

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

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: RIVERSIDE

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

Campus Safety Responders (non-sworn public safety personnel): A beige polo shirt with the University of California seal on the upper left chest area, “Campus Safety” embroidered beneath that, and “police department” embroidered above. The lower ribbon of the seal has “Riverside” embroidered into it. The CSR’s first initial and last name are embroidered on the upper right chest area. They wear grey utility pants and are issued a duty belt with holsters for a flashlight, campus keys, chemical spray, and a radio.

Highlander Student Safety (HSS) partners will be issued a blue polo shirt with the university seal on the upper left chest area, the words “Highlander” above the seal and “Student Safety” below it. They will also be issued a blue and grey pullover jacket with the same seal and markings as their shirt. They are required to wear black utility pants, along with a duty belt with holsters for keys, flashlight, chemical spray, and a radio.

Apparel for the SWIFT mental health team members is still under development. However, it will have no markings or insignia similar to police or other levels of the tiered response programs (viz. HSS and CSR VUE).

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

Non-sworn safety personnel consist of the following three units, each named to clearly separate that group from sworn police officers:

1. Campus Safety Responders (CSR)
2. Highlander Student Safety (HSS) program-a rebranding of the former Community Service Officer program. Student employees in this program will be referred to as “partners” as recommended by the VUE guidelines.
3. Highlander EMS (HEMS)-a campus student organization that has been integrated into UCRPD medical aid response.
4. SWIFT (mental health crisis response).

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

The non-sworn public safety responders consist of Campus Safety Responders (CSR), Highlander Student Safety (HSS), and Emergency Medical Technicians (EMT) who all wear polo-style shirt uniforms which are void of any police officer markings or indicia. The equipment worn by these personnel is specific to their job duties and responsibilities, and does not replicate the equipment worn by sworn officers. The uniforms are also markedly different in coloration and appearance from issued police officer uniforms.

Vehicles driven by the public safety responders are solid white in color with distinct markings identifying their role as “campus safety” or “EMS,” and absent of wording or symbols associated with the sworn police vehicles. The graphics used in the markings on these vehicles is visually distinct from the graphics used on police vehicles and were purpose-designed to visually separate them from police officer vehicles.

Parking enforcement personnel wear attire distinctly different from uniforms worn by the police department. Parking enforcement uniforms consist of blue pants or shorts and a dark gray polo-style shirt with Sr. Parking Representative and the UCR logo embroidered on the upper left chest area of the shirt and the enforcement members last name embroidered on the right side. The vehicles driven by parking enforcement are solid white pickup trucks with standard UCR themed markings which state: “Transportation and Parking Services” or “Parking Enforcement” in large graphics.

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

The sworn personnel assigned to the Detective Bureau do not wear uniforms and respond to calls for service in plain-clothes “soft attire.” The two sworn personnel assigned to Crime Prevention represent the

Police Department in a community relations role to the campus and do so in a non-uniformed capacity. These non-uniformed officers regularly interact with the community in both individual and organization-based settings to present the Police Department in an unobtrusive appearance.

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

The Police Department is in the process of exploring feasibility and funding for e-bikes for alternative patrol purposes for sworn officers. This process was discussed with UC President Michael V. Drake during his campus visit on 2/28/23 and received his full support as being directly in alignment with his vision and the Community Safety Plan. It is believed patrol utilizing e-bikes will have a positive impact on community relations by placing the sworn officers in closer informal contact with the students on-campus.

The Health, Well-being, and Safety Division has purchased an electric vehicle for use by the SWIFT members in response to mental health calls for service. The vehicle will receive graphics indicating the role of the team (as well as its differentiation from the police department vehicles and equipment).

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

The design and configuration of the load-bearing vests has been established to ensure excessive equipment and militaristic appearance is prohibited. Load-bearing vests are constructed of material matching the standard uniform and includes a center button placket, chest level pockets, and epaulets, which renders the vest to have the appearance of a uniform shirt.

Officers must request the purchase or replacement of a load bearing vest; each request is considered on a case-by-case basis, and must be approved by the chief or designee in accordance with the VUE

recommendations.

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

All sworn police officers are required to carry less-lethal equipment consisting of chemical spray, collapsible baton, and conductive energy device on their person while on-duty.

