

COMMUNITY SAFETY: CAMPUS PROGRESS REPORT AS OF JUNE 30, 2022

GUIDANCE FOR COMPLETION

Please complete and **submit by July 15, 2022**. Save your campus' report to Box folder <https://ucop.box.com/s/0qdr5g61iw7g56vp7hzb48hcezl3fk>
 You may also email it to julian.ryu@ucop.edu

This is a cumulative progress report that includes all campus actions in the community safety plan listed by number. For campus actions covered by the prior Dec 31, 2021 progress report, we invite you to include detail in this document as appropriate (cut and paste is fine), with any updates on implementation activity since last report. We encourage you to provide concise and specific information, and feel free to convey what is helpful. If you have encountered issues or challenges in implementing any actions, include detail along with any plans to address. Responses will be published on the public-facing community safety website.

Campus Name: UCLA

UPDATE ON ACTIONS

Provide updates on progress:

#	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	In Progress	6/30/22 Update: UCLA completed a campus-wide listening session with faculty, students, staff, and UCPD to understand the concerns and opportunities. See message sent to the UCLA Community by the UCLA Public Safety Co-Chairs on December 15, 2021 (LINK). Co-chairs conducted Town Hall meetings with the campus community in January 2022 to share recommendations and elicit feedback before submitting a final report and recommendations. The Public Safety Report was issued on 5/12/22 (LINK). Chancellor is scheduled to meet with the Co-Chairs soon to discuss report and charge for the Committee.
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	In Progress	6/30/22 Update: UCLA completed a campus-wide listening session with faculty, students, staff, and UCPD to understand the concerns and opportunities. See message sent to the UCLA Community by the UCLA Public Safety Co-Chairs on December 15, 2021 (LINK). Co-chairs conducted Town Hall meetings with the campus community in

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				January 2022 to share recommendations and elicit feedback before submitting a final report and recommendations. The Public Safety Report was issued on 5/12/22 (LINK). Chancellor is scheduled to meet with the Co-Chairs soon to discuss report and charge for the Committee.
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	Y	6/30/22 Update: As part of the charge of the campus task force, community members were invited to engage with campus leaders to discuss the history of policing, and experiences that contribute to calls for police reform.
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	In Progress	6/30/22 Update: A draft of the UCLA Tiered Response Model was submitted to UCOP on 4/8/22, and final draft is in progress. Meetings between Administration, UCPD and Student Affairs/CAPS occurring routinely to discuss next steps. Full implementation of the plan and associated personnel training will begin upon hire of new Public Safety Agent (PSAs) and Crisis Evaluation and Response in Field (CERF) teams which we anticipate to have in place by late Fall 2022/23.
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	6/30/22 Update: UCLA PD has acquired software that integrates with existing systems to help automate this process. As of 6/30/22, the software is still being configured (for automation and analysis) and when applicable, the listed information will be provided verbally or via a business card in the interim until new software is operational.
1.6	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.	3/31/22	Y	6/30/22 Update: UCLA PD engages in an annual customer satisfaction survey, which is coordinated by the UCLA Organizational Effectiveness & Development (OED) unit. A request for feedback is sent to a representative sample of individuals who interacted with UCLA PD the previous year, including University staff and victims of crime reports. In addition, an OED-managed online survey is available year-round for

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				<p>individuals to provide standardized feedback and open-ended comments about UCLA PD. Survey results are used to inform future training and other actions, and summary data is published in the UCLA Administration annual report. For example, results from prior surveys noted the importance of effective communication with crime victims and community members, and this is emphasized in UCPD trainings as something that should continue to be prioritized in future engagements.</p> <p>It is worth noting that the annual customer satisfaction surveys generally reflect that UCLA community members are satisfied with UCPD.</p>
1.7	Campuses will adopt real-time feedback platforms to allow for community members to comment on interactions with safety personnel; feedback will drive continuous improvement.	6/30/22	Y	6/30/22 Update: In conjunction with Item 1.5, UCLA PD has acquired software that helps automate this process. As of 6/30/22, the software is still being configured (for automation and analysis), and a link to provide 24/7 feedback is also now available on the UCLA PD website homepage to serve as an interim platform.
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	In Progress	6/30/22 Update: UCLA completed a campus-wide listening session with faculty, students, staff, and UCPD to understand the concerns and opportunities. See message sent to the UCLA Community by the UCLA Public Safety Co-Chairs on December 15, 2021 (LINK). Co-chairs conducted Town Hall meetings with the campus community in January 2022 to share recommendations and elicit feedback before submitting a final report and recommendations. The Public Safety Report was issued on 5/12/22 (LINK). Chancellor is scheduled to meet with the Co-Chairs soon to discuss report and charge for the Committee.
1.9	Evaluation criteria for candidates in hiring and promotional decisions for campus safety roles will include behaviors	9/30/21	Y	6/30/22 Update: The UCLA PD's current hiring and promotional decisions evaluate how a candidate's behaviors are consistent with

