University of California Presidential Task Force on Universitywide Policing
IMPLEMENTATION REPORT

June 2020

www.ucop.edu/police-task-force

UNIVERSITY OF CALIFORNIA

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July 10, 2020

Janet Napolitano
President
University of California

Dear President Napolitano,

On behalf of the Responsible Administrative Officers from the ten UC campuses, we are pleased to provide this implementation report for the Universitywide Policing Task Force Recommendations.

The *2019 Report of the Presidential Task Force on Universitywide Policing* identified 28 recommendations in the areas of community engagement, training, protocols and policies regarding use of force, independent advisory boards, the citizen complaint process and transparency. The final recommendation states: "Each campus shall create an implementation plan to ensure that recommendations from this Report that are accepted by the President are completed in a timely manner." This report documents the work to implement the recommendations by all ten campuses and the Office of the President.

Thanks to the open and collaborative work by the Responsible Administrative Officers (RAOs) and Council of Chiefs, much progress has been made. The bulk of the work occurred within the first 12 months and has become a part of the normal operations on all of the campuses. A few of the recommendations have a longer timeline, but there is a strong commitment to complete and integrate all of the recommendations into our operations.

It has been our pleasure to serve as the Systemwide Implementation co-chairs for the University of California on this important work.

Sincerely,

Ronald S. Cortez, JD, MA
Chief Financial Officer
Vice Chancellor, Finance and Administration
UC Irvine
Systemwide Implementation Co-Chair

Elisabeth R. Günther
Chief Campus Counsel
Office of Legal Affairs
UC Merced
Systemwide Implementation Co-Chair

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Introduction: The Presidential Task Force on Universitywide Policing

In early 2018, President Napolitano convened a task force to review existing policing practices throughout the University of California system to determine areas in need of improvement and to ensure alignment with national best practices. Specifically, the Presidential Task Force on Universitywide Policing was charged with examining 1) the police complaint process, 2) training, policies and protocols relating to use of force, 3) the University Police Departments' post-incident review processes for use of force, and 4) other significant events and community engagement, including police advisory boards.

The Task Force was chaired by Senior Vice President and Chief Compliance and Audit Officer Alexander Bustamante. The Task Force membership comprised of diverse experts and constituencies across the University of California, including:

- Police Chiefs
- Vice Chancellors for Student Affairs
- Deans of Students
- Vice Chancellors for Administration
- Campus Chief Human Resource Officers
- Students
- Faculty experts
- Staff
- Risk Services Representatives
- Office of General Counsel Representatives
- Police Union Representatives

The Task Force convened for its initial meeting in early April 2018 and met as a group five times between April and December 2018. The Task Force solicited input from policing experts from outside of the University, as well as from the entire University community through in-person presentations, surveys, town halls and written comments.

The Task Force agreed on a series of draft recommendations that were then provided to the University community for comment. When finalizing the Task Force report, all of the comments and input received were considered and ultimately helped shape the final recommendations of the Task Force. The final Task Force report was submitted to the President for her consideration in December 2018.

In brief, the Task Force report included 28 recommendations in six different areas: 1) the complaint process and policies; 2) use of force, including training, polices and protocols; 3) officer training; 4) establishment of and standards for police advisory boards; 5) community engagement; and 6) transparency and reporting.

The President adopted all 28 recommendations with one change. In February 2019, she charged two systemwide co-chairs with overseeing the timely implementation of the 28 directives, both systemwide and on all ten UC campuses.

The campuses have substantially implemented all of the 28 Presidential directives. The Uniform Complaint and Use of Force polices have been finalized and both will be out for the required systemwide review and comment commencing in July 2020. Both policies will be implemented at a local campus level pending the completion of review and comment.

The Implementation Process

In March 2019, the implementation co-chairs requested that each chancellor select a Responsible Administration Official (RAO) to oversee and ensure implementation on their respective campuses. They were charged with working with the relevant campus offices, including the campus police departments, to implement the 28 Presidential directives. They were responsible for tracking the progress of their campuses over the course of a 15-month implementation schedule to facilitate reporting to the President on the status of implementation. The Office of Ethics, Compliance and Audit Services was responsible for the directives requiring systemwide implementation, including creation of an effective systemwide complaint mechanism that supports anonymous complaints and language differences, as well as a systemwide audit of campus complaint management.

The co-chairs met in-person with the RAOs and Chiefs of Police in May 2019 to discuss common issues and to share approaches to implementation.

While the intent of many of the Task Force recommendations was to allow for differences among the campuses and their communities, certain recommendations called for uniformity in approach and others focused on best practices that should be adhered to systemwide.

In early spring of 2020, the co-chairs met virtually with each of the campus RAOs to review the status of their implementation efforts and to provide feedback on the content of the campus implementation report to ensure consistency and clarity in the reporting. The co-

chairs submitted written letter reports to Executive Vice President Rachael Nava documenting overall systemwide progress every one to two months during the 15-month implementation schedule.

The following individuals served as RAOs for the campuses.

- **UC Berkeley**
  Marc Fisher, Vice Chancellor Administration
- **UC Davis**
  Kelly Ratliff, Vice Chancellor, Finance, Operations and Administration
- **UC Irvine**
  Ron Cortez, Chief Financial Officer and Vice Chancellor of Finance and Administration
- **UC Los Angeles**
  Michael Beck, Administrative Vice Chancellor
- **UC Merced**
  Sheryl Ireland, Director of Policy and Accountability
- **UC Riverside**
  Gerry Bomotti, Vice Chancellor - Chief Financial Officer, Division of Planning, Budget and Administration
- **UC San Diego**
  Gary Matthews, Vice Chancellor – Resource Management and Planning
- **UC San Francisco**
  Paul Jenny, Senior Vice Chancellor – Finance and Administration
- **UC Santa Barbara**
  Garry Mac Pherson, Vice Chancellor for Administrative Services
- **UC Santa Cruz**
  Jean Marie Scott, Associate Vice Chancellor, Risk & Safety Services

Recommendations

Complaint Process

▶ RECOMMENDATION 1

UCPD Council of Chiefs should collaboratively create a uniform complaint process for all UC locations and ensure that complaints regarding police officers can be submitted in writing, by email, in person, online or by telephone and that those complaints are appropriately investigated.

IMPLEMENTATION: UC Police Department Council of Chiefs has drafted the uniform complaint process in consultation with campus stakeholders. The final draft will go out for systemwide review and comment in mid-July. The policy will be implemented at a local level on all campuses during the review and comment process.

STATUS: Anticipated completion by July 2020.

▶ RECOMMENDATION 2

UC should have a systemwide phone number and web-based intake system for reporting complaints of alleged officer misconduct and commendations.

IMPLEMENTATION: The Office of Ethics, Compliance and Audit Services (ECAS) is implementing a systemwide solution for reporting complaints of alleged officer misconduct and commendations using the NAVEX system.

STATUS: Anticipated completion by September 2020.

▶ RECOMMENDATION 3

This system should enable individuals to communicate anonymously and offer foreign language support. UC's Office of Ethics, Compliance and Audit Services ("ECAS") should explore whether the existing complaint hotline that allows foreign language support and anonymous communications can be an additional intake point for complaints.

IMPLEMENTATION: The Office of Ethics, Compliance and Audit Services (ECAS) is implementing a systemwide solution for reporting complaints of alleged officer misconduct and commendations using the NAVEX system.

STATUS: Anticipated completion September by 2020.

▶ RECOMMENDATION 4

Except when complaints are submitted anonymously, UCPD should provide a written (or email) acknowledgement of a complaint to the complainant promptly.

IMPLEMENTATION:

UC Berkeley: This is already in the current UCPD policy at Berkeley. Our existing policy calls for the complainant to be notified within 10 days. We are awaiting the Council of Chiefs' draft of new policy. Our current policy can be found at: https://ucpd.berkeley.edu/policies#PolicePolicies.
Status: Complete.

UC Davis: In satisfaction of this recommendation and per UC Davis Police Policy 1020.8: Personnel Complaints, the UCDPD responds and acknowledges all internal personnel complaints. All complaints made by the community are sent to the Police Accountability Board. The UC Davis Office of Compliance manages and tracks each Police Accountability Board complaint, providing a written response to each complainant upon receipt of the complaint or report per PAB Procedure Manual p. 12. (https://pab.ucdavis.edu/procedures).
Status: Complete.

UC Irvine: UCI Policy 1008 requires that within three days the Police Department will: 1) notify the complainant of receipt of the complaint, and 2) provide the complainant with the name of the investigator and tracking number; and within 30 days of the final review by the Chief of Police, written notice of the findings shall be sent to the complaining party. This notice shall indicate the findings, but will not disclose the discipline, if any, imposed. The complaining party will also be provided with a copy of his/her own original complaint (Penal Code § 832.7). www.police.uci.edu/how-do-i/_img/policy-1008.pdf.
Status: Complete.

UC Los Angeles: The Administrative Lieutenant acknowledges complaints as follows:
- When a complaint is received, a letter is sent to the complainant, listing the assigned supervisor and their contact information, via USPS when a physical address is provided or emailed if only an email was provided. https://ucla.app.box.com/v/1020PersonnelComplaints
- When the investigation is complete, a letter is sent to the complainant, advising of the adjudication, via USPS or email as appropriate.
- If a complaint is received but is determined not to involve a violation of policy, procedure, or law, a letter is sent to the complainant via USPS or email as appropriate explaining it is not a matter for the PD to investigate as a complaint but could be adjudicated through a court of law (e.g., disputed traffic violations).
- Copies of all letters become part of the permanent complaint file and the electronic file.

Status: Complete.

UC Merced: The Chief of Police or his/her designee will provide a written (or email) acknowledgement of complaint within 7-10 business days: https://police.ucmerced.edu/Commendations-Complaints.
Status: Complete.

UC Riverside: UCR PD Policy 1020.4.2 "Acceptance" - A complainant shall be provided with a copy of his/her statement at the time it is filed with the Department (Penal Code § 832.7). Here is the link to the entire UCR PD Policy https://police.ucr.edu/document/ucpd-policy-1.
Status: Complete.

UC San Diego: UCSD PD Policy 1020 states that, "The complainant should be provided with a copy of his/her own original complaint per Penal Code § 832.7." The complainant will be notified promptly after receipt of complaint. See website: http://police.ucsd.edu/services/complaint.html.
Status: Complete.

UC San Francisco: This procedure is already in place. Please see general order 3.42.4B Complaint Acknowledgement. Persons initiating a complaint against the Police Department or personnel will receive a written acknowledgment of the complaint filing immediately upon assignment of the investigation. A copy of the letter will be kept in the assigned complaint file: https://police.ucsf.edu/system/files/ucpd_general_orders_v11_20190502_0.pdf.
Status: Complete.

UC Santa Barbara: UCSB PD is currently in compliance with this recommendation. The Professional Standards Support Services Division lieutenant prepares a written correspondence,

either email or letter, under the police chief's signature, informing the complainant of the receipt of their complaint and the initiation of an investigation into the allegation(s). The complainant is also notified, in writing, of the ongoing status of the complaint, if completion is delayed. The complainant is notified when the investigation is completed, to include a finding of either sustained, not sustained, exonerated or unfounded. This can be found at: https://www.police.ucsb.edu/frequently-asked-questions.
Status: Complete.

UC Santa Cruz: This is currently our policy and practice.
Status: Complete.

► RECOMMENDATION 5

UCPD and all campuses should create a frequently asked questions (FAQs) webpage for the complaint process that details, among other things, the manner in which complaints can be made, the process for investigating complaints, the notification process and the information available regarding the complaint.

IMPLEMENTATION: Council of Chiefs has drafted frequently asked questions (FAQs) in consultation with campus stakeholders. The FAQs will be available with the policy when it is implemented at a local level.

STATUS: Anticipated completion by July 2020.

► RECOMMENDATION 6

Every complaint should be tracked from intake through final disposition. The tracking system should be capable of capturing information regarding the complaint sufficient to perform trend analysis.

IMPLEMENTATION:

UC Berkeley: UCPD Berkeley currently tracks all complaints. Annually, we receive a small number of complaints and our current system allows that observation. Additionally, the Police Review Board publishes an Annual Report that offers a general description of each complaint and the final disposition. The material is covered in the PRB's advertised annual meeting. https://vca.berkeley.edu/police-review.
Status: Complete.

UC Davis: In satisfaction of this recommendation the Office of Compliance manages and tracks each PAB complaint per Procedure Manual p. 12 (https://pab.ucdavis.edu/procedures). Annually, a report is prepared by the Police Accountability Board, analyzing trends, providing recommendations to our Department, allowing for public comments, and an excel spreadsheet summarizing the complaints. These annual reports can be found on the PAB website: https://pab.ucdavis.edu/annual-report.
Status: Complete.

UC Irvine: Complaints are tracked from intake through final disposition. Complaint data, including the year of complaint, location, affiliation, allegations, investigation status and outcome are posted on the UCI PD website. www.police.uci.edu/commendations-complaints/index.php.
Status: Complete.

UC Los Angeles: The Administrative Lieutenant tracks and records each complaint from intake through final disposition and complaint data will be reviewed annually by the Public Safety Advisory Council and posted online at https://www.police.ucla.edu/other/commendations-complaint-procedures.
Status: Complete.

UC Merced: The Chief of Police assigns a case number to each formal complaint. The disposition is promptly updated upon the conclusion of the investigation. Given the small size of the UCMPD, trend analysis is completed internally. The Chief of Police will be able to assess and address volume, frequency and types of formal complaints based on this analysis.
Status: Complete.

UC Riverside: Currently UCR PD has a manual process for tracking the in-take of complaints; notification of the involved UCPD employee(s); completion of the investigation; final determination of allegation(s); and notice of final determination to the complainant and involved UCPD employee(s).
Status: Complete.

UC San Diego: UCSD PD uses the IAPRO/Blue Team system to track complaints and public inquiries from inception to disposition. It is a robust system that allows the production of analytical reports and also has an "early warning" component based on criteria set by the department. http://www.iapro.com.
Status: Complete.

UC San Francisco: Professional Services Division (PSD) Manager currently tracks all complaints from intake though final disposition, capturing information regarding complaint for trend analysis. General Orders publicly posted on our website includes all information related to complaints and investigation process of complaints. See General Order 3.42 https://police.ucsf.edu/system/files/ucpd_general_orders_v11_20190502_0.pdf.
Status: Complete.

UC Santa Barbara: UCSB PD has a complaint tracking system, which is the responsibility of Professional Standards Support Services Division lieutenant. The tracking system will assign a tracking number to the complaint, identify the complainant, the type of allegation(s), the employee(s) involved, the employee(s) commander(s), UCSB affiliation, the due date of the investigation, the finding(s) and policy violation(s), if applicable, and the discipline imposed, if applicable.
Status: Complete.

UC Santa Cruz: This is currently our policy and practice. However, we generally receive very few externally generated complaints in a given year, so it may be difficult to conduct trend analysis.
Status: Complete.

► RECOMMENDATION 7

ECAS should conduct audits to verify complaints are being taken properly and to ensure all employees are adhering to UC policies and procedures and individual departments' standards.
IMPLEMENTATION: Audits will commence upon completion of a full calendar year of implementation of the recommendations related to the uniform complaint process. This audit will be added to the systemwide audit plan.
STATUS: Anticipated completion by November 2021.

► RECOMMENDATION 8

UCPD and all campuses should identify review criteria for complex complaint cases and determine the appropriate investigative entity to handle such cases.
IMPLEMENTATION:
UC Berkeley: UCPD currently works with campus administration to consider alternative investigative entities for cases that are

particularly sensitive, high-profile, or complex enough that either exceed the department's resources or are best handled by outside counsel.
Status: Complete.

UC Davis: In satisfaction of this recommendation all complaints made by the community about the UC Davis Police Department are referred to the UC Davis Police Accountability Board (PAB) (https://pab.ucdavis.edu/faq). Additionally, any issues that are highly visible are in some cases are also turned over to the Police Accountability Board for review. If a case is determined by the PAB to need external advice or expertise then consultation is made between the PAB, the Chief of Police, and Campus Council to bring in external advisory groups or members. Once a case is reviewed by the PAB a recommendation is—or in most cases, multiple recommendations are—made to the Chief of Police for moving the Police Department forward. Each complaint is documented in an annual report.
Status: Complete.

UC Irvine: UCIPD works closely with campus administration, campus counsel and the vice chancellor of finance and administration to consider alternative investigative entities for cases that are particularly sensitive, high profile, or complex enough that either exceed the department's resources or are best handled by outside counsel. Review criteria includes:
1. Level of the seriousness or severity of the allegation,
2. Number of employees involved,
3. Supervisor/Investigator conflict,
4. Specific allegations involving the chief or assistant chief of police,
5. Mutual Aid incidents,

6. Potential to have a significant bearing on the reputation of the University of California.
Status: Complete.

UC Los Angeles: Complaint procedures are outlined in the UCLA PD Policy Manual https://ucla.app.box.com/v/1020PersonnelComplaints and on the UCLA PD website https://www.police.ucla.edu/other/commendations-complaint-procedures.

Per current practice, the Administrative Lieutenant refers any "complex complaint cases" to the Chief of Police for review, including consultation with Executive Staff and Administrative Vice Chancellor as warranted on a case-by-case basis to determine an appropriate course of action.
Criteria that is considered includes:
- The seriousness or severity of the allegation
- Number of UCPD personnel involved
- Cases that exceed the department's resources or expertise
- Conflicts of interests between supervisor(s)/investigator/involved officer(s)
- Specific allegations against the Chief or Captains
- Mutual aid incidents
Status: Complete.

UC Merced: UCMPD carefully considers investigative factors to determine the appropriate investigative entity to be utilized. The review criteria include, but are not limited to the following:
- The seriousness of allegation
- Rank of employee(s) involved
- Criminal allegation level of seriousness
- Location (criminal jurisdiction)

- Number of employees involved
- Employees from other agencies
- Supervisory conflict of interest
- Mutual aid incidents
- Involvement with UC Staff/Faculty

In addition, UCMPD may consult with campus administration and campus counsel on a case by case basis. UCMPD understands some investigations could require more than one entity such as Title IX, Audit, or an external third party.
Status: Complete.

UC Riverside: The Chief of Police coordinates with the Vice Chancellor of Planning Budgeting & Accounting for consideration of when outside investigative entities should utilized. Factors for consideration include:

- The seriousness or severity of the allegation
- Number of UCPD personnel involved
- Cases that exceed the department's resources or expertise
- Conflicts of interests between supervisor(s)/investigator/involved officer(s)
- Specific allegations against the Chief or Assistant Chief of Police
- Mutual aid incidents
- Assessment of the reputational risk to the police department

This information is posted on the UCR PD website Complaint Process FAQ
https://police.ucr.edu/document/ucpd-file-complaint-faq.
Status: Complete.

UC San Diego: UCSD uses LDO as Chancellor designated official to triage complex cases in conjunction with VCRMP and Chief of Police (assuming Chief is not subject of investigation) .Allison Woodall at OGC has established Police

University Labor and Employment and Police Practices Legal Panels at OGC which can provide resources for outside investigations if necessary.
Status: Complete.

UC San Francisco: All complex cases are routed through appropriate investigatory channels, including Title IX, Legal Counsel, Threat Management, Audit, and other investigatory entities. General Orders publicly posted on our website includes all information related to complaints and investigation process of complaints. See General Order 3.42.
https://police.ucsf.edu/system/files/ucpd_general_orders_v11_20190502_0.pdf.
Status: Complete.

UC Santa Barbara: Once the UCSB PD police chief is notified of a complaint a determination will be made as to the severity of the allegations. The UCSB PD police chief will advise the Vice Chancellor of Administrative Services and UCSB General Counsel of complex allegations, which have significant bearing on the reputation of the University of California or involve criminal or unethical behavior. After consultation with the Vice Chancellor of Administrative Services and UCSB General Counsel the police chief will make a recommendation on whether the investigation should be conducted by a contracted or internal investigator. Review criteria identified: Seriousness of allegation; Rank of employee involved; Criminal allegation level of seriousness; Location; Number of employees involved; Employees from other agencies; Supervisory conflict of interest; Mutual aid incidents; Involvement with UC Staff.
Status: Complete.

UC Santa Cruz: All complex cases are routed to the Chief of Police for review, who consults with

the appropriate campus entities to determine the manner by which the complaint will be investigated.
Status: Complete.

► RECOMMENDATION 9

No individual UC police department should be permitted to investigate allegations of misconduct directed at its chief.
IMPLEMENTATION:
UC Berkeley: This is already in place in practice, although not stated in policy. The draft systemwide complaint policy does explicitly state this.
Status: Complete.

UC Davis: In satisfaction of this recommendation any complaints filed against the Chief would be turned over to the Office of the Vice Chancellor – Finance, Operations and Administration per Personnel Policy 1020 and the Police Accountability Board (PAB) Bylaws.
Status: Complete.

UC Irvine: Any complaint filed against the Police Chief will be directed to the Vice Chancellor, Division of Finance and Administration and then referred to an outside legal firm or UCOP Office of Ethics, Compliance and Audit Services (ECAS).
Status: Complete.

UC Los Angeles: Any complaints against the Chief of Police would be referred to the Administrative Vice Chancellor for handling.
Status: Complete.

UC Merced: Complaints involving the Chief of Police are directed to the campus' Chief Ethics and Compliance Officer who reports to the Chancellor.
Status: Complete.

UC Riverside: Any complaint filed against the Police Chief shall be directed to the Vice Chancellor of Planning Budgeting and Administration who should seek guidance legal guidance from campus Legal Affairs and UCOP Counsel for an outside investigator.
Status: Complete.

UC San Diego: At UCSD, complaints involving the Chief of Police are referred to the campus' Chief Ethics and Compliance Officer (LDO) and the Vice Chancellor of Resource Management and Planning (Chief's direct supervisor/manager).
Status: Complete.

UC San Francisco: Any allegations of misconduct directed at our Chief are directed to the Senior Vice Chancellor for outside investigators to handle. General Orders publicly posted on our website includes all information related to complaints and investigation process of complaints. See General Order 3.42: https://police.ucsf.edu/system/files/ucpd_general_orders_v11_20190502_0.pdf.
Status: Complete.

UC Santa Barbara: Complaints against the UCSB PD police chief will be directed to the Vice Chancellor of Administrative Services for investigation and tracking. The complaint will be logged into the police department's Professional Standards Support Services tracking system and assigned to the Vice Chancellor.
Status: Complete.

UC Santa Cruz: This is currently our policy and practice.
Status: Complete.

UCPD Use of Force

▶ **RECOMMENDATION 10**

UCPD shall continue to develop systemwide policies and procedures governing the use of force by officers that are consistent with state and federal laws and ensure officers are trained to those standards.

IMPLEMENTATION: Systemwide use of force policy has been updated and finalized by UCPD and is out for the required systemwide review and comment in July 2020.

STATUS: Complete.

▶ **RECOMMENDATION 11**

UCPD shall ensure officers are provided training prior to the deployment or use of any force or relevant equipment.

IMPLEMENTATION:

UC Berkeley: This is already in place. Reference Policy 300, attachment section 834.2, https://ucpd.berkeley.edu/policies#PolicePolicies.
Status: Complete.

UC Davis: In satisfaction of this recommendation and per UC Davis policies all officers go through this training prior to utilizing department equipment (all training outlines are posted on the UCDPD website: https://police.ucdavis.edu/training-unit).
Status: Complete.

UC Irvine: UCI PD officers receive training prior to the deployment or use of any force or relevant equipment. www.police.uci.edu/how-do-i/_img/use_of_force_policy.pdf.
Status: Complete.

UC Los Angeles: All UCLA PD officers are provided training upon employment and additional training for arrest and control tactics

and use of force at least once every 2 years. https://www.police.ucla.edu/about-ucla-pd/administrative-bureau/personnel-and-training.
Status: Complete.

UC Merced: UC Merced PD officers receive training prior to the deployment or use of any force or relevant equipment. https://police.ucmerced.edu/sites/police.ucmerced.edu/files/documents/use_of_force_06-08-20_clean.pdf.
Status: Complete.

UC Riverside: UCR PD officers receive training prior to the deployment or use of any force or relevant equipment https://police.ucr.edu/document/ucpd-policy-1.
Status: Complete.

UC San Diego: Existing UCSD PD Policies 300-312, and the newly issued UCPD Use of Force Policy, cover use of force options. Initial training is provided before deploying any use of force or equipment and is refreshed on quarterly, semi-annual, annual, or bi-annual basis depending on the type of force. All Officers have been training on AB392 - updated use of force.
Status: Complete.

UC San Francisco: All officers are trained to POST Standards (Police Officer Standards & Training) https://post.ca.gov/. Use of Force Trainings will be public and posted online and we are currently working on this feature on our website. All officers are trained prior to deploying new equipment.
Status: Complete.

UC Santa Barbara: Training is completed as required by the University of California and the State of California Commission on Peace Officer Standards and Training (POST). Each officer, upon hire, is trained on the use of force policy. They receive range training and must pass the qualification test to carry a firearm prior to beginning Field Officer Training. Each officer attends POST perishable skills training bi-annually.
https://www.police.ucsb.edu/resources/ucsb-pd-police-manual.
Status: Complete.

UC Santa Cruz: This is our current policy and practice.
Status: Complete.

► **RECOMMENDATION 12**
Departments shall document and review each use of force to determine whether the force used was in compliance with applicable policy and law.
IMPLEMENTATION:
UC Berkeley: This is already in place. Use of Force reports are completed by the officer, reviewed by the sergeant and upward chain of command. Firearms Instructors and/or defensive tactics instructors review cases to determine if action fits within instruction and policy. Reference Policy 300, attachment section 813,
https://ucpd.berkeley.edu/policies#PolicePolicies.
Status: Complete.

UC Davis: In satisfaction of this recommendation the UC Davis Police Department, per UC Davis Police Policy 302: Use of Force Review Boards, thoroughly reviews each use of force incident at both the Davis and Sacramento campuses.
Status: Complete.

UC Irvine: UCI Policy 300 Use of Force requires that incidents be documented. Reports are reviewed by the division Lieutenant and the Assistant Chief of Police to ensure that the force was within policy and the law, as well as to determine if any additional training is required.
Status: Complete.

UC Los Angeles: The assigned sergeant, patrol lieutenant, and operations captain perform this function, consistent with UCLA PD Policy - General Order 11-06.
https://ucla.app.box.com/v/300UseOfForce.
Status: Complete.

UC Merced: A UCMPD Supervisor completes a Use of Force form to fully document every use of force. The Lieutenant and Chief of Police review each Use of Force form to confirm it was in compliance with UCMPD policy and the law.
https://police.ucmerced.edu/sites/police.ucmerced.edu/files/documents/use_of_force_06-08-20_clean.pdf.
Status: Complete.

UC Riverside: UCPD Policy 300 Use of Force requires that each use of force be documented by an uninvolved supervisor. The Chief of Police or designee shall assign a member of his or her command staff to review each use of force by any personnel within his or her command to ensure compliance with this policy and to address any training issues. UCPD systemwide use of force policy:
https://police.ucr.edu/document/ucpd-policy-1.
Status: Complete.

UC San Diego: UCSD PD Policy 300 - Use of Force, and the newly issued UCPD Use of Force Policy, requires that each use of force be documented. We use BlueTeam software to generate a use of force report which is then

routed to our use of force review team and command staff for review and approval.
Status: Complete.

UC San Francisco: All Use of Force Incidents are investigated to determine whether the force used was in compliance with the applicable policy and law. See use of force policy. https://police.ucsf.edu/system/files/use-of-force-policy_0.pdf.
Status: Complete.

UC Santa Barbara: UCSB PD currently reviews and tracks all use of force incidents. Field supervisors respond to the scene of the use of force incident to coordinate the scene, ensure medical attention has been offered, and initiate an investigation into the circumstances of the incident, which includes witness statements and photographs. The investigating field supervisor completes their investigation, with recommendations regarding whether or not the use of force was within departmental policy or not. The supervisor's report is forwarded to the division commander for review and recommendations. The report is then routed to the Professional Standards Support Services lieutenant for review related to training needs. Once completed, the investigation is forwarded to the police chief for final review. The completed investigation is returned to the Professional Standards Support Services lieutenant for tracking and records retention. https://www.police.ucsb.edu/resources/ucsb-pd-police-manual.
Status: Complete.

UC Santa Cruz: This is our currently our policy and practice. Furthermore, we are required by law to report this certain use of force data annually to the Department of Justice and we are in compliance with this law.
Status: Complete.

► **RECOMMENDATION 13**
UCPD should ensure officers are trained in de-escalation techniques and effective communication.
IMPLEMENTATION:
UC Berkeley: Officers receive training at the basic academy in de-escalation and effective communication. Additionally, UCPD sends all officers to Crisis Intervention Team (CIT) training. The department is currently researching to identify additional training. https://ucpd.berkeley.edu/policies#PolicePolicies.
Status: Complete.

UC Davis: In satisfaction of this recommendation the UCD Police Department Training Committee selected specific de-escalation techniques and effective communication training courses. Every officer in the department is required to attend:
- "Tactical Communications and De-Escalation Training," a 4-hour POST CIT certified course
- "Trauma Informed Interview & Tactical Communication and De-escalation," an 8-hour course co-taught by POST certified instructors and UC Davis CARE staff
- "Impulse Control: Using Cued De-escalation," an 8-hour training with CBL Training Sgt. John Wilson

- A five-part implicit bias online training offered by Office of the President
- A POST certified procedural justice course, inducing such topics as implicit bias, de-escalation, and others, taught by POST certified instructors (all training outlines are posted on the UCDPD website: https://police.ucdavis.edu/training-unit).

Status: Complete.

UC Irvine: UCI PD officers participate in Tactical Communications training, Mental Health Decision-Making and Mental Health Response training and continue to attend de-escalation/tactical communication courses through POST as they become available. More information on UCIPD training can be found on the UCIPD website at www.police.uci.edu/how-do-i/police-training.php.
Status: Complete.

UC Los Angeles: All UCLA PD officers receive training in tactical communication and de-escalation techniques in the academy, upon employment, and at least once every 2 years to meet State and UCPD requirements. https://ucla.app.box.com/v/300UseOfForce.
Status: Complete.

UC Merced: UC Merced PD officers attend trainings on de-escalation throughout the year to stay informed about issues impacting the community we serve. Officers receive training from Merced County Mental Health, UC Merced Counseling & Psychological Services, and POST perishable skills training with scenarios requiring officers to demonstrate de-escalation skills. Officers participate in a 16 hour diversity awareness workshop and complete online implicit bias training. UC Merced PD partners with the Merced City Police Department by

assigning two UCMPD officers to the Crisis Negotiations Team. They participate in monthly training and attend the annual California Hostage Negotiations Conference.
Status: Complete.

UC Riverside: UCR PD officers participate in ICAT (Integrating Communications Assessment and Tactics - de-escalation and tactical communications) training. Officers are training on a rotating basis. When reasonable and practicable, officers should consider attempts to de-escalate situations through advisements, warnings, verbal persuasion, and other tactics and alternatives to higher levels of force. Refer to UCR PD Policy 300.5 De-escalation https://police.ucr.edu/document/ucpd-policy-1.
Status: Complete.

UC San Diego: UCSD PD is 100% compliant in our tactical communications training requirement; we will be compliant for the 19/20 POST CPT cycle. Five Officers have attended the 24 hour PERT Academy. All Field Training Officers (10 FTE) have received mandated (SB29) 8 hour PERT Crisis Response training (including de-escalation). All Officers completed POST's De-Escalation facilitated training in late June/early July of 2020.
Status: Complete and ongoing.

UC San Francisco: All officers are trained in Crisis Intervention Techniques, also called De-escalation (https://post.ca.gov/). Our CIT Trainings will be public and posted online. We are currently working on this feature on our website.
Status: Complete.

UC Santa Barbara: UCSB PD includes de-escalation and effective communication presentations as part of our training for all

sworn personnel, in accordance with POST. https://post.ca.gov/Portals/0/post_docs/publications/PO_Training_Annual_Report.pdf. See De-escalation Training hyperlink on webpage: https://www.police.ucsb.edu/department/officer-training.
Status: Complete.

UC Santa Cruz: This is our current policy and practice, and is part of our training guidelines.
Status: Complete.

▶ RECOMMENDATION 14

UCPD should capture all use of force data and report it to the California Department of Justice for analysis and release to the general public, subject to applicable policies and laws.
IMPLEMENTATION:
UC Berkeley: UCPD is aware of the requirement to report use of force incidents to the California Department of Justice when they involve the use of a firearm, serious bodily injury, or death, and will begin reporting in January 2020 for the 2019 calendar year.
Status: Complete.

UC Davis: In satisfaction of this recommendation and per UC Davis Police Policy 300.5: Reporting the Use of Force, the UC Davis Police Department reports any "Use of Force" to the California Department of Justice annually via the Use of Force Incident Reporting System (URSUS).
Status: Complete.

UC Irvine: UCI Policy 300.5.2 requires the reporting of all officer-involved shootings and use of force resulting in serious bodily injury per AB 71. Effective 1/1/2016, all use of force incidents resulting in serious bodily injury, as defined by GC section 12525.2(d), discharge of a firearm, or death, must be reported to the DOJ.

UCI PD currently summarizes use of force and weapons drawn data on its website: www.police.uci.edu/how-do-i/use-of-force.php.
Status: Complete.

UC Los Angeles: All use of force data is submitted to DOJ as required by AB 71 Criminal Justice: reporting. https://openjustice.doj.ca.gov. This information is also posted online at https://police.ucla.edu/use-of-force.
Status: Complete.

UC Merced: UC Merced PD is in compliance with reporting requirements to California DOJ. Each use of force is documented, reviewed, and reported as required. Records are maintained in accordance with the UC records retention policy and are available for release to the public.
Status: Complete.

