form of control and humiliation.

210. This traumatic incident had lasting psychological impacts. As articulated in correspondence about her case, she "went into a dissociative trauma response, immediately" when confronted with the demand to expose herself in this manner. Despite this traumatic reaction, she was forced to comply with similar searches during subsequent visits to avoid further punishment. As noted in the advocacy correspondence, "Sounds like sexual abuse to me..." This assessment accurately captures the coercive nature of these strip search practices, which forced compliance through threat of punishment rather than serving any legitimate security purpose.

211. Throughout her incarceration, Jane Doe 10 has remained committed to maintaining family connections despite the degrading search procedures. She has co-parented her

14-year-old step-daughter from behind bars and was involved in every parenting opportunity afforded her while her son was growing up during her imprisonment. She was deeply engaged in the children's visitation program until it was disbanded.

Particularly poignant is the fact that she endured strip searches after every visit with her son as he grew from a five-year-old child to a 32-year-old man—searches conducted ostensibly for security purposes despite her never once being found with contraband.

212. During a 2021-2022 scabies outbreak, Jane Doe 10 reports that women were forced to undress for officer inspection, conducted by Ms. Lock. Notably, this procedure was initiated by healthcare staff rather than security personnel, and Jane Doe 10 was threatened with solitary confinement by healthcare staff if she did not comply with these orders. This incident demonstrates how the pattern of using forced nudity and bodily inspection extends beyond security concerns into healthcare practices at the facility, with medical professionals threatening punitive segregation to enforce compliance with degrading procedures.

213. The implementation of the body camera recording policy represented, for Jane Doe 10, the final unacceptable violation in a long history of increasingly invasive procedures. As she succinctly stated: "I had a problem with the invasive, demeaning, humiliating strip searches prior to cameras. The cameras made it other level horrible." This statement encapsulates the compounding nature of the violations—each new policy adding another layer of humiliation and psychological harm to practices that were already traumatic.

214. The cumulative effect of these experiences on Jane Doe 10 has been profound. She has stopped accepting visits entirely since learning about recorded strip searches, choosing to forego crucial connections with family and friends rather than subject herself

to recorded exposure of her naked body. This represents a significant sacrifice for someone who has been incarcerated for over two decades, as visits are vital lifelines to the outside world and essential sources of emotional support during long-term incarceration.

215. Throughout her 26 years of incarceration, Jane Doe 10 has been strip searched more than 100 times because of jobs and more than 100 times because of visits, never once having contraband found. This perfect record belies any legitimate security justification for the invasive procedures she has endured, particularly the addition of recording to already traumatic searches.

216. Jane Doe 10's experience must be understood in the context of the broader systemic issues at WHV, as illuminated by advocacy correspondence about the facility. As noted in this correspondence, strip searches at WHV function as "exactly the same as the abusive power and control tactics used in domestically violent and abusive situations." For women like Jane Doe 10 who have histories of domestic violence and sexual assault, this creates a particularly harmful dynamic where the institution replicates the very abuses they have survived in their past relationships.

217. The policy has become even more extreme in recent years. As advocacy correspondence reveals, women are now subjected to multiple layers of invasive procedures after visits—first going through full body scanners and then being strip searched regardless of whether the scanner detected any contraband. This approach clearly demonstrates that these procedures serve a purpose of control and humiliation rather than legitimate security concerns, as women are forced to undergo strip searches even after technology has cleared them of carrying contraband.

218. For menstruating women like Jane Doe 10, these searches have included particularly degrading elements such as being forced to remove tampons while standing naked, resulting in bleeding onto the floor. As advocacy correspondence notes, "many officers make women remove their tampons and pads while standing naked in the strip search room. This results in blood spilling onto the legs of the woman and the floor." This practice demonstrates a profound disregard for basic human dignity that goes far beyond any legitimate security concern.
219. Jane Doe 10's decision to forego visits rather than endure recorded strip searches reflects the impossible choice faced by many women at WHV: maintain crucial connections with family and support systems, or protect themselves from state-sanctioned violation and humiliation. For a woman who has spent 26 years in prison, the sacrifice of visits represents not merely a temporary inconvenience but the severing of essential human connections that provide hope and meaning during long-term incarceration.
220. The recording policy thus represents not merely an invasion of privacy but a fundamental disruption of the rehabilitation process by forcing women to choose between connection and dignity—a choice no one should have to make, particularly those who have already experienced sexual trauma and abuse. Jane Doe 10's case illustrates how institutional policies that disregard the dignity and humanity of incarcerated women not only inflict immediate psychological harm but undermine the very connections and support systems that make rehabilitation and healing possible—including the many programs and initiatives to which Jane Doe 10 has devoted herself during her decades of incarceration.

**Plaintiff Jane Doe 11: Woman with Mental Health Conditions
Deprived of Maternal Support**

221. Plaintiff Jane Doe 11 is a 27-year-old woman who has been incarcerated since 2017.

Prior to her incarceration, she survived sexual assault and endured relationships characterized by physical, mental, and emotional abuse—experiences that left her particularly vulnerable to the psychological harm inflicted by MDOC's body camera recording policy.

222. During her seven years of incarceration, Jane Doe 11 has been subjected to more than 100 strip searches following visits with family and friends. Despite these numerous invasive procedures, not once has contraband ever been found on her person—a record that undermines any legitimate security justification for the increasingly degrading searches she endured following the implementation of body cameras.

223. In March 2025, Corrections Officer Skelton recorded Jane Doe 11 during a strip search, forcing her to expose her naked body while being recorded. This violation of her privacy and dignity was particularly harmful given her pre-existing mental health conditions. Jane Doe 11 has been diagnosed with PTSD, anxiety, depression, and bipolar disorder, for which she currently receives medication. The recorded strip searches have significantly exacerbated these conditions, triggering trauma responses similar to those she experienced during past abuse.

224. The violation of Jane Doe 11's privacy extended beyond strip searches. She reports being recorded while using the toilet, showering, changing clothes, and while wearing only undergarments—intimate moments where any person would reasonably expect privacy. These recordings created a pervasive atmosphere of surveillance and violation that undermined her sense of safety and dignity within the facility.

225. The psychological impact of these recorded strip searches has been severe enough to disrupt Jane Doe 11's vital connections to her support system. As a direct result of MDOC's recording practices, she has ceased visits with her mother—sacrificing a crucial relationship that provided emotional support during her incarceration. The policy forced her to make an impossible choice between maintaining essential family connections and protecting herself from the trauma of recorded bodily exposure.
226. When Jane Doe 11 attempted to address her concerns through proper channels by submitting a grievance regarding these recording practices, she never received a response or appeal form—effectively blocking her access to administrative remedies and demonstrating deliberate indifference to her concerns.
227. Jane Doe 11 poignantly expresses how the conduct of prison staff mirrors the dynamics of her past abusive relationships, stating: "The trauma that we have faced in the past is completely disregarded, whether it be physical, sexual, or mental abuse. Instead of treating us with empathy to heal, we are traumatized even more over and over again." This observation highlights how institutional practices that violate dignity and bodily autonomy can reactivate trauma responses from past abuse, creating a particularly harmful environment for women with histories of victimization.

Plaintiff Jane Doe 12: Two Decades of Incarceration and Fear of Digital Privacy

228. Plaintiff Jane Doe 12 is a 46-year-old woman who has been incarcerated since 2007. As a survivor of sexual assault with a history of physically abusive relationships, the implementation of MDOC's body camera recording policy has been particularly traumatic for her, retriggering past experiences of violation and exploitation.

229. During her 18 years of incarceration, Jane Doe 12 has been strip searched more than 100 times due to prison job requirements and between 51-100 times following visits with family and friends. Despite these numerous invasive searches over nearly two decades, not once has contraband ever been found on her person—a perfect record that contradicts any legitimate security rationale for subjecting her to increasingly degrading search procedures.
230. Jane Doe 12 recalls five specific strip searches conducted by Sgt. Pamela Leverett (twice), Corrections Officer Autumn Scott, and Corrections Officer London Carter while body cameras were active, during which she was forced to expose her naked body to recording devices. These experiences left her feeling profoundly violated and anxious about the potential misuse of the footage. She has expressed particular fear that "the institution's body cams will be hacked and my pictures will be on the internet"—a concern that reflects the unique vulnerability created by digital recordings compared to traditional strip searches.
231. The implementation of the recording policy has significantly disrupted Jane Doe 12's rehabilitation efforts within the facility. She reports that the recordings have affected her ability to work at the dental lab, where she had developed valuable vocational skills, and have undermined her capacity to fulfill her role as President of the National Lifers Association (NLA), a position in which she provided leadership and support to other incarcerated women. By interfering with these meaningful activities and responsibilities, the recording policy has actively hindered her efforts toward personal development and community contribution during her incarceration.

232. When Jane Doe 12 attempted to address her concerns through proper channels by filing a grievance about the body cameras, she never received a response—effectively denying her access to administrative remedies and demonstrating institutional indifference to her legitimate concerns about privacy and dignity.

233. The psychological impact of these recorded strip searches has been severe, causing Jane Doe 12 to experience shame, anxiety, and a persistent fear of surveillance that has diminished her quality of life and undermined the psychological stability she had worked to build over her years of incarceration. For a woman who has already endured nearly two decades of imprisonment and who has previous trauma related to bodily violation, the addition of recording to already intrusive strip search procedures represents a particularly harmful form of institutional betrayal.

Plaintiff Jane Doe 13: Violations Continued Even After Policy Change

234. Plaintiff Jane Doe 13 is a 63-year-old woman who has been incarcerated since 1988. Prior to her incarceration, she was sexually assaulted by her husband and subjected to physical, mental, and emotional abuse—a history of trauma that left her particularly vulnerable to the psychological harm caused by MDOC's body camera recording policy.

235. During her 37 years of incarceration, Jane Doe 13 has been subjected to more than 100 strip searches due to prison job requirements and between 10-50 strip searches following visits. Despite these numerous invasive procedures over nearly four decades, not once has contraband ever been found on her person—a record that undermines any legitimate security justification for the increasingly degrading searches she endured after body cameras were introduced.

236. The implementation of recorded strip searches represented a particular violation for Jane Doe 13, who was repeatedly strip searched while body cameras recorded her naked body. She recounts specifically being recorded by Officer Larhonda Perkins on numerous occasions throughout February and March 2025, including: February 17, 18, 19, 20, 24, 26; and March 3, 4, 5, 6, 7, 11, 14, 19, 20, 21, 24, 25, and 26. She was also strip searched with body cameras in recording mode by Officer Zandra Lyons on February 21, 2025, and March 17 and 18, 2025.
237. Perhaps most troubling is that even after MDOC officially changed its policy on March 24, 2025, to require body cameras to be placed in sleep mode during strip searches, the violations continued. During a strip search on March 25, 2025, at 6:49 a.m., Jane Doe 13 observed that "I had seen her [Officer Perkins] push the button (I guess off) but the light was still flashing green," indicating the camera was still actively recording despite the policy change. This incident demonstrates not only the inadequacy of policy changes without proper implementation and oversight but also the ongoing disregard for the privacy and dignity of women in MDOC custody.
238. The violations of Jane Doe 13's privacy extended beyond strip searches. She reports being recorded while changing clothes, while in undergarments, and while showering—intimate moments where any person would reasonably expect privacy. These recordings created a pervasive atmosphere of surveillance and violation that undermined her sense of safety and dignity within the facility.
239. The psychological impact of these recorded strip searches has been severe. Jane Doe 13 experiences shame, embarrassment, anxiety, panic attacks, and flashbacks to past trauma, including memories of her ex-husband and previous sexual, mental, and physical

abuse. These symptoms mirror those of her earlier trauma and undermine the psychological progress she has made during her incarceration.

240. When Jane Doe 13 attempted to address her concerns through proper channels by submitting a grievance regarding these recording practices, she never received a response—effectively blocking her access to administrative remedies and demonstrating deliberate indifference to her concerns.

241. Jane Doe 13 states that prison staff treat her in ways reminiscent of her past abusive relationships, highlighting how institutional practices that violate dignity and bodily autonomy can reactivate trauma responses from past abuse. After nearly four decades of incarceration, during which she has developed coping mechanisms and psychological adaptations to survive within the prison system, the body camera recording policy has fundamentally disrupted her sense of safety and dignity, representing a profound institutional betrayal for a woman who has spent the majority of her adult life in MDOC custody.

242. Reflecting on the broader failings of the prison system, Jane Doe 13 states: "Women should be offered more help as needed to save their life. The prison system is responsible for these women's well-being." This observation highlights her understanding that the recordings are part of a larger pattern of institutional disregard for women's dignity, privacy, and psychological needs—a pattern that is particularly harmful to women with histories of trauma and abuse.

Plaintiff Jane Doe 14: New Prisoner Observation Aide Immediately Subjected to Degrading Recorded Searches

243. Plaintiff Jane Doe 14 is a 61-year-old woman who has been incarcerated since 2003. During her 22 years of incarceration, she has focused on rehabilitation and personal

growth, including accepting a position as a Prisoner Observation Aide (POA) in February 2025—a role that required her to assist other incarcerated women in crisis and demonstrate exceptional reliability and trustworthiness.

244. Throughout her incarceration, Jane Doe 14 has been subjected to more than 100 strip searches due to prison job requirements and between 10-50 strip searches following visits. Despite these numerous invasive procedures over more than two decades, not once has contraband ever been found on her person—a record that undermines any legitimate security justification for the increasingly degrading searches she endured after body cameras were introduced.
245. The implementation of body cameras during strip searches coincided with Jane Doe 14 accepting her position as a POA, creating a particularly difficult situation where her desire to help others in crisis required her to submit to recorded strip searches as she moved throughout the facility performing her duties. She has been recorded during strip searches by multiple corrections officers, including: Unknown Menix on February 17, 2025; Allyn Edwards on February 20, 2025; Unknown Evans on February 27, 2025; Marchelle Hosey on March 2, 2025; and Janell Hicks on March 6, 2025.
246. The violations of Jane Doe 14's privacy extended beyond strip searches. She reports being recorded while showering or using the toilet by multiple corrections officers, including: Amber Dotson on February 26, 27, and March 3, 2025; Lucy Hamby on February 26, 27, and 28, 2025; Sheri Robertson on March 5, 2025; and "Ms. O" on March 4 and 6, 2025. These recordings of intimate bodily functions created a pervasive atmosphere of surveillance and violation that undermined her sense of safety and dignity within the facility.

247. The psychological impact of these recorded strip searches and privacy violations has been severe. Jane Doe 14 reports feeling profoundly humiliated by these recordings, experiencing a level of degradation that undermines the sense of purpose and dignity she had developed through her role as a POA. For someone who had committed to helping others in crisis, being subjected to degrading recorded strip searches and being recorded during intimate moments such as showering and using the toilet represented a profound contradiction between her treatment by the institution and the care she was expected to provide to others.
248. When Jane Doe 14 attempted to address her concerns through proper channels by filing a grievance regarding these recording practices, she never received a response. This institutional indifference to her legitimate concerns caused her to cease filing additional grievances—effectively giving up on a system that had repeatedly demonstrated its unwillingness to acknowledge or address the violations of her privacy and dignity. This breakdown of the grievance process represents a broader institutional failure to provide meaningful administrative remedies to women suffering clear violations of their rights.
249. For a woman who has spent 22 years in the correctional system and who had taken on a role specifically designed to support others in crisis, the recording policy represented not merely an invasion of privacy but a fundamental disruption of the rehabilitative environment she had worked to create for herself and others. Her experiences illustrate how MDOC's recording policy has not only violated women's privacy but actively undermined rehabilitation efforts within the facility by creating an atmosphere of degradation, surveillance, and institutional betrayal.

Plaintiff Jane Doe 15: Threatened with Solitary for Objecting to Recordings

250. Plaintiff Jane Doe 15 is a 49-year-old woman who has been incarcerated since 2007. Prior to her incarceration, she was sexually assaulted and was involved in relationships characterized by physical, mental, and emotional abuse—a history of trauma that left her particularly vulnerable to the psychological harm caused by MDOC's body camera recording policy.
251. During her 18 years of incarceration, Jane Doe 15 has been subjected to between 10-50 strip searches due to prison job requirements and between 10-50 strip searches following visits. Despite these numerous invasive procedures over nearly two decades, not once has contraband ever been found on her person—a record that undermines any legitimate security justification for the degrading searches she endured after body cameras were introduced.
252. The implementation of recorded strip searches represented a particular violation for Jane Doe 15, who was recorded by Defendant Unknown Martin during a strip search following a visit on March 9, 2025. She has also been recorded while using the toilet—an intimate bodily function where any person would reasonably expect privacy—further extending the invasion beyond the already degrading strip search procedure.
253. The psychological impact of these recordings has been severe. Jane Doe 15 reports feeling "mortified" after being recorded during a strip search—a reaction that reflects the profound violation of dignity and privacy inherent in having one's naked body recorded without consent. For someone with a history of sexual assault and abusive relationships, this experience of forced exposure and recording resonates with earlier trauma, potentially reactivating psychological wounds from past victimization.

