

Curriculum Vitae

Tim Gravette

ROY T. GRAVETTE (TIM)

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EDUCATION

Federal Law Enforcement Training Center

Glynco, Georgia

- Introduction to Correctional Techniques (112 hours) 1990
- Firearms/Self Defense (32 hours) 1990
- Spanish Immersion for Law Enforcement Officers (141 hours) 1992
- Training for Trainers for Side Handle Baton Instructors (26 hours) 1994

Federal Law Enforcement Training Center

Artesia, New Mexico

- Prisoner Transportation and Bus Transportation Training (80 hours) 1993

Federal Bureau of Prisons Management Training Center

Aurora, Colorado

- New Lieutenant Training (76 hours) 1995
- Advanced Lieutenant Training (72 hours) 1995
- Special Investigative Supervisor Training (64 hours) 1997
- New Captain Training (40 hours) 1998
- CORE Skills Training (40 hours) 1998
- Discipline Hearing Officer Training (52 hours) 1998

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- New Associate Warden Training (36 hours) 2001
- Public Speaking and Media Relations (36 hours) 2002
- National Incident Management Training (36 hours) 2007

Miami-Dade Community College

Miami, Florida

Arson and Crime Scene Photography/Documenting Domestic Violence 1995

National Crisis Prevention Institute

Milwaukee, Wisconsin

Instructor Certification 1996

Federal Bureau of Prisons Employee Development Center

Washington, D.C.

Leadership Forum (40 hours) 1997

National Institute of Corrections

Longmont, Colorado

Correctional Leadership Development 2003

Management Development Center

Denver, Colorado

Strategic Leadership: Leading Culture Change and Building Performance Based Organizations
2005

Offices of the United States Attorneys

The National Advocacy Center

Columbia, South Carolina

Prison Rape Elimination Act Certification Training 2013

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De-Escalation – What Does This Mean?

Use of Force Policy Development and Training Standards

Webinar Daigle Law Group Eric P. Daigle 2018

OTHER TRAINING

- Safety Cross Development Course 1991
- Annual Correctional Refresher Training 1991-2010
- Correctional Services Cross Development Course 1992
- Computer Security 1992
- Hostage Survival Skills 1993
- Stun Munitions 1993
- Case Management 1998
- Financial Management 1999
- Religious Services Cross Development 2000
- Suicide Assessment and Management 2001
- Employee Services Cross Development Course 2002
- Psychology Services Cross Development Course 2002
- Human Resource Cross Development Course 2002
- Labor Management 2002
- FEMA Emergency Management Training 2007
- Prison Rape Elimination Act Auditor Training 2014

AWARDS

Norman A. Carlson Award 2000

Supervisor of the Year 2000

Excellence in Operational and Program Review 2000

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Specialized Experience

Disturbance Control Squad Member

Disturbance Control Squad Leader

Special Operations Response Team Member

Special Operations Response Team Leader

Special Operations Response Team Commander

TEACHING EXPERIENCE

Federal Bureau of Prisons

Instructor for General Classes 1993-2009

Instructor for the following classes during annual training sessions: Terrorism both Domestic and Foreign, First Responder, Key Control, Security Procedures and Report Writing.

Instructor PR-24 Side Handle Baton 1994-1995

Conducted training classes and certified correctional staff in the proper use of a side handle baton and use of force techniques.

Instructor Nonviolent Crisis Intervention 1995-1996

Conducted training for staff in the standards for crisis prevention and intervention training. This training provided staff with the skills to safely and effectively respond to anxious, hostile, or violent behavior while balancing the responsibilities of care.

Instructor Use of Deadly Force 1998-2001

Conducted training for all institution staff in the use of deadly force.

Instructor Ethics 2002-2009

Conducted training for all staff during annual training sessions in policies related to ethical behavior both in the workplace and outside activities.

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RELATED EXPERIENCE

Litigation Consultant

Gravette Consulting LLC

2010 - Present

As a Litigation Consultant, I provide litigation support and expert witness testimony. I have the responsibility to review and analyze case materials to include written reports, video footage and if available recorded phone conversations. I assist the attorney client with deposition and trial preparation focusing on discovery and evidence. I prepare a written report of opinions I have formulated from research and materials provided for each case. Inmate standards of care and conditions of confinement are a central focus point of my work and preparation.

I have been involved in cases on the Federal, State, Parish, and County levels. My years of experience as a correctional professional has led to cases ranging from homicides, suicides, assault, and death in custody. I have prepared Federal Rule 26 reports and provided deposition testimony. I have provided expert testimony in Federal Court and have been qualified in the following areas: prison culture, Bureau of Prisons policy, prison homicide and investigations, prison staffing and policy, inmate behavior and comparative disciplinary records. Attention to the details of each case and interpretation of policy is utilized as the basis for my opinions.

