

UC COMMUNITY SAFETY PLAN: CAMPUS PROGRESS REPORT AS OF JUNE 30, 2022
Update on Actions

#	Action	Expected Milestone Date	Milestone Met? Y/N	Implementation detail / description of action taken
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	Y	<p>Led by the Vice Chancellor for Equity, Diversity, and Inclusion, UCI’s Campus Safety Workgroup was established with broad representation of the UCI community. A key outcome of the workgroup was the development of a Campus Safety Framework which describes the contours of safety based on three aspirational principles: safety, security, and justice. The framework emphasizes the campus commitment to safety while grounding this commitment in the expectations and responsibilities of community members. The breadth of the framework also seeks to promote greater clarity and coordination across the enterprise for the wide range of offices and personnel whose roles relate to one or more of the principles.</p> <p>The framework infuses on-going workgroup attention to the UCI Public Safety Advisory Committee’s (PSAC) recommendations for the transformation of public safety at UCI, including changes to data collection and management, complaint review processes, and performance standards.</p>
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.	9/30/21	Y	The Campus Safety Framework serves as a point of engagement with campus constituencies. In collaboration with PSAC, a town hall was held in May 2022, providing an opportunity to update the campus about the implementation of local and systemwide recommendations, share preliminary results from the UCI Community Safety Survey, and review the Campus Safety Framework.
1.3	The history of policing, and the variety of views including maintaining, defunding or abolishing police departments, and making	9/30/21	Y	The Office of Inclusive Excellence piloted the first Community Safety elective course as part of the Inclusive Excellence Certificate Program. This 10-week course addressed three questions – 1.) what is safety, 2.) who gets to be safe, and 3.) who is responsible for safety. The course

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	space for those ideas and solutions, will be shared and considered by campus leadership.			addressed the history of policing and the variety of views, ideas and solutions around policing. Participants engaged with the Campus Safety Framework, PSAC's recommendations for the transformation of public safety at UCI, the UC Community Safety Plan, as well as guest presenters representing diverse populations.
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	Y	<p>The UCIPD command staff continues to participate in the Office of Inclusive Excellence certificate program, with the goal of all command staff and department employees completing the certification. All police department staff have completed the UC Managing Implicit Bias Series training offered through UCLC. The department continues to provide training to staff in the areas of de-escalation, building a safe, respectful and inclusive community, and diversity awareness.</p> <p>https://www.police.uci.edu/how-do-i/police-training.php</p>
1.5	Except in urgent or emerging crises where it poses a safety risk, all campus safety service providers will proactively provide their name, contact information, reason for stop or call response, and prior to the conclusion of their contact, will confirm how feedback can be sent.	12/31/21	Y	<p>On campus, all UCIPD department members proactively provide their name, contact information, and reason for contact. In addition, they hand out business cards to stopped individuals which include officer's name and contact information, as well as a QR code and URL which link to a customer satisfaction survey.</p> <p>https://engage.police.uci.edu/survey/UCI-real-time-survey?source=Website</p> <p>At the Medical Center, the Public Safety team participates in the Patient Experience Survey already in place which includes public safety. Anything outside of that survey mechanism will comply with the policy to hand out business cards to individuals who are stopped.</p> <p>Victims of crimes and those who request police services through the dispatch center will automatically receive an email and/or text with information regarding their call and an opportunity to provide</p>

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				<p>feedback. UCI uses the SPIDR Tech communications and feedback platform.</p> <p>Policies in place to ensure compliance:</p> <ul style="list-style-type: none"> • UCIPD Policy 1030 describes the requirement for department members to provide information on how the community can provide feedback. • Policy 500.3.1 – Traffic Enforcement Stops includes language that requires officers to identify themselves to the party being stopped, along with the reason for the stop when conducting traffic or enforcement stops.
1.6	<p>The campus community will be surveyed periodically on their experiences with campus safety personnel and services. The data will be utilized to inform future training and other actions, and shall be shared with the campus community publicly.</p>	3/31/22	Y	<p>In Spring 2022, the Office of Inclusive Excellence (OIE) piloted the inaugural Community Safety Survey. Based on UC Berkeley’s The People Lab instrument, Vice Chancellor for Equity, Diversity, and Inclusion Haynes collaborated with campus partners to add campus-specific questions. The survey solicited feedback about perceptions and experience around policing, roles and responsibilities, and strategies for reform.</p> <p>The sample population broadly reflected the university community. Preliminary results were shared with the Chancellor and executive committee and at the annual Public Safety Advisory Committee (PSAC) town hall. The report will be disseminated by or before the Fall quarter 2022, posted on the OIE dashboard, included in OIE Certificate Program courses, and featured in planned forums for employees and student affinity organizations.</p>
1.7	<p>Campuses will adopt real-time feedback platforms to allow for community members to comment on interactions with safety personnel;</p>	6/30/22	Y	<p>On campus, sworn officers and Public Safety Officers (PSOs) hand out a business card to individuals they stop which includes the officer's name and contact information, as well as a QR code and URL which links to a customer satisfaction survey.</p>