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	consistent with the University's principles of community and their commitment to integrity, excellence, accountability and respect.			<p>the UCLA Police Department's Core Values of accountability, respect, integrity, service, and excellence, which are the same values as UCLA's True Bruin Values. In addition, current department policy and state law require that hiring and promotional decisions assess whether candidates exhibit behaviors consistent with UCLA's principles of community and good moral character.</p> <p>While processes for hiring and promotions is multi-faceted and involves various campus stakeholder guidelines (e.g., campus human resources, EDI, etc.), it is important to note that UCPD encouraged the participation of UC community members in hiring/interview processes of UCPD personnel even prior to the inception of the UC Community Safety Plan.</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>6/30/22 Update: The UCLA Police Department is required by state law to conduct a complete and thorough background investigation on all potential peace officer applicants prior to hire, and the department is prohibited from hiring officers who don't pass that background investigation. The UCLA Police Department's current practice is to not hire any public 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	6/30/22	In Progress (75% complete)	<p>6/30/22 Update: The UCLA PD complies with state law requiring the recurring training of police officers in the areas listed. Nonsworn UCPD employees also receive applicable training depending on their job responsibilities. Need to confirm status for non-UCPD safety personnel (e.g., ASUCLA, Housing & Hospitality, UCLA Health, etc.).</p>

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	<p>responses to certain offenses such as domestic violence, sexual violence and hate crimes. Safety personnel will 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.</p>			
1.13	<p>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.</p>	9/30/21	Y	<p>6/30/22 Update: The UCLA PD has a long history of collaborating and interacting with the UCLA community to build open lines of community, engagement, and understanding. In a typical year, the UCLA Police Department crime prevention presentations and awareness programs reach over 60,000 community members. Notable examples (some prior to restrictions due to COVID-19) include a townhall discussion between UCLA PD and members of the Afrikan Student Union on Jan 14, 2020; quarterly “Coffee with a Cop” and “K-9 with a Cop” events; the UCLA PD Police Chief’s Advisory Council; meetings with the UCLA Equity, Diversity, and Inclusion Student Advisory Board; and UCLA PD sponsorship of the Bruin Self Defense program through UCLA Recreation. UCLA Police Department Lead Officers who are assigned to University Housing, the UCLA Ronald Reagan and Santa Monica Medical Centers, and Greek life also specifically interact with community members within and around those organizations.</p> <p>Prior to COVID-19, the police chief was very active in community engagement with dozens of organizations, including but not limited to, campus departments, alumni organizations, student groups, Westwood village, etc.</p>

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				<p>Although the gradual return to in-person learning coupled with evolving COVID-19 mitigation measures made some activities difficult, UCPD has still been able to participate in new engagements with the community in 2021-22. as follows:</p> <ul style="list-style-type: none"> - UCPD Crime Prevention Officer led a Staff Assembly Learn at Lunch seminar. - UCPD participated in an EDI event. - Lead officers have continued meeting with students and staff community members in their respective areas. - Police Chief's Advisory Council met six times during the academic year with student and staff participation. - In response to notable threat-related events in the community, multiple presentations have been given regarding threats and general safety. <p>Additional events such as Coffee with a Cop and K-9 with a Cop events are currently being planned for Fall 2022.</p>
2.1	<p>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:</p> <p>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.</p>	3/31/22	<p style="text-align: center;">In Progress (75% complete)</p>	<p>6/30/22 Update: Consistent with Guideline 2.1 of the UC Community Safety Plan, UCLA is developing plans to create a tiered response to incidents on campus. UCLA PD and CAPS are finalizing a strategy to have Counseling and Psychological Services (CAPS) professionals respond to mental health calls involving students. In addition, UCLA PD is in the preliminary planning stages to identify nonsworn staff who can respond to minor criminal incidents and non-criminal matters instead of armed police officers. UCLA and UCLA PD look forward to working with the community to develop a holistic, inclusive and tiered response model that will help maintain a safe environment for all members of the UCLA community.</p> <p>A draft of the UCLA Tiered Response Model was submitted to UCOP on 4/8/22, and final draft is in progress. Meetings between</p>

