

COMMUNITY SAFETY: CAMPUS PROGRESS REPORTS AS OF DECEMBER 31, 2021

BACKGROUND

The UC Community Safety Plan emerged from discussions that began with campus-based task forces and continued with a series of systemwide symposia in early 2021. These efforts, in addition to input from stakeholders across the UC system and external experts, informed the plan's key guidelines:

- Community and Service-Driven Safety
- A Holistic, Inclusive and Tiered Response Model for Safety Services
- Transparency and Continuous Improvement Through Data
- Accountability and Independent Oversight

Since the release of the UC Community Safety Plan, each campus has identified a responsible officer to facilitate and manage execution of the actions in the plan. In addition to providing ongoing updates to their campus communities and to the UC Office of the President, each campus is asked to provide formal progress reports twice a year. This first report covers all plan actions for each campus **through December 31, 2021**.

REFERENCE MATERIAL

The community safety website <https://www.ucop.edu/community-safety-plan/> has links to:

- UC Community Safety Plan
- Updates from UCOP since the plan was released
- Frequently Asked Questions
- Campus Safety Symposia materials
- Responsible Officers and Workgroup rosters

REPORT UPDATE PART I: ACTIONS THROUGH 12/31/21

1. Please provide your campus: UCSF
2. Please provide an update on progress of your campus on actions with milestone dates from December 31, 2021 or earlier by completing the table below

#	Action	Milestone Date	Milestones Met? (Y/N)	Description of Action Taken through December 31, 2021	Risks, Challenges, Issues, Considerations
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.	9/30/2021	Yes	UCSF will comply with this action for all future task forces and working groups. The current task force ended in September 2021.	Consideration: UCSF is exploring guidelines on how and when to offer honorariums for community members who participate.
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.	9/30/2021	Yes	See guideline 2.	
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.	9/30/2021	Yes	UCSF campus leadership is currently sharing and considering the ideas listed in the guideline and will continue to update this action.	
1.9	Evaluation criteria for candidates in hiring and promotional decisions for campus safety roles will include behaviors consistent with the	9/30/2021	Yes	<ul style="list-style-type: none"> UCSF Human Resources' Talent Acquisition is involved in the creation of interview questions and works to increase diversity in the candidacy pool. The UCSF Office of Diversity and Outreach trains interview panels on Diversity Equity Inclusion and Accessibility (DEIA) prior to interviews. 	

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	University's principles of community and their commitment to integrity, excellence, accountability and respect.			<ul style="list-style-type: none"> • All sworn panels including but not limited to entry level, lateral, promotional panels, captain's testing, lieutenant's 3 stage assessment center, and sergeant's testing include questions on DEIA and require a thorough background examination in compliance with POST dimensions. • Applicants complete a diversity statement created by UCSF HR • UCSF PD performs community-member outreach for involvement in interview committees through the Police and Community Advisory Board (PCAB). • For behavioral traits evaluated in the selection process, please see POST's 10 Dimensions. • UCSF Police Dept is always in compliance with this guideline, per the following General Orders: <ul style="list-style-type: none"> ○ 03.17.01 - General Recruitment Information ○ 03.17.02 - Recruitment Program ○ 03.17.05 - Recruitment Manager Training ○ 03.17.06 - Involvement of Agency and Minority Personnel ○ 03.37.03 - Promotion Procedures 	
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	9/30/2021	Yes	<p>UCSF PD has not and will not hire any officers or safety personnel with the findings listed in action 1.10.</p> <p>Sworn and Dispatch Personnel and Other Sensitive Positions UCSF background process adheres to the Police Officers and Standards Training (POST) mandates under California Code of Regulations (CCR) Title 11, Division 2 to determine suitability and eligibility for peace officer employment. Per 11 CCR § 1953 "Every police officer candidates shall be the subject of a thorough background investigation to verify good moral character and the absence of past behavior indicative of unsuitability to perform the duties of a peace officer [Government Code section 1031(d)]". To include Integrity, Impulse Control/Attention to Safety,</p>	

