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On Corrections Research

FORUM



Research on
Sex Offenders:
What do we know?

Research in Brief

Management Focus
All Work and No Play
Isn't Even Good for
Work

International Overview
The Role of the Home
Office Research
and Planning Unit



Correctional Service
Canada

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THE CANADIAN GOVERNMENT
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FORUM ON CORRECTIONS RESEARCH is published quarterly both in English and French for staff and management of the Correctional Service of Canada. It reviews recent management studies and applied research related to corrections and features original articles contributed by members of the Correctional Service of Canada and other correctional researchers and practitioners.

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FORUM — RECHERCHE SUR L'ACTUALITÉ CORRECTIONNELLES est à l'intention des employés et des gestionnaires du Service correctionnel du Canada. On y présente des études de gestion réalisées récemment et la recherche appliquée touchant au secteur correctionnel ainsi que des articles originaux rédigés par des fonctionnaires du Service correctionnel du Canada et d'autres chercheurs ou praticiens oeuvrant dans ce même domaine.

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Editorial

This first issue of FORUM ON CORRECTIONS RESEARCH is of special significance. It is bold for a heavily service-oriented and operational agency of the Federal Government to assert that we will "actively encourage the gathering, creation, application, and dissemination of new knowledge." We have stated this in our Mission and this first issue of FORUM ON CORRECTIONS RESEARCH illustrates visibly and concretely that we will strive to achieve what we promise.

I realize full well that staff and managers in the Service have to contend with a constant stream of new issues, pressures, and crises. Corrections is too often pushed, some would say shoved, toward change. I believe that we can pull ourselves beyond this. If new knowledge is attended to, if it is communicated effectively so that it penetrates all levels of the organization, I believe that we will begin to see new and exciting possibilities for the Service. Rather than feeling pushed we can begin to guide ourselves in new directions, thoughtfully and patiently and with an invigorating sense of purpose.

FORUM ON CORRECTIONS RESEARCH will be published quarterly by our Research Branch. It will put the knowledge that comes from research into your hands. It is your publication since knowledge without action is really of no consequence. I urge you not only to read but also to put what you learn to use. Our Mission gives you that latitude.

I want all staff, as well, to assume some obligation to contribute to this new publication. New knowledge is not the exclusive domain of researchers and academics. We have titled the publication FORUM because we would like it to serve as a focal point for discussion and debate of relevant correctional research findings and new ideas. In future issues, when you begin to write to us, we will have a section specifically devoted to this. I would also like to see a section that profiles regional research and development activities, local initiatives to gather interesting correctional data, descriptions of new management approaches, and any other regionally-based efforts to bring us new knowledge.

Let us know how you use any of the new ideas or findings that are described in FORUM. If you read something interesting, or have suggestions on what should be covered in any of the sections of the magazine, tell us about it. I want to emphasize again that this is **your** publication. This first issue is a beginning. Consider that it will serve as a public document and measure of our commitment to discover and apply new correctional knowledge. I know that we can rise to this challenge.



Ole Ingstrup

Often research is only communicated to academics and other researchers in professional journals which may not be easily accessible to the people who must put research findings into action. In this section of the magazine we hope to overcome this rift between the researcher and the practitioner by providing brief descriptions of findings from recently published studies. Research will be featured which may have implications for the management of correctional staff, the design and delivery of effective programs to offenders, and other issues that impinge on the development of correctional policy and practice. More information about the research reported in this section can be obtained by consulting the references provided with each study.

Survey of Correctional Administrators . . . Diversity of Qualifications and Background

A survey was recently conducted by the North American Association of Wardens and Superintendents and the Department of Correctional Services at Eastern Kentucky University to identify the professional characteristics of the chief administrators of adult correctional institutions in the United States and Canada. The survey also attempted to identify the training needs of correctional administrators in the two countries. The study surveyed 418 administrators of which 36 were women. Canadian administrators represented 8% of the total respondents.

The information compiled from the survey described wardens and superintendents as generally quite well-educated. Eighty-five percent had earned university degrees, with 44% having completed a Master's degree. The typical correctional institution administrator was caucasian (87.6%), while 7% were black, 1.7% Hispanic, 1.5% American Indian, 0.5% oriental, and 1.7% other. Administrators were 45 years old on average, with the youngest being 27 years old and the oldest 71 years of age. The average reported salary in American currency was \$42,000 for the male and \$38,500 for the female administrators. As

would expected, the salaries increased with the length of service. The administrators had served an average of five years in their present positions and an average of 17 years in the field of corrections. Human resource development, budget planning as well as legal issues and constitutional law liability were the most frequent training needs reported.

Most administrators first entered the correctional field in custodial positions (54%), while the remainder were recruited for treatment and program positions (46%). Casework was the most frequently reported first job. Generally, the professionals who were first employed in a program/treatment position had somewhat higher levels of education than those who moved from custodial assignments.

The majority of female administrators had advanced degrees and were somewhat younger than the average in the survey. Seventy-five percent of the female administrators were in charge of female correctional facilities.

One finding of particular interest was the noticeable change in entry trends over the years. For those administrators who entered the corrections field before 1950, the majority (65%) entered in custody

roles, while the remainder (35%) began in program/treatment positions. In the 1960's and 1970's, 49% had started in custody positions and 51% percent in program roles. However, for those administrators who entered in the 1980's, 66% had entered in custodial roles compared with 34% who entered in program oriented positions.

One wonders if the recruitment of a larger proportion of individuals from the program/treatment positions during the 1960's and 1970's reflected a greater emphasis on rehabilitation. The climate in corrections during these years was very favourable to the introduction of offender programming and administrators with program experience may have been preferred. Alternatively, there may have been more candidates with treatment experience to compete for positions. In more recent years, the "get tough" correctional policies that have emerged in some jurisdictions may account for the decline in the number of new administrators with treatment experience.

Although there is a clear variety of career experience among correctional administrators, there is also clear evidence that this is a group of highly skilled and professional men and women. ■

Wolford, B.I. (1988). Wardens and Superintendents. . . A Diverse Group. *Corrections Compendium*, XIII, 2, 5-7.

What is Most Stressful for Correctional Managers?

The notion that correctional managers experience neither more nor less stress than managers in other human service professions holds up under investigation, reports Richard Weinberg of the University of Florida and colleagues.

The researchers administered the Managerial Stress Inventory (MSI) to 32 Florida Department of Corrections managers (i.e., prison superintendents, district administrators, and other supervisory managers), in order to assess how various possible stress factors affected correctional managers. Their 39-item questionnaire required

managers to indicate the extent to which they were affected by each stressor (e.g., feeling that you failed a specific assignment). Weinberg and colleagues also compared the managerial stress reported by corrections personnel with that of managers in other human service organizations. These included psychiatric hospitals (n=184), community mental health centres (n=91), and general hospitals (n=73).

Although the researchers found that the managerial stress reported by correctional managers was unrelated to age, gender, or education, and that the amount of stress reported fell about in the middle of the human service distribution, they noted that the pressures faced by correctional managers were distinctly different from those experienced by other organizations. For example, "poor employee

productivity, having to reprimand or terminate an employee, insubordination and poor communication" were among the greatest sources of stress for corrections managers. On the other hand, "inadequate salary, meeting unrealistic deadlines, and organizational politics" were the most stressful factors affecting other human service managers.

These findings suggest that the major stress of working in corrections involves intra-organizational relations; that is, "the greatest source of worry and unhappiness still lies at the level of person-to-person contact," Weinberg says. ■

Weinberg, R.R., Evans, J.H., Otten, C.A., Marlowe, H.A. (1985). Managerial Stress in Corrections Personnel. *Corrective and Social Psychiatry*, 31, 39-45.

Why do Correctional Officers Resign?

Do more highly educated and female officers exhibit higher rates of turnover among front-line security staff? Researchers Nancy Jurik and Russel Winn report no empirical support for either of these expectations.

In a survey of 179 correctional officers in one medium security prison in the western United States, Jurik and Winn found a yearly facility turnover rate of 27.7% for security staff. Nearly 68% of those leaving had resigned,

with dismissal accounting for the remainder of security staff turnover.

The researchers found that neither educational attainment nor gender were significantly related to staff terminations or dismissals. The survey did, however, reveal that correctional officers depart more often if they perceived lack of promotional opportunities, had little policy input, held negative attitudes toward superiors, or expressed general job dissatisfaction.

In examining the effect of differing work assignments on officers' satisfaction with working conditions, the researchers found that officers evaluate their working conditions "most favourably" when

assigned to administrative-type duties (e.g., mail, property). The "most negative" evaluations of working conditions were made by officers assigned to sentry-type duties (e.g., control centres, visitation).

Jurik and Winn suggest that future management efforts directed toward correctional staff turnover should focus on the role of the organizational environment rather than individual attributes. ■

Jurik, N.C., Winn, R. (1987). Describing Correctional-Security Dropouts and Rejects. An Individual or Organizational Profile? *Criminal Justice and Behavior*. Vol. 14, 1, 5-25.

How Are Forensic Patients Managed by the Mental Health and Justice Systems?

What happens to mentally disordered offenders after they have been assessed by mental health professionals? Forensic patients frequently disappear into the mental health or criminal justice systems after the assessment period and are not heard from again. Many offenders are remanded for multiple psychiatric assessments within short periods of time. Unfortunately follow-up on these individuals is rarely conducted. Often clinicians who prepare assessment reports for the courts never receive feedback indicating the extent to which their recommendations were incorporated into the judicial decisions.

As a response to this lack of follow-up, a study of the Brief Assessment Unit (BAU) of the Metropolitan Toronto Forensic Service was conducted by Menzies and Webster (1987). Data were collected on all patients that were assessed during the first 12 months of operation of the BAU in 1978. The researchers tracked the career patterns of the 571 offenders over the two year period following their initial BAU assessments.

Over the two year period following initial assessment, one quarter of the offenders received at least one further court-ordered assessment. Other results showed that 49% of the 571 patients received a total of 592 in-patient admissions for psychiatric hospitalization; 61% received a total of 663 terms of imprisonment; 25% of the patients spent time in both prison

and hospital following their assessment. In addition, one third of the subjects showed assaultive behaviour during the follow-up period and 56% of offenders who spent some time in the community were charged with at least one criminal offence over the two year period.

Menzies and Webster's results raise many important issues regarding the relationship between the mental health and criminal justice systems. They reveal the extraordinary costs involved in what they refer to as "bus therapy": the passing of the patient back and forth between the mental health and criminal justice systems. Moreover, they reveal large amounts of replicated paperwork generated by both systems for the same individuals. The researchers argue that much of the problem resides in the system itself rather than the person.

The implications that flow from this study call for the tailoring of a coordinated administrative structure to serve mentally disordered offenders; a reduction in the number of psychiatric remands by providing the judiciary with yearly accounts of the outcomes of their clinical referrals and the utilization of case managers to link patients with appropriate facilities in an effort to reduce needless court proceedings. In short, the authors are advancing various strategies and mechanisms aimed at keeping the circulation of individuals between the health and justice systems to a minimum. Menzies and Webster are calling for a centralized organization that will address the pertinent medical and legal needs of mentally disordered offenders in our society. ■

Menzies, R.J., Webster, C.D. (1987). Where They Go and What They Do: The Longitudinal Careers of Forensic Patients in the Medicolegal Complex. *Canadian Journal of Criminology*, 29, 275-293.

Research on Mentally-disordered Prisoners

Several studies have revealed that inmates of Canadian penal institutions suffer from mental disorders more frequently than the general population. As a result of the deinstitutionalization of mental health facilities that took place in the 1960's and 1970's it is believed that a large number of these individuals suffering from mental disorders were recuperated by the criminal justice system.

A federal-provincial agreement concluded in 1977 between the Ministry of the Solicitor General and the Ministry of Social Affairs of Quebec entrusted the Montreal Philippe-Pinel Institute with the responsibility to give treatment to mentally-disordered prisoners. The Philippe-Pinel Institute offers three different kinds of clinical services: (1) to identify inmates with mental illnesses; (2) to administer treatment to inmates transferred to the Institute; and (3) to review the rehabilitation factors for these offenders.

The research focused on several major objectives: to determine the number of inmates treated at the Philippe-Pinel Institute during a two year period; to study the grounds for their eventual transfer; to re-assess the organizational structure of treatments offered at the Institute; to provide a profile of the treated inmates; and to analyze the nature and effectiveness of treatments.

Data collection was done in two steps. The researchers first gathered data on inmates' mental health, criminal, psychological and social backgrounds, and they then focused on information concerning the offenders' stay at the Philippe-Pinel Institute. During the second

part of the study, from April 1986 to December 1986, 51 out of 135 inmates apparently suffering from mental disorder were interviewed. There was a period of three to five years between the day the offenders left the Philippe-Pinel Institute and the day they were interviewed.

