

## 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: LOS ANGELES

### 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**

**UCPD:** Public safety providers who are not sworn police officers do not have insignia that can be confused with sworn police. Optional department attire (e.g. polo shirts) is currently being redesigned so shirts for non-sworn personnel (including Public Safety Aides, or PSAs) do not have police badges.

**COMPLETE**

**UCLA Parking Enforcement:** No longer carry or wear badges. There are no symbols on PE uniforms other than the UCLA campus logo. **COMPLETE**

**ASUCLA Security:** ASUCLA Loss Prevention personnel wear full uniforms - black pants and white shirts that have identifiable patches and credentials. This is done in order to create a very visible deterrent against theft in the UCLA Stores. Additionally, when deterrence is not enough, LP personnel will investigate and apprehend those persons who have violated the CA penal code in their presence. Having the identifiable uniform provides a clear message as to their authority as agents of ASUCLA when necessary. **N/A**

**Hammer Museum Security:** Security staff wears Polos and Jackets that only say "Hammer Security" on them. **COMPLETE**

**Housing & Hospitality Security:** Housing Safety Ambassador uniforms do not contain such insignias. Vehicles are currently being redesigned to match departmental badging ("UCLA Housing"). **COMPLETE**

**UCLA Health Security:** Has uniforms with patches that state "UCLA Health Security". Further changes may be implemented after review with Jody Stiger and University leadership to ensure that any changes do not affect hospital security operations. Cooperation and planning among the UC Health Centers is ongoing, with a broader UC Health strategy forthcoming. **IN PROGRESS**

**UCLA Fire:** All uniformed staff are sworn peace officers per 830.37(a)(b) and have assigned badges, both uniforms and badges clearly reflect fire department role. **N/A**

**Crisis Evaluation and Response in the Field (CERF):** Once launched, CERF staff (a subgroup of UCLA Counseling and Psychological Services, or CAPS) will be issued plastic departmental IDs that are printed in-house with photo, UID, and title at onboarding but are distinct from those worn by sworn personnel. **N/A**

**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**

**UCPD:** Public safety providers are not called “officers”, with the sole exception of “CSO” and “CSO Programs”, which are maintaining their names of Community Services Officer and Community Services Officer Programs with the approval of the Chief of Police and Administrative Vice Chancellor. CSO Programs has been in place at UCLA since 1977 and there is innumerable value in the brand recognition of “Community Service Officers”. CSOs are well-known throughout campus as student employees and they are not misperceived as sworn police officers. **N/A**

**UCLA Parking Enforcement:** Parking Enforcement staff that issue parking citations and perform other Parking Enforcement duties are no longer referred to as officers and are identified by their previously existing job titles of Parking Enforcement Specialists. **COMPLETE**

**ASUCLA Security:** Currently ASUCLA Security/Loss Prevention staff are referred to as “Loss Prevention Officers”. Changing their working title will need to be explored but should not have a major impact on our operations. **IN PROGRESS**

**Hammer Museum Security:** Uses the designated “Security Guard” term. **COMPLETE**

**Housing & Hospitality Security:** Housing uses the term “Safety Ambassadors” when referring to the safety team. None are referred to as “officers.” **COMPLETE**

**UCLA Health Security:** Title code for security states “Medical Center Security Officer.” Further changes may be implemented after review with Jody Stiger and University leadership to ensure that any changes do not affect hospital security operations. Cooperation and planning among the UC Health Centers is ongoing, with a broader UC Health strategy forthcoming. **IN PROGRESS**

**UCLA Fire:** No one employed by UCLA Fire is called “officer” unless the title fire prevention officer (FPO) is utilized. **COMPLETE**

**CERF:** Refer to staff with clinical privileges as “clinicians” and those with PsyD/PhD/MD referred to as “Dr.”; staff without clinical privileges are referred to as non-clinical, support, and/or health & wellness ambassadors. **COMPLETE**

**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***

**UCPD:** Department vehicles for non-sworn public safety personnel are substantially different to those of sworn police. Only patrol vehicles are currently marked as “UC Los Angeles Police”.

