

Inmate Manipulation

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Who Manipulates?

- Mental health issues
- Psychopaths

Mental Health Issues

- Borderline personality disorder
- Antisocial personality disorder
- Narcissistic personality disorder
- Combinations
- Major Depression
- Anxiety Disorders

“I just realized I ain’t going to live that life anymore. I started remembering everything. Everything. The death, the pain. I used to get mad. I still do. When I hear people laugh I get mad. Why is life so much fun for you and not for me? I want to do something different.”

Mental Health Issues

- Entitlement
- Negative affect
 - Depression
 - Anxiety
 - Boredom

Mental Health Issues

Attitudes

I need help now.
You can fix it but you won’t.
What do I need to do to get help?

Mental Health Issues

+

You Can Fix It

+

Entitlement

=

Manipulation

Mental Health Issues

Behaviors to Manage Negative Affect

Writing letters and notes to staff

Acting out

Suicidal threats/gestures/attempts

Whining/Demanding/Threatening

Demanding to see one staff member

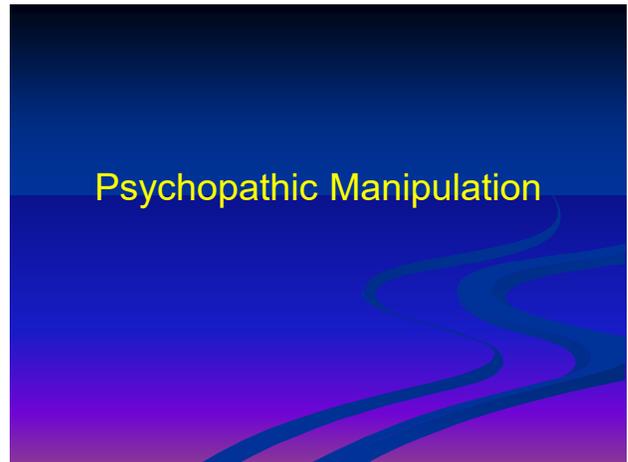
On Outside: Drugs

Video games

Impact on Staff

- Feel guilty
- Become over-involved
 - Try to fix it
- “You’re the Only One.”

- Feel harassed
 - Get angry



Process

- Getting Information
- Target Selection
- Developing a Familiar Relationship
- Indebtedness
- Splitting Staff
- Crossing the Line
- The Demand & the Lever
- Hooked

Staff Predators

Psychopaths

Starts on Day 1

“Put yourself in that position. You’re new here. Someone would see you, how you carry yourself. ‘How are you, Officer Salter.’ Seeing if you keep eye contact. What were you doing before you were here?”

What Staff Say to Inmates

“Find out something personal you’re not supposed to know. What’s her birthday? What kind of car? I’m having a conversation with her but I’m collecting information from her that may be useful to me at a later time.”

What Staff Say to Inmates

“I can pretty much tell you which of the guards are drinking every night. Which ones are smoking dope. . . People are who they are. They may put on some armor when they come through the door but they can’t not be who they are.”

Gathering Information

Verbal

- What Staff Say to Them
- What Staff Say to Others
- What Other Staff Say to Them

What Staff Say to Inmates

“They’re being real friendly. . . She probably just thinks I’m being friendly but I’m sizing her up. . . We’re fattening them up for the kill.”

What Staff Say To Inmates

“With men, it’s usually our age or younger. They talk too much. They tell us entirely too much information. They tell us what kind of bars they drink in.”

Fishing

“Hey, Judy, me and your daughter.
Two years from now. Me and her.”

Q. “What’s that all about?”

“Fishing. He wants to know if I have a
daughter.”

What Staff Say to Other Staff

“You learn a lot more about people by
listening to them talk to others than by
what they say to you. If you hear them
talking to each other.”

Gathering Information

Nonverbal

Nonverbal

“You can basically tell who’s weak,
who’s going to make it in a penitentiary
by the first few weeks they’re here. If
they’re not afraid of being off by
themselves, they’re going to be OK. If
they’re always hanging around
someone, can’t be by themselves,
they’re weak.”

Nonverbal

“If guys see that, they’ll go. .. They say,
‘I’m going to say something. She better
not say something. She’s scared.’”

Fear

“In this system they’re not really afraid.
They don’t understand that they only
go home because we let them.
Because we chose to let them go
home. That any time we wanted to, we
could hurt one of them real bad.”

Nonverbal

“She’s action.

She’s action.

She’s action.”

Nonverbal

“Some of them, they almost act like they’re not in prison. You know, loose, comfortable, like they don’t know it’s a prison.”

