



Legal Protection for Correctional Officers in Disciplinary Enforcement at Class IIB Lubuk Pakam Correctional Institutions

Juanda Gultom¹, Muhammad Ridwan Lubis², Herlina Hanum Harahap³

^{1,2,3}Pascasarjana, Magister Hukum, Universitas Muslim Nusantara Al Washliyah, Medan, Indonesia

Abstract : Correctional officers play a critical role in maintaining order and supporting the rehabilitation of inmates within correctional institutions. Despite responsibilities comparable to other law enforcement professionals such as police officers and prosecutors, the legal protection afforded to correctional officers remains limited in practice. Although Law No. 22 of 2022, Ministerial Regulation No. 66 of 2016, and Ministerial Regulation No. 8 of 2024 provide a formal legal framework for enforcing inmate discipline and protecting officers, many officers struggle to navigate their dual role as both security enforcers and rehabilitation facilitators. This study explores the gap between legal provisions and on-the-ground realities at the Class IIB Lubuk Pakam Correctional Institutions, using a normative-empirical approach. Findings indicate that legal protection is often merely procedural and lacks meaningful institutional support. Contributing factors include overcrowded facilities, limited legal knowledge among staff, and the absence of effective deterrents against inmate violations—all of which leave officers feeling professionally and legally vulnerable. These conditions place correctional officers in a difficult position, where they must balance the enforcement of duties with concerns over potential legal consequences. The study concludes that strengthening legal education, enhancing institutional support, and revising current regulations are crucial steps toward improving the protection and effectiveness of correctional officers in their daily roles.

Keywords : Correctional officers, Disciplinary enforcement, Institutional support, Legal protection, Prisoner management

1. Introduction

Every profession carries with it specific duties, responsibilities, and performance targets that must be achieved. Performance reflects an individual's commitment and professionalism in carrying out their responsibilities. (Kementerian Pendidikan Dasar dan Menengah Republik Indonesia, 2016) These two aspects are inseparable in any professional context (Musbikin, 2021). In the field of law enforcement, especially within correctional institutions, duties and responsibilities become increasingly complex and challenging. Correctional officers play a crucial role in supervising inmates, maintaining order and security, and facilitating rehabilitation while upholding human rights and the principles of justice and humanity.

However, the implementation of these duties often leads to tension between the need to maintain order and the obligation to respect human rights. In many cases, physical force is still used as a method to discipline inmates, even though this contradicts legal principles and human rights standards (Office of The United Nations High Commissioner for Human Rights, 2017). Numerous reports in the media have highlighted cases of abuse and inhumane treatment in Indonesian correctional facilities, such as the incidents at the Class IIA Narcotics Correctional Institution in Yogyakarta (Saputra & Subarkah, 2021). The use of violence by law enforcement officers, including correctional officers, is often justified as a necessary measure to discipline or extract information. However, such practices are in direct conflict with modern legal frameworks. Therefore, it is necessary to adopt more scientific and procedural approaches such as Scientific Crime Investigation (SCI), which integrates scientific methods into law enforcement practices to ensure objectivity, effectiveness, and fairness in handling violations (Marjuki

Correspondence:

Name: Juanda Gultom

Email: gultomjuanda@gmail.com

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& Panjaitan, 2024) .

The roles and authority of correctional officers are legally established in Law No. 22 of 2022 on Corrections, Ministerial Regulation No. 6 Tahun 2016 on concerning provision of legal aid in the ministry of law and human rights; Ministerial Regulation No. 8 of 2024 on the Management of Security and Order in Correctional Institutions and Detention Centers. These legal instruments reflect the fundamental transformation from “prison guard” to “correctional officer,” officially recognizing them as law enforcement professionals with equal standing to other legal authorities. The designation of correctional officers as a specific functional role demands multidisciplinary competence—including rehabilitation strategies, psychosocial approaches, human rights awareness, and legal procedural knowledge—far beyond what was previously expected of prison guards. Correctional officers now operate under standardized SOPs in handling disciplinary violations, the use of force, and restorative approaches, ensuring more legitimate and structured enforcement against inmate misconduct.