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	feedback will drive continuous improvement.			<p>At the Medical Center, the Public Safety team participates in the Patient Experience Survey already in place which includes public safety. Public safety team members also hand out a business card to individuals they stop which includes the officer's name and contact information, as well as a QR code and URL which links to a customer satisfaction survey.</p> <p>Calls for police assistance via the communications center on campus and at the Medical Center receive a satisfaction survey via text or email through the SPIDR Tech platform, providing an opportunity to receive important information about the incident and for feedback. UCIPD supervisors and leadership team are using the feedback to improve services and ensure compliance with policies.</p> <p>Policies in place to ensure compliance:</p> <ul style="list-style-type: none"> • Policy 1030 - Community Feedback • Policy 500.3.1 – Traffic Enforcement Stops - includes language that requires officers to identify themselves to the party being stopped, along with the reason for the stop when conducting traffic or enforcement stops.
1.8	Each campus will develop and implement procedures and guidelines for the UC community, including students, faculty and staff, to serve in an advisory capacity in the interview process of UC police department and other campus safety personnel.	12/31/21	Y	<p>Formal written procedures have been incorporated into Policy 1000 - Recruitment and Selection, stating:</p> <p>"Hiring and promotional oral interview panels for police department positions shall include UCI community representatives which may include students, staff, and faculty. UCI Community members selected to serve on interview panels shall complete the UC Managing Implicit Bias Series: Managing Implicit Bias in Hiring Process prior to serving on a panel."</p>
1.9	Evaluation criteria for candidates in hiring and promotional decisions for campus safety roles will include behaviors consistent with the	9/30/21	Y	<p>The background check and interview questions/case studies used for UCIPD's hiring and promotion decisions support behaviors consistent with the University's principles of community. In addition, background</p>

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	University's principles of community and their commitment to integrity, excellence, accountability and respect.			<p>checks include interviews with people who know the candidate and review of social media accounts.</p> <p>Formal written procedures have been incorporated into Policy 1000 - Recruitment and Selection, stating:</p> <p>"Evaluation criteria 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."</p>
1.10	Continuing the standard background check conducted, 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	Y	<p>UCIPD currently follows this action and they have codified this practice into policy adding to the current Policy 1000 - Recruitment and Selection, stating:</p> <p>"1000.6.2 UCI HIRING STANDARDS 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."</p>
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, eliminating homophobia and transphobia; the potential for biased policing and responses to certain offenses such as domestic violence, sexual violence and hate crimes. Safety personnel will	6/30/22	Y	<p>Police officers and other public safety team members take ongoing training in verbal de-escalation and non-violent crisis intervention; lawful use of force; cultural competency and diversity; anti-racism, eliminating homophobia and transphobia; the potential for biased policing and responses to certain offenses such as domestic violence, sexual violence and hate crimes; and employee personal wellness. Additional trainings were added in collaboration with Campus Disability Services, LGBTQ Center and Title IX and CARE offices. UCIPD website lists training courses completed by officers on its website.</p> <p>https://www.police.uci.edu/how-do-i/police-training.php</p>