UC Riverside: UCR PD submits use of force data as required to the Department of Justice (DOJ) regarding all officer-involved shootings and incidents involving use of force resulting in serious bodily injury is collected and forwarded to the DOJ as required by Government Code §12525.2. Refer to UCR PD Policy 300.20 Reporting to the California Department of Justice https://police.ucr.edu/document/ucpd-policy-1.
Status: Complete.

UC San Diego: Effective 1/1/2016, all use of force incidents resulting in serious bodily injury, as defined by Government Code section 12525.2(d), discharge of a firearm, or death, are to be reported to the DOJ. UCPD Policy 300.5.2 requires the reporting of all officer-involved shootings and use of force resulting in serious bodily injury per AB 71.
Status: Complete.

UC San Francisco: All use of force data is reported to the Department of Justice by our Professional Standards Division (PSD) Manager.
Status: Complete.

UC Santa Barbara: The Professional Standards and Support Services Division lieutenant and Records Division personnel collect, track and report this information to the Department of Justice for analysis and release to the general public.
Status: Complete.

UC Santa Cruz: This is our current policy and practice.
Status: Complete.

Independent Advisory Boards

Campuses shall create independent advisory boards with representatives from the campus who can facilitate and enhance communication between the police department and the greater campus community as well as work collaboratively with the departments on issues involving campus safety and security.

- Each independent advisory board will report to a chancellor's designee and will have access to publicly available reports, data and campus surveys related to the police departments.
- The boards will include, at a minimum, faculty, staff and student representatives and will also include at least one ex officio member from the police department.
- The boards will serve as campus liaisons to facilitate engagement between the campus community and their corresponding police departments.
- Board members shall receive an initial briefing as well as continuous education on the relevant laws and issues related to policing including the existing training standards and policies.
- The boards should collaborate with UCPD in creating shared learning environments where officers and members of the campus community interact and learn together.
- The boards should prepare annual reports of their activities.

IMPLEMENTATION:

UC Berkeley:

The Berkeley campus has had a Police Review Board for many years. The scope of the Police Review Board is to handle appeals for citizen complaints that have been investigated by UCPD, and to make policy recommendations. The Berkeley campus has created a new independent advisory board that will have a broader scope that is in line with this recommendation. The Advisory Board is constituted and held its first meeting September 19, 2019.

Status: Complete.

- The Berkeley campus independent advisory board reports to the Chancellor and is overseen by the VC Administration. UCPD is fully prepared to provide any reports/data normally available to the public.
  Status: Complete.
- The Berkeley campus police advisory board meets this recommendation.
  Status: Complete.
- The Berkeley campus police advisory board is intended to meet this recommendation. As the Board is new, we are awaiting for guidance from the Board.
  https://chancellor.berkeley.edu/task-forces/chancellors-independent-advisory-board-police-accountability-and-community-safety.
  Status: Complete.
- UCPD has met with the advisory board and discussed options for ongoing education that board members can receive regarding laws and policing issues. UCPD will provide training to the extent the members find it relevant and useful. Since this standard is "continuous," there is no true date of completion.

Status: Anticipated completion by May 2021.

- Although the recommended shared learning environments have not yet been arranged, it is the intention that the board will fulfill this recommendation in collaboration with UCPD.
Status: Anticipated completion by May 2021.
- The first annual report was delivered to the Chancellor on June 30, 2020.
Status: Complete.

UC Davis:
UC Davis Police Accountability Board (PAB) was established in April 2014 and has since worked closely with the Police Department. We collaborate with the PAB throughout the year on a multitude of campus safety and security issues, as well as enhancing community involvement (https://pab.ucdavis.edu/faq).
Status: Complete.

- In satisfaction of this recommendation, the Police Accountability Board (PAB) is housed in the Office of Campus Community Relations office and has a standing member on the committee. The Office of Campus and Community Relations is led by Associate Executive Vice Chancellor Rahim Reed, who reports to Renetta Garrison Tull. Vice Chancellor of Diversity, Equity and Inclusion, who in turn reports directly to Chancellor May. Thus, the PAB's reporting line is to the Chancellor and the Chief's is to the Provost.
https://pab.ucdavis.edu/bylaws.
Status: Complete.
- In satisfaction Article 3 of the PAB Bylaws require the committee include: two undergraduate students, one graduate student, one faculty member, one staff

member, and two representatives from UC Davis Health (who may be students, faculty or staff). "In order to ensure independence, no member of the PAB can be a current or former UC Davis police employee or employee of the Offices of the Chancellor and the Provost."
(https://pab.ucdavis.edu/bylaws). Upon request to add an ex-officio member to the PAB board, the response was that since the Chief of Police attends all PAB meetings, his role serves as the ex-officio member, and at this time the PAB will not change their bylaws to reflect this recommendation. The PAB believes that the Chief of Police fulfills the role as ex-officio to their committee.
Status: Complete.

- In satisfaction of the recommendation the Police Accountability Board, which we feel serves moreover as an advisory board, hosts quarterly meetings open to the public. The quarterly meetings are announced in the Davis campus "Dateline" and Sacramento "Insider" encouraging community participation. The PAB invites the Police Department to come and speak about current event topics and answer any community questions.
https://pab.ucdavis.edu/schedule.
Status: Complete.
- In satisfaction of this recommendation all PAB members and alternates are required to attend orientation sessions before joining the board. Article 11 in the Bylaws
(https://pab.ucdavis.edu/bylaws) states that they receive training from Campus Community Relations regarding police procedures, relevant legal issues,

impartiality, the confidential nature of police misconduct investigations and discipline and the civilian oversight field satisfying this recommendation. Topics include: hate crimes, freedom of expression and use of force, amongst others.
https://pab.ucdavis.edu/resources-training.
Status: Complete.

- In satisfaction we are currently reviewing our Community Engagement Policy (201) to add additional language that is more inclusive of education and partnership awareness presentations. As a Department, it is our intention to work with the campus at both Sacramento and Davis to provide "education and awareness presentations or classes" and these classes "shall be continually evaluated" for effectiveness.
Status: Complete.

- In satisfaction of this recommendation the Police Accountability Annual Reports from 2014-present and their Executive Summaries can be found online:
https://pab.ucdavis.edu/annual-report.
The PAB Annual Report is released to the public via "Dateline," the campus news source, which in turn releases it to the Sacramento Bee. The 2018 release can be found online:
https://www.ucdavis.edu/news/news-briefs-police-boards-annual-report-posted/.
Status: Complete.

UC Irvine: UCI's Public Safety Advisory Committee (PSAC) was established in February 2018. The PSAC is made up of faculty, students, staff, and an ex-officio member of the Police Department and reports to the CFO and Vice Chancellor of the Division of Finance and Administration.
Status: Complete.

- The PSAC has access to publicly available reports, data, and campus surveys related to the UCI Police Department.
Status: Complete.

- The PSAC is made up of faculty, students, staff, and an ex-officio member of the Police Department.
Status: Complete.

- Mission: The Public Safety Advisory Committee proactively seeks the advice and counsel from a diverse group of community members regarding issues that impact the safety and quality of life of students, faculty, staff, and visitors of the UCI campus and Medical Center. Purpose: A link between the campus community and the UCI Police Department, the Public Safety Advisory Committee provides a forum to discuss and make recommendations on public policies, community outreach and may participate on hiring panels for key UCI Police Department personnel. The advisory committee will produce an annual report which summarizes its activities and includes key data of interest to the campus community, including the number and types of complaints the UCI Police Department receives.
Status: Complete.

- Beginning in the 2020-21 academic year, newly-appointed PSAC members will receive an initial briefing on university policing. Quarterly PSAC meetings include a briefing on relevant laws and issues related to policing at quarterly meetings.
Status: Complete.

- UCI PD offers the Community Police Academy to the campus community twice per year. One seat is made available at each course for a Public Safety Advisory Committee (PSAC) member. PSAC hosts an annual Town Hall and works together with members of the campus community and UCI PD on presentations and surveys.
  Status: Complete.
- The Public Safety Advisory Committee produces an annual report which is posted on the PSAC website: www.fa.uci.edu/psac.
  Status: Complete.

UC Los Angeles: The Police Chief established the Police Chief's Advisory Council in March 2017, which has proven to be a valuable collaboration forum. However, to comply with the requirement for the group to be independent from UCPD, the Public Safety Advisory Council (PSAC) was created. Both Councils comprise of students (undergraduate and graduate), staff and faculty. PSAC will meet at least quarterly and will provide for an open, honest and engaging forum to exchange ideas, and make recommendations on policing and other campus safety issues impacting the UCLA community. The website will include information regarding the work of the Council and other resources. Information on the PSAC and the PCAC can be found at
www.adminvc.ucla.edu/psac
https://www.police.ucla.edu/administrative-bureau/chiefs-advisory-council.
Status: Anticipated completion by July 31, 2020.
- PSAC will be chaired by the Vice Chancellor for Student Affairs.
  Status: Complete

- PSAC members include diverse representation from across the campus, including students, faculty, and staff.
  Status: Anticipated completion by July 31, 2020.
- Engagement will be facilitated each meeting and between meeting via other communication (e.g., email, telephone).
  Status: Anticipated completion by July 31, 2020.
- Briefings and education will occur at PSAC meetings.
  Status: Anticipated completion by July 31, 2020.
- PSAC will encourage a collaborative and shared learning environment.
  Status: Anticipated completion by July 31, 2020.
- PSAC will produce an annual report of its activities.
  Status: Anticipated completion by August 30, 2021.

UC Merced: UC Merced's PAB is an independent board. The board reports to the Chancellor's designee and has access to publicly available documents.
Status: Complete.
- UC Merced PAB is an independent board with representatives from faculty, staff, graduate students and students.
  Status: Complete.
- UC Merced PAB serves as a campus liaison to facilitate engagement between the campus community and the campus police department.
  Status: Complete.
- Under UC Merced's PAB charter, the Chief of Police or his/her designee provides an initial briefing to Board members before the second PAB

meeting of the academic year. UCMPD provides continuous education on the relevant laws and issues related to policing. UCMPD will provide a briefing to the Board on existing training standards and policies commencing with the 2020-2021 academic year.
Status: Complete.

- The Board collaborates with the Police Department to create a shared learning environment wherein officers and members of the campus community interact and learn together. The Board has held two campus-wide Town Halls / discussion sessions and is evaluating additional community outreach.
  Status: Complete.
- The UC Merced PAB will prepare an annual report of their activities commencing with the 2019/2020 academic year.
  Status: Complete.
- https://chancellor.ucmerced.edu/about-office/police-advisory-board.
  Status: Complete.

UC Riverside: In 2017, the UCR PD Chief's Campus Community Advisory Board was created and chaired Vice Chancellor Ron Coley and has always included student, faculty and staff representatives. The board is now chaired by Vice Chancellor Gerry Bomotti. The mission, membership and meeting notes are posted on the UCR PD website https://police.ucr.edu/document/chiefs-campus-community-advisory-board-2. In June of 2020, the name was changed to UCR Campus Community Police Advisory Board. The UCPD web site will be updated to reflect this change by 06/18/20. The mission of the UCR Campus Community Police Advisory Board:

Strengthening trust between the police department and campus community; Campus community concerns and issues; Perceptions of the campus police department; Issues affecting public safety on campus and in adjacent neighborhoods; Crime prevention and reduction programs with an emphasis on community engagement; Develop opportunities for improvements of the delivery of police service to the UCR community.
Status: Complete.

- At UCR the Vice Chancellor of Budget & Administration chairs the Campus Community Police Advisory Board. The Vice Chancellor may have access to publicly available reports and data that does not interfere with on-going investigations. Prior and future UCPD surveys are available to him.
  Status: Complete.
- The Campus Community Police Advisory Board has student, faculty and staff representation. Members will be selected to serve on the advisory board based on their professionalism, integrity, and commitment to serve the UCR community. Members shall treat each other courteously, respect all viewpoints and live up to UCR's Principles of Community https://chancellor.ucr.edu/documents/community.pdf. The board shall be comprised of members that represent, but are not limited to any of the following areas of UCR:
  - o Chancellor's appointed Chairperson
  - o Academic Senate Committee on Faculty Welfare
  - o Diversity Council
  - o Student Association Associated Students of UCR (ASUCR)

- Staff Assembly
- Office of Equal Employment & Affirmative Action
- AVC of Diversity & Inclusion
- Vice Chancellor Student Affairs
- The Office of the Ombudsman (non-voting advisory role)
- UCR Chief of Police Management
- AVC of Governmental & Community Relations
- UCR Campus Counsel (non-voting advisory role)
- UCRPD Chief of Police designee from UCRPD
- UCR Dean

Each of the above organizations or units nominate a representative who is willing to work cooperatively and respectfully in a team environment. Each nomination will be reviewed and approved by the Chancellor https://police.ucr.edu/document/chiefs-campus-community-advisory-board-2. **Status:** Complete.

- The Chief's Campus Community Advisory Board members are encouraged to help develop, participate and share UCPD community engagement opportunities with the organizations they represent. Examples of UCPD community engagement programs and activities communicated and/or coordinated with the board are available on the UC Riverside PD Instagram https://www.instagram.com/ucrpolicedept/?utm_source=ig_embed. **Status:** Complete.
- UCPD shares and briefings the board on relevant laws, issues, training and policies. Advisory board meetings notes are posted on the UCPD website that include these topics

https://police.ucr.edu/document/chiefs-campus-community-advisory-board-2. **Status:** Complete.

- This is currently in place and on-going. Refer to UCPD Instagram for examples of community engagement and interaction. https://www.instagram.com/ucrpolicedept/?utm_source=ig_embed. **Status:** Complete.
- When possible quarterly meetings and reports on various topics are discussed/ submitted to members of the board. UCPD posts advisory board meeting notes via the UCPD website https://police.ucr.edu/document/chiefs-campus-community-advisory-board-2. **Status:** Complete.

UC San Diego: The UCSD Community Safety and Security Advisory Committee (CSSAC) is chaired by the Director of Environment Health and Safety and reports to the Chancellor via the Vice Chancellor of Resource Management and Planning. The CSSAC proactively seeks the advice and counsel of diverse groups of community members to make recommendations regarding issues that impact the safety, security and quality of life of the students, faculty, staff and visitors of UC San Diego campus and Medical Centers. The committee takes a holistic approach to safety and security. Police related issues, concerns, and suggestions can be addressed through the committee or via a subcommittee of the CSSAC when appropriate. https://rmp.ucsd.edu/about/committees/security.html. **Status:** Complete.

- The CSSAC reports to the Vice Chancellor of Resource Management and Planning, who is the Chancellor's designee (as outlined in 15.1). VCRMP reports to the

Chancellor. CSSAC has access to all publicly available police data/reports.
Status: Complete.

- The CSSAC membership includes: https://ucsdrmp.atlassian.net/wiki/spaces/~34907923/pages/485163177/Community+Safety+and+Security+Advisory+Committee+CSSAC.
Status: Complete.

- The Community Safety and Security Advisory Committee (CSSAC) advises the Chancellor of University of California San Diego (UC San Diego) through the Vice Chancellor of Resource Management & Planning, regarding issues that impact safety, security and quality of life of faculty, students, staff and visitors of UC San Diego campus and Medical Centers. The CSSAC proactively seeks the advice and counsel of diverse groups of community members to make recommendations regarding issues that impact the safety, security and quality of life of the students, faculty, staff and visitors of UC San Diego campus and Medical Centers.
Status: Complete.

- This was done when the committee was formed. The committee's first meeting was on 04/1/2019. The committee's charge was present to members present. The overall focus was campus community safety, including police and policing. Education is ongoing on policing, policy, standards, and issues of concern to the community. Specific issues or concerns requiring work, research, or time, could be assigned to a subcommittee of the group which would report back to the whole group. Reaffirmation the charge will occur as membership changes.

Status: Complete.

- This is currently in place and on-going.
Status: Complete.

- We are in our first year of the reformed board. The CCSAC annual report was written at the end of June 2020. It will be formally adopted at CCSAC's July 2020 meeting.
Status: Complete.

UC San Francisco: Our Police Community Advisory Board is currently in place. Please see the general orders for more information. https://police.ucsf.edu/system/files/ucpd_general_orders_v11_20190502_0.pdf.
Status: Complete.

- Our Police Community Advisory Board currently reports to Chancellor's Designee, Senior Vice Chancellor Paul Jenny, and has access to all reports available online, along with our Customer Service Surveys.
Status: Complete.

- Our board currently includes faculty and staff representatives, along with various leaders throughout both UCSF Campus and UCSF Health. We are currently working on locating a student representative to serve on our board.
Status: Anticipated completion by September 2020.

- Our board representatives serve as campus liaisons to facility engagement with their corresponding departments. All divisions at UCSF have at least one of their leaders represented on our board.
Status: Complete.

- At each board meeting, Chief Denson provides members with legal updates, along with updates directly from the District Attorney's office. He also brings up any issues related to policing and

provides updates on standards and policies.
Status: Complete.

- All board members will be invited to attend a Citizen's Police Academy, where they learn and interact together along with the Police Officers. The first Academy took place in October 2019. The PCAB Board Members were invited to our next Academy (to take place most likely in Spring 2021, pending COVID-19 shelter-in-place restrictions), during our March 2019 PCAB meeting.
  Status: Complete.
- Annual reports will be prepared by the Chief of Police, or the Chief's designee, at the end of each Fiscal Year.
  Status: Anticipated completion by September 2020.

UC Santa Barbara:
The Chancellor's Office has established committee. A link to information about this committee can be found at: https://chancellor.ucsb.edu/memos/2019-12-02-police-advisory-board.
Status: Complete.

- Chancellor's designee needs to be identified. Publicly available reports, data and campus surveys relating to the police department need to be defined, identified and access given.
  Status: Anticipated completion by December 31, 2020.
- The board composition has been established.
  Status: Complete.
- The Co-Chairs of the Police Advisory Board will establish campus liaison.
  Status: Anticipated completion by December 31, 2020.

- This could include relevant teaching blocks from our Citizen's Academy if not the entire program.
  Status: Anticipated completion by December 31, 2020.
- The format of relative teaching blocks has yet to be determined.
  Status: Anticipated completion by December 31, 2020.
- This both shares out what has occurred and can act as a motivator for both the advisory board and police department to put some real work in.
  Status: Complete.

UC Santa Cruz:
The UC Santa Cruz Police Department has an advisory board which has been in existence since 2014 for over six (6) years. This board will report to the Chancellor effective July 1, 2020. Current structure meets requirements of 15.1, 15.2, 15.3 and 15.5 below.
Status: Complete.

- See item 15 above.
  Status: Complete.
- See item 15 above.
  Status: Complete.
- See item 15 above.
  Status: Complete.
- See item 15 above. Also, each member of the advisory board is highly encouraged to participate in our 10 week Community Police Academy, recruitment events, hiring and promotional boards, annual training events, etc. When appropriate, members are also educated and provided opportunity to ask questions about relevant laws, policy and procedure.
- See item 15 above.
  Status: Complete.

- The new board will be responsible for annual reports beginning in Spring 2021.
  Status: Complete (except annual report which will be completed in Spring 2021).

► RECOMMENDATION 16

Those campuses with existing advisory boards that differ from the independent advisory boards described above will transition to the recommended model within 2 years.

IMPLEMENTATION:

UC Berkeley: N/A
Status: Complete.

UC Davis: N/A
Status: Complete.

UC Irvine: Not applicable – UCI's existing Public Safety Advisory Committee (PSAC) meets recommendation #16.
Status: Complete.

UC Los Angeles: The Public Safety Advisory Council (PSAC) will be chaired by the Vice Chancellor for Student Affairs and meet all recommended criteria. The existing Police Chief's Advisory Council (PCAC) will continue to meet as an independent council, which PSAC may consult and advise as appropriate.

Status: Anticipated completion by July 31, 2020.

UC Merced: The existing PAB meets all the requirements of the Task Force Recommendations.
Status: Complete.

UC Riverside: Not Applicable at UC Riverside.
Status: Complete.

UC San Diego: UCSD feels the CSSAC model is consistent with the recommendations.
Status: Complete.

UC San Francisco: The following need to be put into place to follow the recommended model:
1. Student Representative as an Advisory Board Member
2. Citizen's Academy offering to Board Members

Status: Anticipated completion by Fall 2020.

UC Santa Barbara: N/A
Status: Complete.

UC Santa Cruz: See item 15 above.
Status: Complete.

Community Engagement

▶ **RECOMMENDATION 17**

Each campus should work with UCPD to identify ways to improve outreach, focusing on principles of engagement, open and responsive dialogues, and education. There should be a feedback mechanism for consistently evaluating and improving these efforts, and campus diversity officers and other campus leaders should be involved.

IMPLEMENTATION:

UC Berkeley: Hopefully this recommendation can be fulfilled by the anticipated collaboration between UCPD and the police advisory board. Once the Board has finalized its scope, we will have more clarity on this recommendation.

In the meantime, UCPD Berkeley created a Community Engagement Unit led by a Lt. The CEU is specifically designed to seek out and develop opportunities for collaboration with groups who have been the most challenging to develop and maintain a positive relationship with.

Additionally, UCPD Berkeley has developed the course curriculum for a Community Academy. The Independent Advisory Board was briefed on the curriculum and provided input.

The Community Service Officers (student employees) run our night safety program. The CSO program is now under CEU and is being developed to take a larger outward facing ambassador-type role during daylight times.

UCPD Berkeley attends weekly ASUC Senate meetings with the Chief attending every other week to engage the senators. The Chief and VCA meet with the Graduate Assembly President and ASUC President monthly.

The UC Berkeley Chief is working with Recruiting to develop a sustainable model where community input can be provided during recruitments and promotions.

UCPD Berkeley continues to work with colleagues to maintain our leadership presence and collaborative input on a variety of critical partnerships such as Title IX, Office of Emergency Management, Clery Compliance, Campus Enterprise Risk Committee, Students of Concern, and Behavior Risk Assessment.
Status: Anticipated completion by May 2021.

UC Davis: In an on-going effort to improve community engagement, our Outreach & Inclusion Team is seeking feedback from undergraduate students on the impacts of policing on campus, and we hope to work with ASUCD to provide community events, social media posts, classes, activities, that support our students. The Chief also takes back all public comment from the Police Accountability Board (PAB) meetings to share with Command Staff. At the Sacramento Campus, our Captain meets daily with administrative staff to evaluate our presence. In addition, we have participated in nine town hall style meetings, open to the public, to discuss policing on campus. We are in the process of developing an inclusive action plan for policing at the UC Davis Health Campus with a broad range of feedback and support which should be available in the coming year.
Status: Complete.

UC Irvine: UCI PD outreach efforts include the annual PSAC Town Hall and other programs and activities. In addition, a designated Community Engagement Officer facilitates outreach and establishes opportunities for UCI PD officers to engage the campus community. UCI PD education and awareness programs and activities for community engagement include:

- The Community Police Academy (CPA) is held twice per year. Participant feedback is requested at the conclusion of the academy to gauge the effectiveness of the program and to make adjustments to meet the community's expectations.
- Coffee with a Cop
- Coffee & Donuts with students and Police, offered in partnership with ASUCI Advocate General's office
- The "Standing with Anteaters to Foster Engagement and Responsibility" (S.A.F.E.R.) Program is led by a UCI PD Sergeant who serves as a liaison to various campus community groups to help foster engagement and responsibility among police, students, staff, and faculty.
- Behind the Badge program
- Special Olympics
- Student Housing presentations
- Student Parent Orientation Program (SPOP) presentations
Monthly ASUCI Leadership Meeting
- Monthly Community Coordinated Review Meeting
- Active Shooter Safety Presentations for students, staff, and faculty
- Self Defense Awareness training in partnership with Anteater Recreation Center (ARC)
- Alcohol presentations to fraternity and sorority groups

- Annual Movie/BBQ night in the University Hills residential neighborhood
www.police.uci.edu/comm-engagement
www.police.uci.edu/comm-engagement/safer.php

Status: Complete.

UC Los Angeles: The Police Community Services Division continuously works to proactively engage the community through outreach, education, and dialogue with students, faculty, and staff (e.g., Police Chief's Advisory Council, Campus Safety security surveys: https://www.police.ucla.edu/prevention-education/programs/site-security-surveys.) Organizational Effectiveness and Development and UCPD EMS Manager conducts annual customer satisfaction surveys. https://uclasurveys.co1.qualtrics.com/jfe/form/SV_cZm9qixtkTyvBTT.

Status: Complete.

UC Merced UC Merced Police Department strives daily to provide outreach to students, staff, faculty, and the larger Merced community. Remaining engaged with the community is a top priority. Partnerships and collaborations help us stay informed, proactive, and committed to those we serve.

UCMPD offers a variety of educational programs throughout the year:

- 6 week Police Insight program
- Mentor Program
- RAD Rape Aggression Defense
- VIRT Violent Intruder Response
- Duress alarm/office safety training
- CSA Campus security authority

We utilize social media such as Instagram and Facebook to connect with our campus.

Informative videos are displayed to address current issues and/or safety concerns.

Positive events provide opportunities to connect with our officers, dispatchers, CSOs, and PSOs. Some recent examples include:
- Student housing presentations
- Donuts with officers
- Coffee & tea with the PD
- ASUCM presentation about programs
- Officers attending CARE VIP workshops
- Painting pumpkins with students
- Alcohol "drunk goggles" events

UCMPD participates in opportunities to further support themed communities:
- Queer Ally facilitator
- Anti-racism study group
- Language Accessibility committee
- Holiday social with DACA students
- AFRO hall basketball tournament

Evaluating and improving our efforts is very important. We offer daily customer service satisfactions surveys to those who have had contact with us. Each program has feedback forms to gauge effectiveness. We also welcome suggestions and collaboration ideas at: https://police.ucmerced.edu/form/feedbacksuggestionscollaboration-requests.
Status: Complete.

UC Riverside: UCR PD participates in various forums, committees, and workshops that involve students, faculty or staff. Examples include:
- University of California at Riverside Police Community Advisory Board https://police.ucr.edu/document/chiefs-campus-community-advisory-board-2

- Free Speech Work Group: https://chancellor.ucr.edu/free-speech-working-group
- UCR Gender Recognition Tasks Force: https://chancellor.ucr.edu/task-force-california-gender-recognition-act
- UCPD social media and community engage activities https://www.instagram.com/ucrpolicedept/?utm_source=ig_embed
- UCPD also participates in speakers and workshop series lead by the AVC of Diversity & Inclusion

Status: Complete.

UC San Diego: UCSD PD's Community Programs unit coordinates department presentations and engagement efforts. The department participates in educational forums, risk presentations to Greek life, tabling at admit and transfer admit days, student orientations, HA/RA training, and many others. Our Field Training Officers, as part of new officer orientation, introduce newly hired officers to staff at our campus resource centers. VC EDI also works with the police department to identify training needs and facilitates meetings and conversations with community stakeholders. Each training session has a course evaluation. The annual staff/faculty satisfaction survey and student satisfaction survey have questions about police outreach/effectiveness which are used to gauge impact of efforts.
Status: Complete.

UC San Francisco: Since 2012, UCSF PD has a COPPS (Community Oriented Policing and Problem Solving) program:
- Officers across the schedule are assigned as a COPPS officer to a specific

building(s), to foster community relations.

- Officers conduct at least 1 safety presentation quarterly to building occupants: schools, departments, divisions, and clinics.
- A Neighborhood Watch Program in the Mission Bay district is also a regularly attended event.

Community Engagement is an ongoing topic for all Police Community Advisory Boards (PCAB). UCSF PD has a representative of the Office of Diversity on our board, Dr. LaMisha Hill, UCSF's Director of Multicultural Affairs; as well as the Vice Chancellor of Diversity and Outreach, Renee Navarro.

Regularly scheduled community outreach efforts include classes, workshops, academies, awareness programs and activities such as:

- RAD Self Defense classes monthly: learners leave the course feeling empowered and inviting their friends and families to enroll in upcoming courses. UCSF PD has one of the highest amounts of certified instructors = 11. And strives to offer this course once per month.
- Community Police Academy debuted in October 2019 and was a huge success. The class filled up within minutes, and a waiting list was established for future academies. UCSF PD hopes to offer the Community Police Academy twice per year.
- Coffee with a Cop once per month, rotating venues each month for presence at every campus and medical center, including affiliates such as UC Hastings College of Law, and Benioff Children's Hospital in Oakland.

- UCSF Mission Bay Farmer's Market: UCSF PD has an informational table every Wednesday during the Spring and Summer months with our Crime Analyst, brochures, contests, and giveaways.
- Basic Life Support certifications for the entire UCSF Enterprise (Campus + Medical Centers)
- CPR/AED certification classes for the UCSF Enterprise
- One Warm Coat drive
- Holiday Toy Drive for our patients at both San Francisco and Oakland Benioff Children's Hospitals, delivered by current + retired members of UCSF PD
- Holiday Visits and book readings to our tiniest UCSF members at all 4 of our Child Care Centers, with our costumed crime dog, McGruff
- Housing presentations
- Active Shooter Safety Presentations for students, staff, and faculty

Status: Complete.

UC Santa Barbara: The UCSB PD currently has a Community Outreach Division that engages our community. This division is specifically designed to improve outreach, focus on principles of engagement, open responsive dialogues, and education. UCSB PD regularly hosts or participates in community events, and provides training to interested students, faculty, and staff. UCSB PD has student Community Service Officers (CSO's) who are representative of the diverse UCSB student body. A Community Satisfaction Survey has been created and it is available on the UCSB PD webpage at this link: https://forms.gle/soToyuGAkobs5ut28.
Status: Complete.

UC Santa Cruz: The campus has the Committee on Campus Engagement that includes many campus leaders including campus diversity officers. The Chief of Police is a member of the Committee, and this is just one of many mechanisms the campus uses to engage with the community. Each of the engagement opportunities are regularly discussed and improvement is made, if necessary.
Status: Complete.

Each campus should perform a campus satisfaction survey no less than annually, and include questions regarding interactions with and perceptions of the police department and their activities.

IMPLEMENTATION:
UC Berkeley: The Goldman School of Public Policy is assisting UCPD with crafting a satisfaction survey.
Status: Anticipated completion by May 2021.

UC Davis: In satisfaction of this recommendation starting in 2018, the UC Davis Police Department participated in the UC Davis Campuswide Satisfaction Survey, surveying faculty and staff in Davis and Sacramento. Full results available
https://satisfactionsurvey.ucdavis.edu/results.
The inaugural survey was done in May of 2018, with 950 staff and faculty respondents, with our overall satisfaction mean score of 4.18 out of 5. The 2019 survey was conducted in May 2019, with 886 responses and a mean score of 4.24 out of 5—ranking the Police Department in the top 4 of 56 surveyed units on campus. Results from 2020 were just released and again there were almost 800 respondents, an overall score of 4.18 and UCDPD again in the top tier of all units that participated in the survey. Also in 2020, we initiated a standardized survey with

students. 230 students replied and the overall rating of 3.79 (very satisfied category). We use survey feedback to set annual goals and will work with Vice Chancellor – Finance, Operations and Administration to monitor our progress.
Status: Complete.

UC Irvine: An annual campus satisfaction survey of UCI PD will be developed and implemented by the UCI Office of Inclusive Excellence. In addition, UCI PD has developed an online survey on their website which can be completed at any time by members of the University community. https://app.smartsheet.com/b/form/1ad97d760 5574c409caed7c8c45fd516.
Status: Anticipated completion by 2021.

UC Los Angeles: Satisfaction surveys are administered annually by the Office of Organizational Effectiveness and Development and the Emergency Medical Services division of UCLAPD.
https://uclasurveys.co1.qualtrics.com/jfe/form/ SV_cZm9qixtkTyvBTT.
Status: Complete.

UC Merced: UC Merced PD's annual customer satisfaction survey is available for two weeks every March. The questions help us gauge:

- Feelings of safety during the day/night
- Frequency of interaction with UCMPD
- Police services utilized
- UCMPD events attended
- Reasons for attending events
- Preferences on communication methods from UCMPD
- Preferences on specific policing efforts
  - Vehicle patrol
  - Foot patrol
  - Bike patrol
  - Safety presentations

- o Community events
- o Traffic enforcement
- Specific customer service ratings on:
  - o Lobby services
  - o Dispatch interaction
  - o Police Officer contacts

UCMPD is very proud of the 2019-2020 survey feedback. The results were consistent with a UC Merced student-led survey about UCMPD. https://police.ucmerced.edu/safety-information

As an additional effort to obtain feedback, UCMPD dispatchers send customer service surveys daily to community members UCMPD has contacted. The surveys provide an opportunity to obtain feedback and identify areas needing improvement on a daily basis. **Status:** Complete.

UC Riverside: UCPD website includes a survey link for on-going feedback on UCPD service and interaction on https://police.ucr.edu/contact-us#no-backare available for comments & suggestions. The department is developing a UCPD survey within the UCR Qualtrics system for dissemination.
Status: Anticipated completion by July 2020.

UC San Diego: UCSD Staff/Faculty and Student Satisfaction surveys have been conducted annually for the past several decades. UCSD Police interactions & satisfaction has always been a component of these surveys. Feedback and statistical analysis are provided to campus senior leadership and department command staff for review and planning purposes. Survey results can be found here: https://tritonlytics.ucsd.edu/uc-san-diego-surveys/index.html.
Status: Complete.

UC San Francisco: Spidr Tech was implemented in the Spring of 2020, and UCSF PD is already experiencing a 96% satisfaction rate! Spidr Tech automatically sends a customer service survey after each and every interaction with UCSF PD. UCSF was the first university to deploy this software, and happily shared it with all other UC Chiefs in June 2020 via virtual demonstration by Spidr Tech's COO and Co-Founder. A separate customer service survey is always sent out quarterly. A report is provided to the Chief of Police and Command Staff for review and implementation. The survey includes questions regarding interactions and perceptions of the police department and their activities.
Status: Complete.

