

## 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: SAN FRANCISCO**

### 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.

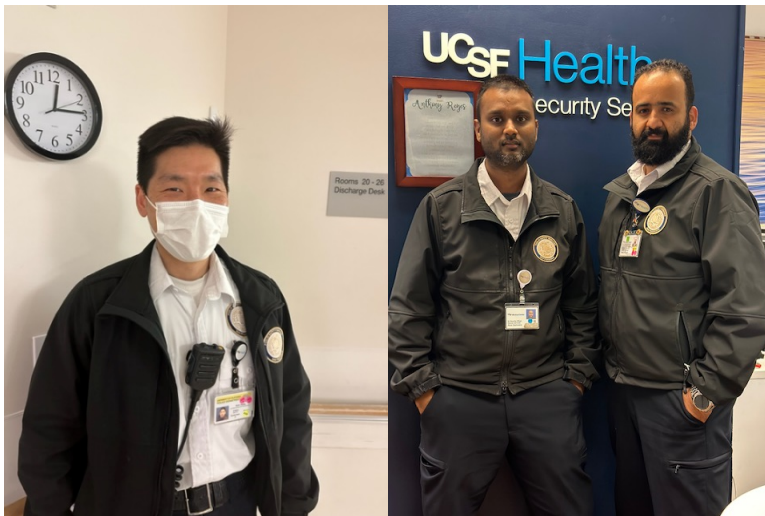
#### ***Achieved***

Yes

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

As shown in the photos, the uniforms of our public safety providers who are not sworn police officers adhere to this recommendation.

Medical Center – UCSF Health



*Campus – Public Safety Ambassadors*



## Recommendation 2 — Distinctiveness of sworn police officer titles

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

### ***Achieved***

No

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

Campus security had already changed the title from Security Officer to “Public Safety Ambassador”.

UCSF Health Medical Center security are in the process of changing titles. Current title is “Public Safety Officer”. Titles will be changed by end of year 2023.

### ***Proposed Plan:***

1. Proposed title “Health Safety Ambassador” to be reviewed by Senior Leadership for approval.
2. Obtain sign-off from union and Labor and Employee Relations.
3. Security Managers and Supervisors to communicate changes to affected staff.

## 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***

Parking enforcement is managed by the Campus Life Services (CLS) department. All employees of CLS Transportation wear a polo and bright yellow vest or canary yellow jacket. “UCSF Campus Life Services Transportation” is printed on the back of the vest. Vehicles are white with the UCSF Logo.



#### 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***

UCSF Police utilizes the Investigations Division for response to calls for service that do not require a uniformed officer. The Investigations Division's uniform is plain clothes casual business attire.

***Proposed Plan:*** Review current policies to define when plain clothes officers should conceal their firearm.

#### 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***

When staffing allows, officers have the option to utilize police e-bikes, bicycles, trikes, and utility terrain vehicle.

**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 UCSF Police Department has stopped issuing the load-bearing vest as standard equipment. A load-bearing vest is an optional purchase for police officers.

**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 police officers are required to carry the Taser system, baton (wood or expandable), and OC spray on their person. Those qualified can also carry the Bola Wrap.

**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***

All Police Officer patches and badges are marked “University of California Police Department”.

**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 UCSF Police uses all black vehicles for patrol cars to distinguish them from the local agencies in the county of San Francisco. The San Francisco Sheriff’s Office uses all white patrol vehicles, and the San Francisco Police Department uses black and white patrol 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***

All special events, unless required or requested, utilizes plain clothes officers for security details to include dignitary protection and civil standbys.

**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***

Complete. See photos above in recommendation 1.

**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***

Our unarmed security and public safety ambassadors have adopted the following.

- a. Complete: Security personnel do not carry a firearm
- b. **Proposed Plan:** See item number 2 above. Our campus security are identified as "Public Safety Ambassadors". We have plans in place to change our medical center security officer titles.
- c. Complete: See item number 1 above. Uniforms are clearly distinguishable from sworn police.
- d. Complete: Standard uniform issue for security is a duty belt and radio. They are not provided with

pepper spray.

- e. **Proposed Plan:** Three of five security vehicles currently have stars that need to be removed. Vehicles will be rotated out of service for updating and maintenance. All police markings will be removed and replaced by December 31, 2023. See sample below.



### 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***

All items are complete.



### 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***

N/A

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

Not applicable - we do not have Student Safety Partners.

### 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***

No changes have been made. Any changes will be made in consultation with the SVC Erin Gore and Jody Stiger.

### 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***

Jody Stiger presented the VUE with our Community Safety Board on October 24. Outstanding action plans will be reviewed with the Community Safety Board in July. We anticipate completion by December 31, 2023 or sooner.

**Other updates**

No other updates or comments at this time.