1	anyone out and the employees who were there 2404		
2	heard this.		
3	Q When Commissioner Oswald arrived on the scene		
4	which I believe was about two o'clock, am I correct?		
5	A That is correct.		
6	Q Who then took command of the institution?		
7	A Commissioner Oswald, sir. He was accompanied		
8	by the executive deputy commissioner Walter Dunbar		
9	and Commissioner Oswald and Commissioner Dunbar were in		
10	charge from then on.		
11	Q How long did they remain in charge of your		
12	institution?		
13	A Until well after the retaking of the institu-		
14	tion.		
15	Q Were you consulted by Commissioner Oswald on		
16	his decision to go into the yard and negotiate with the		
17	inmates?		
18	A Yes. In fact I advised him against it.		
19	Q And he decided against your advice to go in		
20	and speak to the inmates?		
21	A Commissioner Dunbar also advised him against		
22	this. Yes, he did.		
23	Q You disagreed with that decision?		
24	A Yes, sir, I did.		
25	Q During this period up to Monday morning when		
	•		

1	Commissioner Oswald was there, what were your duties? 2405
2	A I did many things, all nature of things in
3	giving orders and direction and so on, of the institu-
4	tion.
5	Q Were you involved at all in the negotiations?
6	A Yes, I was.
7	Q And what was your role, sir?
8	A A bystander.
9	Q Were you present at all when any of the de-
10	mands were negotiated?
11	A Yes. On Friday I was present at the negotiation
12	
13	meetings.
14	(COntinued on page 2406.)
15	
16	
17	
18	
19	
20	
21	
22	
23	
24	
25	

A Well, the various demands were read off and Commissioner Oswald was saying yes, yes, yes, and I was sitting there wondering how I could run the institution after this with these demands having been granted and I sat there for quite some time and there was little talk of the hostages and I became displeased and I told him my displeasure, that I felt that the Committee was not talking enough about how they were going to persuade the rioters to release the hostages. Rather than talk about amnesty.

- Q After that I take it you did not accompany Commissioner Oswald in the negotiations?
 - A That's correct.
- Q Now, you were aware that Officer Quinn had been taken to the hospital, am I correct?
 - A Yes, sir.
 - Q And were you aware that he was gravely injured?
 - A I had thought that this was the case.
- Q Do you know how the story got out that he was thrown our of a window?

A No, I do not. A second story window, I heard the story and certainly this has to be from someone who has no knowledge of the institution because all of the windows are barred.

$\begin{bmatrix} 1 \end{bmatrix}$	
2	institutional practices? Censorship, 2408
	more political assembly?
3	A Some of those things I didn't agree with.
4	Q Now, who was controlling admittance to the
5	insitution during this period?
6	A The people at the front gate of the institu-
7	tion.
8	Q Who was giving them instructions as to who
9	could come in?
10	A They were coming from the Commissioner through
11	the superintendent's office.
12	Q During this period were you aware of what the
13	mood was of the correction officers who worked at
14	Attica?
15	A Yes, I'm sure that I was.
16	Q What was that mood, sir?
17	A It was becoming more emotional as time went
18	on.
19	Q Were there many rumors about atrocities to
20	the hostages?
21	A There were numerous rumors that were circulated.
22	Q Was there any effort made to verify them
23	or to stop the rumors? Put out statements assuring
24	the staff that they weren't so?
25	A Yes, but I think that what happened was that

would be in charge in the retaking operation because

25

2409

Did you recognize that there was going to be a high risk of loss of life in any effort to retake

It was my belief that there was.

Had you been told by Dr. Hanson or by any other person who had been in the yard that the hostages had

I had talked to Dr. Hanson when he came out on Saturday night and he had said that the hostages

Did you feel that the decision to go in was a decision that was based on a desire to safe the lives of the hostages as opposed to simply put down a rebellion?

I believe that the Commissioner certainly made his decisions in the light of saving lives. There is no question in my mind that this was the thing which was

Wasn't that the thing that kept him from going

Yes, I think that this is it. He had hoped

When there came a point when the inmates had refused to capitulate, there was no longer any reason for holding off, is that in essence it?

A On Sunday an inmate had been 2413 seen who was evidentally severally injured. We had known from information that was received that there were possible homicides which had taken place among inmates in the yard.

The weather was getting worse. Rain, I think was imminent. All of these things tended to affect the climate of the institution and the group in the yard.

Q What I was getting at though was the normal response to this situation would have been to go right in, which is what you wanted to do.

A Yes.

Q And the Commissioner took the view that because he didn't want to risk the lives of the hostages, he would depart from what you would have expected to be normal procedure and negotiate, am I correct?

