UNIVERSITY OF CALIFORNIA

PRESIDENTIAL CAMPUS SAFETY PLAN

INTRODUCTION

Across the nation, communities are grappling with the hard truth that systems of policing and law enforcement have not safeguarded people equally. Too often, the same systems charged with providing protection have become a source of great distrust and fear. This plan to re-envision safety at the University of California starts by acknowledging that reality.

There is no higher priority for the University than the safety and security of students, faculty, staff, patients and visitors. The Presidential Campus Safety Plan lays a foundation for transforming UC's culture, policies and practices to achieve a vision of safety in which all members of the community feel welcomed, respected and protected from harm.

The process began months ago, with Chancellors forming campus-based safety task forces to engage their communities in re-envisioning campus safety and policing. Two separate systemwide Presidential Symposia in early 2021 provided further opportunities for dialogue about the best path forward. These efforts, in addition to input from stakeholders across the UC system, informed the key elements of the plan:

Community and Service-Driven Safety
Campus safety policies and practices must reflect the needs and values of our diverse community and be in service to them. This fundamental idea is reflected throughout the plan.

A Holistic, Inclusive and Tiered Response Model for Safety Services
Campuses will integrate policing with mental health, wellness, basic needs, and bias/hate response through inter-departmental partnerships and cross-trainings. Multi-disciplinary teams will triage behavioral health crises, conduct wellness checks, and safely connect individuals to coordinated care, including health and social support resources.

Transparency and Continuous Improvement Through Data
Campuses will collect and publicly share uniform campus safety data on a UC-wide dashboard to empower the UC community and inform change.

Accountability and Independent Oversight
Police accountability boards on every campus will provide a robust complaint and investigation process to ensure that officers are acting consistently with rules, policies and the law.

Additional specifics of the plan are outlined below. In Part I, the guidelines that form the foundation of the plan are described. The guidelines are the basis for the key actions, described in Part II. A new role at the UC Office of the President will track systemwide implementation. It's important to acknowledge this plan is not the end point for achieving a new vision of campus safety. It is the beginning of the next phase of our collective efforts, and everyone has a role to play. No work is more important to the well-being of our community or to the long-term success of our institution.

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PART I: GUIDELINES

Guideline 1: Community and Service-Driven Safety

All members of the UC community should feel valued, welcomed and free from any threat of physical, psychological or emotional harm. Our campus safety system must reflect the needs and values of a diverse campus community including those vulnerable to harm. Specific strategies and tactics in the campus plans will be shaped by a process that includes broad representation of the campus population.

The campus safety system will provide high-quality service in a courteous and accessible manner that allows our community to feel safe and respected in every interaction. Interactions will be held to a high standard of respect and fairness and will be monitored. Hiring procedures and guidelines for campus safety personnel will involve participation of a broad representation of campus community groups including students, faculty, and staff. This begins a continuous process. Campuses will continually engage their communities and improve campus safety practices.

Guideline 2: Holistic, Inclusive and Tiered Response Services

To ensure the safety of the UC community, a tiered response model will match a call for service with the appropriate type of response and responder(s). This holistic approach will deliberately integrate campus policing with mental health, wellness, basic needs, bias/hate response and other services through inter-departmental partnerships and cross-trainings. Multi-disciplinary crisis teams will triage behavioral health crises, conduct wellness checks, and safely connect individuals to coordinated care, including health and social support resources.

Non-sworn security personnel will more visibly render services such as residence hall foot patrols, providing safe shuttles/walks to students, staffing events requiring additional security, and diffusing unsafe behavior. The University will prioritize deterrence and prevention of violent crimes over the enforcement of non-violent minor offenses, such as non-hazardous traffic violations. The University will reinforce existing guidelines to minimize police presence at peaceful protests, and to seek non-urgent mutual aid first from UC campuses before calling outside law enforcement agencies.

Guideline 3: Transparency and Continuous Improvement through Data

A systemwide dashboard with campus-level detail will be created and regularly updated, to inform and empower the UC community. This data will be used to assess campus safety practices, generate recommendations for best practices, and hold the institution accountable.

Guideline 4: Accountability and Independent Oversight

Campus complaint processes are essential mechanisms for the community to report misconduct and ensure that officers are acting consistently with rules, policies and the law. A standardized and robust complaint and investigation process will be implemented through police accountability boards.

The Office of President will designate a full-time position in service to the campuses, to coordinate campus safety, ensure continuous improvement through best practices and monitor the implementation of the Presidential Campus Safety Plan.