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	also be trained on employee personal wellness. Training on diversity, anti-bias and sex crimes should be conducted in consultation with campus Diversity, Equity and Inclusion (DEI) offices and Title IX offices, respectively.			
1.13	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	Y	UCIPD continues to participate in campus special events and other community engagement activities. https://www.police.uci.edu/comm-engagement/comm-engagement-overview.php
2.1	In consultation with the community, campuses will develop implementation plans to create and sustain a holistic tiered response service portfolio that achieves the goals of Guideline 2. These plans must contain the following elements: i. Define roles and responsibilities for all functions in the holistic, inclusive, tiered response service portfolio, including but not limited to sworn police officers, dispatchers, crisis response team members, non-sworn public safety officers or ambassadors, mental health and social service providers, CARE advocates, and other related positions.	3/31/22	Y	UCI's tiered response is based on the Campus Safety Framework, developed by a workgroup with representatives from a range of stakeholder communities dedicated to establishing a model of campus safety that promotes inclusive excellence. <i>Mutual respect for human dignity is the cornerstone of UCI's Campus Safety Framework. This framework consists of three inter-related aspirational principles: safety, security and justice. Together they drive UCI's enduring commitment to build and sustain a campus community where all expect equity, support diversity, practice inclusion and honor free speech. Each principle ultimately relies on our relationship to each other as well as our roles and responsibilities. When put to practice, the campus safety framework will enable students, employees, patients, visitors and neighbors to experience a greater sense of</i>

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	<p>ii. Provide a staffing and budget plan describing how the campus will reconfigure and/or reallocate existing resources to fund and sustain the tiered response model. The reconfiguration plan should include, but is not limited to, repurposing of sworn officer positions or FTE to other safety, wellness or social service roles, and re-distribution of campus operating budgets. As necessary, campuses will consult with county offices to coordinate training, response and continuity of care for mental health services, including 24/7 response teams.</p> <p>iii. Describe how the campus will organize and govern the tiered response model within a whole-systems infrastructure across functional units such as Student Affairs, UCPD, Student Health Centers, Title IX offices and CARE advocates, Diversity, Equity and Inclusion offices, and other campus support services providers.</p>			<p><i>community, thriving and wellness as we work together toward advancing the mission of the university.</i></p> <p>2.1i - Tiered Response Teams and Units Community safety at UCI is defined in its broadest terms with a holistic, inclusive, tiered response which includes mental health, wellness, basic needs and bias/hate response as well as other services. The following units and multidisciplinary teams each play a role in our tiered response model. They include teams which triage behavioral health crises, conduct wellness checks and safely connect individuals to coordinated care delivered by the appropriate units, including mental health and social support resources.</p> <ol style="list-style-type: none"> 1. Case Management Team (CMT) - Coordinates on reported sexual violence incidents on campus to ensure that the campus' institutional response is trauma-informed, timely, and equitable for all parties involved 2. Incident Response Team (IRT) – Coordinates on reported sexual violence incidents at the medical center 3. Consultation Team (CT) – Coordinates and manages complex issues to campus safety or well-being, involving students, faculty, staff and community members 4. Constructive Engagement Team – Coordinates response that supports the exercise and protection of freedom of speech and expression for activities and events 5. UCI Police Department – UCIPD utilizes its non-sworn personnel to serve the community in situations that do not require the response of a sworn police officer. <p><i>Public Safety Officers (PSO)</i> PSOs are full-time, unarmed civilian employees at the Irvine campus and UCI Medical Center where an armed police officer is</p>

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				<p>not required. PSOs protect and guard University property, support community safety, monitor and control entry to restricted areas, respond to calls for service that do not need the response of an armed Police Officer, and inspect areas to help prevent accidents and other hazards.</p> <p><i>Community Service Officers (CSO)</i> CSOs are part-time student employees who serve as the ‘eyes and ears’ to UCIPD. They work to deter crime and promote safety awareness to the campus community. Their current duties include campus patrols, safety escorts, patrolling community functions and special events, client-based security details, building unlocks and lockups, reporting campus emergency blue phone and campus lighting outages, and PD front desk services including LiveScan services and Lost & Found.</p> <p><i>Public Safety Ambassador (PSA) – Medical Center Only</i> PSAs are full-time unarmed civilian employees at the UCI Health Medical Center. PSAs provide a highly visible security presence in designated public entrances in order to protect and guard University property, support community safety, monitor and control entry to restricted areas, and inspect areas to help prevent accidents and other hazards. PSAs also monitor hospital security cameras, alarms, and access control.</p> <p><i>Police Officers</i> Police Officers provide a uniformed response to emergency calls for service, to protect life and property, enforce laws, and investigate criminal activity, as well as conduct safety assessments and provide recommendations for crime prevention.</p>

