Criminal justice scholarship has long recognized the pervasiveness of racial/ethnic disparities in the system. However, few have explored how criminal justice actor behavior contributes to systemic bias. Even fewer have examined how institutional responses to correctional employee behavior can perpetuate racial/ethnic disparities. This talk proposes a single theoretical framework – the Institutional Response Model of Social Control - that considers race as central to the understanding of institutional outcomes. Results of quantitative and qualitative analyses show overall support for the Institutional Response Model’s three key elements: visibility of behavior, institutional context and status of the actor. Noteworthy, employee race and education level influence disciplinary processes. Policy implications of disparities in correctional employee sanctions are considered.