

119TH CONGRESS  
1ST SESSION

# S. 307

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## AN ACT

To address sexual harassment and sexual assault of Bureau  
of Prisons staff in prisons, and for other purposes.

1       *Be it enacted by the Senate and House of Representa-*  
2   *tives of the United States of America in Congress assembled,*

1 **SECTION 1. SHORT TITLE.**

2       This Act may be cited as the “Prison Staff Safety  
3 Enhancement Act”.

4 **SEC. 2. FINDINGS.**

5       Congress finds the following:

6           (1) In 2023, the Office of the Inspector General  
7 of the Department of Justice released a report titled  
8 “Evaluation of the Federal Bureau of Prisons’ Ef-  
9 forts to Address Sexual Harassment and Sexual As-  
10 sault Committed by Inmates Toward Staff” (in this  
11 section referred to as the “Inspector General re-  
12 port”).

13          (2) The Inspector General report examined all  
14 sanctioned inmate sexual incidents in the Bureau of  
15 Prisons (in this section referred to as the “Bureau”)  
16 between fiscal years 2015 and 2021, and found that  
17 inmate-on-staff sexual harassment and sexual as-  
18 sault is widespread.

19          (3) The Inspector General report further found  
20 that the Bureau does not collect adequate data on  
21 inmate-on-staff sexual harassment and sexual as-  
22 sault and that, because of the Bureau’s inadequate  
23 data, the Bureau has not been able to identify the  
24 full scope of inmate-on-staff sexual harassment and  
25 sexual assault.

1           (4) The Inspector General report further found  
 2           that the Bureau does not have systems to evaluate  
 3           the effectiveness of the Bureau’s strategies to miti-  
 4           gate inmate-on-staff sexual harassment and sexual  
 5           assault.

6           (5) The Inspector General report made rec-  
 7           ommendations to the Bureau to address the failures  
 8           in the Bureau’s data collection and mitigation ef-  
 9           forts, but the Bureau has not implemented these  
 10          recommendations.

11 **SEC. 3. ADDRESSING SEXUAL HARASSMENT AND SEXUAL**  
 12 **ASSAULT OF BUREAU OF PRISONS STAFF.**

13          (a) DEFINITIONS.—In this section:

14           (1) BUREAU.—The term “Bureau” means the  
 15          Bureau of Prisons.

16           (2) CORRECTIONAL OFFICER.—The term “cor-  
 17          rectional officer” has the meaning given the term in  
 18          section 4051 of title 18, United States Code.

19           (3) INSPECTOR GENERAL.—The term “Inspec-  
 20          tor General” means the Inspector General of the De-  
 21          partment of Justice.

22           (4) INCARCERATED INDIVIDUAL.—The term  
 23          “incarcerated individual” has the meaning given the  
 24          term “prisoner” in section 4051 of title 18, United  
 25          States Code.

1           (5) SEXUAL ASSAULT.—The term “sexual as-  
 2           sault” means an act described in subsection (b), (c),  
 3           or (d) of section 920 of title 10, United States Code.

4           (6) SEXUAL HARASSMENT.—The term “sexual  
 5           harassment” means unwelcome sexual advances, re-  
 6           quests for sexual favors, or other verbal or physical  
 7           conduct of a sexual nature that explicitly or implic-  
 8           itly affect an individual’s employment, unreasonably  
 9           interfere with an individual’s work performance, or  
 10          create an intimidating, hostile, or offensive work en-  
 11          vironment.

12          (b) IMPLEMENTATION OF RECOMMENDATIONS BY  
 13          BUREAU.—

14           (1) IN GENERAL.—Not later than 90 days after  
 15           the date of enactment of this Act, the Bureau shall  
 16           fully implement each recommendation in the report  
 17           released by the Inspector General in 2023 titled  
 18           “Evaluation of the Federal Bureau of Prisons’ Ef-  
 19           forts to Address Sexual Harassment and Sexual As-  
 20           sault Committed by Inmates Toward Staff”.

21           (2) REPORT.—If the Bureau has not fully im-  
 22           plemented each recommendation referenced in para-  
 23           graph (1) by the deadline under that paragraph, the  
 24           Bureau shall submit a report to Congress by that  
 25           deadline that includes an explanation of the failure

1 to fully implement each recommendation and a de-  
2 tailed timeline for full implementation.

3 (c) DATA ANALYSIS BY INSPECTOR GENERAL.—

4 (1) IN GENERAL.—Not later than 1 year after  
5 the date as of which the Bureau has fully imple-  
6 mented each recommendation referenced in sub-  
7 section (b)(1)—

8 (A) the Inspector General shall request  
9 from the Bureau, and the Bureau shall provide,  
10 updated data on the number and prevalence of  
11 sexual harassment and sexual assault incidents  
12 perpetrated by incarcerated individuals against  
13 a correctional officer or other employee of the  
14 Bureau during fiscal years 2022 through 2025;

15 (B) the Inspector General shall conduct an  
16 analysis of the data described in subparagraph  
17 (A); and

18 (C) the Inspector General shall provide  
19 Congress and the Attorney General with the  
20 analysis conducted under subparagraph (B) and  
21 any additional recommendations, including  
22 analysis of whether the Bureau has taken suffi-  
23 cient steps to identify the prevalence and scope  
24 of sexual harassment and sexual assault inci-  
25 dents perpetrated by incarcerated individuals

1           against a correctional officer or other employee  
 2           of the Bureau and to mitigate such incidents.

3           (2) ANALYSIS OF PUNISHMENTS.—The analysis  
 4           required under paragraph (1)(C) shall include an  
 5           analysis of punishments for sexual harassment and  
 6           sexual assault as of the date of enactment of this  
 7           Act in facilities controlled by the Bureau of Prisons,  
 8           including data on the use of such punishments dur-  
 9           ing the 5-year period preceding the date of enact-  
 10          ment of this Act.

11          (d) RULEMAKING BY ATTORNEY GENERAL.—Not  
 12         later than 1 year after receiving the analysis under sub-  
 13         section (c), the Attorney General shall promulgate a rule  
 14         adopting national standards for prevention, reduction, and  
 15         punishment of sexual harassment and sexual assault per-  
 16         petrated by an incarcerated individual against a correc-  
 17         tional officer or other employee of the Bureau.

Passed the Senate April 29, 2025.

Attest:

*Secretary.*



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