At the time of their admission to the Philippe-Pinel Institute the inmates were an average of 30 years of age; 64% of them had previously been admitted at least once as in-patients in a mental health institution and 20% of them had been in-patients at least three times or more. The patients had an average record of 13 years within a penal institution and of 10 convictions as adult offenders. While 75% of those inmates had been found guilty of non-violent offences, 89% of them had been previously convicted of at least one violent offence. The authors noted that 81% of the offenders had first stayed in a penal institution before being admitted as in-patients in a mental health institution.

The average stay at the Philippe-Pinel Institute was 10.4 months; one-third of the offenders were sent back to penitentiary after having refused treatment; 21% of them were returned to penitentiary after the clinical team requested it, and another third of the offenders were released. Only 19% of the offenders were able to complete the treatment period.

During the three to five year follow-up phase, 50% of the treated offenders were re-admitted as in-patients in a mental health institution — most of them at the Philippe-Pinel Institute; 29% of them experienced a relapse into mental health disorder and 18% had two recurrences or more of the same kind. Fifty-seven percent of the treated offenders were re-admitted at least once as in-patients in a mental health institution during the first 12 months after their dis-

missal from the Philippe-Pinel Institute.

The conclusion reached by the researchers was that it is difficult to determine which inmates are suffering from mental illness within Quebec penitentiaries; one can assume that although they need treatment, several inmates are in fact neglected. Since many of them were transferred to the Philippe-Pinel Institute because they had threatened or disturbed the good order of the penal institution, one can easily imagine that the mentally disordered but quiet inmates were therefore ignored.

The study also noted that the offenders who needed treatment in order to modify their psychological and social behaviour did not receive this treatment during their stay at the Philippe Pinel Institute and that few of them were followed-up after they left the Institute.

The authors said they hoped that further studies will thoroughly examine the results of their research. ■

Hodgins, S., Cyr, M., Paquet, J., Lamy, P. (1988). Études de relance auprès des détenus fédéraux traités en milieu psychiatrique : description des antécédents, du séjour, des rechutes et des récidives. *Criminologie*, XXI, 2, 27-59.

Use of Health Services by Offenders

A recent study completed in the Prairie region focused on patterns of health service use among inmates. The study replicated earlier research conducted in the Pacific region by Sheps and Schechter in 1984. The survey was carried out in the nine Prairie federal institutions between May 29 and June 28, 1987.

For the purpose of the study, a health service encounter

was defined as an interaction between an inmate and a health care professional, including physicians, dentists, optometrists, dietitians, psychiatrists or nurses. Encounters could take place at the clinic, the wicket, or the inmate's cell. Clinic visits were defined as those for which inmates received some type of treatment or counselling. Wicket encounters, during which medications were dispensed, were excluded as well as those used for scheduling appointments. Cell visits were only included if a problem was presented and addressed.

Over the one month period, 3,981 encounters were recorded. The distribution of visit times showed that wicket visits were most frequent during regular clinic hours. Results showed that the rate of encounters varied according to security level. The multi-level institutions, namely Saskatchewan Penitentiary and the Regional Psychiatric Centre, as well as Bowden minimum security institution, recorded the highest rates of health service use.

The 10 most common complaints presented by inmates accounted for 48% of all complaints in the study. Anxiety disorders, back pains and headaches were the most common complaints, regardless of where the health service contact took place. It is noteworthy that injuries accounted for 7% of the reported problems. Fifty-eight percent of the encounters were made with nursing staff and 25% were with physicians.

In terms of the outcomes of the encounters, 58% of the inmates were told to return as required, 18% were asked to return for follow-up, approximately 15% were referred to other physicians, psychiatrists or specialists, and about 2% were admitted to the internal health care facility or to an outside hospital.

Most encounters were considered necessary by professional staff; only 11% of the encounters were viewed as unnecessary. The author suggested that the rate of unnecessary visits in the penitentiary would be comparable to the proportion of unnecessary visits to physicians offices in the community. Emergencies accounted for 2% of the visits, urgent cases for 9%, and necessary (but not urgent) for 78%. Interestingly, only 39% of the encounters involved treatment with medications. The 10 most frequent visitors in each institution registered between 12% and 27% of the visits. The 50 most frequent visitors in the nine institutions (3% of all visitors) accounted for 15% of the health service encounters in the Prairie region.

The study confirms some of the findings of the earlier research conducted in the Pacific region. Both studies found that a small number of inmates initiated a large number of the services that were provided. Compared to the Pacific region, medications were used to a lesser extent in the Prairie region. One possibility is that inmates have less access to the wicket now, and as a result they are less likely to use it as a drugstore. In addition, there may have been changes in the philosophy of treatment over the intervening years between the two studies. ■

Millar, J.M. Dr. (1988). Utilization of Health Care Services in the Prairie Region Federal Prisons. Health Care, Correctional Service of Canada, Prairie Regional Headquarters, Saskatoon, Sask.

AIDS in Corrections

In an effort to address the ever increasing problem arising out of the high concentration of inmates in the prison population at risk of contracting AIDS, the National Institute of Justice and the American Correctional Association undertook the development of a report to examine this complex and difficult issue. The report, which was entitled *AIDS in Correctional Facilities: Issues and Options*, examines the various problems that correctional administrators must face when attempting to manage inmates who have contracted the disease.

The research team headed by Theodore Hammett, the director of the project, gathered information for the study from the responses to questionnaires that were sent to all 50 state correctional departments, the Federal Bureau of Prisons, and 33 city and county jail systems. Results from the questionnaire revealed that, since 1981, 455 AIDS cases have been confirmed in 25 state and federal prisons. In addition, there have been a total of 311 confirmed AIDS cases among inmates in 20 city and county jail systems. The majority of AIDS victims in institutions are believed to have contracted the disease as a result or prior intravenous drug abuse. The report revealed that there were no known cases of correctional officers having contracted AIDS as a result of their contact with inmates.

Respondents to the questionnaire stated that one of the major areas for policy implementation as a correctional response to the situation is to implement education and training programs. Specifically, the administrators argue that because there is currently no cure for AIDS, programs that emphasize training and education for both staff and

inmates could help to decrease the spread of the disease in institutional settings.

Secondly, mass screening for the AIDS antibody HTLV-111 is another policy proposal advanced by some correctional administrators. There is considerable debate surrounding the ethical, legal and psychological consequences of such a policy; yet despite these implications, a number of the American state correctional systems have implemented or plan to implement such a program.

Other considerations that must be examined in response to the spread of AIDS in prisons relates to the decision-making surrounding the housing of inmates with the disease. Hammett maintains that most correctional systems in the states place inmates who have been diagnosed and confirmed to have AIDS in a medical facility within the correctional system or in the community. However, correctional administrators must be aware of the factors involved in treatment such as the availability and location of the appropriate medical facilities, the costs involved in treating AIDS patients, and the costs of constructing and staffing a special AIDS unit inside the prison if necessary.

Finally, and perhaps most importantly, one of the major challenges facing correctional administrators who must deal with inmates who have AIDS is to provide them with the compassion, professional care and support that they need in an effort to minimize the spreading of the disease and to alleviate the pain and suffering of those who are victims of the disease. ■

Hammett, T.M. (1986). AIDS in Prisons and Jails: Issues and Options. *National Institute of Justice*, U.S. Department of Justice, Feb. 1-8.

Snitching in Swedish Prisons

Swedish researcher Malin Åkerström of the University of Lund has carried out an interesting study of how "snitches" or "tattlers" are identified by their prison mates. Åkerström conducted in-depth interviews with 104 inmates in nine Swedish prisons and provided an account of how the inmates gather and interpret information about snitches. The study suggests that identifying snitches represents a pre-occupation among many prisoners in Sweden. The researcher outlined an elaborate system of techniques which inmates employ to detect those among them who are untrustworthy.

The Swedish researcher emphasizes that much of the labeling process is dependent upon the context of snitching. An outsider to the prison environment is regarded as a "witness" rather than a snitch. In addition, snitching may be excused if it involves accusations about a morally repugnant act. An inmate may not be subjected to the labeling process if he provides information on an individual who has a poor reputation among other inmates.

A popular view held by inmates was that almost all of their peers had "snitched" at one time or another when they were on the outside. However, only a small proportion of inmates actually were stuck with the label of "snitch" within the prison context. Another finding was that inmates who had incurred drug charges were viewed as particularly untrustworthy by their fellow inmates. Prisoners who return from rehabilitative programs constitute a second group that is very vulnerable to being charged with snitching. Because of the perception that their friends become participants in "open" group therapy sessions, many inmates believe rehabilitation

programs are training grounds for snitching. On the other hand, spending time in particularly tough prisons may earn an inmate considerable esteem and protection from allegations of snitching.

The study indicated that guards are often an important source of information about inmates who snitch. Mistrusted in most of their dealings with inmates, guards are considered very reliable sources in this respect. Inmates who talk to guards, earn seemingly undeserved privileges, or are voluntarily placed in isolation run the risk of being accused of snitching. Swedish inmates also have access to more formal evidence of snitching in the form of court transcripts and documents from police investigations. The reports name individuals who have provided information to authorities. In some cases, the documents are considered the ultimate evidence for labeling a snitch. It is not uncommon for inmates to carry their own files, and when accused of snitching are able to verify their innocence by reference to official papers.

The in-depth interviews highlighted the importance that inmates assign to snitching. Because the researcher was seen as having no formal attachments to the prison environment and could protect the anonymity of his informants, he was able to provide a unique glimpse into an important aspect of prison life. The study demonstrates the feasibility of conducting intensive research on prison culture, and the usefulness of information provided by inmates to outsiders. A question worthy of research in Canada concerns the extent to which Åkerström's findings on Swedish snitching apply to the experience of inmates in this country. ■

Åkerström, M. (1988). The Social Construction of Snitches. *Deviant Behavior*, 9:155-167.

In this first issue of *Forum* we examine research on sex offenders as the subject of our feature article. There is a growing body of Canadian studies that addresses this important area of research and we have attempted to summarize the knowledge that currently exists in this field. We review studies on sex offender recidivism, research on the causes of sex offending, and on the effectiveness of treatments.

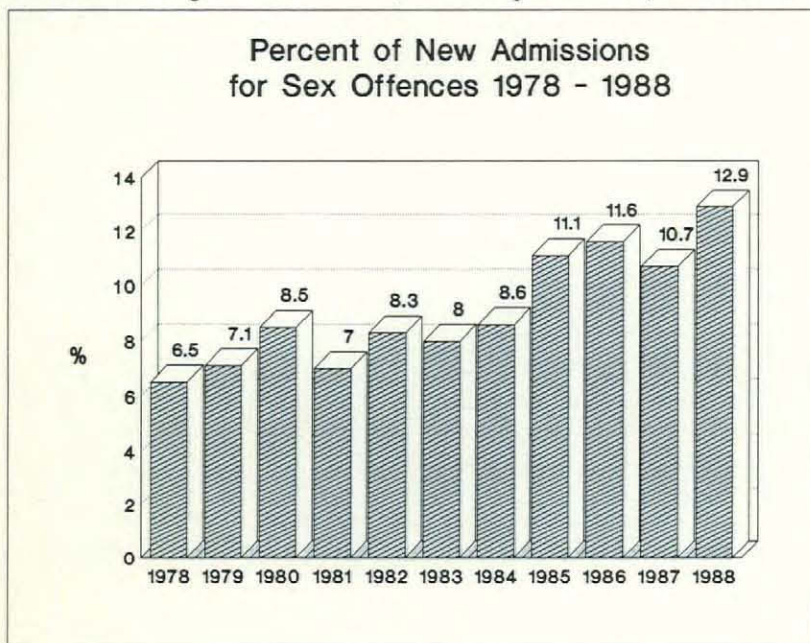
In many respects, the focus on sex offenders is a timely one. There is a general feeling of anxiety within the Correctional Service of Canada about the growing problem that sex offenders present. There have been significant increases in the number of sex offenders in our inmate population. Recently, we have also seen sex offenders make demands, and pursue legal avenues, to obtain access to treatment programs that may help them work through their difficulties. It is widely recognized that, as candidates for rehabilitation, sex offenders have very unique needs. Their successful reintegration into the community requires that we expend major efforts on need identification and on the development of a coordinated strategy for offering services that adequately address these needs. Our Mission provides us with clear direction on the priority which must be given to the development of rehabilitative services for special need offenders. We hope that the magazine's first feature article will contribute to an increased understanding of sex offending, and the practical issues involved in designing and delivering effective programs for these individuals.

Research on Sex Offenders: What do we Know?

by David Robinson

Canadian scientists have made significant contributions to the advancement of our knowledge of sex

offenders. Indeed, Canadians are at the forefront of research efforts in this important area, and have also



been innovative in the development of treatment programs for sex offenders.