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				<p><i>Psychiatric Emergency Response Team (PERT)</i> Partnership between UCIPD and the Orange County Health Care Agency providing time sensitive, comprehensive and cooperative response to assist individuals in behavioral health crises and to provide onsite follow-up to ensure access and linkage to behavioral health programs on a part-time basis (one day a week). A county-wide CAT clinician is available to respond 24/7 to the campus.</p> <p><i>Be Well OC Mobile Response Team (in planning)</i> The Be Well OC Mobile Response Team, developed after the nationally recognized CAHOOTS model, is a two-person mobile crisis response team which will respond to a broad range of problems, including mental health crisis, intoxication, minor health needs, shelter needs and more. The team will be embedded into the police response systems, with dispatch staff trained to triage, and when appropriate divert certain calls for service to the mobile crisis response team.</p> <p>6. CARE – Provides free and confidential support services to members of the UCI community who have been impacted by sexual assault, relationship abuse, family violence and/or stalking</p> <p>7. Counseling Center – Provides a variety of mental health services to students</p> <p>8. Office of Equal Opportunity and Diversity/Title IX (OEOD) - Responsible for the University's compliance with federal and state laws and University policies and procedures regarding discrimination, retaliation, sexual harassment, and sexual violence and works to promote and integrate the principles of</p>

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				<p>equal opportunity, affirmative action, nondiscrimination, and inclusive excellence at UCI</p> <ol style="list-style-type: none"> 9. Office of Academic Integrity & Student Conduct – Provides opportunities for education and manages reports of alleged code of conduct violations from UCIPD and other UCI stakeholders 10. Center for Student Wellness & Health Promotion – Promotes and supports individual health and a healthy campus environment 11. Transportation and Distribution Services (TDS) – Provides variety of services and resources related to transportation, parking, and traffic control 12. Office of the Dean of Students – Student Life & Leadership departments offer programs and services that support student success <p>2.1ii – Reallocate/Reconfigure Existing Resources to Fund and Sustain a Tiered Response Model</p> <p>UCI has reallocated three (3) sworn police officer positions (FTE) to four (4) Public Safety Officer FTEs for the campus and one (1) IACLEA (International Association of Campus Law Enforcement Administrators) accreditation manager FTE.</p> <ul style="list-style-type: none"> • PSOs take a more visible role on campus and respond to basic safety needs that do not require a police officer such as foot patrols, safety escorts, staffing events and responding to basic needs such as door unlocks and fire alarms. • The IACLEA manager, a non-sworn position, will conduct the IACLEA accreditation process for UCIPD as required in the UC Community Safety Plan. <p>UCI is planning to fund a mobile crisis response team, Be Well OC Mobile Response Team, which enables a crisis intervention team to respond to calls including mental illness, welfare checks, substance abuse, homelessness and other behavioral health crises, that are not criminal or</p>

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				<p>violent in nature and do not require a police officer response. This crisis team will be able to respond to service calls 12 hours a day, seven days a week. The UCI Police Department currently works closely with the Orange County Centralized Assessment Team (CAT) for calls related to mental health and will continue to utilize the CAT during the hours that Be Well OC Mobile Response Team is not offered, providing seamless mental health coverage. Be Well OC Mobile Response Team will be partially funded by the Equity in Mental Health Funding and will be administered by UCIPD to ensure coordination.</p> <p>2.1iii – Organize and Govern the Tiered Response Model Overseen by the Vice Chancellor of Student Affairs, the Community Safety Partners Group (CSPG) is composed of representatives from each of the tiered response teams and units described in 2.1i. The purpose of CSPG is to (a) coordinate and unify the efforts of these distinct teams so that they cohere into a holistic tiered response, and (b) make recommendations to the Community Safety Executive Work Group (CSEWG) (defined below) about the development of formal policies and procedures. The CSPG will hold its inaugural meeting in Summer 2022 and thereafter at least biannually, providing recommendations on an annual basis to the Community Safety Executive Work Group (CSEWG).</p> <p>The Community Safety Executive Work Group (CSEWG) will review recommendations from the CSPG and has the ability to effect policy change and provide oversight, thus linking these disparate groups into an effective tiered response unit. Any policy changes would work through the UCI Policy Office through our regular channels.</p> <p>Community Safety Executive Work Group Members*:</p> <ol style="list-style-type: none"> 1. CFO and Vice Chancellor, Division of Finance and Administration 2. Vice Chancellor, Equal Opportunity and Compliance 3. Vice Chancellor, Equity, Diversity, and Inclusion

