

## Community Safety: CAMPUS VEHICLES, UNIFORMS, AND EQUIPMENT (VUE) PROGRESS REPORT

As of March 1, 2023

### GUIDANCE FOR COMPLETION

Please complete and submit by March 31, 2023.

You may also email it to the Systemwide Director of Community Safety, [jody.stiger@ucop.edu](mailto:jody.stiger@ucop.edu)

Recommendation 16 of the Vehicles, Uniforms, and Equipment (VUE) Workgroup Guidelines and Recommendations provided that:

In consultation with the UC community, campuses and medical centers are to develop an implementation plan regarding these guidelines and recommendations by March 31, 2023.

- These plans must address how each recommendation will be achieved and may prioritize actions based on resource availability and considerations such as vehicle and equipment turnover.
- All recommendations should be implemented as soon as practically possible

Final reports will be published on the public-facing UC community safety website. Please provide a detailed description of your campus's implementation of each listed recommendation. Additionally, pictures or photos are highly encouraged.

**CAMPUS NAME: IRVINE**

### PROGRESS AND UPDATES

Provide updates on progress.

#### Recommendation 1 — Distinctiveness of sworn police officers' VUE

All public safety providers who are not sworn police officers will not have badges, stars, patches, or other overt VUE similarities to those of sworn police officers.

#### *Achieved*

Yes

***Implementation detail / description of actions taken***

UCI Police Department:

Campus Community Safety Ambassadors (CSAs) and Public Safety Responders (PSRs) no longer have badges or patches on their uniforms (exhibits 1.1-1.5).

The uniforms worn by the UCI Medical Center tiered response team have not changed due to their unique function and authority working at a hospital location and to promote a professional appearance at the medical center.

Public safety tier employees are distinguishable from sworn police officers.

UCI Parking:

Parking personnel wear differentiated uniform without badges, stars, and patches (exhibits 1.8-1.13).

**Recommendation 2 — Distinctiveness of sworn police officer titles**

Campuses will not call any public safety personnel, other than sworn police officers, “officers.”

***Achieved***

Yes

***Implementation detail / description of actions taken***

UCIPD has removed the word “officer” from all nomenclature relative to personnel who are not sworn police officers (exhibit 2.1).

Parking personnel are referenced as “representatives” and “coordinators,” not “officers.”

**Recommendation 3 — VUE of non-sworn public safety personnel**

Seeking to decrease the visibility of public safety individuals who look like sworn police officers, no other public safety personnel will look, carry equipment, or drive vehicles substantially similar to those of sworn police officers.

- a. Parking enforcement personnel uniforms should consist of a polo-style uniform with an embroidered logo and the words “PARKING” printed across their back. Their vehicles shall be clearly identifiable as parking enforcement.

***Achieved***

Yes

***Implementation detail / description of actions taken***

UCIPD has ensured that no public safety personnel look like, carry equipment, or drive vehicles that are substantially similar to those of sworn police officers.

Parking has removed police-style uniform elements from the current uniforms. The updated uniform meets VUE guidelines. Parking vehicles are clearly marked with “UCI Transportation” (exhibits 3.1-3.4).

**Recommendation 4 — Sworn police roles**

Campuses should evaluate a sworn police role to respond to calls for service that do not require a visibly armed and traditionally uniformed sworn police and to serve in a campus and community affairs-related position. These officers’ uniforms should be distinguishable from those of regular patrol police officers, such that uniforms should be a polo shirt or plain clothes.

***Achieved***

Yes

***Implementation detail / description of actions taken***

UCIPD has provided all sworn personnel with community engagement uniforms that consist of polo shirts and utility pants to be worn when not working a uniformed patrol function such as community engagement or training events. When working personal security detail, officers wear business attire such that they can carry their weapons concealed. Bike patrol officers wear shorts and a polo shirt when on patrol (exhibits 4.1-4.3).