Few would dispute that sexual crime represents a growing public concern. Media attention on crimes committed by "repeat" sex offenders has heightened fears about personal safety, especially among women. The mounting public pressure for protection against sexual assault has been coupled with an increase in the number of sex offenders being processed by the correctional system.

As a percentage of the total inmate population in Canadian federal institutions, sex offenders rose from 7.4% in 1984 to 11.4% in 1988. There were 871 sex offenders in federal penitentiaries in 1984. In 1988 the number was 1,385 — an increase of 37% in only four years. Corresponding increases have been recorded for the number of new admissions for sex offences. During the 11 year period from 1978 to 1988, the percentage of all new admissions involving convictions for sex offences increased from 6.5% in 1978 to 12.9% in 1988.¹

It is not necessarily the case that this increase in the number of incarcerated sex offenders reflects an overall increase in the incidence of sexual assault in Canadian society. Greater public awareness may be affecting a higher rate of victim reporting and more police charges. There have also been changes in the Canadian Criminal Code that deal with sex offences, and sentencing practices may be changing to reflect the gravity of public concern about sexual assault. Whatever the reason for the increases, research aimed at isolating the causes of sexual offending and the strategies for effective treatment has become an area of priority within corrections.

Although considerable progress has been made, scientists have

yet to reach firm conclusions about what causes individuals to behave in sexually assaultive ways. Most researchers recognize that a theory of sex offending that focuses on a single cause will not fully account for this complex phenomenon. The existence of multiple contributing factors is becoming more and more evident. Factors that appear to operate in a particular sex offender's case may not help explain why another individual offends. In most instances, it is likely that sex offences are produced by chains of causal factors which operate together in complicated ways.

Men convicted of sex offences against their own children have the lowest rates of reconviction

The majority of studies of sex offenders focus on male perpetrators. Although it is known that some sex offences are committed by women, such crimes are relatively infrequent and have not yet received attention from researchers. The major categories of offenders that have been studied include rapists and pedophiles and, to a lesser extent, exhibitionists and voyeurs. In many studies researchers distinguish between pedophiles who offend against male children and those who offend against female children. A distinction is also made between incest offenders and pedophiles who assault non-relatives.

A basic question that has been posed by many researchers concerns how likely convicted sex offenders are to reoffend. It would seem that the answer to this question is different for different types of sex offenders.²

Men convicted of sex offences against their own children have the lowest rates of reconviction. In many studies less than 10% of incest offenders were reconvicted for sex offences. In contrast, exhibitionists and voyeurs, the so-called "nuisance sex offenders", tend to have the highest rates of reconviction. Some studies have reported recidivism rates that exceed 40% for these offenders. Recidivism rates for rapists vary considerably from one study to another. However, rapists appear to reoffend less often than exhibitionists and voyeurs but more frequently than incest offenders. This description also holds for pedophiles who have offended against non-relatives. One exception to this trend involves homosexual pedophiles. These offenders are considerably more likely to reoffend than are heterosexual pedophiles.

Researchers admit that existing studies provide only limited estimates of the number of reoffences committed by sex offenders. Most recidivism studies report on reconvictions that take place within a two to three year period following convictions for sex offences. However, studies that have tracked sex offenders over extended follow-up periods have found higher recidivism rates. Another problem with recidivism rates is that figures based on reconvictions only provide information on offenders who have been officially detected. While this difficulty applies to all categories of crime, underestimation may be a greater problem in studies of sex

offender recidivism. It is not uncommon for an individual to have remained officially offence free for as long as 10 years, and then suddenly appear before the courts on a new sex offence charge.

A victimization survey conducted by the Ministry of the Solicitor General of Canada and Statistics Canada discovered that only 38% of females who had experienced a sexual assault during 1981 reported their victimizations to police. The survey estimated that 15,100 women above the age of sixteen (or about 6 women per 1000 in the population under study) experienced some form of sexual assault during a one year period in the seven Canadian cities that were surveyed.

A study of pedophiles at the Sexual Behaviour Clinic in Kingston, Ontario, attempted to gain better estimates of recidivism by combining official reconviction statistics with estimates of the number of sexual assaults on children which did not result in convictions. Queen's University researchers Drs. Howard Barbaree and William Marshall obtained reoffence information from official court records, occurrences recorded in police files, and occurrences reported to the Children's Aid Society. Their sample of offenders consisted of 170 men who had been assessed for treatment of pedophilia at the clinic. The men were monitored for an average of four years following their initial assessments. The information from all three sources indicated that 20.7% of the offenders had com-

¹ These figures very likely underestimate the number of sex offenders in our federal penitentiaries. The figures refer to offenders who had "major" offences that were classified as sexual. A "major" offence is defined as an offence that received the longest sentence. Hence, sex offenders with multiple convictions who received their longest sentences for non-sex offences are not included in the figures.

² Furby, L., Weinrott, M. R., & Blackshaw, L. (1989). Sex offender recidivism: A review. *Psychological Bulletin*, *105*, 3-30.

Measuring Sexually Deviant Preferences in the Laboratory

Over the past 30 years scientists have developed and improved upon a technique known as "penile plethysmography" to measure sexual arousal in men. The technique, also commonly referred to as the measurement of "penile tumescence" or "phallogometry", was pioneered by Dr. Kurt Freund, now of the Clarke Institute of Psychiatry in Toronto.

The most common plethysmographic technique for detecting sexual arousal uses a device called a "strain gauge". This consists of a rubber ring containing mercury which is placed around the penis. The strain gauge monitors fluctuations in penis circumference as a man being tested responds to various types of sexual imagery. Wire leads from the strain gauge are connected to an apparatus which plots the fluctuations in the form of graphs. The graphs are similar to those produced by medical procedures such as electro-cardiograms. By comparing the levels of arousal achieved for different types of sexual cues, researchers are able to estimate the degree to which deviant arousal is present.

In addition to the use of this technique in research, many treatment programs have introduced plethysmographic testing as a key component of the initial assessment process. Test results help the clinician assess whether or not a deviant sexual preference figures prominently in a particular sex offender's

problem. In some settings, sex offenders are reassessed again at the termination of treatment. In this way a therapist can assess changes that have occurred in an offender's pattern of arousal.

Some therapists directly incorporate the results of plethysmographic tests in their individual work with sex offenders. Sex offenders often refuse to admit that they possess inappropriate sexual preferences. Denials can be effectively confronted by carefully explaining the results of the plethysmographic assessment. Behavioural therapists have also used plethysmographic methods to train offenders to respond to more appropriate sexual cues. In such applications, the therapist monitors the offender's arousal to deviant and non-deviant cues. Inappropriate sexual responses are discouraged through the use of punishment and attempts are made to reinforce arousal to appropriate cues by providing positive feedback.

Plethysmographic techniques are not foolproof. In fact, a number of studies have demonstrated that when men are instructed to do so, most are capable of inhibiting their excitement to sexual cues. However, much effort has been devoted to developing procedures that reduce the chances of voluntary faking on the tests. In addition, researchers have become familiar with signs that are often present in the test results of individuals who attempt to conceal their true arousal. With appropriate procedures and careful interpretation of test results, it is believed that plethysmographic testing can be a highly effective tool for the assessment of deviant sexual arousal. ■

mitted reoffences. However, unofficial reports from the police and Children's Aid sources identified 2.7 times the number of sexual reoffences that were recorded in official conviction records.

The study pointed to new sources of information about recidivism which were previously untapped in sex offender research. The use of unofficial sources identified probable recidivists who would have otherwise escaped the attention of researchers. Because of the importance placed on recidivism in sex offender research, even modest gains in detecting reoffenders will result in increased knowledge of the factors that contribute to sexual offences.

Deviant Sexual Arousal

Research on sex offenders has profited a great deal from advances in the study of sexual arousal. Since sex offending implies such a high degree of social disapproval, the reports of offenders regarding their interest in sexually deviant behaviours are considered very unreliable. Physiological measurements of sexual arousal are now used routinely in sex offender research and treatment (see box).

A number of studies conducted in laboratory settings have compared the arousal patterns of sex offenders with the arousal patterns of normal males. The overwhelming evidence is that sex offenders respond to deviant sexual cues to a much larger degree than individuals who have never committed sexual offences.

Men convicted for sex offences against children show substantially higher levels of arousal to sexual imagery involving children than normal men. Studies have also shown that some, although not all, pedophiles have a preference for child sexual partners over adult

partners. Groups of men who have been convicted of rape can also be differentiated from groups of normal men in that they show less inhibition of arousal to sexual imagery that involves force. The patterns of arousal identified in the laboratory studies also indicate that some rapists prefer coercive sex over mutually consenting sex. Unlike normal men, rapists also have difficulty in laboratory tests which require them to distinguish between portrayals of sexual behaviour that involve consent and portrayals that involve force.

Many studies have found that arousal to inappropriate sexual activities does not necessarily imply a preference for such activities

Deviant sexual preferences, however, may not play a major role in all sex offences. Many studies have found that arousal to inappropriate sexual activities does not necessarily imply a preference for such activities. With respect to men who offend against children, for example, research now points to the conclusion that crucial factors other than sexual preference may separate the crimes of many incest offenders from crimes committed by offenders who select non-relatives as their sexual victims.

Theorists have speculated that in some instances, incest takes place when a man's normal sexual outlet is unavailable, or following a decline in sexual satisfaction with his spouse.³ In such circumstances, opportunistic fathers may pursue daughters, not so much out of the

desire for a child sexual partner, but as an alternative source of sexual gratification. On the other hand, some child molesters, particularly those who choose victims outside their own families, may be driven by a strong erotic desire to have sex with children.

One line of support for this hypothesis comes from the finding that sex offenders who offend against non-relatives have a higher rate of reoffence than incest offenders. It has also been reported that non-incestuous offenders tend to be single men who have not established enduring relationships with adult females. This implies that the non-incestuous pedophile may be acting out of a well-established pattern of preference for children, while the incest perpetrator's act may be grounded to a larger extent in family and marital situation factors.

This hypothesis has also received support from laboratory studies in which arousal to sexual cues that involve children is found to be greater among pedophiles who choose non-family members than among incest offenders. In fact, research suggests diverse patterns of sexual preference among individuals who have committed sex offences against children.

In their study at the Kingston Sexual Behaviour Clinic, Drs. Barbaree and Marshall identified several unique "profiles" of sexual arousal in a sample of men who had sexually offended against children. The sex offenders included incestuous and non-incestuous men and they were compared with a group of normal men who had never com-

mitted sex offences. The most striking finding was that virtually none of the incest offenders showed sexual preferences for children. Their patterns of arousal were actually very similar to the patterns recorded for normal males. A well-defined preference for children was only observed among the non-incestuous child molesters.

There is also evidence implying that not all rapists possess distinct sexual preferences for violent or coercive sexual activity. It appears that a sub-group of rapists may be motivated by impulsive anger, rather than urges to derive erotic pleasure from violent sexual behaviour. It has been proposed that this type of rapist commits his crime in a sporadic fashion, often within a dating or marital context. The sexual assault may occur after an offender's anger has been provoked by his victim's refusal to engage in sex. Frequently, alcohol may also be involved in the offence.⁴

Substantial numbers of rapists respond to laboratory portrayals of mutually consenting sex in the same way that normal males respond

The impulsive sex offender, therefore, may not exhibit a preference for forced sex over sexual relations that involve consent. This explanation helps account for a finding that has been replicated in several studies; substantial numbers of rapists respond to laboratory por-

³Quinsey, V. L. (1986). *Men who have sex with children*. In D. N. Weistub (Ed.), *Law and Mental Health: International Perspectives*, (Vol. 2). New York: Pergamon.

⁴Marshall, W. L., & Barbaree, H. E. (1984). *A behavioral view of rape*. *International Journal of Law and Psychiatry*, 7, 51-77.

Drug Therapy for Sex Offenders

Drugs known as "antiandrogens" or "antihormones" have been the subject of research aimed at identifying effective medical treatments for sex offenders. Many researchers believe that antiandrogen drugs are useful methods for controlling the sex drives of sex offenders, and thereby reducing the risk of repeat offences. Medroxyprogesterone acetate (MPA) and cyproterone acetate (CPA) are the main drugs used in sex offender treatments by psychiatrists. Of these two antiandrogen drugs, CPA is better known in Canada.

Androgens, of which testosterone is the most familiar, appear to influence sexual behaviour in males. Research suggests that antiandrogens have an effect on the production and circulation of androgens in the body. By reducing the level of androgens or blocking their activity in crucial body sites, these drugs may produce a decline in sexual urges in men. Decreases in testosterone levels have been found in studies of individuals treated with antiandrogens. Men who receive the drugs also report that they experience less interest in sex and engage in fewer sexual activities. More importantly, some studies have presented evidence that repeat sex offenders commit fewer reoffences while they are taking antiandrogen drugs.