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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>Administration, UCPD and Student Affairs/CAPS occurring routinely to discuss next steps. Full implementation of the plan and associated personnel training will begin upon hire of new Public Safety Agent (PSAs) and Crisis Evaluation and Response in Field (CERF) teams which we anticipate to have in place by late Fall 2022/23.</p>
2.2	<p>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.</p>	10/31/21	Y	<p>6/30/22 Update: The hiring of four vacant police officer positions will be paused with the intention of reallocating those salaries towards the pending nonsworn tiered response solutions noted in 2.1. In order to meet basic safety needs on and around the UCLA campus until the tiered response plan is submitted, vacant police officer positions in excess of those four positions may continue to be hired.</p> <p>A draft of the UCLA Tiered Response Model was submitted to UCOP on 4/8/22, and final draft is in progress. Meetings between Administration, UCPD and Student Affairs/CAPS occurring routinely to discuss next steps. Full implementation of the plan and associated personnel training will begin upon hire of new Public Safety Agent (PSAs) and Crisis Evaluation and Response in Field (CERF) teams which we anticipate to have in place by late Fall 2022/23.</p>

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				UCPD will pause on filling vacant positions until further notice.
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	<p>6/30/22 Update: The UCLA PD is a trailblazer in managing a customized response to protests, demonstrations, events that may involve controversial speakers, and other events. Due to changes in the community’s expectations of how police should respond to these types of events, the UCLA PD utilizes a tiered response based on the type of event and the assessed risk to the community. Each situation is evaluated to determine the need for unarmed security or police. UCLA PD’s response can adapt based on changing circumstances throughout the event. For example, during peaceful protests, UCLA PD does not deploy squads of armed police officers to the crowd. During events such as “Undie Run”, UCLA PD has changed its deployment to utilize unarmed private security and parking enforcement officers to minimize the number of police officers needed for crowd management, safety of the participants, and protection of property. When police officers are needed for a large protest, such as when there may be a potential for violence, UCLA PD follows the guidelines of the Robinson-Edley Report.</p> <p>See Re-Imagining Public Safety at UCLA Website where routine updates are posted for the community (LINK).</p>

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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>6/30/22 Update: The L.A. County D.A.'s office has limited diversion options due to the nature of criminal cases presented to that office (felonies only). UCLA PD felony cases are eligible for all diversion and restorative justice options offered by the L.A. County D.A.'s office.</p> <p>UCLA PD continues to work with the L.A. City Attorney's Office on alternatives to prosecuting misdemeanors, which are the cases students are usually involved in. The L.A. City Attorney's office has multiple diversion programs and a robust restorative justice program in which eligible cases are resolved outside the traditional criminal justice system. All UCLA PD misdemeanor cases are reviewed for processing through those programs. After discussion with the L.A. City Attorney's office, it was determined to be infeasible for UCLA to implement a separate diversion or restorative justice program independent of the L.A. City Attorney's office.</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) • Calls for service 	12/31/21	Y	<p>6/30/22 Update: Per UCOP letter requesting response by 12/13/22, 2020 Crime stats and use of force data submitted to Jenna Allen at UCOP on 12/9/21. Subsequent requests for data have also been fulfilled in accordance with the UCOP data submission schedule. UCLA reports and workforce data now posted to UCOP website.</p>

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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>6/30/22 Update: CSROs met on 5/20/22 to discuss UC Davis COE that will handle systemwide investigations process. UCLA PD has socialized the opportunity within its personnel will be participating in the collaborative.</p>
4.1b	<p>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.</p>	6/30/22	Y	<p>6/30/22 Update: CSROs met on 5/20/22 to discuss UC Davis COE that will handle systemwide investigations process. UCLA PD has socialized the opportunity within its personnel will be participating in the collaborative.</p>

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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 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.</p>	6/30/22	Y	<p>6/30/22 Update: CSROs met on 5/20/22 to discuss UC Davis COE that will handle systemwide investigations process. UCLA PD has socialized the opportunity within its personnel and has agreed to join the COE.</p>

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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	6/30/22 Update: CSROs met on 5/20/22 to discuss UC Davis COE that will handle systemwide investigations process. UCLA PD has socialized the opportunity within its personnel and has agreed to join the COE.
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	6/30/22 Update: Initial paperwork was submitted to IACLEA on 9/27/21. On 11/16/21 IACLEA provided a counter-signed contract and documentation for us to start the self-assessment process. This is a 3-year process and we are currently in the applicant assessment phase. UCLA has begun candidacy so this action is now complete.
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	Not yet due	6/30/22 Update: Initial paperwork was submitted to IACLEA on 9/27/21. On 11/16/21 IACLEA provided a counter-signed contract and documentation for us to start the self-assessment process. This is a 3-year process and we are currently in the self-assessment phase.

Provide any other progress updates or comments related to community safety that you would like to share:

N/A