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	values, or who resigned while under investigation.			<p>Substance Abuse and Other Risk-Taking Behavior, Stress Tolerance, Confronting and Overcoming Problems, Obstacles, and Adversity, Conscientiousness, Interpersonal Skills, Decision-Making and Judgment, Learning Ability, and Communication Skills. For lateral candidates from other police agencies, a complete check of their work history is performed to ensure POST and University standards are adhered to. Additionally, there are several areas in the background investigation to assist in determining if candidate is consistent with University's principles and values to include criminal record checks (Local, State and National) via DOJ fingerprint submission and local police department agency inquires; inquiries to where candidates has lived via neighborhood checks, worked, or frequently visited; Department of Motor Vehicle check, employment history checks, military checks, credit checks and other necessary checks needed to determine suitability and morale character.</p> <p>Peace officers also undergo a psychological evaluation from a POST certified psychologist. Per 11 CCR § 1953 "every peace officer candidate shall be evaluated to determine if the candidate is free from any emotional or mental condition, including bias against race or ethnicity, gender, nationality, religion, disability, or sexual orientation, that might adversely affect the exercise of the powers of a peace officer [Government Code section 1031(f)], and to otherwise ensure that the candidate is capable of withstanding the psychological demands of the position".</p> <p>Public Safety Dispatchers background check and psychological evaluation is similar to that of peace officers and follow mandates under California Code of Regulations (CCR) Title 11, Division 2 to determine suitability and eligibility for public safety dispatcher employment. Per 11 CCR § 1959 "every public safety dispatcher candidate shall be the subject of a thorough background investigation in order to verify the absence of past behavior indicative of unsuitability to perform public safety dispatcher duties".</p>	

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				<p>Other sensitive positions go through a comprehensive background check following POST mandate but do not necessarily need to go through a psychological evaluation.</p> <p>Other Campus Safety Personnel For all others, such as Public Safety Ambassadors, the UCSF PD adhere to UCSF Campus Administrative Policies critical position background checks (policy 150-18) and UCSF PD Department policy for pre-employment background investigation (PD policy 3.26.1). This includes pre-employment questionnaire, criminal record checks (Local, State and National) via DOJ fingerprint submission, credit check, personal or business reference interviews, employment verification. A complete background and fingerprint result is then reviewed by a division manager to determine if there were any disqualifications or past misconduct that would be inconsistent with the Universities principles and values.</p>	
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.	9/30/2021	Yes	<p>UCSF PD offers the following events and information resources:</p> <ul style="list-style-type: none"> • Free Self Defense webinars and in person instruction (note: in person events are paused due to COVID-19 and local restrictions. UCSF PD moved trainings to virtual, allowing many more individuals to participate, including community members). <ul style="list-style-type: none"> • Verbal Judo/De-escalation training • Active Shooter/Threat scenario from Rangemaster • Safety Presentation and Crime Prevention tips from Crime Analyst • Next Steps as a Survivor from CARE Advocate • <u>RAD</u> Self Defense classes: Basic Physical Defense, Aerosol Defense, Self Defense for Men, Self Defense for Seniors, Domestic Violence • Citizen’s Police Academy 	

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				<ul style="list-style-type: none"> • Coffee with a Cop: Monthly meet-and-greets with the Police Chief and command Staff, offering open lines of communication, free coffee at rotating locations. The UCSF police officers and security personnel assigned to those locations are also present to meet the communities and buildings they serve. • Holiday events: Toys for Tots at both Benioff Children’s Hospitals, with gifts delivered by police officers, security personnel, and retired officers. UCSF Child Care Centers Book Reading with officers each holiday season; badge stickers and toys are also distributed. • Charity events: One Warm Coat drive in April. <u>CORA</u> Community Overcoming Relationship Abuse diaper drive and wish list fulfillment. • Police information booth at UCSF Farmers’ Market weekly • Community events: CHP’s San Francisco First Responder Bicycle Safety Rodeo and Car Seat Safety event, Denim Day, SF Pride Parade, Healers at the Gate training, SF Dogpatch neighborhood cleanup, Tour de Fuzz annual bicycle ride, SFPD and SF Sheriff Coffee with a Cop • Mutual aid assistance: Wildfire rescues, UC Regents Meetings, UC Berkeley football games, including: <ul style="list-style-type: none"> • Safety Presentations to Housing and new residents • Active Shooter/Threat presentations • Security Assessments by UCSF crime analyst • LGBT engagement and Welcome Back to School activities with LGBT Center <p>The UCSF Police Department promotes crime prevention and safety by:</p>	