Although antiandrogen drug therapy for sex offenders has been described as "chemical castration", unlike surgical castration the effects of antiandrogens appear to be reversible. Studies of men who received antiandrogen therapy have

shown that following termination of the drugs, sex drive returns to normal levels. Side effects have been recorded in some men including breast enlargement, depression, fatigue, and weight gain. Generally, side-effects are considered to be minimal and do not arise in a large proportion of men. Further investigation is necessary to rule out the threat of more serious long-term side-effects.

The potential usefulness of drug therapy appears very promising for the treatment of some sex offenders. The drugs may assist the offender in his attempts to curb sexual urges and fantasies which might otherwise be expressed in sex offences. Nevertheless, there is a general consensus that antiandrogens are not wonder drugs. Many treatment experts argue that they have limited usefulness in treating offenders who do not possess high sex drives. In addition, there is little proof that antiandrogen medications have the ability to alter the direction of deviant sexual preferences. Hence, the drugs may produce a decrease in an offender's sexual appetite without any suppression in his preferences for inappropriate sexual behaviour. Another problem is that the effectiveness of antiandrogens is obviously dependent on the sex offender's willingness to comply with medication instructions. Drug treatment is not likely to produce the intended effects in offenders who are poorly motivated to change. However, when combined with other therapeutic approaches aimed at addressing motivation and other factors related to sex offending, drug therapy may be a helpful adjunct to treatment. ■

trayals of mutually consenting sex in the same way that normal males respond. Although it is true that men who have been convicted of rape show more excitement to sexual violence than normal males, a preference for this type of sexual activity is simply not present in all rapists. One recent study found that only 10% of rapists preferred violent sex over mutually consenting relations.⁵

The rapist who manifests a strong inclination toward coercive sex, however, may plan the details of a rape and carefully select his victim. In comparison with the impulsive sexual assault, this type of crime is more likely to be carried out by an individual who has a long-standing erotic preference for forced sex. One study that lends support to this position revealed that institutionalized offenders who were responsible for highly planned sexual assaults had more extensive histories of sexual misconduct than a comparison group who had committed unpremeditated acts of rape.⁶ Men who exhibit the highest levels of arousal to rape cues in the laboratory commit a greater number of sexual assaults and are more likely to injure their victims than rapists who show less pronounced levels of arousal to rape scenarios.

⁵Baxter, D. J., Barbaree, H. E., & Marshall, W. L. (1986). *Sexual responses to consenting and forced sex in a large sample of rapists and non-rapist. Behavioural Research and Therapy, 24*, 513-520.

⁶Prentky, R. A., & Knight, R. A. (1986). *Impulsivity in the lifestyle and criminal behaviour of sexual offenders. Criminal Justice and Behaviour, 13*, 141-164.

Personality Attitudinal Factors

The search for causes of sex offending have led some researchers to examine whether or not sex offenders possess personality characteristics that are different from normal men. While numerous studies have been carried out, there is little evidence to substantiate the view that sex offenders possess unique personalities that predispose them to commit sexual crimes.⁷

Although there appear to be some personality differences between normal men and sex offenders, the same differences are often found when normals are compared to other types of criminal offenders. For example, several studies have found that rapists score high on tests designed to identify "psychopathic" personality traits. Terms such as "callous", "anti-social", and "remorseless" have been used to describe the psychopath. However, rapists share such traits with many other types of offenders who have never committed sex offences. For this reason, many researchers believe that explanations of rape that are based on the notion of the psychopathic personality do not help us understand what is unique about sexually assaultive behaviour.

Another avenue of research which initially appeared promising concerned theories about deficiencies in the social skills of rapists. Early studies suggested that rapists were socially dysfunctional in relating to females and that poor social skills resulted in inappropriate sexual behaviour. Recent studies, which have introduced more sensitive methods of measuring skill deficits, cast some doubt on the earlier hypotheses.

Dr. Lana Stermac of the Clarke Institute of Psychiatry and Dr. Vernon Quinsey of Queen's University studied the social competence of rapists in a variety of role-

playing situations. The offenders in this study were drawn from the maximum security hospital in Penetanguishene, Ontario, and included rapists as well as offenders who had not committed sexual assault. A group of normal males was also included for comparison. Rapists and other offenders received ratings that were lower than the ratings obtained by normal men on the measures of social skills. However, Stermac and Quinsey found that rapists did not differ from other offenders on most of the measures of social competence. The one exception to the trend was that rapists were somewhat less assertive than the other two groups of men.

Although rapists appear to be very similar to other types of offenders on many characteristics, there is a need for further research in this area. It is possible that some rapists are propelled toward sexual aggression when their psychopathic traits and deficient social skills combine with other yet unidentified characteristics or situational factors.

The beliefs and attitudes held by rapists concerning rape have been examined in very few studies of sex offenders. However, some researchers believe that this area may be very important and needs to be subjected to much further scientific inquiry. At least one study found that in comparison with normal men, rapists believed that women desire forceful sex and often

provoke or invite sexual attacks.⁸ This finding confirms the experiences of clinicians who repeatedly encounter these types of distorted beliefs in the treatment of sex offenders. Rapists appeal to such explanations in their attempts to justify their sexual behaviour.

There is also a body of research that examines the personality characteristics and beliefs of child molesters. The child molester has often been stereotyped as a shy, insecure individual who suffers from loneliness. There is mixed research evidence for this stereotype. Using personality tests that measure such traits, some studies have supported this characterization of the pedophile while others have not. Furthermore, other studies have found groups of child molesters who are similar to rapists in that they score high on psychopathic personality measures. Hence, research in this area points more to the diversity of personality characteristics displayed by pedophiles than to a unique personality trait which might explain why some men engage in sex with children.

The possibility that child molesters may be less intelligent than normal men has been explored in numerous studies. Drs. Stephen Hucker and Ron Langevin and their associates at the Clarke Institute of Psychiatry conducted a study in which pedophiles were compared

⁷Levin, S. M., & Stava, L. (1987). *Personality characteristics of sex offenders: A review*. *Archives of Sexual Behaviour*, 16, 57-79.

⁸Field, H. S. (1978). *Attitudes toward rape: A comparative analysis of police, rapists, crisis counselors, and citizens*. *Journal of Personality and Social Psychology* 36, 156-179.

with a group of offenders who had not committed sexual or violent crimes. In addition to a standard intelligence test, the researchers administered a battery of tests designed to measure neurological impairment, including a CAT scan (Computerized Tomography). Hucker and Langevin discovered more abnormalities in the test results of the pedophiles. However, the study did not furnish evidence that the brain abnormalities could be linked to pedophilia in a causal fashion.

The Clarke Institute researchers also found that pedophiles scored lower than the non-sex offenders on the intelligence tests. Their results replicated the findings of several studies that had

Like rapists, child molesters have also been found to possess distorted attitudes and beliefs regarding the victims of their offences

been reported earlier. However, a theory that reveals why pedophiles are less intelligent has not yet been proposed. One hypothesis is that the lower I. Q. scores can be explained by other characteristics which child molesters share in common as a group — characteristics which may not necessarily be directly related to their propensity to engage in deviant sexual behaviour.

Like rapists, child molesters have also been found to possess distorted attitudes and beliefs regarding the victims of their offences.⁹ Research findings and the reports of clinicians both confirm that child molesters believe children can freely

consent to having sexual relations and that many invite the sexual attentions of adults. The belief that early sexual experiences are a healthy component of a child's development is also commonly held by pedophiles. Treatment experts maintain that if undefeated, such distorted beliefs are a signal that the child molester is likely to reoffend.

Treatment of Sex Offenders

Research on the methods of treatment which are most effective in rehabilitating sex offenders is still in the very early stages of development. Researchers face difficult problems in designing studies that permit conclusive statements about the effective components of treatment.

Nevertheless, advances are beginning to appear and there is growing evidence that offenders who receive some form of treatment have reduced chances of recommitting sexual crimes. Based on the most recent Canadian studies, estimated recidivism rates for treated sex offenders fall in the vicinity of about 10%. If 20% is used as a rough estimate of the recidivism rate for untreated sex offenders, it appears that treatment can have an appreciable impact on sex offender recidivism.

Innovations in treatment techniques have been guided by developments occurring in research on sex offenders. A number of methods have been devised to address the problem of deviant sexual preferences. These techniques employ some of the methods which have been pioneered by behavioural psychologists. There has also been some experimentation with the use of drugs in the treatment of sex offenders (see box).

Behavioural approaches are based on principles of conditioned learning in which attempts are made to either reduce deviant sexual arousal or increase the offender's arousal to more appropriate sexual behaviours. The techniques used to achieve these treatment objectives vary. In one approach, the therapist monitors the offender's level of arousal to deviant sexual cues which are presented under laboratory conditions. Various forms of punishment are used to discourage responses to deviant sexual imagery. For example, when arousal to inappropriate cues reaches a predetermined level, the offender might receive a mild electric shock or be exposed to extremely noxious odours. Another method based on biofeedback procedures allows the offender to monitor his own responses by providing signals at the onset of arousal to deviant behaviours. By anticipating the signal the offender learns to reduce arousal to deviant cues and increase his arousal to more appropriate cues. An alternative method assists the offender to force the recall of unpleasant thoughts or experiences when sexual excitement to the wrong type of sexual behaviour begins to occur.

Generally, behavioural techniques have been found to be effective in many studies. Unfortunately, there has been concern among many experts that the methods produce only short-term changes in deviant sexual preferences. In a study conducted at the forensic psychiatric facility in Penetanguishene, Ontario, Dr. Vernon Quinsey and his colleagues used a combination of biofeedback and electric shock to treat a group of child molesters. Signifi-

⁹Langevin, R., & Lang, R. (1985). *Psychological treatment of pedophiles. Behavioral Sciences and the Law*, 3, 403-419.

cant improvements were witnessed for most of the offenders who received the treatment. Offenders who had experienced a reduction in arousal to sexual cues involving children maintained lower rates of reoffence for two years following treatment. Unfortunately, the researchers discovered that initial treatment gains were reduced when the follow-up was extended beyond the two year period.

There is some evidence, however, that recidivism in treated offenders can be controlled for longer periods if periodic "booster" treatments are administered following termination of the initial treatment. A study conducted by University of Oregon researcher, Dr. Barry Maletzky, reported considerable success with a behavioural program designed for the treatment of pedophiles and exhibitionists. The offenders received weekly treatments for 24 weeks followed by booster treatment sessions every three months

Recidivism in treated offenders can be controlled for longer periods if periodic "booster" treatments are administered following termination of the initial treatment

for a period of three years. For the most part, reductions in arousal to inappropriate sexual cues were maintained by the treated offenders over the three year period. More importantly, their rate of recidivism was less than 10%.

Behavioural methods for the treatment of sex offenders have focused primarily on the problem of

deviant sexual arousal. Obviously, sex offenders who possess relatively normal sexual preferences will have little to gain from this type of treatment. For example, incest offenders and the more impulsive rapists may have treatment indications that are unrelated to sexual arousal. More recently additional treatment approaches have evolved to address some of the other factors which appear to be related to sex offending. A more comprehensive approach, which often includes a behavioural treatment component, has begun to emerge in many programs for sex offenders in Canada. Most therapists refer to this form of treatment as Cognitive Behavioural Therapy.

Psychologists use the term "cognitive" to refer to attitudes and thought processes which influence an individual's behaviour. Therapists who use cognitive treatment techniques with sex offenders attempt to modify distorted attitudes and beliefs which may contribute to the likelihood that a sex offender will reoffend.

Group and individual therapy sessions are used to confront distorted beliefs about the victims of sex offences and to assist offenders in the development of more socially acceptable expressions of sexuality. A principal component of many sex offender programs which are modeled on the cognitive behavioural framework is to teach program participants to identify the patterns of thought and sequences of behaviour that will lead them to become involved in deviant sexual activities. This approach, often called "relapse prevention", helps the individual sex offender to develop knowledge about the risk factors that are likely to

promote relapses.¹⁰ Identification of risk factors becomes highly personalized so that a given offender focuses on the risks that are particularly relevant to his situation.

Cognitive behavioural treatments usually focus on a variety of behaviours which are viewed as requiring change if the offender is to become successfully rehabilitated. For example, anger control, alcohol abuse, social skill deficits, coping with stress, and lack of knowledge about normal sexual behaviour are factors which may be related to sex offending. For this reason, many treatment programs offer special skill-training sessions which allow sex offenders to address needs in these areas. In addition, behavioural treatments designed to reduce deviant sexual preferences are also incorporated in many of the more comprehensive treatment programs in Canada.

Tests of the effectiveness of the cognitive behavioural model of treatment await studies that will provide statistics on the recidivism of offenders treated with these new methods. Preliminary findings of studies which are in progress in Canadian treatment centres suggest that the treatments possess a great deal of promise. In addition, studies that have focused on the use of cognitive behavioural treatments for other types of psychological problems have produced very positive results.