**UCLA Parking Enforcement:** Parking Enforcement uniforms primarily include polo style tops with reflective striping and the embroidered UCLA campus logo next to Parking Enforcement text. The same logo and text are embroidered on caps and hats worn by PE Specialists. No other uniform pieces have text or symbols. PE vehicles are not similar to police vehicles and have Parking Enforcement clearly labeled on the sides and back.

**ASUCLA Security:** ASUCLA Security/Loss Prevention operates a single GEM cart. The cart is unmarked and does not have any logos or identifiable wording or markings on it. Uniforms are being evaluated per Item 1.

**Hammer Museum Security:** Does not use any designated vehicles. Security wears aqua blue polos with “Hammer Security” on the upper left. Black winter jackets are issued that also say “Hammer Security”. All security staff carries a radio.

**Housing & Hospitality Security:** 2 department vehicles are distinct from police vehicles and are clearly marked with Housing Security on the sides and backs of the vehicle. Housing staff wear polo shirts embroidered with “UCLA Housing”, and carry 2-way radios.

**UCLA Health Security:** Vehicles are not marked.

**UCLA Fire:** Refer to Item 12. Fire Department vehicles are clearly marked as fire vehicles.

**CERF:** CERF staff will be provided with departmental-issued fleece jackets and shirts that say “UCLA CAPS” or possibly “UCLA CAPS/CERF Team” along the front left chest as this team will report into CAPS Executive Director. The plan is that they may carry a University-issued cell phone but should not have any other equipment. A University golf cart will be used as needed through our approved plan does include securing a University vehicle such as a van for the team to use in the future.

## **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***

**UCPD:** When applicable, sworn personnel may be assigned to details in plain clothes, and in general, sworn personnel in community affairs-related positions wear uniforms consisting of a polo shirt and cargo pants. Sworn personnel who respond to routine patrol calls for service will continue to wear the standard police uniform.

**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***

**UCPD:** Sworn personnel currently use alternate vehicles such as bicycles and motorcycles for patrol. E-bikes are currently proposed, pending approval and funding. **IN PROGRESS**

**CERF:** CERF will be issued a University golf cart as needed and has also been approved for a University vehicle such as a van for the team to use in the future. Transport support with UCPD Public Safety Aides will be deployed only as necessary. **COMPLETE**

**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***

**UCPD:** Load-bearing vests are only issued after approval by the Chief of Police for the listed reasons. **COMPLETE**

**UCLA Health Security:** Security personnel are issued a vest as part of their protective equipment as they encounter weapons routinely and need to have that layer of protection to keep security personnel safe. Further changes may be implemented after review with Jody Stiger and University leadership to ensure that any changes do not affect hospital security operations. Cooperation and planning among the UC Health Centers is ongoing, with a broader UC Health strategy forthcoming. **IN PROGRESS**

### 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***

**UCPD:** Uniformed patrol officers are issued and carry less lethal weapons such as a baton, pepper spray, and Taser.

### 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***

Partially complete

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

**UCPD:** Markings of “police” will include additional descriptive information when space permits on the applicable item. Patrol vehicles are currently marked with “UC Los Angeles Police”. **IN PROGRESS**

### 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***

**UCPD:** Police patrol vehicles driven by sworn personnel are currently clearly marked as “UC Los Angeles Police.” No other vehicles have “police” markings. New vehicle design is being considered to further differentiate from local law enforcement agencies.

In line with UCLA’s tiered response plan, vehicles utilized by UCPD PSAs and CERF mental health clinicians will be unmarked.

**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***

**UCPD:** The determination of whether fully-uniformed police officers and/or plain-clothes police officers are needed is part of the standard threat assessment and event planning procedures.

**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***

Partially complete

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

**UCLA Health:** There is no need to have security in blazers at UCLA Health as this role is performed by Patient Experience staff. The Security leaders from the UC Medical Centers created a group to review the VUE and develop a standardized, Health focused strategy that would be more conducive to the unique environment that a hospital presents. This group has a coordination relationship with the UCOP Safety/Security Leaders and the outcome of the group’s work will result in a clear direction of strategy for each of the VUE recommendations. UC Health locations will document where each location is regarding

compliance and document that a broader UC Health strategy is forthcoming. **IN PROGRESS**

### 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***

**UCPD:** Student and full-time CSOs are currently part of UCLA's tiered-response model. A new non-sworn and unarmed Public Safety Aide unit is also be part of the tiered-response model. A Security Services unit also provides access control and other services commonly associated with fixed-post security guards. Non-sworn personnel do not carry firearms, but may carry OC spray and restraints. UCPD's tiered response entities are not identified as University of California Protective Services, since multiple units comprise the model; however, the uniforms and vehicles of non-sworn personnel are clearly distinguishable from sworn police officers and vehicles.