Nonverbal

“Then we say,
‘She can be worked with.
She can be worked with.’ And the word
will go down the line.”

Nonverbal

“As soon as she came, I know I had
her. I was working out in the gym, and
I winked at her. She smiled, and I
thought, ‘I’ve got her.’”

Victim Selection

Target Selection

“The vulnerability -- you can’t just
approach anyone. Because not everybody
is going to fall for it. Not everybody is
going to buy into what you have to say.”

Target Selection

- Overly friendly
- Overly harsh

Too Hard; Too Soft

“I’ve seen female staff with reputations for being a hard ass. Turned out she was one of the easiest to get to once you know.”

Too Hard; Too Soft

“Sometimes she’s stern and shitty and you just know.”

What Makes People Vulnerable?

- Needing Attention or Praise
- Feeling Unappreciated
- Feeling Unattractive

Vulnerability

“With females, they prey on women who don’t normally get the kind of attention that they’re not exposed to outside the institution. When she comes in, they treat her like a queen. They don’t joke about her weight. They don’t make her feel stupid.”

Vulnerability

“There’s a perfect one right here. Boyfriend/girlfriend where she has come in with black eyes and he has been known to hit her on state property. . . If going to him every night is a frightening experience and coming in to work every day and talking to me is a pleasant experience . . . That’s my in.”

Vulnerability

“Eventually something will let you know that he or she smokes weed. You start noticing them more. You start observing their actions. If you’re a drug user you tend to know the demeanor of a drug user, how they carry themselves.”

What Makes People Vulnerable?

- Belief in Reciprocity
- Capacity for Empathy
- Wanting to Help

The High

“What helps me so much is I have something about me I can really attract people to me. . . The person gets to really care and trust me. The problem I always had is where the excitement would come in. I would get them to trust me and I would set them up for the fall. It’s almost like a power that you have. It’s like a rush that you get from it.”

The High

“It’s like a rush. I really don’t know how to explain it. I’ve never been into drugs real strong. From just what I have seen it’s like somebody who’s addicted to heroin or cocaine. An incredible feeling. Strongest at the end when I know I’m going to let them down in some way.”

The High

“The best part I just basically told them you are so fucking stupid. You know I am a sex offender. I have child victims. You are stupid enough. You and your wife both. You are fucking morons. Everything that’s happened to you – you deserve.”

The High

“Getting the person to trust me first. Then I knew I could do whatever I wanted. I wanted to see the pain I could cause them, the bringing them down. It was the ultimate rush.”

Callousness

“I’ve never been physical. . . Kind of what I felt is when you hurt someone physically, that goes away. When you hurt someone emotionally, that never goes away. That was the thrill.”

Empathy

“You try to let them know. I’m a good person. I only do bad things.”

Deception

“I’d create a fictional person and create what they want to hear. . . It gets tiring to make up lies all the time and keep them straight.”

Vulnerability

“Some officers try to be so friendly and so hip. We’re the kind of guys they read about on the news. We’re the tough guys. Some of them come from these small communities. They try to be so nice. They call us by our first names.”

Using Vulnerability

“If I see someone who I feel is vulnerable I’m going to throw something out there. If I catch them, I’m going to run with it. If she’s lonely or whatever, I’m going to try to capitalize on that. I’m going to use it to my advantage. Hopefully, she’s not going to write me up.”

Using Vulnerability

“If it doesn’t result in a physical relationship, it may result in a TV, a pair of shoes, tapes, get something from them. It’s a con.”

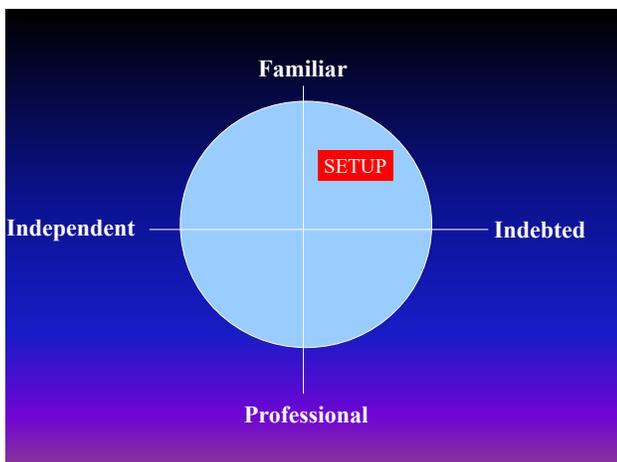
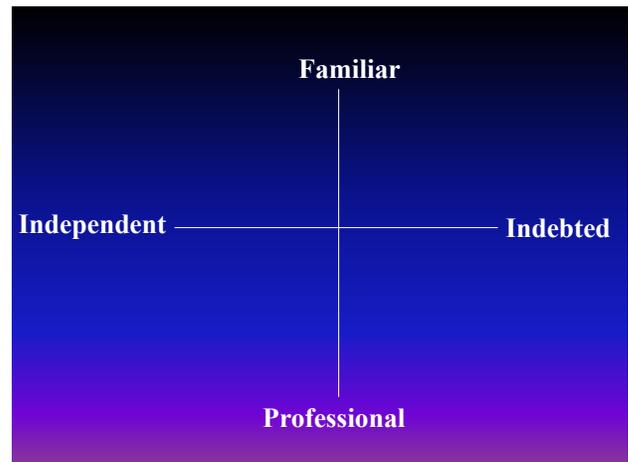
Using Vulnerability

