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February 13, 2019

## CHANCELLORS

Dear Colleagues:

As you know, about a year ago, I created the Universitywide Policing Task Force, to make recommendations to me regarding our current processes and policies and ways we could incorporate best practices for the future. The University of California puts the highest priority on the safety and security of its students, faculty, staff, and surrounding communities. I wholeheartedly support efforts to build strong mutual trust with our UC police departments and the many constituencies they serve in their critical work.

I asked the Task Force to advise on:

- The process for how complaints are received, processed, and investigated at UC police departments (departments) and provide recommendations related to quality and consistency throughout the system;
- Training, protocols and policies regarding use of force, to examine their quality and consistency throughout the system. Protocols and procedures for examining use of force incidents to determine the appropriateness of the force;
- Departments' post-incident review processes for use of force and other significant events; and
- Departments' engagement with and training related to the community, including police advisory boards, to determine how to strengthen communication with students, faculty, and leadership.

I was pleased to receive the report in December 2018 and spent much of the last month reviewing the recommendations, reviewing stakeholder feedback, and consulting among leadership and other key experts. I accept all 28 recommendations of the Task Force, with a modification to recommendation #8, which will now read, "UCPD and all campuses

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should identify review criteria for complex complaint cases. The Chancellor or their designee will determine the appropriate investigative entity to handle such cases.”

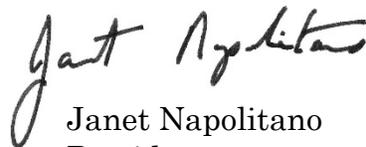
Beginning immediately, I am appointing two campus leaders from the Task Force to oversee the systemwide implementation progress by each campus: Ron Cortez, Chief Financial Officer and Vice Chancellor, UC Irvine; and Elisabeth Gunther, Chief Campus Counsel, UC Merced. They will work with key staff at each campus and the Office of the President to coordinate efforts and report issues and progress to me at periodic intervals.

I know the deliberations of this Task Force were at times strained as difficult issues were debated and national events sometimes became a topic of discussion. Yet, I am not surprised that the members, with widely varying viewpoints and areas of expertise, found a common shared discipline to reach a uniform set of recommendations and conclude their process on time. You can find the full report of the Task Force here:

[https://www.ucop.edu/policing-task-force/policing-task-force-report\\_2019.pdf](https://www.ucop.edu/policing-task-force/policing-task-force-report_2019.pdf).

I believe these recommendations will support the University’s commitment to the safety and security among members of the UC community and will continue to bolster the trust we place in our valued University Police every day.

Yours very truly,

A handwritten signature in black ink that reads "Janet Napolitano". The signature is written in a cursive, flowing style.

Janet Napolitano  
President

cc: Chief Operating Office and Chief of Staff Rachael Nava  
Senior Vice President Alexander Bustamante  
General Counsel and Vice President Charles Robinson  
Chief Financial Officer and Vice Chancellor Ron Cortez  
Chief Campus Counsel Elisabeth Gunther  
Vice Chancellors of Administration