UC Santa Barbara: UCSB PD had developed a Customer Satisfaction Survey rating our performance as well as the services we provide. It is available on the UCSB PD webpage at this link: https://forms.gle/qKmykqjrqzAwZJru5.
Status: Complete.

UC Santa Cruz: We have sought the assistance of UC Berkeley professors from the Department of Public Policy to conduct a survey. The survey will be sent out to the UC Santa Cruz community in October 2020.
Status: 50% complete; anticipated 100% completion in October 2020.

The campuses and their police departments should strengthen relationships with local government and their police departments to ensure that campus concerns are appropriately communicated.

IMPLEMENTATION:

UC Berkeley: UC Berkeley generally has a good relationship with the City of Berkeley. The relationship between UCPD and Berkeley PD is strong. Chief Bennett interacts with BPD Chief Greenwood through the Alameda County Chiefs of Police and Sheriffs Association as well as through individual meetings when needed. UCPD works together on issues of shared concern, such as criminal investigations and large events. For example, when UCB hosted a controversial speaker on campus in November 2019, BPD met with UCPD organizers multiple times during the planning phase, they provided teams of officers for the event, and their management participated in our command post during the event.
Status: Complete.

UC Davis: In satisfaction of this recommendation the UC Davis Police Chief spends much of his time working with local and state officials building relationships to better the safety for the UC Davis community. Examples include:

- Quarterly meetings with the UC Council of Chiefs;
- Quarterly meetings with the Yolo County Chiefs and law enforcement agencies;
- Regular meetings with Director of Community Relations and Local Government Relations, Mabel Salon, who serves as the official voice of UC Davis to local, state and federal government officials;

- Monthly meetings with Yolo County OES Director.

The UC Davis Police Captain also meets monthly with the second in commands countywide to discuss the issues in the county and address any needs to be met. UC Davis Command staff generally meets weekly, including a representative from UC Davis Strategic Communications, to discuss issues, concerns, big events, and news on our campus and in our community.
Status: Complete.

UC Irvine: UCI Police Department has existing memoranda of agreement with the police departments in the cities of Irvine and Orange, as well as the Orange County Sheriff's Department. In addition, the UCI Police Chief is an active member of the Orange County Police Chiefs and Sheriff Association, and the Campus Security and Police Chiefs Association. The Assistant Chief and Lieutenants are members of the Orange County Commanders Association.
Status: Complete.

UC Los Angeles: UCLA PD actively fosters relationships with neighboring agencies on an ongoing basis by participating in the South Bay Training Managers' meetings, HTTF (High Tech Task Force), JTTF (Joint Terrorism Task Force), and Westside Commanders' meetings. UCLA PD partners with the Los Angeles Police Department (LAPD), Santa Monica Police Department (SMPD), Culver City Police Department (CCPD) and the Veteran Administration Police Department (VAPD) to focus on education, crime prevention and enforcement. UCPD also participates in training with K-9 teams, and disaster preparedness.
Status: Complete.

UC Merced: UC Merced PD routinely engages and works with City, County, regional and State

officials to ensure that campus issues and concerns are shared with the local and regional community.

UCMPD communicates and meets regularly with the Merced County Chiefs Council, Merced Police Department, Merced Fire Department, County Fire, Merced County Sheriff's Office, Merced county District Attorney's Office, CHP, Atwater Police Department, and Merced County Office of Emergency Services.
UCMPD also participates in county wide violent incident training with Riggs Ambulance, fire, and neighboring law enforcement agencies. UCMPD relies heavily on these agencies for emergency response at UC Merced.
Status: Complete.

UC Riverside: UCPD participates in City and University partnerships. The Chief is also a member of the Association of Riverside County Chiefs of Police and Sheriffs and Riverside County Law Enforcement Administrators who meet regularly.
Status: Complete.

UC San Diego: The Chief of Police and Police 2nds in Command are members of the San Diego County Chiefs and Sheriff Association. The Association meets monthly to discuss regional law enforcement issues and coordinate mutual-support. UCSD PD is also a member of the University and College Law Enforcement Task Force.
Status: Complete.

UC San Francisco: Chief Mike Denson is currently on the Law Enforcement Executive Board with the District Attorney's Office. This board meets monthly and includes representatives from local government and all police departments to ensure campus concerns are appropriately communicated.
Status: Complete.

UC Santa Barbara: UCSB PD has an excellent relationship with local, county and state government and law enforcement agencies. Members of campus leadership routinely engage and work with City, County, regional and State officials to ensure that Campus concerns are heard. Examples: County Law Enforcement Chiefs (CLEC) Council, Santa Barbara County Sheriff and Fire Departments, Santa Barbara County District Attorney's Office, CHP, Santa Barbara County Rape Crisis, FBI regional office, Isla Vista Community Services District, SB County Third District Supervisor, and Santa Barbara County Office of Emergency Services.
Status: Complete.

UC Santa Cruz: The Chief of Police meets monthly with all the Chiefs and Sheriff in the county. The Chief and other campus leaders meet regularly with city and county leaders to strengthen relationships, communicate issues, and collaborate to address issues whenever possible.
Status: Complete.

Training

UCPD should expand existing training on effective communication through specialized instruction on procedural justice, implicit bias, mental health, de-escalation, cultural sensitivity, sexual orientation and trauma-informed interviewing. UCPD should create mechanisms for continually evaluating and improving the effectiveness of these trainings.

IMPLEMENTATION:

UC Berkeley: Despite staffing challenges, UCPD has made efforts to provide expanded training to their personnel in these recommended areas. Specifically, every officer has been trained in trauma-informed interviewing, implicit bias, cultural sensitivity, sexual orientation and de-escalation tactics. The only recommended area that UCPD has not provided additional training on is procedural justice. UCPD is sending Detective Garlick to training to develop this program. She has met with campus partners to further this agenda. Additionally, UCPD is looking at additional trainings that address mental health, conflict resolution, conflict avoidance, etc.
Status: Anticipated completion by January 31, 2021.

UC Davis: In alignment with our effort to complete the IACLEA Accreditation process, our Training Committee continues to seek out trainings for our officers that meet and exceed the expectations of this report. For a full list of officer trainings see:
https://police.ucdavis.edu/training-unit.
Status: Complete.

UC Irvine: UCI PD continually reviews its training program to identify mandatory, essential and desired training for department staff to ensure training opportunities and goals are met. The department's goal is to exceed the training levels required by POST for police officers and dispatchers. Below is a list of trainings conducted by UCI PD in the last two years:

- Officer's Bias & Racial Profiling Training
- Implicit Bias Training
- Procedural Justice Training
- Diversity Training
- Trauma-Informed Interview and Investigations Training
- Procedural Justice & Implicit Bias Training
- Racial Profiling, Cultural Diversity Training
- Tactical Communications Training

Feedback from staff who attend training, employee performance evaluations, and review of complaints are mechanisms utilized to gauge the effectiveness of training.
www.police.uci.edu/how-do-i/police-training.php.
Status: Complete.

UC Los Angeles: All officers receive ongoing, training in the form of legislative mandates and daily Watch Briefings. Every 24 months, officers receive effective communications training, which includes de-escalation and communicating with those who suffer from mental health issues. Additionally, UCPD has expanded mental health awareness training to all officers, rather than only providing that training to Field Training Officers as required. Because of the diverse community we serve, UCPD officers have not only received cultural diversity and sensitivity training, but they also receive training in implicit bias and the four

pillars of procedural justice – respect, voice, fairness and trustworthiness – even though this training is not required by California POST. All officers complete online training related to implicit bias. Also, all officers receive sexual assault trauma-informed training in order to effectively communicate with sexual assault survivors. Effectiveness is measured and evaluated through observed interactions, post uses of force reviews, and reported complaints and commendations.
Status: Complete.

UC Merced: UC Merced PD recognizes police officers need and receive specialized training to uniquely serve our campus. Staff members form campus partnerships to keep us informed and aware of issues in communities. UC Merced PD officers are able to learn additional ways to support and serve our community.

- Procedural Justice – POST Bias & Racial profiling. The POST Principled policing course is also on each officer's training plan.
- Implicit Bias - UC Learning Center.
- Mental Health - Merced County Mental Health and UC Merced Counseling & Psychological services.
- De-Escalation - POST Semi Annual Perishable Skills training. Student accessibility services trains our police officers on how to better serve students with disabilities and learning challenges.
- Cultural Sensitivity - 16-Hour Diversity Awareness Workshop with community members. Officers receive annual undocuALLY training to learn more about our undocumented community members. A 3-hour Gender Expansive workshop is also on each officer's training plan. We will be partnering with

the Dean of Student's Office in Fall 2020 to collaborate on social justice initiatives.
- Sexual Orientation - Annual LGBTQ+ training with UC Merced Coordinator of LGBTQ+ Initiatives, Angi Baxter. A 3-hour Queer Ally workshop is also on each officer's training plan.
- Trauma-informed interviewing - Annual training with CARE Director, Yesenia Curiel. The Detective and Investigations Sergeant attend the California Sexual Assault Investigators Association annual conference. They both participate in weekly case management meeting/trainings on domestic violence, sexual assault, and stalking.

Status: Complete.

UC Riverside: In compliance with California Penal Code 13519.4, on-going training for officers will occur on a regular/rotating basis on racial and cultural differences. The course or courses of instruction and the guidelines shall stress understanding and respect for racial, identity, and cultural differences, and development of effective, non-combative methods of carrying out law enforcement duties in a diverse racial, identity, and cultural environment. UCPD is exploring more learning opportunities through partnering with offices in the Diversity, Equity and Inclusion and student affairs, as well as the Learning Management System (LMS).

- Racial Profiling & Cultural Diversity Training – 2013 (Ellen Romaine)
  - Diversity and racial profiling
  - Racial profiling versus criminal behavior profiling
  - Stereo types
- Domestic Violence Sexual Assault Training -2015

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- - Trauma-Informed Interviews and approach with survivors
    - Victim/survivor advocacy
    - Victim/survivor responses to sexual assault
- Implicit Bias Training "Remaining Fair & Impartial" 2015 (Embassy Consulting)
    - Understanding various forms of oppression
    - Stereo-types, prejudice and discrimination
    - Definition of racial profiling
- Trauma informed training refresher by UCR CARE – 2016
- Riverside Area Rape Crisis Training for law enforcement – 2016
- LGTB training with UCPD-2017
    - Terminology and orientation
    - LGTBQ discrimination and history
    - Inclusive and respectful language
- Trauma informed training refresher by UCR CARE – 2017
- Riverside Area Rape Crisis Training for law enforcement – 2017
- ICAT (Integrated Communications Assessment and Tactics - De-escalation and tactical communications) training - 2018 (joint training with RPD)
    - Critical incident decision making
    - Defusing and slowing down the situation
    - Descalation techniques
- Gender Recognition: A Focus on Transgender, Nonbinary, and Intersex Awareness -2019/2020
    - UCR Learning Management System training

Status: Complete.

UC San Diego: Training is ongoing at UCSD PD in de-escalation, PERT/mental health, implicit bias, tactical communication, trauma-informed interviewing (UC Systemwide Chiefs requirement), and cultural sensitivity. We have two department trainers who are POST certified to teach procedural justice. Police training also is being reviewed (e.g., content, effectiveness) by our VC EDI who is looking to partner with the department to instruct and increase offerings. We use course evaluations to solicit feedback and improve training.
Status: Complete.

UC San Francisco: Implicit Bias and Diversity Trainings, procedural justice, mental health, de-escalation, sexual orientation and trauma informed interviewing are provided to Police Officers on a regular basis. Our trainings will be listed publicly on our website within the next 6 months.
Status: Complete.

UC Santa Barbara: UCSB PD regularly trains on effective communication through specialized instruction on procedural justice, implicit bias, mental health, de-escalation, cultural sensitivity, sexual orientation and trauma-informed interviewing. UCSB PD has created classroom critiques for the purpose of continually evaluating and improving the effectiveness of these training opportunities. The Professional Standards Support Services Division lieutenant is responsible for UCSB PD's efforts in this regard. An example of this critique is available at: https://www.police.ucsb.edu/sites/www.police.ucsb.edu/files/docs/2953_001.pdf.
Status: Complete.

UC Santa Cruz: This is currently our policy and practice. The department creates an annual training plan to provide these types of training to its staff. In addition, the department created a Professional Development Plan for each position within the department that is followed and revised when appropriate. This plan is posted on our website at police.ucsc.edu. **Status:** Complete.

► **RECOMMENDATION 21**

UCPD should offer educational and awareness presentations or classes for students, staff and faculty. UCPD should create mechanisms for continually evaluating and improving the effectiveness of these classes.

IMPLEMENTATION:

UC Berkeley: UCPD maintains a Crime Prevention Officer position. This officer conducts numerous presentations to student and employee groups. UCPD receives feedback from these presentations.
Status: Complete.

UC Davis: In an on-going effort, the UC Davis Police Department Outreach & Community Inclusion team oversees the following programs:

- UC Davis Cadet Academy is our 4-month, intensive, student training program offered in the Spring quarter annually, regularly our top graduates are offered scholarships to the Sacramento Police Academy, and a few become full-time officers with the UCDPD, https://police.ucdavis.edu/cadet-academy
- UC Davis Community Academy is our annual, 9-week, faculty and staff community course offered each Spring quarter, https://police.ucdavis.edu/police-community-academy

- Other outreach events include feedback mechanisms (https://police.ucdavis.edu/outreach):
    - International Community Academy (student program, new in Fall 2019, designed specifically for international students, evaluations and feedback given by students)
    - Active Shooter Training (LMS course evaluations used for assessment feedback) for students, faculty, and staff at both campuses
    - Freshmen Orientation for new and incoming students to UCD

Status: Complete.

UC Irvine: UCI PD's community programs and activities include a component of education and awareness. In addition, a designated Community Engagement Officer facilitates outreach and establishes opportunities for officers to engage the campus community. Events include:

- The Community Police Academy (CPA) is held twice per year. Participant feedback is requested at the conclusion of the academy to gauge the effectiveness of the program and to make adjustments to meet the community's expectations. https://police.uci.edu/comm-engagement/index.php
- Student Housing presentations on safety
- Student Parent Orientation Program (SPOP) presentations on Campus Safety and Awareness
- Active Shooter Safety Presentations for students, staff, and faculty

- Self Defense Awareness training in partnership with Anteater Recreation Center (ARC)
- Alcohol Safety Awareness to fraternity and sorority groups
- Threat Assessment Training for Faculty

Status: Complete.

UC Los Angeles: UCLA PD provides various presentations throughout the year (e.g., crime prevention, active shooter, CPTED, etc.; orientations for new students, transfer students, and families).

https://www.police.ucla.edu/prevention-education/crime-prevention-presentations. Participants are encouraged to complete an evaluation after each session and feedback is relayed to PD.
Status: Complete.

UC Merced: UC Merced Police Department provides the following trainings and/or presentations for students, staff and faculty:
- VIRT - Virtual Intruder Response Training
  - Custom workplace safety assessments
- 6 week Police Insight Program
  - Community Policing
  - Use of force
  - Suicide/Mental health
  - Domestic Violence
  - Sexual Assault
  - Human trafficking
  - Narcotics/DUI investigations
  - Crime scene
- RAD - Rape Aggression Defense
- Alcohol Awareness "drunk goggles"
- Duress alarm/office safety training
- CLERY CSA Training
- Student Orientation presentations

- New Resident Assistant/Residence Life Coordinator training scenarios
- Dining center Loss Prevention to prevent theft
- Library staff AED training
- Domestic Violence/Sexual Assault/Stalking safety planning
- CAL Teach Summer Program on crime scenes/evidence for local junior high students

Participants are encouraged to provide feedback for continuous improvement and gauge program effectiveness.
Status: Complete.

UC Riverside: Each year UCPD partners with departments and organizations for annual event/programs that introduce UCPD to our campus community. These include:
- Orientations to incoming Freshman, transfer students and parents
- Orientations to International students just before the fall semester to provide incoming international students with basic safety and active shooter training.
- Staff training (typically new staff) on both basic safety and active shooter at various times throughout the year.
- We also provide yearly training to Women's Resource Center staff, Residential Life Staff, Housing Staff, and Dining staff.
- Other popular presentation for staff on campus is dealing with Disruptive Behavior or Persons. This is done 2-4 times per year and/or on a case by case basis.

The UCPD Crime Prevention Detectives have also done adjunct programs and provide training and awareness presentation to students, staff

and faculty on various topics this includes but not limited to:

- African Student Programs (Q&A) o Know Your Rights Event at Pentland Hills (Q&A)
- Coffee with a Cop at the Coffee Bean and Tea Leaf (Q&A, Community Outreach)
- Student Athlete Highlander Fair o R'Women Q&A
- Veterans Affairs Presentation and Q&A. Campus Apartment Town Council at Bannockburn (Q&A)
- Black Student Task Force & UCPD bridging the Gap forum (Q&A)

The UCPD website includes a survey link on police services, performances, suggestions and comments https://police.ucr.edu/contact-us#no-back.
Status: Complete.

UC San Diego: UCSD PD Community Programs and Patrol Officers offer ongoing presentations for faculty, staff, and students in a wide variety of topics. We also "table" at admit and transfer admit days offering programmatic and safety information to prospective students and their families. We present at student orientations and RA/HA trainings. The Police Department has developed a SurveyMonkey based evaluation form for community training and presentations where appropriate.
Status: Complete and ongoing.

UC San Francisco: UCSF PD offers training every year (* denotes mandatory), on the following:

- Unconscious Bias Training*
- Implicit Bias Training*
- Fair and Impartial Policing*
- Diversity, Equity, and Inclusion Champion Training
- Management Training*
- DUI Training*

- Narcan Training*
- Defensive Tactics*
- Tactical Communications Training * (De-escalation Techniques, Tasers, Baton)
- Supervisor School for Sergeants and Corporals*
- Sexual Assault Training*
- First Aid Training*
- Rape Aggression Defense Training
- Active Shooter Training
- Courses listed in California's POST (Commission on Peace Officer Standards and Training) Robert Presley Institute of Criminal Investigation (ICI)
- UCSF campuses are graduate-level, no undergraduate studies. There are 160 Registered Campus Organizations (RCOs), some examples are:
- DIVA (Diversity in Action) @UCSF School of Nursing
- STRIDE (Stronger Together: Resources for Inclusion, Diversity and Excellence) @UCSF School of Nursing
- White Coats for Black Lives @UCSF School of Medicine
- Asian Pacific American Systemwide Alliance (APASA)
- UCSF Toastmasters

Status: Complete.

UC Santa Barbara: The UCSB PD's Community Outreach Division provide community educational awareness presentations and classes for interested students, faculty, and staff. Information about our team can be found at https://www.police.ucsb.edu/community-outreach. Critiques are now included at the end of the presentations, designed to evaluate the effectiveness and improve curriculum or presentation, where needed. The critique is

available on the UCSB PD website at: https://forms.gle/soToyuGAkobs5ut28. **Status:** Complete.

UC Santa Cruz: This is currently our policy and practice. We offer a wide array of programs and presentations, including a quarterly two-unit Community Police Academy. Many of our program offerings are included in our annual Clery Act Security and Fire Report, which can be found on our website at police.ucsc.edu. **Status:** Complete.

Transparency

▶ RECOMMENDATION 22

ECAS should audit UCPD complaint investigations and use of force reports.

IMPLEMENTATION: Audits will commence upon completion of a full calendar year of implementation of the recommendations related to the uniform complaint process and use of force policy. This audit will be added to the systemwide audit plan.

STATUS: Anticipated completion by November 2021.

▶ RECOMMENDATION 23

UCPD should create a framework for tracking and reporting the characteristics of each pedestrian and vehicle stop, detention, and arrest and ensure that information is communicated to the California Department of Justice for analysis and release to the general public.

IMPLEMENTATION:

UC Berkeley: UCPD currently tracks some characteristics pertaining to vehicle stops. Currently, we collect data on gender, ethnicity (we do not ask) age, affiliation, justification for the stop, final disposition and whether we towed the vehicle or arrested the driver. This data is currently posted on our website (https://ucpd.berkeley.edu/alerts-and-reports/traffic-stop-data). New regulations will require UCPD to collect far more data on vehicle stops and pedestrian stops. This data must be reported to DOJ starting in 2023. UCPD will be working on the necessary procedures and infrastructure for collecting this data.
Status: Anticipated completion by December 31, 2021.

UC Davis: In satisfaction of this recommendation, the UC Davis Police Department is upgrading a vendor product for tracking and reporting stop data. The team is training in and piloting the collection of data in TriTech as of January 1, 2020. Per AB 953 UCDPD will meet all DOJ reporting standards by the 2023 deadline.
Status: Complete.

UC Irvine: UCI PD is working with the CAD/RMS provider (RIMS) to complete development of the module which tracks RIPA data through the current Records Management System, allowing the collection of data to report to the DOJ in advance of the April 1, 2023 deadline. In the interim, contact characteristics are being collected manually and are included on the UCI PD website: https://police.uci.edu/how-do-i/contact-data.php.
Status: Complete.

UC Los Angeles: Basic data (e.g., date/time of stop, location of stop, perceived race, perceived gender, age) from Field Interview Cards, citations, and arrests are currently noted. UCLA PD does not currently have a mechanism to capture all data characteristic requirements, such as, sexual orientation, English fluency, perceived or known disability, reason for the stop based on a specific list, stop made as a result of call for service, actions taken by officer during the stop from a specific list, basis for search if a search was conducted from a specific list, contraband or evidence discovered from a specific list, basis for property seizure from a

specific list, type of property seized from a specific list, result of stop from a specific list. UCLA PD is reviewing data collection options that will encompass all data characteristics that are required by the DOJ. UCPD will work diligently to comply with this prior to the DOJ required date.
Status: Anticipated completion by January 1, 2022.

UC Merced: UC Merced PD collects and reports characteristics of subjects contacted. The information is communicated to the Department of Justice by the UCMPD records supervisor. The information is readily available for the public to review, in compliance with AB 953.
Status: Complete.

UC Riverside: This is a new state law (AB953 RIPA requirements) that will require UCPD to be in compliance with by 2022. Recently the department acquired a new Computer Aided Dispatching and Records Management System. This system can be programmed to gather and track this data, but is not ready to do so at this time. The optional approach for capturing this data is through Mobile Data Terminals in all police vehicles. We will currently do not have MDT's and will explore opportunities to acquire them with the Vice Chancellor.
Status: Anticipated completion TBD.

UC San Diego: AB 953 requires collection and reporting of this stop data. UCSD PD will be required to report this data to Cal DOJ for the first time on 4/1/23. This means that annual collection will be mandated to begin 1/1/22 for that calendar year. We currently are collecting data which can be manually queried. We are working with our CAD vendor to configure our records and computer aided-dispatch systems

(RIMS) to allow officers to field capture required data. This data can then reported pursuant to AB 953 (est. implementation 12/1/20).
Status: Complete and ongoing.

UC San Francisco: This information is already being reported to the DOJ.
Status: Complete.

UC Santa Barbara: UCSB PD has developed and implemented an AB 953 compliant tracking system to collect and report the required data: https://www.police.ucsb.edu/officer-initiated-contact-characteristics.
Status: Complete.

UC Santa Cruz: The UC Santa Cruz Police Department is currently abiding by AB 953. In addition, it is working with its CAD/RMS provider for future compliance with CA Government Code section 12525.5 that relate to this recommendation. The requirement is that our agency be compliant by 2022.
Status: Complete.

► RECOMMENDATION 24
UCPD should explore ways to publicly post relevant standards, policies, practices, education and training material. UCPD should implement and explore ways to publicly post relevant standards, policies, as permitted by law.
IMPLEMENTATION:
UC Berkeley: UCPD currently posts internal policies on the department's website. https://ucpd.berkeley.edu/policies#PolicePolicies.
Status: Complete.

UC Davis: The UC Davis Police Department currently posts all of the UC Davis policing policies and standards on the UC Davis Police website https://police.ucdavis.edu/policies.
Status: Complete.

UC Irvine: SB 978 (Bradford-D): Beginning January 1, 2020, POST and all local agencies must post on their website current standards, policies, practices, operating procedures, and education and training materials that would otherwise be released via a PRA request. While UC police departments are exempt from the requirement, UCI PD posts this information on its website in compliance with this recommendation: https://police.uci.edu/how-do-i/policies.php.
Status: Complete.

UC Los Angeles: UCLA PD Command Staff has developed a new PD Policy Manual, including consultation and review by the unions. The final review by the officers is underway and expected to be completed by September 30, 2020. The current Policy Manual can be found at https://www.police.ucla.edu/about-ucla-pd/department-information/policies.
Status: Complete.

UC Merced: UC Merced PD remains transparent by publicly posting relevant standards, policies, practices, education and training materials on the UCMPD website. Professional development occurs daily through in person training, conferences, webinars, and videos. The Chief of Police invites the UC Merced campus community to view the CLERY Annual Security report every October. The report elaborates on educational department programs and partnerships we have on campus.
- Department standards/policies https://police.ucmerced.edu/DepartmentPolicies

- Annual Security Report/practices https://police.ucmerced.edu/safety-information/clery-act-statistics-publications
- Training https://police.ucmerced.edu/about/professional-development

Status: Complete.

UC Riverside: Senate Bill 978 requires law enforcement agencies to post on their websites all current standards, policies, practices, operating procedures, and education and training materials that would otherwise be available to the public if a request is made pursuant to the California Public Records Act. UCPD at Riverside has posted the department's policy on the department website https://police.ucr.edu/document/ucpd-policy-1.
Status: Complete.

UC San Diego: SB 978 does not apply to UC Police, per UC OGC. However, UCSD PD will post policies, standards, and training provided by the department. We are in process of setting up our website and identifying content.
Status: Anticipated completion by September 2020.

UC San Francisco: Trainings will be posted on our website, even though Senate Bill 978 does not apply to UCSF PD. We are currently working on this functionality.
Status: Anticipated completion by Fall 2020.

UC Santa Barbara: UCSB PD posts publicly on the department website all relevant standards, policies, practices. These are available at this link: https://www.police.ucsb.edu/resources/ucsb-pd-police-manual. UCSB PD has an annual internal matrix of provided training topics. It is

available on the UCSB PD website at: https://www.police.ucsb.edu/officer-training/ucpd-training-matrix.
Status: Complete.

UC Santa Cruz: Current law requires that the information required in this recommendation be posted by January 1, 2020. Although we are exempt from this law, we updated our website and our policies are posted on our website as recommended by the recommendations of the Task Force.
Status: Complete.

► **RECOMMENDATION 25**

UCPD shall explore ways to release certain video evidence as required to comply with state law.
IMPLEMENTATION:
UC Berkeley: UCPD is committed to release video as required by law.
https://chancellor.berkeley.edu/services/public-records.
Status: Complete.

UC Davis: In satisfaction of this recommendation the UC Davis Police Department follows internal policies, Policy 446: Mobile Audio Video, and Policy 810: Records Maintenance and Release. Typically, public records access (PRA) requests are submitted to the University via the Campus Counsels website. Occasionally, PRA requests are submitted directly to the Police Department via the Police Department website. The Director of Administration and Support Division (Custodian of Records) will review the requests in accordance with Lexipol Policy 810, and apply all applicable laws and follow Departmental Procedure for release.
Status: Complete.

UC Irvine: UCI PD releases records as required under the: California Public Records Act, AB748, and SB1421.
Status: Complete.

UC Los Angeles: UCLA PD releases records as required under the: California Public Records Act, AB748, and SB1421.
https://www.finance.ucla.edu/tax-records/records-management.
Status: Complete.

UC Merced: UC Merced PD produces and releases records in response to CA Public Record Act requests, in compliance with SB 1421 and AB 748.
Status: Complete.

UC Riverside: UCR PD releases records as required under the California Public Records Act, Assembly Bill 748, Senate Bill 1421 and in coordination with the Riverside District Attorney's Office.
Status: Complete.

UC San Diego: UCSD PD releases records as required under the:
- California Public Records Act
- AB748
- SB1421

Status: Complete.

UC San Francisco: Public Records Act allows for release of certain video evidence as required to comply with state law.
Status: Complete.

UC Santa Barbara: UCSB PD complies with the SB 1421 requirements and responds appropriately to California State Public Record Act requests.
Status: Complete.

UC Santa Cruz: This is our current policy and practice. Our police policies have been updated, and we will release certain video as required by CA Government Code section 6254.
Status: Complete.

<div style="background:#d9d9d9">► RECOMMENDATION 26</div>

Consistent with state law, UCPD shall develop ways to release records upon request.
IMPLEMENTATION:
UC Berkeley: UCPD regularly works with the campus Public Records Coordinator to release records when they are requested.
https://chancellor.berkeley.edu/services/public-records.
Status: Complete.

UC Davis: In satisfaction of this recommendation we review all requests in accordance with Lexipol Policy 810, apply all applicable laws in consultation with our legal team, following Departmental Procedure for release (see recommendation 25).
Status: Complete.

UC Irvine: UCI PD releases records as required under the: California Public Records Act, AB748, and SB1421.
Status: Complete.

UC Los Angeles: The Administrative Lieutenant processes all subpoenas for records and CPRA requests for records received through the Information Practices Office. Copies of police reports may be requested directly from UCLA PD or online at
https://www.police.ucla.edu/services/records-unit/request-copy-of-a-report).
Status: Complete.

UC Merced: UC Merced PD produces and releases records in response to CA Public Record

Act requests, in compliance with SB 1421, AB 748 and Government Code 6254. All UC Merced PD Supervisors have attended CA Public records act training.
Status: Complete.

UC Riverside: UCR PD releases records as required under the California Public Records Act, Assembly Bill 748, Senate Bill 1421 and in coordination with the Riverside District Attorney's Office.
Status: Complete.

UC San Diego: UCSD PD releases records as required under the:
- California Public Records Act
- AB748
- SB1421

Status: Complete.

UC San Francisco: Public Records Act allows for release of certain records as required to comply with state law.
Status: Complete.

UC Santa Barbara: UCSB PD Records works with department management, Campus Counsel, Risk Management and Public Affairs, as appropriate to comply with the directives set forth by State law and University policy:
https://www.police.ucsb.edu/contact-us/police-report-request.
Status: Complete.

UC Santa Cruz: This is our current policy and practice. We work with Campus Counsel and the Office of Information Practices to comply with state law and university policy.
Status: Complete.

▶ RECOMMENDATION 27

Each UCPD department shall produce and publish an annual report on its website that includes the number of complaints received, investigated and closed during the year, the general category of those complaints, the complainant's relationship to the campus (if known) and the disposition.

IMPLEMENTATION:

UC Berkeley: UCPD currently provides complaint details to the Police Review Board (PRB), and the PRB typically publishes an annual report. UCPD will explore the option of linking to the PRB report or creating a separate listing of the recommended complaint information on the department's website.
https://vca.berkeley.edu/police-review.
Status: Anticipated completion by July 31, 2020.

UC Davis: In satisfaction of this recommendation the Police Accountability Board (PAB) publishes an annual report on all complaints filed with the PAB and the disposition, along with all recommendations. The annual report is published online and available to the public:
https://pab.ucdavis.edu/annual-report.
Status: Complete.

UC Irvine: UCI PD publishes a summary of complaints on its website, including year of complaint, location, affiliation, allegation, investigation status and outcome.
www.police.uci.edu/commendations-complaints/index.php.
Status: Complete.

UC Los Angeles: UCLA PD posts complaint data since 2016 online at
https://police.ucla.edu/other/commendations-complaint-procedures. The data will also be included in the PSAC annual report and posted online.
Status: Complete.

UC Merced: UC Merced PD remains transparent by posting the year, location, complainant affiliation, allegation(s), investigation status, and outcome of every complaint on the UCMPD website. It is posted at
https://police.ucmerced.edu/Commendations-Complaints.
Status: Complete.

UC Riverside: UCR PD annually submits citizen complaint to Department of Justice data. The department posted this information on the UCPD website in compliance with Government Code 13012.
https://police.ucr.edu/document/annual-report-civilian-complaints.
Status: Complete.

UC San Diego: We have posted a table at
http://police.ucsd.edu/services/complaint.html
providing the date outline in this recommendation for last two calendar years.
Status: Complete.

UC San Francisco: UCSF PD is determining the most optimal way to publicly report complaints that have been received.
Status: Anticipated completion by October 2020.

UC Santa Barbara: UCSB PD provides annual data on the UCSB PD website. This includes the number of complaints received, investigated and closed during the year, the general category of those complaints, the complainant's relationship to the campus (if known) and the disposition.
https://www.police.ucsb.edu/contact-

us/employee-commendation-complaint-process.
Status: Complete.

UC Santa Cruz: This is our current policy and practice. We comply with CA Government Code section 13012.
Status: Complete.

Campus Implementation Plan

▶ RECOMMENDATION 28

Each campus shall create an implementation plan to ensure that recommendations from this Report that are accepted by the President are completed in a timely manner.

IMPLEMENTATION:

UC Berkeley:
Status: Complete.

UC Davis: Campus-led recommendations are complete. The Chief of Police will provide regular reports to the Vice Chancellor about system-led recommendations.
Status: Complete.

UC Irvine: UCI is close to 100% completion for campus-led recommendations and will work collaboratively on systemwide-led recommendations.
Status: Complete.

UC Los Angeles: The Administrative Vice Chancellor is responsible for ensuring implementation of all campus specific recommendations.
Status: Complete.

UC Merced: Smartsheet was used as an interactive implementation plan to track the progress of each campus in real time throughout the 18-month implementation period. This report constitutes the Final Implementation Report of the Taskforce Implementation Co-Chairs.
Status: Complete.