A Right.

Q And what I was asking was really whether at the point when it appeared that the negotiations became fruitless, at that point did the basic policy of simply not permitting inmates to take control of an institution prevail?

A I think he felt it would be fruitless to wait longer. That's why he went on Monday morning, I believe.

Q Were you present when the pros and cons were

5

A Yes, on occasions. Discussions were taking place all over the second floor of the Administration Building.

Q And you said it would be fruitless, it became apparent that it was fruitless to negotiate further.

One of the demands was for your resignation, am I correct, Mr. Mancusi?

A That's correct.

Q Did you have a conversation with Commissioner Oswald on Sunday on that subject?

A I did. I went to Commissioner Oswald and I told him that if my resignation would save those hostages, he had it.

He refused to accept my resignation. I also went to him after the hostages had been retaken and said even though I had tendered my resignation on Sunday under the reason for possible effecting the saving of the hostages, if he want to get rid of me from then on, he would have to file charges and fire me.

He said that he had no intention of doing this or never had.

Q On Monday morning, were you given an assignment by Commissioner Oswald?

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

on two occasions. Lulls occurred ?416 and I happened to get up and I noticed two hostages who had been brought out and I noticed an inmate running out of the front of the institution naked and immediately transmitted an order that this would be stopped immediately and that no one would be moved without clothes on from the Administration Building to the reception building.

Q Mr. Mancusi, you said that you saw the inmate running outside of the institution. You mean you saw him outside of the Administration Building, am I correct?

I just happened to see him running out of the front of the Administration Building, yes, sir.

There is a map behind you. Can you point Q where your office was located?

Α Yes, my office was right here.

Do you have a view of the reception building from your office?

No, sir, I do not. The reception building is over here. The only thing I can see from my office is the front sidewalk, the steps coming out of the building, the front gate and these parts, this part of the wall.

You say that you saw an inmate being run out of

I knew that there were correction officers

25

Ą

it had been discussed that morning briefly.

Was there any member of the State Police in

25

14

15

16

17

18

19

20

21

22

23

24

25

Where did you get that information from?

Commissioner Dunbar.

That was a report by Commissioner Dunbar on radio or in person?

No, that would be in person.

After he returned? And you then noted that

And then at 9:42 you report that "Order was given to cut all power."

At 9:48 you have "The first gas drop" and then you said at 9:52, "Major Monahan ordered a cease fire." And then you began to keep track of the hostages.

That's right. I could hear that on the police radio. The track of the hostages was given to me by people looking out the window down observing them as they came out.

- You were not observing them?
- No, sir. I was at my desk.
- Q Incidentally, was any explanation given to you as to why you should not leave your desk and not leave that room that day?
 - Not at that time, no, sir.
 - You then at 10:35 gave an instruction to a

"Sergeant," and I will leave out the name,

"ordered to restrain correction officers and not

let them go inside until discipline can be assured."

At 10:40 you gave instructions to a lieutenant and a supervisory personnel, reading as follows:

"That Lieutenant and supervisor advised that only correction officers who can maintain self-control and personal discipline can be admitted. If a supervisor has any doubts of a man's ability to control himself, he should not be permitted in" and at 11:25 your log reflects the following:

"Deputy Vincent ordered to screen correction officers for discipline and self-control. Advised," this means I supposed that you were advised by Deputy Vincent that report received that some hostages had been murdered long before the assault.

First, why were you given all--what occasioned all of these instructions about self-discipline on the part of correctional personnel?

A Because I knew the climate of the situation.

The number of days that elapsed. People had very little sleep. There had been injuries, by this time Officer Ouinn had died.

Q By this time the hostages had been brought

A Hostages had been brought out. Some were known to be dead.

- Q Was it thought that they had died of--
- A People's emotions were very high and people wereworn out, emotionally upset and I wanted to see that no reprisals were made.
- Q Was it thought that hostages had died of cut throats?
 - A Yes.
 - Q Or castrations.

You were in this room which looked out only at the area in front of the Administration Building, a very small part of the area but who had the actual role of making sure that officers would exercise self-control and that there would be no reprisals?

A Well, Deptuty Superintendent Vincent was in charge and he and Assistant Deputy Fail would have the supervision of this.

- Q Did you receive any reports that day of any acts of mistreatment of inmates?
 - A No, sir, I did not.
- Q Why was it necessary to repeat this order so many times, three times? Three different people you gave it to but why did you feel it was necessary,

A I think I wanted to see that it was transmitted throughout the area wherein correctional

Q Did you observe any of the hostages? You said you left your footing twice.