Despite these regulations, officers’ actions are sometimes perceived as excessive by inmates. High-profile incidents, such as those involving the use of force at Class III Correctional Institution and Class IIB Ternate Detention Center, have sparked public concern. In certain cases, officers were charged under Article 351 of the Indonesian Penal Code for assault (Kilikily, 2023). These examples highlight the dilemma correctional officers face: while responsible for maintaining order, they risk being criminalized if their actions are seen as exceeding their authority. Another significant factor contributing to the fragility of legal protection is the compounding effect of prison overcrowding and the presence of criminal gangs within correctional facilities. These conditions place an increased burden on officers and expose them to potential threats and intimidation, which further complicate their ability to perform duties safely and ethically (Suryanto, 2025)(Hani, 2024).

This raises a critical issue regarding the limits of authority granted to correctional officers. Without assertive enforcement, institutional security and order may be compromised. On the other hand, officers also need adequate legal protection to perform their duties effectively, without fear of unjust legal consequences. However, such legal safeguards must not undermine the fundamental rights of inmates or become a justification for abuse of power. These circumstances highlight the urgent need for a comprehensive study on the legal protection mechanisms available to correctional officers. The lack of adequate legal and institutional support places officers in a vulnerable position, which ultimately affects their performance and professionalism. Thus, it is essential to evaluate existing laws—particularly Law No. 22 of 2022 on Corrections—to determine the extent to which they offer protection for officers in the execution of their security duties. This research, titled “An Analysis of Legal Protection for Correctional Officers under Law No. 22 of 2022 in Disciplinary Enforcement against Inmates Violating Security and Order at Class IIB Lubuk Pakam Correctional Institution”, aims to assess the level of legal protection afforded to officers and the challenges they face in practice. It is expected to provide policy recommendations for strengthening legal frameworks and institutional support, enabling officers to carry out their roles optimally while respecting human rights.

2. Materials and Methods

Considering the problem to be studied is about how the consummation of legal protection for corrective officers when carrying out their main duties and functions as security for WBP who commit correctional violations grounded on Law No. 22 of 2022 concerning Corrections. An empirical normative exploration system is demanded where the exploration is conducted by conducting a literature review supported by direct exploration at the locus (exploration position) and particular checks related to the form of legal protection for corrective Officers as supporting data. The types of primary data used are the Regulations governing Corrections, videlicet Law No. 22 of 2022 and the specialized instructions contained in the Regulation of the Minister of Law and Human Rights No. 66 of 2016 concerning the Provision of Legal Aid within the Ministry of Law and Human Rights. As secondary data, videlicet the results of interviews conducted with the Head of UPT and security/ order officers, the results of a check of officer workers of the Lubuk

Pakam Class IIB Correctional Institution and attestation. The data analysis fashion used is by collecting all available data, editing (opting the stylish material to be presented), assaying (in depth disquisition) so that a conclusion is created that can be an answer to a problem raised (Ahmad et al., 2024)

3. Results and Discussion

3.1. The implementation of the Correctional Law regarding the legal protection of correctional officers in general and the Class IIB Lubuk Pakam Correctional Institution particularly.

The perpetration of the Corrections Law Regarding Legal Protection for Corrections Officers has in general been regulated in Composition 87 paragraph (1) to paragraph (4) of Law No. 22 of 2022 concerning Corrections. Where the protection in question has been regulated in the Regulation of the Minister of Law and Human Rights No. 66 of 2016 concerning the provision of legal backing within the Ministry of Law and Human Rights. Still, the form of legal protection for corrective officers that has been handed by the Government to its state outfit in the field of corrective security can be said to be weak if we look more deeply. This can be seen in the image below :