Two UC campuses are currently accredited by IACLEA, the International Association of Campus Law Enforcement Administrators. IACLEA is grounded in President Obama's Task Force on 21st Century Policing and continually evaluates and implements best practices for campus safety as part of its accreditation standards. The remaining eight UC campuses will seek this accreditation. Review and accreditation by independent third-party experts will demonstrate operational readiness, align policies and procedures with modern professional standards and best practices, promote a strong emphasis on the safety of the public and officers, offer additional community input opportunities, and provide an independent and ongoing audit and review function.

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PART II: IMPLEMENTATION FRAMEWORK

	Actions	*Expected Completion Date(s)*
1.	**Community-Centered Safety**	
1.1	*Current and future campus-based task forces or working groups focused on campus safety will include broad representation of the full UC community including historically marginalized communities.*	*9/30/21*
1.2	*A community-led process will be established that involves faculty, students and staff to define and advise on the specific strategies and approach in the tiered response model (see Guideline 2).*	*9/30/21*
1.3	*The history of policing, and the variety of views including maintaining, defunding or abolishing police departments, and making space for those ideas and solutions, will be shared and considered by campus leadership.*	*9/30/21*
1.4	*All personnel in the whole systems framework referred to in Guideline 2 will be trained on inclusive and respectful service for their interactions with the campus community.*	*6/30/22*
1.5	*Except in urgent or emerging crises, all campus safety service providers will proactively provide their name, contact information, reason for stop or call response, and confirm how feedback can be sent.*	*12/31/21*
1.6	*The campus community will regularly be surveyed on their experiences with campus safety personnel, and the data will be utilized to inform future training and other actions.*	*3/31/22*
1.7	*Real-time feedback platforms will allow for community members to comment on every interaction within the whole systems framework; feedback will drive continuous improvement.*	*6/30/22*
1.8	*Each campus will develop and implement procedures and guidelines for the UC community, including students, faculty, and staff, to participate in the interview process of UC police department and other campus safety personnel.*	*12/31/21*
1.9	*Evaluations for candidates in hiring and promotional decisions for campus safety roles will include behaviors consistent with the University's principles of community and their commitment to integrity, excellence, accountability, and respect.*	*9/30/21*
1.10	*As part of its standard background check, the University will not hire officers or any campus safety personnel with any sustained findings of misconduct related to moral turpitude, sexual harassment, bias, discrimination, or any other finding determined to be inconsistent with the University's principles and values, or who resigned while under investigation.*	*9/30/21*
1.11	*Sworn and unsworn safety personnel must receive high-quality and regular training in verbal de-escalation and non-violent crisis intervention, lawful use of force, cultural competency and diversity, anti-racism, the potential for biased policing, and responses to certain offenses such as domestic violence, sexual violence, and hate crimes. Training on diversity, anti-bias and sex crimes should be conducted in consultation with campus Diversity, Equity, and Inclusion (DEI)*	*12/31/21*

	Actions	*Expected Completion Date(s)*
	offices, and Title IX offices, respectively.	
1.12	*Campus safety personnel will continue to participate in campus special events, meet with faculty, students and staff groups, share crime prevention and self-defense expertise, and more, to build open lines of communication, engagement and understanding.*	*9/30/21*
1.13	*The UC Office of the President will form a systemwide workgroup to recommend uniform, armament, and vehicle standards for every tier in the safety model including for police officers, public safety officers, and student community officers.*	*8/31/21*
2.	**Holistic, Inclusive and Tiered Response Services**	
2.1	*In consultation with the community (see 1.2 above), campuses will develop and define roles and responsibilities for all functions in the holistic, inclusive, tiered response service portfolio. Each campus will pause hiring of non-essential campus safety personnel until the plan has been submitted.*	*12/31/21*
2.2	*To support a holistic tiered response model, campuses will launch its reconfiguration of campus safety roles and functions, including the repurposing of existing sworn officer positions to other safety, wellness or social service roles.*	*6/30/22*
2.3	*Campuses will develop staffing plans to enable availability of the tiered response crisis intervention teams 24/7. As necessary, campuses will consult with county offices to coordinate training, response and continuity of care for mental health services.*	*12/31/21*
2.4	*Campuses will develop a campus safety "whole systems" infrastructure which integrates campus policing more deliberately with mental health, wellness, basic needs, sexual harassment prevention, bias/hate response, and so forth. Leadership will foster partnerships and cross-trainings across Student Affairs, Campus Safety, Student Health Centers, Title IX offices and CARE advocates, Diversity, Equity and Inclusion offices, and other campus support services providers.*	*6/30/22*
2.5	*Campuses will reinforce and communicate University and campus guidance on protest response, role of police, observers or monitors, and use of mutual aid so that community members are aware of expectations, functions, and roles.*	*9/30/21*
2.6	*In consultation with Campus Counsel and Student Affairs, campuses will consider addressing the harm created by the traditional criminal justice system through adjudication of nonviolent and low-level crimes using community-based solutions, such as restorative justice programs or neighborhood courts.*	*9/30/21*
3.	**Transparency and Continuous Improvement through Data**	
3.1	*Campuses will post these categories of safety data annually:* *•Crimes Data (Part I and Part II)* *•Use of Force* *•Campus Safety Workforce Summary* *•Campus Safety Fiscal Year Budget* *•Stops (RIPA compliant as required by California Law)* *•Complaints (consistent with California Department of Justice requirement)* *•Calls for service*	*12/31/21*
3.2a	*A working group will be established to develop an implementation plan for a*	*8/31/21*