“He can still get something. Why not spend \$.33?”

“What I’m saying is we’re all psychologists. We may not have the cures but we can detect the phobias and the psychoses.”

Assessing Vulnerability

“If there’s no way I can manipulate you or it’s going to be too time consuming, I’ll move on.”



Reciprocity

Give before you take.

Reciprocity

Disabled American Veterans

	Response
■ No gummed labels	18%
■ Gummed address labels	35%

(Cialdini, 2001)

Reciprocity

“None of my victims did I ever care about. I have a way of showing them, of giving them a little care, showing them that I put a lot of trust in them – which I never do – and it’s pretty much a question of their returning it.”

Indebtedness

- Small favors
- Protection
- Ego enhancement

Offers of Protection

“Offer to put you up on how things are run around the penitentiary. What inmates you should stay away from.”

Offers of Protection

“You’re new. You’re in segregation. You don’t know these guys from a can of paint. These guys are yelling all kinds of things. Your heart is racing. ‘Don’t mind those guys. They’re just restless.’”

Ego Enhancement

- “You’re not like the rest.”
- “You’re the only one who can help.”

Ego Enhancement

“If you can make a person feel good about themselves, most people will respond in kind. They will do things for you that are a little over the line, sometimes way over the line.”

Ego Enhancement

“We all make them feel like he’s cool. He’s one of the gang.”

Ego Enhancement

“The main thing is to stroke their ego. They’re all cool. ‘I wish I could be more like you.’ ”

Ego Enhancement

“You can get almost anything you want if you let him think he’s in control. ‘You’re a white shirt. You can do whatever you want.’ Just make them feel powerful. First, get them to break little rules.”

Getting Familiar with Staff

Familiarity

“If they’ll talk about things outside the prison, they’ll get personal.”

Familiarity

“Move the conversation over to sex and drugs.”

SETUP

Sex

- General sexual comments/jokes
- “They said . . . I defended you.”
- “You look nice today.”

Touching

- Accidental
- Deliberate nonsexual
- Deliberate sexual

Crossing the Line

Crossing the Line

“You try to get them to cross that line. You have to work with them quite a while. Sometimes it takes several months.”

Crossing the Line

Food

Extra pen

Crossing the Line

“Got a bag from MacDonald’s. ‘Hey man. Give me some food.’ He’s crossed the boundary right now.”

Crossing the Line

“One day I asked her if I could write her a letter.

She said, ‘I’ll get in trouble for it.’

I said, ‘Nobody would know.’”

Crossing the Line

“So I wrote her a letter. I told her I liked her a lot and I thought she looked good. Nothing really sexual. ‘Don’t let these people around you spoil you.’ I tried to make her think all these people were racist. ‘Don’t let them make you into a robot guard. Don’t let them turn you.’”

Crossing the Line

“When she took the note, I had her. It’s over. Really, she’s in my control. I can basically do whatever I want. There’s nothing you can do.”

The Demand

The Lever

The Demand

“Bring me some weed. You’ve told me you get high. Let me see what you’ve got going out there.”

The Demand

“Bring me some weed or don’t bring your ass back to work.”

The Lever

Information:

“I know this, this and this. Otherwise, how would I know that?”

The Lever

“I know all kinds of personal business about her. Her father sexually abused her and all that.”

The Lever

“Don’t start anything with me you can’t finish. You’re in a position to lose your livelihood and I’m not. You’ve crossed the line. You’re going to lose your livelihood.”

Hooked

“They have their hooks in you and as long as you don’t want to lose your job, you don’t want to go to jail for supplying drugs, as long as you don’t want the shame, you’re going to do what you’re asked, actually, told. You’re not asked anything.”