**UCLA Parking Enforcement:** PE Specialists do not carry any weapons or restraints. PE Specialists carry handheld devices and printers for issuing parking citations as well as radios for communication. PE uniforms include reflective striping and are not printed with any symbols typically used by security or law enforcement. In any public safety response, PE would wear yellow, high visibility reflective traffic control vests.



**ASUCLA Security:** ASUCLA Security/Loss Prevention personnel wear a duty belt that consists of a two-way radio, restraints and, if certified, OC spray if they choose to carry it and a CPR pouch, again if they choose to carry it.

**Hammer Museum Security:** Security does not wear or use any weapons or restraints.

**Housing & Hospitality Security:** N/A

**UCLA Health Security:** Security carries restraints and OC spray, but does not carry weapons. The UCLA Health security personnel currently wear a blue uniform shirt with patches that notes “UCLA Health Security” with khaki cargo pants. This is different from the police officer uniform.

**UCLA Fire:** No personnel carry firearms. Staff are identified by badges/shoulder patches and are referred to as fire marshal, assistant fire marshal, deputy fire marshal and ranks of chief, captain and firefighter and work titles (e.g., fire inspector, fire prevention officer (FPO), fire code official, plan reviewer/examiner). Uniforms are dark, navy blue with patches indicating UNIVERSITY OF CALIFORNIA FIRE DEPT and badges indicating UCLA FIRE. We also carry radios for communication like UCPD. UCFD has 1 take home vehicle for “on-call” personnel which is a charcoal gray, unmarked Ford Interceptor, code-3 equipped which may look like a police vehicle. However, it has red lettering stating FIRE on the front and rear bumper. All other vehicles are painted red or white with UC fire logo on the doors.

**CERF:** Crisis Evaluation and Response in the Field (CERF) unit, which will assist UCPD PSAs with mental health responses, will be launched soon as a component of UCLA’s tiered response model (see Item 13).

### 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***

**UCPD:** CSOs wear visible identification at all times while on duty, they wear highly-visible professional attire that clearly identify them as CSOs, and their equipment is directly related to their responsibilities.

**UCLA Health Security:** Refers mental health calls to qualified hospital personnel. The hospital does employ trained and certified mental health technicians, social workers, psychologists and others who provide primary response to behavioral health issues. They wear hanging style photograph identification badges which indicate their role.

**CERF:** When hired, CERF staff will be issued departmental badge that includes photo, staff member name, UID, and title/role.

**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***

**UCPD:** The department is maintaining the names of Community Services Officer (CSO) and CSO Programs with the approval of the Chief of Police and Administrative Vice Chancellor. CSO Programs has been in place at UCLA since 1977 and there is innumerable value in the brand recognition of “Community Service Officers”. CSOs are well-known throughout campus as student employees and they are not misperceived as sworn police officers.

CSOs wear visible identification at all times while on duty, and their uniforms are highly- visible and clearly distinguish them as CSOs and not police officers.

**UCLA Health Security:** UCLA Health Security does not employ students at the hospitals. Security personnel provide security escorts upon request.

**UCLA Transportation:** Provides on-demand ride service for staff and students to use after hours when the shuttle is not running.

**CERF:** No official dress code but will issue departmental fleece jacket/shirts bearing ‘UCLA CERF’ embroidery. Staff are also advised to wear departmental issued photo ID badge.

### 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***

N/A

### 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***

There are ongoing efforts within UCLA Administration to keep UCLA leadership, campus response groups, staff, faculty, and student communities apprised of progress made on the UC Community Safety Plan. Broader communication strategy will be discussed following the Spring ‘23 Progress Report and VUE recommendation updates have been submitted.

### Other updates