UC Riverside: The RAO will review all campus sourced reports with the appropriate department head and develop timelines for completion. UCR PD will discuss and address gaps (less than 100% completed) of campus-based recommendations for implementation with Vice Chancellor Bomotti. .
Status: Complete.

UC San Diego: Implementation plan has consisted of meetings and check-ins between RAO and PD.
Status: Complete.

UC San Francisco: The Chief of Police will be responsible for reporting on the status of open action items to the Senior Vice Chancellor Paul Jenny.
**Status:** Complete.

UC Santa Barbara: UCSB PD's Professional Standards Support Services Division and the Chief's Office are responsible for developing and implementing a plan designed to track the department's progress relative to the Task Force's recommendations. Written monthly progress reports are completed.
Status: Complete.

UC Santa Cruz: Implementation currently being deployed. Oversight being managed by the AVC Risk and Safety Services.
Status: Complete.

APPENDICES
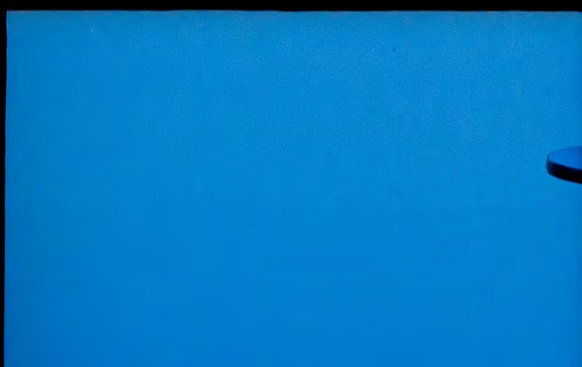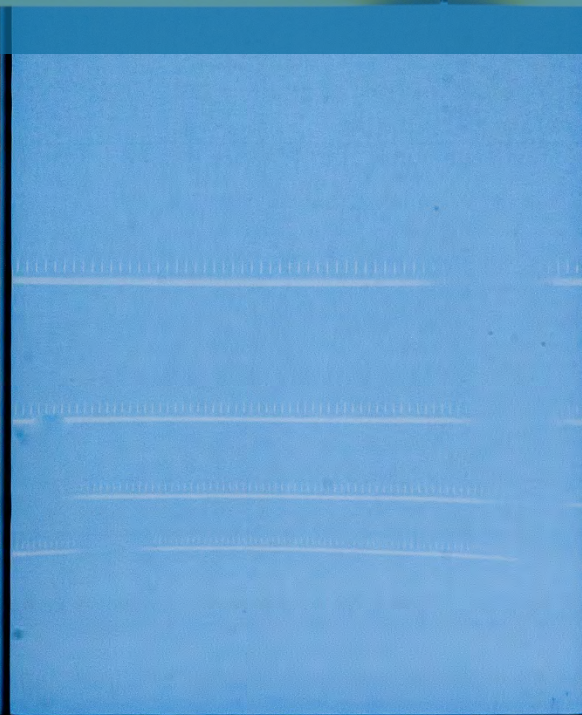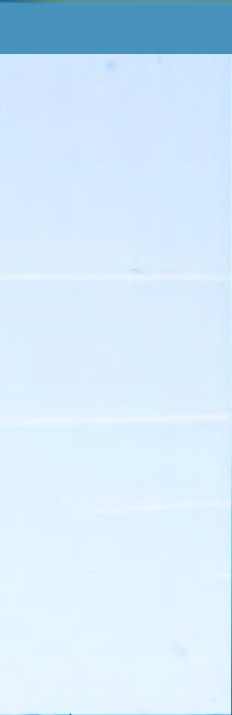
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February 13, 2019

CHANCELLORS

Dear Colleagues:

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

I asked the Task Force to advise on:

- The process for how complaints are received, processed, and investigated at UC police departments (departments) and provide recommendations related to quality and consistency throughout the system;

- Training, protocols and policies regarding use of force, to examine their quality and consistency throughout the system. Protocols and procedures for examining use of force incidents to determine the appropriateness of the force;

- Departments' post-incident review processes for use of force and other significant events; and

- Departments' engagement with and training related to the community, including police advisory boards, to determine how to strengthen communication with students, faculty, and leadership.

I was pleased to receive the report in December 2018 and spent much of the last month reviewing the recommendations, reviewing stakeholder feedback, and consulting among leadership and other key experts. I accept all 28 recommendations of the Task Force, with a modification to recommendation #8, which will now read, "UCPD and all campuses
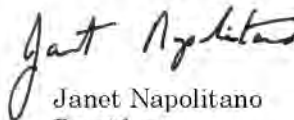
should identify review criteria for complex complaint cases. The Chancellor or their designee will determine the appropriate investigative entity to handle such cases."

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

I know the deliberations of this Task Force were at times strained as difficult issues were debated and national events sometimes became a topic of discussion. Yet, I am not surprised that the members, with widely varying viewpoints and areas of expertise, found a common shared discipline to reach a uniform set of recommendations and conclude their process on time. You can find the full report of the Task Force here: https://www.ucop.edu/policing-task-force/policing-task-force-report_2019.pdf.

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

Yours very truly,

Janet Napolitano
President

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

COMPLAINT PROCESS

► **RECOMMENDATION 1:** UCPD Council of Chiefs should collaboratively create a uniform complaint process for all UC locations and ensure that complaints regarding police officers can be submitted in writing, by email, in person, online or by telephone and that those complaints are appropriately investigated.
IMPLEMENTATION: UC Police Department Council of Chiefs has drafted the uniform complaint process in consultation with campus stakeholders. The final draft will go out for systemwide review and comment in mid-July. The policy will be implemented at a local level on all campuses during the review and comment process.
STATUS: Anticipated completion by July 2020.

► **RECOMMENDATION 2:** UC should have a systemwide phone number and web-based intake system for reporting complaints of alleged officer misconduct and commendations.
IMPLEMENTATION: The Office of Ethics, Compliance and Audit Services (ECAS) is implementing a systemwide solution for reporting complaints of alleged officer misconduct and commendations using the NAVEX system.
STATUS: Anticipated completion by September 2020.

► **RECOMMENDATION 3:** This system should enable individuals to communicate anonymously and offer foreign language support. UC's Office of Ethics, Compliance and Audit Services ("ECAS") should explore whether the existing complaint hotline that allows foreign language support and anonymous communications can be an additional intake point for complaints.
IMPLEMENTATION: The Office of Ethics Compliance and Audit Services (ECAS) is implementing a systemwide solution for reporting complaints which will include foreign language support and anonymous communications.
STATUS: Anticipated completion by November 2020.

► **RECOMMENDATION 4:** Except when complaints are submitted anonymously, UCPD should provide a written (or email) acknowledgement of a complaint to the complainant promptly.
IMPLEMENTATION: This is already in the current UCPD policy at Berkeley. Our existing policy calls for the complainant to be notified within 10 days. We are awaiting the Council of Chiefs' draft of new policy. Our current policy can be found at: https://ucpd.berkeley.edu/policies#PolicePolicies.
STATUS: Complete.

► **RECOMMENDATION 5:** UCPD and all campuses should create a frequently asked questions (FAQs) webpage for the complaint process that details, among other things, the manner in which complaints can be made, the process for investigating complaints, the notification process and the information available regarding the complaint
IMPLEMENTATION: Council of Chiefs has drafted frequently asked questions (FAQs) in consultation with campus stakeholders. The FAQs will be available with the policy when it is implemented at a local level.
STATUS: Anticipated completion by July 2020.

► **RECOMMENDATION 6:** Every complaint should be tracked from intake through final disposition. The tracking system should be capable of capturing information regarding the complaint sufficient to perform trend analysis.
IMPLEMENTATION: UCPD Berkeley currently tracks all complaints. Annually, we receive a small number of complaints and our current system allows that observation. Additionally, the Police Review Board publishes an Annual Report that offers a general description of each complaint and the final disposition. The material is covered in the PRB's advertised annual meeting: https://vca.berkeley.edu/police-review.
STATUS: Complete.

► **RECOMMENDATION 7:** ECAS should conduct audits to verify complaints are being taken properly and to ensure all employees are adhering to UC policies and procedures and individual departments' standards.
IMPLEMENTATION: Audits will commence upon completion of a full calendar year of implementation of the recommendations related to the uniform complaint process. This audit will be added to the systemwide audit plan.
STATUS: Anticipated completion by November 2021.

► **RECOMMENDATION 8:** UCPD and all campuses should identify review criteria for complex complaint cases. The Chancellor or their designee will determine the appropriate investigative entity to handle such cases. (Revised from original per President Napolitano's Feb 13, 2019 letter.)
IMPLEMENTATION: UCPD currently works with campus administration to consider alternative investigative entities for cases that are particularly sensitive, high-profile, or complex enough that either exceed the department's resources or are best handled by outside counsel.
STATUS: Complete.

► **RECOMMENDATION 9:** No individual UC police department should be permitted to investigate allegations of misconduct directed at its chief.
IMPLEMENTATION: This is already in place in practice, although not stated in policy. The draft systemwide complaint policy does explicitly state this.
STATUS: Complete.

USE OF FORCE

► **RECOMMENDATION 10:** UCPD shall continue to develop systemwide policies and procedures governing the use of force by officers that are consistent with state and federal laws and ensure officers are trained to those standards.
IMPLEMENTATION: Systemwide use of force policy has been updated and finalized by UCPD and is out for the required systemwide review and comment in July 2020.
STATUS: Complete.

► **RECOMMENDATION 11:** UCPD shall ensure officers are provided training prior to the deployment or use of any force or relevant equipment.
IMPLEMENTATION: This is already in place. Reference Policy 300, attachment section 834.2, https://ucpd.berkeley.edu/policies#PolicePolicies.
STATUS: Complete.

► **RECOMMENDATION 12:** Departments shall document and review each use of force to determine whether the force used was in compliance with applicable policy and law.
IMPLEMENTATION: This is already in place. Use of Force reports are completed by the officer, reviewed by the sergeant and upward chain of command. Firearms Instructors and/or defensive tactics instructors review cases to determine if action fits within instruction and policy. Reference Policy 300, attachment section 813, https://ucpd.berkeley.edu/policies#PolicePolicies.
STATUS: Complete.

► **RECOMMENDATION 13:** UCPD should ensure officers are trained in de-escalation techniques and effective communication.
IMPLEMENTATION: Officers receive training at the basic academy in de-escalation and effective communication. Additionally, UCPD sends all officers to Crisis Intervention Team (CIT) training. The department is currently researching to identify additional training: https://ucpd.berkeley.edu/policies#PolicePolicies.
STATUS: Complete.

► **RECOMMENDATION 14:** UCPD should capture all use of force data and report it to the California Department of Justice for analysis and release to the general public, subject to applicable policies and laws.
IMPLEMENTATION: UCPD is aware of the requirement to report use of force incidents to the California Department of Justice when they involve the use of a firearm, serious bodily injury, or death, and will begin reporting in January 2020 for the 2019 calendar year.
STATUS: Complete.

INDEPENDENT ADVISORY BOARDS

► **RECOMMENDATION 15:** Campuses shall create independent advisory boards with representatives from the campus who can facilitate and enhance communication between the police department and the greater campus community as well as work collaboratively with the departments on issues involving campus safety and security.
  • Each independent advisory board will report to a chancellor's designee and will have access to publicly available reports, data and campus surveys related to the police departments.
  • The boards will include, at a minimum, faculty, staff and student representatives and will also include at least one ex officio member from the police department.
  • The boards will serve as campus liaisons to facilitate engagement between the campus community and their corresponding police departments.
  • Board members shall receive an initial briefing as well as continuous education on the relevant laws and issues related to policing including the existing training standards and policies.
  • The boards should collaborate with UCPD in creating shared learning environments where officers and members of the campus community interact and learn together.
  • The boards should prepare annual reports of their activities.
IMPLEMENTATION: The Berkeley campus has had a Police Review Board for many years. The scope of the Police Review Board is to handle appeals for citizen complaints that have been investigated by UCPD, and to make policy recommendations. The Berkeley campus has created a new independent

advisory board that will have a broader scope that is in line with this recommendation. The Advisory Board is constituted and held its first meeting September 19, 2019.
STATUS: Complete.

- The Berkeley campus independent advisory board reports to the Chancellor and is overseen by the VC Administration. UCPD is fully prepared to provide any reports/data normally available to the public.
  STATUS: Complete.
- The Berkeley campus police advisory board meets this recommendation.
  STATUS: Complete.
- The Berkeley campus police advisory board is intended to meet this recommendation. As the Board is new, we are awaiting for guidance from the Board. https://chancellor.berkeley.edu/task-forces/chancellors-independent-advisory-board-police-accountability-and-community-safety.
  STATUS: Complete.
- UCPD has met with the advisory board and discussed options for ongoing education that board members can receive regarding laws and policing issues. UCPD will provide training to the extent the members find it relevant and useful. Since this standard is "continuous," there is no true date of completion.
  STATUS: Anticipated completion by May 2021.
- Although the recommended shared learning environments have not yet been arranged, it is the intention that the board will fulfill this recommendation in collaboration with UCPD.
  STATUS: Anticipated completion by May 2021.
- The first annual report was delivered to the Chancellor on Jun 30, 2020.
  STATUS: Complete.

► **RECOMMENDATION 16:** Those campuses with existing advisory boards that differ from the independent advisory boards described above will transition to the recommended model within 2 years.
IMPLEMENTATION: N/A
STATUS: Complete.

COMMUNITY ENGAGEMENT

► **RECOMMENDATION 17:** Each campus should work with UCPD to identify ways to improve outreach, focusing on principles of engagement, open and responsive dialogues, and education. There should be a feedback mechanism for consistently evaluating and improving these efforts, and campus diversity officers and other campus leaders should be involved.
IMPLEMENTATION: Hopefully this recommendation can be fulfilled by the anticipated collaboration between UCPD and the police advisory board. Once the Board has finalized its scope, we will have more clarity on this recommendation.

In the meantime, UCPD Berkeley created a Community Engagement Unit led by a Lt. The CEU is specifically designed to seek out and develop opportunities for collaboration with groups who have been the most challenging to develop and maintain a positive relationship with.

Additionally, UCPD Berkeley has developed the course curriculum for a Community Academy. The Independent Advisory Board was briefed on the curriculum and provided input.

The Community Service Officers (student employees) run our night safety program. The CSO program is now under CEU and is being developed to take a larger outward facing ambassador-type role during daylight times.

UCPD Berkeley attends weekly ASUC Senate meetings with the Chief attending every other week to engage the senators. The Chief and VCA meet with the Graduate Assembly President and ASUC President monthly.

The UC Berkeley Chief is working with Recruiting to develop a sustainable model where community input can be provided during recruitments and promotions.

UCPD Berkeley continues to work with colleagues to maintain our leadership presence and collaborative input on a variety of critical partnerships such as Title IX, Office of Emergency Management, Clery Compliance, Campus Enterprise Risk Committee, Students of Concern, and Behavior Risk Assessment.
STATUS: Anticipated completion by May 2021.

► **RECOMMENDATION 18:** Each campus should perform a campus satisfaction survey no less than annually, and include questions regarding interactions with and perceptions of the police department and their activities.
IMPLEMENTATION: The Goldman School of Public Policy is assisting UCPD with crafting a satisfaction survey.
STATUS: Anticipated completion by May 2021.

► **RECOMMENDATION 19:** The campuses and their police departments should strengthen relationships with local government and their police departments to ensure that campus concerns are appropriately communicated.
IMPLEMENTATION: UC Berkeley generally has a good relationship with the City of Berkeley. The relationship between UCPD and Berkeley PD is strong. Chief Bennett interacts with BPD Chief Greenwood through the Alameda County Chiefs of Police and Sheriffs Association as well as through individual meetings when needed. UCPD works together on issues of shared concern, such as criminal investigations and large events. For example, when UCB hosted a controversial speaker on campus in November 2019, BPD met with UCPD organizers multiple times during the planning phase, they provided teams of officers for the event, and their management participated in our command post during the event.
STATUS: Complete.

TRAINING

► **RECOMMENDATION 20:** UCPD should expand existing training on effective communication through specialized instruction on procedural justice, implicit bias, mental health, de-escalation, cultural sensitivity, sexual orientation and trauma-informed interviewing. UCPD should create mechanisms for continually evaluating and improving the effectiveness of these trainings.

IMPLEMENTATION: Despite staffing challenges, UCPD has made efforts to provide expanded training to their personnel in these recommended areas. Specifically, every officer has been trained in trauma-informed interviewing, implicit bias, cultural sensitivity, sexual orientation and de-escalation tactics. The only recommended area that UCPD has not provided additional training on is procedural justice. UCPD is sending Detective Garlick to training to develop this program. She has met with campus partners to further this agenda. Additionally, UCPD is looking at additional trainings that address mental health, conflict resolution, conflict avoidance, etc.
STATUS: Anticipated completion by January 31, 2021.

► **RECOMMENDATION 21:** UCPD should offer educational and awareness presentations or classes for students, staff and faculty. UCPD should create mechanisms for continually evaluating and improving the effectiveness of these classes.
IMPLEMENTATION: UCPD maintains a Crime Prevention Officer position. This officer conducts numerous presentations to student and employee groups. UCPD receives feedback from these presentations.
STATUS: Complete.

TRANSPARENCY

► **RECOMMENDATION 22:** ECAS should audit UCPD complaint investigations and use of force reports.
IMPLEMENTATION: Audits will commence upon completion of a full calendar year of implementation of the recommendations related to the uniform complaint process and use of force policy. This audit will be added to the systemwide audit plan.
STATUS: Anticipated completion by November 2021.

► **RECOMMENDATION 23:** UCPD should create a framework for tracking and reporting the characteristics of each pedestrian and vehicle stop, detention, and arrest and ensure that information is communicated to the California Department of Justice for analysis and release to the general public.
IMPLEMENTATION: UCPD currently tracks some characteristics pertaining to vehicle stops. Currently, we collect data on gender, ethnicity (we do not ask) age, affiliation, justification for the stop, final disposition and whether we towed the vehicle or arrested the driver. This data is currently posted on our website (https://ucpd.berkeley.edu/alerts-and-reports/traffic-stop-data). New regulations will require UCPD to collect far more data on vehicle stops and pedestrian stops. This data must be reported to DOJ starting in 2023. UCPD will be working on the necessary procedures and infrastructure for collecting this data.
STATUS: Anticipated completion by December 31, 2021.

► **RECOMMENDATION 24:** UCPD should explore ways to publicly post relevant standards, policies, practices, education and training material. UCPD should implement and explore ways to publicly post relevant standards, policies, as permitted by law.
IMPLEMENTATION: UCPD currently posts internal policies on the department's website:
https://ucpd.berkeley.edu/policies#PolicePolicies.
STATUS: Complete.

► **RECOMMENDATION 25:** UCPD shall explore ways to release certain video evidence as required to comply with state law.
IMPLEMENTATION: UCPD is committed to release video as required by law.
https://chancellor.berkeley.edu/services/public-records.
STATUS: Complete.

► **RECOMMENDATION 26:** Consistent with state law, UCPD shall develop ways to release records upon request.
IMPLEMENTATION: UCPD regularly works with the campus Public Records Coordinator to release records when they are requested. https://chancellor.berkeley.edu/services/public-records.
STATUS: Complete.

► **RECOMMENDATION 27:** Each UCPD department shall produce and publish an annual report on its website that includes the number of complaints received, investigated and closed during the year, the general category of those complaints, the complainant's relationship to the campus (if known) and the disposition.
IMPLEMENTATION: UCPD currently provides complaint details to the Police Review Board (PRB), and the PRB typically publishes an annual report. UCPD will explore the option of linking to the PRB report or creating a separate listing of the recommended complaint information on the department's website. https://vca.berkeley.edu/police-review.
STATUS: Anticipated completion July 31, 2020.

IMPLEMENTATION

► **RECOMMENDATION 28:** Each campus shall create an implementation plan to ensure that recommendations from this Report that are accepted by the President are completed in a timely manner.
IMPLEMENTATION:
STATUS: Complete.

UC Davis

► **RECOMMENDATION 1:** UCPD Council of Chiefs should collaboratively create a uniform complaint process for all UC locations and ensure that complaints regarding police officers can be submitted in writing, by email, in person, online or by telephone and that those complaints are appropriately investigated.
IMPLEMENTATION: UC Police Department Council of Chiefs has drafted the uniform complaint process in consultation with campus stakeholders. The final draft will go out for systemwide review and comment in mid-July. The policy will be implemented at a local level on all campuses during the review and comment process.
STATUS: Anticipated completion July 2020.

► **RECOMMENDATION 2:** UC should have a systemwide phone number and web-based intake system for reporting complaints of alleged officer misconduct and commendations.
IMPLEMENTATION: The Office of Ethics, Compliance and Audit Services (ECAS) is implementing a systemwide solution for reporting complaints of alleged officer misconduct and commendations using the NAVEX system.
STATUS: Anticipated completion September 2020.

► **RECOMMENDATION 3:** This system should enable individuals to communicate anonymously and offer foreign language support. UC's Office of Ethics, Compliance and Audit Services ("ECAS") should explore whether the existing complaint hotline that allows foreign language support and anonymous communications can be an additional intake point for complaints.
IMPLEMENTATION: The Office of Ethics Compliance and Audit Services (ECAS) is implementing a systemwide solution for reporting complaints which will include foreign language support and anonymous communications.
STATUS: Anticipated completion September 2020.

► **RECOMMENDATION 4:** Except when complaints are submitted anonymously, UCPD should provide a written (or email) acknowledgement of a complaint to the complainant promptly.
IMPLEMENTATION: In satisfaction of this recommendation and per UC Davis Police Policy 1020.8: Personnel Complaints, the UCDPD responds and acknowledges all internal personnel complaints. All complaints made by the community are sent to the Police Accountability Board. The UC Davis Office of Compliance manages and tracks each Police Accountability Board complaint, providing a written response to each complainant upon receipt of the complaint or report per PAB Procedure Manual p. 12. (https://pab.ucdavis.edu/procedures).
STATUS: Complete.

► **RECOMMENDATION 5:** UCPD and all campuses should create a frequently asked questions (FAQs) webpage for the complaint process that details, among other things, the manner in which complaints can be made, the process for investigating complaints, the notification process and the information available regarding the complaint
IMPLEMENTATION: Council of Chiefs has drafted frequently asked questions (FAQs) in consultation with campus stakeholders. The FAQs will be available with the policy when it is implemented at a local level.
STATUS: Anticipated completion July 2020.

► **RECOMMENDATION 6:** Every complaint should be tracked from intake through final disposition. The tracking system should be capable of capturing information regarding the complaint sufficient to perform trend analysis.
IMPLEMENTATION: In satisfaction of this recommendation the Office of Compliance manages and tracks each PAB complaint per Procedure Manual p. 12. (https://pab.ucdavis.edu/procedures). Annually, a report is prepared by the Police Accountability Board, analyzing trends, providing recommendations to our Department, allowing for public comments, and an excel spreadsheet summarizing the complaints. These annual reports can be found on the PAB website: https://pab.ucdavis.edu/annual-report.
STATUS: Complete.

► **RECOMMENDATION 7:** ECAS should conduct audits to verify complaints are being taken properly and to ensure all employees are adhering to UC policies and procedures and individual departments' standards.
IMPLEMENTATION: Audits will commence upon completion of a full calendar year of implementation of the recommendations related to the uniform complaint process. This audit will be added to the systemwide audit plan.
STATUS: Anticipated completion November 2021.

► **RECOMMENDATION 8:** UCPD and all campuses should identify review criteria for complex complaint cases. The Chancellor or their designee will determine the appropriate investigative entity to handle such cases. (Revised from original per President Napolitano's Feb 13, 2019 letter.)
IMPLEMENTATION: In satisfaction of this recommendation all complaints made by the community about the UC Davis Police Department are referred to the UC Davis Police Accountability Board (PAB) (https://pab.ucdavis.edu/faq). Additionally, any issues that are highly visible are in some cases are also turned over to the Police Accountability Board for review. If a case is determined by the PAB to need external advice or expertise then consultation is made between the PAB, the Chief of Police, and Campus Council to bring in external advisory groups or members. Once a case is reviewed by the PAB a recommendation is--or in most cases, multiple recommendations are-- made to the Chief of Police for moving the Police Department forward. Each complaint is documented in an annual report.
STATUS: Complete.

► **RECOMMENDATION 9:** No individual UC police department should be permitted to investigate allegations of misconduct directed at its chief.
IMPLEMENTATION: In satisfaction of this recommendation any complaints filed against the Chief would be turned over to the Office of the Vice Chancellor – Finance, Operations and Administration per Personnel Policy 1020 and the Police Accountability Board (PAB) Bylaws.
STATUS: Complete.

► **RECOMMENDATION 10:** UCPD shall continue to develop systemwide policies and procedures governing the use of force by officers that are consistent with state and federal laws and ensure officers are trained to those standards.
IMPLEMENTATION: Systemwide use of force policy has been updated and finalized by UCPD and is out for the required systemwide review and comment in July 2020.
STATUS: Complete.

► **RECOMMENDATION 11:** UCPD shall ensure officers are provided training prior to the deployment or use of any force or relevant equipment.
IMPLEMENTATION: In satisfaction of this recommendation and per UC Davis policies all officers go through this training prior to utilizing department equipment (all training outlines are posted on the UCDPD website: https://police.ucdavis.edu/training-unit).
STATUS: Complete.

► **RECOMMENDATION 12:** Departments shall document and review each use of force to determine whether the force used was in compliance with applicable policy and law.
IMPLEMENTATION: In satisfaction of this recommendation the UC Davis Police Department, per UC Davis Police Policy 302: Use of Force Review Boards, thoroughly reviews each use of force incident at both the Davis and Sacramento campuses.
STATUS: Complete.

► **RECOMMENDATION 13:** UCPD should ensure officers are trained in de-escalation techniques and effective communication.
IMPLEMENTATION: In satisfaction of this recommendation the UCD Police Department Training Committee selected specific de-escalation techniques and effective communication training courses. Every officer in the department is required to attend:
- "Tactical Communications and De-Escalation Training," a 4-hour POST CIT certified course
- "Trauma Informed Interview & Tactical Communication and De-escalation," an 8-hour course co-taught by POST certified instructors and UC Davis CARE staff
- "Impulse Control: Using Cued De-escalation," an 8-hour training with CBL Training Sgt. John Wilson
- A five-part implicit bias online training offered by Office of the President
- A POST certified procedural justice course, inducing such topics as implicit bias, de-escalation, and others, taught by POST certified instructors (all training outlines are posted on the UCDPD website: https://police.ucdavis.edu/training-unit).

STATUS: Complete.

► **RECOMMENDATION 14:** UCPD should capture all use of force data and report it to the California Department of Justice for analysis and release to the general public, subject to applicable policies and laws.

IMPLEMENTATION: In satisfaction of this recommendation and per UC Davis Police Policy 300.5: Reporting the Use of Force, the UC Davis Police Department reports any "Use of Force" to the California Department of Justice annually via the Use of Force Incident Reporting System (URSUS). **STATUS:** Complete.

INDEPENDENT ADVISORY BOARDS

► **RECOMMENDATION 15:** Campuses shall create independent advisory boards with representatives from the campus who can facilitate and enhance communication between the police department and the greater campus community as well as work collaboratively with the departments on issues involving campus safety and security.

- Each independent advisory board will report to a chancellor's designee and will have access to publicly available reports, data and campus surveys related to the police departments.
- The boards will include, at a minimum, faculty, staff and student representatives and will also include at least one ex officio member from the police department.
- The boards will serve as campus liaisons to facilitate engagement between the campus community and their corresponding police departments.
- Board members shall receive an initial briefing as well as continuous education on the relevant laws and issues related to policing including the existing training standards and policies.
- The boards should collaborate with UCPD in creating shared learning environments where officers and members of the campus community interact and learn together.
- The boards should prepare annual reports of their activities.

IMPLEMENTATION: UC Davis Police Accountability Board (PAB) was established in April 2014 and has since worked closely with the Police Department. We collaborate with the PAB throughout the year on a multitude of campus safety and security issues, as well as enhancing community involvement (https://pab.ucdavis.edu/faq).
STATUS: Complete.

- In satisfaction of this recommendation, the Police Accountability Board (PAB) is housed in the Office of Campus Community Relations office and has a standing member on the committee. The Office of Campus and Community Relations is led by Associate Executive Vice Chancellor Rahim Reed, who reports to Renetta Garrison Tull. Vice Chancellor of Diversity, Equity and Inclusion, who in turn reports directly to Chancellor May. Thus, the PAB's reporting line is to the Chancellor and the Chief's is to the Provost. https://pab.ucdavis.edu/bylaws.
  STATUS: Complete.
- In satisfaction Article 3 of the PAB Bylaws require the committee include: two undergraduate students, one graduate student, one faculty member, one staff member, and two representatives from UC Davis Health (who may be students, faculty or staff). "In order to ensure independence, no member of the PAB can be a current or former UC Davis police employee or employee of the Offices of the Chancellor and the Provost." (https://pab.ucdavis.edu/bylaws). Upon request to add an ex-officio member to the PAB board, the response was that since the Chief of Police attends all PAB meetings, his role serves as the ex-officio member, and at this time the PAB will not change their bylaws to reflect this recommendation. The PAB believes that the Chief of Police fulfills the role as ex-officio to their committee.
  STATUS: Complete.

- In satisfaction of the recommendation the Police Accountability Board, which we feel serves moreover as an advisory board, hosts quarterly meetings open to the public. The quarterly meetings are announced in the Davis campus "Dateline" and Sacramento "Insider" encouraging community participation. The PAB invites the Police Department to come and speak about current event topics and answer any community questions. https://pab.ucdavis.edu/schedule.
  STATUS: Complete.
- In satisfaction of this recommendation all PAB members and alternates are required to attend orientation sessions before joining the board. Article 11 in the Bylaws (https://pab.ucdavis.edu/bylaws) states that they receive training from Campus Community Relations regarding police procedures, relevant legal issues, impartiality, the confidential nature of police misconduct investigations and discipline and the civilian oversight field satisfying this recommendation. Topics include: hate crimes, freedom of expression and use of force, amongst others. https://pab.ucdavis.edu/resources-training.
  STATUS: Complete.
- In satisfaction we are currently reviewing our Community Engagement Policy (201) to add additional language that is more inclusive of education and partnership awareness presentations. As a Department, it is our intention to work with the campus at both Sacramento and Davis to provide "education and awareness presentations or classes" and these classes "shall be continually evaluated" for effectiveness.
  STATUS: Complete.
- In satisfaction of this recommendation the Police Accountability Annual Reports from 2014-present and their Executive Summaries can be found online: https://pab.ucdavis.edu/annual-report. The PAB Annual Report is released to the public via "Dateline," the campus news source, which in turn releases it to the Sacramento Bee. The 2018 release can be found online: https://www.ucdavis.edu/news/news-briefs-police-boards-annual-report-posted/.
  STATUS: Complete.

► **RECOMMENDATION 16:** Those campuses with existing advisory boards that differ from the independent advisory boards described above will transition to the recommended model within 2 years.
IMPLEMENTATION: N/A
STATUS: Complete.

COMMUNITY ENGAGEMENT

► **RECOMMENDATION 17:** Each campus should work with UCPD to identify ways to improve outreach, focusing on principles of engagement, open and responsive dialogues, and education. There should be a feedback mechanism for consistently evaluating and improving these efforts, and campus diversity officers and other campus leaders should be involved.
IMPLEMENTATION: In an on-going effort to improve community engagement, our Outreach & Inclusion Team is seeking feedback from undergraduate students on the impacts of policing on campus, and we hope to work with ASUCD to provide community events, social media posts, classes, activities, that support our students. The Chief also takes back all public comment from the Police Accountability Board (PAB) meetings to share with Command Staff. At the Sacramento Campus, our Captain meets daily with administrative staff to evaluate our presence. In addition, we have

participated in nine town hall style meetings, open to the public, to discuss policing on campus. We are in the process of developing an inclusive action plan for policing at the UC Davis Health Campus with a broad range of feedback and support which should be available in the coming year.
STATUS: Complete.

► **RECOMMENDATION 18:** Each campus should perform a campus satisfaction survey no less than annually, and include questions regarding interactions with and perceptions of the police department and their activities.
IMPLEMENTATION: In satisfaction of this recommendation starting in 2018, the UC Davis Police Department participated in the UC Davis Campuswide Satisfaction Survey, surveying faculty and staff in Davis and Sacramento. Full results available https://satisfactionsurvey.ucdavis.edu/results. The inaugural survey was done in May of 2018, with 950 staff and faculty respondents, with our overall satisfaction mean score of 4.18 out of 5. The 2019 survey was conducted in May 2019, with 886 responses and a mean score of 4.24 out of 5—ranking the Police Department in the top 4 of 56 surveyed units on campus. Results from 2020 were just released and again there were almost 800 respondents, an overall score of 4.18 and UCDPD again in the top tier of all units that participated in the survey. Also in 2020, we initiated a standardized survey with students. 230 students replied and the overall rating of 3.79 (very satisfied category). We use survey feedback to set annual goals and will work with Vice Chancellor – Finance, Operations and Administration to monitor our progress.
STATUS: Complete.

► **RECOMMENDATION 19:** The campuses and their police departments should strengthen relationships with local government and their police departments to ensure that campus concerns are appropriately communicated.
IMPLEMENTATION: In satisfaction of this recommendation the UC Davis Police Chief spends much of his time working with local and state officials building relationships to better the safety for the UC Davis community. Examples include:

- Quarterly meetings with the UC Council of Chiefs;
- Quarterly meetings with the Yolo County Chiefs and law enforcement agencies;
- Regular meetings with Director of Community Relations and Local Government Relations, Mabel Salon, who serves as the official voice of UC Davis to local, state and federal government officials;
- Monthly meetings with Yolo County OES Director.