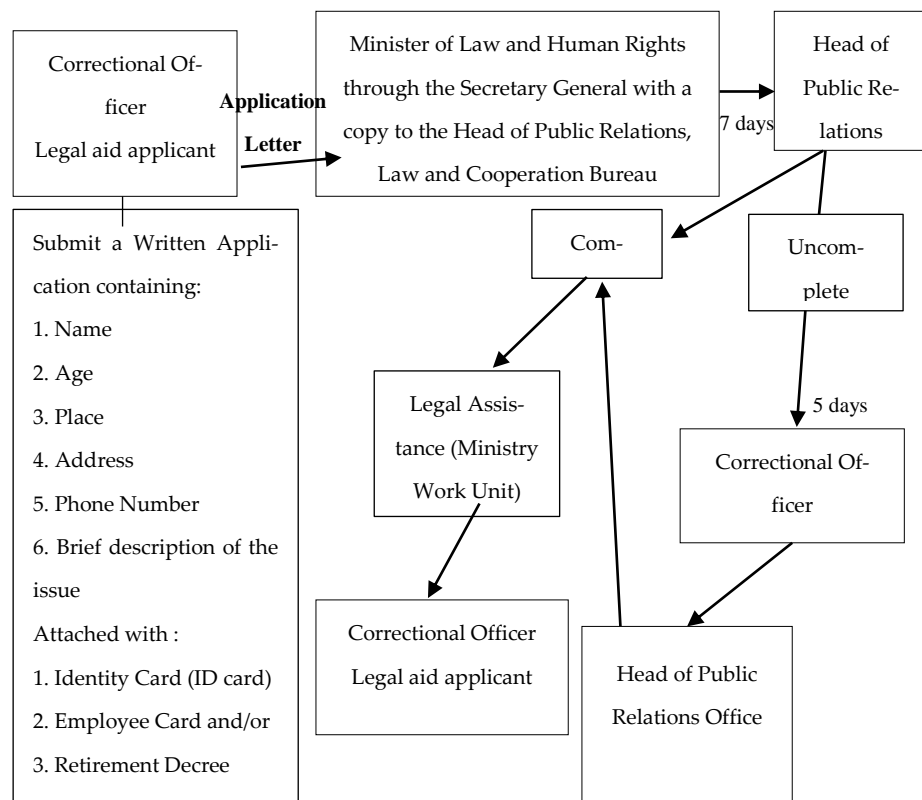


Figure 1: Chart of Requirements for Correctional Officers in submitting a request for legal protection to the Minister

It can be seen that the way for corrective officers to gain legal protection must first submit an operation to the Ministry to be followed up with an operation period of around 7 (seven) working days. However, also an aspirant, in this case a corrective officer, If declared complete. Although it has replaced the title of duties or positions held from captivity guards to corrective Officers. Which is in agreement with the accreditation of the Regulation of the Minister of State Apparatus commission and Regulatory Reform No. 35 of 2021 concerning Correctional Security Functional Positions with the end of developing the career and professionalism of civil retainers in carrying out transformation and enforcement duties in the field of corrective security and order. Still, in reality, not all captivity guards come corrective officers. Clearly, this is the original index of why the legal protection of corrective Officers tends to be considered weak. Another

factor contributing to the weak legal protection is the lack of focus from the Ministry in preparing its corrective officers. In discrepancy, law enforcement agencies like the police prepare their frontline officers for 5 (five) months for rookies and 7 (seven) months for non-commissioned officers before they directly engage with the community. This is different from how corrective officers are prepared. The corrective officers who were declared to have passed were incontinent emplaced and faced with convicts, whether in corrective institutions, detention centers, or special child development institutions. Although medications were made, they weren't trained on the practices of the job to be performed, but only limited to introductory education/ training (LATSAR) for a Civil menial (ASN) for one month, studying the values of ANEKA (Akuntabilitas, Nasionalisme, Komitmen Mutu dan Anti Korupsi), rather than introductory education/ training in corrections or the corrective system (Astuti, 2023). In terms of internalization of Law No. 22 of 2022 concerning Corrections and specialized instructions of the Regulation of the Minister of Law and Human Rights No. 66 of 2016 concerning the Provision of Legal Aid within the Ministry of Law and Human Rights, officers of the Class IIB Lubuk Pakam Correctional Institution, the author also conducted an interview with Mr. Tiopan Pandapotan Situmorang, Head of the Security and Order Administration Section at the Class IIB Lubuk Pakam Correctional Institution, where he stated that :