**Recommendation 5 — Alternative vehicles for sworn-officer patrols**

Campuses should evaluate and increase the use of alternative vehicles other than traditional patrol car — for example bicycles, e-bikes, electric vehicles, or golf-carts — for sworn-officer patrols.

***Achieved***

Yes

***Implementation detail / description of actions taken***

In 2021, UCIPD received Violent Acts Mitigation & Prevention (VAMP) grant funding to purchase e-bikes for patrol at both the campus and University Hills residential areas. 15 officers have been trained and certified to ride these e-bikes for patrol and community engagement events (exhibit 5.1).

**Recommendation 6 — Load-bearing vests**

Load-bearing vests will not be issued as standard equipment for new hires of sworn police officers.

- a. Understanding the potential needs for load-bearing vests (not limited to ergonomics, officer safety, etc.), such vests will be approved on a case-by-case basis by the Police Chief or designee.

***Achieved***

Yes

***Implementation detail / description of actions taken***

Police officers hired after September 2020 are not issued or allowed to wear outer, load-bearing vests. Officers hired prior to September 2020 have been grandfathered in and are allowed to wear load-bearing vests.

K-9 unit personnel wear load-bearing vest while working patrol with their K-9 in order to carry their equipment and the K-9's equipment while in the field.

Those who are allowed to wear these vests, must keep them in good condition and maintain closed pockets in order to help the vest blend into the uniform shirt.

**Recommendation 7 — Less than lethal weapons**

In addition to existing required equipment, including firearms, less than lethal weapons shall be required equipment for all sworn police officers and carried on their person as required equipment.

***Achieved***

Yes

***Implementation detail / description of actions taken***

UC's Gold Book policy 1212.2.2 requires that officers carry a baton and OC Spray, both of which are less lethal options. UCIPD is in compliance with this policy. UCIPD also requires officers to carry a taser once they have been fully trained and successfully meet the required qualifications.

**Recommendation 8 — UCPD identification**

Any marking of "POLICE" must identify that the police officer, equipment, or vehicle is that of the University of California, such that a marking, badge, or insignia shall say "UC POLICE" or "CAMPUS POLICE" or "UNIVERSITY OF CALIFORNIA POLICE", or similar.

***Achieved***

Yes

***Implementation detail / description of actions taken***

“UC Irvine Police” is the standard term on police vehicles. UCIPD officer badges are shaped like a star and include the wording, “University of California.” This is different than surrounding agencies and clearly distinguishes UCIPD from local police departments.

**Recommendation 9 — UCPD sworn police patrol cars**

Sworn police patrol cars should be distinguishable from local law enforcement authorities, with patrol cars displaying “University of California Police” or the campus name with any marking of police. Campuses and medical centers are encouraged to move from a black and white patrol car to a solid white patrol car to distinguish the vehicle from local law enforcement.

***Achieved***

Yes

***Implementation detail / description of actions taken***

“UC Irvine Police” is the standard term on police vehicles. This is different than surrounding agencies and clearly distinguishes UCIPD from local police departments (exhibit 9.1).

UCIPD will continue to use black and white vehicles to be readily identified as a police vehicle and not to be confused with other, non-emergency campus vehicles.

**Recommendation 10 — Need for fully-uniformed officer**

Campuses and medical centers should develop procedures to determine if a fully-uniformed patrol police officer is needed for specific events and functions. For example, plain-clothed police officers providing security and protection services for visiting dignitaries.

***Achieved***

Yes

***Implementation detail / description of actions taken***

UCI’s tiered *campus* response includes Community Safety Ambassadors (CSAs), Public Safety Responders (PSRs) and police officers. The *medical center* tiered response includes Public Safety Ambassadors (PSAs), Public Safety Responders (PSRs), and police officers.

1. Community Safety Ambassadors (CSAs) are part-time student employees who act as the “eyes and ears” of the police department by patrolling specific areas and providing escorts to community members.

