

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

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

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

#	Action	Milestone Date	Milestone Met? (Y/N)	Description of Action Taken through December 31, 2021	Risks, Challenges, Issues, Considerations
1.1	Current and future campus-based task forces or working groups focused on campus safety will include broad representation of the full UC community, including historically marginalized communities.	9/30/2021	Y	<p>Led by the Vice Chancellor for Equity, Diversity, and Inclusion, UCI’s Campus Safety Taskforce was established with broad representation of the UCI community. A key outcome of the taskforce was the development of a Campus Safety Framework which describes the contours of safety based on three aspirational principles: safety, security, and justice. The framework emphasizes the campus commitment to safety while grounding this commitment in the expectations and responsibilities of community members. The breath of the framework also seeks to promote greater clarity and coordination across the enterprise for the wide range of offices and personnel whose roles relate to one or more of the principles.</p> <p>The framework will infuse on-going workgroup attention to UCI’s Public Safety Advisory Committee (PSAC) recommendations in 2022--including data collection and management, complaint review process, and performance standards.</p>	

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1.2	A community-led process will be established that involves faculty, students and staff to define and advise on the specific strategies and approach in the tiered response model.	9/30/2021	Y	<p>The Campus Safety Framework will serve as a point of engagement with campus constituencies in the winter quarter as we intensify our consultations and increase conversations.</p> <p>In collaboration with PSAC, a town hall in January or February 2022 will provide an opportunity to update the campus about the implementation of local and systemwide recommendations, solicit feedback about the Campus Safety Framework, and announce a planned Campus Policing Survey for the winter quarter.</p>	
1.3	The history of policing, and the variety of views including maintaining, defunding or abolishing police departments, and making space for those ideas and solutions, will be shared and considered by campus leadership.	9/30/2021	Y	<p>The history of policing, and the variety of views, ideas, and solutions will form part of the planned engagement discussions in the winter and spring quarters, beginning with the town hall and outreach to specific campus communities and constituencies.</p>	

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1.9	Evaluation criteria for candidates in hiring and promotional decisions for campus safety roles will include behaviors consistent with the University's principles of community and their commitment to integrity, excellence, accountability and respect.	9/30/2021	Y	<p>The background check and interview questions/case studies used for UCIPD's hiring and promotion decisions support behaviors consistent with the University's principles of community. In addition, background checks include interviews with people who know the candidate and review of social media accounts.</p> <p>Formal written procedures incorporated into Policy 1000 - Recruitment and Selection, stating:</p> <p>"Evaluation criteria for candidates in hiring and promotional decisions for campus safety roles will include behaviors consistent with the University's principles of community and their commitment to integrity, excellence, accountability, and respect."</p>	
1.10	Continuing the standard background check conducted, the University will not hire officers or any campus safety personnel with any sustained findings of misconduct related to moral turpitude, sexual harassment, bias, discrimination, or any other finding determined to be inconsistent with the University's principles and values, or who resigned while under investigation.	9/30/2021	Y	<p>UCIPD currently follows this action and they have codified this practice into policy adding to the current Policy 1000 - Recruitment and Selection, stating:</p> <p>"1000.6.2 UCI HIRING STANDARDS</p> <p>The University will not hire officers or any campus safety personnel with any sustained findings of misconduct related to moral turpitude, sexual harassment, bias, discrimination, or any other finding determined to be inconsistent with the University's principles and values, or who resigned while under investigation."</p>	

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1.13	Campus safety personnel will continue to participate in campus special events, meet with faculty, students and staff groups, share crime prevention and self- defense expertise, and more, to build open lines of communication, engagement and understanding.	9/30/2021	Y	UCIPD continues to participate in campus special events and other community engagement activities. https://www.police.uci.edu/comm- engagement/comm-engage-overview.php	
2.3	Campuses will follow established University and campus guidance on protest response, role of police, observers or monitors, and use of mutual aid and communicate those standards to the community so that they have shared expectations.	9/30/2021	Y	UCI has established campus guidance on protest response, including roles of police, observers and monitors. https://em.uci.edu/_pdf/uci-demonstration- protocol.pdf	

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2.2	<p>Each campus will pause hiring of campus safety personnel until the plan described in 2.1 has been submitted. Exceptions to the pause, based on meeting basic safety needs, must be approved by the Chancellor.</p>	10/31/2021	Y	<p>UCI PD and Office of the CFO and VC are complying with this action.</p>	
1.5	<p>Except in urgent or emerging crises where it poses a safety risk, all campus safety service providers will proactively provide their name, contact information, reason for stop or call response, and prior to the conclusion of their contact, will confirm how feedback can be sent.</p>	12/31/2021	Y	<p>On campus, all UCI PD department members proactively provide their name, contact information, and reason for contact. In addition, they hand out business cards to stopped individuals which include officer's name and contact information, as well as a QR code and URL which link to a customer satisfaction survey.</p> <p>https://app.smartsheet.com/b/form/1ad97d7605574c409caed7c8c45fd516</p> <p>At the Medical Center, the Public Safety team participates in the Patient Experience Survey already in place which includes Public Safety. Anything outside of that survey mechanism will comply with the policy to hand out business cards to individuals who are stopped.</p> <p>Victims of crimes and those who request police services through the dispatch center will automatically receive an email and/or text with information regarding their call and an opportunity to provide feedback.</p>	

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				UCIPD Policy 1030 describes the requirement for department members to provide information on how the community can provide feedback. Policy includes language about officers communicating reason for stop or call response.	
1.8	Each campus will develop and implement procedures and guidelines for the UC community, including students, faculty and staff, to serve in an advisory capacity in the interview process of UC police department and other campus safety personnel.	12/31/2021	Y	Formal written procedures have been incorporated into Policy 1000 - Recruitment and Selection, stating: "Hiring and promotional oral interview panels for police department positions shall include UCI community representatives which may include students, staff, and faculty. UCI Community members selected to serve on interview panels shall complete the UC Managing Implicit Bias Series: Managing Implicit Bias in Hiring Process prior to serving on a panel."	
3.1	Campuses will post these categories of safety data annually: <ul style="list-style-type: none"> • Crimes Data (Part I and Part II) • Use of Force • Campus Safety Workforce Summary, including demographics • Campus Safety Fiscal Year Budget 	12/31/2021	Y	The UCI Police Department Data Dashboard is live and includes the listed categories of safety data. The website will continue to be updated as recommended by the UCI Campus Safety Workgroup and UC systemwide Data Dashboard Workgroup. https://www.police.uci.edu/data-dashboards/about.php	

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	<ul style="list-style-type: none"> • Stops (Racial and Identity Profiling Act of 2015 (RIPA) compliant as required by California Law) • Complaint data and resolution (consistent with California Department of Justice requirement) • Calls for service 				
4.4	Each campus police department not currently accredited must begin candidacy for International Association of Campus Law Enforcement Administrators (IACLEA) accreditation.	12/31/2021	Y	UCIPD has begun candidacy for IACLEA accreditation. Contract executed on January 6, 2022.	