



# UNIVERSITY OF CALIFORNIA

President James B. Milliken

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Office of the President  
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## Campuses

Berkeley  
Davis  
Irvine  
UCLA  
Merced  
Riverside  
San Diego  
San Francisco  
Santa Barbara  
Santa Cruz

## Medical Centers

Davis  
Irvine  
UCLA  
San Diego  
San Francisco

## National Laboratories

Lawrence Berkeley  
Lawrence Livermore  
Los Alamos

## Division of Agriculture and Natural Resources

Chancellors

Dear Colleagues:

As I assured the Board of Regents at our recent meeting, there is no higher priority for us than ensuring that our campus communities are free from violence. I know you feel as strongly as I do that it is our responsibility to ensure that our students, faculty, staff, patients, and visitors are safe at UC locations. We take many steps and dedicate significant resources to achieve this, but the murder of Charlie Kirk at Utah Valley University was a reminder that we must always remain vigilant.

Universities are places where civil discussion and debate can and should occur, without the fear or threat of harm. The recent reprehensible display of political violence represented an attack on our values, and on the freedoms all Americans hold dear.

In July, former President Drake issued *Directives and Procedures on Speech and Advocacy* and requested documentation on the implementation of the 21CP recommendations in the form of campus readiness plans. I write to underscore the importance of both documents and the necessity for campuses to prepare for any incidents that threaten community safety and violate law or policy.

Building on these directives, and in light of the Charlie Kirk shooting, each campus should take immediate steps to review existing procedures for hosting events where speakers or performers and the crowds they draw require extra security attention. This includes a thorough event safety assessment in coordination with event management staff, facilities, and UC police to include the below considerations in accordance with standards articulated in campus policies. Furthermore, proposed events involving prominent speakers or performers with high social visibility, regardless of their viewpoint, should be reviewed with the UC Police Department for threat assessments. Those deemed in need of additional security measures or of high visibility must be communicated to the UCOP Office of Community Safety and UCOP Office of Risk Services.

**Considerations for event safety precautions should include but are not limited to:**

- Indoor venue location
- Ample time for “door opening” protocols that include:
  - Bag check
  - Magnetometer
  - Scanning of tickets

- Ticketed event limited to members of the campus community
- One ticket per person, i.e., no group ticket registration under one name
- Name badges identifying all facilities and event staff
- Sweep of facilities by safety personnel
- Separate exit for speakers or performers if event is called and cannot continue
- Additional safety personnel for outdoor events

For training and information on event safety, please contact Melissa Collins at the UCOP Office of Risk Services, [melissa.collins@ucop.edu](mailto:melissa.collins@ucop.edu).

Thank you for your immediate attention and for your continued commitment to the safety of our community and the protection of free expression at the University of California.

Sincerely,



James B. Milliken  
President

cc: Provost and Executive Vice President Newman  
Executive Vice President and Chief Financial Officer Brostrom  
Executive Vice President and Chief Operating Officer Nava  
Vice President and Chief of Staff to the President Kao  
Vice President and Vice Provost Gullatt  
Chief Policy Advisor McAuliffe  
Associate Vice President & Chief Risk Officer Confetti  
Associate Vice President Dávalos  
Director Stiger  
Manager Collins