254. Jane Doe 15 states that prison staff treat her in ways reminiscent of her past abusive relationships, highlighting how institutional practices that violate dignity and bodily autonomy can replicate the power dynamics of abuse. She reports that officers threaten women with solitary confinement if they refuse to submit to strip searches—a coercive approach that mirrors the control tactics used in abusive relationships by forcing compliance through threats of punishment rather than respecting bodily autonomy.
255. Perhaps most telling is Jane Doe 15's observation about the dismissive attitude of prison staff toward women's legitimate concerns about being recorded. She states: "The prison staff keep treating this as no big deal. They make excuses then talk to us degrading as if our concerns about being seen on this footage is not valid." This institutional invalidation of women's privacy concerns represents a form of gaslighting that compounds the harm of the recordings themselves. During one particularly disturbing interaction, an officer dismissed her concerns by stating, "this is how they do it in the streets"—a comment that reveals a callous disregard for the dignity and privacy rights of incarcerated women.
256. Jane Doe 15's experiences illustrate how MDOC's recording policy has created an environment where women's legitimate concerns about privacy and dignity are routinely dismissed, where compliance is enforced through threats of punishment, and where staff engage in degrading treatment that mirrors the dynamics of abusive relationships. For women with histories of trauma like Jane Doe 15, this environment is particularly harmful, as it reactivates past experiences of violation and powerlessness while offering no meaningful recourse for addressing these legitimate concerns.

Plaintiff Jane Doe 16: Three Decades of Incarceration and Systemic Healthcare Neglect

257. Plaintiff Jane Doe 16 is a 55-year-old woman who has been incarcerated since 1992. Prior to her incarceration, she was sexually assaulted and was involved in relationships characterized by physical, mental, and emotional abuse—a history of trauma that left her particularly vulnerable to the psychological harm caused by MDOC's body camera recording policy.
258. During her 33 years of incarceration, Jane Doe 16 has been subjected to more than 100 strip searches due to prison job requirements and between 51-100 strip searches following visits. Despite these numerous invasive procedures over more than three decades, not once has contraband ever been found on her person—a record that undermines any legitimate security justification for the increasingly degrading searches she endured after body cameras were introduced.
259. The psychological impact of the recorded strip searches has been severe. Jane Doe 16 reports feeling more exposed and uncomfortable due to the body cameras, experiencing anxiety and panic attacks as a result of the recordings, and suffering a loss of enjoyment in visits and activities that were previously sources of support and meaning during her long incarceration. For someone who has spent the majority of her adult life in the prison system, disruptions to these crucial sources of connection and purpose represent a particularly significant harm.
260. Jane Doe 16 identifies a critical failure in the implementation of the recording policy, stating: "I feel there should have been an explanation about these cameras, I feel it shows a total disregard to females, and towards those who have sexual abuse. No consideration." This observation highlights the institutional failure to consider the unique

vulnerabilities of women with trauma histories when implementing policies that involve bodily exposure and recording—a failure that violates trauma-informed care principles that MDOC purports to uphold.

261. Perhaps most significantly, Jane Doe 16 offers a broader critique of the structural inequalities in the prison system, stating that it is "designed by men, for men, and fails to provide adequate therapy and resources for women," particularly those over 50 years of age. She notes that "women have more needs than men" in terms of gender-specific healthcare and psychological support—needs that are systematically neglected within a system designed primarily for male inmates.
262. Jane Doe 16 specifically points to healthcare deficiencies that disproportionately affect women, noting: "we haven't had mammograms in over 2 years, no eye doctors, there's no resources for women 50-over to get nutrients we lose with age." These observations reveal how the recording policy exists within a broader context of institutional neglect of women's specific needs—a pattern consistent with the discriminatory implementation of the body camera policy.
263. After 33 years in the prison system, Jane Doe 16 has developed a profound understanding of the structural inequalities that shape women's experiences in MDOC custody. Her experiences with recorded strip searches represent just one dimension of a broader pattern of institutional disregard for women's dignity, privacy, and gender-specific needs—a pattern that the body camera policy exemplifies but does not fully encompass. The recordings have caused her significant psychological harm while reinforcing her sense that the prison system fundamentally fails to recognize or address

the unique vulnerabilities and needs of incarcerated women, particularly those with trauma histories.

Plaintiff Jane Doe 17: Prisoner Observation Aide Recorded During First Shift and Subsequently Retaliated Against

264. Plaintiff Jane Doe 17 is a 48-year-old woman who has been incarcerated since 2006.

Prior to her incarceration, she was involved in relationships characterized by physical, emotional, and mental abuse—a history that left her particularly vulnerable to the psychological harm inflicted by MDOC's body camera recording policy.

265. During her 19 years of incarceration, Jane Doe 17 has been subjected to more than 100 strip searches due to prison job requirements and more than 100 strip searches following visits. Despite these numerous invasive procedures over nearly two decades, not once has contraband ever been found on her person—a record that undermines any legitimate security justification for the increasingly degrading searches she endured after body cameras were introduced.

266. Jane Doe 17's experience with recorded strip searches began during her very first shift working as a Prisoner Observation Aide (POA) on February 23, 2025. This timing is particularly significant, as it meant that her attempt to take on a meaningful role helping other incarcerated women in crisis was immediately met with a degrading violation of her privacy. She was strip searched and recorded in a shower area—a particularly vulnerable location that should reasonably be considered a private space.

267. The violations of Jane Doe 17's privacy extended beyond this initial incident. She reports being recorded during multiple strip searches, while showering, and while using the toilet—intimate moments where any person would reasonably expect privacy. These

recordings created a pervasive atmosphere of surveillance and violation that undermined her sense of safety and dignity within the facility.

268. The psychological impact of these recorded strip searches and privacy violations has been severe. Since being recorded, Jane Doe 17 reports feeling shame, embarrassment, and degradation—reactions that reflect the profound violation of dignity inherent in having one's naked body recorded without consent. For someone with a history of abusive relationships, these feelings of degradation and powerlessness can be particularly harmful, potentially reactivating psychological wounds from past victimization.
269. Jane Doe 17 states that prison staff treat her in ways reminiscent of her past abusive relationships, highlighting how institutional practices that violate dignity and bodily autonomy can replicate the power dynamics of abuse. This parallel between institutional treatment and past relationship trauma represents a particularly harmful form of retraumatization for women who have worked to overcome histories of abuse.
270. Perhaps most troubling is Jane Doe 17's belief that POA pay was reduced as retaliation for the lawsuit challenging these recording practices. This perception of institutional retaliation adds another layer of harm to the privacy violations themselves, creating an environment where women fear punishment for asserting their basic rights to dignity and privacy. Whether or not the pay reduction was explicitly retaliatory, the timing created a chilling effect that further disempowered women already suffering from privacy violations and psychological harm.
271. Jane Doe 17's experiences exemplify how MDOC's recording policy has not only violated women's privacy but actively undermined rehabilitation efforts within the facility. By immediately subjecting her to a degrading recorded strip search as she began

her work as a POA, the policy created a contradictory message about her value and dignity within the institution—expected to provide compassionate care to others while being treated in a manner that violated her own dignity and privacy. This contradiction represents a fundamental failure of MDOC's purported rehabilitative mission and a betrayal of the very values that programs like the POA are meant to embody.

Plaintiff Jane Doe 18: Subject of Explicit Threats of More Invasive Procedures

272. Plaintiff Jane Doe 18 is a 58-year-old woman who has been incarcerated since 2002.

Over her 23 years of incarceration, she has developed coping mechanisms and psychological adaptations to survive within the prison system—adaptations that were significantly disrupted by MDOC's implementation of body cameras during strip searches.

273. The implementation of recorded strip searches represented a profound violation for Jane Doe 18, who was subjected to strip searches recorded by multiple corrections officers, including Williams, Kimberly Kilgo, Karla Donaldson, Cherice Locke, and K. Thomas (who may be Kawana or Kenesha Thomas). These recordings created a permanent digital record of her naked body at moments of complete vulnerability, violating her privacy and dignity in ways that traditional strip searches, while already invasive, did not.

274. During one particularly degrading recorded strip search, Corrections Officer K. Thomas told Jane Doe 18 that she was "lucky it's just the camera because I could make you lift your vagina apart." This threatening statement reveals how the camera's presence became not a tool for accountability but rather a baseline for degradation that could be escalated further at the officer's discretion. The comment demonstrates the power

dynamics at play in these searches, where officers could use the threat of even more invasive procedures to intimidate women already being subjected to recorded strip searches.

275. The psychological impact of these recorded strip searches has been severe. Jane Doe 18 reports experiencing shame, embarrassment, humiliation, and feelings of degradation as a result of being recorded while naked. Her description of the experience as making her feel like she's "being prepped for a porno" captures the voyeuristic nature of the recordings and the profound violation of dignity inherent in having one's naked body recorded without consent. This description highlights how the recordings transform an already invasive security procedure into something that feels explicitly sexual and exploitative.

276. For a woman who has spent 23 years in the prison system, who has developed strategies for maintaining her dignity and psychological well-being within a highly restrictive environment, the introduction of recording during strip searches represents a fundamental disruption to the coping mechanisms she has developed over more than two decades of incarceration. The policy forces her to endure not only the immediate violation of the recorded strip search but also the ongoing anxiety about who might have access to these recordings and how they might be used—creating a persistent state of vulnerability that undermines her sense of safety and dignity within the facility.

277. Jane Doe 18's experiences illustrate how MDOC's recording policy has created an environment where officers can make explicit threats of even more invasive procedures while recording women in states of complete nudity. The policy enables a form of institutionalized voyeurism that treats women's bodies as objects of surveillance rather

than as belonging to human beings deserving of dignity and privacy—a dynamic that Jane Doe 18 aptly captures in her comparison to pornographic filming. This objectification and sexualization of women's bodies during security procedures is particularly harmful given the high rates of sexual trauma among incarcerated women and represents a profound institutional failure to implement trauma-informed approaches to necessary security measures.

**Plaintiff Jane Doe 19: Senior Citizen Retraumatized After
Finally Processing Past Rape**

278. Plaintiff Jane Doe 19 is a 66-year-old woman who has been incarcerated since 1997. Prior to her incarceration, she was sexually assaulted and was involved in relationships characterized by physical, emotional, and mental abuse—a history of trauma that left her particularly vulnerable to the psychological harm caused by MDOC's body camera recording policy.
279. During her 28 years of incarceration, Jane Doe 19 has been subjected to more than 100 strip searches following visits and between 10-50 strip searches due to prison job requirements. Despite these numerous invasive procedures over nearly three decades, not once has contraband ever been found on her person—a record that undermines any legitimate security justification for the increasingly degrading searches she endured after body cameras were introduced.
280. The implementation of recorded strip searches represented a particular violation for Jane Doe 19, who reports being recorded during strip searches, while showering, and while using the toilet—intimate moments where any person would reasonably expect privacy. These recordings created a pervasive atmosphere of surveillance and violation that undermined her sense of safety and dignity within the facility.

281. What makes Jane Doe 19's experience particularly poignant is her statement that she "had just moved past my trauma of rape in my life and leave it to MDOC to always violate you." This observation reveals how the recording policy actively undermined her hard-won psychological healing, retraumatizing her just as she had reached a point of processing her earlier experiences of sexual violence. For a woman in her sixties who has spent 28 years in the prison system and worked diligently to overcome trauma from earlier in her life, this institutional betrayal represents a particularly cruel disruption to her psychological well-being.
282. Jane Doe 19 states that some corrections staff treat her in ways reminiscent of her past abusive relationships, highlighting how institutional practices that violate dignity and bodily autonomy can reactivate trauma responses from past abuse. She offers a broader critique of the current administration, stating: "We have a male warden that doesn't give a shit about us or what his officers do or say to us." This observation points to a fundamental disconnect between leadership and the experiences of women in MDOC custody, where those making decisions about policies like body camera use during strip searches fail to consider or address the profound impact these decisions have on women with histories of trauma.
283. Perhaps most telling is Jane Doe 19's perception that the body camera policy represents a deliberate response to previous litigation regarding strip searches. She states: "I guess since they prevailed in strip search lawsuit they said oh let's try this body cam—no one cares about women inmates and no one does." This observation suggests an institutional pattern of pushing boundaries with increasingly invasive search procedures, using legal victories as permission to implement even more degrading practices rather

than as opportunities to develop more trauma-informed approaches to necessary security measures.

284. At 66 years old and after 28 years of incarceration, Jane Doe 19 offers a perspective shaped by decades of observing institutional practices at WHV. Her experiences with recorded strip searches exist within this broader context of what she perceives as systematic disregard for women's dignity and well-being—a pattern that has persisted despite changes in leadership and policy over nearly three decades. The recording policy's retraumatizing effect on her, just as she had finally processed earlier sexual trauma, represents a profound institutional failure to implement trauma-informed approaches to security and a betrayal of the rehabilitative ideals that should be central to MDOC's mission.

**Plaintiff Jane Doe 20: Eleven-Year Prisoner Observation Aide Forced to Resign
After Recorded Searches**

285. Plaintiff Jane Doe 20 is a 52-year-old woman who has been incarcerated since 1994. Prior to her incarceration, she was sexually assaulted at the ages of 8 and 15, and was involved in relationships characterized by physical, mental, and emotional abuse—a history of trauma that left her particularly vulnerable to the psychological harm caused by MDOC's body camera recording policy.

286. During her 31 years of incarceration, Jane Doe 20 has demonstrated exceptional commitment to rehabilitation and service to others. From 2014 until 2025, she worked as a Prisoner Observation Aide (POA), providing essential support to fellow incarcerated women in crisis. This long-term dedication to helping others in vulnerable situations demonstrates her rehabilitation and personal growth during her incarceration, making the

degradation of recorded strip searches particularly harmful to her sense of dignity and purpose within the facility.

287. Jane Doe 20 was subjected to multiple strip searches with body cameras recording between February and March 2025. She documents specific incidents, including:

- On February 18 and 20, 2025, strip searches conducted by Corrections Officers Jasmine Bunting and K. Thomas with active body cameras
- On February 24, 2025, a strip search with body camera in recording mode conducted by Corrections Officer Tarra Roberson
- On March 5, 2025, a recorded strip search conducted by Corrections Officer Carma Munoz
- On March 9, 2025, a recorded strip search conducted by Sergeant Brandy England
- On March 15 and March 17, 2025, recorded strip searches conducted by Corrections Officer K. Thomas
- On March 23, 2025, a recorded strip search conducted by Corrections Officer Dezeree Lacy
- On March 24, 2025, a recorded strip search conducted by Corrections Officer Carma Munoz

288. Notably, even after MDOC had drafted a policy change (finalized on March 21, 2025) to prohibit recording during strip searches, corrections officers continued to record Jane Doe 20 during strip searches right up until the policy's effective date on March 24, 2025. This continued recording in the days between the policy's finalization and its implementation demonstrates a callous disregard for her privacy and dignity, as officers

continued a practice that the Department had already determined was inappropriate and harmful.

289. The psychological impact of these recorded strip searches has been severe. Jane Doe 20 states that prison staff treat her in ways reminiscent of her past abusive relationships, highlighting how institutional practices that violate dignity and bodily autonomy can reactivate trauma responses from past abuse. The recordings have triggered traumatic memories, including memories related to the circumstances of her conviction, as she reports that the recording practices reminded her of "the man she killed because he recorded others." This connection between her current treatment and the circumstances that led to her incarceration represents a particularly harmful form of retraumatization, potentially undermining decades of psychological healing and rehabilitation.

290. The recordings eventually led Jane Doe 20 to resign from her position as a POA—a role she had held for over a decade and that had given her purpose and meaning during her incarceration. This resignation represents not only a personal loss but also a loss to the institution, which no longer benefits from the experience and compassion of someone who had demonstrated long-term commitment to supporting other women in crisis.

291. Jane Doe 20's experiences illustrate how MDOC's recording policy has not only violated women's privacy but actively undermined rehabilitation efforts within the facility. By subjecting a woman who had spent 11 years helping others in crisis to degrading recorded strip searches that triggered memories of her own trauma, the policy created a contradiction between the rehabilitation MDOC claims to promote and the actual treatment of women who embody that rehabilitation through service to others. The fact that officers continued to record her during strip searches even after MDOC had

acknowledged the inappropriateness of this practice by changing the policy demonstrates a profound institutional failure to protect the dignity and well-being of women in MDOC custody, even those who have demonstrated exceptional commitment to rehabilitation and service over decades of incarceration.