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				<ul style="list-style-type: none"> • Maintaining a community governance, community-oriented policing, and problem-solving program. • Performing security assessments to the work and home environment as needed, and/or requested. • Including safety tips/crime prevention tips on all crime alerts. • Participation in UCSF Threat Management Team • Participation in UCSF Town Hall events • Annual participation in National Night Out <p>The UCSF Police Department participates regularly in the following meetings with community stakeholders, including but not limited to:</p> <ul style="list-style-type: none"> • Title IX case updates • Threat management team • UC Regents Meeting Community Stakeholders meeting • UCPAC - IACLEA 10 campus workgroup • UCSF Finance and Administrative Services DEIA/AR Steering Committee meeting • UCSF Finance and Administrative Services Leadership meeting • UCSF Chancellor’s Executive Team meeting • Code Care Team meetings • UCSF Benioff Children’s Hospital Oakland daily leadership operations safety brief • Emergency Department Health Workgroup 	

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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.	9/30/2021	Yes	<p>The UCSF Police Department complies with federal laws, state laws and local laws in response to any protests and is committed to the exercise of free speech as protected by the First Amendment and to upholding the Constitutional rights and freedoms of all people while meeting the responsibilities to maintain a safe and secure campus environment. In addition, UCSF follows protest response guidelines, established by the California Commission on Peace Officer Standards and Training (POST), University of California Office of the President (UCOP) and UCSF campus related to any protest as documented in a police operations order.</p> <p>Police operations orders are shared in writing with the Chancellor and Senior Vice Chancellor for Finance and Administrative Services and Campus Counsel in advance of each major planned protest. The sharing of information ensures collaboration, communication and common expectations prior to each planned event response. The Chief of Police notifies and coordinates with the Chancellor and his Executive Team regarding the police operations plan, expected level of conflict and disturbance from demonstrations and use-of-force protocol in advance of each significant event. The Chancellor and his Executive Team, including the Chief of Police, evaluates the likelihood of civil disobedience and tolerability of disruptions of university business and offers response guidelines. The Chancellor or designee is otherwise available by cell phone as needed to problem-solve with the Chief of Police.</p> <p>The UCSF Police Department also conducts a stakeholder meeting prior to an event to discuss plans and address any questions stakeholders may have. Finally, the UCSF Police Department sends information bulletins prior to any event that may cause disruption to normal business to the entire enterprise. The bulletins are</p>	

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				<p>also posted on the UCSF Police Department Website (https://police.ucsf.edu/crime-prevention-statistics/crime-alerts).</p> <p>Civilian observers are used at major protests, including volunteer student observers and/or staff as appropriate to the event. Observers are briefed, wear identification, are escorted/protected during the protests and document their observations following each event. The civilian observers are situated at the Incident Command Post (ICP) to have overall awareness of the situation.</p> <p>UCSF Police officers have trained with mutual-aid partners, which include the San Francisco Police Department, San Francisco Sheriff's Office and UC campus police departments, to ensure coordination of tactics and procedures. All UCSF police officers have been trained in arrest procedures as related to the University of California Office of the President tiered response and employ these procedures during demonstrations.</p> <p>All protocols and policies regarding protest response, role of police, observers, and monitors, and use of mutual aid can be found on the UCSF Police website. UCSF Policies regarding Time, Place and Manner Rules are posted at (https://police.ucsf.edu/). The UCSF Police Department Policies and Procedures are posted at (https://police.ucsf.edu/about-us/mission-vision-values/policies-procedures).</p> <p>UCSF PD currently adheres to this guideline: 01.08.01 – Mutual Aid Agreements: https://public.powerdms.com/UCSF/tree/documents/265103</p> <p>10.01.10 – Regents Meeting: https://public.powerdms.com/UCSF/tree/documents/265762</p>	