".... Legal protection for corrective officers can be said to be weak. This is due to the lack of focus of the government in this case, the Ministry of Law and Human Rights, which is presently divided into 3 (three) ministries. In addition to the lack of focus of the ministry on the threat factors." "Playing it safe" is the stylish way that can be done while also dealing with the domino goods of overcapacity presently endured by the Class IIB Lubuk Pakam Correctional Institution.

Following up on the below, the author also conducted an interview with one of the JFT (Specific Functional Positions) in the field of security and order, videlicet Mr. Edruado Sembiring as the First Community Guidance Officer. In his statement, he said that :

".... Legal protection for corrective officers doesn't yet have a definite form. This clearly has an impact on the conditioning of corrective officers in enforcing security and order in the corrective institution. The thing that officers sweat most is the effect of the chaos that might do if they act to control the things of WBP in the Class IIB Lubuk Pakam Correctional Institution. What we are doing for the time being is communicating and intervening as stylishly as we can while enforcing the bribe (Standard Operating Procedure) that we have internalized with the requirements of the Class IIB Lubuk Pakam Correctional Institution.

Not only conducting interviews with the Head of Class IIB Lubuk Pakam Prison; Head of Section and Head of Security and Order Sub-sections, the author also conducted checks using the help of Google forms and asked 91 representatives of Class IIB Lubuk Pakam Prison officers. Where these workers have their separate duties and functions in the group of corrective officers of Class IIB Lubuk Pakam Prison. To help probe bias, the author also conducted interviews with the First Correctional Security Supervisor JFT as the Security and Guidance Analyst who was directly stationed by the Directorate General of Corrections. The results, as numerous as 69.2 repeaters or 59 people stated that the legal protection handed to corrective officers was sufficient. Meanwhile, as numerous as 18 repliers or 19.8 repliers stated that legal protection wasn't good (only limited to recording). And as numerous as 14 repliers or around 15.4 repliers stated that legal protection for corrective officers was moderate. Enforcement of bribery law is a commodity that must be carried out with or without legal protection (Gultom, 2025).

3.2. *Causing Factors of Weak Legal Protection for Correctional Officers*

The causes of weak legal protection for corrective officers are caused by several factors. The factors in question are : 1. Current regulations. The presence of Law No. 22 of 2022 concerning Corrections as a response to the weakness of legal protection for corrective officers when carrying out their duties and functions has indeed been written compared to its precursor, videlicet Law No. 12 of 1995 concerning Corrections. In legal

practice, the protection handed to corrective officers frequently has little impact. This can be seen in carrying legal protection; a corrective officer who is suspected of having a legal problem is needed to register first by submitting a letter of operation to the Minister of Law and Human Rights, which is presently separated and is the responsibility of the Minister of Immigration and Corrections, where this must go through the Secretary General with a dupe to the Public Relations Office. The waiting time for submitting this operation is ± 12 (twelve) working days. 2. Unguaranteed Security/ Safety. Clustering of WBPs formed in Correctional Institutions/ State Detention Centers/ Special Child Development Institutions is common and can not be denied. With these felonious gangs, it can clearly spark security and order problems in the corrective UPT. 3. Lack of supporting installations and structure for the corrective system. Supporting installations and structure for the corrective system are factors in the weak legal protection of corrective officers. The lack of available installations and structure requires corrective UPT officers to give some people an unhappy portion compared to others. This is considering the critical requirements and must be covered by a corrective UPT not only that political and legal hindrance, the influence of family and felonious groups to the influence of the media and public opinion are also the causes of weak legal protection for corrective officers (Yuska, 2024). In terms of action, corrective officers are given optional rights where commodity/action can be done if there is commodity worse that can be if the optional thing/action isn't carried out in agreement with the vittles of overmatch (coercive power) and noodweer(forced defense) where this applies generally and in agreement with the opinion of the judge (Limpong, 2015). To find answers to the causes of weak legal protection for corrective officers, the author has also conducted an interview with Mr. Hakim Sanjaya as the Head of Class IIB Lubuk Pakam Correctional Institution. In the interview, he said that :