The UC Davis Police Captain also meets monthly with the second in commands countywide to discuss the issues in the county and address any needs to be met. UC Davis Command staff generally meets weekly, including a representative from UC Davis Strategic Communications, to discuss issues, concerns, big events, and news on our campus and in our community.
STATUS: Complete.

TRAINING

► **RECOMMENDATION 20:** UCPD should expand existing training on effective communication through specialized instruction on procedural justice, implicit bias, mental health, de-escalation, cultural sensitivity, sexual orientation and trauma-informed interviewing. UCPD should create mechanisms for continually evaluating and improving the effectiveness of these trainings.

IMPLEMENTATION: In alignment with our effort to complete the IACLEA Accreditation process, our Training Committee continues to seek out trainings for our officers that meet and exceed the expectations of this report. For a full list of officer trainings see: https://police.ucdavis.edu/training-unit.
STATUS: Complete.

► **RECOMMENDATION 21:** UCPD should offer educational and awareness presentations or classes for students, staff and faculty. UCPD should create mechanisms for continually evaluating and improving the effectiveness of these classes.
IMPLEMENTATION: In an on-going effort, the UC Davis Police Department Outreach & Community Inclusion team oversees the following programs:

- UC Davis Cadet Academy is our 4-month, intensive, student training program offered in the Spring quarter annually, regularly our top graduates are offered scholarships to the Sacramento Police Academy, and a few become full-time officers with the UCDPD, https://police.ucdavis.edu/cadet-academy
- UC Davis Community Academy is our annual, 9-week, faculty and staff community course offered each Spring quarter, https://police.ucdavis.edu/police-community-academy
- Other outreach events include feedback mechanisms (https://police.ucdavis.edu/outreach):
  o International Community Academy (student program, new in Fall 2019, designed specifically for international students, evaluations and feedback given by students)
  o Active Shooter Training (LMS course evaluations used for assessment feedback) for students, faculty, and staff at both campuses
  o Freshmen Orientation for new and incoming students to UCD

STATUS: Complete.

TRANSPARENCY

► **RECOMMENDATION 22:** ECAS should audit UCPD complaint investigations and use of force reports.
IMPLEMENTATION: Audits will commence upon completion of a full calendar year of implementation of the recommendations related to the uniform complaint process and use of force policy. This audit will be added to the systemwide audit plan.
STATUS: Anticipated completion November 2021.

► **RECOMMENDATION 23:** UCPD should create a framework for tracking and reporting the characteristics of each pedestrian and vehicle stop, detention, and arrest and ensure that information is communicated to the California Department of Justice for analysis and release to the general public.
IMPLEMENTATION: In satisfaction of this recommendation, the UC Davis Police Department is upgrading a vendor product for tracking and reporting stop data. The team is training in and piloting the collection of data in TriTech as of January 1, 2020. Per AB 953 UCDPD will meet all DOJ reporting standards by the 2023 deadline.
STATUS: Complete.

► **RECOMMENDATION 24:** UCPD should explore ways to publicly post relevant standards, policies, practices, education and training material. UCPD should implement and explore ways to publicly post relevant standards, policies, as permitted by law.
IMPLEMENTATION: The UC Davis Police Department currently posts all of the UC Davis policing policies and standards on the UC Davis Police website https://police.ucdavis.edu/policies.
STATUS: Complete.

► **RECOMMENDATION 25:** UCPD shall explore ways to release certain video evidence as required to comply with state law.
IMPLEMENTATION: In satisfaction of this recommendation the UC Davis Police Department follows internal policies, Policy 446: Mobile Audio Video, and Policy 810: Records Maintenance and Release. Typically, public records access (PRA) requests are submitted to the University via the Campus Counsels website. Occasionally, PRA requests are submitted directly to the Police Department via the Police Department website. The Director of Administration and Support Division (Custodian of Records) will review the requests in accordance with Lexipol Policy 810, and apply all applicable laws and follow Departmental Procedure for release.
STATUS: Complete.

► **RECOMMENDATION 26:** Consistent with state law, UCPD shall develop ways to release records upon request.
IMPLEMENTATION: In satisfaction of this recommendation we review all requests in accordance with Lexipol Policy 810, apply all applicable laws in consultation with our legal team, following Departmental Procedure for release (see recommendation 25).
STATUS: Complete.

► **RECOMMENDATION 27:** Each UCPD department shall produce and publish an annual report on its website that includes the number of complaints received, investigated and closed during the year, the general category of those complaints, the complainant's relationship to the campus (if known) and the disposition.
IMPLEMENTATION: In satisfaction of this recommendation the Police Accountability Board (PAB) publishes an annual report on all complaints filed with the PAB and the disposition, along with all recommendations. The annual report is published online and available to the public: https://pab.ucdavis.edu/annual-report.
STATUS: Complete.

IMPLEMENTATION

► **RECOMMENDATION 28:** Each campus shall create an implementation plan to ensure that recommendations from this Report that are accepted by the President are completed in a timely manner.
IMPLEMENTATION: Campus-led recommendations are complete. The Chief of Police will provide regular reports to the Vice Chancellor about system-led recommendations.
STATUS: Complete.

COMPLAINT PROCESS

► **RECOMMENDATION 1:** UCPD Council of Chiefs should collaboratively create a uniform complaint process for all UC locations and ensure that complaints regarding police officers can be submitted in writing, by email, in person, online or by telephone and that those complaints are appropriately investigated.
IMPLEMENTATION: UC Police Department Council of Chiefs has drafted the uniform complaint process in consultation with campus stakeholders. The final draft will go out for systemwide review and comment in mid-July. The policy will be implemented at a local level on all campuses during the review and comment process.
STATUS: Anticipated completion July 2020.

► **RECOMMENDATION 2:** UC should have a systemwide phone number and web-based intake system for reporting complaints of alleged officer misconduct and commendations.
IMPLEMENTATION: The Office of Ethics, Compliance and Audit Services (ECAS) is implementing a systemwide solution for reporting complaints of alleged officer misconduct and commendations using the NAVEX system.
STATUS: Anticipated completion September 2020.

► **RECOMMENDATION 3:** This system should enable individuals to communicate anonymously and offer foreign language support. UC's Office of Ethics, Compliance and Audit Services ("ECAS") should explore whether the existing complaint hotline that allows foreign language support and anonymous communications can be an additional intake point for complaints.
IMPLEMENTATION: The Office of Ethics Compliance and Audit Services (ECAS) is implementing a systemwide solution for reporting complaints which will include foreign language support and anonymous communications.
STATUS: Anticipated completion September 2020.

► **RECOMMENDATION 4:** Except when complaints are submitted anonymously, UCPD should provide a written (or email) acknowledgement of a complaint to the complainant promptly.
IMPLEMENTATION: UCI Policy 1008 requires that within three days the Police Department will: 1) notify the complainant of receipt of the complaint, and 2) provide the complainant with the name of the investigator and tracking number; and within 30 days of the final review by the Chief of Police, written notice of the findings shall be sent to the complaining party. This notice shall indicate the findings, but will not disclose the discipline, if any, imposed. The complaining party will also be provided with a copy of his/her own original complaint (Penal Code § 832.7).
www.police.uci.edu/how-do-i/_img/policy-1008.pdf.
STATUS: Complete.

► **RECOMMENDATION 5:** UCPD and all campuses should create a frequently asked questions (FAQs) webpage for the complaint process that details, among other things, the manner in which complaints can be made, the process for investigating complaints, the notification process and the information available regarding the complaint
IMPLEMENTATION: Council of Chiefs has drafted frequently asked questions (FAQs) in consultation with campus stakeholders. The FAQs will be available with the policy when it is implemented at a local level.
STATUS: Anticipated completion July 2020.

► **RECOMMENDATION 6:** Every complaint should be tracked from intake through final disposition. The tracking system should be capable of capturing information regarding the complaint sufficient to perform trend analysis.
IMPLEMENTATION: Complaints are tracked from intake through final disposition. Complaint data, including the year of complaint, location, affiliation, allegations, investigation status and outcome are posted on the UCI PD website. www.police.uci.edu/commendations-complaints/index.php.
STATUS: Complete.

► **RECOMMENDATION 7:** ECAS should conduct audits to verify complaints are being taken properly and to ensure all employees are adhering to UC policies and procedures and individual departments' standards.
IMPLEMENTATION: Audits will commence upon completion of a full calendar year of implementation of the recommendations related to the uniform complaint process. This audit will be added to the systemwide audit plan.
STATUS: Anticipated completion November 2021.

► **RECOMMENDATION 8:** UCPD and all campuses should identify review criteria for complex complaint cases. The Chancellor or their designee will determine the appropriate investigative entity to handle such cases. (Revised from original per President Napolitano's Feb 13, 2019 letter).
IMPLEMENTATION: UCIPD works closely with campus administration, campus counsel and the vice chancellor of Finance and Administration to consider alternative investigative entities for cases that are particularly sensitive, high profile, or complex enough that either exceed the department's resources or are best handled by outside counsel. Review criteria includes:
1. Level of the seriousness or severity of the allegation,
2. Number of employees involved,
3. Supervisor/Investigator conflict,
4. Specific allegations involving the chief or assistant chief of police,
5. Mutual Aid incidents,
6. Potential to have a significant bearing on the reputation of the University of California.
STATUS: Complete.

► **RECOMMENDATION 9:** No individual UC police department should be permitted to investigate allegations of misconduct directed at its chief.
IMPLEMENTATION: Any complaint filed against the Police Chief will be directed to the Vice Chancellor, Division of Finance and Administration and then referred to an outside legal firm or UCOP Office of Ethics, Compliance and Audit Services (ECAS).
STATUS: Complete.

USE OF FORCE

▶ **RECOMMENDATION 10:** UCPD shall continue to develop systemwide policies and procedures governing the use of force by officers that are consistent with state and federal laws and ensure officers are trained to those standards.
IMPLEMENTATION: Systemwide use of force policy has been updated and finalized by UCPD and is out for the required systemwide review and comment in July 2020.
STATUS: Complete.

▶ **RECOMMENDATION 11:** UCPD shall ensure officers are provided training prior to the deployment or use of any force or relevant equipment.
IMPLEMENTATION: UCI PD officers receive training prior to the deployment or use of any force or relevant equipment. www.police.uci.edu/how-do-i/_img/use_of_force_policy.pdf.
STATUS: Complete.

▶ **RECOMMENDATION 12:** Departments shall document and review each use of force to determine whether the force used was in compliance with applicable policy and law.
IMPLEMENTATION: UCI Policy 300 Use of Force requires that incidents be documented. Reports are reviewed by the division Lieutenant and the Assistant Chief of Police to ensure that the force was within policy and the law, as well as to determine if any additional training is required.
STATUS: Complete.

▶ **RECOMMENDATION 13:** UCPD should ensure officers are trained in de-escalation techniques and effective communication.
IMPLEMENTATION: UCI PD officers participate in Tactical Communications training, Mental Health Decision-Making and Mental Health Response training and continue to attend de-escalation/tactical communication courses through POST as they become available. More information on UCIPD training can be found on the UCIPD website. www.police.uci.edu/how-do-i/police-training.php.
STATUS: Complete.

▶ **RECOMMENDATION 14:** UCPD should capture all use of force data and report it to the California Department of Justice for analysis and release to the general public, subject to applicable policies and laws.
IMPLEMENTATION: UCI Policy 300.5.2 requires the reporting of all officer-involved shootings and use of force resulting in serious bodily injury per AB 71. Effective 1/1/2016, all use of force incidents resulting in serious bodily injury, as defined by GC section 12525.2(d), discharge of a firearm, or death, must be reported to the DOJ. UCI PD currently summarizes use of force and weapons drawn data on its website. www.police.uci.edu/how-do-i/use-of-force.php.
STATUS: Complete.

INDEPENDENT ADVISORY BOARDS

▶ **RECOMMENDATION 15:** Campuses shall create independent advisory boards with representatives from the campus who can facilitate and enhance communication between the police department and the greater campus community as well as work collaboratively with the departments on issues involving campus safety and security.

- Each independent advisory board will report to a chancellor's designee and will have access to publicly available reports, data and campus surveys related to the police departments.
- The boards will include, at a minimum, faculty, staff and student representatives and will also include at least one ex officio member from the police department.
- The boards will serve as campus liaisons to facilitate engagement between the campus community and their corresponding police departments.
- Board members shall receive an initial briefing as well as continuous education on the relevant laws and issues related to policing including the existing training standards and policies.
- The boards should collaborate with UCPD in creating shared learning environments where officers and members of the campus community interact and learn together.
- The boards should prepare annual reports of their activities.

IMPLEMENTATION: UCI's Public Safety Advisory Committee (PSAC) was established in February 2018. The PSAC is made up of faculty, students, staff, and an ex-officio member of the Police Department and reports to the CFO and Vice Chancellor of the Division of Finance and Administration.
STATUS: Complete.

- The PSAC has access to publicly available reports, data, and campus surveys related to the UCI Police Department.
  STATUS: Complete.
- The PSAC is made up of faculty, students, staff, and an ex-officio member of the Police Department.
  STATUS: Complete.
- Mission: The Public Safety Advisory Committee proactively seeks the advice and counsel from a diverse group of community members regarding issues that impact the safety and quality of life of students, faculty, staff, and visitors of the UCI campus and Medical Center. Purpose: A link between the campus community and the UCI Police Department, the Public Safety Advisory Committee provides a forum to discuss and make recommendations on public policies, community outreach and may participate on hiring panels for key UCI Police Department personnel. The advisory committee will produce an annual report which summarizes its activities and includes key data of interest to the campus community, including the number and types of complaints the UCI Police Department receives.
  STATUS: Complete.
- Beginning in the 2020-21 academic year, newly-appointed PSAC members will receive an initial briefing on university policing. Quarterly PSAC meetings include a briefing on relevant laws and issues related to policing at quarterly meetings.
  STATUS: Complete.
- UCI PD offers the Community Police Academy to the campus community twice per year. One seat is made available at each course for a Public Safety Advisory Committee (PSAC) member. PSAC hosts an annual Town Hall and works together with members of the campus community and UCI PD on presentations and surveys.
  STATUS: Complete.
- The Public Safety Advisory Committee produces an annual report which is posted on the PSAC website: www.fa.uci.edu/psac.
  STATUS: Complete.

► **RECOMMENDATION 16:** Those campuses with existing advisory boards that differ from the independent advisory boards described above will transition to the recommended model within 2 years.
IMPLEMENTATION: Not applicable – UCI's existing Public Safety Advisory Committee (PSAC) meets recommendation #16.
STATUS: Complete.

COMMUNITY ENGAGEMENT

► **RECOMMENDATION 17:** Each campus should work with UCPD to identify ways to improve outreach, focusing on principles of engagement, open and responsive dialogues, and education. There should be a feedback mechanism for consistently evaluating and improving these efforts, and campus diversity officers and other campus leaders should be involved.
IMPLEMENTATION: UCI PD outreach efforts include the annual PSAC Town Hall and other programs and activities. In addition, a designated Community Engagement Officer facilitates outreach and establishes opportunities for UCI PD officers to engage the campus community. UCI PD education and awareness programs and activities for community engagement include:

- The Community Police Academy (CPA) is held twice per year. Participant feedback is requested at the conclusion of the academy to gauge the effectiveness of the program and to make adjustments to meet the community's expectations.
- Coffee with a Cop
- Coffee & Donuts with students and Police, offered in partnership with ASUCI Advocate General's office
- The "Standing with Anteaters to Foster Engagement and Responsibility" (S.A.F.E.R.) Program is led by a UCI PD Sergeant who serves as a liaison to various campus community groups to help foster engagement and responsibility among police, students, staff, and faculty.
- Behind the Badge program
- Special Olympics
- Student Housing presentations
- Student Parent Orientation Program (SPOP) presentations
  Monthly ASUCI Leadership Meeting
- Monthly Community Coordinated Review Meeting
- Active Shooter Safety Presentations for students, staff, and faculty;
- Self Defense Awareness training in partnership with Anteater Recreation Center (ARC)
- Alcohol presentations to fraternity and sorority groups
- Annual Movie/BBQ night in the University Hills residential neighborhood
  www.police.uci.edu/comm-engagement
  www.police.uci.edu/comm-engagement/safer.php

STATUS: Complete.

► **RECOMMENDATION 18:** Each campus should perform a campus satisfaction survey no less than annually, and include questions regarding interactions with and perceptions of the police department and their activities.
IMPLEMENTATION: An annual campus satisfaction survey of UCI PD will be developed and implemented by the UCI Office of Inclusive Excellence. In addition, UCI PD has developed an online

survey on their website which can be completed at any time by members of the University community. https://app.smartsheet.com/b/form/1ad97d7605574c409caed7c8c45fd516.
STATUS: Anticipated completion by 2021.

► **RECOMMENDATION 19:** The campuses and their police departments should strengthen relationships with local government and their police departments to ensure that campus concerns are appropriately communicated.
IMPLEMENTATION: UCI Police Department has existing memoranda of agreement with the police departments in the cities of Irvine and Orange, as well as the Orange County Sheriff's Department. In addition, the UCI Police Chief is an active member of the Orange County Police Chiefs and Sheriff Association, and the Campus Security and Police Chiefs Association. The Assistant Chief and Lieutenants are members of the Orange County Commanders Association.
STATUS: Complete.

TRAINING

► **RECOMMENDATION 20:** UCPD should expand existing training on effective communication through specialized instruction on procedural justice, implicit bias, mental health, de-escalation, cultural sensitivity, sexual orientation and trauma-informed interviewing. UCPD should create mechanisms for continually evaluating and improving the effectiveness of these trainings.
IMPLEMENTATION: UCI PD continually reviews its training program to identify mandatory, essential and desired training for department staff to ensure training opportunities and goals are met. The department's goal is to exceed the training levels required by POST for police officers and dispatchers. Below is a list of trainings conducted by UCI PD in the last two years:
- Officer's Bias & Racial Profiling Training
- Implicit Bias Training
- Procedural Justice Training
- Diversity Training
- Trauma-Informed Interview and Investigations Training
- Procedural Justice & Implicit Bias Training
- Racial Profiling, Cultural Diversity Training
- Tactical Communications Training

Feedback from staff who attend training, employee performance evaluations, and review of complaints are mechanisms utilized to gauge the effectiveness of training.
www.police.uci.edu/how-do-i/police-training.php.
STATUS: Complete.

► **RECOMMENDATION 21:** UCPD should offer educational and awareness presentations or classes for students, staff and faculty. UCPD should create mechanisms for continually evaluating and improving the effectiveness of these classes.
IMPLEMENTATION: UCI PD's community programs and activities include a component of education and awareness. In addition, a designated Community Engagement Officer facilitates outreach and establishes opportunities for officers to engage the campus community. Events include:
- The Community Police Academy (CPA) is held twice per year. Participant feedback is requested at the conclusion of the academy to gauge the effectiveness of the program and to make

adjustments to meet the community's expectations. https://police.uci.edu/comm-engagement/index.php

- Student Housing presentations on safety
- Student Parent Orientation Program (SPOP) presentations on Campus Safety and Awareness
- Active Shooter Safety Presentations for students, staff, and faculty
- Self Defense Awareness training in partnership with Anteater Recreation Center (ARC)
- Alcohol Safety Awareness to fraternity and sorority groups
- Threat Assessment Training for Faculty

STATUS: Complete.

TRANSPARENCY

► **RECOMMENDATION 22:** ECAS should audit UCPD complaint investigations and use of force reports.
IMPLEMENTATION: Audits will commence upon completion of a full calendar year of implementation of the recommendations related to the uniform complaint process and use of force policy. This audit will be added to the systemwide audit plan.
STATUS: Anticipated completion of November 2021.

► **RECOMMENDATION 23:** UCPD should create a framework for tracking and reporting the characteristics of each pedestrian and vehicle stop, detention, and arrest and ensure that information is communicated to the California Department of Justice for analysis and release to the general public.
IMPLEMENTATION: UCI PD is working with the CAD/RMS provider (RIMS) to complete development of the module which tracks RIPA data through the current Records Management System, allowing the collection of data to report to the DOJ in advance of the April 1, 2023 deadline. In the interim, contact characteristics are being collected manually and are included on the UCI PD website: https://police.uci.edu/how-do-i/contact-data.php.
STATUS: Complete.

► **RECOMMENDATION 24:** UCPD should explore ways to publicly post relevant standards, policies, practices, education and training material. UCPD should implement and explore ways to publicly post relevant standards, policies, as permitted by law.
IMPLEMENTATION: SB 978 (Bradford-D): Beginning January 1, 2020, POST and all local agencies must post on their website current standards, policies, practices, operating procedures, and education and training materials that would otherwise be released via a PRA request. While UC police departments are exempt from the requirement, UCI PD posts this information on its website in compliance with this recommendation: https://police.uci.edu/how-do-i/policies.php.
STATUS: Complete.

► **RECOMMENDATION 25:** UCPD shall explore ways to release certain video evidence as required to comply with state law.
IMPLEMENTATION: UCI PD releases records as required under the: California Public Records Act, AB748, and SB1421.
STATUS: Complete.

► **RECOMMENDATION 26:** Consistent with state law, UCPD shall develop ways to release records upon request.
IMPLEMENTATION: UCI PD releases records as required under the: California Public Records Act, AB748, and SB1421.
STATUS: Complete.

► **RECOMMENDATION 27:** Each UCPD department shall produce and publish an annual report on its website that includes the number of complaints received, investigated and closed during the year, the general category of those complaints, the complainant's relationship to the campus (if known) and the disposition.
IMPLEMENTATION: UCI PD publishes a summary of complaints on its website, including year of complaint, location, affiliation, allegation, investigation status and outcome. www.police.uci.edu/commendations-complaints/index.php.
STATUS: Complete.

IMPLEMENTATION

► **RECOMMENDATION 28:** Each campus shall create an implementation plan to ensure that recommendations from this Report that are accepted by the President are completed in a timely manner.
IMPLEMENTATION: UCI is close to 100% completion for campus-led recommendations and will work collaboratively on systemwide-led recommendations.
STATUS: Complete.

COMPLAINT PROCESS

► **RECOMMENDATION 1:** UCPD Council of Chiefs should collaboratively create a uniform complaint process for all UC locations and ensure that complaints regarding police officers can be submitted in writing, by email, in person, online or by telephone and that those complaints are appropriately investigated.

IMPLEMENTATION: UC Police Department Council of Chiefs has drafted the uniform complaint process in consultation with campus stakeholders. The final draft will go out for systemwide review and comment in mid-July. The policy will be implemented at a local level on all campuses during the review and comment process.

STATUS: Anticipated completion July 2020.

► **RECOMMENDATION 2:** UC should have a systemwide phone number and web-based intake system for reporting complaints of alleged officer misconduct and commendations.

IMPLEMENTATION: The Office of Ethics, Compliance and Audit Services (ECAS) is implementing a systemwide solution for reporting complaints of alleged officer misconduct and commendations using the NAVEX system.

STATUS: Anticipated completion of September 2020.

► **RECOMMENDATION 3:** This system should enable individuals to communicate anonymously and offer foreign language support. UC's Office of Ethics, Compliance and Audit Services ("ECAS") should explore whether the existing complaint hotline that allows foreign language support and anonymous communications can be an additional intake point for complaints.

IMPLEMENTATION: The Office of Ethics Compliance and Audit Services (ECAS) is implementing a systemwide solution for reporting complaints which will include foreign language support and anonymous communications.

STATUS: Anticipated completion of September 2020.

► **RECOMMENDATION 4:** Except when complaints are submitted anonymously, UCPD should provide a written (or email) acknowledgement of a complaint to the complainant promptly.

IMPLEMENTATION: The Administrative Lieutenant acknowledges complaints as follows:

• When a complaint is received, a letter is sent to the complainant, listing the assigned supervisor and their contact information, via USPS when a physical address is provided or emailed if only an email was provided. https://ucla.app.box.com/v/1020PersonnelComplaints

• When the investigation is complete, a letter is sent to the complainant, advising of the adjudication, via USPS or email as appropriate.

• If a complaint is received but is determined not to involve a violation of policy, procedure, or law, a letter is sent to the complainant via USPS or email as appropriate explaining it is not a matter for the PD to investigate as a complaint but could be adjudicated through a court of law (e.g., disputed traffic violations).

• Copies of all letters become part of the permanent complaint file and the electronic file.

STATUS: Complete.

► **RECOMMENDATION 5:** UCPD and all campuses should create a frequently asked questions (FAQs) webpage for the complaint process that details, among other things, the manner in which

complaints can be made, the process for investigating complaints, the notification process and the information available regarding the complaint

IMPLEMENTATION: Council of Chiefs has drafted frequently asked questions (FAQs) in consultation with campus stakeholders. The FAQs will be available with the policy when it is implemented at a local level.

STATUS: Anticipated completion July 2020.

► **RECOMMENDATION 6:** Every complaint should be tracked from intake through final disposition. The tracking system should be capable of capturing information regarding the complaint sufficient to perform trend analysis.

IMPLEMENTATION: The Administrative Lieutenant tracks and records each complaint from intake through final disposition and complaint data will be reviewed annually by the Public Safety Advisory Council and posted online at https://www.police.ucla.edu/other/commendations-complaint-procedures.

STATUS: Complete.

► **RECOMMENDATION 7:** ECAS should conduct audits to verify complaints are being taken properly and to ensure all employees are adhering to UC policies and procedures and individual departments' standards.

IMPLEMENTATION: Audits will commence upon completion of a full calendar year of implementation of the recommendations related to the uniform complaint process. This audit will be added to the systemwide audit plan.

STATUS: Anticipated completion of November 2021.

► **RECOMMENDATION 8:** UCPD and all campuses should identify review criteria for complex complaint cases. The Chancellor or their designee will determine the appropriate investigative entity to handle such cases. (Revised from original per President Napolitano's Feb 13, 2019 letter.)

IMPLEMENTATION: Complaint procedures are outlined in the UCLA PD Policy Manual https://ucla.app.box.com/v/1020PersonnelComplaints and on the UCLA PD website https://www.police.ucla.edu/other/commendations-complaint-procedures.

Per current practice, the Administrative Lieutenant refers any "complex complaint cases" to the Chief of Police for review, including consultation with Executive Staff and Administrative Vice Chancellor as warranted on a case-by-case basis to determine an appropriate course of action. Criteria that is considered includes:

- The seriousness or severity of the allegation
- Number of UCPD personnel involved
- Cases that exceed the department's resources or expertise
- Conflicts of interests between supervisor(s)/investigator/involved officer(s)
- Specific allegations against the Chief or Captains
- Mutual aid incidents

STATUS: Complete.

► **RECOMMENDATION 9:** No individual UC police department should be permitted to investigate allegations of misconduct directed at its chief.
IMPLEMENTATION: Any complaints against the Chief of Police would be referred to the Administrative Vice Chancellor for handling.
STATUS: Complete.

USE OF FORCE

► **RECOMMENDATION 10:** UCPD shall continue to develop systemwide policies and procedures governing the use of force by officers that are consistent with state and federal laws and ensure officers are trained to those standards.
IMPLEMENTATION: Systemwide use of force policy has been updated and finalized by UCPD and is out for the required systemwide review and comment in July 2020.
STATUS: Complete.

► **RECOMMENDATION 11:** UCPD shall ensure officers are provided training prior to the deployment or use of any force or relevant equipment.
IMPLEMENTATION: All UCLA PD officers are provided training upon employment and additional training for arrest and control tactics and use of force at least once every 2 years.
https://www.police.ucla.edu/about-ucla-pd/administrative-bureau/personnel-and-training.
STATUS: Complete.

► **RECOMMENDATION 12:** Departments shall document and review each use of force to determine whether the force used was in compliance with applicable policy and law.
IMPLEMENTATION: The assigned sergeant, patrol lieutenant, and operations captain perform this function, consistent with UCLA PD Policy - General Order 11-06.
https://ucla.app.box.com/v/300UseOfForce.
STATUS: Complete.

► **RECOMMENDATION 13:** UCPD should ensure officers are trained in de-escalation techniques and effective communication.
IMPLEMENTATION: All UCLA PD officers receive training in tactical communication and de-escalation techniques in the academy, upon employment, and at least once every 2 years to meet State and UCPD requirements. https://www.police.ucla.edu/other/use-of-force.
STATUS: Complete.

► **RECOMMENDATION 14:** UCPD should capture all use of force data and report it to the California Department of Justice for analysis and release to the general public, subject to applicable policies and laws.
IMPLEMENTATION: All use of force data is submitted to DOJ as required by AB 71 Criminal Justice: reporting. https://openjustice.doj.ca.gov. This information is also posted online at https://police.ucla.edu/use-of-force.
STATUS: Complete.

► **RECOMMENDATION 15:** Campuses shall create independent advisory boards with representatives from the campus who can facilitate and enhance communication between the police department and the greater campus community as well as work collaboratively with the departments on issues involving campus safety and security.

- Each independent advisory board will report to a chancellor's designee and will have access to publicly available reports, data and campus surveys related to the police departments.
- The boards will include, at a minimum, faculty, staff and student representatives and will also include at least one ex officio member from the police department.
- The boards will serve as campus liaisons to facilitate engagement between the campus community and their corresponding police departments.
- Board members shall receive an initial briefing as well as continuous education on the relevant laws and issues related to policing including the existing training standards and policies.
- The boards should collaborate with UCPD in creating shared learning environments where officers and members of the campus community interact and learn together.
- The boards should prepare annual reports of their activities.

IMPLEMENTATION: The Police Chief established the Police Chief's Advisory Council in March 2017, which has proven to be a valuable collaboration forum. However, to comply with the requirement for the group to be independent from UCPD, the Public Safety Advisory Council (PSAC) was created. . Both Councils comprise of students (undergraduate and graduate), staff and faculty. PSAC will meet at least quarterly and will provide for an open, honest and engaging forum to exchange ideas, and make recommendations on policing and other campus safety issues impacting the UCLA community. The website will include information regarding the work of the Council and other resources. Information on the PSAC and the PCAC can be found at www.psac.ucla.edu https://www.police.ucla.edu/administrative- bureau/chiefs-advisory-council.

Status: Anticipated completion by July 31, 2020.

- PSAC will be chaired by the Vice Chancellor for Student Affairs.
  Status: Complete
- PSAC members include diverse representation from across the campus, including students, faculty, and staff.
  Status: Anticipated completion by July 31, 2020.
- Engagement will be facilitated each meeting and between meeting via other communication (e.g., email, telephone). **Status:** Anticipated completion by July 31, 2020.
- Briefings and education will occur at PSAC meetings.
  Status: Anticipated completion by July 31, 2020.
- PSAC will encourage a collaborative and shared learning environment.
  Status: Anticipated completion by July 31, 2020.
- PSAC will produce an annual report of its activities.
  Status: Anticipated completion by August 30, 2021.

► **RECOMMENDATION 16:** Those campuses with existing advisory boards that differ from the independent advisory boards described above will transition to the recommended model within 2 years.

IMPLEMENTATION: The Public Safety Advisory Council (PSAC) will be chaired by the Vice Chancellor for Student Affairs and meet all recommended criteria. The existing Police Chief's Advisory Council (PCAC) will continue to meet as an independent council, which PSAC may consult and advise as appropriate.

STATUS: Anticipated completion by July 31, 2020.

COMMUNITY ENGAGEMENT

► **RECOMMENDATION 17:** Each campus should work with UCPD to identify ways to improve outreach, focusing on principles of engagement, open and responsive dialogues, and education. There should be a feedback mechanism for consistently evaluating and improving these efforts, and campus diversity officers and other campus leaders should be involved.

IMPLEMENTATION: The Police Community Services Division continuously works to proactively engage the community through outreach, education, and dialogue with students, faculty, and staff (e.g., Police Chief's Advisory Council, Campus Safety security surveys: https://www.police.ucla.edu/prevention-education/programs/site-security-surveys.) Organizational Effectiveness and Development and UCPD EMS Manager conducts annual customer satisfaction surveys. https://uclasurveys.co1.qualtrics.com/jfe/form/ SV_cZm9qixtkTyvBTT.

STATUS: Complete.

► **RECOMMENDATION 18:** Each campus should perform a campus satisfaction survey no less than annually, and include questions regarding interactions with and perceptions of the police department and their activities.

IMPLEMENTATION: Satisfaction surveys are administered annually by the Office of Organizational Effectiveness and Development and the Emergency Medical Services division of UCLAPD. https://uclasurveys.co1.qualtrics.com/jfe/form/SV_cZm9qixtkTyvBTT.

STATUS: Complete.

► **RECOMMENDATION 19:** The campuses and their police departments should strengthen relationships with local government and their police departments to ensure that campus concerns are appropriately communicated.

IMPLEMENTATION: UCLA PD actively fosters relationships with neighboring agencies on an ongoing basis by participating in the South Bay Training Managers' meetings, HTTF (High Tech Task Force), JTTF (Joint Terrorism Task Force), and Westside Commanders' meetings. UCLA PD partners with the Los Angeles Police Department (LAPD), Santa Monica Police Department (SMPD), Culver City Police Department (CCPD) and the Veteran Administration Police Department (VAPD) to focus on education, crime prevention and enforcement. UCPD also participates in training with K-9 teams, and disaster preparedness.

STATUS: Complete.

TRAINING

► **RECOMMENDATION 20:** UCPD should expand existing training on effective communication through specialized instruction on procedural justice, implicit bias, mental health, de-escalation, cultural sensitivity, sexual orientation and trauma-informed interviewing. UCPD should create mechanisms for continually evaluating and improving the effectiveness of these trainings.