Public Safety Ambassadors (PSAs) are full-time, non-sworn, un-armed employees at the UCI Health Medical Center who provide a highly visible security presence in designated public entrances to protect and guard University property, support community safety, monitor and control entry to restricted areas, and inspect areas to help prevent accidents and other hazards. PSAs also monitor hospital security cameras, alarms, and access control.

Public Safety Responders (PSRs) are full-time, non-sworn, un-armed employees who respond to calls for service and safety concerns not related to criminal activity.

UCIPD works closely with security teams for visiting dignitaries to provide the response they require, which includes a softer uniform (polo-type) or plain clothes officers (exhibits 4.1 and 4.2).

UCIPD has provided all sworn personnel with community engagement uniforms that consist of polo shirts and utility pants to be worn when not working a uniformed patrol function such as community engagement or training events (exhibits 4.1 and 4.3).

UCIPD works with campus partners to determine non-traditional police response uniforms for community engagement events.

### **Recommendation 11 — Uniforms for medical center non-sworn public safety personnel**

Medical centers should reimagine security services by having a public safety ambassador wearing a professional blazer-style uniform and more typical safety or security personnel wearing a utility-style uniform.

#### ***Achieved***

Yes

#### ***Implementation detail / description of actions taken***

At UCI Medical Center, Public Safety Ambassadors wear a professional blazer uniform (exhibit 11.1).

While sworn officers assigned to the UCI Medical Center wear traditional police uniforms, Public Safety Responders (PSRs) wear grey polo shirts and utility pants which distinguish them from the police officers (exhibit 11.2). Medical Center leadership believes that the public safety personnel should look professional and able to represent the authority of the police department since their presence is the first line of de-escalation in an environment where workplace violence is at an all-time high.

### **Recommendation 12 — VUE of unarmed security and public safety services personnel**

Given the importance of unarmed security and public safety services as part of the UC Community Safety Plan and each location's tiered response models, campuses and medical centers with personnel in this tier shall adopt the minimum for systemwide consistency:

- a. These personnel shall not carry a firearm.

- b. Identification: Non-sworn safety personnel with a primary role of ensuring safety and security shall be identified systemwide as “University of California Protective Services”. Campuses will not identify these individuals as officers, but as protective services, community partners, public safety partners, or another similar title.
- c. Uniform: Clearly distinguishable from sworn police officers, such as khaki utility pants and a light blue uniform or polo shirt, with insignia that identifies the individual as “University of California Protective Services.”
- d. Equipment: Duty belt to hold a radio, flashlight, and a self-defense device, such as pepper spray.
- e. Vehicles: Identifiable as part of UC protective services, with no stars or other markings similar to those of sworn police patrol cars.

### ***Achieved***

Yes

### ***Implementation detail / description of actions taken***

UCI’s tiered *campus* response includes Community Safety Ambassadors (CSAs), Public Safety Responders (PSRs), and police officers. The *medical center* tiered response includes Public Safety Ambassadors (PSAs), Public Safety Responders (PSRs), and police officers.

- a. Firearms: Only sworn police officers carry firearms.
- b. Three groups are referred to as University of California Protective Services Personnel:
  - Community Safety Ambassadors (CSAs)
  - Public Safety Ambassadors (PSAs)
  - Public Safety Responders (PSRs)
- c. Uniforms:
  - UCI Medical Center PSRs wear grey polo shirts and utility pants which distinguish them from sworn police officers (exhibit 11.2).
  - CSAs wear blue polo shirts with no patches or badges which distinguishes them from sworn police officers (exhibits 1.1-1.4).
  - PSAs wear professional blazers and button-down shirts (exhibit 11.1).
  - Campus PSRs wear grey polo shirts with no patches or badges and utility pants (exhibits 1.6-1.7).
- d. Equipment:
  - PSRs carry flashlights, radio, handcuffs, and tasers on their duty belt.
  - CSAs carry flashlights on their duty belt when working evening hours.
  - PSAs do not carry any equipment.
- e. Vehicles: UCI’s Protective Services vehicles do not have badges or police markings, nor are they black &

white vehicles so as not to be confused with police vehicles (exhibit 12.1).