“....Till now, legal protection for corrective officers is indeed weak, not only in terms of regulation but also in practice, where there is no government concession in this case from the Ministry of Law and Human Rights, which is presently managed by the Ministry of Immigration and Corrections. There is no unequivocal explanation of what protection is handed, how the UPT assists corrective officers who are involved in legal problems; and the lack of special training in raising(assessing) security and order disturbances and correctional action against WBP.

The author also conducted an interview with Mr. Kenal Purba as the Head of Security Unit of Class IIB Lubuk Pakam Penitentiary. In the interview, he said that :

“.... In fact, our legal protection is indeed weak. In addition to the lack of good regulations, it is also due to the lack of socialization carried out by the Regional Office. Another factor that is a factor in the weak legal protection for corrective officers is the bad culture that has been formed.. The bad culture that has been erected so far isn't only in the Class IIB Lubuk Pakam Correctional Institution but also in other corrective UPTs. For illustration, there is a gap between corrective officers from the 2000 batch and the 2021 batch. In terms of furnishing visiting services, corrective officers from the 2000 batch didn't really take into account all the prerequisites for visiting (flexible) as long as it was safe. This is different from corrective officers from the 2021 batch. With their enthusiastic enthusiasm and enforcing the stylish possible bribe as a prerequisite for visiting, corrective officers prefer to follow their senility to avoid problems.

To find other effects that beget weak legal protection for corrective officers as well as validity in knowing the causes of weak legal protection for corrective officers. After conducting a check, several effects were set up that caused weak legal protection for corrective officers. The results of the check in question as numerous as 53 out of 91 repliers stated that the main cause of the weak legal protection of corrective officers was due to the condition of installations and structure that were less probative both in terms of labor force, overcapacity conditions and so on which could reduce the performance of the Captivity in carrying out security, coaching and guidance. Meanwhile, as numerous as 22 out of 91 repliers stated that the cause of the weak legal protection for corrective officers was the Ministry's lack of focus on the pitfalls of the work carried out, especially

captivity guards corrective officers. On the other hand, as numerous as 16 out of 91 repliers stated that the lack of training handed in the environment of correctional action for WBP and the absence of representatives from the Regional Office in terms of conducting socialization/ comforting on threat factors was also one of the causes of the weak legal protection for corrective officers.

3.3 Possible Results for Every Captivity Of Correctional Institution / Detention Center/ LPKA in Indonesia to the Weak Legal Protection for corrective Officers

Possible Results for each Correctional Institution/ State Detention Center/ Special Child Development Institution to deal with the weak legal protection for corrective officers are clearly not easy. The actuality of internal and external challenges is also a factor that inhibits legal protection for corrective officers. Seeing the colorful sins above, of course there are colorful advancements that need to be fixed. The advancements in question are : 1. Enhancement of available regulations. The presence of Law No. 22 of 2022 concerning Corrections has actually answered the sins in Law 12 of 1995 concerning Corrections. Still, sins that don't explicitly explain holistically need to be bettered in terms of content, form of protection, compass of protection and other effects that can help corrective officers work more to carry out 3 (three) main effects, including visual guiding, security and guidance for corrective Convicts (*Selanno & Taufik Iqbal, 2021*). 2. Delivering ongoing training related to legal protection for corrective officers. With the training/ tutoring, it is hoped that it will be suitable to have a positive impact on threat factors, threat mitigation and threat operation of WBP discipline enforcement. 3. Adding the understanding of security and order in the corrective UPT in agreement with the corrective system. Adding understanding can be done since the reclamation of corrective officers, Basic Training and Correctional Training conditioning or other effects that can be useful in reducing or minimizing the emergence of problems in the corrective UPT (*Fardhan Wijaya Kosasi & Wibowo | Urgensi Perbaikan Sistem Keamanan Dan Ketertiban, 2021*). 4. Presenting legal counselors and/ or legal judges related to legal protection for corrective officers in all corrective UPTs in collaboration with the Ministry of Law of the Original Regional Office. 5. Presenting legal interpreters and experts in security and order in the corrective field continuously who conduct examinations into cases of violations committed by corrective officers against the enforcement of WBP discipline, both cases that have, are and may do for corrective officers. 6. Establishing cooperation with the Legal Aid Institute regarding threat factors.