One of the most encouraging signs of the newer, more comprehensive programs for sex offenders is that treatment strategies have taken into account a broad range of factors — factors which research has identified as potentially

¹⁰Pithers, W. D., Marques, J. K., Gibat, C. C., & Marlatt, A. (1983). *Relapse prevention with sexual aggressives: A self-control model of treatment and maintenance of change*. In J. G. Greer & I. R. Stuart (Eds.), *The Sexual Aggressor: Current Perspectives on Treatment*. Toronto: Van Nostrand Reinhold.

relevant to the control of sex offender behaviour. As researchers pursue the remaining unanswered questions about sex offending, designers of treatment programs will continue to benefit from the new advances.

In the meantime, the existing body of research on sex offenders points to a number of key areas which should be addressed by current treatment programs in Canada. There is a well-established need to carry out careful assessments on sex offenders who are being considered for treatment. Research findings are clear on the point that sex offenders are a very diverse group and that differences in their characteristics will have important implications for the development of individualized treatment programs. In particular, facilities for conducting assessments of sexual arousal are essential for identifying those offenders who possess deviant sexual preferences and who need special treatment that specifically targets this problem. The available research also suggests that institutionally-based programs which offer little in the way of follow-up may produce only short-term treatment gains. It appears that effective treatment of sex offenders must incorporate follow-up contact or "booster" treatments if long-term benefits are to be attained. ■

The three Regional Psychiatric Centres within the Correctional Service of Canada and the Montreal Philippe-Pinel Institute in Quebec administer treatment programs for sex offenders. Research on treatment effectiveness is being conducted in the programs provided in each of these centres. Clinicians from these centres provided us with descriptions of their sex offender programs and an update on the current status of their research.

Regional Psychiatric Centre (Pacific)

The in-patient sex offender treatment program at the Regional Psychiatric Centre in Abbotsford is a two year intensive group psychotherapy program. Treatment includes a number of educational modules which include life skills, human sexuality, criminal thinking errors, alcohol and drug problems, and assertiveness training. Sex offenders may be involved in as much as five hours of group psychotherapy a day.

An evaluation of the effectiveness of the program at Abbotsford is in progress. The study is profiling 200 male sex offenders with respect to age, type of offence, offence history, psychiatric diagnosis, length of sentence, length of treatment, prognosis on departure from the treatment program, and current status upon follow-up after two to six years. Approximately one third of the offenders were in treatment for one to two years, one third for six to 12 months and one third remained in treatment for less than six months.

Ten of the 88 offenders (approximately 9%) who had been released from prison were subsequently reconvicted for a new

offence. However, 56% of the sample had not yet been released on their original sentence, highlighting the fact that the majority of offenders were serving sentences of more than 10 years. For comparison purposes, a sample of 70 untreated sex offenders released from a medium security facility were followed up two to four years after their return to the community. The research plans involve a comparison of the post-release successes of the untreated offenders with the outcomes of sex offenders released from the program.

For further information, contact W. Carson Smiley, Ph.D., Director of Psycho-Social Services, Regional Psychiatric Centre (Pacific).

Regional Psychiatric Centre (Prairies)

A series of studies evaluating the cognitive-behavioural sexual offender treatment program is underway at the Regional Psychiatric Centre (RPC) (Prairies). Previously it had been demonstrated that patients improved on a number of important psychological and behavioural measures following treatment. Data are now being collected that suggest that these clinical changes are maintained following treatment. A follow-up of 130 former patients who have been released from custody for an average of two years (maximum: seven years) indicates that only 10% have been convicted of a further sexual offence. An additional 30% of the sample commit non-sexual offences. Additional studies are planned to compare these recidivism rates with those of sexual offenders who have not received treatment, and to determine which

factors predict both successful completion of the program and ultimate recidivism.

A second series of studies is evaluating the utility of sexual arousal testing with sexual offenders. The data suggest that pedophiles show distinct patterns of sexual arousal to children and it is important to target deviant arousal patterns during treatment. Contrary to previously reported research, the rapists in the current studies do not respond uniquely to depictions of rape and the preliminary findings suggest that sexual arousal to rape does not predict future sexual offending. Future research will study the role of sexual preferences in understanding and predicting sexual offences.

Other studies are underway to determine whether native sexual offenders have distinct treatment needs and whether the programming at RPC (Prairies) is meeting these needs. Another area of investigation concerns the contributions of attitudes about rape and child molestation to the commission of sexually deviant behaviour. The contribution of early dysfunctional experiences (e.g., abusive family environment, experience as victim of sexual abuse) to sexual offending is also being studied.

For further information, contact Arthur Gordon, Ph.D., Chief Psychology/Research, Regional Psychiatric Centre (Prairies).

Regional Treatment Centre (Ontario)

The Regional Treatment Centre's Sex Offender Program uses a multidisciplinary approach in delivering an 18 week program. Individual therapy and a combination of individualized and group therapy

procedures are the two approaches used. Groups include Sex Education, Self-management, Victim Awareness, Social Skills (including conversation, assertiveness, empathy training and relationships), and Street Skills. Individual therapy involves a cognitive-behavioural approach. Short-term treatment effects are evaluated using psychometric and phallometric assessments and behavioural role-plays. Previous research has focused most notably on personality differences in offender subgroups, the efficacy of group Psychotherapy and Empathy Training (1986). Current interest is focused on evaluating the program's long-term efficacy at reducing sexual recidivism.

Follow-up data are currently being gathered on sex offenders assessed and treated at the Regional Treatment Centre with an admission date of January 1977 or later, and a discharge date of December 1986 or earlier. Treatment Centre records that included assessment and treatment reports, information from Finger Printing Service (F.P.S.) sheets, and Offender Information Service Records were used to obtain information on the following: general demographic data; information regarding offence and sentence being served at the time; pre-treatment assessment information, mental status, I.Q., indication of drug and alcohol problems, phallometric and psychometric assessment; treatment information — outcome and recommendation; and, finally, release data information — date and type of release, days at risk, date and type of failure and reoffence.

Preliminary analysis indicated that 8% of the 100 inmates assessed as not requiring the specialized services of the Sex Offender Program and released were reconvicted and returned to prison. Of these, 2% returned on a new sexual

offence. Roughly 70% of the 146 inmates who had been treated and released had not been returned to prison. However, 18% were returned to prison on a reconviction for a new sexual offence and 12% were reconvicted for a non-sexual offence. Looking at classification of offenders by offence, it was found that 67% of rapists had not been returned to prison, 18% were returned for a new sexual offence, and 14% were returned for other offences; 74% of pedophiles and hebophiles were still in the community, 20% were returned for new sexual offences and 6% for other offences. Most of the recidivists appeared to have re-offended within the first three years. Time between discharge from treatment and release, treatment outcome, release type, number of previous victims of sexual assault and substance abuse are also being studied for their association with relapse and successful integration into the community.

For further information, contact Jean Guy Léger, Associate Warden, Regional Treatment Centre (Ontario), Kingston Penitentiary.

Montreal Philippe-Pinel Institute

A study was undertaken to evaluate a group of 18 inmates of federal prisons who have been treated for sexual assault at the Montreal Philippe-Pinel Institute between August 1981 and September 1983. The research emphasis was on sex offenders' psychiatric and criminal background, personal involvement in the treatment program, psychiatric relapse, criminal recidivism, lifestyle and mental status as reported during the interview which took place two years

after their departure from the Institute.

Out of the 18 men involved in the sexual offender treatment program, five were in treatment for three months or less, ten for an average of 456 days, and three successfully completed the whole therapy.

During the follow-up period, three of the five offenders involved in the program for three months or less were re-integrated into the community. All of them relapsed into violent offences and one was reconvicted for a sexual offence.

Ten individuals participated in the treatment program for an average of 456 days. None of them went through all the prerequisite stages of the treatment. Six of the ten offenders who were released did not recidivate. On the other hand, two of the remaining offenders did relapse into crime. Both of them committed rape — one during his escape from the Montreal Philippe-Pinel Institute and the other while he was still incarcerated. One of the rapists committed suicide.

Two of the three men who completed the treatment program were re-convicted for new offences — one was charged with burglary and sexual assault, and the second with theft and possession of narcotics. A recent evaluation of the Montreal Philippe-Pinel Institute sex offender program is presently underway. Unfortunately, the results were not available at the time this publication was prepared. ■

For further information, contact Hodgins, S. et al., Research Centre, Montreal Philippe-Pinel Institute.

The Correctional Service of Canada has recognized in a very tangible way that the staff of the department are its most valuable resource. Our Mission affirms in Core Values 3 and 4 the intention to support and encourage any employee who wishes to strive to meet the heights of his or her potential.

Researchers throughout the world are looking at ways to make employees work better and faster and be happier. This section will present examples of alternatives for introducing and maintaining quality of worklife.

In preparing this first effort at a research magazine, we have found that a strong sense of team spirit and a true appreciation of the absurd have been our best tools in surmounting the many and varied obstacles which came our way. The following article, reproduced from *Psychology Today*, supports our pet theory — if it ain't fun, there's somethin' wrong.

All Work and No Play Isn't Even Good for Work

(Reprinted with Permission: *Psychology Today*, March 1989)

Joy Committees at the office. Morning encounters with the company robot? Hula-Hoop contests? These seemingly incongruous additions to the business scene represent a new approach to increasing productivity. Playfulness, researchers are finding, can help people take a better, more creative approach to the way they work. The serious benefits of fun have been so well established that a number of firms have made it part of the corporate culture.

Ben & Jerry's Homemade, for example, set up an official Joy Committee six months ago. "Before that," says Peter Lind, head of research and development and Grand Poobah of the committee, "Jerry Greenfield (the company's cofounder) spread joy on an irregular yet constant basis."

Tacky Dress-Up Day, complete with plaids, paisley and polyester, blinded the staff in Waterbury, Vermont, one day last year. Earlier, during the busiest time of the summer, the ice cream company hired masseuses to ease the tension. "People could go out, have a massage and relax for a half an hour," Lind says. He feels joy improves productivity in part by making

employees feel comfortable with one another. "There's not a hierarchy here. People can share ideas."

Another perk, naturally enough, is free ice cream — though how joyful some of the experimental flavours are (Cherry-Coated Popcorn? Grapefruit Champagne?) may be debatable. Gummy-worm ice cream, on the other hand, was a big hit, and Lind's favourite experimental flavour is Jalapeno Ice. He does not, however, recommend eating it alone: "Beer mollifies its intensity."

At Odetics, a high-technology robotics firm in Anaheim, California, fun is part of an overall commitment to keeping employees happy and healthy. The company has a repertory theatre, a weight room, a pool, and tennis and volleyball courts. Bill Prichard, public relations manager and a member of the company's Fun Committee, sees these facilities as ways to increase communication and good employee relations as well as fun. "At the fitness centre, for example, everyone is in sweats pumping iron — from the janitor to company officers. There's free communication among the ranks, an openness that carries over into the office."

Odetics has had a Fun Committee since 1982. It sponsors activities such as a '50s and '60s Day featuring Hula-Hoop contests, bubble-gum blowing competitions and telephone-booth stuffing. And on any given day, ODEX-I may be seen roaming the hallways. The six-legged robot, Prichard says, "sort of looks like a big spider."

Management expert Tom Peters cites the late Bill Gore, founder of W.L. Gore Associates, and Tom Monaghan, founder of Domino's Pizza, as two men who made fun an integral part of their successful organizations. Robert Levering, Milton Moscovitz and Michael Katz give many examples of playfulness and fun in *The Hundred Best Companies to Work for in America*. Other experts have also recommended laughter, jokes and joy in general as essential tools of management — for defusing tension, making meetings more productive and improving creativity.

Research supports the idea that joy and play can be especially beneficial to creativity. Psychologist Alice Isen and her colleagues at the University of Maryland, for example, found that people who "felt good" after seeing a humorous film solved problems more creatively. Similarly, Mary Ann Glyn, assistant professor of organizational behaviour at Yale University, discovered that people who see problems as games come up with more creative solutions than those who consider the same problems as work.

Knowing this, how can we make the workplace more fun and more productive for ourselves and those we work with? To get some answers *Psychology Today* turned to organizational psychologist and consultant David Abramis, Ph.D., assistant professor of management and human resources at the School of

Business Administration at California State University, Long Beach, a leading researcher in the field.

— the Editors of *Psychology Today*

Finding the Fun at Work

David J. Abramis

Usually, when I ask people questions that evoke significant details about their work, the answers come quickly. But when I ask them about fun, they often slow down. People generally don't think about work in terms of fun. Yet understanding the role of fun in a workplace can reveal much about motivation, leadership, stress and other key organizational issues. It may also help you build in attitudes and activities that will promote fun at work.