IMPLEMENTATION: All officers receive ongoing, training in the form of legislative mandates and daily Watch Briefings. Every 24 months, officers receive effective communications training, which includes de-escalation and communicating with those who suffer from mental health issues. Additionally, UCPD has expanded mental health awareness training to all officers, rather than only providing that training to Field Training Officers as required. Because of the diverse community we serve, UCPD officers have not only received cultural diversity and sensitivity training, but they also receive training in implicit bias and the four pillars of procedural justice – respect, voice, fairness and trustworthiness - even though this training is not required by California POST. All officers complete online training related to implicit bias. Also, all officers receive sexual assault trauma-informed training in order to effectively communicate with sexual assault survivors. Effectiveness is measured and evaluated through observed interactions, post uses of force reviews, and reported complaints and commendations.
STATUS: Complete.

► **RECOMMENDATION 21:** UCPD should offer educational and awareness presentations or classes for students, staff and faculty. UCPD should create mechanisms for continually evaluating and improving the effectiveness of these classes.
IMPLEMENTATION: UCLA PD provides various presentations throughout the year (e.g., crime prevention, active shooter, CPTED, etc.; orientations for new students, transfer students, and families). https://www.police.ucla.edu/prevention-education/crime-prevention-presentations. Participants are encouraged to complete an evaluation after each session and feedback is relayed to PD.
STATUS: Complete.

TRANSPARENCY

► **RECOMMENDATION 22:** ECAS should audit UCPD complaint investigations and use of force reports.
IMPLEMENTATION: Audits will commence upon completion of a full calendar year of implementation of the recommendations related to the uniform complaint process and use of force policy. This audit will be added to the systemwide audit plan.
STATUS: Anticipated completion of November 2021.

► **RECOMMENDATION 23:** UCPD should create a framework for tracking and reporting the characteristics of each pedestrian and vehicle stop, detention, and arrest and ensure that information is communicated to the California Department of Justice for analysis and release to the general public.
IMPLEMENTATION: Basic data (e.g., date/time of stop, location of stop, perceived race, perceived gender, age) from Field Interview Cards, citations, and arrests are currently noted. UCLA PD does not currently have a mechanism to capture all data characteristic requirements, such as, sexual orientation, English fluency, perceived or known disability, reason for the stop based on a specific list, stop made as a result of call for service, actions taken by officer during the stop from a specific list, basis for search if a search was conducted from a specific list, contraband or evidence discovered from a specific list, basis for property seizure from a specific list, type of property seized from a specific list, result of stop from a specific list. UCLA PD is reviewing data collection options that will encompass all data characteristics that are required by the DOJ. UCPD will work diligently to comply with this prior to the DOJ required date.
STATUS: Anticipated completion by January 1, 2022.

► **RECOMMENDATION 24:** UCPD should explore ways to publicly post relevant standards, policies, practices, education and training material. UCPD should implement and explore ways to publicly post relevant standards, policies, as permitted by law.
IMPLEMENTATION: UCLA PD Command Staff has developed a new PD Policy Manual, including consultation and review by the unions. The final review by the officers is underway and expected to be completed by September 30, 2020. The current Policy Manual can be found at https://www.police.ucla.edu/about-ucla- pd/department-information/policies.
STATUS: Complete.

► **RECOMMENDATION 25:** UCPD shall explore ways to release certain video evidence as required to comply with state law.
IMPLEMENTATION: UCLA PD releases records as required under the: California Public Records Act, AB748, and SB1421. https://www.finance.ucla.edu/tax-records/records-management.
STATUS: Complete.

► **RECOMMENDATION 26:** Consistent with state law, UCPD shall develop ways to release records upon request.
IMPLEMENTATION: The Administrative Lieutenant processes all subpoenas for records and CPRA requests for records received through the Information Practices Office. Copies of police reports may be requested directly from UCLA PD or online at https://www.police.ucla.edu/services/records-unit/request-copy-of-a-report).
STATUS: Complete.

► **RECOMMENDATION 27:** Each UCPD department shall produce and publish an annual report on its website that includes the number of complaints received, investigated and closed during the year, the general category of those complaints, the complainant's relationship to the campus (if known) and the disposition.
IMPLEMENTATION: UCLA PD posts complaint data since 2016 online at https://police.ucla.edu/other/commendations-complaint-procedures. The data will also be included in the PSAC annual report and posted online.
STATUS: Complete.

IMPLEMENTATION

► **RECOMMENDATION 28:** Each campus shall create an implementation plan to ensure that recommendations from this Report that are accepted by the President are completed in a timely manner.
IMPLEMENTATION: The Administrative Vice Chancellor is responsible for ensuring implementation of all campus specific recommendations.
STATUS: Complete.

COMPLAINT PROCESS

► **RECOMMENDATION 1:** UCPD Council of Chiefs should collaboratively create a uniform complaint process for all UC locations and ensure that complaints regarding police officers can be submitted in writing, by email, in person, online or by telephone and that those complaints are appropriately investigated.
IMPLEMENTATION: UC Police Department Council of Chiefs has drafted the uniform complaint process in consultation with campus stakeholders. The final draft will go out for systemwide review and comment in mid-July. The policy will be implemented at a local level on all campuses during the review and comment process.
STATUS: Anticipated completion July 2020.

► **RECOMMENDATION 2:** UC should have a systemwide phone number and web-based intake system for reporting complaints of alleged officer misconduct and commendations.
IMPLEMENTATION: The Office of Ethics, Compliance and Audit Services (ECAS) is implementing a systemwide solution for reporting complaints of alleged officer misconduct and commendations using the NAVEX system.
STATUS: Anticipated completion of September 2020.

► **RECOMMENDATION 3:** This system should enable individuals to communicate anonymously and offer foreign language support. UC's Office of Ethics, Compliance and Audit Services ("ECAS") should explore whether the existing complaint hotline that allows foreign language support and anonymous communications can be an additional intake point for complaints.
IMPLEMENTATION: The Office of Ethics Compliance and Audit Services (ECAS) is implementing a systemwide solution for reporting complaints which will include foreign language support and anonymous communications.
STATUS: Anticipated completion of September 2020.

► **RECOMMENDATION 4:** Except when complaints are submitted anonymously, UCPD should provide a written (or email) acknowledgement of a complaint to the complainant promptly.
IMPLEMENTATION: The Chief of Police or his/her designee will provide a written (or email) acknowledgement of complaint within 7-10 business days:
https://police.ucmerced.edu/Commendations-Complaints.
STATUS: Complete.

► **RECOMMENDATION 5:** UCPD and all campuses should create a frequently asked questions (FAQs) webpage for the complaint process that details, among other things, the manner in which complaints can be made, the process for investigating complaints, the notification process and the information available regarding the complaint
IMPLEMENTATION: Council of Chiefs has drafted frequently asked questions (FAQs) in consultation with campus stakeholders. The FAQs will be available with the policy when it is implemented at a local level.
STATUS: Anticipated completion July 2020.

► **RECOMMENDATION 6:** Every complaint should be tracked from intake through final disposition. The tracking system should be capable of capturing information regarding the complaint sufficient to perform trend analysis.

IMPLEMENTATION: The Chief of Police assigns a case number to each formal complaint. The disposition is promptly updated upon the conclusion of the investigation. Given the small size of the UCMPD, trend analysis is completed internally. The Chief of Police will be able to assess and address volume, frequency and types of formal complaints based on this analysis.
STATUS: Complete.

► **RECOMMENDATION 7:** ECAS should conduct audits to verify complaints are being taken properly and to ensure all employees are adhering to UC policies and procedures and individual departments' standards.
IMPLEMENTATION: Audits will commence upon completion of a full calendar year of implementation of the recommendations related to the uniform complaint process. This audit will be added to the systemwide audit plan.
STATUS: Anticipated completion of November 2021.

► **RECOMMENDATION 8:** UCPD and all campuses should identify review criteria for complex complaint cases. The Chancellor or their designee will determine the appropriate investigative entity to handle such cases. (Revised from original per President Napolitano's Feb 13, 2019 letter.)
IMPLEMENTATION: UCMPD carefully considers investigative factors to determine the appropriate investigative entity to be utilized. The review criteria include, but are not limited to the following:
• The seriousness of allegation
• Rank of employee(s) involved
• Criminal allegation level of seriousness
• Location (criminal jurisdiction)
• Number of employees involved
• Employees from other agencies
• Supervisory conflict of interest
• Mutual aid incidents
• Involvement with UC Staff/Faculty
In addition, UCMPD may consult with campus administration and campus counsel on a case by case basis. UCMPD understands some investigations could require more than one entity such as Title IX, Audit, or an external third party.
STATUS: Complete.

► **RECOMMENDATION 9:** No individual UC police department should be permitted to investigate allegations of misconduct directed at its chief.
IMPLEMENTATION: Complaints involving the Chief of Police are directed to the campus' Chief Ethics and Compliance Officer who reports to the Chancellor.
STATUS: Complete.

USE OF FORCE
► **RECOMMENDATION 10:** UCPD shall continue to develop systemwide policies and procedures governing the use of force by officers that are consistent with state and federal laws and ensure officers are trained to those standards.

IMPLEMENTATION: Systemwide use of force policy has been updated and finalized by UCPD and is out for the required systemwide review and comment in July 2020.
STATUS: Complete.

► **RECOMMENDATION 11:** UCPD shall ensure officers are provided training prior to the deployment or use of any force or relevant equipment.
IMPLEMENTATION: UC Merced PD officers receive training prior to the deployment or use of any force or relevant equipment.
https://police.ucmerced.edu/sites/police.ucmerced.edu/files/documents/use_of_force_06-08-20_clean.pdf.
STATUS: Complete.

► **RECOMMENDATION 12:** Departments shall document and review each use of force to determine whether the force used was in compliance with applicable policy and law.
IMPLEMENTATION: A UCMPD Supervisor completes a Use of Force form to fully document every use of force. The Lieutenant and Chief of Police review each Use of Force form to confirm it was in compliance with UCMPD policy and the law.
https://police.ucmerced.edu/sites/police.ucmerced.edu/files/documents/use_of_force_06-08-20_clean.pdf.
STATUS: Complete.

► **RECOMMENDATION 13:** UCPD should ensure officers are trained in de-escalation techniques and effective communication.
IMPLEMENTATION: UC Merced PD officers attend trainings on de-escalation throughout the year to stay informed about issues impacting the community we serve. Officers receive training from Merced County Mental Health, UC Merced Counseling & Psychological Services, and POST perishable skills training with scenarios requiring officers to demonstrate de-escalation skills. Officers participate in a 16 hour diversity awareness workshop and complete online implicit bias training. UC Merced PD partners with the Merced City Police Department by assigning two UCMPD officers to the Crisis Negotiations Team. They participate in monthly training and attend the annual California Hostage Negotiations Conference.
STATUS: Complete.

► **RECOMMENDATION 14:** UCPD should capture all use of force data and report it to the California Department of Justice for analysis and release to the general public, subject to applicable policies and laws.
IMPLEMENTATION: UC Merced PD is in compliance with reporting requirements to California DOJ. Each use of force is documented, reviewed, and reported as required. Records are maintained in accordance with the UC records retention policy and are available for release to the public.
STATUS: Complete.

INDEPENDENT ADVISORY BOARDS

► **RECOMMENDATION 15:** Campuses shall create independent advisory boards with representatives from the campus who can facilitate and enhance communication between the police department

and the greater campus community as well as work collaboratively with the departments on issues involving campus safety and security.

- Each independent advisory board will report to a chancellor's designee and will have access to publicly available reports, data and campus surveys related to the police departments.
- The boards will include, at a minimum, faculty, staff and student representatives and will also include at least one ex officio member from the police department.
- The boards will serve as campus liaisons to facilitate engagement between the campus community and their corresponding police departments.
- Board members shall receive an initial briefing as well as continuous education on the relevant laws and issues related to policing including the existing training standards and policies.
- The boards should collaborate with UCPD in creating shared learning environments where officers and members of the campus community interact and learn together.
- The boards should prepare annual reports of their activities.

IMPLEMENTATION: UC Merced's PAB is an independent board. The board reports to the Chancellor's designee and has access to publicly available documents.

STATUS: Complete.

- UC Merced PAB is an independent board with representatives from faculty, staff, graduate students and students.
  STATUS: Complete.
- UC Merced PAB serves as a campus liaison to facilitate engagement between the campus community and the campus police department.
  STATUS: Complete.
- Under UC Merced's PAB charter, the Chief of Police or his/her designee provides an initial briefing to Board members before the second PAB meeting of the academic year. UCMPD provides continuous education on the relevant laws and issues related to policing. UCMPD will provide a briefing to the Board on existing training standards and policies commencing with the 2020-2021 academic year.
  STATUS: Complete.
- The Board collaborates with the Police Department to create a shared learning environment wherein officers and members of the campus community interact and learn together. The Board has held two campus-wide Town Halls / discussion sessions and is evaluating additional community outreach.
  STATUS: Complete.
- The UC Merced PAB will prepare an annual report of their activities commencing with the 2019/2020 academic year.
  STATUS: Complete.
- https://chancellor.ucmerced.edu/about-office/police-advisory-board.
  STATUS: Complete.

► **RECOMMENDATION 16:** Those campuses with existing advisory boards that differ from the independent advisory boards described above will transition to the recommended model within 2 years.

IMPLEMENTATION: The existing PAB meets all the requirements of the Taskforce Recommendations.
STATUS: Complete.

COMMUNITY ENGAGEMENT

► **RECOMMENDATION 17:** Each campus should work with UCPD to identify ways to improve outreach, focusing on principles of engagement, open and responsive dialogues, and education. There should be a feedback mechanism for consistently evaluating and improving these efforts, and campus diversity officers and other campus leaders should be involved.

IMPLEMENTATION: UC Merced Police Department strives daily to provide outreach to students, staff, faculty, and the larger Merced community. Remaining engaged with the community is a top priority. Partnerships and collaborations help us stay informed, proactive, and committed to those we serve.

UCMPD offers a variety of educational programs throughout the year:

- 6 week Police Insight program
- Mentor Program
- RAD Rape Aggression Defense
- VIRT Violent Intruder Response
- Duress alarm/office safety training
- CSA Campus security authority

We utilize social media such as Instagram and Facebook to connect with our campus. Informative videos are displayed to address current issues and/or safety concerns.

Positive events provide opportunities to connect with our officers, dispatchers, CSOs, and PSOs. Some recent examples include:

- Student housing presentations
- Donuts with officers
- Coffee & tea with the PD
- ASUCM presentation about programs
- Officers attending CARE VIP workshops
- Painting pumpkins with students
- Alcohol "drunk goggles" events

UCMPD participates in opportunities to further support themed communities:

- Queer Ally facilitator
- Anti-racism study group
- Language Accessibility committee
- Holiday social with DACA students
- AFRO hall basketball tournament

Evaluating and improving our efforts is very important. We offer daily customer service satisfactions surveys to those who have had contact with us. Each program has feedback forms to gauge effectiveness. We also welcome suggestions and collaboration ideas at: https://police.ucmerced.edu/form/feedbacksuggestionscollaboration-requests.
STATUS: Complete.

► **RECOMMENDATION 18:** Each campus should perform a campus satisfaction survey no less than annually, and include questions regarding interactions with and perceptions of the police department and their activities.
IMPLEMENTATION: UC Merced PD's annual customer satisfaction survey is available for two weeks every March. The questions help us gauge:

- Feelings of safety during the day/night
- Frequency of interaction with UCMPD
- Police services utilized
- UCMPD events attended
- Reasons for attending events
- Preferences on communication methods from UCMPD
- Preferences on specific policing efforts
    - Vehicle patrol
    - Foot patrol
    - Bike patrol
    - Safety presentations
    - Community events
    - Traffic enforcement
- Specific customer service ratings on:
    - Lobby services
    - Dispatch interaction
    - Police Officer contacts

UCMPD is very proud of the 2019-2020 survey feedback. The results were consistent with a UC Merced student-led survey about UCMPD: https://police.ucmerced.edu/safety-information.

As an additional effort to obtain feedback, UCMPD dispatchers send customer service surveys daily to community members UCMPD has contacted. The surveys provide an opportunity to obtain feedback and identify areas needing improvement on a daily basis.
STATUS: Complete.

► **RECOMMENDATION 19:** The campuses and their police departments should strengthen relationships with local government and their police departments to ensure that campus concerns are appropriately communicated.
IMPLEMENTATION: UC Merced PD routinely engages and works with City, County, regional and State officials to ensure that campus issues and concerns are shared with the local and regional community.

UCMPD communicates and meets regularly with the Merced County Chiefs Council, Merced Police Department, Merced Fire Department, County Fire, Merced County Sheriff's Office, Merced county District Attorney's Office, CHP, Atwater Police Department, and Merced County Office of Emergency Services.

UCMPD also participates in county wide violent incident training with Riggs Ambulance, fire, and neighboring law enforcement agencies. UCMPD relies heavily on these agencies for emergency response at UC Merced.
STATUS: Complete.

TRAINING

► **RECOMMENDATION 20:** UCPD should expand existing training on effective communication through specialized instruction on procedural justice, implicit bias, mental health, de-escalation, cultural sensitivity, sexual orientation and trauma-informed interviewing. UCPD should create mechanisms for continually evaluating and improving the effectiveness of these trainings.
IMPLEMENTATION: UC Merced PD recognizes police officers need and receive specialized training to uniquely serve our campus. Staff members form campus partnerships to keep us informed and aware of issues in communities. UC Merced PD officers are able to learn additional ways to support and serve our community.

- Procedural Justice – POST Bias & Racial profiling. The POST Principled policing course is also on each officer's training plan.
- Implicit Bias - UC Learning Center.
- Mental Health - Merced County Mental Health and UC Merced Counseling & Psychological services.
- De-Escalation - POST Semi Annual Perishable Skills training. Student accessibility services trains our police officers on how to better serve students with disabilities and learning challenges.
- Cultural Sensitivity - 16-Hour Diversity Awareness Workshop with community members. Officers receive annual undocuALLY training to learn more about our undocumented community members. A 3-hour Gender Expansive workshop is also on each officer's training plan. We will be partnering with the Dean of Student's Office in Fall 2020 to collaborate on social justice initiatives.
- Sexual Orientation - Annual LGBTQ+ training with UC Merced Coordinator of LGBTQ+ Initiatives, Angi Baxter. A 3-hour Queer Ally workshop is also on each officer's training plan.
- Trauma-informed interviewing - Annual training with CARE Director, Yesenia Curiel. The Detective and Investigations Sergeant attend the California Sexual Assault Investigators Association annual conference. They both participate in weekly case management meeting/trainings on domestic violence, sexual assault, and stalking.

STATUS: Complete.

► **RECOMMENDATION 21:** UCPD should offer educational and awareness presentations or classes for students, staff and faculty. UCPD should create mechanisms for continually evaluating and improving the effectiveness of these classes.

IMPLEMENTATION: UC Merced Police Department provides the following trainings and/or presentations for students, staff and faculty:

- VIRT - Virtual Intruder Response Training
  - Custom workplace safety assessments
- 6 week Police Insight Program
  - Community Policing
  - Use of force
  - Suicide/Mental health
  - Domestic Violence
  - Sexual Assault
  - Human trafficking
  - Narcotics/DUI investigations
  - Crime scene
- RAD - Rape Aggression Defense
- Alcohol Awareness "drunk goggles"
- Duress alarm/office safety training
- CLERY CSA Training
- Student Orientation presentations
- New Resident Assistant/Residence Life Coordinator training scenarios
- Dining center Loss Prevention to prevent theft
- Library staff AED training
- Domestic Violence/Sexual Assault/Stalking safety planning
- CAL Teach Summer Program on crime scenes/evidence for local junior high students

Participants are encouraged to provide feedback for continuous improvement and gauge program effectiveness.

STATUS: Complete.

TRANSPARENCY

► **RECOMMENDATION 22:** ECAS should audit UCPD complaint investigations and use of force reports.
IMPLEMENTATION: Audits will commence upon completion of a full calendar year of implementation of the recommendations related to the uniform complaint process and use of force policy. This audit will be added to the systemwide audit plan.
STATUS: Anticipated completion of November 2021.

► **RECOMMENDATION 23:** UCPD should create a framework for tracking and reporting the characteristics of each pedestrian and vehicle stop, detention, and arrest and ensure that information is communicated to the California Department of Justice for analysis and release to the general public.
IMPLEMENTATION: UC Merced PD collects and reports characteristics of subjects contacted. The information is communicated to the Department of Justice by the UCMPD records supervisor. The information is readily available for the public to review, in compliance with AB 953.
STATUS: Complete.

► **RECOMMENDATION 24:** UCPD should explore ways to publicly post relevant standards, policies, practices, education and training material. UCPD should implement and explore ways to publicly post relevant standards, policies, as permitted by law.
IMPLEMENTATION: UC Merced PD remains transparent by publicly posting relevant standards, policies, practices, education and training materials on the UCMPD website. Professional development occurs daily through in person training, conferences, webinars, and videos. The Chief of Police invites the UC Merced campus community to view the CLERY Annual Security report every October. The report elaborates on educational department programs and partnerships we have on campus.

- Department standards/policies https://police.ucmerced.edu/DepartmentPolicies
- Annual Security Report/practices https://police.ucmerced.edu/safety-information/clery-act-statistics-publications
- Training https://police.ucmerced.edu/about/professional-development

STATUS: Complete.

► **RECOMMENDATION 25:** UCPD shall explore ways to release certain video evidence as required to comply with state law.
IMPLEMENTATION: UC Merced PD produces and releases records in response to CA Public Record Act requests, in compliance with SB 1421 and AB 748.
STATUS: Complete.

► **RECOMMENDATION 26:** Consistent with state law, UCPD shall develop ways to release records upon request.
IMPLEMENTATION: UC Merced PD produces and releases records in response to CA Public Record Act requests, in compliance with SB 1421, AB 748 and Government Code 6254. All UC Merced PD Supervisors have attended CA Public records act training.
STATUS: Complete.

► **RECOMMENDATION 27:** Each UCPD department shall produce and publish an annual report on its website that includes the number of complaints received, investigated and closed during the year, the general category of those complaints, the complainant's relationship to the campus (if known) and the disposition.
IMPLEMENTATION: UC Merced PD remains transparent by posting the year, location, complainant affiliation, allegation(s), investigation status, and outcome of every complaint on the UCMPD website. It is posted at https://police.ucmerced.edu/Commendations-Complaints.
STATUS: Complete.

IMPLEMENTATION

► **RECOMMENDATION 28:** Each campus shall create an implementation plan to ensure that recommendations from this Report that are accepted by the President are completed in a timely manner.

IMPLEMENTATION: Smartsheet was used as an interactive implementation plan to track the progress of each campus in real time throughout the 18-month implementation period. This report constitutes the Final Implementation Report of the Taskforce Implementation Co-Chairs.

STATUS: Complete.

COMPLAINT PROCESS

► **RECOMMENDATION 1:** UCPD Council of Chiefs should collaboratively create a uniform complaint process for all UC locations and ensure that complaints regarding police officers can be submitted in writing, by email, in person, online or by telephone and that those complaints are appropriately investigated.
IMPLEMENTATION: UC Police Department Council of Chiefs has drafted the uniform complaint process in consultation with campus stakeholders. The final draft will go out for systemwide review and comment in mid-July. The policy will be implemented at a local level on all campuses during the review and comment process.
STATUS: Anticipated completion July 2020.

► **RECOMMENDATION 2:** UC should have a systemwide phone number and web-based intake system for reporting complaints of alleged officer misconduct and commendations.
IMPLEMENTATION: The Office of Ethics, Compliance and Audit Services (ECAS) is implementing a systemwide solution for reporting complaints of alleged officer misconduct and commendations using the NAVEX system.
STATUS: Anticipated completion of September 2020.

► **RECOMMENDATION 3:** This system should enable individuals to communicate anonymously and offer foreign language support. UC's Office of Ethics, Compliance and Audit Services ("ECAS") should explore whether the existing complaint hotline that allows foreign language support and anonymous communications can be an additional intake point for complaints.
IMPLEMENTATION: The Office of Ethics Compliance and Audit Services (ECAS) is implementing a systemwide solution for reporting complaints which will include foreign language support and anonymous communications.
STATUS: Anticipated completion of September 2020.

► **RECOMMENDATION 4:** Except when complaints are submitted anonymously, UCPD should provide a written (or email) acknowledgement of a complaint to the complainant promptly.
IMPLEMENTATION: UCR PD Policy 1020.4.2 "Acceptance" - A complainant shall be provided with a copy of his/her statement at the time it is filed with the Department (Penal Code § 832.7). Here is the link to the entire UCR PD Policy https://police.ucr.edu/document/ucpd-policy-1.
STATUS: Complete.

► **RECOMMENDATION 5:** UCPD and all campuses should create a frequently asked questions (FAQs) webpage for the complaint process that details, among other things, the manner in which complaints can be made, the process for investigating complaints, the notification process and the information available regarding the complaint
IMPLEMENTATION: Council of Chiefs has drafted frequently asked questions (FAQs) in consultation with campus stakeholders. The FAQs will be available with the policy when it is implemented at a local level.
STATUS: Anticipated completion July 2020.

► **RECOMMENDATION 6:** Every complaint should be tracked from intake through final disposition. The tracking system should be capable of capturing information regarding the complaint sufficient to perform trend analysis.

IMPLEMENTATION: Currently UCR PD has a manual process for tracking the in-take of complaints; notification of the involved UCPD employee(s); completion of the investigation; final determination of allegation(s); and notice of final determination to the complainant and involved UCPD employee(s).
STATUS: Complete.

► **RECOMMENDATION 7:** ECAS should conduct audits to verify complaints are being taken properly and to ensure all employees are adhering to UC policies and procedures and individual departments' standards.
IMPLEMENTATION: Audits will commence upon completion of a full calendar year of implementation of the recommendations related to the uniform complaint process. This audit will be added to the systemwide audit plan.
STATUS: Anticipated completion of November 2021.

► **RECOMMENDATION 8:** UCPD and all campuses should identify review criteria for complex complaint cases. The Chancellor or their designee will determine the appropriate investigative entity to handle such cases. (Revised from original per President Napolitano's Feb 13, 2019 letter.)
IMPLEMENTATION: The Chief of Police coordinates with the Vice Chancellor of Planning Budgeting & Accounting for consideration of when outside investigative entities should utilized. Factors for consideration include:

- The seriousness or severity of the allegation
- Number of UCPD personnel involved
- Cases that exceed the department's resources or expertise
- Conflicts of interests between supervisor(s)/investigator/involved officer(s)
- Specific allegations against the Chief or Assistant Chief of Police
- Mutual aid incidents
- Assessment of the reputational risk to the police department

This information is posted on the UCR PD website Complaint Process FAQ
https://police.ucr.edu/document/ucpd-file-complaint-faq.
STATUS: Complete.

► **RECOMMENDATION 9:** No individual UC police department should be permitted to investigate allegations of misconduct directed at its chief.
IMPLEMENTATION: Any complaint filed against the Police Chief shall be directed to the Vice Chancellor of Planning Budgeting and Administration who should seek legal guidance from campus Legal Affairs and UCOP Counsel for an outside investigator.
STATUS: Complete.

► **RECOMMENDATION 10:** UCPD shall continue to develop systemwide policies and procedures governing the use of force by officers that are consistent with state and federal laws and ensure officers are trained to those standards.
IMPLEMENTATION: Systemwide use of force policy has been updated and finalized by UCPD and is out for the required systemwide review and comment in July 2020.
STATUS: Complete.

► **RECOMMENDATION 11:** UCPD shall ensure officers are provided training prior to the deployment or use of any force or relevant equipment.
IMPLEMENTATION: UCR PD officers receive training prior to the deployment or use of any force or relevant equipment https://police.ucr.edu/document/ucpd-policy-1.
STATUS: Complete.

► **RECOMMENDATION 12:** Departments shall document and review each use of force to determine whether the force used was in compliance with applicable policy and law.
IMPLEMENTATION: UCPD Policy 300 Use of Force requires that each use of force be documented by an uninvolved supervisor. The Chief of Police or designee shall assign a member of his or her command staff to review each use of force by any personnel within his or her command to ensure compliance with this policy and to address any training issues. UCPD systemwide use of force policy https://police.ucr.edu/document/ucpd-policy-1.
STATUS: Complete.

► **RECOMMENDATION 13:** UCPD should ensure officers are trained in de-escalation techniques and effective communication.
IMPLEMENTATION: UCR PD officers participate in ICAT (Integrating Communications Assessment and Tactics - de-escalation and tactical communications) training. Officers are training on a rotating basis. When reasonable and practicable, officers should consider attempts to de-escalate situations through advisements, warnings, verbal persuasion, and other tactics and alternatives to higher levels of force. Refer to UCR PD Policy 300.5 De-escalation https://police.ucr.edu/document/ucpd-policy-1.
STATUS: Complete.

► **RECOMMENDATION 14:** UCPD should capture all use of force data and report it to the California Department of Justice for analysis and release to the general public, subject to applicable policies and laws.
IMPLEMENTATION: UCR PD submits use of force data as required to the Department of Justice (DOJ) regarding all officer-involved shootings and incidents involving use of force resulting in serious bodily injury is collected and forwarded to the DOJ as required by Government Code §12525.2. Refer to UCR PD Policy 300.20 Reporting to the California Department of Justice https://police.ucr.edu/document/ucpd-policy-1.
STATUS: Complete.

INDEPENDENT ADVISORY BOARDS

► **RECOMMENDATION 15:** Campuses shall create independent advisory boards with representatives from the campus who can facilitate and enhance communication between the police department and the greater campus community as well as work collaboratively with the departments on issues involving campus safety and security.

- Each independent advisory board will report to a chancellor's designee and will have access to publicly available reports, data and campus surveys related to the police departments.
- The boards will include, at a minimum, faculty, staff and student representatives and will also include at least one ex officio member from the police department.
- The boards will serve as campus liaisons to facilitate engagement between the campus community and their corresponding police departments.
- Board members shall receive an initial briefing as well as continuous education on the relevant laws and issues related to policing including the existing training standards and policies.
- The boards should collaborate with UCPD in creating shared learning environments where officers and members of the campus community interact and learn together.
- The boards should prepare annual reports of their activities.

IMPLEMENTATION: In 2017, the UCR PD Chief's Campus Community Advisory Board was created and chaired Vice Chancellor Ron Coley and has always included student, faculty and staff representatives. The board is now chaired by Vice Chancellor Gerry Bomotti. The mission, membership and meeting notes are posted on the UCR PD website https://police.ucr.edu/document/chiefs-campus-community-advisory-board-2. In June of 2020, the name was changed to UCR Campus Community Police Advisory Board. The UCPD web site will be updated to reflect this change by 06/18/20. The mission of the UCR Campus Community Police Advisory Board: Strengthening trust between the police department and campus community; Campus community concerns and issues; Perceptions of the campus police department; Issues affecting public safety on campus and in adjacent neighborhoods; Crime prevention and reduction programs with an emphasis on community engagement; Develop opportunities for improvements of the delivery of police service to the UCR community.

STATUS: Complete.

- At UCR the Vice Chancellor of Budget & Administration chairs the Campus Community Police Advisory Board. The Vice Chancellor may have access to publicly available reports and data that does not interfere with on-going investigations. Prior and future UCPD surveys are available to him.
  STATUS: Complete.
- The Campus Community Police Advisory Board has student, faculty and staff representation. Members will be selected to serve on the advisory board based on their professionalism, integrity, and commitment to serve the UCR community. Members shall treat each other courteously, respect all viewpoints and live up to UCR's Principles of Community https://chancellor.ucr.edu/documents/community.pdf. The board shall be comprised of members that represent, but are not limited to any of the following areas of UCR:
  o Chancellor's appointed Chairperson
  o Academic Senate Committee on Faculty Welfare
  o Diversity Council

- o   Student Association Associated Students of UCR (ASUCR)
- o   Staff Assembly
- o   Office of Equal Employment & Affirmative Action
- o   AVC of Diversity & Inclusion
- o   Vice Chancellor Student Affairs
- o   The Office of the Ombudsman (non-voting advisory role)
- o   UCR Chief of Police Management
- o   AVC of Governmental & Community Relations
- o   UCR Campus Counsel (non-voting advisory role)
- o   UCRPD Chief of Police designee from UCRPD
- o   UCR Dean

  Each of the above organizations or units nominate a representative who is willing to work cooperatively and respectfully in a team environment. Each nomination will be reviewed and approved by the Chancellor https://police.ucr.edu/document/chiefs-campus-community-advisory-board-2.
  STATUS: Complete.

- The Chief's Campus Community Advisory Board members are encouraged to help develop, participate and share UCPD community engagement opportunities with the organizations they represent. Examples of UCPD community engagement programs and activities communicated and/or coordinated with the board are available on the UC Riverside PD Instagram https://www.instagram.com/ucrpolicedept/?utm_source=ig_embed.
  STATUS: Complete.

- UCPD shares and briefings the board on relevant laws, issues, training and policies. Advisory board meetings notes are posted on the UCPD website that include these topics https://police.ucr.edu/document/chiefs-campus-community-advisory-board-2.
  STATUS: Complete.

- This is currently in place and on-going. Refer to UCPD Instagram for examples of community engagement and interaction. https://www.instagram.com/ucrpolicedept/?utm_source=ig_embed.
  STATUS: Complete.

- When possible quarterly meetings and reports on various topics are discussed/ submitted to members of the board. UCPD posts advisory board meeting notes via the UCPD website https://police.ucr.edu/document/chiefs-campus-community-advisory-board-2.
  STATUS: Complete.