292. In sum, the implementation of the body camera recording policy during strip searches represented the culmination of a pattern of systematic discrimination against women in MDOC custody. This policy was implemented against a backdrop of longstanding disparities in educational opportunities, visitation access, and mental health resources; was disproportionately enforced against women compared to men; directly targeted a population with known vulnerability to retraumatization; and was maintained despite clear evidence of harm and in the absence of meaningful grievance remedies.

H. Relevant Michigan Statutory Provisions

293. MCL 750.539j explicitly prohibits the recording of individuals in a state of undress without consent:

(1) A person shall not do any of the following:

(a) Surveil another individual who is clad only in his or her undergarments, the unclad genitalia or buttocks of another individual, or the unclad breasts of a female individual under circumstances in which the individual would have a reasonable expectation of privacy.

(b) Photograph, or otherwise capture or record, the visual image of the undergarments worn by another individual, the unclad genitalia or buttocks of another individual, or the unclad breasts of a female individual under circumstances in which the individual would have a reasonable expectation of privacy.

(c) Distribute, disseminate, or transmit for access by any other person a recording, photograph, or visual image the person knows or has reason to know was obtained in violation of this section.

(2) A person who violates or attempts to violate this section is guilty of a crime as follows:

(a) For a violation or attempted violation of subsection (1)(a):

(i) Except as provided in subparagraph (ii), the person is guilty of a felony punishable by imprisonment for not more than 2 years or a fine of not more than \$2,000.00, or both.

(ii) If the person was previously convicted of violating or attempting to violate subsection (1)(a), the person is guilty of a felony punishable by imprisonment for not more than 5 years or a fine of not more than \$5,000.00, or both.

(b) For a violation or attempted violation of subsection (1)(b) or (c), the person is guilty of a felony punishable by imprisonment for not more than 5 years or a fine of not more than \$5,000.00, or both.

(3) This section does not prohibit a person from being charged with, convicted of, or punished for any other violation of law committed by that person while violating or attempting to violate subsection (1)(a) to (c).

(4) This section does not prohibit security monitoring in a residence if conducted by or at the direction of the owner or principal occupant of that residence unless conducted for a lewd or lascivious purpose.

(5) This section does not apply to a peace officer of this state or of the federal government, or the officer's agent, while in the performance of the officer's duties.

(6) As used in this section, "surveil" means to subject an individual to surveillance as that term is defined in section 539a. [Emphasis added.]

294. Notably, while MCL 750.539j(3) provides exceptions for certain law enforcement activities by "peace officers," MDOC corrections officers do not qualify as "peace officers" under Michigan law. MCL 750.215 specifically defines "peace officer" as any of the following:

- a. A sheriff or deputy sheriff of a county of this state or another state.
- b. An officer of the police department of a city, village, or township of this state or another state.
- c. A marshall of a city, village, or township.
- d. A constable.
- e. An officer of the Michigan state police.
- f. A conservation officer.
- g. A security employee employed by the state pursuant to section 6c of 1935 PA 59, MCL 28.6c.
- h. A motor carrier officer appointed pursuant to section 6d of 1935 PA 59, MCL 28.6d.

- i. A police officer or public safety officer of a community college, college, or university who is authorized by the governing board of that community college, college, or university to enforce state law and the rules and ordinances of that community college, college, or university.
 - j. A park and recreation officer commissioned under section 1606 of the natural resources and environmental protection act, 1994 PA 451, MCL 324.1606.
 - k. A state forest officer commissioned under section 83107 of the natural resources and environmental protection act, 1994 PA 451, MCL 324.83107.
 - l. A federal law enforcement officer.
 - m. An investigator of the state department of attorney general.
 - n. A railroad police officer appointed, commissioned, and acting as provided in section 367 of the railroad code of 1993, 1993 PA 354, MCL 462.367.
295. The Michigan legislature has demonstrated that it does not consider MDOC staff to be "peace officers" by separately enumerating them in other criminal statutes. For example, MCL 750.539g, which addresses eavesdropping, explicitly distinguishes between peace officers and corrections officers:

Sections 539a to 539f do not prohibit any of the following:

(a) Eavesdropping or surveillance not otherwise prohibited by law **by a peace officer of this state or of the federal government**, or the officer's agent, while in the performance of the officer's duties.

(b) Hearing a communication transmitted by common carrier facilities by an employee of a communications common carrier when acting in the course of his or her employment.

(c) The recording by a public utility of telephone communications to it requesting service or registering a complaint by a customer, if a record of the communications is required for legitimate business purposes and the agents, servants, and employees of the public utility are aware of the practice or surveillance by an employee safeguarding property owned by, or in custody of, his or her employer on his or her employer's property.

(d) The routine monitoring, including recording, **by employees of the department of corrections of telephone communications** on telephones available for use by prisoners in state correctional facilities, if the monitoring is conducted in the manner prescribed by section 70 of Act No. 232 of the Public Acts of 1953, being section 791.270 of the Michigan Compiled Laws, and rules promulgated under that section. [Emphasis added.]

296. The fact that the legislature specifically included separate exceptions for correctional facilities in MCL 750.539g, but provided no such exception for correctional officers in MCL 750.539j, demonstrates a clear legislative intent that corrections officers are not authorized to record individuals in a state of undress.

297. Therefore, the MDOC policy permitting body cameras to remain active during strip searches directly violates MCL 750.539j, as corrections officers do not qualify for the "peace officer" exception and no other exception applies.

I. Anticipated Expert Testimony on Trauma and Psychological Harm

298. The MDOC's implementation of body-worn cameras during strip searches was especially harmful given the well-documented prevalence of trauma histories among incarcerated women. Research has consistently demonstrated that incarcerated women experience disproportionately high rates of prior sexual victimization compared to both the general population and incarcerated men.

299. A landmark study⁹ found that 86% of incarcerated women report a history of sexual violence prior to incarceration, compared to approximately 59% of incarcerated men. Similarly, the Council on Criminal Justice reported that women's pathways to criminal justice system involvement differ from those of men: "Most system-involved women have experienced some form of childhood abuse or trauma. Many are at high risk for experiencing violent victimization by an intimate partner, and women in jails and prisons consistently report higher rates of mental health and substance use disorders than their male counterparts."¹⁰

⁹ Lynch, S. M., DeHart, D. D., Belknap, J., Green, B. L., Dass-Brailsford, P., Johnson, K. M., & Wong, M. M. (2017). An Examination of the Associations Among Victimization, Mental Health, and Offending in Women. *Criminal Justice and Behavior*, 44(6), 796-814. <https://doi.org/10.1177/0093854817704452> (Original work published 2017).

¹⁰ Council on Criminal Justice. (2024). *Women's justice: A preliminary assessment of women in the criminal justice system*. <https://counciloncj.org/womens-justice-a-preliminary-assessment-of-women-in-the-criminal-justice-system/>

300. The psychological impact of recording during strip searches must be understood within this trauma context. Multiple peer-reviewed studies have documented that institutional practices involving bodily exposure can trigger trauma responses in individuals with histories of sexual victimization. As noted in Hutchison's 2020 peer-reviewed study,¹¹ **“It’s Sexual Assault. It’s Barbaric: Strip Searching in Women’s Prisons as State-inflicted Sexual Assault,”** strip searches specifically can "amplify feelings associated with past traumas, particularly for those who have been raped or forcibly confined.”
301. Research has shown that correctional environments contain "unavoidable triggers, such as pat downs and strip searches" that can increase trauma-related behaviors and symptoms in inmates with trauma histories.¹² The Substance Abuse and Mental Health Services Administration (2014) defines retraumatization as "a process of reexperiencing traumatic stress as a result of a current situation that mirrors or replicates in some way the prior traumatic experiences," which aptly describes the effect of recording strip searches on sexual assault survivors.¹³
302. The Michigan Department of Corrections acknowledges the unique trauma histories of incarcerated women through its implementation of trauma-informed care training programs, including "Collaborative Case Management for Women" and "Female Offender Considerations." These programs include specific modules on trauma, legal issues, and effective communication with female detainees. As outlined in the course

¹¹ Jessica Hutchison, "It's Sexual Assault. It's Barbaric": Strip Searching in Women's Prisons as State-Inflicted Sexual Assault, 35 *AFFILIA* 160, 160-176 (2020).

¹² Nancy A. Miller & Lisa M. Najavits, Creating Trauma-Informed Correctional Care: A Balance of Goals and Environment, 3 *EUR. J. PSYCHOTRAUMATOLOGY* 1, 1-8 (2012).

¹³ *SUBSTANCE ABUSE & MENTAL HEALTH SERVS. ADMIN., U.S. DEPT' OF HEALTH & HUM. SERVS., TREATMENT IMPROVEMENT PROTOCOL (TIP) SERIES 57: TRAUMA-INFORMED CARE IN BEHAVIORAL HEALTH SERVICES* (2014).

descriptions, MDOC training emphasizes that trauma-informed responses are necessary to avoid re-traumatizing female offenders.

303. Additionally, MDOC participates in programs developed by SAMHSA's GAINS Center, such as "How Being Trauma-Informed Improves Criminal Justice System Responses," which aims to increase awareness of the impact of trauma and develop trauma-informed policies and practices.
304. Despite these acknowledgments, the practices challenged in this lawsuit—including the video recording of women during strip searches—run counter to the trauma-informed principles MDOC purports to uphold.
305. Recording strip searches clearly falls within this category of potentially retraumatizing practices, especially given research from the National Institute of Justice (2022) documenting that inconsistent procedures and negative experiences with searches can be "retraumatizing for women" in correctional settings.¹⁴
306. Despite this widely available research and MDOC's own purported commitment to trauma-informed practices, defendants implemented and defended a policy they knew or should have known would cause particular harm to women with trauma histories. This deliberate disregard for the psychological well-being of incarcerated women represents sex-based discrimination under ELCRA.
307. Plaintiffs intend to present expert testimony from clinical psychologists and trauma specialists to establish the psychological impact of being filmed during strip searches and while undressed.

¹⁴ NAT'L INST. OF JUST., U.S. DEPT OF JUST., Addressing Trauma in Women's Prisons (May 2022), <https://nij.ojp.gov/topics/articles/addressing-trauma-womens-prisons>.

308. Expert testimony will explain that individuals with prior histories of sexual assault are particularly vulnerable to retraumatization from non-consensual nudity, surveillance, and invasive authority-driven procedures. Research on trauma in correctional settings consistently demonstrates that strip searches can trigger PTSD symptoms, including dissociation, avoidance behaviors, and heightened distress in women with histories of sexual trauma (Miller & Najavits, 2012; Hutchison, 2020).
309. Experts will also opine that the MDOC's actions constitute a form of institutional betrayal, a phenomenon recognized in clinical literature, wherein trusted institutions perpetuate or fail to prevent harm against vulnerable populations. This concept is further supported by research documenting how correctional practices that disregard trauma histories can cause psychological harm equivalent to a form of "state-inflicted sexual assault" (Hutchison, 2020).
310. This testimony will support Plaintiffs' emotional distress claims and demonstrate the foreseeability of harm resulting from Defendants' conduct, particularly in light of extensive research showing that women in correctional settings who have experienced prior sexual trauma are at elevated risk for retraumatization through institutional practices that involve bodily exposure and surveillance.

J. Violations of MDOC's Own PREA Policy

311. In addition to violating state law, the MDOC's body camera recording policy directly contravenes the Department's own Prison Rape Elimination Act (PREA) Policy Directive 03.03.140, effective April 5, 2021. This policy contains explicit provisions designed to protect the privacy and dignity of incarcerated individuals—provisions that were flagrantly disregarded in the implementation of the body camera program.

312. **Violation of MDOC's Definition of Voyeurism:** MDOC Policy Directive 03.03.140, Section N explicitly defines voyeurism as:

An invasion of privacy of a prisoner by an employee for reasons unrelated to official duties, such as peering at a prisoner who is using a toilet in their cell to perform bodily functions; requiring a prisoner to expose their buttocks, genitals, or breasts; or taking images of all or part of a prisoner's naked body or of a prisoner performing bodily functions.

313. The use of body cameras to record women during strip searches—capturing images of their naked bodies—falls squarely within this definition of prohibited voyeurism. By MDOC's own definition, the recording practice constitutes an "invasion of privacy" involving "taking images of all or part of a prisoner's naked body."

314. **Violation of Physical Plant Privacy Requirements:** Section Y of the PREA Policy

Directive mandates:

Each Warden shall ensure the facility's physical plant layout enables prisoners to shower, perform bodily functions, and change clothing without nonmedical employees of the opposite gender viewing the prisoner's breasts, buttocks, or genitalia except in exigent circumstances or when such viewing is incidental to routine cell checks. Instances of cross-gender viewing in exigent circumstances shall be documented in writing to the Warden and retained for auditing purposes.

315. While this provision specifically addresses cross-gender viewing, the underlying principle—protecting incarcerated individuals from unnecessary exposure during private bodily functions—is fundamentally violated by a policy that permits viewing the recording of women's naked bodies regardless of the officer's gender.

316. **Violation of Sexual Abuse Grievance Procedures:** The PREA Policy Directive establishes a specific process for addressing sexual abuse grievances in Section VV:

The MDOC has eliminated the administrative grievance procedure for addressing prisoner grievances regarding sexual abuse. If prisoners utilize the prisoner grievance system to report an allegation of sexual abuse, the facility Grievance Coordinator shall forward the sexual abuse allegation to the facility PREA Coordinator for further handling in accordance with this policy, and the sexual abuse grievance shall be removed from the grievance process. The prisoner shall be notified in writing that this has occurred.

317. Despite filing multiple grievances regarding the recording of their naked bodies—which constitutes voyeurism and sexual abuse under MDOC's own definition—none of the Plaintiffs received written notification that their grievances had been forwarded to the PREA Coordinator. In fact, most received no response whatsoever, demonstrating a systematic failure to follow MDOC's own procedures for addressing sexual abuse allegations.

318. **Violation of Zero Tolerance Policy:** Section U of the PREA Policy Directive unequivocally states:

PREA addresses prisoner-on-prisoner sexual abuse and sexual harassment, employee sexual abuse of prisoners, and employee sexual harassment of prisoners. The Department has zero tolerance for sexual abuse and sexual harassment of prisoners.

319. The Department's claim of "zero tolerance" is directly contradicted by its implementation and defense of a policy that, by the Department's own definition, constitutes voyeurism and sexual abuse. This contradiction demonstrates the Department's failure to adhere to its stated commitment to eliminating sexual abuse within its facilities.

320. **Failure of Leadership to Ensure PREA Compliance:** The PREA Policy Directive assigns specific responsibilities to leadership in Sections V, Z, and AA:

The PREA Manager, within the Budget and Operations Administration (BOA), oversees and coordinates the efforts of the MDOC to comply with Federal PREA standards, including assisting with the development and implementation of policy, and maintains a PREA Manual that shall be reviewed and updated as needed. [Section V]

Wardens shall designate a PREA Coordinator at each facility under their supervision. The facility PREA Coordinator shall have sufficient time and authority to coordinate the facility's efforts to comply with the standards. [Section Z]

The facility PREA Coordinator shall be responsible for monitoring and providing assistance regarding all aspects of PREA compliance in areas such as training, education, reporting, documentation, and investigation of PREA-related allegations. [Section AA]

321. Defendants Whitmer, Washington, Bush, and Howard, by virtue of their supervisory roles, failed to ensure compliance with the Department's PREA policy when implementing the body camera program. This failure demonstrates a systematic breakdown in PREA compliance monitoring and enforcement, reflecting deliberate indifference to the rights and dignity of women in MDOC custody.
322. Defendants Washington, Bush, and Howard failed to adequately train and supervise WHV staff regarding proper implementation of body cameras, particularly as related to privacy protections and PREA compliance. This failure to train constituted deliberate indifference to the rights of women in MDOC custody and directly contributed to the privacy violations and trauma experienced by Plaintiffs.

V. CAUSE OF ACTION

COUNT I – Violation of Michigan's Elliott-Larsen Civil Rights Act (ELCRA)

323. Plaintiffs incorporate by reference all preceding paragraphs.
324. The Elliott-Larsen Civil Rights Act prohibits discrimination on the basis of sex in places of public accommodation and public service. MCL 37.2302.
325. MDOC is a place of public service under the statute.
326. Under ELCRA, practices that appear facially neutral but disproportionately harm a protected class constitute unlawful discrimination. Here, the facially neutral body camera policy had a disparate and discriminatory impact on women for multiple interrelated reasons:
- a. The significantly higher prevalence of trauma history among incarcerated women;
 - b. The strict enforcement at WHV compared to discretionary enforcement at men's facilities;
 - c. The lack of adequate mental health resources to address resulting trauma; and the compounding effect when combined with already-existing disparities in visitation and educational opportunities.
327. The implementation and enforcement of a strip search policy that required or permitted the use of body-worn cameras during searches had a severely disparate impact on women, particularly given the disproportionately high rates of sexual trauma history among incarcerated women compared to men.
328. Defendants' actions constituted sex-based discrimination by creating and enforcing policies that, while facially neutral, had a disparate and harmful impact on women compared to similarly situated men in MDOC custody.