### **Recommendation 13 — VUE of mental health and student service professionals**

Mental health and student service professionals responding to a known mental health emergency call as part of a campus' tiered response model must wear professional, clinical, or similar attire.

- a. They must wear a hanging style photograph identification card, which shall indicate that they are mental health, clinical professionals, or another type of safety responder.
- b. The equipment they carry should be directly related to their responsibilities within the campus' tiered response model.
- c. If they are required by the campus to carry equipment on their person, a smock-type vest is recommended with insignia identifying them as mental health professionals.

#### ***Achieved***

Yes

#### ***Implementation detail / description of actions taken***

The Orange County Health Care Agency (OCHCA) has a mobile Crisis Assessment Team (CAT) that is available to respond for mental health problems when requested 24/7. Once a week, UCIPD works closely with a member of the Psychiatric Emergency and Response Team (PERT) for follow-up and response to mental health crisis calls on the campus. PERT staff wears street clothes in compliance with OCHCA guidelines (exhibit 13.1).

UCI has an agreement with [Be Well OC \(BWOC\)](#) to host a mental health mobile response team on campus. These non-UCI employees will comply with UCI's community safety plan by wearing attire that clearly identifies them as affiliates to the BWOC mobile response team (exhibit 13.2).

- a. PERT, CAT, and BWOC staff carry clearly visible identification.
- b. None of these entities carry equipment unrelated to their responsibilities within the campus' tiered response model.
- c. None of the mental health responders carry equipment requiring a smock-type vest.

### **Recommendation 14 — VUE of student safety partners**

Student Safety Partners should highlight their role as student-peers trained to provide safety escorts to fellow students and staff. Their uniforms should consist of polo-style shirts with no stars, badges, police department patches, or logos. The campus mascot and campus colors should be utilized as a part of the uniform.



- a. Campuses that use the word officer in the identification of these personnel should reimage these positions as student safety partners.
- b. When providing safety escorts, a hanging style photograph identification card must be visible indicating that they are students.
- c. Their uniforms should have reflective or other high-visibility elements for night-time safety.

***Achieved***

Yes

***Implementation detail / description of actions taken***

Uniforms for Community Safety Ambassadors (CSAs) are polo-type shirts and utility pants with no patches or badges (exhibits 1.1-1.3).

- a. The word “officer” is not used.
- b. CSAs carry a visible identification badge on lanyards that clearly identify them as student employees while conducting escorts (exhibit 14.1). A clearly visible sign will be posted in any vehicle used by CSAs that identifies them as students (exhibit 14.2).
- c. CSA jackets have reflective elements and reflective vests are available to wear during evening hours when not wearing a jacket.

**Recommendation 15 — Changes to VUE**

Any changes to VUE for public safety personnel shall be made in consultation with the campus’ responsible administration officer and with the systemwide director of community safety.

***Achieved***

Yes

***Implementation detail / description of actions taken***

UCIPD has worked closely with the campus’ Responsible Administration Officer on implementation of VUE recommendations.

**Recommendation 16 — VUE implementation plan**

In consultation with the UC community, campuses and medical centers are to develop an implementation plan regarding these guidelines and recommendations by March 31, 2023.

- a. These plans must address how each recommendation will be achieved and may prioritize actions based on resource availability and considerations such as vehicle and equipment turnover.
- b. All recommendations should be implemented as soon as practically possible

***Achieved***

Yes

***Implementation detail / description of actions taken***

In fall 2022, UCIPD consulted with the following UCI groups regarding tiered response uniforms and name changes on campus:

- UCI Community Safety Plan Executive Work Group
- Public Safety Advisory Committee (PSAC)
- Strategic Communications and Licensure (design)
- Community Safety Partners Group
- Associated Graduate Students
- Associated Students of UCI
- Counseling Center
- Coordinated Community Review Team
- Chancellor's Advisory Council
- Title IX Office
- Academic Senate
- Chancellor's Cabinet