A I observed two hostages whom I recognized.

I just happened to go to the window in a lull and see them. One was dead. The other was seriously wounded and later died.

- Q Did you speak to the press that day?
- A No, sir.

four different people.

employees were.

Q Did you speak to the press at all during this period?

A The last time that I spoke to the press was at four o'clock in the morning on, I believe it was Friday morning. Friday or Saturday morning. I'm not sure. A reporter from Detroit or Chicago or some place.

I decided that I was not going--in the first place, I wasn't in charge and any information should come from the regular sources. And I had also noticed that there was information would come to the front which later would prove to be rumors and I felt that the less said at the time until actual evaluation

and proof could be made, that the

information should not be given so that rumors would

not be transmitted.

Q Were othersin the department giving out information before it was verified?

A I would believe that there were numerous reporters in the front of the institution and they were questioning anyone whom they could and I'm quite sure that there were many many people who gave information which they thought at the time was true but in a number of instances I'm quite sure it was found it was not true.

Q Mr. Mancusi, did you receive any reports
from any of your officers that they had actually excluded
officers from the institution?

A Yes, I did.

Q From whom did you receive this and what did he say?

A I received it through Deputy Superintendent Vincent and I believe that there were eight officers that it was necessary to send home.

O Did he tell you what these people had done that required that they be sent home?

A That they were emotionally upset in various stages. And unfit to carry out their duties.

19

25

- After this was over, did Commissioner Oswald ask you to implement the 28 demands or any of them which he agreed to?
 - A No, sir, he did not.
- Was it your understanding that he had agreed to them only if the hostages were released?
 - Α Yes, it was.
 - What caused you to retire when you did?
- I did not like some of the procedures that the Commissioner's office was putting into effect. I do not believe in them.

I therefore, in good conscience I felt that I could not stay in the department and I was fortunate in having sufficient time in the department so I could retire and I did.

- Wasone of the changes that you disagreed with this inmate grievance counsel?
 - Α Yes, sir, it was.
- Given the new attitute of inmates that you described, do you believe that it is possible to run to the old ways of running these institutions?

I don't know what you mean by the old ways but I believe--I'm as firm a believer in rehabilitation as Commissioner Oswald.

However, I think the the proper way to effect

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

rehabilitation is a little different way that they are going about it. And I feel that every man should have a chance to prosecute his own grievances to make complaints should be properly investigated and acted upon.

I believe that programs should be had which can effect rehabilitation. I do not believe--

MR. McKAY: The reporter needs to change his tape.

- Q You were starting to say, you do not believe.
- I do not believe that inmates should be permitted to petition. I do not believe that a group organization should be permitted. I think that they were individuals when they came there. I think they should be treated as individuals and they will be individuals when they are released.
- What time was it that you saw that this naked inmate being taken to the reception building?
- Immediately before I gave the order that Α no one should be sent without clothes. I would say it was sometime -- , some hostages had come out.
 - Q So it would be very early?
 - Α Yes.
- Did you understand he was being taken to HBZ?

Α

Yes.

Q Had a decision been made before the police action that some inmates would be taken to HBZ?

A Yes. Commissioner Dunbar had given direction that any cell in the institution could be used. HBZ is usually under ordinary circumstances special housing and people can be confined there only under certain rules and regulations.

However, because of the emergency and because of the lack of housing, this order was given and it was used for that.

Q But was there an order given that people who were identified as leaders should be taken to HBZ?

A Since that was the most secure area of housing, anyone who had been or was thought to be a leader was housed there.

Q Who made the decisions as to who should be taken to HBZ?

A At the time Duputy Vincent was there. Otherwise, the State Police indicated some who they indicated as leaders and also had given directions myself for some people whom I knew to be leaders, to see that they were there. I checked to see that they were in HBZ.

Q In your case it was the people who signed the

2	
_	

A Those were five of them.

- Q Were the others who were sent to HBZ that day, was that cleared with you before they were sent?
- A No, sir. The deputy knew that any housing could be used.
- Q And that he could send people to HBZ if he or somebody else thought that they were a leader or had some responsibility for acts in the yard?
 - A That's correct.
- Q Was any assignment given that a supervisory personnel should be present at HBZ to observe what was going on to avoid reprisals there?

A I did not make such an assignment. I don't know whether the deputy did or not.

MR. LIMAN: I have no further questions.

MR. McKAY: Mr. Mancusi, before

members of the Commission ask questions, I want

to say one thing briefly that on behalf of all

of the members of the Commission and all of the

members of the staff and I have been asked to

say this, that during all the time that you were

that the institution, before your retirement, we

very much appreciate the cooperation that you gave

in all respects and the complete 2429 openness of the institution to members of our staff and the Commission that made our inquiry possible and facilitated it in every way.