329. This discriminatory impact was further exacerbated by the inconsistent implementation of the policy, with officers at men's facilities frequently refusing to wear body cameras during strip searches, while officers at WHV strictly enforced the policy.
330. The disparity in implementation meant that the officially "gender-neutral" policy in practice became a policy that primarily affected incarcerated women, making it discriminatory in its application if not its written form.
331. MDOC's failure to address the known and predictable disparate impact of this policy on a population with significantly higher rates of sexual trauma constitutes sex-based discrimination. Multiple studies show that approximately 86% of incarcerated women report histories of sexual victimization prior to incarceration, compared to approximately 59% of incarcerated men, making policies involving bodily exposure inherently more traumatic for the female prison population.
332. This discriminatory impact was further exacerbated by MDOC's failure to adequately staff mental health positions at WHV, with vacancy data showing persistent shortages in psychiatrists, mental health professionals, and nursing staff throughout the relevant period, leaving women with no recourse for treatment of the trauma reactions triggered by recorded strip searches.
333. The policy lacked trauma-informed design and failed to take into account the needs of women in custody, particularly their elevated rates of prior sexual trauma and consequent vulnerability to re-traumatization through recorded strip searches.
334. The persistent understaffing of mental health positions at WHV compared to men's facilities further demonstrates MDOC's systemic failure to address the unique psychological needs of women in custody.

335. The systematic delay in providing equal educational opportunities to women at WHV compared to men in MDOC facilities—with college programs being established at men's facilities as early as 2013 while not reaching WHV until 2023—represents another dimension of sex-based discrimination that has limited women's rehabilitation opportunities and post-release prospects.

336. This discriminatory impact must be understood within the context of pre-existing disparities between conditions at women's and men's facilities, creating a cumulative pattern of discrimination:

- Women at WHV face systematically more restrictive visitation opportunities compared to men at multiple MDOC facilities (including Macomb, Handlon, and Parnall), with more fragmented schedules, fewer weekend options, less consistent weekday access, and greater complexity in scheduling;
- The combination of these restricted visitation hours with the practice of recorded strip searches following visits forced women to choose between maintaining crucial family connections and protecting themselves from the trauma of recorded bodily exposure;
- Chronic understaffing of mental health positions at WHV left women without adequate resources to address the psychological impact of these combined policies;
- Inconsistent implementation of the body camera policy, with officers at men's facilities often refusing to wear cameras during strip searches while officers at WHV strictly enforced the policy.

337. The disparity in visitation policies is not isolated but forms part of a broader pattern of treating women in MDOC custody more restrictively than men. This pattern culminated in the implementation and enforcement of a body camera recording policy that was known or should have been known to cause particular harm to a population with disproportionately high rates of sexual trauma history.
338. Plaintiffs suffered discrimination in the form of increased trauma, loss of access to work and programming, and targeted retaliation for asserting their rights, all while being denied adequate mental health care that could have mitigated these harms.
339. The discriminatory impact is further evidenced by Defendants' selective enforcement of their own policies. MDOC's PREA Policy Directive 03.03.140 explicitly prohibits voyeurism, defined as "taking images of all or part of a prisoner's naked body," yet this prohibition was deliberately ignored at WHV. This selective non-enforcement of privacy protections reveals a pattern of institutional disregard for the dignity of women in MDOC custody that extends beyond the camera policy itself to encompass a broader culture of discrimination.
340. Defendants are liable under the ELCRA for sex-based discrimination in a public service.
341. As a direct and proximate result of Defendants' discriminatory practices and policies, Plaintiffs have suffered sex-based discrimination in a public service, resulting in physical manifestations of psychological harm including sleep disturbances affecting physical health, stress-induced digestive disorders, heightened blood pressure requiring medical intervention, physical symptoms of anxiety including chest tightness and difficulty breathing, and physiological trauma responses, as well as deprivation of equal access to

rehabilitation opportunities, retaliation for asserting their rights, and denial of adequate mental health care to address these harms, entitling Plaintiffs to damages, declaratory relief, and injunctive relief in accordance with MCL 37.2302 and related provisions.

VI. PRAYER FOR RELIEF

WHEREFORE, Plaintiffs respectfully request that this Court:

- A. Assert jurisdiction over this action;
- B. Award compensatory damages in an amount to be determined at trial for emotional distress, pain and suffering, loss of dignity, and other harms;
- C. Award punitive and exemplary damages against the individual defendants to deter future misconduct;
- D. Award attorney fees and costs under applicable law; and
- E. Grant any such other relief as this Court deems just and appropriate.

Respectfully submitted,

/s/ Todd F. Flood

Todd F. Flood (P58555)
Alexa Otto (P87961)
Katherine Kobiljak (P88156)
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kkobiljak@floodlaw.com

Date: May 6, 2025

JURY DEMAND

Plaintiffs hereby demand a trial by jury on all issues so triable.

Respectfully submitted,

/s/ Todd F. Flood

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Date: May 6, 2025

MCL 600.5507(2) Disclosure: “A prisoner who brings a civil action or appeals a judgment concerning prison conditions shall, upon commencement of the action or initiation of the appeal, disclose the number of civil actions and appeals that the prisoner has previously initiated.”

- Jane Doe 1: 2
- Jane Doe 2: 2
- Jane Doe 3: 2
- Jane Doe 4: 2
- Jane Doe 5: 3
- Jane Doe 6: 0
- Jane Doe 7: 4
- Jane Doe 8: 1
- Jane Doe 9: 2
- Jane Doe 10: 0
- Jane Doe 11: 2
- Jane Doe 12: 2
- Jane Doe 13: 0
- Jane Doe 14: 3
- Jane Doe 15: 3
- Jane Doe 16: 1
- Jane Doe 17: 0
- Jane Doe 18: 1
- Jane Doe 19: 3
- Jane Doe 20: 0

LIST OF EXHIBITS

Exhibit A: Email from Peter J. Martel (American Friends Service Committee) to Defendant Howard and Defendant Bush on February 17, 2025, raising concerns about the body camera policy

Exhibit B: Escalation email from Peter J. Martel to Defendant Washington on February 18, 2025

Exhibit C: Email from Peter J. Martel to Attorney General Dana Nessel on February 18, 2025

Exhibit D: Email from State Representative Laurie Pohutsky to MDOC Legislative Liaison Kyle Kaminski on February 19, 2025

Exhibit E: Response email from MDOC Legislative Liaison Kyle Kaminski to Representative Pohutsky on February 20, 2025

Exhibit F: Email from Defendant Bush responding to the broader group on February 20, 2025

Exhibit G: Reply email from Peter J. Martel challenging Defendant Bush's explanation on February 20, 2025

Exhibit H: Communication from State Senator Sue Shink regarding concerns about the policy on February 20, 2025

Exhibit I: Email from Representative Pohutsky to Kaminski (with Defendants Washington and Bush copied) on March 19, 2025

Exhibit J: Announcement from MDOC Legislative Liaison Kyle Kaminski about policy change on March 24, 2025

Exhibit K: Ohio Department of Rehabilitation & Correction policy on Body Worn Cameras

Exhibit L: Indiana Department of Correction policy on Body Worn Cameras

EXHIBIT A

Email from Peter J. Martel (American Friends Service Committee) to Defendant Howard and Defendant Bush

February 17, 2025

JANE DOE 1-20 v. MICHIGAN DEPARTMENT OF CORRECTIONS, et al.

Women's Huron Valley Body Camera Litigation

From: Peter Martel

Sent: Monday, February 17, 2025 3:25 PM

To: Howard, Jeremy F. (MDOC) <HowardJ15@michigan.gov>; BushJ2@michigan.gov <BushJ2@michigan.gov>

Cc: Keith Barber <KBarber@legislature.mi.gov>; Mira Edmonds <edmondm@umich.edu>; deblabelle@aol.com <deblabelle@aol.com>; Victoria Burton-Harris <burtonharrisv@washtenaw.org>; savite@washtenaw.org <savite@washtenaw.org>; Stephanie Chang <Schang@senate.michigan.gov>; Sue Shink <SShink@senate.michigan.gov>; Jeff Irwin <Jlrwin@senate.michigan.gov>; The Office of Senator Santana <SenSSantana@senate.michigan.gov>; Osher, Daniel <OsherD@michigan.gov>; Cherepon, Hailey <ChereponH@michigan.gov>; AnnBollin@house.mi.gov <AnnBollin@house.mi.gov>; JenniferConlin@house.mi.gov <JenniferConlin@house.mi.gov>; Jimmie Wilson Jr. <Jimmiewilsonjr@gmail.com>; SarahLightner@house.mi.gov <SarahLightner@house.mi.gov>; KellyBreen@house.mi.gov <KellyBreen@house.mi.gov>

Subject: Body Cams Active During Strip Searches at Women's Huron Valley

Dear Warden Howard and Deputy Director Bush:

It has come to our attention that the MDOC has recently implemented body cams inside the prisons. Our office is already receiving complaints from WHV because **officers are wearing body cams with a green light activated while conducting strip searches of women**. This is an atrocious practice and is a violation of [MCL 750.539j](#), which is a felony punishable by up to 5 years and/or a \$5000 fine for every violation of the law. Corrections officers do not qualify as peace officers under the §5 exception to this law. See [MCL 750.215](#) §5 for the statutory definition of “peace officer.”

Strip searches are done after every shift where a woman is working as either a Prisoner Observation Aide (assisting women who are on suicide watch) or as a Prisoner Palliative Care Aide (assisting women who are in the infirmary in the MDOC’s “CHOICES” palliative care program). Now that these strip searches are being done by officers who are wearing body cams that have green lights glowing, indicating they are active, we are already hearing from women who are resigning from those positions because **they are sexual violence victims who are being re-victimized by having their bodies recorded without consent**.

Strip searches are also done after every visit, regardless of whether there are any indicia of evidence to believe the person is attempting to smuggle contraband into the facility—even though the visiting room is monitored by corrections officers and video surveillance, and that visitors are searched for contraband while they are entering the facility.

Corrections staff should not be wearing cameras during strip searches, while observing women in showers, or in any situation where the person is in a state of undress or undergarments. It is against the law.

They are incarcerated, but their bodies are not actually property of the state.

I have three requests:

1. Please stop this horrific practice immediately.
2. Please make a facility-wide announcement that staff will no longer be wearing body cameras in situations where incarcerated individuals are in their undergarments or a state of undress, and
3. Please allow anyone who has left their job because of this practice to return to work without any demotion, reduction in pay, seniority, or other benefits.

Thank you in advance for your time, consideration, and anticipated cooperation in this matter.

Warm regards,

Peter J. Martel
AFSC, Deputy Director

EXHIBIT B

Follow-up email from Peter J. Martel to Defendant Washington

February 18, 2025

JANE DOE 1-20 v. MICHIGAN DEPARTMENT OF CORRECTIONS, et al.

Women's Huron Valley Body Camera Litigation

From: Peter Martel <PMartel@afsc.org>

Date: Tuesday, February 18, 2025 at 8:45 AM

To: washingtonm6@michigan.gov <washingtonm6@michigan.gov>

Cc: Keith Barber <KBarber@legislature.mi.gov>, Mira Edmonds <edmondm@umich.edu>, deborah labelle <deblabelle@aol.com>, Victoria Burton-Harris <burtonharrisv@washtenaw.org>, savite@washtenaw.org <savite@washtenaw.org>, Stephanie Chang <Schang@senate.michigan.gov>, Sue Shink <SShink@senate.michigan.gov>, Jeff Irwin <Jlrwin@senate.michigan.gov>, The Office of Senator Santana <SenSSantana@senate.michigan.gov>, NesselD@michigan.gov <nesseld@michigan.gov>, Osher, Daniel <OsherD@michigan.gov>, Cherepon, Hailey <ChereponH@michigan.gov>, AnnBollin@house.mi.gov <AnnBollin@house.mi.gov>, JenniferConlin@house.mi.gov <JenniferConlin@house.mi.gov>, Jimmie Wilson Jr. <Jimmiewilsonjr@gmail.com>, SarahLightner@house.mi.gov <SarahLightner@house.mi.gov>, KellyBreen@house.mi.gov <KellyBreen@house.mi.gov>

Subject: Fw: Body Cams Active During Strip Searches at Women's Huron Valley

Dear Director Washington,

Yesterday I emailed Deputy Director Bush and Warden Howard, requesting they end the current practice of video recording imprisoned women while they are being strip-searched or in any other state of undress or while in undergarments. The full email is below. As of this morning I have received no response. Will you please let me know if this practice has been halted?

Thank you,

Pete

Peter J. Martel

Deputy Director

American Friends Service Committee

124 Pearl St., Suite 607

Ypsilanti, MI 48197

Pronouns: he/him/his

Phone: (734) 216-4766

Email: pmartel@afsc.org

<https://letmetellyoumi.org/>

“The past is never dead. It’s not even past.” (Faulkner)

EXHIBIT C

Email from Peter J. Martel to Attorney General Dana Nessel and
Washtenaw County Prosecutor Eli Savit

February 18, 2025

JANE DOE 1-20 v. MICHIGAN DEPARTMENT OF CORRECTIONS, et al.

Women's Huron Valley Body Camera Litigation

From: Peter Martel <PMartel@afsc.org>

Date: Tuesday, February 18, 2025 at 2:58 PM

To: nesseld@michigan.gov <nesseld@michigan.gov>, neseld34@michigan.gov <neseld34@michigan.gov>, 'Eli Savit' <savite@washtenaw.org>, Victoria Burton-Harris <burtonharrisv@washtenaw.org>, dyera@washtenaw.org <dyera@washtenaw.org>

Cc: Natalie Holbrook-Combs <nholbrookcombs@afsc.org>, Lawanda Hollister <LHollister@afsc.org>, Adalia Kirby <AKirby@afsc.org>, Claudia McLean <CMcLean@afsc.org>, Skylar Gillette <sgillette@afsc.org>

Subject: Corrections Staff Recording Strip Searches of Women at WHV

Good afternoon, all—

I just received word from a woman at WHV reporting that Warden Howard, during an emergency warden's forum meeting this morning, told the incarcerated women that the body cams are not recording unless staff hit a button on the body cam. He further told them that they were not being recorded during strip searches.

The women who were included in the discussion are incarcerated women who were elected to serve as unit representatives for the Warden's Forum at WHV.

If the statement attributed to the warden accurately describes what he said, then he is lying. The body cameras are always recording when the green light is on. This is against the law and it is a felony, potentially requiring sex offense registration under SORA.

Women—disproportionately women of color—are serving time at WHV for crimes that are often rooted in decades of physical and sexual violence and abuse. They are then expected to rehabilitate themselves in an environment that is premised on the idea of complete control and domination. Now they are being video recorded while they are being humiliated during strip searches that do not even need to be done.

I hope you all are willing to protect these women and hold their abusers accountable the same way you would if they were not people wearing paramilitary costumes. The fact that the abusers are state actors make their criminal acts more egregious.

Thank you for your time.

Warm regards,
Peter J. Martel
AFSC

EXHIBIT D

Email from State Representative Laurie Pohutsky to MDOC
Legislative Liaison Kyle Kaminski

February 19, 2025

JANE DOE 1-20 v. MICHIGAN DEPARTMENT OF CORRECTIONS, et al.

Women's Huron Valley Body Camera Litigation

From: Laurie Pohutsky <LPohutsky@house.mi.gov>

Sent: Wednesday, February 19, 2025 9:34 AM

To: Kaminski, Kyle D. (MDOC) <KaminskiK@michigan.gov>

Subject: FW: Body Cams Active During Strip Searches at Women's Huron Valley

CAUTION: This is an External email. Please send suspicious emails to abuse@michigan.gov

Good morning, Kyle,

I'm forwarding along an email that I received regarding incarcerated women at Women's Huron Valley being recorded via bodycam during strip searches and other times when they are unclothed.

Despite no one from MDOC responding to this email, the warden at Women's Huron Valley met with unit representatives and told them that the body cams are not recording during these (unnecessary and duplicative) strip searches. This is a lie. The green light on the cameras are on during these searches, and telling incarcerated women that they don't know what they're seeing is an added layer of humiliation to an already humiliating (and criminal) act.

