UPDATE ON UCOP COMMUNITY SAFETY PLAN

GUIDELINES

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CAMPUS: UCSF Police Department

UC Community Safety Plan

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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.

Students, faculty, staff, patients and visitors must be secure on our campuses and confident that the University is a supportive environment that is responsive to their needs. The Community Safety Plan creates a structure for achieving that goal. It calls for transforming UC’s culture, policies and practices to ensure that all members of the community feel welcomed, respected and protected from harm.
Successful implementation of this plan is a top priority for the University — one that reflects UC’s values and its commitment to equity and social justice. The plan emerged from robust discussions that 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 dialogue about the best path forward. 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**
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**
Safety will be defined in its broadest terms, and include mental health, wellness, basic needs and bias/hate response as well as other services. Multidisciplinary 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**
Independent police accountability boards, comprised of a broad cross-section of the UC community, 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 and report to the president on UC’s progress.

It’s important to acknowledge this plan marks the beginning of our collective efforts to achieve a new vision of campus safety. Given the complexities involved, this plan should be viewed as a living document that will be refined based on community feedback and empirical data. It is not the end point for achieving a new vision of campus safety. This starts the next phase of our collective efforts, and everyone has a role to play.
PART I: GUIDELINES

The guidelines in Part I provide a high-level summary of the principles that inform the UC Community Safety Plan. These guidelines also give general direction on the approach that UC will take to achieve the actions outlined in the implementation framework of Part II.

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 and is sensitive to the needs of historically marginalized communities.

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 of evaluation and improvement. Campuses will continually engage their communities and strengthen 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 include mental health, wellness, basic needs, bias/hate response, law enforcement, emergency response and other services through interdepartmental partnerships and cross-trainings. Multidisciplinary crisis teams will be available 24/7 and 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 for students, staffing events requiring additional security, and diffusing unsafe behavior.

The University will prioritize deterrence and violent crime prevention over the enforcement of non-violent minor offenses, such as non-hazardous traffic violations. The University will reinforce existing guidelines that minimize police presence at protests, follow de-escalation methods in the event of violence and 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. Based on new systemwide reporting requirements and uniform standards for data collection, this information 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 UC Community 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 ensure 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.
## PART II: IMPLEMENTATION FRAMEWORK

### 1. Community-Centered Safety

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<th>Actions</th>
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<tr>
<td>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.</td>
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<td>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).</td>
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<td>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.</td>
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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.

UCSF Police Department completed:

- UCSF PD has been in compliance and fulfilled this guideline with the following courses, training sessions, and events:
  - Diversity Equity and Inclusion Themes in the Profession of Policing all-hands annual training with police psychologist Dr. Raymond Mars = Completed October 2020–January 2021 (UC Learning Center)
  - UC Learning Center modules, mandated annually:
    - Foundations of Diversity Equity and Inclusion
    - Ethical Values and Conduct
    - Sexual Harassment (supervisory and non-supervisory modules)
    - Annual Bias training
    - Workplace Violence Prevention training
  - Mental Health Awareness for Police live training with Special Nurse and Police Community Advisory Board member (PCAB) student representative, Shararah Aziz = Completed 1st cohort July-August 2021. UCSF PD endorsed this instructor and course: Ensured its approval through POST, for all law enforcement officers to partake in. (SB29 & PC 13515.28(a)(1)
  - Bias/Hate Response, POST certified Bias and Racial Profiling = Completed December 2020. California mandates that this training be taken every 5 years, but UCSF PD exceeds that mandate by conducting this training annually. (PC 13519.4(i) and POST Regulation 1081
  - Strategic Communications training is conducted annually = Completed in July 2021. Commission Regulation 1005(d)
  - Defensive Tactics: De Escalation Scenarios offered annually = Completed in October of 2021
  - New LGBTQ+ Awareness training = Scheduled for October 2021. PSD Corporal is instructor-trained by POST, to teach this certified course. No frequency mandates have been announced to date, so UCSF PD will concede to offering this training to all hands annually. LGBT: CA Penal Code 13519.41, AB 2504.
  - CIT Crisis Intervention Training = 10 officers have taken this training, with 50 more being scheduled, for training sessions starting the week of September 20, 2021. (4 days of training: 2 via zoom, 2 live)
  - Crisis Prevention Institute (CPI) training, The Joint Commission (TJC) has just completed their evaluation in December of 2021 and the certification is good for one year. Our security personnel are trained continuously in CPI, new hires receive the training promptly, and current team members receive the training annually. A number of CPI standards focus on preventing and reducing the use of restraint in healthcare facilities. CPI training, with its trauma-sensitive, person-centered focus on alternatives to restraint as well as safer, less harmful physical interventions to be used only as a last resort, help UCSF PD meet The
Joint Commission’s standards. Diffusing Assaultive Behavior is the first step in CPI training.