“I enjoyed it so much I abused it. It got to the point every day I wanted something. I felt free in a way.”

“After a while I started to make up stories. . . That my girlfriend had gotten in a car accident. . . .Then I started crying. The supplements I was on made my kind of moody so I could bring out any kind of emotion. I said she was in a coma for a while. I was on a pity, make them feel sorry for me. There wasn't really any need for it. I just did it. I was so confident in everything that was going on.”

Callousness

“Sometimes I see easy prey. Fuck her. She don't know me. I'm not looking for no love. I want some money. If she'll bring in some drugs, cool. If she'll have sex, better.”

Callousness

“In the back of my mind, she's a guard. She means nothing to me. I need to get everything I can from them as soon as I can before we get caught.”

Callousness

“They're all enemies to me. I don't care for her. But I have to give her something that she could lock you up and she doesn't do it. You got to take a risk. You got to gamble. If you don't gamble you can't win.”

Callousness

Q. “Does she care about you?”

A. “She does. She does. She does. She thought she could control me bringing me things. But I own her. ‘I have information about you. I'm going to use it if you ever try to have control over me. She used to have control over me. Now I have control over her.”

Callousness

“How do you feel about her?”

“She’s a slut. She’s a tramp.”

Callousness

“If we’re caught, your usefulness to me ceases.”

Sadists and Psychopaths

Two guys and a Wood Chipper

- “Guy’s name is M that was with me. We were sitting down. He introduced this to me as a game. I passed all my polygraphs . . . It was a game to me. I got no adult victims. No violence. . . .
- He was bringing up scenarios of different staff members. I like to do this to different staff members. Why don’t we kidnap her, put her in the back of a U-Haul, put them in a wood chipper. Have sex with them first. Put their remains in the water.”

Two guys and a Wood Chipper

“We only talked about 2 staff members. We were charged with 12. I didn’t take none of it serious cause it was not in my victim pool. So I had no arousal for it.”

But he did. He had arousal to children, and the plan was to kidnap the correctional officers and their families.

Actually . . .

- Made a list of 12 staff members
- Paid someone on the outside \$60 to get their addresses
- Planned an escape

Clinical Director of Treatment Program

- Offender claimed:
 - She watched porn with him.
 - Had some kind of sexual contact.
 - Told him about her sex life.

Staff Observations

- She saw him every week for 3 hours (not his therapist).
- Dressed up days she saw him.
- Kept laundry detergent in her office for him while he was in jail.
- Numerous sealed kites back and forth.
- Defended him/got him out of consequences
- Lingered in alcove out of sight of cameras
- He wrote he would wear the kind of pants she liked next time

Destroying the Victim

Wrote Letters to

- The Commissioner of Prisons
- Governor
- Ombudsman of Prisons
- Local police
- University where she taught part time
- Attorney General
- Her spouse
- State Board of Psychology
- Sued her and Corrections

Callousness

“Love? The word gets used but I’ve explained enough to her that, it’s kind of a goofy explanation but as far as what you would consider totally in love, no I’m not.”

Callousness

“I didn’t have to take the role in life that I took. I could have gone in a whole different direction. Still, if I hadn’t gone through all that stuff, I wouldn’t be the person I am.”

Callousness

“Someone like me doesn’t care who the victim is. As long as there is a victim.”

Grandiosity

“I’ve been fighting police all my life. I think like a criminal. They’re slow.”

Grandiosity/Ego Enhancement

“They’re going to hang themselves. They think they know what they’re doing. We’ve been playing this game a lot longer than they have. We have years and years of experience and they don’t.”

Status

“Guys who get together with female staff are considered heroes in institutions. Not only are they getting what they want, they are getting the enemy to switch sides.”

Status

“There’s almost a clique with guys like me. Those who have been involved with female staff are like a clique. I talk with one here, a couple in Waupan.”

Response to Getting Caught

“I said, ‘if I ever got caught because of you, you’re coming with me.’ I’d say, ‘I got too much information. I own you. I know your address. I know where you live. I know too much about you. Don’t try to fuck me. I own you.’”

Ongoing?

“I won’t lie. There are several here who are cute I’ve talked to before and I talk to now.”

Ego Enhancement for Dr. Salter

“I checked up on you. She said you were a really nice person and you’re very professional.”

Getting Information from Dr. Salter

“So, why do you make educational films?”

Splitting Staff

Splitting and Isolating Staff

- Rumor mill
- Exploiting staff differences
- Us versus them

Splitting Staff

“This job don’t pay jack.”

Splitting Staff

“He might have an officer he don’t like working with. ‘That dude he’s an asshole. Officer ___ he’s an asshole.”