I'm hoping that you can confirm whether or not this practice has ceased and that also someone can reach out to Mr. Martel as well.

Thank you,

Laurie Pohutsky
State Representative
District 17
She/her/hers

EXHIBIT E

Response email from MDOC Legislative Liaison Kyle
Kaminski to Representative Pohutsky

February 20, 2025

JANE DOE 1-20 v. MICHIGAN DEPARTMENT OF CORRECTIONS, et al.

Women's Huron Valley Body Camera Litigation

On Feb 20, 2025, at 1:20 PM, Kaminski, Kyle D. (MDOC)
<KaminskiK@michigan.gov> wrote:

Representative,

The Deputy Director, who was on the original email, will be replying to the full email group shortly, as he oversees the operation of the facilities.

The referenced green lights reflect that the camera is on and collecting raw data. This data can only be retained or viewed as a video file if the camera is activated (indicated by red lights), or if the data is extracted prior to the data being overwritten based on policy requiring that it be retained as video for investigation (a standard strip search would not result in a video file being created or retained) or an incarcerated individual requests that video be retained for the sake of investigating a complaint against staff, including a Prison Rape Elimination Act (PREA) complaint. Only a limited number of authorized staff may view a video file once one is created for the sake of completing their job responsibilities, such as investigating claims. The raw data collected by the cameras in passive mode is overwritten after 18 hours of camera operation and cannot be extracted or viewed after that time.

Please let me know if you have any additional questions about this technology. I've attached the MDOC's Body Worn Camera policy which covers the "Qualifying Events" under which a camera may be activated, or a video file may be extracted.

Kyle Kaminski
MDOC

EXHIBIT F

Email from Defendant Bush responding to the broader group

February 20, 2025

JANE DOE 1-20 v. MICHIGAN DEPARTMENT OF CORRECTIONS, et al.

Women's Huron Valley Body Camera Litigation

From: Bush, Jeremy I (MDOC) <BushJ2@michigan.gov>
Sent: Thursday, February 20, 2025 1:59:33 PM
To: Peter Martel <PMartel@afsc.org>
Cc: Keith Barber <KBarber@legislature.mi.gov>; Mira Edmonds <edmondm@umich.edu>; Howard, Jeremy F. (MDOC) <HowardJ15@michigan.gov>; deblabelle@aol.com<deblabelle@aol.com>; Victoria Burton-Harris <burtonharrisv@washtenaw.org>; savite@washtenaw.org <savite@washtenaw.org>; Stephanie Chang <SChang@senate.michigan.gov>; Sue Shink <SShink@senate.michigan.gov>; Jeff Irwin <JIrwin@senate.michigan.gov>; The Office of Senator Santana <SenSSantana@senate.michigan.gov>; Osher, Daniel <OsherD@michigan.gov>; Cherepon, Hailey <ChereponH@michigan.gov>; AnnBollin <AnnBollin@house.mi.gov>; jenniferconlin <jenniferconlin@house.mi.gov>; Jimmie Wilson Jr. <Jimmiewilsonjr@gmail.com>; SarahLightner <SarahLightner@house.mi.gov>; KellyBreen <KellyBreen@house.mi.gov>; Kaminski, Kyle D. (MDOC) <KaminskiK@michigan.gov>
Subject: RE: Body Cams Active During Strip Searches at Women's Huron Valley

Some people who received this message don't often get email from bushj2@michigan.gov. [Learn why this is important](#)

Good afternoon,

Thank you for contacting the Department and sharing your questions and concerns about the deployment of Body Worn Cameras within MDOC facilities. This new technology, which is being rolled out to all MDOC facilities, is designed to create a safer, more accountable, and more humane environment for those that live and work within the prison setting. To achieve this, cameras must be utilized throughout the facility to potentially document interactions between staff, incarcerated individuals, and anyone else who may be in the facility. This is particularly important in settings where staff or an incarcerated individual may make a claim that requires subsequent investigation.

To provide greater clarity on the operation of these cameras, Body Worn Cameras in the MDOC generally operate in a “passive” mode, which is indicated by green lights on the front of the camera. In this mode, raw data is being collected, but unless specific action is taken by approved MDOC staff to retain this data, the data is not saved as a video or audio file. It is overwritten as the camera remains in operation after roughly 18 hours.

A video file is only created and retained if staff activate the camera due to a “qualifying event” under policy, staff determine that a camera should have been activated due to a qualifying event, but was not, or the incarcerated individual submits a request that video be retained prior to being overwritten due to an alleged violation of MDOC policy, grievance, PREA complaint, etc. In the case of an intentional activation due to a qualifying event, a

video file is automatically created and saved in the MDOC's secure evidence cloud. An activated camera generally shows red lights.

If a camera is not intentionally activated, but a video file must be created and retained for the latter two scenarios, approved staff (not the camera wearer), may extract a video file to be placed in the secure evidence cloud. Only in those three scenarios is a video file created and retained that can be viewed by authorized staff for the sake of carrying out assigned job duties. This must be completed prior to the camera overwriting the data after roughly 18 hours of use. Once that time has elapsed, the data is permanently lost and cannot be saved or viewed as a video. The video system includes video redaction tools, such as blurring or blocking of images that may need to be retained to respond to a grievance, support a criminal prosecution, etc. Any video that is inadvertently created, such as an employee accidentally activating their camera when a qualifying event has not occurred, can be deleted by the Body Worn Camera manager or their designee.

A routine strip search is not a qualifying event, meaning the camera is in a passive data collection mode that would not result in a video file being created or retained unless a separate qualifying event occurred during the search or the individual being searched provided timely notice that they were requesting a video file be retained because they believed MDOC staff had violated policy during the search. This is particularly important, as Prison Rape Elimination Act complaints may occur during these searches. The Department has worked to create a specialized PREA investigation unit and having access to video documentation when a claim is made will allow for a thorough investigation of the claim.

While we recognize this is a new technology within the MDOC and there are likely to be questions or concerns as staff and incarcerated individuals adjust to their presence, Michigan's deployment and use of these cameras in this setting is consistent with other neighboring states and complies with applicable state law.

Thank you,

Jeremy Bush
Correctional Facilities Administration Deputy Director
Michigan Department of Corrections

EXHIBIT G

Follow-up email from Peter J. Martel challenging Defendant
Bush's explanation

February 22, 2025

JANE DOE 1-20 v. MICHIGAN DEPARTMENT OF CORRECTIONS, et al.

Women's Huron Valley Body Camera Litigation

From: Peter Martel <PMartel@afsc.org>
Sent: Thursday, February 20, 2025 2:28 PM
To: Bush, Jeremy I (MDOC) <BushJ2@michigan.gov>
Cc: Keith Barber <KBarber@legislature.mi.gov>;
NesselD@michigan.gov<nesseld@michigan.gov>;
SenJlrwin@senate.michigan.gov<senjirwin@senate.michigan.gov>; Mira Edmonds
<edmondm@umich.edu>; Howard, Jeremy F. (MDOC) <HowardJ15@michigan.gov>;
deblabelle@aol.com<deblabelle@aol.com>; Victoria Burton-Harris
<burtonharrisv@washtenaw.org>; savite@washtenaw.org <savite@washtenaw.org>;
Stephanie Chang <Schang@senate.michigan.gov>; Sue Shink
<SShink@senate.michigan.gov>; Jeff Irwin <Jlrwin@senate.michigan.gov>; senssantana
<senssantana@senate.michigan.gov>; Osher, Daniel <OsherD@michigan.gov>; Cherepon,
Hailey <ChereponH@michigan.gov>; AnnBollin <AnnBollin@house.mi.gov>; jenniferconlin
<jenniferconlin@house.mi.gov>; Jimmie Wilson Jr. <Jimmiewilsonjr@gmail.com>;
SarahLightner <SarahLightner@house.mi.gov>; KellyBreen <KellyBreen@house.mi.gov>;
Kaminski, Kyle D. (MDOC) <KaminskiK@michigan.gov>; Natalie Holbrook-Combs
<nholbrookcombs@afsc.org>; Adalia Kirby <AKirby@afsc.org>; Lawanda Hollister
<LHollister@afsc.org>; Skylar Gillette <sgillette@afsc.org>; Claudia McLean
<CMcLean@afsc.org>
Subject: Re: Body Cams Active During Strip Searches at Women's Huron Valley

Dear Deputy Director Bush,

Thank you for your response regarding the implementation of body-worn cameras within MDOC facilities. However, your explanation does not adequately address the core issue: the fact that MDOC's policy permits the **recording of strip searches**, which is a blatant violation of Michigan law (MCL 750.539j) and an unacceptable invasion of privacy and dignity.

Your response acknowledges that body-worn cameras remain active during strip searches in "passive mode." While you state that video files are not automatically saved unless a qualifying event occurs, this does not change the fact that **strip searches are still being recorded in real-time**. The presence of a green light indicates that data is being captured, meaning individuals are being filmed in states of undress, violating their fundamental rights.

1. MDOC Knowingly Removed Ohio's Explicit Prohibition Against Recording in States of Undress

Michigan's policy was modeled after Ohio's body-worn camera policy. However, **MDOC intentionally removed Ohio's language that explicitly prohibits the recording of individuals in states of undress**. Your response fails to justify

why this safeguard was omitted, raising serious concerns about MDOC's intentions and whether this policy was deliberately designed to facilitate intrusive surveillance.

If neighboring states—such as Ohio—recognize that recording individuals in a state of undress is unacceptable, **why did Michigan deliberately remove that protection?** This suggests a conscious decision to disregard privacy rights, rather than an oversight.

2. Passive Mode Still Constitutes Recording and Enables Privacy Violations

Your response attempts to downplay the significance of “passive mode” by stating that raw data is only saved when necessary. However:

- **Passive mode still captures video**, meaning that individuals undergoing strip searches are still being filmed, whether or not the footage is later stored.
- **MDOC policy does not explicitly prohibit reviewing, accessing, or misusing footage before it is deleted.** Within the 18-hour window before data is overwritten, there is nothing preventing officers from watching, sharing, or even extracting the footage for unauthorized purposes.
- **The mere presence of an active camera during a strip search is inherently coercive and violates personal dignity**, regardless of whether footage is eventually saved.

This is not an issue of whether footage is retained—it is an issue of whether it should be recorded in the first place. Michigan law is clear: recording individuals in a state of undress without their consent is illegal. Your response does not explain why MDOC believes it is exempt from this law.

3. The PREA Justification is Misleading and Inappropriate

You cite the Prison Rape Elimination Act (PREA) as a reason why body-worn cameras should remain active during strip searches, arguing that it helps document potential complaints. This reasoning is deeply flawed.

- **PREA does not require or justify recording strip searches.** In fact, allowing officers to film incarcerated individuals naked increases the likelihood of abuse rather than preventing it.
- **This policy puts vulnerable individuals at even greater risk.** Many incarcerated women have histories of sexual trauma. The psychological harm of being filmed during strip searches has already led to multiple resignations from vital positions such as Prisoner Observation Aides and Palliative Care Aides.

- **PREA is meant to protect individuals from abuse—not to justify intrusive surveillance practices that create new opportunities for exploitation.**

If MDOC is serious about PREA compliance, it should focus on reducing the risk of abuse **without violating the fundamental privacy rights of those in custody.**

4. Failure to Address the Psychological Harm and Resignations of Incarcerated Individuals

Your response does not acknowledge the significant distress this policy has already caused. Individuals who worked as Prisoner Observation Aides and Palliative Care Aides—critical positions within the facility—have already **resigned in protest** or refused to go to work in order to avoid being in front of an active camera while in a state of undress.

- If this policy truly “creates a safer and more humane environment,” as you claim, then why are individuals **leaving their roles specifically because of it?**
- The fact that incarcerated individuals would rather give up **essential caregiving jobs** than continue under this policy speaks to the severe psychological harm it is causing.
- **This is not an adjustment issue; this is an issue of human dignity and legal violations.**

Your failure to even acknowledge these resignations speaks volumes about MDOC’s disregard for the real harm this policy is inflicting.

5. MDOC’s Policy is Not Consistent with Neighboring States

Your response falsely asserts that Michigan’s use of body-worn cameras aligns with policies in neighboring states. This is **blatantly misleading.**

- **Ohio, which Michigan’s policy was modeled after, explicitly prohibits recording individuals in a state of undress. Michigan removed this protection.**
- Other states that use body-worn cameras in corrections settings **include clear prohibitions on recording strip searches**—something Michigan has **deliberately omitted.**

The fact that other states use body-worn cameras **does not justify MDOC’s decision to permit the recording of strip searches.** The correct comparison is

whether other states allow this specific practice—and Michigan stands alone in its failure to provide clear privacy protections.

6. MDOC Must Immediately Amend This Policy to Prohibit Recording Strip Searches

MDOC's current policy is **unacceptable, illegal, and a violation of basic human dignity**. I am calling on you to immediately:

- 1. Explicitly prohibit body-worn cameras from recording during strip searches, including in “passive mode.”**
- 2. Restore the protective language that Michigan deliberately removed from Ohio's policy.**
- 3. Launch an investigation into whether officers have accessed or misused strip search footage prior to deletion.**
- 4. Address the psychological harm caused by this policy and reinstate protections for incarcerated individuals**

If MDOC fails to act, I will continue to bring public and legal attention to this matter until these fundamental privacy violations are addressed.

I expect a direct response to these concerns—without further deflection—explaining whether MDOC will amend this policy to align with legal and ethical standards.

Sincerely,

Peter J. Martel

Deputy Director

American Friends Service Committee

124 Pearl St., Suite 607

Ypsilanti, MI 48197

Pronouns: he/him/his

Phone: (734) 216-4766

Email: pmartel@afsc.org

<https://letmetellyoumi.org/>

“The past is never dead. It's not even past.” (Faulkner)

EXHIBIT H

Communication from State Senator Sue Shink regarding
concerns about the policy

February 25, 2025

JANE DOE 1-20 v. MICHIGAN DEPARTMENT OF CORRECTIONS, et al.

Women's Huron Valley Body Camera Litigation

From: Sue Shink <SShink@senate.michigan.gov>
Date: February 20, 2025 at 2:21:13 PM EST
To: "Bush, Jeremy I (MDOC)" <BushJ2@michigan.gov>, Peter Martel <PMartel@afsc.org>
Cc: Keith Barber <KBarber@legislature.mi.gov>, Mira Edmonds <edmondm@umich.edu>, "Howard, Jeremy F. (MDOC)" <HowardJ15@michigan.gov>, deblabelle@aol.com, Victoria Burton-Harris <burtonharrisv@washtenaw.org>, savite@washtenaw.org, Stephanie Chang <Schang@senate.michigan.gov>, Jeff Irwin <JIrwin@senate.michigan.gov>, The Office of Senator Santana <SenSSantana@senate.michigan.gov>, "Osher, Daniel" <OsherD@michigan.gov>, "Cherepon, Hailey" <ChereponH@michigan.gov>, AnnBollin <AnnBollin@house.mi.gov>, jenniferconlin <jenniferconlin@house.mi.gov>, "Jimmie Wilson Jr." <jimmiewilsonjr@gmail.com>, SarahLightner <SarahLightner@house.mi.gov>, KellyBreen <KellyBreen@house.mi.gov>, "Kaminski, Kyle D. (MDOC)" <KaminskiK@michigan.gov>
Subject: Re: Body Cams Active During Strip Searches at Women's Huron Valley

This email originated outside the organization. Use caution with links and attachments. For help contact the AFSC helpdesk.

Dear All,

I appreciate the concerns expressed. I have spoken with Keith Barbour the Legislative Corrections Ombudsman and Legislative Liason Kyle Kaminski and Director Heidi Washington of MDOC. In my conversation with Kyle Kaminski and the Director I expressed my concerns about the effect of the body cams being worn during strip searches and questioned their legality and necessity. Mr. Kaminski explained to me essentially what Mr. Burns has written to all of us.

I am also concerned and wishing to know more about the circumstances in which an incarcerated person is subject to a strip search, its effect on inmates and alternatives to this and other dehumanizing processes.

Thank you for bringing this concern to us. I will continue working to address this issue.

Please reach out to me if you wish to discuss this further.

Best,

Sue Shink
State Senator 14th District
(734) 709-6223

EXHIBIT I

Email from Representative Pohutsky to Kaminski (with
Defendants Washington and Bush copied)

March 19, 2025

JANE DOE 1-20 v. MICHIGAN DEPARTMENT OF CORRECTIONS, et al.