We are most greatful.

Mr. Marshall has the first question: EXAMINATION BY MR. MARSHALL:

Q Mr. Mancusi, you said, I think, that you thought that rehabilitation programs at Attica were effective.

Do you know what the recidivism rate is, that is,, how many of the inmates come back either to Attica or to somewhere else?

A Statistics are absent on these specific things. However, I do know from reading the statistical information in the annual report of the division of parole that about 52 per cent make good.

- Q Sixty-two per cent do not come back?
- A That's my understanding from statistics

 I have seen in the division of parole.
- Q So that you would call 60 per cent effective then?

A Yes, sir, I would. In fact I would call even 50 per cent effective. You must realize that you are dealing with a highly selected individual who has been

4

5

6 7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

would include your--what you are 2431 terming, I believe rehabiliation.

However, everything that has to do with an institution, a correctional institution, I believe, should be rehabilitative.

What proportion or percentage would you say would be educational? Of the six million dollars, what would you say could easily be denied as educational in purpose?

Probably \$60,000.00. That may be low. It may be \$100,000.00. When you say educational, I am thinking of the school.

Q Right. Exactly.

Does this more or less reflect your priorities as you see this pie chart built up, does this reflect the priorities as you wouldlike to see them?

As I said, I would like to see these programs -would have liked to see these programs expanded and I am sure they will be expanded in the future.

But given six million in the way it was, this is the way you saw it and this is the priorties as you saw them?

Α Yes. Q

Α

to get a budget through. What kind of constituency can you turn to.

A The institution must justify the budget

what constituency do you have to back you?

A The institution must justify the budget request to Albany office. Then the Albany office may add to the justification or they may require additional justification or they may deplete it from the budget.

When you submit your budget to Albany,

I think most budget hearings demanded help

Q It's just between you and them. There is no citizen group. There is no one else in there pushing for or acting as advocates for increased budget for this--

A It's the institution to the central office to the division of budget.

Q So it's within the system?

A Yes.

Q I would like to turn to the component of education. Do you, because it seems to me education has to become a growing part of this operation, do you relate at all in your planning or budget planning with the Department of Education of the State of New York, or are these two separate?

A The education facilities are under the direction of a director of education who is in the Albany office.

21

25

In the Department of Education? Q

In the Department, that's right. And cer-

2433

tainly the Department of Education does have some direction over correctional education and some of the schools and some of the institutions are accredited schools.

You mentioned that 60 per cent you felt were self motivated in terms of education.

Do you find them at the lower or the upper strata of the education ladder?

In other words, are we talking about bringing people to literacy or are we talking about specialized skills at a higher level?

I would think this is overall. I wouldn't say there is any particular area.

There is no waiting at one end of the other, Q you think it would be--

There is waiting among the illiterates and there is a great need to train the illiterates and incidentally, some of the illiterates have been illiterate for so long that they do not want, in fact they resent the attempt to erase their illiteracy.

Mr. Mancusi, have you used--are there federal Q funds available in this area of education? I am thinking particularly of library funds. I understand, I think

it is HEW has funds available for libraries which are direct from HEW direct to any correctional facility?

A Yes, there was some federal funding in the central office had made arrangements and it was allocated to various—we had learning laboratories I know that were made from federal funds and so on.

Q Is there any effort within the facility to include the inmates in the choices of courses which will be offered?

A Yes. At Attica we had an excellent study program which gave numerous courses in a wide variety of subjects and certainly if an inmate indicated his desire for a course, if we were able to procure it, we usually did.

Our cell study was derived from ICS courses.

I believe maybe LaSalle Correspondence courses and also many courses which had been drawn up at the institution itself.

Q The inmate did have some way of expressing his desires for--

A If an inmate expressed a desire for a course, his chances for getting it were good. I believe so, yes.

Q You mentioned that for some of the work

4

5

6

7 8

9

10

11

12

13

14 15

16

17

18

19

20

21

22 23

24

25

release programs, that the inmates were driven as 2435 far as 25 miles to work.

Was that correct?

They drove themselves. We provided a car. Α We had them licensed and they drove themselves. Six people went to this factory every day in the morning. They ate breakfast at an outside restaurant which they paid for themselves. They could have had a lunch in the institution. They preferred to buy their lunch. They came back from dinner at the institution and returned after work.

Would you have considered this same approach for an education program somewhere someone would travel from the institution to a college or university?