- Avade training “The nation’s leader in Workplace Violence Prevention Training”
  = Our security personnel are trained continuously, new hires receive the training promptly, and current team members receive the training annually.
- Racial Bias video for onboarding under PDMS Bias, Microaggressions & Cultural Humility sworn + security added.
- Security customer service class? No current customer service courses. We will begin to enroll our Public safety Ambassadors in the Disney Customer Service Institute in January of 2022

UCSF Police Dept is always in compliance with this guideline, per the following General Orders:

- 3.34.1 In-Service Training
- 4.2 Unbiased Law Enforcement
- 4.8.9 Mental Health Training

Additional Information can be found on the UCSF VUE Document Response

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.

UCSF Police Department is on track:

Contact Card for feedback has been created, and mock-up’s have been approved by the Chief of Police. Documents and Media to mass-produce the cards before the end of this year/in advance of this guideline’s due date.

12/7 – possibility of using spider tech. In the interim, use cards. FSD to order. Reflect in policy, PSD.

12/20 – Sgt. Carlson finished rough draft for policy. Waiting for final review.

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.
UCSF Police Department completed:

- **Spidr Tech** automatically sends the campus community a customer service survey, after each and every interaction with 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.
- In addition, a Quarterly Customer Satisfaction Survey is sent to the campus community every quarter.
- Customer Satisfaction Survey data is analyzed quarterly and policy adjustments and training is adjusted as needed.

UCSF Police Dept is always in compliance with this guideline, per the following General Orders:

- **02.03.02 - Administrative Reporting**
- **02.05.01 - Planning and Research Functions**
- **06.02.01 - Priority of Programs**
- **06.04.03 - Community Relations Objectives**

### 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

UCSF Police Department completed:

- **Spidr Technology** currently fulfills this function for UCSF Police. SpidrTech automatically sends the campus community a customer service survey, after each and every interaction with 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.

UCSF Police Dept is on track:

- Contact Card for feedback has been created for police officers and security personnel. Mock-up’s have been approved by the Chief of Police. Documents and Media to mass-produce the cards before 12/31/2021
- Contact card feedback will be shared with Command Staff division heads on a weekly basis, to drive continuous improvement.

12/7 – possibility of using spider tech. In the interim, use cards. FSD to order. Reflect in policy, PSD.

12/20 – Sgt. Carlson finished rough draft for policy. Waiting for final review.
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.

**UCSF Police Department completed:**

- UCSF PD has been in compliance with this guideline since 2017: the creation of its 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 also began deploying community input and interview involvement with security personnel hires as well.

**UCSF Police Dept is always in compliance with this guideline, per the following General Orders:**

- 03.19.01 – Recruitment Assistance
- 03.27.01 – Oral Interviews

1.9 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.

**UCSF Police Department completed:**

- UCSF PD currently ensures this guideline:
  - Human Resources’ Talent Acquisition is involved in the creation of all interview questions, and is tasked with increasing the diversity in our candidacy pool.
  - The Office for the Prevention of Harassment and Discrimination trains our interview panels on Diversity Equity Inclusion and Accessibility (DEIA) prior to interviews.
  - UCSF PD’s Diversity Statement assignment and diversity-related interview questions were also vetted by HR.
Security Manager interview questions + Diversity Statement assignment are complete. New questions have been used in recent interviews.

- 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.

- UCSF PD consistently performs community-member outreach for involvement in interview processes, via 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:

- 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 values, or who resigned while under investigation.

The UCSF Police Department is compliant with this section as described below:

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, 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.

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”.

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”.

Other sensitive positions go through a comprehensive background check following POST mandate but do not necessarily need to go through a psychological evaluation.

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 University’s principles and values.

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 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.

In Progress.

1.12 The UC Office of the President, drawing on the expertise of faculty, will develop a systemwide program for campus safety personnel to orient them to the UC community and culture.

Assigned to department other than Police. Unknown status.

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.
UCSF Police Department completed:

UCSF PD is compliant with this guideline. In person classes and/or events halted due to pandemic and Federal and state guidelines.

The following courses/trainings are offered by the Police Department:

- Self-defense webinar.
- RAD training.
- Citizen’s Police Academy
- Active Threat Training

The UCSF Police department participates in the following community events:

- UCSF Police Coffee with a cop
- Police information booth at UCSF Farmers Market
- UCSF PD Holiday toy drive
- Holiday visits and crafts to UCSF Childcare Centers
- SF Law enforcement Holiday parade at UCSF
- SF Pride Parade
- SFPD Coffee with a cop
- SF Sheriff Coffee with a deputy
- SF Dogpatch neighborhood clean up
- Healers at the Gate training

The UCSF Police Department promotes crime prevention and safety by:

- 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
- Yearly participation in National Night Out

The UCSF Police Department participates regularly in the following meetings with community stakeholders (partial list):

- Title IX case updates
- Threat Management Team
- Regents Meeting Community Stakeholders Meeting
- UCPAC - IACLEA 10 campus workgroup
- Finance and Administrative Services DEIA/AR Steering Committee Meeting
- Finance and Administrative Services Leadership meeting
- Chancellor’s Executive Team meeting
- Code Care Team Meetings
1.14 The UC Office of the President will form a systemwide workgroup that includes students, faculty and staff 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.  