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				10.01.13 – Observer Program: https://public.powerdms.com/UCSF/tree/documents/265784	
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.	10/31/2021	Yes	UCSF PD paused hiring for campus safety personnel on October 31, 2021. During this pause in hiring, a select number of personnel were hired by the UCSF Police department to meet basic safety needs and these hires were approved by Chancellor Hawgood: <ul style="list-style-type: none"> • 1 Captain • 3 Lieutenants • 1 Sergeant • 2 Officers • 20 Public Safety Ambassadors 	
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.	12/31/2021	Yes	UCSF PD actively provides this information for all stops and responses. UCSF PD has created a printed contact card with information on how to give feedback to hand out to all individuals during a stop or response. <ul style="list-style-type: none"> • <u>Spidr Tech</u> automatically sends the campus community a customer service survey after every interaction with UCSF police. • Results are instantly shared with all Command Staff division heads, lieutenants, sergeants, and the Chief of Police. • Responses are analyzed and immediate correction is taken if warranted. 	

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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.	12/31/2021	Yes	<ul style="list-style-type: none"> • Since 2017, UCSF PD has been in compliance with this guideline with the creation of the Police Community Advisory Board (PCAB). In this board, there is one representative from every UCSF division/department/school, including student representation and neighborhood groups. • PCAB members serve in an advisory capacity in the interview process for every sworn Police Officer interview. • In 2021, UCSF PD began soliciting community input and interview involvement for security personnel hires. • This aspect is one of many which earned UCSF PD the Gold Standard in CALEA accreditation. • UCSF Police Department is in compliance with this guideline, per the following General Orders: <ul style="list-style-type: none"> 03.19.01 – Recruitment Assistance 03.27.01 – Oral Interviews 	
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 	12/31/2021	Yes	<p>UCSF PD has this information posted here: https://police.ucsf.edu/crime-prevention-statistics/uc-community-safety-plan-dashboard</p> <ul style="list-style-type: none"> • Crimes Data (Part I and Part II): UCSF Master UC Crime Data • Use of Force: UCSF Use of Force • Campus Safety Workforce Summary, including demographics: UCSF Police • Workforce Report • Campus Safety Fiscal Year Budget: UCSF Police Budget • Stops (Racial and Identity Profiling Act of 2015 (RIPA): UCSF RIPA Data 	

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	<ul style="list-style-type: none"> 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 			<ul style="list-style-type: none"> Complaint data and resolution: UCSF Complaint Data Calls for service: UCSF CFS-CAD Data <ol style="list-style-type: none"> The Racial and Identity Profiling Act (RIPA) was created as part of AB 953 (Weber, 2016) and establishes requirements for stops data reporting. See: oag.ca.gov/ab953 The California Department of Justice collects Civilians' Complaints Against Peace Officers (CCAPO) data through statutory authority of PC Section 13012(a)(5). See: openjustice.doj.ca.gov/data-stories/civilians-complaints 	
4.4	Each campus police department not currently accredited must begin candidacy for International Association of Campus Law Enforcement Administrators (IACLEA) accreditation.	12/31/2021	Yes	<p>The UCSF Police Department is currently dual accredited by CALEA and IACLEA. UCSF achieved CALEA gold standard and is currently undergoing review for next accreditation cycle for IACLEA. UCSF PD fully expects to be re-accredited this year.</p> <ul style="list-style-type: none"> 01.02.02 - Organizational Divisions/Responsibilities https://public.powerdms.com/UCSF/tree/documents/10154 03.34.05 - Accreditation Training https://public.powerdms.com/UCSF/tree/documents/268215 	