This type of program is presently in action in some of the institutions and I think that you will see that it will be expanded to various other institutions wherein they will be, instead of work release, education release, where they will go to a college or a junior college or community college, take their courses and return. I know that this has been in practice in Auburn already.

Mr. Mancusi, in light of today and the Q new world, do you think that there is going to be ever any room in the administration of correctional facilities

Yes, I think you are going to see an expanding Α area in which women will be able to use their talents. We recently employed the first female nurses at Attica and they worked out well.

MRS. WADSWORTH: Thank you.

MR. MC KAY: Mr. Carter.

EXAMINATION BY MR. CARTER:

Q Mr. Mancusi, is that work release program that you described still in operation?

It was, sir, when I left, and I would assume that it still is. I am not knowledgeable but it was when I left.

How many people were involved in it other than the initial six?

A Well, the initial six had all left and six others. So that there were a total of 12 men.

They had been released from prison? Q

Yes, sir. These six had been paroled and five of them were still employed in this same place of employment where they had received their training. Six of them could have been, one after he was released on parole couldn't get to work on time and when he got to work he couldn't stay in the department where he belongs, and they finally gave up on him. He evidently found

11 12

13

15

14

16

17

18

19

20

21

22

23

24

25

Q Could you explain to me, I think in answer to a question from Mr. Liman about the log, that there was instructions that correction officers should participate in the firing under the order of the State Police.

Why was it contemplated that they should participate in the firing at all. Why weren't orders issued that they should not participate in the firing?

A This was done in a sort of negative way, I would say. The correction officers were a support for the State Police. And if you will read the log you will see that no correction officers were supposed to fir unless they were so ordered by the State Police.

So actually I think that the thing that you asked was done in a negative way.

- Q Except for the fact that they were given, allowed to carry arms and in fact did participate in the firing. So that their participation was made available—I can't understand the order. It seems to me that the—the order seems to me as I read it to contemplate that they will participate at some point.
 - A Only if the State Police required it.
- Q Following up on a question of Mr. Marshall's, and accepting your definition of militants as someone

23

24

25

who tears a system down, how do you distinguish between one who seeks to reform and one who is a militant? Particularly -- and particularly let me add this other factor, particularly if the individual is black or Puerto Rican?

Well, I don't think that that enters into it because a militant may be white, black, red or The only way that I could answer your quesyellow. tion, I believe, is the manner in which they are attempting to do this.

The procedures that they use in--it's a subjective assessment, I suppose, that has to be made by an administrator.

Mr. Mancusi, you know, and you have indicated that thepeople inside the prison had been effected by the winds of change outside.

You mentioned the demonstrations and the like. I gather that you know that attitudes of blacks and Puerto Ricans have undergone vast changes over the last several years. That in expressing those attitudes, demanding equality, equal treatment and an end to discrimination they are more aggressive than they have ever been before.

An individual like that who comes to Attica with that kind of background, is that individual regarded

A It would depend on what the situation were.

Certainly I am as much interested in stamping out discrimination as the next person is. I took adequate steps to do this, I believe. I instituted a black studies course and hoped that--

Q What did that mean, by the way. I heard that before.

A The black studies course as I understand it, is a course of study wherein the contribution of blacks and black culture is taught to both blacks and whites so that pride can be had in the knowledge that blacks have made substantial contributions.

Q Who taught that course?

A It was taught by one of the members of the school staff and he was aided by an inmate.

Q It was taught I gather by--am I correct, let me ask, it was taught by a white employee, aided--

A No, sir. It was taught by a black teacher.

Q A black teacher--

A Aided by a black inmate.

Q I have interrupted your answer to my question.
You were about to answer my question in terms of the militants.

A I felt that I had already answered. It would

Q How well do you think your staff, that is, the correction officers, there were no black correction officers while you were there, were there?

A Yes, from time to time there were black correction officers.

- Q From time to time--
- A Very frew.
- Q From time to time how many at any one time?
- A At any one time I think probably there was the maximum at one time.
 - Q When was the last one there?
 - A Well, there were two there when I left.
 - Q How many Puerto Ricans?
 - A There was one Puerto Rican.
- Q How do you--do you believe that your staff, which I gather is for the most part rural, from in and around Batavia, white, generally, I gather with high school education, do you believe that your staff is readily equipped to understand the younger more--I won't use the word militant, because I have accepted your definition, but more aggressive black, Puerto Rican city-bred person, who I gather is increasingly among the population at Attica?
 - A I believe the staff as it is constituted

requires much training and especially because there 2441 have been many new people added and I also believe that more members of minority races would be beneficial to the staff.