4. Conclusions

The findings of this study highlight the legal vulnerability experienced by correctional officers in carrying out their duties, especially in disciplinary enforcement within correctional institutions. While regulations such as Law No. 22 of 2022 and Ministerial Regulation No. 8 of 2024 provide procedural guidelines, they often fall short in offering substantive legal protection that aligns with the complex and high-risk realities faced by users. The tension between maintaining institutional security and respecting inmates' rights creates a challenging environment in which officers must operate—frequently without sufficient institutional, legal, or psychological support. Therefore, it is imperative to undertake regulatory reform that ensures legal protection is not only procedural in nature but also substantive, contextual, and responsive to field realities. Concrete forms of regulatory reform that must be pursued include : 1. Amendment of Law No. 22 of 2022 to include explicit clauses on legal protection for correctional officers, particularly in cases where use of force is exercised within the framework of institutional SOP and in response to real threats; 2. Establishment of a Rapid Legal Response Unit (LRU) within the Ministry of Law and Human Rights that can provide immediate legal assistance and representation to officers facing legal allegations stemming from duty-related actions; 3. Integration of restorative justice principles in cases involving of-fiber-inmate conflicts, to reduce overcriminalization while still upholding accountability and fairness; 4. Mandatory deployment of legal advisors and psychological support staff in each correctional

unit, to ensure officers are guided by legal counsel and receive support for stress or trauma resulting from high-pressure situations; 5. Creation of independent oversight and evaluation bodies to monitor the implementation of use-of-force regulations and ensure officers are not punished arbitrarily for actions taken in accordance with SOP and under lawful necessity; 6. Revision of ministerial regulations to clearly define the threshold for disciplinary actions, escalated procedures, and legal protections at each level of intervention. By implementing these reforms, legal protection for correctional offenders can shift from a symbolic and procedural framework to a substantive, preventive, and supportive system. This will not only improve officer performance and well-being but also contribute to the creation of a more just, humane, and accountable correctional system. Rapid response legal support system be designed as a form of responsive protection in dealing with : Critical situations. Enriching living regulations on legal protection; Giving regular training for officers on threat mitigation, extremity operation, and legal pro-ce-dures; Establishing a rapid-fire legal response unit that corrective officers can penetrate incontinent during extremities or when facing implicit felonious charges; Em placing in-house legal counsels or attorneys at each corrective Specialized perpetration Unit(UPT); Assigning legal experts specifically trained on corrective security and order; structure formal hookups with Legal Aid Institutions(LBH) capable of offering 24/7 legal backing. In Class IIB Lubuk Pakam Correctional Institution itself, the internalization of legal protection for corrective officers is still in the order of" so-so", this is caused by the officers' ignorance of legal protection, lack of socialization of protection for corrective of-ficers, the station of not wanting to beget problems in the plant/working according to SOP is the stylish way to help problems from passing. In terms of correctional action against WBPs that may spark officers to be dragged into felonious acts, Class IIT Luck Adam Correctional Institution should try as important as possible to intervene any vio-lations of security and order caused by workers.

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