Assigned to department other than Police. Unknown status.

2. Holistic, Inclusive and Tiered Response Services

Actions

2.1 In consultation with the community (see 1.2 above), 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.

ii.

iii. 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.

v. 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.

Assigned to department other than Police. Unknown status.

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.

UCSF paused hiring for campus safety personnel on October 31, 2021. During this pause in hiring all personnel that were hired by the UCSF Police department to meet basic safety needs were approved by the Chancellor.

List of Chancellor approved hires:

- 1 Captain
- 3 Lieutenants
- 1 Sergeant
- 2 Officers
- 20 Public Safety Ambassadors

It should be noted that the UCSF Police Department’s Budget funding request for FTEs has been approved.

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.
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.

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/or 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/or 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.

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.

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.

2.4 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.

The UCSF Police Department has had meetings with San Francisco District Attorney CHESA BOUDIN and agreement to conduct neighborhood court at UCSF has been reached. The UCSF police department is currently assisting in the process of finding a suitable space for neighborhood court needs.

3. Transparency and Continuous Improvement through Data

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<td>3.1 Campuses will post these categories of safety data annually:</td>
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UCSF Police Department is in compliance with publishing all requested data to our web page, please see the associated documents on our website as listed below:

- 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
- Complaint data and resolution: UCSF Complaint Data
- Calls for service: UCSF CFS-CAD Data

3.2a A working group that includes students, faculty and staff will be established to develop an implementation plan for a publicly available 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 | 9/30/21 |
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.

Assigned to department other than Police. Unknown status.

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

Assigned to department other than Police. Unknown status.

3.2c
- Design and implement a data collection process and storage system
  for all data identified above and determine a data governance plan,
  consistent with UCOP practice
- Launch of systemwide dashboard
- Include campus safety data in the systemwide UC Accountability
  Report
- Consider the inclusion of or link to survey data from Action 1.6

Assigned to department other than Police. Unknown status.

3.2d Add interactivity to the systemwide dashboard

Assigned to department other than Police. Unknown status.

4. Accountability and Independent Oversight
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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.

**Assigned to department other than Police. Unknown status.**

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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.

**Assigned to department other than Police. Unknown status.**
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.

*Assigned to department other than Police. Unknown status.*

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.

*Assigned to department other than Police. Unknown status.*

4.3 Ethics, Compliance and Audit Services (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.

*Assigned to department other than Police. Unknown status.*

4.4 Each campus police department not currently accredited must begin candidacy for International Association of Campus Law Enforcement Administrators (IACLEA) accreditation.

The UCSF Police Department is currently dual accredited by CALEA and IACLEA. Our accreditation certificates can be found here:

[CALEA Conference Award Letter 2021 - University of California SF PD - PowerDMS](#)
[CALEA Certificate 2021 - University of California SF PD - PowerDMS](#)
IACLEA Certificate 2021 - University of California SF PD - PowerDMS

Note: UCSF PD is currently undergoing IACLEA review for its next accreditation cycle, we expect to be re-accredited in the near future.

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.

The UCSF Police Department is currently dual accredited by CALEA and IACLEA. Our accreditation certificates can be found here:

CALEA Conference Award Letter 2021 - University of California SF PD - PowerDMS
CALEA Certificate 2021 - University of California SF PD - PowerDMS
IACLEA Certificate 2021 - University of California SF PD - PowerDMS

Note: UCSF PD is currently undergoing IACLEA review for its next accreditation cycle, we expect to be re-accredited in the near future.

4.6 The UC Office of the President will designate a full-time position to monitor and support systemwide implementation of the UC Community Safety Plan, coordinate systems, policies and reporting; promote ongoing community engagement and consistency in campus safety; and review the complaint process for fairness, thoroughness, quality and speed. This position will also provide centralized assistance to support campuses in pursuit of IACLEA accreditation. This position will convene the primary service providers on each campus in the holistic tiered response model at least every two years in order to share best practices across the system, serve as a resource and guide continuous improvement.

Assigned to department other than Police. Unknown status.

Everyone has a part to play in the successful implementation of the plan and your involvement is welcome. Stay informed on the plan implementation, and find opportunities for involvement, by continuing to visit this site.