When I asked a computer programmer about fun, he told me, "I can't think of anything more fun than debugging." A bank teller reported, "We send each other joke messages on our terminals." A company president was expansive: "Everything about the job is fun . . . except laying people off." A line supervisor, however, was not amused: "What do you mean, 'fun'? I'm not paid to screw around and I'm not here to win a popularity contest."

To learn more about fun on the job, my students and I studied 341 men and women in a wide variety of organizations in southern California. Most had white-collar, clerical or the other non-blue-collar jobs that Ralph Whitehead Jr. calls new collar (see "New Collars, Bright Collars," *Psychology Today*, October 1988). First we gave them a questionnaire about many aspects of their jobs, including fun. Then we interviewed 40 of them in greater detail, mainly about fun. Here's what we found:

"What is fun about work? What's Not?"

We asked the men and women to rate 55 common work activities as "fun" or "not fun." These included things we were pretty sure would be considered fun, such as parties and playing around; some that might be considered fun, such as getting awards, accomplishing goals and attending lectures; and others that most people probably would not think of as fun, such as working alone and giving or getting a performance appraisal.

Surprisingly, every one of the 55 activities was considered fun by at least a few people. Eleven were related to an overall sense of fun, whether people personally enjoyed them or not: parties, selling, traveling, getting rewards, being in a contest, playing around, company-sponsored sports, getting positive results, company dinners, teaching others and other play activities provided by the company.

But personal enjoyment does play a key role in how elements of a job affect fun. Seven activities — selling, being in a contest, the work itself, dealing with my supervisor, working with superiors, giving performance appraisals and being in my group — seemed important to an overall feeling of fun, both positively and negatively. That is, for men and women who considered them fun, these activities may have increased it. And for those who didn't think they were fun, the same things may have made work less fun.

While certain activities do contribute to fun, I suspect there's another factor at work. People who have an overall sense of fun may simply see many work activities as fun.

"What makes work fun for some but not for others?"

There seem to be two basic causes: personal intentions and organizational climate. On the personal side, we asked people what they do to make their work fun. They tell jokes, set up challenges for themselves, come to work with a positive attitude or try to make others' work fun. And these efforts seem to pay off. People who actively try to make work fun actually have more fun on the job. The organizational climate — employees' beliefs about things their organizations or managers are trying to do — may also increase fun. One secretary told us that, in her firm, "Everyone understands this job needs a release and that fun is it." A hospital employee had a different experience. "They don't discourage fun here, but they don't encourage it either."

The focus on fun can come from the top, as it does at Ben & Jerry's Homemade and from chief executives like Gary Rogers at Dreyer's Grand Ice Cream and Tom Melohn at North American Tool & Die. Or managers and supervisors further down the line can create that atmosphere in their departments.

Even when people thought that their jobs and organizations were "fun resistant," we found that individual and organizational efforts to make work more fun often succeeded. As one clerk told us, "Fun on the job has a lot to do with your attitude, not just with the job itself. If you have a negative attitude, you won't enjoy your job no matter what."

“Is fun in work the same as job satisfaction?”

Not really. When we looked statistically at the relationships among fun, job satisfaction and other variables in the study, we found that while fun and satisfaction are positively related, and both contribute to productivity, they are clearly different. Statistics aside, many comments confirmed this, such as, “My job is satisfying . . . but I wouldn’t say it’s any fun.”

So it’s possible for someone to be satisfied with a job but not have much fun, or have fun without being satisfied. The difference may be that fun is emotional and immediate — a matter of excitement, play and humour. Job satisfaction seems more thoughtful and long-term — related to matters like security, pay and working conditions. **“How does fun affect people and organizations?”**

Compared to people who don’t find fun in their work, employees who do report they are:

- less anxious and depressed and more satisfied with their jobs and with their lives in general,
- more convinced that other people have fun at work,
- more motivated by their work,
- more creative at work,
- better able to meet job demands and less likely to be absent or late to work.

We have no proof that having fun is responsible for all these advantages. In fact, fun may as often be a result as a cause. Many people told us, for example, that achieving goals is fun. This suggests that doing a good job creates a feeling of fun, rather than that fun makes people perform better. Or perhaps people who are less anxious and more satisfied with their lives are simply more capable of finding fun in work.

Still, assuming fun does have these good effects on the job, why do they happen? For one thing,

fun may reduce conflict and boredom. As an engineer said, “I make some serious situations less serious by adding humour.”

Other people we talked to saw fun largely in terms of their relationships with others. They mentioned things like “talking with friends,” “making other people laugh” and “my supervisor telling me I did a good job.” For them, fun seemed to fill a social need. It can also reduce anxiety and fatigue. Said a sales supervisor, “I joke every day to relieve tension. It helps people relax and feel less stressed, which helps them sell more.”

As this research indicates, mood is important to performing a variety of tasks successfully. Knowing this, it makes sense to put fun — your own or your coworkers’ — high on your list of goals. It may well help you achieve your other aims.

How to Make Work More Playful

Make a conscious effort to have fun. Set fun goals for yourself and your subordinates — such as attending the company get-togethers more regularly and setting up challenges for yourself — just as you set more traditional goals of performance and accomplishment. You might even include “having fun” as a goal when you set performance objectives.

Spread the word. Let people know that having fun at work is often appropriate — this might not have been true in their previous job. Share your information on how fun can be productive as well as pleasant and emphasize that both the individual and the organization play a part in making work fun.

Help supervisors and other managers have fun and suggest ways they can help their people do the same. Their influence is crucial for good or bad. When we asked, “What would make your job more fun?” a number of people told us, “Get rid of my supervisor.”

At the other extreme, a salesman explained how his boss “set up a whole day of fun and play through a Sales Olympics. It’s a big sports and games day in which sales teams compete against each other.” Another supervisor “tries to open every weekly meeting with a joke.” In a manufacturing firm, one man told us, “Our managers constantly joke with each other. It sure reduces the tension of 60-hour weeks.”

Ask people what they think is fun. Because this varies so much, you need to fit the fun to each person and each situation.

Use rewards and recognition to let people know they are valued. Organizations such as Detroit-based Domino’s Pizza, North American Tool & Die, a San Leandro, California, producer of metal stamping, and others I’ve named recognize achievement with parties, awards, celebrations and plenty of public pats on the back. Every manager and supervisor should be expected to recognize successes and accomplishments, large or small. The rewards don’t have to be formal or bureaucratic; they can be spontaneous and personal, appropriate to the circumstances.

Create events. Devise or increase the number of planned activities, such as contests, company-sponsored parties and sports, that add to fun in work. They all may help. But the biggest benefit is likely to come from creating fun in the work itself, in groups and social interactions and in relations with superiors.

Hire people who are interested in and capable of having fun. At Dreyer’s Grand Ice Cream, for example, people aren’t made supervisors unless they have the ability to create fun and arouse enthusiasm in others. It may be easier to hire this ability than to train a grim M.B.A. to laugh. ■
(1989) All Work and No Play. . . Isn’t Even Good for Work. *Psychology Today*, 34-38

The legal opinions and legal facts summarized below are subject to a solicitor-client privilege. The following summaries or extracts have been made from opinions, reports or other documents for the information and convenience of the reader. Therefore, the reader should bear in mind that the following extracts are not complete and should not be relied upon unless Legal Services is consulted or he or she refers to the actual opinion or document. The reader is advised to consult with Legal Services at National Headquarters concerning the specific interpretation or applicability of any opinion or decision cited. If you have any questions with respect to these or any other matters please contact Theodore Tax, Senior Counsel, Legal Services, National Headquarters, 4A-340 Laurier Ave. West, Ottawa, Ontario, K1A 0P9.

Recent Legal Opinions

A Warden cannot reactivate a punishment which was suspended by the Independent Chairperson. There is nothing in the *Penitentiary Service Regulations* which allows the Warden to reactivate a suspended sentence ordered by the Disciplinary Court. In fact, the *Regulations* provide a specific mechanism of reactivation of the punishment which is: If the inmate is found guilty of another intermediary or serious misconduct during a specified period not exceeding 90 days from the date of the order suspending the punishment for an intermediary or serious misconduct, the court shall order that the suspended punishment be carried out.

According to Commissioner's Directive 520, the Earned Remission Board (E.R.B.) should award remission for an inmate's total performance during a month. In respect of disciplinary offences, the behaviour leading to a charge should be assessed by the E.R.B. in the month in which the behaviour occurred, not in the month in which a conviction is registered. This is because the E.R.B. examines *behaviour* and not the offence, *per se*, and the question of remission is separate from the disciplinary process, according to the decision of the Federal Court of Appeal decision in *Knockaert*.

The Correctional Service of Canada (CSC) should not transfer an inmate subject to a Lieutenant Governor's warrant from the institution specified in the warrant. Where an inmate is to be moved, provincial authorities should be contacted in order to have the location named on the warrant changed.

In addition, in *Lingley v. Lieutenant's Advisory Review Board of New Brunswick*, the Federal Court expressed the view that once an inmate is moved to another province the Lieutenant Governor in the sending province no longer has jurisdiction over that individual. Therefore, before an inmate is moved to another province, it would be advisable to contact the appropriate officials in the new province to ensure that they will agree to accept jurisdiction over the inmate for the purposes of an annual review under the Lieutenant Governor's warrant.

As a result of questions concerning access to the Court of Appeal it was determined that an appellant who is in custody is entitled, if he or she desires, to be present at the hearing of his or her appeal; see section 688(2) *Criminal Code of Canada* RSC 1985 (formerly section 615) and subsection 19(3) *Penitentiary Act*. However, an appellant who is in custody and who is represented by counsel is not entitled to be present:

- (a) where the appeal is on a ground involving a question of law alone,
- (b) on an application for leave to appeal, or
- (c) on any proceedings that are preliminary or incidental to an appeal, unless rules of court provide that he or she is entitled to be present or the court gives him or her leave to be present.

Ipsa Facto

The *Canada Labour Code* stipulates that if steel-toed boots are necessary protective footwear required to be worn while an inmate is working, they must be worn. An inmate may not be given the option not to wear them and may not absolve CSC from liability by signing a waiver.

Pursuant to section 21.3 of the *Parole Act* an inmate may be subject to a detention referral by both the Service and the Commissioner. Both referrals will stand if both have been properly referred.

An inmate released on parole or mandatory supervision cannot be required by the Correctional Service of Canada or the police to attend at a police station for the purpose of being fingerprinted. CSC may, at any time during the inmate's incarceration, require him or her to be fingerprinted pursuant to the *Identification of Criminals Act*.

Recent Decisions

In *Gill and Gallant v. Trono* the Federal Court of Appeal held that the duty to act fairly does not require that details be given to inmates in a transfer notification if such details could place the safety of an informer in jeopardy. Mr. Justice Pratte also held that although the limited notice provided the inmates did not satisfy the requirement of fundamental justice in section 7 of the Charter (which protects an individual's right to life, liberty and security of the person), the action could be justified under section 1 of the Charter because the ability of prison administrators to transfer inmates is a reasonable limitation on section 7. Counsel for the inmates is seeking leave to appeal this decision to the Supreme Court of Canada. The leave application should be decided upon in the fall.

This case is not entirely in line with most of the other judicial decisions on transfers and there is a possibility that for this reason it will be distinguished from future cases involving transfers. It is therefore not recommended that this decision be used to justify providing minimal information to inmates. The duty to act fairly still requires that the maximum number of details be provided and that the information be reasonable and reliable. The new Commissioner's Directive on transfers provides guidance on how to adhere to these criteria.

In *Ambrose v. Timms* an inmate was excluded from the hearing room during deliberations between the Independent Chairperson (ICP) and penitentiary staff about punishment. The inmate was not given a summary of what transpired during the deliberations, nor the opportunity to respond. The Federal Court held

that the inmate's right to fairness was violated because he was not given the opportunity to respond to the information that was exchanged during the deliberations. It was not sufficient that he was permitted to make representations on punishment prior to the consultation between the ICP and the penitentiary staff.

In *Grazdonowski v. The Queen* an inmate was placed in administrative segregation for his own protection as a result of a stabbing incident. He remained there for eight months. He refused to divulge the name of his assailant and therefore his requests for release and transfer were denied by the Institutional Authorities.

The Supreme Court of Ontario in granting his application for a Writ of Habeas Corpus held that solitary confinement in these circumstances was punishment and that it was abhorrent that an inmate who was the victim of a serious assault should be punished beyond a short initial period of investigation by reason only of a refusal to name an aggressor.

In *Pearce v. Gallager* the Federal Court quashed an inmate's application for Mandamus to compel the Warden to provide access to specified programs such as substance abuse treatment and counselling for inmates voluntarily in segregation. Mr. Justice Jerome held that there was nothing in the statutes or regulations which spells out the type or kind of program which must be available in an institution. He further held that the Court should not interfere with the day-to-day operations of the institution except upon the clearest ground, and that it is up to the Institution's head to balance the effects of dissociation and access to programs in order to achieve the best compromise between total dis-

sociation from any of the programs and dissociation for the protection of the inmate.