Women's Huron Valley Body Camera Litigation

From: Laurie Pohutsky <LPohutsky@house.mi.gov>
Sent: Wednesday, March 19, 2025 3:00 PM
To: Kaminski, Kyle D. (MDOC) <KaminskiK@michigan.gov>
Cc: Washington, Heidi E. (MDOC) <WashingtonM6@michigan.gov>; Bush, Jeremy I (MDOC) <BushJ2@michigan.gov>; Keith Barber <kbarber@legislature.mi.gov>
Subject: RE: Body Cams Active During Strip Searches at Women's Huron Valley

CAUTION: This is an External email. Please send suspicious emails to abuse@michigan.gov

Good afternoon, Kyle,

Thank you for your clarification in your previous email. Based off of it and the committee hearing Director Washington testified at, I have some additional questions I was hoping you could answer.

1. Can you explain the rationale for MDOC's exclusion of a provision explicitly prohibiting the recording of incarcerated people while in states of undress? Other states have such [explicit prohibitions](#), yet MDOC omitted it. Was there a reason for this?
2. How is this recording ("raw data" or otherwise) permissible under Michigan law? [MCL 750.539j](#) makes it clear that recording someone in a state of undress when they should reasonably be able to expect privacy is illegal. While there is an exception for peace officers, [MCL 750.539g](#) would suggest that this exception does not apply to corrections officers as there is an additional explicit exception for corrections officers in this statute.
3. You have mentioned that there are only certain individuals who have access to the raw data files and then convert them to watchable video files. How many people at Women's Huron Valley have access and permission to convert and view these files?
 1. How many of these people are men?
4. What audits or internal processes exist to ensure that these files are in fact being overwritten, being converted, or only being/able to be accessed by authorized personnel?
5. Last week, you and Director Washington testified that the policy regarding bodycams would be changing. Has the policy changed? If so, how? If not, when can that change be expected to happen?
6. Roughly how much contraband has been recovered from the strip searches in Women's Huron Valley that take place after visits?

Thank you, and I look forward to your reply.

Laurie Pohutsky
State Representative
District 17
She/her/hers

EXHIBIT J

Announcement from MDOC Legislative Liaison Kyle Kaminski
about policy change

March 24, 2025

JANE DOE 1-20 v. MICHIGAN DEPARTMENT OF CORRECTIONS, et al.

Women's Huron Valley Body Camera Litigation

From: "Kaminski, Kyle D. (MDOC)" <KaminskiK@michigan.gov>
Subject: RE: Body Cams Active During Strip Searches at Women's Huron Valley
Date: March 24, 2025 at 9:44:48 AM EDT
To: Laurie Pohutsky <LPohutsky@house.mi.gov>
Cc: "Washington, Heidi E. (MDOC)" <WashingtonM6@michigan.gov>, "Bush, Jeremy I (MDOC)" <BushJ2@michigan.gov>, Keith Barber <kbarber@legislature.mi.gov>

Representative,

The Michigan Department of Corrections has finalized an updated policy for the use of body worn cameras in all MDOC facilities that became effective today (attached). This policy makes several changes to the current policy. The original policy was developed by a multidisciplinary team of correctional professionals with the goal of increasing safety and accountability within the MDOC's facilities. To achieve that goal, the decision was made to allow data to be captured in a passive mode in most scenarios when staff and incarcerated individuals were both present, so that potential allegations could be investigated with the assistance of extracted video data. The MDOC reviewed policies from several other states and found that they varied in terms of the use of this technology depending on circumstance, including routine strip searches. Having gathered feedback during the initial roll out of this technology in Michigan, several changes are being made including the scenarios in which cameras are placed in "sleep mode". In this mode, data cannot be collected, extracted, or viewed. The list of scenarios covered by sleep mode will now include routine strip searches as well as certain healthcare settings.

The licensed platform used to view, save, and review Body Worn Camera footage limits access for staff based on position and need to access this information for their official job duties. Each action in this system, including viewing a video, is tracked by the system's internal auditing system. Each person accessing this system to perform their duties is a correctional professional, employed by the State of Michigan, who understands the need to maintain the privacy of this information. Should there be a breach of these policies, staff would be subject to investigation and discipline.

Finally, contraband is recovered daily within the MDOC's facilities, including drugs that could present a danger to incarcerated individuals and staff. The issue of drugs being introduced during visits, as well as through other means such as fake legal mail, is a real threat to the safety of the MDOC's facilities and those that live in them. That is why the Department will maintain a variety of protocols for preventing, identifying, and removing contraband from facilities.

Sincerely,
Kyle Kaminski

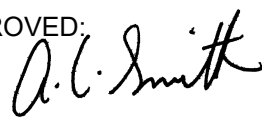
EXHIBIT K

Ohio Department of Rehabilitation and Correction
Policy Directive on Body Worn Cameras
Including Explicit Prohibition Against Recording
in States of Undress

JANE DOE 1-20 v. MICHIGAN DEPARTMENT OF CORRECTIONS, et al.

Women's Huron Valley Body Camera Litigation



SUBJECT: Body Worn Camera (BWC)	PAGE <u> 1 </u> OF <u> 11 </u>
	NUMBER: 10-SAF-22
ORC/OAC REFERENCE: ORC 5120.01	SUPERSEDES: 10-SAF-22-dated 08/01/2023
RELATED ACA STANDARDS:	EFFECTIVE DATE: March 09, 2025
	APPROVED: 

I. AUTHORITY

Ohio Revised Code 5120.01 authorizes the Director of the Department of Rehabilitation and Correction, as the executive head of the department, to direct the total operations and management of the department by establishing procedures as set forth in this policy.

II. PURPOSE

The purpose of this policy is to provide guidance and to establish a standard process for Ohio Department of Rehabilitation and Correction (ODRC) employees when utilizing a body-worn camera (BWC) during the course of their job duties. The goal is to promote safety and transparency, and to document qualifying events as described below in this policy. All ODRC employees issued a BWC as part of their job duties shall adhere to the guidelines and procedures set forth in this policy.

III. APPLICABILITY

This policy applies to all people employed by ODRC who interact with incarcerated or supervised persons.

IV. DEFINITIONS

The definitions for the terms below can be found at the top of the policies page on the ODRC Intranet.

[Definitions Link](#)

- **Automatic Activation**
- **Bluetooth Signal Activation**
- **Body Worn Camera (BWC)**
- **Body Worn Camera Administrator**
- **Buffering**
- **Digital Evidence System**
- **Manual Activation**
- **Power Off**
- **Qualifying Event**
- **Sleep Mode**
- **Video Recall**

V. POLICY

It is the policy of the ODRC to utilize body-worn cameras (BWC) during qualifying events to ensure transparency and foster trust and safety within our communities. As an incident-based system, BWC equipment does not have live-viewing capabilities. It shall be the responsibility of each user to deploy their BWC in accordance with this policy.

VI. PROCEDURES**A. Training**

1. Designated ODRC employees will be issued a BWC only after successful completion of required training. At a minimum, the training shall include the following subjects and topics:
 - a. This ODRC BWC policy,
 - b. Proper BWC placement on the employee,
 - c. BWC usage (e.g., qualifying events),
 - d. Buffering mode,
 - e. BWC operation (e.g., manual and automatic activation and deactivation),
 - f. Maintenance and manufacturer's recommendations for care,
 - g. Why ODRC supports BWC.
2. BWCs shall not be used to record training events unless doing so is specifically part of the lesson plan. Any audio/video footage from BWCs used for training purposes shall be stored separately from recordings used for other ODRC purposes.

B. BWC Use

1. It is the responsibility of each ODRC employee who has been issued a BWC to ensure the device is handled with reasonable care for optimal performance. BWC equipment malfunctions shall be immediately reported verbally to the employee's supervisor so that a replacement unit may be issued. An employee experiencing an equipment malfunction shall also complete and submit an Incident Report (DRC1000) to their supervisor by the end of the employee's shift. The designated facility BWC supervisor shall complete a ServiceNow ticket for a permanent replacement.
2. Only ODRC issued equipment and accessories may be used to create recordings during official ODRC work. Recordings or photographs made on ODRC issued BWC equipment or otherwise captured or recorded by ODRC employees during the performance of their job duties are the property of ODRC and subject to Ohio's Public Records Law. Release of any recording made by ODRC employees during the performance of their duties must comply with Ohio Public Records Law. ODRC employees are prohibited from editing, altering, deleting, copying, sharing, or otherwise distributing any BWC recordings unless authorized to do so. Any reproduction or sharing of recordings or use outside the parameters of this policy is strictly prohibited without authorization of the managing officer or designee Legal Services.

3. ODRC employees issued a BWC shall wear it on the upper front torso of their uniform/clothing, attached to the outermost layer of clothing in adherence to manufacturer's recommendation, and positioned forward facing to facilitate an unobstructed field of view. Only manufacturer approved BWC mounts shall be utilized. The BWC will be positioned in a manner as to capture the event from the perspective of the ODRC employee.

C. Qualifying Events

1. A qualifying event requires a manual or automatic activation of the BWC. Manual activation shall occur as soon as safe and reasonably practicable to do so.
2. Qualifying events for prison staff shall include but are not limited to, the following:
 - a. Critical incidents (e.g., assaults, suicide attempts, fire, death, escapes, correctional or law enforcement officer involved shootings),
 - b. Responding to an emergency call for assistance,
 - c. Force outlined in ODRC Policy 63-UOF-01, Behavioral Intervention/Use of Force; 63-UOF-04, Immobilizing Restraints; and 310-SEC-29, Cell Extraction,
 - d. To document an incarcerated person's (IP's) statement or refusal to make a statement after a use of force,
 - e. Interacting with aggressive or agitated persons,
 - f. Escorts determined by the managing officer, including any escort from a use of force event,
 - g. Vehicle transports when IPs become aggressive or disruptive, experience medical emergencies, or require unscheduled vehicle stops,
 - h. Anytime the wearer, in their own discretion, feels threatened, harassed, or unsafe.
 - i. Any clothed pat search and/or K9 search of a visitor entering a facility,
 - j. Any search of a personal vehicle on facility grounds for administrative purposes, including consent or refusal of the search.
3. Qualifying events for APA staff shall include, but are not limited to, the following:
 - a. Critical incidents (e.g., assaults, parole officer involved shootings or witness to law enforcement officer involved shootings, medical emergencies),
 - b. Force outlined in ODRC Policy 104-TAW-02, APA Use of Force,
 - c. Interacting with aggressive or agitated individuals,
 - d. Conducting a search authorized by ODRC Policy 100-APA-05, APA Search and Arrest Procedures,
 - e. Transports if the person under supervision becomes aggressive, disruptive, or has a medical emergency,
 - f. APA arrests and service of warrants,
 - g. Anytime the wearer, in their own discretion, feels threatened, harassed, or unsafe.

4. Following a qualifying event, the shift supervisor shall review written reports to identify which BWC videos to review and recall. If the identified videos show sufficient evidence to understand the totality of the circumstances related to the event, no further BWC videos need to be reviewed. All videos of the event, including those not reviewed, shall be categorized and identified by subsection VI.Q of this policy.

D. Authorized Use

The BWC shall be activated during all qualifying events and shall not be deactivated until the completion of the qualifying event. A qualifying event is considered completed once all actions required by policy have been taken and the incident has ended, or the supervisor has determined the incident to be over. Qualifying event activations are required regardless of whether a fixed camera system is present in the area or not.

E. Unauthorized Use

1. BWCs shall not be activated outside of a qualifying event. This includes, but is not limited to, the following situations:
 - a. Other than during a qualifying event, in any place where a reasonable expectation of privacy exists (e.g., restrooms),
 - b. During unclothed searches,
 - c. To record administrative conversations or concerns,
 - d. To record conversations involving privileged communication (e.g., attorney/client visits, interactions with clergy),
 - e. During any official inquiry regarding ODRC employment (i.e., administrative investigations or pre-discipline hearings) or when providing representation or serving as a witness on behalf of an employee during an official inquiry regarding ODRC employment,
 - f. In accordance with ODRC Policy 07-ORD-11, Confidentiality of Medical, Mental Health, and Recovery Services,
 - g. Conversations with fellow employees during non-job-related activities, either overtly or surreptitiously.
2. If a qualifying event occurs during one (1) of the situations outlined in section VI.E.1 of this policy, the employee shall activate the BWC. Activations of these types shall be immediately reported to a supervisor and documented in an Incident Report (DRC1000). If the supervisor is the reason for the activation, the report shall be made to the next available supervisor in the chain of command. ODRC Policy 01-COM-08, Incident Reporting and Notification, shall be followed.

Example: You are conducting a strip search of an IP and during the search you notice the person is getting more nervous and is starting to refuse orders. As they begin to act more aggressively, you begin to feel threatened and since this is a qualifying event you may then activate the BWC.

Example: You are engaged in a conversation with any another employee outside of a qualifying event and they become agitated or aggressive with you resulting in you feeling threatened or harassed. You then may activate the BWC.

3. Any ODRC employee entering a non-ODRC facility or community setting (e.g., hospitals, work details, or special assignments) will comply with the facility or community setting's local policy or memorandum of understanding (MOU) approved by ODRC Legal Services on wearing BWC equipment and recording. If a local policy does not exist, the employee shall default to ODRC policy. If there is local policy, it shall be added to the ODRC Transportation Post Orders.

F. Powering On, Buffering Time, and Automatic Activations

1. To begin recording, the BWC must be powered on.
 - a. Prison staff shall ensure the BWC is powered on upon receipt of the BWC and before assuming their post or beginning their job duties.
 - b. APA staff shall power on their assigned BWC prior to the beginning of any workday which includes fieldwork or planned interactions with supervised persons during office visits.
 - c. When a workday does not include either fieldwork or planned interactions with supervised persons in the office, APA staff are not required to power on or wear the BWC. However, the BWC must be readily available to wear and power on should the need arise, such as for a qualifying event as defined in subsection VI.C.3 of this policy.
2. All activations, regardless of type, will result in capturing the buffering time. The buffering time for the BWC shall be ninety (90) seconds with video and sound.
3. Automatic activations may occur in the following instances when Bluetooth signaling devices are installed:
 - a. A firearm is drawn,
 - b. OC is removed from its holder,

G. Sleep Mode Authorization

1. The BWC shall be placed in sleep mode under the following situations while an ODRC employee is performing their job duties, and taken out of sleep mode immediately after the situation has concluded:
 - a. During a probation or performance review,
 - b. During a departmental meeting or training,
 - c. For contract administration purposes by a union representative who has made arrangements with their supervisor to take time away from their job duties,
 - d. When interviewing the victim of a sexual assault allegation (PREA),
 - e. During a planned interview or conversation with a victim, unless written consent is given prior to recording any statements in the planned interview or conversation,
 - f. While present in court,
 - g. During parole board hearings and/or violation hearing,
 - h. During routine unclothed searches (searches immediately following a use of force are still part of a use of force event and cameras should remain on until the end of the use of force event),
 - i. Where legally required to do so.

H. Power-Off Authorization

Employees shall not power off a BWC unless authorized by a supervisor, with one exception. Employees may power off of the BWC system if they prefer to do so to safeguard privacy when using a restroom. However, they shall power it back on immediately after leaving the restroom.

I. Disclosure or Demands to Cease Recordings

1. ODRC's prison BWC system is configured to flash green when the system is powered on, but not actively recording, and to flash red when the BWC is actively recording. There are three (3) flashing lights on the front of the device in a circular pattern ("triad LED lights") to indicate which mode the device is in.
2. ODRC's APA BWC system is configured so that the triad LED lights are always off when the device is powered on, including during active recording. The top indicator light will flash green when the device is powered on, but not actively recording, and flash red when the device is actively recording. The top indicator light may be dimmed or turned off in low-light or tactical situations.
3. During qualifying events, an ODRC employee must inform those who ask that audio/video recording equipment is in use. It is not necessary to proactively inform a person that they are being recorded unless the ODRC employee believes this will help de-escalate the situation, calm the person down, and/or avoid a confrontation.
4. Employees shall not cease recording an event, situation, or circumstance solely at the demand of any person other than a supervisor.

J. Uploading Recordings

1. At the completion of a shift/workday for prisons or the conclusion of field work for APA the BWC shall be placed in a docking station to upload.
2. The BWC may also be placed into a docking station whenever needed throughout the course of the work period, such as needing to charge it or needing to upload a recently recorded event.

K. Video Recall

1. When powered-on and not in sleep mode, the BWC can retrieve eighteen (18) hours of low-resolution video and audio. If recall becomes necessary, an individual with appropriate permissions shall only recall the identified video/s needed. Whenever a video recall is conducted, it shall be documented in section A of the Use of Force Summary or in an Incident Report (DRC1000). APA unit supervisors shall have written approval from their assigned regional supervisor prior to conducting a recall. Roles with recall permissions are listed on the permissions grid found in referenced forms of this policy.