Q One final question. If I understood you properly, you pointed out an industrial program that you had as being a part of the rehabilitative process.

Am I correct in that? I don't want to--

A There is an industrial program and I feel that that is an aid to rehabilitation because marketable skills are learned there.

Q And you included in that rehabilitation, as I understand it, the metal shop. Am I correct?

A You are correct.

Q We have heard from testimony presented here sometime ago, rather during the course of these hearings that disciplinary inmates, inmates that needed discipline, who were uncontrolable were assigned to the metal shop as a form of punishment.

A I don't think that's true.

Q This is some testimony that we have heard from--the hearings--during the course of the hearings, but you do not believe that is the fact?

A People have been assigned against their wishes at times but not as a disciplinary measure.

Q And persons in the metal shop in your 2442 judgment are able to gain marketable skills?

A That is my believe.

MR. CARTER: Thank you.

MR. MC KAY: Mr. Wilbanks.

EXAMINATION BY MR. WILBANKS:

Q Mr. Mancusi, Mr. Liman read your orders in regard to the correctional officers not shooting.

We're now satisfied in this inveestigation, as I am sure you have heard that perhaps 14 or more correctional officers did shoot. Has any discipline been taken against correctional officers who either disobeyed orders or else the State Police have not been honest with us in saying they didn't give such orders.

Can you comment on that?

A I haven't been informed as to who or whom these officers are. I have not made an investigation of this thing because at the time after the assault the Fischer Commission was appointed and the McKay Commission and I was informed that all investigating would be done by these commissions.

I have cooperated fully with each one of these commissions as far as giving information, as far as giving copies of correspondence, of orders, of rules

and regulations, any information that I had at my 2443 disposal which I felt would aid or was asked for from this group and also from the Fischer Committee.

Q I wanted to make clear what the responsibilities were.

A similar question. Are you satisfied at this point--we had testimony this morning about reprisals that were taken by correctional officers upon inmates on September 13.

Are you satisfied that there were reprisals in fact at this point?

A I have heard that there were reprisals, but I have no personal knowledge of those.

Q There wasn't any one point that you became satisfied and just thought that you should discuss this with correctional officers?

A Oh, on many occasions in staff meetings I had cautioned supervisors and instructed them that it was—we were being accused continuously of harrass—ment and that it was imperative that they see that the people under their supervision did nothing or said nothing which could be construed as harrassment and we have been in the courts previously on numerous occasions and pointed out to them why it was necessary that they be extremely careful, that their actions should be

such that they could not be accused of harrassment. 2444

Q I would assume again, if reprisals did take place, you would expect this would be the responsibility of Judge Fisher and not of the prison authorities, is that a fair assumption?

A Certainly, if it came to the--I'm talking about the investigation of the retaking and immediately after the retaking.

Q Yes.

A Yes, after all, if you don't investigate, you don't have the knowledge and if you don't have the knowledge, you can't take action and if you are restricted from taking any action, you can't do it any way and this is the position at the present time as far as I was concerned.

Q One final question. One of our staff members,
Mrs. Wadsworth, asked about educational opportunities
and in Rochester, perhaps you are aware of this, one
of your staff members, a Mr. Germane, testified, and
I have the testimony here, I won't read it, but he
talked about it's inadequacies and he felt in short
that at least from Albany there was an emphasis on
statistics and they would put 45 in his class when he
might have taught 6 adequately. But they wanted to
show that a lot of people were now in school. When asked

10

11 12

13

14

15

16

17

18

19

20

21

22 23

24

25

2445 what the attitude of administration was toward improving -- I feel like in public hearings if a charge is made an implication you should be entitled to respond to that.

What do you see is the attitude of the administration towards improving the program, speaking of the educational program in knowledge in general. He stated as follows: "I can't comment upon the present administration because we haven't had a chance to try them out really. The past administration, the past warden, well, you know, I think I saw him three times in a year and a half. If that is any commentary but we tell stories in the schools in a lot of ways, you know, it's a bad place."

Can you respond to that?

Yes, I can. Mr. Germane is a young teacher. Α It is very possibly true that he saw me three times. However, I saw his supervisor, the supervisor of education probably every day. And I feel that if I am going to be characterized, I think that the testimony should come from people who are qualified.

MR. WILBANKS: Thank you.

MR. MC KAY: Mr. Henix.