In *Piche v. The Solicitor General of Canada*, some inmates of Stony Mountain Institution appealed the decision of the Federal Court, Trial Division, which held that no constitutional right was infringed by the practice of double-bunking and that the decision to double-bunk was a policy decision not subject to the duty to act fairly. The inmates argued that the practice of double-bunking violated their right to privacy and dignity encompassed in section 7 of the Charter. Furthermore, they argued that the decision to double-bunk had not been taken in conformity with the duty to act fairly. The Federal Court of Appeal dismissed the inmates' appeal. The Court found that there was no evidence of any invasion of the right to privacy by the practice of double-bunking. It confirmed the fact that the decision to double-bunk was purely a policy decision not subject to review for fairness. ■

It is relevant to keep abreast of corrections related problems experienced by other countries, as well as the direction of their research endeavours. Awareness of international developments in the field of corrections will assist in our own growth and progress.

This section will profile a different, active and productive agency or organization operating either nationally or internationally. We will include a description of the agency as well as a list of its ongoing and completed research projects.

The Role of the Home Office Research and Planning Unit

The Home Office is one of the oldest Departments of State in the United Kingdom, its modern form originating in 1782. With the Lord Chancellor and the other law officers of the Crown, the Home Secretary shares responsibility for the criminal justice system in England and Wales. The Home Office deals with the police, the lower courts, the probation and after-care service and the prisons as well as the development of policies relating to broadcasting, ethnic relations and immigration. It thus combines most of the functions of what, in Europe and elsewhere, are often separate Ministries — namely of the interior and of justice.

The Research and Planning Unit (RPU) is only one focus of research activity within the Home Office; its distinctive role is to provide the central resource for policy-relevant social and operational research. Research on technological matters for most departments and all operational research for the police departments is carried out by the Scientific Research and Development Branch, while the Police Research Unit provides a liaison service between police forces and researchers. The Prison Psychological Service carries out research on the internal prison matters and the Statistical Department undertakes and occasionally supports research relating to its areas of responsibility. The Forensic

Science Service also maintains a central research capability.

The Home Office is also one of the largest and most varied Departments of State. It is hence the responsibility of the Home Office Research and Planning Unit to provide research input and advice across a very wide range of business. Not all areas of Home Office responsibility can be covered in equal depth all the time. It is a task of the management of the Research and Planning Unit, in conjunction with its clients within the Home Office, to select, in any given program year, the best distribution of effort.

How does the Unit set about this task? There are two major inputs; firstly, the information needs of policy, and secondly, the current state of academic knowledge. Staff of the Research and Planning Unit are kept constantly aware of the policy and planning agenda of the Home Office through regular consultation and involvement with their administrative colleagues. But it is equally important that they remain in close touch with the state of academic knowledge. Only this joint awareness of policy need and the current state of knowledge can ensure well-planned research efforts.

The Home Office Research and Planning Unit, formerly the Home Office Research Unit, was established in 1957. From modest

beginnings, the unit has grown in size, providing a service of research and advice to the Home Office on issues relevant to policy and planning, especially as concerns the criminal justice system.

The present complement of the unit comprises 46.5 research and scientific officers supported by a small group of administrative staff. The professional staff are organized into small group teams with responsibility for particular areas of work. All professional staff are expected to become involved not only in research but also in the provision of policy planning advice.

It is important to emphasize that the existence of the RPU, which now stretches over the last 30 years, is predicated on the assumption that scientific research can provide a rational basis for policy making. While some of this research can be carried on from outside Government, that is to say by universities and other research bodies, the nature of the criminal justice system — and the relatively short time scale involved in administrative and political decisions — is such that it is more practical and more economical to carry out some of this work from within Government.

It is the practice of the Home Office to publish the results of research undertaken by the RPU. There are two reasons for this: firstly, research findings which have contributed to social policy should be generally available, so the public debate about social policy can be as informed as possible, and secondly, exposing government research to public scrutiny allows the objectivity of the research to be publicly assessed (and thereby ensures the quality of research). In order to maintain and improve the quality and authority of its publications, all RPU reports intended for official

publication are subject to independent academic assessment before issue. ■

Adapted from a presentation delivered by Mary Tucks at the 10th International Congress on Criminology held in Wiesbaden, West Germany, September, 1988.

The following is a listing of recent corrections-related research that has been completed or is ongoing within the Home Office Research and Planning Unit. The information was obtained from the research program 1988-89 produced by the Home Office Research and Planning Unit.

1. Management of the criminal justice system

Remand population, Research and Planning Unit, Patricia Morgan.

Further investigative work using data collected from the field trials into some or all of the following aspects: area variation in custodial remands — frequency and length of stay; remands partly on bail, partly in custody — failure to appear and reoffending as reasons for remand in custody.

2. Control issues and the long-term prison system

Control problems and the long-term prisoner, University of Cambridge, John Ditchfield.

An examination of the nature of control problems among long-term prisoners and the way in which they arise, including a study of the circumstances in which prisoners are transferred from normal location.

Special units and the long-term prisoner, Research and Planning

Unit and Directorate of Psychological Services, Roy Walmsley and John Ditchfield.

New special units are being set up for long-term prisoners who present serious control problems. Working closely with the Directorate of Psychological Services, the Research and Planning Unit is coordinating a description and evaluation of these units with some external involvement in the evaluation.

3. Care, treatment and management of mentally-disordered prisoners

Psychiatric profile of the prison population, Institute of Psychiatry, Roy Walmsley and John Ditchfield.

A study of the nature and the extent of mental disorder among the prison population of England and Wales, including a description of existing arrangements for the management of mentally disordered inmates and the identification of therapeutic needs, in order to facilitate future planning.

The therapeutic regime HMP Grendon, University of Oxford, John Ditchfield.

HMP Grendon is the only psychiatric prison in the system. Its therapeutic regime has never previously been fully documented. This study will do so and will consider its role within the wider prison system.

Suicide in prison: a literature review, Research and Planning Unit, Charles Lloyd.

The Working Group on Suicide Prevention has asked for research on this topic. The literature survey

will cover all aspects of the subject of suicide and attempted suicide in prisons.

4. Improvement of operation and procedures

Programming prison activities, Research and Planning Unit, Chris May.

This research project involves testing the already developed computer timetable model and planning the regime for a new prison establishment.

Group working in prisons and the Fresh Start, Research and Planning Unit, John Ditchfield.

A study of the effects of the introduction of group working and other aspects of the Fresh Start initiative.

Operational research on prison transport issues, Research and Planning, Chris May.

Studies to assist the efficient management of prison transport operations.

Stores management and performance measures, Research and Planning Unit, Chris May.

The development of measures to assist stores management and improve information on prison supply operations.

Violence to prison staff, Research body to be decided, John Ditchfield.

Consideration is being given to conducting research that may assist in the prevention and handling of incidents of violence to prison staff. ■

There is clearly a need to share research knowledge that is accumulating within the Correctional Service of Canada. In addition to projects which are initiated by the Research Branch at National Headquarters, there is a considerable level of research activity in the institutions, regional treatment centres and parole offices across the country. The existence of these projects is frequently unknown to many people within the Service. As such, we run the risk of not being informed about important findings which may have practical implications for all of us. This section of the magazine will be devoted to brief descriptions of completed studies and, on a periodic basis, will provide listings of ongoing projects being conducted within the Service. The summaries are not intended to give detailed accounts of the research. However, we include the names of contacts should you desire to obtain additional information. In some cases details of the projects are limited as the information was not available at the time this publication was prepared.

We invite you to contribute to this section by providing information on any research endeavour in which you might be involved.

A Comparison of Parole Systems in England and Canada, Regional Psychiatric Centre, Prairies, (306) 975-5400, Dr. Ken Pease

The research report focused on a comparative analysis of Canada's and England's parole systems.

A Survey of Drug Use Among Institutionalized Psychiatric Inmates, Regional Psychiatric Centre, Prairies, (306) 975-5400, Dr. Stan Smith

The study replicated and compared the multiple drug prescribing patterns at the Regional Psychiatric Centre with those at the University Hospital, Saskatoon.

An Epidemiological Study of H.I.V. Infection in a Canadian Male Penitentiary Population, Joyceville, (613) 542-4554, Dr. Peter J. Connop

An Epidemiological Study of Mental Health Disorders among Federal Inmates (Étude épidémiologique sur la prévalence des troubles mentaux chez les détenus sous responsabilité fédérale), Philippe-Pinel Institute, (514) 648-8461, Gilles Côté

Analysis of Suicides in CSC Establishments, Regional Psychiatric Centre, Prairies, (306) 975-5400, Natalie Polvi and Dr. Ken Pease

Factors common across all suicides committed within CSC institutions were analyzed in this study.

Biogenic Trace Amines in Aggressive Inmates, University of Saskatchewan, (306) 975-7095, Dr. Alan Boulton

The purpose of this study was to extend previous work by evaluating psychological and biochemical characteristics of aggressive inmates at the Special Handling Unit, Saskatchewan Penitentiary.

Cognition and Arousal in Aggressive Inmates, Regional Psychiatric Centre, Prairies, (306) 975-5400, Natalie Polvi

The research focused on Zillmann's theory of aggression by comparing aggressive and non-aggressive inmates on several measures of cognitive impulsivity. Group comparisons on physiological reactivity to an aversive tone was also included.

Cognitions in Criminal Psychopaths, Regional Psychiatric Centre, Prairies, (306) 975-5400, Dr. Cindy Pressé

This study compared inmates rated high and low on psychopathy (Hare checklist) on cognitive style including repertory grid measures.

Community Sex Offender Program — Evaluation, Regional Psychiatric Centre, Pacific, (604) 853-7464, Dr. M.G. Schimpf

The objective of the research is to evaluate the outcome of a program of group and individual therapy for paroled sex offenders. Paroled sex offenders who have been involved in the community sex offender program will be compared with those who have not, on a series of variables including ease of parole supervision, degree of self-disclosure/forthrightness, and recidivism.

Conditional Release — Special Incidents, CSC Research Branch, NHQ, (613) 995-4694, Larry Motiuk

This study explores prevalence rates, trends and correlates of violent crime among offenders released under community supervision. The Special Incident Data Base was instituted in the Correctional Service of Canada in 1985 to provide an archival record of offenders on conditional release who were reported to have been involved in serious incidents. This project connects information gathered from the Special Incident Data Base, the Offender Information System, the Automated Data Collection and Modelling System and information provided by the Canadian Centre for Justice Statistics.

Custody Classification, CSC

Research Branch, NHQ,
(613) 995-0933,
Dr. Frank J. Porporino

This project has undertaken to develop and validate a new security classification model for initial placement of inmates. The model has been implemented on a pilot basis in the Pacific and Quebec regions. Monitoring of the implementation will examine changes in the distribution and profile of inmates by security level and assess possible reductions in transfers and institutional security incidents.

Family Violence — Literature Review/Directory of Services,

CSC Research Branch, NHQ,
(613) 995-0933, Barbara Appleford

This project provides up-to-date information on the identification and assessment of family violence offenders and the availability of programs suited to their needs. The review and the directory of services can be used to assist Case Managers in the preparation of programming for this special client group.

Follow-up Study on 1986-1988 Community Project Research

(Suivi sur la recherche des projets communautaires de 1986 à 1988),
Quebec Regional Headquarters,
(514) 662-3301, Lauraine Gagné

Intervening with Inmates ... A Personal Enrichment (L'intervention en milieu carcéral ... une expérience enrichissante),

Quebec Regional Headquarters,
(514) 662-3301, Vital Filion

Is Hare's Psychopathy Checklist Reliable Without the Interview?,

Regional Psychiatric Centre,
Prairies, (306) 975-5400,
Dr. Steve Wong

This research report focused on determining the relative power and validity of psychopathy checklist scores determined with or without interviewing the subject.

Learning Needs Assessment for a Select Group of Forensic Psychiatric Nurses,

Regional Psychiatric Centre,
Prairies, (306) 975-5400, Isabel MacDonald

This research focused on the professional satisfaction/dissatisfaction of the nursing staff at the Regional Psychiatric Centre.

Life Skills Program Evaluation,
Regional Psychiatric Centre, Pacific,
(604) 853-7464, Dr. M.G. Schimpf

The intent of the research is to evaluate the outcome effectiveness of the contracted Life Skills Program at the Regional Psychiatric Centre (Pacific)

Lifestyle Assessment Survey, CSC

Research Branch, NHQ,
(613) 995-0933, Dr. Frank J. Porporino and Elizabeth Fabiano

Working in conjunction with the Ministry of the Solicitor General Secretariat, a computer-based lifestyle assessment package has been developed to examine degree and nature of drug and alcohol dependency among offenders, general motivation and receptivity to treatment, and other lifestyle factors related to prognosis. This new assessment procedure is currently being piloted in the Atlantic Region of the CSC.