► **RECOMMENDATION 16:** Those campuses with existing advisory boards that differ from the independent advisory boards described above will transition to the recommended model within 2 years.
IMPLEMENTATION: Not Applicable at UC Riverside.
STATUS: Complete.

COMMUNITY ENGAGEMENT

► **RECOMMENDATION 17:** Each campus should work with UCPD to identify ways to improve outreach, focusing on principles of engagement, open and responsive dialogues, and education. There should be a feedback mechanism for consistently evaluating and improving these efforts, and campus diversity officers and other campus leaders should be involved.

IMPLEMENTATION: UCR PD participates in various forums, committees, and workshops that involve students, faculty or staff. Examples include:

- University of California at Riverside Police Community Advisory Board
  https://police.ucr.edu/document/chiefs-campus-community-advisory-board-2
- Free Speech Work Group: https://chancellor.ucr.edu/free-speech-working-group
- UCR Gender Recognition Tasks Force: https://chancellor.ucr.edu/task-force-california-gender-recognition-act
- UCPD social media and community engage activities
  https://www.instagram.com/ucrpolicedept/?utm_source=ig_embed
- UCPD also participates in speakers and workshop series lead by the AVC of Diversity & Inclusion

STATUS: Complete.

► **RECOMMENDATION 18:** Each campus should perform a campus satisfaction survey no less than annually, and include questions regarding interactions with and perceptions of the police department and their activities.

IMPLEMENTATION: UCPD website includes a survey link for on-going feedback on UCPD service and interaction on https://police.ucr.edu/contact-us#no-backare available for comments & suggestions. The department is developing a UCPD survey within the UCR Qualtrics system for dissemination.

STATUS: Anticipated completion by July 2020.

► **RECOMMENDATION 19:** The campuses and their police departments should strengthen relationships with local government and their police departments to ensure that campus concerns are appropriately communicated.

IMPLEMENTATION: UCPD participates in City and University partnerships. The Chief is also a member of the Association of Riverside County Chiefs of Police and Sheriffs and Riverside County Law Enforcement Administrators who meet regularly.

STATUS: Complete.

TRAINING

► **RECOMMENDATION 20:** UCPD should expand existing training on effective communication through specialized instruction on procedural justice, implicit bias, mental health, de-escalation, cultural sensitivity, sexual orientation and trauma-informed interviewing. UCPD should create mechanisms for continually evaluating and improving the effectiveness of these trainings.

IMPLEMENTATION: In compliance with California Penal Code 13519.4, on-going training for officers will occur on a regular/rotating basis on racial and cultural differences. The course or courses of instruction and the guidelines shall stress understanding and respect for racial, identity, and cultural differences, and development of effective, non-combative methods of carrying out law enforcement duties in a diverse racial, identity, and cultural environment. UCPD is exploring more learning

opportunities through partnering with offices in the Diversity, Equity and Inclusion and student affairs, as well as the Learning Management System (LMS).

- Racial Profiling & Cultural Diversity Training – 2013 (Ellen Romaine)
  - Diversity and racial profiling
  - Racial profiling versus criminal behavior profiling
  - Stereo types
- Domestic Violence Sexual Assault Training -2015
  - Trauma-Informed Interviews and approach with survivors
  - Victim/survivor advocacy
  - Victim/survivor responses to sexual assault
- Implicit Bias Training "Remaining Fair & Impartial" 2015 (Embassy Consulting)
  - Understanding various forms of oppression
  - Stereo-types, prejudice and discrimination
  - Definition of racial profiling
- Trauma informed training refresher by UCR CARE – 2016
- Riverside Area Rape Crisis Training for law enforcement – 2016
- LGTB training with UCPD-2017
  - Terminology and orientation
  - LGTBQ discrimination and history
  - Inclusive and respectful language
- Trauma informed training refresher by UCR CARE – 2017
- Riverside Area Rape Crisis Training for law enforcement – 2017
- ICAT (Integrated Communications Assessment and Tactics - De-escalation and tactical communications) training - 2018 (joint training with RPD)
  - Critical incident decision making
  - Defusing and slowing down the situation
  - Descalation techniques
- Gender Recognition: A Focus on Transgender, Nonbinary, and Intersex Awareness -2019/2020
  - UCR Learning Management System training

STATUS: Complete.

► **RECOMMENDATION 21:** UCPD should offer educational and awareness presentations or classes for students, staff and faculty. UCPD should create mechanisms for continually evaluating and improving the effectiveness of these classes.

IMPLEMENTATION: Each year UCPD partners with departments and organizations for annual event/programs that introduce UCPD to our campus community. These include:

- Orientations to incoming Freshman, transfer students and parents
- Orientations to International students just before the fall semester to provide incoming international students with basic safety and active shooter training.
- Staff training (typically new staff) on both basic safety and active shooter at various times throughout the year.

- We also provide yearly training to Women's Resource Center staff, Residential Life Staff, Housing Staff, and Dining staff.
- Other popular presentation for staff on campus is dealing with Disruptive Behavior or Persons. This is done 2-4 times per year and/or on a case by case basis.

The UCPD Crime Prevention Detectives have also done adjunct programs and provide training and awareness presentation to students, staff and faculty on various topics this includes but not limited to:

- African Student Programs (Q&A) o Know Your Rights Event at Pentland Hills (Q&A)
- Coffee with a Cop at the Coffee Bean and Tea Leaf (Q&A, Community Outreach)
- Student Athlete Highlander Fair o R'Women Q&A
- Veterans Affairs Presentation and Q&A. Campus Apartment Town Council at Bannockburn (Q&A)
- Black Student Task Force & UCPD bridging the Gap forum (Q&A)

The UCPD website includes a survey link on police services, performances, suggestions and comments https://police.ucr.edu/contact-us#no-back.
STATUS: Complete.

TRANSPARENCY

► **RECOMMENDATION 22:** ECAS should audit UCPD complaint investigations and use of force reports.
IMPLEMENTATION: Audits will commence upon completion of a full calendar year of implementation of the recommendations related to the uniform complaint process and use of force policy. This audit will be added to the systemwide audit plan.
STATUS: Anticipated completion of November 2021.

► **RECOMMENDATION 23:** UCPD should create a framework for tracking and reporting the characteristics of each pedestrian and vehicle stop, detention, and arrest and ensure that information is communicated to the California Department of Justice for analysis and release to the general public.
IMPLEMENTATION: This is a new state law (AB953 RIPA requirements) that will require UCPD to be in compliance with by 2022. Recently the department acquired a new Computer Aided Dispatching and Records Management System. This system can be programmed to gather and track this data, but is not ready to do so at this time. The optional approach for capturing this data is through Mobile Data Terminals in all police vehicles. We will currently do not have MDT's and will explore opportunities to acquire them with the Vice Chancellor.
STATUS: Anticipated completion TBD.

► **RECOMMENDATION 24:** UCPD should explore ways to publicly post relevant standards, policies, practices, education and training material. UCPD should implement and explore ways to publicly post relevant standards, policies, as permitted by law.
IMPLEMENTATION: Senate Bill 978 requires law enforcement agencies to post on their websites all current standards, policies, practices, operating procedures, and education and training materials that would otherwise be available to the public if a request is made pursuant to the California Public Records Act. UCPD at Riverside has posted the department's policy on the department website https://police.ucr.edu/document/ucpd-policy-1.
STATUS: Complete.

► **RECOMMENDATION 25:** UCPD shall explore ways to release certain video evidence as required to comply with state law.
IMPLEMENTATION: UCR PD releases records as required under the California Public Records Act, Assembly Bill 748, Senate Bill 1421 and in coordination with the Riverside District Attorney's Office.
STATUS: Complete.

► **RECOMMENDATION 26:** Consistent with state law, UCPD shall develop ways to release records upon request.
IMPLEMENTATION: UCR PD releases records as required under the California Public Records Act, Assembly Bill 748, Senate Bill 1421 and in coordination with the Riverside District Attorney's Office.
STATUS: Complete.

► **RECOMMENDATION 27:** Each UCPD department shall produce and publish an annual report on its website that includes the number of complaints received, investigated and closed during the year, the general category of those complaints, the complainant's relationship to the campus (if known) and the disposition.
IMPLEMENTATION: UCR PD annually submits citizen complaint to Department of Justice data. The department posted this information on the UCPD website in compliance with Government Code 13012. https://police.ucr.edu/document/annual-report-civilian-complaints.
STATUS: Complete.

IMPLEMENTATION

► **RECOMMENDATION 28:** Each campus shall create an implementation plan to ensure that recommendations from this Report that are accepted by the President are completed in a timely manner.
IMPLEMENTATION: The RAO will review all campus sourced reports with the appropriate department head and develop timelines for completion. UCR PD will discuss and address gaps (less than 100% completed) of campus-based recommendations for implementation with Vice Chancellor Bomotti.
STATUS: Complete.

► **RECOMMENDATION 1:** UCPD Council of Chiefs should collaboratively create a uniform complaint process for all UC locations and ensure that complaints regarding police officers can be submitted in writing, by email, in person, online or by telephone and that those complaints are appropriately investigated.
IMPLEMENTATION: UC Police Department Council of Chiefs has drafted the uniform complaint process in consultation with campus stakeholders. The final draft will go out for systemwide review and comment in mid-July. The policy will be implemented at a local level on all campuses during the review and comment process.
STATUS: Anticipated completion July 2020.

► **RECOMMENDATION 2:** UC should have a systemwide phone number and web-based intake system for reporting complaints of alleged officer misconduct and commendations.
IMPLEMENTATION: The Office of Ethics, Compliance and Audit Services (ECAS) is implementing a systemwide solution for reporting complaints of alleged officer misconduct and commendations using the NAVEX system.
STATUS: Anticipated completion of September 2020.

► **RECOMMENDATION 3:** This system should enable individuals to communicate anonymously and offer foreign language support. UC's Office of Ethics, Compliance and Audit Services ("ECAS") should explore whether the existing complaint hotline that allows foreign language support and anonymous communications can be an additional intake point for complaints.
IMPLEMENTATION: The Office of Ethics Compliance and Audit Services (ECAS) is implementing a systemwide solution for reporting complaints which will include foreign language support and anonymous communications.
STATUS: Anticipated completion of September 2020.

► **RECOMMENDATION 4:** Except when complaints are submitted anonymously, UCPD should provide a written (or email) acknowledgement of a complaint to the complainant promptly.
IMPLEMENTATION: UCSD PD Policy 1020 states that, "The complainant should be provided with a copy of his/her own original complaint per Penal Code § 832.7." The complainant will be notified promptly after receipt of complaint. See website: http://police.ucsd.edu/services/complaint.html.
STATUS: Complete.

► **RECOMMENDATION 5:** UCPD and all campuses should create a frequently asked questions (FAQs) webpage for the complaint process that details, among other things, the manner in which complaints can be made, the process for investigating complaints, the notification process and the information available regarding the complaint
IMPLEMENTATION: Council of Chiefs has drafted frequently asked questions (FAQs) in consultation with campus stakeholders. The FAQs will be available with the policy when it is implemented at a local level.
STATUS: Anticipated completion July 2020.

► **RECOMMENDATION 6:** Every complaint should be tracked from intake through final disposition. The tracking system should be capable of capturing information regarding the complaint sufficient to perform trend analysis.

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IMPLEMENTATION: UCSD PD uses the IAPRO/Blue Team system to track complaints and public inquiries from inception to disposition. It is a robust system that allows the production of analytical reports and also has an "early warning" component based on criteria set by the department. http://www.iapro.com.
STATUS: Complete.

► **RECOMMENDATION 7:** ECAS should conduct audits to verify complaints are being taken properly and to ensure all employees are adhering to UC policies and procedures and individual departments' standards.
IMPLEMENTATION: Audits will commence upon completion of a full calendar year of implementation of the recommendations related to the uniform complaint process. This audit will be added to the systemwide audit plan.
STATUS: Anticipated completion of November 2021.

► **RECOMMENDATION 8:** UCPD and all campuses should identify review criteria for complex complaint cases. The Chancellor or their designee will determine the appropriate investigative entity to handle such cases. (Revised from original per President Napolitano's Feb 13, 2019 letter.)
IMPLEMENTATION: UCSD uses LDO as Chancellor designated official to triage complex cases in conjunction with VCRMP and Chief of Police (assuming Chief is not subject of investigation). Allison Woodall at OGC has established Police University Labor and Employment and Police Practices Legal Panels at OGC which can provide resources for outside investigations if necessary.
STATUS: Complete.

► **RECOMMENDATION 9:** No individual UC police department should be permitted to investigate allegations of misconduct directed at its chief.
IMPLEMENTATION: At UCSD, complaints involving the Chief of Police are referred to the campus' Chief Ethics and Compliance Officer (LDO) and the Vice Chancellor of Resource Management and Planning (Chief's direct supervisor/manager).
STATUS: Complete.

USE OF FORCE

► **RECOMMENDATION 10:** UCPD shall continue to develop systemwide policies and procedures governing the use of force by officers that are consistent with state and federal laws and ensure officers are trained to those standards.
IMPLEMENTATION: Systemwide use of force policy has been updated and finalized by UCPD and is out for the required systemwide review and comment in July 2020.
STATUS: Complete.

► **RECOMMENDATION 11:** UCPD shall ensure officers are provided training prior to the deployment or use of any force or relevant equipment.
IMPLEMENTATION: Existing UCSD PD Policies 300-312, and the newly issued UCPD Use of Force Policy, cover use of force options. Initial training is provided before deploying any use of force or equipment and is refreshed on quarterly, semi-annual, annual, or bi-annual basis depending on the type of force. All Officers have been training on AB392 - updated use of force.
STATUS: Complete.

► **RECOMMENDATION 12:** Departments shall document and review each use of force to determine whether the force used was in compliance with applicable policy and law.
IMPLEMENTATION: UCSD PD Policy 300 - Use of Force, and the newly issued UCPD Use of Force Policy, require that each use of force be documented. We use BlueTeam software to generate a use of force report which is then routed to our use of force review team and command staff for review and approval.
STATUS: Complete.

► **RECOMMENDATION 13:** UCPD should ensure officers are trained in de-escalation techniques and effective communication.
IMPLEMENTATION: UCSD PD is 100% compliant in our tactical communications training requirement; we will be compliant for the 19/20 POST CPT cycle. Five Officers have attended the 24 hour PERT Academy. All Field Training Officers (10 FTE) have received mandated (SB29) 8 hour PERT Crisis Response training (including de-escalation). All Officers completed POST's De-Escalation facilitated training in late June/Early July of 2020.
STATUS: Complete and ongoing.

► **RECOMMENDATION 14:** UCPD should capture all use of force data and report it to the California Department of Justice for analysis and release to the general public, subject to applicable policies and laws.
IMPLEMENTATION: Effective 1/1/2016, all use of force incidents resulting in serious bodily injury, as defined by Government Code section 12525.2(d), discharge of a firearm, or death, are to be reported to the DOJ. UCPD Policy 300.5.2 requires the reporting of all officer-involved shootings and use of force resulting in serious bodily injury per AB 71.
STATUS: Complete.

INDEPENDENT ADVISORY BOARDS

► **RECOMMENDATION 15:** Campuses shall create independent advisory boards with representatives from the campus who can facilitate and enhance communication between the police department and the greater campus community as well as work collaboratively with the departments on issues involving campus safety and security.

- Each independent advisory board will report to a chancellor's designee and will have access to publicly available reports, data and campus surveys related to the police departments.
- The boards will include, at a minimum, faculty, staff and student representatives and will also include at least one ex officio member from the police department.
- The boards will serve as campus liaisons to facilitate engagement between the campus community and their corresponding police departments.
- Board members shall receive an initial briefing as well as continuous education on the relevant laws and issues related to policing including the existing training standards and policies.
- The boards should collaborate with UCPD in creating shared learning environments where officers and members of the campus community interact and learn together.
- The boards should prepare annual reports of their activities.

IMPLEMENTATION: The UCSD Community Safety and Security Advisory Committee (CSSAC) is chaired by the Director of Environment Health and Safety and reports to the Chancellor via the Vice

Chancellor of Resource Management and Planning. The CSSAC proactively seeks the advice and counsel of diverse groups of community members to make recommendations regarding issues that impact the safety, security and quality of life of the students, faculty, staff and visitors of UC San Diego campus and Medical Centers. The committee takes a holistic approach to safety and security. Police related issues, concerns, and suggestions can be addressed through the committee or via a subcommittee of the CSSAC when appropriate.
https://rmp.ucsd.edu/about/committees/security.html.
STATUS: Complete.

- The CSSAC reports to the Vice Chancellor of Resource Management and Planning, who is the Chancellor's designee (as outlined in 15.1). VCRMP reports to the Chancellor. CSSAC has access to all publicly available police data/reports.
  STATUS: Complete.
- The CSSAC membership includes:
  https://ucsdrmp.atlassian.net/wiki/spaces/~34907923/pages/485163177/Community+Safety+and+Security+Advisory+Committee+CSSAC.
  STATUS: Complete.
- The Community Safety and Security Advisory Committee (CSSAC) advises the Chancellor of University of California San Diego (UC San Diego) through the Vice Chancellor of Resource Management & Planning, regarding issues that impact safety, security and quality of life of faculty, students, staff and visitors of UC San Diego campus and Medical Centers. The CSSAC proactively seeks the advice and counsel of diverse groups of community members to make recommendations regarding issues that impact the safety, security and quality of life of the students, faculty, staff and visitors of UC San Diego campus and Medical Centers.
  STATUS: Complete.
- This was done when the committee was formed. The committee's first meeting was on 04/1/2019. The committee's charge was present to members present. The overall focus was campus community safety, including police and policing. Education is ongoing on policing, policy, standards, and issues of concern to the community. Specific issues or concerns requiring work, research, or time, could be assigned to a subcommittee of the group which would report back to the whole group. Reaffirmation the charge will occur as membership changes.
  STATUS: Complete.
- This is currently in place and on-going.
  STATUS: Complete.
- The CSSAC annual report was written at the end of the June 2020. It will be formally adopted at CSSAC's July 2020 meeting.
  STATUS: Complete.

▶ **RECOMMENDATION 16:** Those campuses with existing advisory boards that differ from the independent advisory boards described above will transition to the recommended model within 2 years.
IMPLEMENTATION: UCSD feels the CSSAC model is consistent with the recommendations.
STATUS: Complete.

COMMUNITY ENGAGEMENT

▶ **RECOMMENDATION 17:** Each campus should work with UCPD to identify ways to improve outreach, focusing on principles of engagement, open and responsive dialogues, and education. There should be a feedback mechanism for consistently evaluating and improving these efforts, and campus diversity officers and other campus leaders should be involved.

IMPLEMENTATION: UCSD PD's Community Programs unit coordinates department presentations and engagement efforts. The department participates in educational forums, risk presentations to Greek life, tabling at admit and transfer admit days, student orientations, HA/RA training, and many others. Our Field Training Officers, as part of new officer orientation, introduce newly hired officers to staff at our campus resource centers. VC EDI also works with the police department to identify training needs and facilitates meetings and conversations with community stakeholders. Each training session has a course evaluation. The annual staff/faculty satisfaction survey and student satisfaction survey have questions about police outreach/effectiveness which are used to gauge impact of efforts.

STATUS: Complete.

▶ **RECOMMENDATION 18:** Each campus should perform a campus satisfaction survey no less than annually, and include questions regarding interactions with and perceptions of the police department and their activities.

IMPLEMENTATION: UCSD Staff/Faculty and Student Satisfaction surveys have been conducted annually for the past several decades. UCSD Police interactions & satisfaction has always been a component of these surveys. Feedback and statistical analysis are provided to campus senior leadership and department command staff for review and planning purposes. Survey results can be found here: https://tritonlytics.ucsd.edu/uc-san-diego-surveys/index.html.

STATUS: Complete.

▶ **RECOMMENDATION 19:** The campuses and their police departments should strengthen relationships with local government and their police departments to ensure that campus concerns are appropriately communicated.

IMPLEMENTATION: The Chief of Police and Police 2nds in Command are members of the San Diego County Chiefs and Sheriff Association. The Association meets monthly to discuss regional law enforcement issues and coordinate mutual-support. UCSD PD is also a member of the University and College Law Enforcement Task Force.

STATUS: Complete.

TRAINING

▶ **RECOMMENDATION 20:** UCPD should expand existing training on effective communication through specialized instruction on procedural justice, implicit bias, mental health, de-escalation, cultural sensitivity, sexual orientation and trauma-informed interviewing. UCPD should create mechanisms for continually evaluating and improving the effectiveness of these trainings.

IMPLEMENTATION: Training is ongoing at UCSD PD in de-escalation, PERT/mental health, implicit bias, tactical communication, trauma-informed interviewing (UC Systemwide Chiefs requirement), and cultural sensitivity. We have two department trainers who are POST certified to teach procedural justice. Police training also is being reviewed (e.g., content, effectiveness) by our VC EDI

who is looking to partner with the department to instruct and increase offerings. We use course evaluations to solicit feedback and improve training.
STATUS: Complete.

► **RECOMMENDATION 21:** UCPD should offer educational and awareness presentations or classes for students, staff and faculty. UCPD should create mechanisms for continually evaluating and improving the effectiveness of these classes.
IMPLEMENTATION: UCSD PD Community Programs and Patrol Officers offer ongoing presentations for faculty, staff, and students in a wide variety of topics. We also "table" at admit and transfer admit days offering programmatic and safety information to prospective students and their families. We present at student orientations and RA/HA trainings. The Police Department has developed a SurveyMonkey based evaluation form for community training and presentations where appropriate.
STATUS: Complete and ongoing.

TRANSPARENCY

► **RECOMMENDATION 22:** ECAS should audit UCPD complaint investigations and use of force reports.
IMPLEMENTATION: Audits will commence upon completion of a full calendar year of implementation of the recommendations related to the uniform complaint process and use of force policy. This audit will be added to the systemwide audit plan.
STATUS: Anticipated completion of November 2021.

► **RECOMMENDATION 23:** UCPD should create a framework for tracking and reporting the characteristics of each pedestrian and vehicle stop, detention, and arrest and ensure that information is communicated to the California Department of Justice for analysis and release to the general public.
IMPLEMENTATION: AB 953 requires collection and reporting of this stop data. UCSD PD will be required to report this data to Cal DOJ for the first time on 4/1/23. This means that annual collection will be mandated to begin 1/1/22 for that calendar year. We currently are collecting data which can be manually queried. We are working with our CAD vendor to configure our records and computer aided-dispatch systems (RIMS) to allow officers to field capture required data. This data can then reported pursuant to AB 953 (est. implementation 12/1/20).
STATUS: Complete and ongoing.

► **RECOMMENDATION 24:** UCPD should explore ways to publicly post relevant standards, policies, practices, education and training material. UCPD should implement and explore ways to publicly post relevant standards, policies, as permitted by law.
IMPLEMENTATION: SB 978 does not apply to UC Police, per UC OGC. However, UCSD PD will post policies, standards, and training provided by the department. We are in process of setting up our website and identifying content.
STATUS: Anticipated completion by September 2020.

► **RECOMMENDATION 25:** UCPD shall explore ways to release certain video evidence as required to comply with state law.
IMPLEMENTATION: UCSD PD releases records as required under the:

- California Public Records Act
- AB748
- SB1421

STATUS: Complete.

► **RECOMMENDATION 26:** Consistent with state law, UCPD shall develop ways to release records upon request.
IMPLEMENTATION: UCSD PD releases records as required under the:

- California Public Records Act
- AB748
- SB1421

STATUS: Complete.

► **RECOMMENDATION 27:** Each UCPD department shall produce and publish an annual report on its website that includes the number of complaints received, investigated and closed during the year, the general category of those complaints, the complainant's relationship to the campus (if known) and the disposition.
IMPLEMENTATION: We have posted a table at http://police.ucsd.edu/services/complaint.html providing the date outline in this recommendation for last two calendar years.
STATUS: Complete.

IMPLEMENTATION

► **RECOMMENDATION 28:** Each campus shall create an implementation plan to ensure that recommendations from this Report that are accepted by the President are completed in a timely manner.
IMPLEMENTATION: Implementation plan has consisted of meetings and check-ins between RAO and PD.
STATUS: Complete.

COMPLAINT PROCESS

► **RECOMMENDATION 1:** UCPD Council of Chiefs should collaboratively create a uniform complaint process for all UC locations and ensure that complaints regarding police officers can be submitted in writing, by email, in person, online or by telephone and that those complaints are appropriately investigated.

► **IMPLEMENTATION:** UC Police Department Council of Chiefs has drafted the uniform complaint process in consultation with campus stakeholders. The final draft will go out for systemwide review and comment in mid-July. The policy will be implemented at a local level on all campuses during the review and comment process.
STATUS: Anticipated completion July 2020.

► **RECOMMENDATION 2:** UC should have a systemwide phone number and web-based intake system for reporting complaints of alleged officer misconduct and commendations.
IMPLEMENTATION: The Office of Ethics, Compliance and Audit Services (ECAS) is implementing a systemwide solution for reporting complaints of alleged officer misconduct and commendations using the NAVEX system.
STATUS: Anticipated completion of September 2020.

► **RECOMMENDATION 3:** This system should enable individuals to communicate anonymously and offer foreign language support. UC's Office of Ethics, Compliance and Audit Services ("ECAS") should explore whether the existing complaint hotline that allows foreign language support and anonymous communications can be an additional intake point for complaints.
IMPLEMENTATION: The Office of Ethics Compliance and Audit Services (ECAS) is implementing a systemwide solution for reporting complaints which will include foreign language support and anonymous communications.
STATUS: Anticipated completion of September 2020.

► **RECOMMENDATION 4:** Except when complaints are submitted anonymously, UCPD should provide a written (or email) acknowledgement of a complaint to the complainant promptly.
IMPLEMENTATION: This procedure is already in place. Please see general order 3.42.4B Complaint Acknowledgement. Persons initiating a complaint against the Police Department or personnel will receive a written acknowledgment of the complaint filing immediately upon assignment of the investigation. A copy of the letter will be kept in the assigned complaint file.
https://police.ucsf.edu/system/files/ucpd_general_orders_v11_20190502_0.pdf.
STATUS: Complete.

► **RECOMMENDATION 5:** UCPD and all campuses should create a frequently asked questions (FAQs) webpage for the complaint process that details, among other things, the manner in which complaints can be made, the process for investigating complaints, the notification process and the information available regarding the complaint
IMPLEMENTATION: Council of Chiefs has drafted frequently asked questions (FAQs) in consultation with campus stakeholders. The FAQs will be available with the policy when it is implemented at a local level.
STATUS: Anticipated completion July 2020.

► **RECOMMENDATION 6:** Every complaint should be tracked from intake through final disposition. The tracking system should be capable of capturing information regarding the complaint sufficient to perform trend analysis.
IMPLEMENTATION: Professional Services Division (PSD) Manager currently tracks all complaints from intake though final disposition, capturing information regarding complaint for trend analysis. General Orders publicly posted on our website includes all information related to complaints and investigation process of complaints. See General Order 3.42.
https://police.ucsf.edu/system/files/ucpd_general_orders_v11_20190502_0.pdf.
STATUS: Complete.

► **RECOMMENDATION 7:** ECAS should conduct audits to verify complaints are being taken properly and to ensure all employees are adhering to UC policies and procedures and individual departments' standards.
IMPLEMENTATION: Audits will commence upon completion of a full calendar year of implementation of the recommendations related to the uniform complaint process. This audit will be added to the systemwide audit plan.
STATUS: Anticipated completion of November 2021.

► **RECOMMENDATION 8:** UCPD and all campuses should identify review criteria for complex complaint cases. The Chancellor or their designee will determine the appropriate investigative entity to handle such cases. (Revised from original per President Napolitano's Feb 13, 2019 letter.)
IMPLEMENTATION: All complex cases are routed through appropriate investigatory channels, including Title IX, Legal Counsel, Threat Management, Audit, and other investigatory entities. General Orders publicly posted on our website includes all information related to complaints and investigation process of complaints. See General Order 3.42:
https://police.ucsf.edu/system/files/ucpd_general_orders_v11_20190502_0.pdf.
STATUS: Complete.

► **RECOMMENDATION 9:** No individual UC police department should be permitted to investigate allegations of misconduct directed at its chief.
IMPLEMENTATION: Any allegations of misconduct directed at our Chief are directed to the Senior Vice Chancellor for outside investigators to handle. General Orders publicly posted on our website includes all information related to complaints and investigation process of complaints. See General Order 3.42: https://police.ucsf.edu/system/files/ucpd_general_orders_v11_20190502_0.pdf.
STATUS: Complete.

USE OF FORCE

► **RECOMMENDATION 10:** UCPD shall continue to develop systemwide policies and procedures governing the use of force by officers that are consistent with state and federal laws and ensure officers are trained to those standards.
IMPLEMENTATION: Systemwide use of force policy has been updated and finalized by UCPD and is out for the required systemwide review and comment in July 2020.
STATUS: Complete.

► **RECOMMENDATION 11:** UCPD shall ensure officers are provided training prior to the deployment or use of any force or relevant equipment.
IMPLEMENTATION: All officers are trained to POST Standards (Police Officer Standards & Training) https://post.ca.gov/. Use of Force Trainings will be public and posted online and we are currently working on this feature on our website. All officers are trained prior to deploying new equipment.
STATUS: Complete.

► **RECOMMENDATION 12:** Departments shall document and review each use of force to determine whether the force used was in compliance with applicable policy and law.
IMPLEMENTATION: All Use of Force Incidents are investigated to determine whether the force used was in compliance with the applicable policy and law. See use of force policy: https://police.ucsf.edu/system/files/use-of-force-policy_0.pdf.
STATUS: Complete.

► **RECOMMENDATION 13:** UCPD should ensure officers are trained in de-escalation techniques and effective communication.
IMPLEMENTATION: All officers are trained in Crisis Intervention Techniques, also called De-escalation (https://post.ca.gov/). Our CIT Trainings will be public and posted online. We are currently working on this feature on our website.
STATUS: Complete.

► **RECOMMENDATION 14:** UCPD should capture all use of force data and report it to the California Department of Justice for analysis and release to the general public, subject to applicable policies and laws.
IMPLEMENTATION: All use of force data is reported to the Department of Justice by our Professional Standards Division (PSD) Manager.
STATUS: Complete.

INDEPENDENT ADVISORY BOARDS

► **RECOMMENDATION 15:** Campuses shall create independent advisory boards with representatives from the campus who can facilitate and enhance communication between the police department and the greater campus community as well as work collaboratively with the departments on issues involving campus safety and security.
- Each independent advisory board will report to a chancellor's designee and will have access to publicly available reports, data and campus surveys related to the police departments.
- The boards will include, at a minimum, faculty, staff and student representatives and will also include at least one ex officio member from the police department.
- The boards will serve as campus liaisons to facilitate engagement between the campus community and their corresponding police departments.
- Board members shall receive an initial briefing as well as continuous education on the relevant laws and issues related to policing including the existing training standards and policies.
- The boards should collaborate with UCPD in creating shared learning environments where officers and members of the campus community interact and learn together.
- The boards should prepare annual reports of their activities.

IMPLEMENTATION: Our Police Community Advisory Board is currently in place. Please see the general orders for more information.
https://police.ucsf.edu/system/files/ucpd_general_orders_v11_20190502_0.pdf.
STATUS: Complete.

- Our Police Community Advisory Board currently reports to Chancellor's Designee, Senior Vice Chancellor Paul Jenny, and has access to all reports available online, along with our Customer Service Surveys.
  STATUS: Complete.
- Our board currently includes faculty and staff representatives, along with various leaders throughout both UCSF Campus and UCSF Health. We are currently working on locating a student representative to serve on our board.
  STATUS: Anticipated completion by September 2020.
- Our board representatives serve as campus liaisons to facility engagement with their corresponding departments. All divisions at UCSF have at least one of their leaders represented on our board.
  STATUS: Complete.
- At each board meeting, Chief Denson provides members with legal updates, along with updates directly from the District Attorney's office. He also brings up any issues related to policing and provides updates on standards and policies.
  STATUS: Complete.
- All board members will be invited to attend a Citizen's Police Academy, where they learn and interact together along with the Police Officers. The first Academy took place in October 2019. The PCAB Board members were invited to our next Academy (to take place most likely in Spring 2021, pending COVID-19 shelter-in-place restrictions), during our March 2020 meeting.
  STATUS: Complete.
- Annual reports will be prepared by the Chief of Police, or the Chief's designee, at the end of each Fiscal Year.
  STATUS: Anticipated completion by September 2020.

► **RECOMMENDATION 16:** Those campuses with existing advisory boards that differ from the independent advisory boards described above will transition to the recommended model within 2 years.
  IMPLEMENTATION: The following need to be put into place to follow the recommended model:
  1. Student Representative as an Advisory Board Member
  2. Citizen's Academy offering to Board Members
  STATUS: Anticipated completion by Fall 2020.

► **RECOMMENDATION 17:** Each campus should work with UCPD to identify ways to improve outreach, focusing on principles of engagement, open and responsive dialogues, and education. There should be a feedback mechanism for consistently evaluating and improving these efforts, and campus diversity officers and other campus leaders should be involved.

IMPLEMENTATION: Since 2012, UCSF PD has a COPPS (Community Oriented Policing and Problem Solving) program:

- Officers across the schedule are assigned as a COPPS officer to a specific building(s), to foster community relations.
- Officers conduct at least 1 safety presentation quarterly to building occupants: schools, departments, divisions, and clinics.
- A Neighborhood Watch Program in the Mission Bay district is also a regularly attended event.