	Actions	*Expected Completion Date(s)*
	systemwide dashboard in three phases, based on quality, availability and consistency of data by category across all 10 UC campuses. Membership will be from appropriate offices with technical expertise at the UC Office of the President as well as campus offices, as needed, and will develop a proposed plan and budget to fund central collection, storage, security, and access protocols and reporting of data long-term. The below milestones will guide implementation in a phased approach.	
3.2b	▪*Post on the UC Office of the President website: crime statistics, use of force data, UC Police Department (UCPD) workforce data* ▪*Deliver preliminary set of data submission specifications and dates* ▪*Develop systemwide dashboard work plan and budget*	*12/31/21*
3.2c	▪*Design and implement a data collection process and storage system for all data identified above* ▪*Launch of systemwide dashboard* ▪*Include campus safety data in the systemwide UC Accountability Report*	*6/30/22*
3.2d	*Incorporate all remaining data into systemwide dashboard*	*6/30/23*
4. Accountability and Independent Oversight		
4.1a	*Each campus, using the UC Davis Police Accountability Board's procedures and policies as minimum standards, will establish a campus police accountability body and procedures to review investigation reports regarding public complaints against UCPD. This body will provide recommendations to ensure that complaints regarding UCPD policies and the conduct of UCPD personnel are resolved in a fair, thorough, reasonable, and expeditious manner. These bodies will solicit public input and conduct community outreach.*	*9/30/22*
4.1b	*Each member of the campus accountability body, including students, faculty, and staff, must be fully trained on how to comply with procedural, statutory, and confidentiality requirements, and must be able to commit to consistent service within any given appointment period and to serve impartially.*	*9/30/22*
4.2a	*Campuses will determine a complaint processing and investigation unit that is independent of the campus police department and that is trained in the legal, statutory, policy, and confidentially requirements of these investigations. Investigators shall have access to records and information deemed relevant to the investigation of the complaint. The investigator will deliver confidential investigation reports that protect the identities of individuals involved to the police accountability body for independent review. The investigation and investigation report should be completed within ninety (90) days of being assigned to an investigator, unless for cause and authorized.* *Campuses will determine the appropriate offices to coordinate and staff the accountability body. The police accountability body will be staffed by UC employees who are organizationally independent of the police department. The campus police department will not lead the investigation of complaints brought before the accountability body or staff the accountability body.*	*9/30/22*
4.2b	*The UC Office of the President, through the Office of Ethics, Compliance and Audit*	*6/30/22*

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	Actions	*Expected Completion Date(s)*
	Services (ECAS), will provide independent investigative services and reports for campus accountability bodies regarding the use of force and civil rights complaints against UCPD. The investigation and investigation report should be completed within ninety (90) days of being assigned to an investigator, unless for cause and authorized.	
4.3	*ECAS will convene all trained police complaint investigators no less than annually for training and best practice sharing to ensure systemwide consistency and quality in investigatory services.*	*3/31/22*
4.4	*Each campus police department not currently accredited must begin candidacy for International Association of Campus Law Enforcement Administrators (IACLEA) accreditation. The UC Office of the President will provide centralized assistance to support campuses in pursuit of IACLEA accreditation.*	*12/31/21*
4.5	*As accreditation is a process that consists of multiple steps and actions, campuses should begin on-site assessment by accreditors within 36 months of starting their self-assessment and policy alignment with accreditation standards.*	*12/31/23*
4.6	*The UC Office of the President will designate a full-time position to monitor and support systemwide implementation of the Presidential Campus Safety Plan, coordinate systems and policies, promote ongoing community engagement and consistency in campus safety, and review the complaint process for fairness, thoroughness, quality and speed. This position will convene the primary service providers on each campus in the holistic tiered response model at least every two years to share best practices across the system, and serve as a resource, and guide continuous improvement.*	*12/31/21*