EXAMINATION BY MR. HENIX:

Mr. Mancusi, I am not sure thought but how long Q

115 2446 have you been part of the administration staff at 2 Attica? 3 Α Since September 23, 1965. 4 I know that the Commissioner Oswald and you 5 have differences of opinion as to how the institution 6 should be run but I am not clear as to your reasons 7 for leaving the department. 8 Did you ever tell this Commission why you 9 left the department? 10 Yes, sir, I did. Because I didn't feel in 11 good conscience I could execute the procedures that the 12 Commissioner required. 13 You felt in spite of the amount of years Q 14 that you spent in the department, that that was adequate 15 reason to believe on principle? 16 Yes, I do. In fact, I think that that was--Α 17 when you work for a man, you are required, I believe, 18 to do as he directs you to do or if you can't do that, 19 then you must stop working and this got to the point 20 where I felt that I should stop working because I could 21 not in good conscience carry out the directions. And 22 this I did. 23 Would you say that they have done any more, 24 like in Attica, for instance, changing the word prison

to correctional institution, the word warden to super-

25

intendent or the word prisoner to inmate has changed 2447 the basic nature of prisons in this state or Attica in particular?

A Well, we live in a world of change and I think that this is a step in the right direction. I think that the connotation is much better. And I think that improvements will come.

Sometimes quickly, sometimes slowly. But however, I think it is a change in the right direction.

Q Mr. Mancusi, before it was mentioned concerning the screens that was added to the visiting room in order to prevent, I guess, what you said was the spread of narcotics throughout the institution because it had become somewhat of a plague in our society.

Could you say your decision to make this move, putting up screens was a detriment against the loved ones of thse prisoners even though no state court had found them guilty of any crime?

A No, I wouldn't say that.

Q You don't feel that that act in any way was reflected and took from the little bit of freedom of being close to each other, you don't feel that that made any difference putting that screen up there?

A Yes, I did feel that. But I felt that the

reason for it justified it.

Q But there was no--had you caught somebody passing narcotics?

- A Had I caught somebody?
- Q Yes.
- A No.
- Q So it was a judgment you were--this was a preventative move on your part?

A Yes, it was.

MR. MC KAY: Mr. Henix, can I interrupt your question for just a moment.

Mr. Mancusi, as you know under our procedures when you have responded as generously as you have to our questions, you are entitled to make a statement of your own and we have just five minutes to go and I want to find out before we continue the questions whether you do wish to state something to the Commission, to the public.

THE WITNESS: I would like to make a brief statement.

MR. MC KAY: Surely. Please do so now to make sure that you are not foreclosed from that by the end of the hearings.

THE WITNESS: I wish to thank you for having the opportunity to come before this Committee.

I would like to say that I feel that 2449 the correctional employees have been misrepresented. They are for the major part, dedicated, hard working, good citizens who are doing a dangerous job under conditions which are sometimes inadequate and I feel that this job which they are doing for the taxpayers should be recognized.

I know that there has been a great deal of misinformation bandied about that they are not very smart and they are rural people and so on.

They come from all walks of life. Many, in fact, I would say that the great majority of dedicated to rehabilitation and want to do the best job that they know how. I hope that they will receive training in order to enable them to do a better job. I also want to take this opportunity to acknowledge the aid which I received from the New York State Police, which I feel is a fine organization.

Thank you.

MR. MC KAY: Thank you. I hope you do not mind if we persist with questioning for just a minute longer.

THE WITNESS: No, sir. I will stay here

3

4

5

6

7

8

9 10

11

12

13

14

15

16

17

18

19

20

21 22

23

24

25

MR. MC KAY: Mr. Henix.

BY MR. HENIX:

I want to continue along the same lines Q in reference to the putting up of screens.

This, of course, is a projection but I'm wondering if you were one of the inmates, would you be satisfied with the conditions of the visiting room in as much as this is a question of human treatment and humanity, a question of being treated like a human being. Would you be satisfied with those conditions?

If this were part of the rules and regulations Α and I were an inmate, although I might not particularly like it, I would feel that this is something which I brought upon myself and that I would have to endure.

- Even though it was difficult at the time Q that you took office because you made this change, this is a decision that you made.
 - Α I did make that change, yes, sir.
- This is why I asked that question. One of Q the other things I would like to ask you, one of the 28 inmate demands was for your dismissal. Have you any idea how the inmates of Attica see you as a person?
- This I think would depend upon individual And I'm sure that the--there assessment would inmates.

run the gamut as far as it goes.

Q Because it was a pretty strong demand.

A However, I also received many letters after the riot from former inmates in which they were encouraging me to continue. Thanking me for help which I had given them.

Q On the question of racism, if you found to your satisfaction that a man was in fact a racist, would your intervention make it impossible to have this man fired because standards of proof might be a difficult question to reach?

A I would do whatever I could do to place that man in a position where his racism would not be a hindrance or a danger to the operation of the institution.