Community Engagement is an ongoing topic for all Police Community Advisory Boards (PCAB). UCSF PD has a representative of the Office of Diversity on our board, Dr. LaMisha Hill, UCSF's Director of Multicultural Affairs; as well as the Vice Chancellor of Diversity and Outreach, Renee Navarro. Regularly scheduled community outreach efforts include classes, workshops, academies, awareness programs and activities such as:

- RAD Self Defense classes monthly: learners leave the course feeling empowered and inviting their friends and families to enroll in upcoming courses. UCSF PD has one of the highest amounts of certified instructors = 11. And strives to offer this course once per month.
- Community Police Academy debuted in October 2019 and was a huge success. The class filled up within minutes, and a waiting list was established for future academies. UCSF PD hopes to offer the Community Police Academy twice per year.
- Coffee with a Cop once per month, rotating venues each month for presence at every campus and medical center, including affiliates such as UC Hastings College of Law, and Benioff Children's Hospital in Oakland.
- UCSF Mission Bay Farmer's Market: UCSF PD has an informational table every Wednesday during the Spring and Summer months with our Crime Analyst, brochures, contests, and giveaways.
- Basic Life Support certifications for the entire UCSF Enterprise (Campus + Medical Centers)
- CPR/AED certification classes for the UCSF Enterprise
- One Warm Coat drive
- Holiday Toy Drive for our patients at both San Francisco and Oakland Benioff Children's Hospitals, delivered by current + retired members of UCSF PD
- Holiday Visits and book readings to our tiniest UCSF members at all 4 of our Child Care Centers, with our costumed crime dog, McGruff
- Housing presentations
- Active Shooter Safety Presentations for students, staff, and faculty

STATUS: Complete.

► **RECOMMENDATION 18:** Each campus should perform a campus satisfaction survey no less than annually, and include questions regarding interactions with and perceptions of the police department and their activities.

IMPLEMENTATION: Spidr Tech was implemented in the Spring of 2020, and UCSF PD is already experiencing a 96% satisfaction rate! Spidr Tech automatically sends a customer service survey after each and every interaction with UCSF PD. UCSF was the first university to deploy this software, and

happily shared it with all other UC Chiefs in June 2020 via virtual demonstration by Spidr Tech's COO and Co-Founder. A separate customer service survey is always sent out quarterly. A report is provided to the Chief of Police and Command Staff for review and implementation. The survey includes questions regarding interactions and perceptions of the police department and their activities.
STATUS: Complete.

► **RECOMMENDATION 19:** The campuses and their police departments should strengthen relationships with local government and their police departments to ensure that campus concerns are appropriately communicated.
IMPLEMENTATION: Chief Mike Denson is currently on the Law Enforcement Executive Board with the District Attorney's Office. This board meets monthly and includes representatives from local government and all police departments to ensure campus concerns are appropriately communicated.
STATUS: Complete.

TRAINING

► **RECOMMENDATION 20:** UCPD should expand existing training on effective communication through specialized instruction on procedural justice, implicit bias, mental health, de-escalation, cultural sensitivity, sexual orientation and trauma-informed interviewing. UCPD should create mechanisms for continually evaluating and improving the effectiveness of these trainings.
IMPLEMENTATION: Implicit Bias and Diversity Trainings, procedural justice, mental health, de-escalation, sexual orientation and trauma informed interviewing are provided to Police Officers on a regular basis. Our trainings will be listed publicly on our website within the next 6 months.
STATUS: Complete.

► **RECOMMENDATION 21:** UCPD should offer educational and awareness presentations or classes for students, staff and faculty. UCPD should create mechanisms for continually evaluating and improving the effectiveness of these classes.
IMPLEMENTATION: UCSF PD offers training every year (* denotes mandatory), on the following:
- Unconscious Bias Training*
- Implicit Bias Training*
- Fair and Impartial Policing*
- Diversity, Equity, and Inclusion Champion Training
- Management Training*
- DUI Training*
- Narcan Training*
- Defensive Tactics*
- Tactical Communications Training * (De-escalation Techniques, Tasers, Baton)
- Supervisor School for Sergeants and Corporals*
- Sexual Assault Training*
- First Aid Training*
- Rape Aggression Defense Training
- Active Shooter Training

- Courses listed in California's POST (Commission on Peace Officer Standards and Training) Robert Presley Institute of Criminal Investigation (ICI)

UCSF campuses are graduate-level, no undergraduate studies. There are 160 Registered Campus Organizations (RCOs), some examples are:

- DIVA (Diversity in Action) @UCSF School of Nursing
- STRIDE (Stronger Together: Resources for Inclusion, Diversity and Excellence) @UCSF School of Nursing
- White Coats for Black Lives @UCSF School of Medicine
- Asian Pacific American Systemwide Alliance (APASA)
- UCSF Toastmasters

STATUS: Complete.

TRANSPARENCY

▶ **RECOMMENDATION 22:** ECAS should audit UCPD complaint investigations and use of force reports.
IMPLEMENTATION: Audits will commence upon completion of a full calendar year of implementation of the recommendations related to the uniform complaint process and use of force policy. This audit will be added to the systemwide audit plan.
STATUS: Anticipated completion of November 2021.

▶ **RECOMMENDATION 23:** UCPD should create a framework for tracking and reporting the characteristics of each pedestrian and vehicle stop, detention, and arrest and ensure that information is communicated to the California Department of Justice for analysis and release to the general public.
IMPLEMENTATION: This information is already being reported to the DOJ.
STATUS: Complete.

▶ **RECOMMENDATION 24:** UCPD should explore ways to publicly post relevant standards, policies, practices, education and training material. UCPD should implement and explore ways to publicly post relevant standards, policies, as permitted by law.
IMPLEMENTATION: Trainings will be posted on our website. We are currently working on this functionality.
STATUS: Complete.

▶ **RECOMMENDATION 25:** UCPD shall explore ways to release certain video evidence as required to comply with state law.
IMPLEMENTATION: Public Records Act allows for release of certain records as required to comply with state law.
STATUS: Complete.

▶ **RECOMMENDATION 26:** Consistent with state law, UCPD shall develop ways to release records upon request.
IMPLEMENTATION: Public Records Act allows for release of certain records as required to comply with state law.
STATUS: Complete.

► **RECOMMENDATION 27:** Each UCPD department shall produce and publish an annual report on its website that includes the number of complaints received, investigated and closed during the year, the general category of those complaints, the complainant's relationship to the campus (if known) and the disposition.
IMPLEMENTATION: UCSF PD is determining the most optimal way to publicly report complaints that have been received.
STATUS: Anticipated completion by October 2020.

IMPLEMENTATION

► **RECOMMENDATION 28:** Each campus shall create an implementation plan to ensure that recommendations from this Report that are accepted by the President are completed in a timely manner.
IMPLEMENTATION: The Chief of Police will be responsible for reporting on the status of open action items to the Senior Vice Chancellor Paul Jenny.
STATUS: Complete.

COMPLAINT PROCESS

► **RECOMMENDATION 1:** UCPD Council of Chiefs should collaboratively create a uniform complaint process for all UC locations and ensure that complaints regarding police officers can be submitted in writing, by email, in person, online or by telephone and that those complaints are appropriately investigated.
IMPLEMENTATION: UC Police Department Council of Chiefs has drafted the uniform complaint process in consultation with campus stakeholders. The final draft will go out for systemwide review and comment in mid-July. The policy will be implemented at a local level on all campuses during the review and comment process.
STATUS: Anticipated completion July 2020.

► **RECOMMENDATION 2:** UC should have a systemwide phone number and web-based intake system for reporting complaints of alleged officer misconduct and commendations.
IMPLEMENTATION: The Office of Ethics, Compliance and Audit Services (ECAS) is implementing a systemwide solution for reporting complaints of alleged officer misconduct and commendations using the NAVEX system.
STATUS: Anticipated completion of September 2020.

► **RECOMMENDATION 3:** This system should enable individuals to communicate anonymously and offer foreign language support. UC's Office of Ethics, Compliance and Audit Services ("ECAS") should explore whether the existing complaint hotline that allows foreign language support and anonymous communications can be an additional intake point for complaints.
IMPLEMENTATION: The Office of Ethics Compliance and Audit Services (ECAS) is implementing a systemwide solution for reporting complaints which will include foreign language support and anonymous communications.
STATUS: Anticipated completion of September 2020.

► **RECOMMENDATION 4:** Except when complaints are submitted anonymously, UCPD should provide a written (or email) acknowledgement of a complaint to the complainant promptly.
IMPLEMENTATION: UCSB PD is currently in compliance with this recommendation. The Professional Standards Support Services Division lieutenant prepares a written correspondence, either email or letter, under the police chief's signature, informing the complainant of the receipt of their complaint and the initiation of an investigation into the allegation(s). The complainant is also notified, in writing, of the ongoing status of the complaint, if completion is delayed. The complainant is notified when the investigation is completed, to include a finding of either sustained, not sustained, exonerated or unfounded. This can be found at: https://www.police.ucsb.edu/frequently-asked-questions.
STATUS: Complete.

► **RECOMMENDATION 5:** UCPD and all campuses should create a frequently asked questions (FAQs) webpage for the complaint process that details, among other things, the manner in which complaints can be made, the process for investigating complaints, the notification process and the information available regarding the complaint

IMPLEMENTATION: Council of Chiefs has drafted frequently asked questions (FAQs) in consultation with campus stakeholders. The FAQs will be available with the policy when it is implemented at a local level.
STATUS: Anticipated completion July 2020.

► **RECOMMENDATION 6:** Every complaint should be tracked from intake through final disposition. The tracking system should be capable of capturing information regarding the complaint sufficient to perform trend analysis.
IMPLEMENTATION: UCSB PD has a complaint tracking system, which is the responsibility of Professional Standards Support Services Division lieutenant. The tracking system will assign a tracking number to the complaint, identify the complainant, the type of allegation(s), the employee(s) involved, the employee(s) commander(s), UCSB affiliation, the due date of the investigation, the finding(s) and policy violation(s), if applicable, and the discipline imposed, if applicable.
STATUS: Complete.

► **RECOMMENDATION 7:** ECAS should conduct audits to verify complaints are being taken properly and to ensure all employees are adhering to UC policies and procedures and individual departments' standards.
IMPLEMENTATION: Audits will commence upon completion of a full calendar year of implementation of the recommendations related to the uniform complaint process. This audit will be added to the systemwide audit plan.
STATUS: Anticipated completion of November 2021.

► **RECOMMENDATION 8:** UCPD and all campuses should identify review criteria for complex complaint cases. The Chancellor or their designee will determine the appropriate investigative entity to handle such cases. (Revised from original per President Napolitano's Feb 13, 2019 letter.)
IMPLEMENTATION: Once the UCSB PD police chief is notified of a complaint a determination will be made as to the severity of the allegations. The UCSB PD police chief will advise the Vice Chancellor of Administrative Services and UCSB General Counsel of complex allegations, which have significant bearing on the reputation of the University of California or involve criminal or unethical behavior. After consultation with the Vice Chancellor of Administrative Services and UCSB General Counsel the police chief will make a recommendation on whether the investigation should be conducted by a contracted or internal investigator. Review criteria identified: Seriousness of allegation; Rank of employee involved; Criminal allegation level of seriousness; Location; Number of employees involved; Employees from other agencies; Supervisory conflict of interest; Mutual aid incidents; Involvement with UC Staff.
STATUS: Complete.

► **RECOMMENDATION 9:** No individual UC police department should be permitted to investigate allegations of misconduct directed at its chief.
IMPLEMENTATION: Complaints against the UCSB PD police chief will be directed to the Vice Chancellor of Administrative Services for investigation and tracking. The complaint will be logged into the police department's Professional Standards Support Services tracking system and assigned to the Vice Chancellor.
STATUS: Complete.

USE OF FORCE

► **RECOMMENDATION 10:** UCPD shall continue to develop systemwide policies and procedures governing the use of force by officers that are consistent with state and federal laws and ensure officers are trained to those standards.
IMPLEMENTATION: Systemwide use of force policy has been updated and finalized by UCPD and is out for the required systemwide review and comment in July 2020..
STATUS: Complete.

► **RECOMMENDATION 11:** UCPD shall ensure officers are provided training prior to the deployment or use of any force or relevant equipment.
IMPLEMENTATION: Training is completed as required by the University of California and the State of California Commission on Peace Officer Standards and Training (POST). Each officer, upon hire, is trained on the use of force policy. They receive range training and must pass the qualification test to carry a firearm prior to beginning Field Officer Training.
- Each officer attends POST perishable skills training bi-annually.
  https://www.police.ucsb.edu/resources/ucsb-pd-police-manual
STATUS: Complete.

► **RECOMMENDATION 12:** Departments shall document and review each use of force to determine whether the force used was in compliance with applicable policy and law.
IMPLEMENTATION: UCSB PD currently reviews and tracks all use of force incidents. Field supervisors respond to the scene of the use of force incident to coordinate the scene, ensure medical attention has been offered, and initiate an investigation into the circumstances of the incident, which includes witness statements and photographs. The investigating field supervisor completes their investigation, with recommendations regarding whether or not the use of force was within departmental policy or not. The supervisor's report is forwarded to the division commander for review and recommendations. The report is then routed to the Professional Standards Support Services lieutenant for review related to training needs. Once completed, the investigation is forwarded to the police chief for final review. The completed investigation is returned to the Professional Standards Support Services lieutenant for tracking and records retention.
https://www.police.ucsb.edu/resources/ucsb-pd-police-manual.
STATUS: Complete.

► **RECOMMENDATION 13:** UCPD should ensure officers are trained in de-escalation techniques and effective communication.
IMPLEMENTATION: UCSB PD includes de-escalation and effective communication presentations as part of our training for all sworn personnel, in accordance with POST.

https://post.ca.gov/Portals/0/post_docs/publications/PO_Training_Annual_Report.pdf. See De-escalation Training hyperlink on webpage: https://www.police.ucsb.edu/department/officer-training.
STATUS: Complete.

► **RECOMMENDATION 14:** UCPD should capture all use of force data and report it to the California Department of Justice for analysis and release to the general public, subject to applicable policies and laws.
IMPLEMENTATION: The Professional Standards and Support Services Division lieutenant and Records Division personnel collect, track and report this information to the Department of Justice for analysis and release to the general public.
STATUS: Complete.

INDEPENDENT ADVISORY BOARDS

► **RECOMMENDATION 15:** Campuses shall create independent advisory boards with representatives from the campus who can facilitate and enhance communication between the police department and the greater campus community as well as work collaboratively with the departments on issues involving campus safety and security.
- Each independent advisory board will report to a chancellor's designee and will have access to publicly available reports, data and campus surveys related to the police departments.
- The boards will include, at a minimum, faculty, staff and student representatives and will also include at least one ex officio member from the police department.
- The boards will serve as campus liaisons to facilitate engagement between the campus community and their corresponding police departments.
- Board members shall receive an initial briefing as well as continuous education on the relevant laws and issues related to policing including the existing training standards and policies.
- The boards should collaborate with UCPD in creating shared learning environments where officers and members of the campus community interact and learn together.
- The boards should prepare annual reports of their activities.

IMPLEMENTATION: The Chancellor's Office has established committee. A link to information about this committee can be found at: https://chancellor.ucsb.edu/memos/2019-12-02-police-advisory-board.
STATUS: Complete.
- Chancellor's designee needs to be identified. Publicly available reports, data and campus surveys relating to the police department need to be defined, identified and access given.
  STATUS: Anticipated completion by December 31, 2020.
- The board composition has been established.
  STATUS: Complete.
- The co-chairs of the Police Advisory Board will establish campus liaison.
  STATUS: Anticipated completion by December 31, 2020.
- This could include relevant teaching blocks from our Citizen's Academy if not the entire program.
  STATUS: Anticipated completion by December 31, 2020.
- The format of relative teaching blocks has yet to be determined.
  STATUS: Anticipated completion by December 31, 2020.

- This both shares out what has occurred and can act as a motivator for both the advisory board and police department to put some real work in.
  STATUS: Complete.

▶ **RECOMMENDATION 16:** Those campuses with existing advisory boards that differ from the independent advisory boards described above will transition to the recommended model within 2 years.
IMPLEMENTATION: N/A
STATUS: Complete.

COMMUNITY ENGAGEMENT

▶ **RECOMMENDATION 17:** Each campus should work with UCPD to identify ways to improve outreach, focusing on principles of engagement, open and responsive dialogues, and education. There should be a feedback mechanism for consistently evaluating and improving these efforts, and campus diversity officers and other campus leaders should be involved.
IMPLEMENTATION: The UCSB PD currently has a Community Outreach Division that engages our community. This division is specifically designed to improve outreach, focus on principles of engagement, open responsive dialogues, and education. UCSB PD regularly hosts or participates in community events, and provides training to interested students, faculty, and staff. UCSB PD has student Community Service Officers (CSO's) who are representative of the diverse UCSB student body. A Community Satisfaction Survey has been created and it is available on the UCSB PD webpage at this link: https://forms.gle/soToyuGAkobs5ut28.
STATUS: Complete.

▶ **RECOMMENDATION 18:** Each campus should perform a campus satisfaction survey no less than annually, and include questions regarding interactions with and perceptions of the police department and their activities.
IMPLEMENTATION: UCSB PD had developed a Customer Satisfaction Survey rating our performance as well as the services we provide. It is available on the UCSB PD webpage at this link: https://forms.gle/qKmykqjrqzAwZJru5.
STATUS: Complete.

▶ **RECOMMENDATION 19:** The campuses and their police departments should strengthen relationships with local government and their police departments to ensure that campus concerns are appropriately communicated.
IMPLEMENTATION: UCSB PD has an excellent relationship with local, county and state government and law enforcement agencies. Members of campus leadership routinely engage and work with City, County, regional and State officials to ensure that Campus concerns are heard. Examples: County Law Enforcement Chiefs (CLEC) Council, Santa Barbara County Sheriff and Fire Departments, Santa Barbara County District Attorney's Office, CHP, Santa Barbara County Rape Crisis, FBI regional office, Isla Vista Community Services District, SB County Third District Supervisor, and Santa Barbara County Office of Emergency Services.
STATUS: Complete.

TRAINING

► **RECOMMENDATION 20:** UCPD should expand existing training on effective communication through specialized instruction on procedural justice, implicit bias, mental health, de-escalation, cultural sensitivity, sexual orientation and trauma-informed interviewing. UCPD should create mechanisms for continually evaluating and improving the effectiveness of these trainings.
IMPLEMENTATION: UCSB PD regularly trains on effective communication through specialized instruction on procedural justice, implicit bias, mental health, de-escalation, cultural sensitivity, sexual orientation and trauma-informed interviewing. UCSB PD has created classroom critiques for the purpose of continually evaluating and improving the effectiveness of these training opportunities. The Professional Standards Support Services Division lieutenant is responsible for UCSB PD's efforts in this regard. An example of this critique is available at:
https://www.police.ucsb.edu/sites/www.police.ucsb.edu/files/docs/2953_001.pdf.
STATUS: Complete.

► **RECOMMENDATION 21:** UCPD should offer educational and awareness presentations or classes for students, staff and faculty. UCPD should create mechanisms for continually evaluating and improving the effectiveness of these classes.
IMPLEMENTATION: The UCSB PD's Community Outreach Division provide community educational awareness presentations and classes for interested students, faculty, and staff. Information about our team can be found at https://www.police.ucsb.edu/community-outreach. Critiques are now included at the end of the presentations, designed to evaluate the effectiveness and improve curriculum or presentation, where needed. The critique is available on the UCSB PD website at:
https://forms.gle/soToyuGAkobs5ut28.
STATUS: Complete.

TRANSPARENCY

► **RECOMMENDATION 22:** ECAS should audit UCPD complaint investigations and use of force reports.
IMPLEMENTATION: Audits will commence upon completion of a full calendar year of implementation of the recommendations related to the uniform complaint process and use of force policy. This audit will be added to the systemwide audit plan.
STATUS: Anticipated completion of November 2021.

► **RECOMMENDATION 23:** UCPD should create a framework for tracking and reporting the characteristics of each pedestrian and vehicle stop, detention, and arrest and ensure that information is communicated to the California Department of Justice for analysis and release to the general public.
IMPLEMENTATION: UCSB PD has developed and implemented an AB 953 compliant tracking system to collect and report the required data: https://www.police.ucsb.edu/officer-initiated-contact-characteristics.
STATUS: Complete.

► **RECOMMENDATION 24:** UCPD should explore ways to publicly post relevant standards, policies, practices, education and training material. UCPD should implement and explore ways to publicly post relevant standards, policies, as permitted by law.

IMPLEMENTATION: UCSB PD posts publicly on the department website all relevant standards, policies, practices. These are available at this link: https://www.police.ucsb.edu/resources/ucsb-pd-police-manual. UCSB PD has an annual internal matrix of provided training topics. It is available on the UCSB PD website at: https://www.police.ucsb.edu/officer-training/ucpd-training-matrix.
STATUS: Complete.

▶ **RECOMMENDATION 25:** UCPD shall explore ways to release certain video evidence as required to comply with state law.
IMPLEMENTATION: UCSB PD complies with the SB 1421 requirements and responds appropriately to California State Public Record Act requests.
STATUS: Complete.

▶ **RECOMMENDATION 26:** Consistent with state law, UCPD shall develop ways to release records upon request.
IMPLEMENTATION: UCSB PD Records works with department management, Campus Counsel, Risk Management and Public Affairs, as appropriate to comply with the directives set forth by State law and University policy: https://www.police.ucsb.edu/contact-us/police-report-request.
STATUS: Complete.

▶ **RECOMMENDATION 27:** Each UCPD department shall produce and publish an annual report on its website that includes the number of complaints received, investigated and closed during the year, the general category of those complaints, the complainant's relationship to the campus (if known) and the disposition.
IMPLEMENTATION: UCSB PD provides annual data on the UCSB PD website. This includes the number of complaints received, investigated and closed during the year, the general category of those complaints, the complainant's relationship to the campus (if known) and the disposition. https://www.police.ucsb.edu/contact-us/employee-commendation-complaint-process
STATUS: Complete.

IMPLEMENTATION

▶ **RECOMMENDATION 28:** Each campus shall create an implementation plan to ensure that recommendations from this Report that are accepted by the President are completed in a timely manner.
IMPLEMENTATION: UCSB PD's Professional Standards Support Services Division and the Chief's Office are responsible for developing and implementing a plan designed to track the department's progress relative to the Task Force's recommendations. Written monthly progress reports are completed.
STATUS: Complete.

COMPLAINT PROCESS

► **RECOMMENDATION 1:** UCPD Council of Chiefs should collaboratively create a uniform complaint process for all UC locations and ensure that complaints regarding police officers can be submitted in writing, by email, in person, online or by telephone and that those complaints are appropriately investigated.
IMPLEMENTATION: UC Police Department Council of Chiefs has drafted the uniform complaint process in consultation with campus stakeholders. The final draft will go out for systemwide review and comment in mid-July. The policy will be implemented at a local level on all campuses during the review and comment process.
STATUS: Anticipated completion July 2020.

► **RECOMMENDATION 2:** UC should have a systemwide phone number and web-based intake system for reporting complaints of alleged officer misconduct and commendations.
IMPLEMENTATION: The Office of Ethics, Compliance and Audit Services (ECAS) is implementing a systemwide solution for reporting complaints of alleged officer misconduct and commendations using the NAVEX system.
STATUS: Anticipated completion of September 2020.

► **RECOMMENDATION 3:** This system should enable individuals to communicate anonymously and offer foreign language support. UC's Office of Ethics, Compliance and Audit Services ("ECAS") should explore whether the existing complaint hotline that allows foreign language support and anonymous communications can be an additional intake point for complaints.
IMPLEMENTATION: The Office of Ethics Compliance and Audit Services (ECAS) is implementing a systemwide solution for reporting complaints which will include foreign language support and anonymous communications.
STATUS: Anticipated completion of September 2020.

► **RECOMMENDATION 4:** Except when complaints are submitted anonymously, UCPD should provide a written (or email) acknowledgement of a complaint to the complainant promptly.
IMPLEMENTATION: This is currently our policy and practice.
STATUS: Anticipated completion of November 2020.

► **RECOMMENDATION 5:** UCPD and all campuses should create a frequently asked questions (FAQs) webpage for the complaint process that details, among other things, the manner in which complaints can be made, the process for investigating complaints, the notification process and the information available regarding the complaint
IMPLEMENTATION: Council of Chiefs has drafted frequently asked questions (FAQs) in consultation with campus stakeholders. The FAQs will be available with the policy when it is implemented at a local level.
STATUS: Anticipated completion July 2020.

► **RECOMMENDATION 6:** Every complaint should be tracked from intake through final disposition. The tracking system should be capable of capturing information regarding the complaint sufficient to perform trend analysis.
IMPLEMENTATION: This is currently our policy and practice. However, we generally receive very few externally generated complaints in a given year, so it may be difficult to conduct trend analysis.
STATUS: Complete.

► **RECOMMENDATION 7:** ECAS should conduct audits to verify complaints are being taken properly and to ensure all employees are adhering to UC policies and procedures and individual departments' standards.
IMPLEMENTATION: Audits will commence upon completion of a full calendar year of implementation of the recommendations related to the uniform complaint process. This audit will be added to the systemwide audit plan.
STATUS: Anticipated completion of November 2021.

► **RECOMMENDATION 8:** UCPD and all campuses should identify review criteria for complex complaint cases. The Chancellor or their designee will determine the appropriate investigative entity to handle such cases. (Revised from original per President Napolitano's Feb 13, 2019 letter.)
IMPLEMENTATION: All complex cases are routed to the Chief of Police for review, who consults with the appropriate campus entities to determine the manner by which the complaint will be investigated.
STATUS: Complete.

► **RECOMMENDATION 9:** No individual UC police department should be permitted to investigate allegations of misconduct directed at its chief.
IMPLEMENTATION: This is currently our policy and practice.
STATUS: Complete.

USE OF FORCE

► **RECOMMENDATION 10:** UCPD shall continue to develop systemwide policies and procedures governing the use of force by officers that are consistent with state and federal laws and ensure officers are trained to those standards.
IMPLEMENTATION: Systemwide use of force policy has been updated and finalized by UCPD and is out for the required systemwide review and comment in July 2020.
STATUS: Complete.

► **RECOMMENDATION 11:** UCPD shall ensure officers are provided training prior to the deployment or use of any force or relevant equipment.
IMPLEMENTATION: This is our current policy and practice.
STATUS: Complete.

► **RECOMMENDATION 12:** Departments shall document and review each use of force to determine whether the force used was in compliance with applicable policy and law.
IMPLEMENTATION: This is our currently our policy and practice. Furthermore, we are required by law to report this certain use of force data annually to the Department of Justice and we are in compliance with this law.
STATUS: Complete.

► **RECOMMENDATION 13:** UCPD should ensure officers are trained in de-escalation techniques and effective communication.
IMPLEMENTATION: This is our current policy and practice, and is part of our training guidelines.
STATUS: Complete.

► **RECOMMENDATION 14:** UCPD should capture all use of force data and report it to the California Department of Justice for analysis and release to the general public, subject to applicable policies and laws.
IMPLEMENTATION: This is our current policy and practice.
STATUS: Complete.

INDEPENDENT ADVISORY BOARDS

► **RECOMMENDATION 15:** Campuses shall create independent advisory boards with representatives from the campus who can facilitate and enhance communication between the police department and the greater campus community as well as work collaboratively with the departments on issues involving campus safety and security.
- Each independent advisory board will report to a chancellor's designee and will have access to publicly available reports, data and campus surveys related to the police departments.
- The boards will include, at a minimum, faculty, staff and student representatives and will also include at least one ex officio member from the police department.
- The boards will serve as campus liaisons to facilitate engagement between the campus community and their corresponding police departments.
- Board members shall receive an initial briefing as well as continuous education on the relevant laws and issues related to policing including the existing training standards and policies.
- The boards should collaborate with UCPD in creating shared learning environments where officers and members of the campus community interact and learn together.
- The boards should prepare annual reports of their activities.

IMPLEMENTATION: The UC Santa Cruz Police Department has an advisory board which has been in existence since 2014 for over six (6) years. This board will report to the Chancellor effective July 1, 2020. Current structure meets requirements of 15.1, 15.2, 15.3 and 15.5 below.
STATUS: Complete.
- See item 15 above.
  STATUS: Complete.
- See item 15 above.
  STATUS: Complete.
- See item 15 above.
  STATUS: Complete.

- See item 15 above. Also, each member of the advisory board is highly encouraged to participate in our 10 week Community Police Academy, recruitment events, hiring and promotional boards, annual training events, etc. When appropriate, members are also educated and provided opportunity to ask questions about relevant laws, policy and procedure.
  STATUS: Complete.
- See item 15 above.
  STATUS: Complete.
- The new board will be responsible for annual reports beginning in Spring 2021.
  STATUS: Complete (except annual report which will be completed in Spring 2021).

► **RECOMMENDATION 16:** Those campuses with existing advisory boards that differ from the independent advisory boards described above will transition to the recommended model within 2 years.
IMPLEMENTATION: See item 15 above.
STATUS: Complete.

COMMUNITY ENGAGEMENT

► **RECOMMENDATION 17:** Each campus should work with UCPD to identify ways to improve outreach, focusing on principles of engagement, open and responsive dialogues, and education. There should be a feedback mechanism for consistently evaluating and improving these efforts, and campus diversity officers and other campus leaders should be involved.
IMPLEMENTATION: The campus has the Committee on Campus Engagement that includes many campus leaders including campus diversity officers. The Chief of Police is a member of the Committee, and this is just one of many mechanisms the campus uses to engage with the community. Each of the engagement opportunities are regularly discussed and improvement is made, if necessary.
STATUS: Complete.

► **RECOMMENDATION 18:** Each campus should perform a campus satisfaction survey no less than annually, and include questions regarding interactions with and perceptions of the police department and their activities.
IMPLEMENTATION: We have sought the assistance of UC Berkeley professors from the Department of Public Policy to conduct a survey. The survey will be sent out to the UC Santa Cruz community in October 2020.
STATUS: 50% Complete / Anticipated 100% Completion in October 2020.

► **RECOMMENDATION 19:** The campuses and their police departments should strengthen relationships with local government and their police departments to ensure that campus concerns are appropriately communicated.
IMPLEMENTATION: The Chief of Police meets monthly with all the Chiefs and Sheriff in the county. The Chief and other campus leaders meet regularly with city and county leaders to strengthen relationships, communicate issues, and collaborate to address issues whenever possible.
STATUS: Complete.

TRAINING

▶ **RECOMMENDATION 20:** UCPD should expand existing training on effective communication through specialized instruction on procedural justice, implicit bias, mental health, de-escalation, cultural sensitivity, sexual orientation and trauma-informed interviewing. UCPD should create mechanisms for continually evaluating and improving the effectiveness of these trainings.
IMPLEMENTATION: This is currently our policy and practice. The department creates an annual training plan to provide these types of training to its staff. In addition, the department created a Professional Development Plan for each position within the department that is followed and revised when appropriate. This plan is posted on our website at police.ucsc.edu.
STATUS: Complete.

▶ **RECOMMENDATION 21:** UCPD should offer educational and awareness presentations or classes for students, staff and faculty. UCPD should create mechanisms for continually evaluating and improving the effectiveness of these classes.
IMPLEMENTATION: This is currently our policy and practice. We offer a wide array of programs and presentations, including a quarterly two-unit Community Police Academy. Many of our program offerings are included in our annual Clery Act Security and Fire Report, which can be found on our website at police.ucsc.edu.
STATUS: Complete.

TRANSPARENCY

▶ **RECOMMENDATION 22:** ECAS should audit UCPD complaint investigations and use of force reports.
IMPLEMENTATION: Audits will commence upon completion of a full calendar year of implementation of the recommendations related to the uniform complaint process and use of force policy. This audit will be added to the systemwide audit plan.
STATUS: Anticipated completion of November 2021.

▶ **RECOMMENDATION 23:** UCPD should create a framework for tracking and reporting the characteristics of each pedestrian and vehicle stop, detention, and arrest and ensure that information is communicated to the California Department of Justice for analysis and release to the general public.
IMPLEMENTATION: The UC Santa Cruz Police Department is currently abiding by AB 953. In addition, it is working with its CAD/RMS provider for future compliance with CA Government Code section 12525.5 that relate to this recommendation. The requirement is that our agency be compliant by 2022.
STATUS: Complete.

▶ **RECOMMENDATION 24:** UCPD should explore ways to publicly post relevant standards, policies, practices, education and training material. UCPD should implement and explore ways to publicly post relevant standards, policies, as permitted by law.
IMPLEMENTATION: Current law requires that the information required in this recommendation be posted by January 1, 2020. Although we are exempt from this law, we updated our website and our policies are posted on our website as recommended by the recommendations of the Task Force.
STATUS: Complete.

► **RECOMMENDATION 25:** UCPD shall explore ways to release certain video evidence as required to comply with state law.
IMPLEMENTATION: This is our current policy and practice. Our police policies have been updated, and we will release certain video as required by CA Government Code section 6254.
STATUS: Complete.

► **RECOMMENDATION 26:** Consistent with state law, UCPD shall develop ways to release records upon request.
IMPLEMENTATION: This is our current policy and practice. We work with Campus Counsel and the Office of Information Practices to comply with state law and university policy.
STATUS: Complete.

► **RECOMMENDATION 27:** Each UCPD department shall produce and publish an annual report on its website that includes the number of complaints received, investigated and closed during the year, the general category of those complaints, the complainant's relationship to the campus (if known) and the disposition.
IMPLEMENTATION: This is our current policy and practice. We comply with CA Government Code section 13012.
STATUS: Complete.

IMPLEMENTATION

► **RECOMMENDATION 28:** Each campus shall create an implementation plan to ensure that recommendations from this Report that are accepted by the President are completed in a timely manner.
IMPLEMENTATION: Implementation currently being deployed. Oversight being managed by the AVC Risk and Safety Services.
STATUS: Complete.