2. Video recall is available to use whenever a qualifying event occurred and the employee was unable to, or forgot to, activate their BWC. It shall be the responsibility of the user to immediately notify the supervisor if their BWC was not activated during a qualifying event. Video recall shall be accessed for any employees who did not activate their BWC, were directly engaged in the qualifying event, and whose involvement was documented on the corresponding Incident Report (DRC1000), or in section A of the Use of Force Summary in accordance with ODRC Policy 63-UOF-02, Behavioral Intervention/Use of Force Report. At the discretion of the supervisor, video recall may be accessed for other employee witnesses and responders to the qualifying event if it has been determined that there is not enough video evidence to sufficiently understand the totality of the circumstances related to the qualifying event.
3. After learning of a qualifying event which was not recorded, the supervisor shall take physical custody of the BWC and assume responsibility for uploading and retaining the recordings from the BWC. If the supervisor is unable to conduct the recall, they shall power off the BWC and remove it from service. An Incident Report (DRC1000) stating the reason the camera needs accessed and the approximate time, or time frame, when the qualifying event was reported to have occurred shall be completed. The camera shall be stored in a supervisor access only area as designated by the managing officer and notification shall be made to the designated facility BWC supervisor for inventory and tracking. It is the chief of security's responsibility to ensure the footage needed is recalled in a timely manner by a supervisor with recall permissions and notify the BWC Administrator if physical damage does not allow for recall to be completed.
4. Video recall not associated with a qualifying event may only be reviewed when there is a documented and legitimate correctional supervisory or criminal justice reason. This includes investigating a documented complaint or other incident reported which may require an administrative review or where recordings may have evidentiary value. The reason for the review shall be documented on an Incident Report (DRC1000) and in the notes section of the BWC recording that is being reviewed. Prison and APA staff shall follow subsection VI.Q of this policy for titling, ID, and categorization of recalled video evidence.
5. The category "unfounded" shall be used for recalled video found to have no evidence to support documented claim. This category shall automatically restrict future viewing of the BWC evidence. Footage categorized as "unfounded" will only be retained until the informal complaint appeal process is completed.
6. Video recall shall not be relied on as a default. Video recall ensures that BWC wearers are able to make personal safety their primary concern and qualifying events are still visually captured.

L. Accountability, Storage, and Issuance of BWC

1. All BWC equipment shall be accounted for as outlined in ODRC Policy 22-BUS-08, Inventory Control of Property, Supplies, and Other Assets.
2. When not in use, the BWC shall be powered on and fully placed in the docking station, ensuring it is charging. The docking station/s shall be within a secure, climate-controlled location identified by the managing officer, the parole services supervisor, or their designees.

3. Facilities shall use the approved digital application to inventory BWC equipment following each shift. The chief of security or designated facility BWC supervisor shall complete a physical inventory of all assigned BWC equipment every fourteen (14) calendar days. APA shall inventory in accordance with ODRC Policy 104-TAW-04, APA Equipment Policy.
4. Legal Services BWC staff shall complete a digital inventory of each ODRC facility weekly and make notifications to the facility if any discrepancy is found.
5. BWCs shall be named by a three-digit individual number for inventory purposes.
6. BWCs shall be issued using the self-checkout kiosk. If the checkout kiosk fails, BWCs shall be issued utilizing the Security Device Issue Log (DRC2723).
7. BWCs shall be assigned to each wearer in Evidence.com's inventory system immediately following the issuance of a device.
8. Any missing or damaged BWC equipment shall be immediately reported to a supervisor and an Incident Report (DRC1000) shall be completed prior to the end of shift. The supervisor shall notify the chief of security or APA regional administrator and submit an Incident Report/Incident Report Supplement (DRC1000/1001) to the managing officer. Timely notifications shall be made to the appropriate regional director, body worn camera administrator, and the appropriate regional security administrator with any supportive documents tracing the BWC to when it was last accounted for.
9. If a staff member has ended their shift and has possession of BWC equipment, they shall be contacted and required to immediately return the equipment. An Incident Report (DRC1000) stating the staff members' name, equipment serial number, and when the contact was made shall be completed by the supervisor. Follow up shall be completed stating when equipment was returned with the BWC audit trail showing date and time the equipment was docked.
10. If any current or former staff member has unauthorized possession of the agency BWC equipment, an Incident Report (DRC1000) shall be completed with the name, contact information, and equipment in their possession. If there is evidence they possess the equipment and they refuse to return it, the managing officer or designee shall notify the Ohio State Highway Patrol for assistance with retrieval of ODRC equipment.

M. Maintenance

1. A facility's chief of security or designated facility BWC supervisor shall maintain the BWC systems and perform routine maintenance in accordance with the manufacturer's instructions.
2. APA Employees issued a BWC shall maintain the BWC systems and perform routine maintenance in accordance with the manufacturer's instructions.

N. Staff Responsibilities for the BWC

1. Supervisors are responsible for ensuring that ODRC employees are wearing and using BWC equipment according to policy.

2. If an ODRC employee wearing a BWC is involved in a deadly force incident, or other serious incident, or was present for any part of these events, the supervisor shall take physical custody of the BWC, power the BWC off, and preserve the evidence in a secured location for the authorized investigator.
3. BWC recordings shall only be viewed when there is documented, legitimate, correctional supervisory or criminal justice reason. This includes investigating a documented complaint or other incident reported which may require an administrative review or where recordings may have evidentiary value. The reason for the review shall be documented in the notes section of the BWC recording that is being reviewed. Staff shall follow subsection VI.Q of this policy for titling, ID, and categorization of video evidence. The supervisor shall complete an Incident Report (DRC1000) and submit it to the managing officer for review.

O. Rules for Viewing BWC Recordings by ODRC Employees

1. BWC audio and/or video recordings may be viewed by the wearer when they are involved in the following situations:
 - a. Use of force incidents as defined in ODRC Policy 63-UOF-01, Behavioral Intervention/Use of Force; 104-TAW-02, APA Use of Force, 63-UOF-04, Immobilizing Restraints, and 310-SEC-29, Cell Extraction,
 - b. Before meeting with attorneys from the Office of the Ohio Attorney General,
 - c. Before giving sworn testimony in deposition, administrative hearing (e.g., APA violation hearing), or court proceeding,
 - d. For potential training purposes or professional development,
 - e. When the recording is requested by criminal justice agencies.
 - f. BWC recordings may also be viewed before investigatory or administrative hearings, including disciplinary hearings.
2. Viewing
 - a. Display of recordings shall be limited to authorized ODRC employees or external partners with a specific need. Employees shall not allow unauthorized persons the opportunity to review a video segment, including photographs or screenshots of video evidence.
 - b. Restricted videos with no evidentiary value shall not be reviewed by staff without written permission from the managing officer or above.

P. Redaction, Storage, Release, and Destruction of BWC Recordings

1. Redactions
 - a. ODRC employees are responsible for ensuring that any BWC recording is not altered unless it is being redacted by authorized ODRC employees per this policy.
 - b. Redactions may be made at a facility to blur the breasts, buttocks, and genitalia of any person to allow for the recording to be viewed by individuals of the opposite sex.
 - c. All other redactions, including those related to victims, must be approved by Legal Services and shall be completed by BWC division staff.

2. Storage and retention of BWC recordings

- a. All BWC recordings collected by ODRC employees in the course of their duties shall be uploaded to the evidence management system as soon as reasonably possible. All BWC recording files shall be stored in the Evidence.com evidence management system.
- b. All evidentiary recordings (e.g., any recording identified for subpoena, criminal, or civil court proceedings, or identified for an administrative investigation) and all recordings identified as responsive to a public records request shall be maintained in accordance with ODRC's Record Retention Schedule and applicable departmental policy.

3. Deletion

Roles with deletion capabilities are set by the BWC administrator in Legal Services and can be found on the permissions grid in referenced forms of this policy.

4. Release

All BWC recordings retained by ODRC shall only be released in accordance with ODRC Policy 07-ORD-02, Public Records.

Q. Procedures for Titling, Identifying and Categorizing Recordings in the Evidence Management System

1. Prison and APA staff shall title, ID, and appropriately categorize all BWC recordings when uploaded to evidence.com.

2. Title

The title of an individual recording is the name and number of the primary subject of the video or evidence (i.e., incarcerated person and/or supervisee).

3. Identification

- a. Prison supervisors shall log into DOTS Portal (SIRFM) and establish an incident number for qualifying events identified in SIRFM. This number will be used as the ID to track BWC evidence within Evidence.com. The identification number shall be included on all Incident Reports (DRC1000) associated with the qualifying event.
- b. APA shall identify BWC recordings as yyyyymmdd-CCIS.

4. Category

Choose the appropriate category from the drop down that matches the acronym you used in the identification section.

- a. If a recording is created unintentionally and it is not a qualifying event, it shall be restricted and appropriately categorized to verify that it is not a qualifying event and is not an evidentiary record.

R. Case Identification Number

A case can be created by any authorized party to group a number of recordings in a single area. When creating a case, the party responsible shall use the same identification label as used in subsection VI.Q.3 of this policy and then add all associated videos to the case.

S. Sharing BWC recordings with prosecutors and other partner agencies

1. The ODRC's evidence management system allows for the secured sharing of BWC recordings for criminal justice reasons. Recordings may be shared during discovery while maintaining a complete chain of custody and all evidence is encrypted.
2. BWC recordings may also be shared with respective unions before investigatory or administrative hearings, including disciplinary hearings.
3. Evidence shared with ODRC from prosecutors or criminal justice agencies shall be categorized in accordance with subsection VI.Q.4 of this policy.

Related Attachment:

BWC Permissions Grid

Referenced ODRC Policies:

01-COM-08	Incident Reporting and Notification
07-ORD-02	Public Records
07-ORD-11	Confidentiality of Medical, Mental Health, and Recovery Services Information
22-BUS-08	Inventory Control of Property, Supplies, and Other Assets
63-UOF-01	Behavioral Intervention/Use of Force
63-UOF-02	Behavioral Intervention/Use of Force Report
63-UOF-04	Immobilizing Restraints
100-APA-05	APA Search and Arrest Procedures
104-TAW-02	APA Use of Force
104-TAW-04	APA Equipment Policy
310-SEC-29	Cell Extraction

Referenced Forms:

Incident Report	DRC1000
Supplemental Incident Report	DRC1001


	View Own Video	View Others Video	Edit Metadata	Create case	Share	Secondary Share	Upload Video Recall	Restrict Case	Download	Redact	View Restrict Cases	Generate Reports	Add Users	Deletion	View Case
BWC Administrator		x	x	x	x	x	x	x	x	x	x	x	x	x	x
BWC Analyst		x	x	x	x	x	x	x	x	x	x	x	x	x	x
Warden	x	x	x	x	x			x		x	x	x			x
Deputy Warden	x	x	x	x	x			x		x	x	x			x
Major	x	x	x	x	x				x		x				x
Investigator	x	x	x	x	x		x		x						x
Inspector	x	x	x	x	x		x		x						x
Captain	x	x	x	x	x		x								x
Lt	x	x	x	x	x										x
Legal	x	x			x				x						x
Chief Inspector Office	x	x		x				x		x					x
Labor		x			x										x
Admin Asst															x
Regional Director		x			x					x					x
Security Admin		x			x					x					x

EXHIBIT L

Indiana Department of Correction
Policy Directive on Body Worn Cameras
Including Provisions for Unclothed Searches

JANE DOE 1-20 v. MICHIGAN DEPARTMENT OF CORRECTIONS, et al.

Women's Huron Valley Body Camera Litigation

 State of Indiana Indiana Department of Correction	Effective Date	Page 1 of	Number
	12/01/2024	13	02-03-119
POLICY AND ADMINISTRATIVE PROCEDURES Manual of Policies and Procedures			

Title BODY WORN CAMERA

Legal References (includes but is not limited to) Indiana Code 11-8-5-2 Indiana Code 5-14-3	Related Policies/Procedures (includes but is not limited to) 02-01-110 02-03-104 02-03-114 02-04-101 03-02-101	Replaces: 02-03-119 (Eff. Date 2-15-2023 / ED # 23-07)
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I. PURPOSE:

The purpose of this policy and administrative procedure is to provide guidance and to establish a standard process for Department employees when using a body-worn camera (BWC) during the course of their job duties. The goal is to promote safety and transparency, and to document qualifying events as described below in this policy. All Department employees issued a BWC as part of their job duties shall adhere to the guidelines and procedures set forth in this policy and administrative procedure.

II. POLICY STATEMENT:

It is the policy of the Department to use body-worn cameras (BWC) to ensure transparency and foster trust and safety within its communities. It shall be the responsibility of each user to deploy their BWC in accordance with this policy and administrative procedure.

III. DEFINITIONS:

For the purpose of this policy and administrative procedure, the following definitions are presented:

- A. **AUTOMATIC ACTIVATION:** A BWC setting where the camera begins recording without the wearer having to activate the camera (e.g., removing OC from holster, etc.).

POLICY AND ADMINISTRATIVE PROCEDURE

Indiana Department of Correction

Manual of Policies and Procedures

Number	Effective Date	Page	Total Pages
02-03-119	12/01/2024	2	13
Title BODY WORN CAMERA			

- B. **BLUETOOTH SIGNAL ACTIVATION:** A short-range wireless technology that is used for exchanging data between fixed and mobile devices. This technology may be used to automatically activate BWCs within a specified range during a qualifying event.
- C. **BODY WORN CAMERA (BWC):** A Department-issued multimedia camera system designed to be worn on an employee’s outermost garment in adherence to the manufacturer's recommendation and used to capture audio and video data.
- D. **BODY WORN CAMERA ADMINISTRATOR:** The facility’s designated person responsible for the oversight and management of the BWC program.
- E. **BUFFERING:** A body-worn camera setting that occurs when the BWC is powered on but not permanently storing recorded audio and video. In this mode, the BWC buffers for thirty (30) seconds with audio and video before the wearer activates the BWC, either through manual or automatic activation.
- F. **DIGITAL EVIDENCE SYSTEM:** A secure video file management system (e.g., Evidence.com) used for downloading, storing, sharing, and retrieving video files recorded with surveillance and body worn camera systems.
- G. **KIOSK:** Device used to assign cameras to individual staff members.
- H. **MANUAL ACTIVATION:** The wearer of the BWC activates the BWC to begin recording.
- I. **POWER OFF:** Completely powering down the BWC and disabling video recall, buffering, and all recording of sound and video.
- J. **QUALIFYING EVENT:** An event that requires a manual or automatic activation of the BWC.
- K. **SIGNAL SIDEARM UNIT (SSA):** A sensor that will send a signal to activate the BWC. The SSA will be attached to OC holsters. Once the OC canister is pulled from the holster, the BWC will be activated. This will also activate all BWCs within a 100 feet radius.
- L. **VIDEO RECALL:** A feature that enables the BWC to capture 18-hours of lower resolution video recording, with audio, when it is powered on. Video recall ensures that BWC wearers are able to make personal safety their primary concern and qualifying events are still visually captured.

POLICY AND ADMINISTRATIVE PROCEDURE			
Indiana Department of Correction			
Manual of Policies and Procedures			
Number	Effective Date	Page	Total Pages
02-03-119	12/01/2024	3	13
Title			
BODY WORN CAMERA			

IV. PROCEDURE:

A. Training

1. Designated employees will be issued a BWC only after successful completion of required training. At a minimum, the training shall include the following subjects and topics:
 - a. This policy and administrative procedure;
 - b. Proper BWC placement on the employee;
 - c. BWC usage (e.g., qualifying events);
 - d. Buffering mode;
 - e. BWC operation (e.g., manual and automatic activation and deactivation);
 - f. Maintenance and manufacturer’s recommendations for care; and,
 - g. Why the Department supports BWC.

BWCs shall not be used to record training events unless doing so is specifically part of the lesson plan. Any audio/video footage from BWCs used for training purposes shall be stored separately from recordings used for other Department purposes.

B. BWC Use

1. It is the responsibility of each employee who has been issued a BWC to ensure the device is handled with reasonable care for optimal performance. BWC equipment malfunctions shall be immediately reported verbally to the employee’s supervisor so that a replacement unit may be issued. An employee experiencing an equipment malfunction shall also complete and submit an Incident Report (State Form 7212)/Event to their supervisor by the end of the employee’s shift. The Supervisor will be responsible for submitting the proper ticket to the BWC Administrator.
2. Only Department-issued BWC equipment and accessories may be used to create recordings during official Department work. Recordings or photographs made on Department-issued BWC equipment or otherwise captured or recorded by employees during the performance of their job duties are the property of the Department and subject to Indiana’s public records law. Release of any recording made by employees during the performance of their duties must comply with Indiana public records law. Employees are prohibited from editing, altering, deleting, copying, sharing, or otherwise distributing any BWC recordings unless authorized to do so. Any reproduction or sharing of recordings or use outside the parameters of this policy and administrative procedure is strictly prohibited without authorization of the BWC

POLICY AND ADMINISTRATIVE PROCEDURE			
Indiana Department of Correction			
Manual of Policies and Procedures			
Number	Effective Date	Page	Total Pages
02-03-119	12/01/2024	4	13
Title			
BODY WORN CAMERA			

Administrator or Legal Services.