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				4. Vice Chancellor, Student Affairs 5. Chief Campus Counsel 6. Associate Chancellor and Chief of Staff 7. Assistant Vice Chancellor, Support Services, Division of Finance and Administration 8. Chief of Staff, Division of Finance and Administration 9. Chief of Police * This group is being reviewed and may be a smaller entity comprised of the CFO and Vice Chancellor, Division of Finance and Administration and/or Vice Chancellor for Equity, Diversity, and Inclusion who can escalate issues to the Provost and Chancellor as needed.
2.2	Each campus will pause hiring of campus safety personnel until the plan described in 2.1 has been submitted. Exceptions to the pause, based on meeting basic safety needs, must be approved by the Chancellor.	10/31/21	Y	UCI has complied with this action.
2.3	Campuses will follow established University and campus guidance on protest response, role of police, observers or monitors, and use of mutual aid and communicate those standards to the community so that they have shared expectations.	9/30/21	Y	The Emergency Management Team, consisting of Emergency Management, UCIPD, Campus HR and Student Affairs, worked to draft the "UCI Limited Access Protocol." This draft protocol is a living document which provides guidance and defines the roles of the various units in the case of protests on campus. An exercise took place at Aldrich Hall in August 2021 to test the protocol. The protocol has been used at actual events which took place adjacent to Aldrich Hall during the 2021-22 academic year.

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2.4	<p>In consultation with Campus Counsel, Student Affairs, and County District Attorneys, campuses will develop ways to use community-based solutions, such as restorative justice programs or neighborhood courts for the adjudication of nonviolent and low-level crimes committed, as an alternative to the traditional criminal justice system.</p> <p><i>(Adjusted from 9/30/21. To provide greater clarity on expectations, the UC Office of the President has asked campuses to work with district attorneys and other stakeholders to assess the feasibility of community-based solutions and complete a report)</i></p>	3/31/22	Y	<p>Although the Orange County District Attorney's Office does not have a restorative justice program, UCIPD works closely with that office on recommendations to their diversionary programs as needed.</p> <p>UCIPD currently works with Student Conduct on low level crimes and policy violations for students. A subcommittee will be formed to develop community-based solutions for the adjudication of nonviolent and low-level crimes committed; membership will include the Title IX Office, Office of the Ombuds, Human Resources and Student Affairs.</p>
3.1	<p>Campuses will post these categories of safety data annually:</p> <ul style="list-style-type: none"> • Crimes Data (Part I and Part II) • Use of Force • Campus Safety Workforce Summary, including demographics • Campus Safety Fiscal Year Budget • Stops (Racial and Identity Profiling Act of 2015 (RIPA) compliant as required by California Law) • Complaint data and resolution (consistent with California Department of Justice requirement) 	12/31/21	Y	<p>The UCI Police Department Data Dashboard is live and includes the listed categories of safety data. The website will continue to be updated with improvements made as recommended by campus partners.</p> <p>https://www.police.uci.edu/data-dashboards/about.php</p>