Response of Other Inmates

Denial to Other Offenders

“Other guys will ask me, ‘What are you two talking about?’

‘Go on with that shit. Ain’t shit happening.’ ”

Admission to Other Offenders

“Others will say, ‘That bitch a freak.’ ”

Q. “Then what?”

A. “Then somebody else will come after her.”

Not Every Staff Predator is a Master Manipulator

Letter from Inmate

“Please allow me the moment to compose this editorial for your reading pleasure.”

“However, I’ d like to take this opportunity to continue a long overdue conversation we started a while ago. I believe there was some interest there on both our parts.”

“. . . Let me treat you like a woman is supposed to be treated. See baby, a lot of men don’t know how to appreciate a good woman like yourself. I would like to say some men have been misguided, intolerable to woman. I apologize for them and ask for your forgiving.”

“I know it’s hard to find Mr. Right these days, without them wanting you for yar money or other things. Baby, a relationship is bigger than that. It’s about love, trust commitment and understanding each other.”

“See lil mama, love to me is like a masterpiece, something that can’t never be bought.”

“Baby, I’m very interested in you like a drug, or something.”

Consenting Sex

“I want you to take my growing . . .”

Boundary Violations Among Correctional Officers

- Females 5%
- Males 4%

(Marquart, Barnhill & Balshaw-Biddle, 2001)

Study of Correctional Security Employees

N = 508
Investigated & Disciplined

Average age = 36
Average time on job 4 years
77% female

(Marquart, Barnhill & Balshaw-Biddle, 2001)

Types of Violations

- Boundary Violations
- Dual Relationships
- Sexual Contact

Boundary Violations

- Accepted or exchanged
 - Food
 - Drinks
 - Craftwork
 - Wrote letters prisoners known previously

(Marquart, Barnhill & Balshaw-Biddle, 2001)

Dual Relationships

- Discussed personal life
- Exchanged letters or photos (including nude)
- Exchanged erotica
- Placed money in inmate's trust fund
- Contacted inmate's family
- Use P.O. boxes to hide relationships
- Gave cell phone

(Marquart, Barnhill & Balshaw-Biddle, 2001)

Sexual Contact

- Did not include
 - Holding hands
 - Momentary kisses
 - Hugs

Time on Job

- < 1 month **57**
- 1 to 12 months **161**
- 13 & 24 months **99**
- 25 and 36 months **64**

(Marquart, Barnhill & Balshaw-Biddle, 2001)

Timing

75% within 1st 3 years

(Marquart, Barnhill & Balshaw-Biddle, 2001)

Boundary Violations

- “In a written statement, Officer Jones admitted that he had corresponded with Inmate A. He wrote: ‘I have known A since we were kids. His mom used to baby sit me. We have been friends before I became a CO. I wasn’t thinking when I wrote him. I did not mean to break policy. I thought I would write to give an old friend some advice.’”

(Marquart, Barnhill & Balshaw-Biddle, 2001, pp. 893-894)

Dual Relationships

75%

- Love Sick
- Idealization
- Excitement

Dual Relationships

“Dear Jay, As I lay here alone, listening to music, all I can think of is you. Do you realize that in such a little time we developed a love that is undescrivable. In my heart I have so many feelings, we have a bond that will last forever. I need you at home with me so that I can love you right, you’re my dreams, love, and you being locked up is the ultimate test of our friendship and love.”

(Female employee to male inmate, Marquart, Barnhill & Balshaw-Biddle, 2001, p. 897)

Discovery

- Cell searches
 - Photos
 - Letters
 - Cell phones (4)
 - Body tattoos (2)
- Spouses
 - Love letters
- Colleagues

Sexual Contact

N = 42

Males staff = typically predators

Female staff = lovesick

Sexual Contact

Predators	15 cases or 36% (all males)
Lovesickness	25 cases or 60% (22 f.; 3 m.)

(Marquart, Barnhill & Balshaw-Biddle, 2001)

Length of Employment by Motivation

- Naiveté or accident < 4 years
- Predators 11 years

(Marquart, Barnhill & Balshaw-Biddle, 2001)

Predators on Staff

N = 47

Sought out and manipulated inmates for gain

Motivations for Violations

■ Rescue fantasies (No remorse)	5
■ Naiveté or accidents (Remorse)	100
■ Lovesickness (No remorse)	356

Types of Violations

■ Boundary	8% (38)
■ Dual Relations	80% (428)
■ Sexual Contact	12% (42)

(Marquart, Barnhill & Balshaw-Biddle, 2001)