3. Employees issued a BWC shall wear it on the front of their uniform/clothing, attached to the outermost layer of clothing in adherence to manufacturer’s recommendation, and positioned forward facing to facilitate an unobstructed field of view. Only manufacturer-approved BWC mounts shall be used. The BWC will be positioned in a manner as to capture the event from the perspective of the employee. BWCs shall not be powered down unless authorized by the Warden or designee.

C. Qualifying Events

1. A qualifying event requires manual or automatic activation of the BWC. Manual activation shall occur as soon as safe and reasonably practicable to do so.
2. Qualifying events for IDOC staff shall include but are not limited to, the following:
 - a. Critical incidents (e.g., assaults, suicide attempts, fire, death, escapes, correctional or law enforcement officer involved shootings);
 - b. Responding to an emergency call for assistance;
 - c. Force outlined in Policy and Administrative Procedure 02-01-109, “The Use of Physical Force;”
 - d. Interacting with aggressive or agitated individuals;
 - e. Escorts determined by the supervising officer, including any escort from a use of force event;
 - f. Vehicle transports when incarcerated individuals become aggressive or disruptive, experience medical emergencies, or require unscheduled vehicle stops;
 - g. Anytime the wearer, at their own discretion, feels threatened, harassed, or unsafe.
3. After a qualifying event occurs, it is the responsibility of the wearer to notify their supervisor within a reasonable period of time, after it is safe to do so, that there was a qualifying event. They shall also inform their supervisor whether they activated their camera. The supervisor, at their discretion, may instruct the employee to dock the BWC so the recording can be uploaded right away or wait until the end of the shift/workday. If the employee reports they failed to activate their camera, or are not

POLICY AND ADMINISTRATIVE PROCEDURE			
Indiana Department of Correction			
Manual of Policies and Procedures			
Number	Effective Date	Page	Total Pages
02-03-119	12/01/2024	5	13
Title			
BODY WORN CAMERA			

sure if/when they did, the supervisor shall take the camera offline to access video recall.

D. Authorized Use

The BWC shall be activated during all qualifying events and shall not be deactivated until the completion of the qualifying event. A qualifying event is considered completed once all actions required by policy have been taken and the incident has ended, or the supervisor has determined the incident to be over. Qualifying event activations are required regardless of whether a fixed camera system is present in the area.

E. Unauthorized Use

1. BWCs shall not be activated outside of a qualifying event. This includes, but is not limited to, the following situations:
 - a. Other than during a qualifying event, in any place where a reasonable expectation of privacy exists (e.g., restrooms);
 - b. During unclothed searches or monitored urine drug screens;
 - c. To record administrative conversations or concerns;
 - d. To record conversations involving privileged communication (e.g., attorney/client visits, clergy interactions);
 - e. During any official inquiry regarding Department employment (e.g., administrative investigations, or pre-disciplinary hearings) or when providing representation or serving as a witness on behalf of an employee during an official inquiry regarding Department employment;
 - f. Conversations with fellow staff during non-job-related activities, either overtly or covertly.
2. If a qualifying event emerges during one of the situations outlined in section VI, E, 1 of this policy and administrative procedure, the employee may activate the BWC. Any activations of these types must be verbally reported to a supervisor immediately and documented on a State Form 7212/Event. If the supervisor is the reason for the activation, the report can be forwarded to the next level of supervision available at the facility. In the absence of a higher level of supervision, the employee shall provide the

POLICY AND ADMINISTRATIVE PROCEDURE			
Indiana Department of Correction			
Manual of Policies and Procedures			
Number	Effective Date	Page	Total Pages
02-03-119	12/01/2024	6	13
Title			
BODY WORN CAMERA			

notification or State Form 7212 directly to the BWC Administrator using the facilities customary process for doing so.

Example: Staff is conducting a strip search of an incarcerated individual and during the search they notice the individual is getting more nervous and is starting to refuse orders. As they begin to act more aggressively, the employee begins to feel threatened and since this is a qualifying event the BWC may be activated.

Example: Staff is engaged in a conversation with any other employee outside of a qualifying event and they become agitated or aggressive with the staff resulting in them feeling threatened or harassed. The BWC may be activated.

3. Any employee entering a non-Department facility or community setting (i.e. hospitals, work details, etc.) shall comply with the facility or community setting’s local policy on video recording. If a local policy does not exist, the employee shall default to this policy and administrative procedure. If there is a local policy, it shall be incorporated into Post Orders.

F. Powering On, Buffering Time, and Automatic Activations

1. To begin recording, the BWC must be powered on. Facility employees shall ensure the BWC is powered on upon receipt of the BWC and before assuming their post or beginning their job duties.
2. All activations, regardless of type, will result in capturing the buffering time. The buffering time for the BWC shall be thirty (30) seconds with video and audio.
3. Automatic activations may occur in the following instances when Bluetooth signaling device is installed:
 - a. OC is removed from its holster;
 - b. Bluetooth signals; and,
 - c. Taser activations

G. Power-Off Authorization

An employee shall not power off a BWC. Prior to an employee entering a restroom, the BWC shall be removed and placed in an approved secured location. The BWC must be put on immediately after leaving the restroom.

POLICY AND ADMINISTRATIVE PROCEDURE			
Indiana Department of Correction			
Manual of Policies and Procedures			
Number	Effective Date	Page	Total Pages
02-03-119	12/01/2024	7	13
Title			
BODY WORN CAMERA			

H. Disclosure or Demands to Cease Recording

1. The BWC system is configured to flash green when the system is powered on but not actively recording and to flash red when the BWC is actively recording. There are three (3) flashing lights on the front of the device in a circular pattern to indicate which mode the device is in.
2. During qualifying events, an employee must inform those who ask that audio/video recording equipment is in use. It is not necessary to proactively inform a person that they are being recorded unless the employee believes this will help de-escalate the situation, calm the person down, and/or avoid a confrontation.
3. Employees are not required to cease recording an event, situation, or circumstance solely at the demand of any person other than a supervisor.

I. Uploading Recording

1. At the completion of a shift/workday for residential facilities, the BWC shall be placed in a docking station to upload.
2. The BWC may be placed into a docking station whenever needed throughout the course of the work period, such as needing to charge the BWC or to upload a recently recorded event.

J. Video Recall Process (see Facility Directive)

1. The BWC, in the powered-on position, can retrieve eighteen (18) hours of low-resolution video with audio. The use of the video recall function must be approved by the Warden.
2. If retrieval becomes necessary, an individual with appropriate permissions shall connect the BWC to a device which has the appropriate software installed and download the video.
3. Video recall shall be accessed whenever a qualifying event occurred and the employee was unable to, or forgot to, activate their camera. It shall be the responsibility of the user to immediately notify the supervisor if their BWC was not activated during a qualifying event.

POLICY AND ADMINISTRATIVE PROCEDURE

Indiana Department of Correction

Manual of Policies and Procedures

Number	Effective Date	Page	Total Pages
02-03-119	12/01/2024	8	13
Title			
BODY WORN CAMERA			

4. After learning of a qualifying event which was not recorded, the supervisor shall take physical custody of the BWC and assume responsibility for uploading and retaining the recordings from the BWC. If the supervisor does not have the appropriate permissions or access to a computer with the software required, they shall completely power off the BWC and remove it from service. Then they shall complete a report (i.e, Incident Report, Event, Memo) stating the reason that the camera needs accessed and the approximate time, or time frame, when the qualifying event was reported to have occurred. The camera shall be stored in a supervisor access only area as designated by the BWC Administrator.
 5. Video recall shall not be relied on as a default. Video recall ensures that BWC wearers are able to make personal safety their primary concern and qualifying events are still video recorded.
- K. Accountability, Storage, and Issuance (see Facility Directive)
1. A BWC shall be accounted for in accordance with Policy and Administrative Procedure 04-01-101, “Fixed Asset Management.”
 2. When not in use, the BWC shall be maintained in a secure location identified by the BWC Administrator.
 3. Facilities shall inventory BWCs on every shift in accordance with facility/division directives or post orders.
 4. BWCs shall be issued using log sheets developed for Quick Response Team equipment or using the kiosk system, for applicable facilities.
 5. If a BWC or SSA is lost or stolen, the person assigned the BWC/SSA shall immediately notify their supervisor and complete an Incident Report. The supervisor shall notify the Custody Supervisor and submit an Incident Report to the BWC Administrator and assigned Executive Director of Adult Facilities with any supportive documents tracing the BWC to when it was last accounted for.
 6. If a BWC or SSA is damaged, the person assigned the BWC/SSA shall immediately notify their supervisor and complete an Incident Report. The supervisor shall notify the Custody Supervisor and submit an Incident Report to the BWC Administrator and assigned Executive Director of Adult Facilities with any supportive documents.

POLICY AND ADMINISTRATIVE PROCEDURE

Indiana Department of Correction

Manual of Policies and Procedures

Number	Effective Date	Page	Total Pages
02-03-119	12/01/2024	9	13
Title			
BODY WORN CAMERA			

7. When not in use, the BWC shall be powered on and placed in the docking station. The docking station shall be located in a secure, climate-controlled area.
8. If assigned a signal side arm unit (SSA), it shall be considered property of the Department and shall be issued individually to staff and returned to the Department upon termination of employment or a change in employment status that does not require wearing the unit. The SSA shall be returned within five (5) business days of termination or change in employment status.

L. Kiosks (see Facility Directive)

Kiosks shall give the facilities the ability to self-assign body cameras from a pool of shared devices. At the beginning of the shift, each staff person will have a camera assigned to them, utilizing the kiosk. Each facility with assigned body cameras shall develop a Facility Directive which will:

1. Establish a location within the facility where the kiosk will be installed;
2. Establish the process for the assignment of the cameras to staff, and
3. Establish back up assignment procedures if the kiosk is unavailable.

M. Maintenance

The BWC Administrator shall maintain the BWC systems and perform routine maintenance in accordance with the manufacturer’s instructions. This process will be documented and retained in accordance with retention schedule requirements.

N. Staff Responsibilities for the BWC

1. Supervisors are responsible for ensuring that employees are wearing and using the BWC cameras in accordance with policy. Enforcement of BWC rules shall be conducted in a supportive manner. Correcting minor violations of this policy and administrative procedure by coaching or counseling is appropriate.
2. Supervisors must properly title, identify, and categorize, in a timely manner, the recordings of all qualifying events and any other recordings they deem appropriate for legitimate correctional, supervisory, or criminal justice reasons.
3. If an employee wearing a BWC is involved in a deadly force incident, or other serious incident, or was present for any part of one of these events, the supervisor shall take

POLICY AND ADMINISTRATIVE PROCEDURE			
Indiana Department of Correction			
Manual of Policies and Procedures			
Number	Effective Date	Page	Total Pages
02-03-119	12/01/2024	10	13
Title			
BODY WORN CAMERA			

physical custody of the BWC, power the BWC off, and preserve the evidence in a secured location for the assigned investigator.

4. Supervisors may review BWC camera recordings not associated with a qualifying event only when there is a legitimate documented correctional supervisory or criminal justice reason. This includes but is not limited to:
 - a. When the supervisor is investigating a documented complaint against an employee;
 - b. When any other incident is reported which may require an administrative review; or
 - c. Where recordings may have evidentiary value.

The reason for the review shall be documented in the notes section of the BWC recording that is being reviewed. If the supervisor determines the BWC footage requires further review, they shall title, identify, and categorize the file and make a note as to why they are doing so. The supervisor shall complete an Incident Report and submit it to the BWC Administrator for further action, attaching a copy of the documented concern that initiated the review (e.g., documented complaint against an employee).

O. Rules for Viewing BWC Recordings by Employees

1. BWC audio and/or video recordings may be viewed by the wearer in the following situations:
 - a. Use of Force incidents as described in Policy and Administrative Procedure 02-01-109, "The Use of Physical Force," after all applicable reports are written;
 - b. Before meeting with attorneys from the Office of the Attorney General;
 - c. Before giving sworn testimony in deposition, administrative hearing, or court proceeding;
 - d. For potential training purposes or professional development; and,
 - e. When the recording is requested by law enforcement agencies.
2. Viewing recordings shall be limited to authorized staff or external partners with a specific need. Individuals that are typically not authorized shall be allowed the

POLICY AND ADMINISTRATIVE PROCEDURE			
Indiana Department of Correction			
Manual of Policies and Procedures			
Number	Effective Date	Page	Total Pages
02-03-119	12/01/2024	11	13
Title			
BODY WORN CAMERA			

opportunity to review a video segment when necessary for completion of required reports.

P. Redaction, Storage, Release, and Destruction of BWC Recordings

1. Redactions

- a. Employees are responsible for ensuring that any BWC recording is not altered unless it is being redacted by authorized employees per this policy and administrative procedure.
- b. Redactions may be made at a facility to blur the breasts, buttocks, and genitalia of any person to allow for the recording to be viewed by individuals of the opposite sex.
- c. All other redactions, including those related to victims, must be approved by Legal Services and shall be completed by the BWC analysts.

2. Storage and Retention of BWC Recordings

- a. All BWC recordings collected by employees in the course of their duties shall be uploaded to the appropriate records or evidence management system by an individual with the appropriate permissions, as soon as reasonably possible. All BWC recording files shall be stored in the evidence management system per Policy and Administrative Procedure 00-01-103, "Investigations and Intelligence."
- b. All evidentiary recordings (e.g., any recording identified for subpoena, criminal, or civil court proceedings, or identified for an administrative investigation) and all recordings identified as responsive to a public records request shall be maintained in accordance with the State's Record Retention Schedule and applicable departmental policy.

3. Deletion

- a. Any recording made inadvertently or that has no investigative or administrative value may be deleted if it contains unauthorized footage (e.g., restroom break). If any such recording or digital file was uploaded to the evidence management system, then it may be placed in restricted access until deletion is approved by the BWC administrator.

POLICY AND ADMINISTRATIVE PROCEDURE			
Indiana Department of Correction			
Manual of Policies and Procedures			
Number	Effective Date	Page	Total Pages
02-03-119	12/01/2024	12	13
Title			
BODY WORN CAMERA			

b. Individuals with deletion authority are designated by Legal Services.

Q. Procedures for Titling, Identifying, and Categorizing into Evidence

When a supervisor determines that a recording(s) made after an activation is part of a qualifying event, or has administrative / evidentiary value, they shall enter an identification, title, categorization, and tag for each recording associated with the event.

1. Identification

Facilities shall use the ID field to identify the location of the incident or event (e.g., Dining Hall # 3, IHU 1-2, etc.). All recordings associated with the same qualifying event shall receive the same information.

2. Title

Facilities shall use the Title field to list the type of body camera, title of staff person, and first initial and last name of the employee who was wearing the camera (e.g., AB3 Sgt. J. Doe).

3. Category

Upon recording an incident, the staff member shall choose the best matching category(s) of the qualifying event from the pre-established drop-down list on the BWC screen. Supervisors shall verify that the category has been selected for the video. Each video can be placed in multiple categories (e.g., A fire can be placed under a Signal 10, Fire, and Investigation category).

4. Tag

Supervisors shall use the Tag field to list all incarcerated individuals involved in the incident using their DOC numbers. Multiple numbers can be added in this field (e.g., 678901, 112233, 111111).

R. Case Identification Number

A case can be created by any authorized group to a number of recordings in a single area. When creating a case, the responsible party shall use the same identification label as used

POLICY AND ADMINISTRATIVE PROCEDURE			
Indiana Department of Correction			
Manual of Policies and Procedures			
Number	Effective Date	Page	Total Pages
02-03-119	12/01/2024	13	13
Title			
BODY WORN CAMERA			

in section IV, Q, 3 of this policy and administrative procedure and all associated videos shall be added to the case.

S. Sharing

BWC recordings may be shared with prosecutors and other law enforcement agencies during discovery using an encrypted format.

V. REVIEW OF BWC PROGRAM:

An annual review of the Body Worn Camera Program will be conducted by the Department’s Legal Team, Operations Team, and the Office of Investigations and Intelligence to ensure continued adherence to changing laws, ensure upkeep with the evolution of technology, and to maximize transparency efforts.

VI. APPLICABILITY:

This policy and administrative procedure is applicable to all Department facilities and employees designated and authorized to wear and work with BWCs.

 (signature on file)
 Christina Reagle
 Commissioner

 11/26/24
 Date