**Other updates**

N/A

Exhibits 1.1-1.3



Exhibits 1.4 and 1.5

**JCtees** 23055 Alcalde Drive Laguna Hills CA 92653  
 screenprinting • embroidery • promotional items Phone Number 949-305-7214 Fax Number 949-305-7217

UCI Police Community Safety Jackets 2022 Embroidery. Date: 12/16/22

**Left Chest**



3.5" x 3"

Thread Colors:  
 1.White  
 2.Pantone 109 C Yellow  
 3.Pantone 3005 C Blue

**Large Back**



13" x 3.4"

Thread Colors:  
 1.White




J754R Navy Port Authority Challenger Jacket with Reflective Taping.

*NOTE: Please make sure you check spelling, thread color, placement & sizes before you approve.*

EMBROIDERY & PRINT PROOF LAYOUT

UCI Public Safety Apparel 2023 Embroidery & Print.



S11 Polos. Elbeco.

**Right Chest**

F. Ramos 0.5"

Thread Colors:  
 1.White

Embroidery.

**Right Chest**

M. Espinoza 0.5"

Thread Colors:  
 1.White

Embroidery.

**Left Chest**



3"

Thread Colors:  
 1.White

Embroidery.

**Large Back**



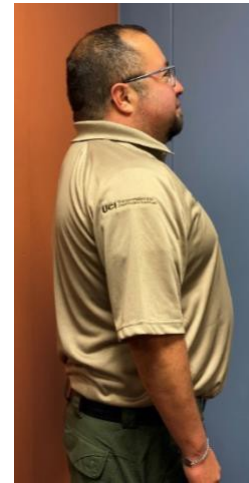
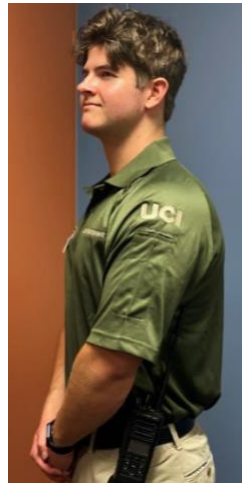
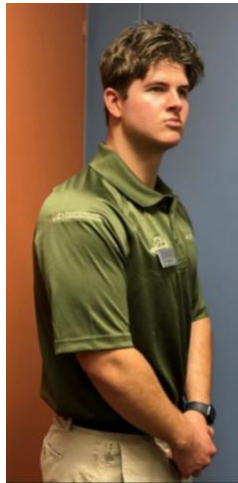
9" x 6.7"

Silkscreen print.  
 Ink Colors:  
 1.Base  
 2.White

Exhibits 1.6 and 1.7



Exhibits 1.8-1.13



# Community Safety Plan

## Vehicle, Uniform and Equipment (VUE) Protective Services Personnel

### CSP Recommendation #2:

***Campuses will not call any public safety personnel, other than sworn police, “officers.”***

PRE CSP TITLE	NEW TITLE as of March 2022
<b>Community Service Officers</b> Part-time Student Employees – eyes and ears of PD, patrol areas and escorts	<b>Community Safety Ambassadors</b>
<b>Public Safety Ambassadors</b> Full-time, non-sworn, unarmed personnel, at the medical center only – 1 <sup>st</sup> tier of safety as a visible, helpful, public safety representative	No Change, already comply with recommendation
<b>Public Safety Officers</b> Full-time, non-sworn, unarmed tiered response at both the medical center and campus –respond to calls for service and safety concerns not related to criminal activity	<b>Public Safety Responders</b>

Exhibits 3.1-3.4



Exhibits 4.1-4.3





Exhibit 5.1



Exhibit 9.1



Exhibits 11.1 and 11.2



Exhibit 12.1



Exhibit 13.1



Exhibit 13.2



Exhibits 14.1 and 14.2