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

The badge and shoulder patches worn on the uniform of sworn police officers clearly display the words University of California Police. There are no pieces of equipment or uniform items that displays the word “Police” without “University of California” or “UC” accompanying the marking.

All of the sworn personnel patrol vehicles have been redesigned to incorporate “University of California” prominently displayed beneath the word “Police.”

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

The patrol vehicles were redesigned to clearly differentiate them from Riverside PD, Riverside Sheriff, and California Highway Patrol vehicles (the three most-common agencies active in the UCR area). The graphics contain the school colors matched as precisely as the technology allows, as well as conspicuous use of “University of California”, “UC”, and “Health, Well-being, and Safety” graphics and lettering. Additional solid white marking was added to the rear doors of the patrol vehicles, along with portions of the front and rear quarter panels, increasing the lighter color configuration by approximately 60% over the previous design.

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

All protective services assignments and special security details conducted by sworn police officers are completed in plain-clothed attire unless a specific need has been clearly articulated for a uniformed presence. Any deviations from this procedure requires approval from police command staff.

Any distance monitoring of demonstrations on campus are typically not inclusive of police personnel. When police assistance is requested for monitoring activity, plain clothed or non-sworn personnel are utilized for the assignment.

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

N/A

Implementation detail / description of actions taken

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

- a. Firearms are only carried by sworn police officers.
- b. Non-sworn safety personnel are identified as Campus Safety Responders (CSR), Highlander Student Safety (HSS) partners, and Emergency Medical Technicians (EMT).
- c. The polo-style shirt uniforms worn by non-sworn safety personnel are clearly distinct from that which is worn by sworn staff in both graphics and color.
- d. Duty belts worn by CSR and HSS personnel hold a radio, chemical spray, and flashlight as needed. Duty belts worn by EMT personnel hold their immediately necessary medical assessment and treatment supplies.
- e. The vehicles utilized by non-sworn safety personnel are solid white in color, marked distinctively for the function of “Campus Safety” and “EMS”, and emphasize their associating with the Division of Health, Well-being, and Safety instead of with the police department.

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

Campus Safety Responders (CSR's) dispatched in conjunction with mental health professionals to calls for service are clearly identified by their polo-style uniform shirt as safety responders and not sworn personnel.

Mental health and student service professionals will follow the same basic attire model and identification standards in place with the CSR's.

- a. Hanging style photograph identification cards will be clearly displayed on the outmost garment of mental health, clinical professionals, and other safety professionals when they respond to calls for service.
- b. Any equipment worn or carried by mental health and student service professionals will be directly related to their specific roles and will not be anything similar in nature to that which is carried or worn by police personnel.
- c. Attire standards consisting of polo-style shirts with embroidered logo are being developed for mental health and student service professionals to clearly identify them in their mental health professional roles.

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

Highlander Student Safety (HSS) partners wear a polo-style uniform shirt which does not include a badge, patches, logo, or markings which would identify the wearer as a police officer. The colors of the polo-style shirt uniform worn by these personnel are deliberately distinct from the sworn police uniform color palettes.

- a. The title “Community Service Officer” was changed to “Highlander Student Safety partner”
- b. HSS employees are required to display their IDs via a clip that affixes the ID to the collar of their outermost layer of clothing, such that it is visible to the public at all times. The student employee ID is visually distinct from sworn personnel IDs and emphasizes the wearer’s status as a non-sworn, student employee.
- c. The pull-over and jackets issued to personnel are distinct from those worn by sworn officers in both style and color, and receive the same markings as the issued non-sworn polo shirt.

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

All proposed deviations or changes to Vehicles, Uniforms, and Equipment have been and will continue to be discussed with Health Well-being and Safety AVC Dr. Denise Woods, as well as the systemwide director of community safety.

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

A discussion group was assembled within the UCR community to discussed VUE guidelines and recommendations. The group was comprised of two members from UCPD, students, faculty, staff, and organizations within the community.

- a. All VUE guidelines and recommendations have been prioritized and achieved within the constraints of available fiscal resources.
- b. All recommendations have been fully implemented to the extent possible, given current limitations to resources.

Other updates