Subject Matter Expert

Creative Corrections

2012 - 2014

I was employed as a Subject Matter Expert in the field of corrections for Creative Corrections in Beaumont, Texas. I conducted Office of Detention and Oversight (ODO) audits for the United States Immigration and Customs Enforcement Office of Professional Responsibility. I was involved in four to five audits per year during my tenure with Creative Corrections. I would go with a team of other subject matter experts and review a facility's overall operation and physical plant layout. The audits were completed utilizing Performance Based National Detention Standards. Of the areas I have been assigned during the audits, I have reviewed and documented facilities' compliance in Use of Force and Restraints, Special Management Units, Food Service Operations, Classification System, Staff-Detainee Communication, and Sexual Abuse and Assault Prevention and Intervention.

Contract Special Investigator

KeyPoint Government Solutions

2011 – 2014

As a contract special investigator, I conducted background investigations in support of national security, focusing on casework for the Office of Personnel Management (OPM). My primary duties included conducting background investigations for determining employment suitability of

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persons who require access to sensitive or classified U.S. Government information. I conducted face-to-face interviews with the subjects and his/her neighbors, employers, friends, and family. I also performed records searches at law enforcement agencies, courthouses, educational institutions, financial institutions, and medical/mental health facilities. Following the interviews and records searches, I provided written reports to the Office of Personnel Management which were used for official purposes.

Prison Rape Elimination Act Auditor

2015-2018

I am a certified Prison Rape Elimination Act (PREA) Auditor for Adult Facilities by the United States Department of Justice. I completed a one-week intensive certification class at the National Advocacy Center in Columbia, South Carolina. I am available to assist with the certification process and complete the required audit process for Adult Facilities as directed by the PREA Resource Center utilizing the standards and guidelines required to meet the standards and laws of the Department of Justice.

Motion Picture Industry Consultant

2015

I consulted on production of the motion picture *Trumbo*, filmed in New Orleans, Louisiana. The film was directed by Jay Roach and starred Brian Cranston, John Goodman, Helen Mirren, and Diane Lane. The film was nominated for an Oscar and other prestigious awards. I assisted the production personnel with costumes and prison dialog. I also wrote the scene in the movie of the searching of *Trumbo* when he was processed into the prison. I was on location during the filming to assist with prison related scenes and to help with the actions of the extras involved in the prison scenes.

Federal Bureau of Prisons

1990 – 2010

During my career with the Federal Bureau of Prisons, I served as a correctional officer, a GS-9 lieutenant, a GS-11 lieutenant, a GS-12 captain, a GS-13 captain, and an associate warden. My assignments have been at eight different locations at varying security levels including administrative facilities, four medium security facilities, federal detention centers, and two high security facilities in locations across the southern United States. My primary duties dealt with the safety, security, and orderly running of the institutions which included the oversight of internal audits and preparation for program review visits, American Correctional Association visits and institution character profile visits. My association with the American Correctional Association has been on six different occasions. I have participated in program review visits as an auditor and have accompanied my regional director on two occasions on institution character profile visits. I have been involved in numerous incidents of inmate violent behavior and emergency situations over the span of my career. I have been the on-scene commander for inmate disturbances and riots and have responded to medical emergencies and acts of violence

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ranging from assaults to homicides. I have been a member of after-action review teams and participated in mortality reviews.

Correctional officer at a medium security institution from 1990-1993.

GS-9 and GS-11 lieutenant at two administrative facilities from 1993-1995.

GS-11 lieutenant at a medium security facility from 1995-1997.

GS-12 captain at an administrative facility from 1997-1999.

GS-13 captain at a high security institution from 1999-2001.

I was assigned as an associate warden at three facilities from 2001-2010. During these assignments, I was responsible for several areas of the institutions and the program and operational reviews for those departments. I completed the yearly reviews of our local policy and continued to monitor changes in national policy as it affected the changes we needed to make to our local policy. I was tasked with being the re-accreditation manager for our American Correctional Association visits at two of the assignments. I utilized my experience and knowledge of national and local policy as well as the mandatory standards for correctional institutions as set forth by the American Correctional Association to prepare our facilities for the visits. Along with a team of staff I made numerous inspections and walk-thru visits of all the areas of the institution. I noted areas of concern and made on-the-spot corrections. I was selected to participate in an institution character profile review at another institution by my regional director. This process is similar to a program review, which involves touring the entire facility and noting issues which are to be included in the final report. I have also been utilized as an investigator over the course of my career. I have been involved in investigations of staff misconduct and criminal investigations ranging from assault to homicides. I have attended training in Denver, Colorado for investigation and crime scene management. I have worked with other agencies to include the Federal Bureau of Investigations, the United States Marshals Service, and the Office of Inspector General in criminal investigations of both staff and inmates. I also conducted investigations for the Federal Bureau of Prisons working closely with the Office of Internal Affairs.

SPEAKING ENGAGEMENTS

I have made public speaking appearances which included the 16th annual Criminal Justice Act Panel Training and Seminar hosted by the Federal Public Defenders Office in Lafayette, Louisiana, and the Lafayette Bar Association CLE program. My topic was The Prison Investigative Process and Your Client. The presentation included insights into prison culture and inmate behavior, the investigative process in a correctional setting, and inmate classification

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issues which include protective custody, high profile inmates, and the influence of prison gangs on the day-to-day operation of a prison.

MEMBERSHIPS

American Correctional Association

Louisiana Sheriffs' Honorary Membership Program

Louisiana Correctional Association