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	<ul style="list-style-type: none"> • Calls for service 			
4.1a	<p>Each campus, modeling the UC Davis Police Accountability Board’s procedures and policies as minimum standards, will establish an independent, civilian campus police accountability body and procedures to review investigation reports regarding complaints filed against UCPD. The accountability body will include students, faculty and staff. To avoid conflict of interest and ensure the independence of the accountability body, no member or alternate can be a current or former campus police department employee, or a current employee of campus counsel or the investigation unit. This body will provide recommendations to the Chancellor and Chief of Police 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.</p>	6/30/22	Y	<p>It is the intent of the University of California, Irvine (UCI) to continue developing and promoting accountability, trust, and communication between the UCI Police Department (UCIPD) and the community it serves. To that end, UCI will establish a Police Accountability Board (PAB). The nine-member PAB will be comprised of UCI community members from across the campus, medical center, and University Hills, including students, staff, and faculty. Non-employee PAB members will serve two-year terms, and all other members will serve three-year terms. The board will impartially review investigative reports related to community complaints alleging police misconduct and make recommendations regarding formal complaints filed by members of the public against the UCIPD.</p> <p>At the conclusion of a formal investigation, the assigned investigator will prepare an investigation report containing the information and evidence collected (or a summary of evidence that cannot be otherwise duplicated or produced) and the investigator’s analysis and findings. The PAB will then be provided with the investigation report, redacted to de-identify the individuals involved. In closed session, the PAB will collectively review the investigative report and findings and make recommendations to the UCIPD Chief of Police. The PAB will vote on its recommendations to either adopt, amend, or reject the investigator’s findings. The PAB may also direct the investigator to re-open the investigation to pursue additional information requested by the PAB to clarify and/or direct the investigation into other areas. The PAB may recommend a wide spectrum of actions to the Chief of Police, including, for example, modifying policies or training. The PAB’s recommendations</p>

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				<p>regarding the investigative findings will be provided to the Chief in writing.</p> <p>The Chief of Police, as the appointed authority and personnel supervisor, will then make final determinations with respect to each complaint and determine appropriate disciplinary or corrective actions, if applicable. The Chief will provide written notice of the finding(s) as to each allegation to the complaining party and the PAB. This notice shall indicate the findings as to each allegation but will not disclose the discipline imposed consistent with state law. If the Chief amends or rejects a PAB finding, a rationale for the amendment will be provided to the PAB in the written notice. There is no further review of or appeal of the Chief's final determination.</p> <p>In addition to reviewing the report and findings at the conclusion of each formal investigation, the PAB will produce an annual report auditing and identifying summary information and statistical data regarding the number and types of complaints received, analysis of trends or patterns, the disposition of those complaints, and the percentage of complaints in which the recommendations of the PAB were either accepted, rejected, or modified by the Chief of Police. In addition, the PAB may report on other matters, such as policy, procedure, or training, and make recommendations, or request additional external review when the PAB identifies concerning trends or patterns.</p> <p>To avoid any perceived conflict of interest and to ensure the independence of the accountability body, the Vice Chancellor for Equity, Diversity and Inclusion will provide oversight and administrative support to the PAB.</p>

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4.1b	Members of the campus accountability body will be 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.	6/30/22	IN PLANNING	Once UCI's Police Accountability is formed, members will be trained on how to comply with procedural, statutory and confidentiality requirements.
4.2a	<p>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 confidentiality 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.</p> <p>Campuses will determine the appropriate offices to coordinate and staff the accountability body. The</p>	6/30/22	Y	<p>UCI is currently establishing new procedures to triage and investigate complaints made by the public against UCIPD personnel. The complaint process will be detailed in UCIPD's Policy 1008. The complaint and investigation procedures will involve UCI's Division of Equal Opportunity and Compliance (DEOC), the unit that currently oversees all investigations of sexual misconduct, discrimination, and improper governmental activity for the campus and medical center. The DEOC will review community complaints and oversee the investigatory process.</p> <p>UCI plans to subscribe to UC Davis' Independent Investigation Services for community complaints filed against UCIPD personnel.</p>

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	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.			
4.2b	For campuses that do not have an independent office with the expertise to review complaints filed against police officers, the campus will develop a process to provide independent investigative services and reports for campus accountability bodies. The investigation and investigation report should be completed within ninety (90) days of being assigned to an investigator, unless for cause and authorized.	6/30/22	Y	UCI plans to subscribe to UC Davis' Independent Investigation Services for community complaints filed against UCIPD personnel.
4.4	Each campus police department not currently accredited must begin candidacy for International Association of Campus Law Enforcement Administrators (IACLEA) accreditation.	12/31/21	Y	UCIPD has begun the candidacy process for IACLEA accreditation.
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-	12/31/23	<i>Not yet due</i>	UCIPD is in on track with the accreditation process. UCIPD has started gathering required data and is changing and implementing procedures to comply with accreditation requirements.

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	assessment and policy alignment with accreditation standards.			