Menstrual Cycles and Prison Behaviour,

Regional Psychiatric Centre, Prairies, (306) 975-5400,
Natalie Polvi

The objective of the research is to test several hypotheses about congruence of menstrual cycles among female offenders and the relationship between prison behaviour and the different stages of the menstrual cycle.

Moral reasoning and interpersonal orientation among federal inmates,

Warkworth, (613) 549-4450, Lynn Stewart

Multiple Victimization in Saskatoon Break and Entry,

Regional Psychiatric Centre, Prairies,
(306) 975-5400, Dr. Ken Pease

This research focused on establishing variables accounting for patterns of break and entry offences in order to predict future occurrences.

Northern New Brunswick Needs Analysis, N.B./P.E.I. District

office, (506) 857-6350, Dwight H. Thorne

The objectives of the research are to find out the particular needs of Northern New Brunswick's supervision cases and to examine if services are available in the surrounding area to fulfill these needs. Particular needs in question involve the client's language, personal and family background (e.g., accommodation, tombstone data, etc.), educational and vocational training, employment, income factors, criminogenic factors, treatment needs and service needs.

Operational Analysis of RPC Neuropsychological Test Database, Regional Psychiatric Centre, Pacific, (604) 853-7464, Roger Marceau

The purpose of this project is to analyze the existing Regional Psychiatric Centre database: to develop norms and determine the psychometric properties of these tests; to develop a typology of neuropsychological deficits of offenders; and to evaluate the relevance of neuropsychological assessment in an offender population with reference to implications for (a) neuropsychological assessment, (b) treatment, (c) prediction of behaviour, and (d) research.

Pharmacotherapy of the Aggressive Adult Patient, Regional Treatment Centre, Ontario, (613) 545-8460, G.N. Conacher

This research report is a review of literature published in the area to assess the usefulness of a pharmacological approach to aggressive behaviour.

Plea Negotiation (La négociation de plaidoyer), University of Montreal, (514) 343-6523, Micheline Baril

Psychopathy and Release Outcome, Joyceville, (613) 542-4554, R. Serin

This study investigated the relationship between psychopathy and release outcome (temporary absence and parole). It also intended to develop and validate an interview format for use with the Hare Psychopathy Checklist (1985). Psychopathy ratings differentiated between success and failure. Of the 74 inmates subsequently released and followed-up on parole, 27% failed on parole,

with 7% of the non-psychopaths and 33% of the psychopaths failing. The Psychopathy Checklist (PSL) was demonstrated to be a good predictor of release outcome.

Psychopathy and Violence in Prisoners, Joyceville, (613) 542-4554, R. Serin

This research investigated the relationship between psychopathy and violence in a sample of 87 inmates. Psychopaths differed from non-psychopaths in terms of impulsiveness, aggressiveness, offence severity, as well as their use of weapons, threats and instrumental aggression. Violent psychopaths were more likely than non-violent psychopaths to be aggressive, to have committed more serious past offences, to have used weapons, threats and instrumental aggression, and to have suffered physical abuse as a child. The use of hypothetical stories revealed that psychopaths were more angry and attributed greater hostile intent to others than non-psychopaths.

Relationships Between Psychopathy, Empathy and Criminal Offences, Regional Psychiatric Centre, Prairies, (306) 975-5400, Steve Wong

In this study inmates who rated high and low on psychopathy (Hare Checklist) in terms of measures of empathy and criminal history were compared with one another.

Research on Community Project Participants from 1982 to 1986 (Étude sur les participants aux projets communautaires de 1982 à 1986), Quebec Regional Headquarters, (514) 662-3301, André Beauregard, Jean-Rock Grondin, Lauraine Gagné

The purpose of this research is to establish the status of community project participants when the projects was in force (sentencing, age, type of offence, release duration, project duration, institution of initial placement), assess their degree of success within the community and inquire about their present status.

Research on the Relative Power and Validity of the French Version of Hare's Psychopathy Scale (Étude de fidélité et de validation de la version française de l'échelle de psychopathe de Hare), Philippe-Pinel Institute, (514) 648-8461, Gilles Côté

Risk-Needs Assessment, CSC Research Branch, NHQ, (613) 995-4694, Larry Motiuk

The Community Supervision Standards adopted by the Correctional Service of Canada require that the level of supervision of an offender be subjected to a review by a risk/needs instrument six months after the offender's release into the community. This project will provide comprehensive information of offender risk/needs, develop a risk/needs assessment instrument and conduct the pilot testing of the instrument.

Sex Offender Recidivism, Regional Treatment Centre, Ontario, (613) 545-8460, Bruce Malcolm

This study investigates some predictive factors associated with rates of recidivism for sex offenders.

Sexual Abuse in Sexual Offenders, Regional Psychiatric Centre, Prairies, (306) 975-5400, Dr. Arthur Gordon

This research investigated the incidence of sexual and physical abuse histories among sexual offenders to try to determine the impact of these experiences on subsequent offending.

Sexual Arousal Patterns in Sexual Offenders, Regional Psychiatric Centre, Prairies, (306) 975-5400, Dr. Arthur Gordon

A series of related studies attempting to (a) validate discriminant ability of sexual arousal measurement tools currently used; (b) determine ability of sexual arousal measures to postdict and predict sexual deviance; (c) relate sexual arousal patterns to other relevant psychological and behavioural measures. The current study is attempting to determine why only 70-80% of incest offenders show no arousal to any stimulus material.

Short and Long-term Outcome in Treated Sexual Offenders, Regional Psychiatric Centre, Prairies, (306) 975-5400, Dr. Arthur Gordon

This study focused on evaluating the sexual offender program at the Regional Psychiatric Centre. Models to predict recidivism were also developed.

Study of the reliability and validity of the test (T.A.I.S.) with CSC inmates, Bowden, (403) 227-3391, T.A. Collins

The purpose of this study was to see if measurements taken on Bowden institution inmates using the T.A.I.S. are statistically reliable and valid. The test was administered to 200 volunteer inmates and their scores were compared with an equal size volunteer control group from Mount Royal College and the University of Calgary.

Suicide, Hopelessness and Social Desirability, Joyceville, (613) 542-4554, R. Serin

Survey of Offender Mental Health Problems, CSC Research Branch, NHQ, (613) 995-0933, Dr. Frank J. Porporino

The Research Branch, working with the Health Care Services Branch of the Correctional Programs and Operations Sector, surveyed a sample of the Correctional Service population (approximately 2,600 inmates) to determine the level, severity and variety of mental health problems suffered by the offender population. Analysis of this information will assist in planning health care service requirements and strengthening the mental health services provided to offenders.

The Application of Beta Press Environmental Assessment within a Psychiatric Facility, Regional Psychiatric Centre, Pacific, (604) 853-7464, Dr. M.G. Schimpf

This study investigated whether Regional Psychiatric Centre programs with disproportionately high drop-out rates are perceived negatively by patients. Results suggested that all patients (including those in the high turnover program) viewed the therapeutic environment positively, thereby ruling out the notion that patients request transfers because they are disaffected with the program.

The Psychophysiology of Psychopathy, Regional Psychiatric Centre, Pacific, (306) 975-5400, Dr. Steve Wong

The purpose of this study was to extend previous research on anticipatory arousal to aversive stimuli. Subjects are presented

with a loud tone. Heart-rate and skin conductance data are collected both during countdown preceding the tone, and following the onset of the tone itself.

Twenty-five Year Imprisonment Sentences Viewed by the Inter-veners (Les sentences minimales d'incarcération de 25 ans et la perception qu'en ont les intervenants), Quebec Regional Headquarters, (514) 662-3301, Vital Filion

The Wisconsin Client Management Classification Strategies for Case Supervision, Kingston Penitentiary, (613) 545-8460, Wagdy Loza

The aim of the study was to explore the validity of the Wisconsin Client Management Classification Strategies (CMS) for case supervision.

Utilization on Health Services in the Prairie Region, RHQ Prairies, (306) 975-4850, Dr. James M. Millar ■

Research Branch of the Correctional Service of Canada

1. Literature Review: The Effects of Uniforms in Corrections. Research Brief, February 1989, 3 pages.
2. The Statistical Information on Recidivism Scale: A Research Overview. Research Brief, February 1989, 6 pages.
3. Pilot Implementation of a Custody Rating Scale: Interim Report. Research Report, February 1989, 15 pages.
4. Offender Risk/Needs Assessment: A Study of Conditional Releases. Research Report, February 1989, 21 pages.

Copies of these reports are free of charge. Please contact:
Publishing and Editorial Services
Correctional Service of Canada
340 Laurier Avenue West
Ottawa, Ontario
K1A 0P8

Library of the Ministry of the Solicitor General of Canada

The Library has produced three new reading lists of special materials in their collections:

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2. Inmate Newsletter
3. Audio-Visual Catalogue

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Ministry of the Solicitor General
340 Laurier Avenue West
Ottawa, Ontario
K1A 0P8

Secretariat of the Ministry of the Solicitor General of Canada

1. Aboriginal Substance Abuse: Treatment Centre and Aboriginal Federal Offenders. Police and Security Branch, 1988-17.
2. Attitudes of the Canadian Public toward Crime Policies: Pilot Enquiry. Police and Security Branch, 1989-01.
3. Spousal Abuse in Metropolitan Toronto: Research Report on the Response of the Criminal Justice System, 1989-02.
4. Offender Rehabilitation. Corrections Branch, 1989-03.
5. Release Risk Prediction: Testing the Nuffield Scoring System for Native and Female Inmates. Corrections Branch, 1989-04.
6. Release Risk Prediction: A Test of the Nuffield Scoring System. Corrections Branch, 1989-05.
7. Evaluation of Life Skills Training for Federal Penitentiary Inmates. Corrections Branch, 1989-06.

Copies of these reports can be obtained free of charge from:
Library and Reference Centre
Ministry of the Solicitor General
340 Laurier Avenue West
Ottawa, Ontario
K1A 0P8 ■

March 21-23**First Annual Corrections Research Forum**

Place: Ottawa. Information: Evelyn McCauley, Research Branch, Correctional Service of Canada, 340 Laurier Ave. West, Ottawa, Ontario, K1A 0P9, Tel.: (613) 995-0933

The objective of the first annual corrections research forum was to enhance communication among researchers in the Correctional Service of Canada to stimulate research questions and to discuss research possibilities. The Commissioner stated with respect to the Research Forum:

"I hope that you understand that this conference is an invitation to our value: to look at possibilities (for) generating research, supporting research, doing research . . . communicating research and finding ways of collaborating between, on the one hand, a Service that is not primarily there to do research and those institutions that are primarily there to do research."

The Research Forum brought together a cross-section of Correctional Service of Canada (CSC) representatives from each Region at all levels. Presenters, including experts from outside CSC, were asked to address particular topics including assessment in corrections, impact of sex offender treatment, assessment and treatment of psychopathy, changing correctional environments to motivate offenders and the development of corrections research in Canada.

The Forum was extremely well received and highlighted a multitude of potential research projects in the areas of staff motivation and effectiveness, the present success and future possibilities of programming, and the role of the individual in CSC. Plans are underway for the

proceedings of the Forum to be prepared and distributed.

September 9-14**Stigma '89/The Sixth International Conference on Community Residential Care for the Socially Stigmatized.**

Place: London, England. Information: Michael Crowley, Program Chairperson, 1287 St. Clair Ave. West, Toronto, Ontario M6E 1C1, Tel: (416) 658-5286.

September 19-21**Criminal Justice in the 1990's.**

Place: Key West, Florida, U.S.A. Information: Criminal Justice Statistics Association, 444 North Capitol St. N.W., Suite 606, Washington (DC) 20001, Tel: (202) 624-8560.

October 13-19**The 8th World Congress of Psychiatry.**

Place: Athens, Greece. Information: C. Stefanis, M.D., President of the Congress, World Psychiatric Association, 4 Eginitou Street, GR-115 28 Athens, Greece.

October 19-21**A National Symposium on Aboriginal Women of Canada.**

Place: Lethbridge, Alberta. Information: Professor Christine Miller, Native American Studies, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 3M4, Tel: (403) 329-2244.

**October 30 to November 1
The Adolescent Sex Offender:
Treatment and Management
Issues.**

Place: Victoria, British Columbia. Information: Justice Institute, 4180 West 4th Ave., Vancouver, British Columbia V6R 4J5, Tel: (604) 228-9771.

November 8-12

**American Society of Criminology
41st Annual Meeting.** Place: Reno, Nevada. Information: American Society of Criminology, 1314 Kinner Road, Suite 212, Columbus, Ohio 43212, U.S.A., Tel: (312) 988-6200. ■

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