- Q Could you fire him?
- A Could I fire him?
- Q Yes, could you dismiss this person?

A It would depend upon what incidents occurred. You just can't fire a man, you just can't say you're fired. You must go before a court. He is able to have counsel and you must have very good reason for separating him from the services in order to be able to effect his separation.

Q Would the union interfere with whatever procedures that you might decide to take, can they, do

sentation and also legal representation to any of the correction officers whom they represent who request it.

Q Have you personally asked this union or

The union, as I understand it, give repre-

any one for that matter and made any real strong attempts to hire more black or more minority, like Puerto Rican representatives as part of your staff?

A Most of the staff come from the civil services and the Commissioner is aware of the need for minority groups on the staff and they have made recruitment efforts.

Q I mean you, you, Mr. Mancusi, have you personally?

- A I have told him that I would like more.
- Q What did he say?
- A Colored staff.
- Q I have another question. Has there ever been occasion for men who were working in the differene shops like the metal shop around the summer of 1967 to work overtime like maybe because they were involved in a project that might have went past regular hours?

A Yes, there were occasions where we worked two shifts.

Q And I understand from the questioning of inmates,

a prior inmate that he or they as a group had asked 2453 you if you would see that they got coffee or some food, you know, after having to work these extra hours and your response to them was a flat no.

Is there any truth in that?

- A Could be true.
- Q Could you give me any reason why you would do that if a man worked past his hours, which was required?

A Because he would have had a later meal anyway.

Q Another question, did I understand you to say that you had an opportunity for men in D-Yard, an offer for them to leave D-Yard, is this part of what I understood in your statement, that you had offered them an opportunity to leave D-Yard at any point?

During the time of the uprising?

A On the first day I went as far as I could go that we had control of and with a bullhorn I informed them that I wanted to talk to some leaders. I also informed them that we would take anyone who wanted to come out and we would give medical care to inmates or officers who were injured and requested them to bring them out so that they could get proper medical care.

Q Have you any idea in view of the situation and

the fact that the prison was in the control at 2454 that point of the inmates, how this would have been accomplished, how would you have been able to work this out, do you have any idea?

A We did take out 40 to 50 prisoners and a number of hostages who were injured and were brought to the gate.

Q But I understood the inmates that brought them to the gate was afraid because they told them, all right, put them down and they were standing there with rifles and the inmates withdrew from the gate.

A Sir, somebody also informed me of that and if he had asked to come out or said that he wanted to come out, he would have been taken out. In fact, later on during the time of the rebellion, a man came up to carry food back and he foght his way out there and was taken out. We would have been glad to take anybody out that wanted to come out.

Q Mr. Mancusi, my final question is that you were actually at that time the warden, eventually superintendent at Attica since 1955?

A Yes, sir.

Q I asked you this question before. And in spite of the testimony that went down here today, the way I phrased the question that you had been relegated

to the position of answering telephones, the superintendent of an institution and for whatever reasons,
ended up actually, your function was to answer the
telephone. It would seem to me that this would be
a gross insult.

A Well, Mr. Henix, you will have to ask this question of the Commissioner. I worked for the Commissioner. I carried out his orders.

Q How did you feel about that. I know that. Did you feel insulted?

A I felt that my services were not properly utilized throughout the process of disturbances.

MR. HENIX: Thank you.

MR. MC KAY: There are, I am sure, other questions but we are being very strongly signaled that it's all over. The hearing will recess until 9 o'clock tomorrow morning.

Thank you very much, Mr. Mancusi.

THE WITNESS: You're welcome, Dean.

(Time noted: 4:30 p.m.)

$\underline{\mathtt{C}} \ \underline{\mathtt{E}} \ \underline{\mathtt{R}} \ \underline{\mathtt{T}} \ \underline{\mathtt{I}} \ \underline{\mathtt{F}} \ \underline{\mathtt{I}} \ \underline{\mathtt{C}} \ \underline{\mathtt{A}} \ \underline{\mathtt{T}} \ \underline{\mathtt{E}}$

STATE OF NEW YORK)
: ss
COUNTY OF NEW YORK)

I, LEON ZUCK, a Shorthand Reporter and Notary Public within and for the State of New York, do hereby certify:

That I reported the continued proceedings in the within entitled matter (pages 2180-2455)
and that the within transcript is a true record
of said proceedings.

I further certify that I am not related to any of the parties to this action by blood or marriage; and that I am in no way interested in the outcome of this matter.

IN WITNESS WHEREOF, I have hereunto set my hand this day of 1972.

LEON ZUCK