



University of Toronto

Annual Report of

St. George Campus Community Police



2006

Presented to the University Affairs Board

May 1, 2007

Introduction

St. George Campus Community Police are part of the Facilities and Services portfolio of the Vice President, Business Affairs. The activities of the service are established both in policy and in practice. Much of their activity is defined by the agreement between the Governing Council and

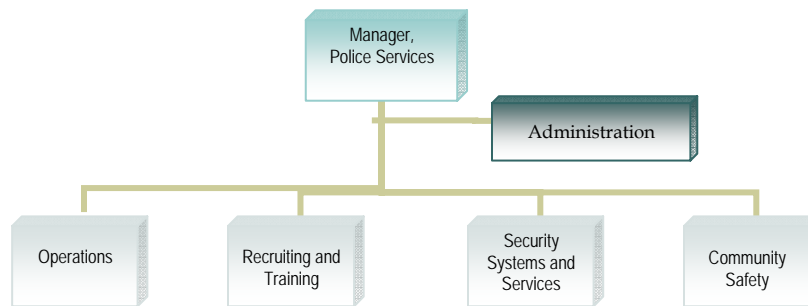
the Toronto Police Services Board. An annual factual report is made to the Toronto Police Services Board and is available at

<http://www.campuspolice.utoronto.ca>

This report is presented to highlight programs and offer detail and statistics relating to the operation of the service in calendar year 2006.

Organizational Overview

St. George Campus Police are organized and deployed as follows:



St. George campus police has refined and evolved its response and customer service model to meet the changing needs of the University. There are four departments, each led by a manager whose goals are defined by the service provided.

Operations

The largest group is the Operations function. Working 24/7/365 they are the face of Campus Policing. Included are the call centre, uniform services, security (building patrol) personnel and the community resource unit.

Recruiting and Training

Special Constable policing has the same standards as public policing because both are appointed through the Police Services Act. Hiring and training are dynamic functions in part because of turn-over but primarily because of changing training needs.

Security Systems and Services

St. George Campus has a sophisticated, dedicated security network, an intranet, separate from the business network, terminating in a central station capable of monitoring alarms, CCTV and access control for all campuses. The manager is responsible for the call centre and all technical services including maintenance and repair.

Community Safety

The community safety office provides resources and referral services for students, faculty and staff at St. George, Scarborough and Mississauga Campuses.

Administration

The business functions of campus police are the responsibility of the Manager, Police Services and an administrator.

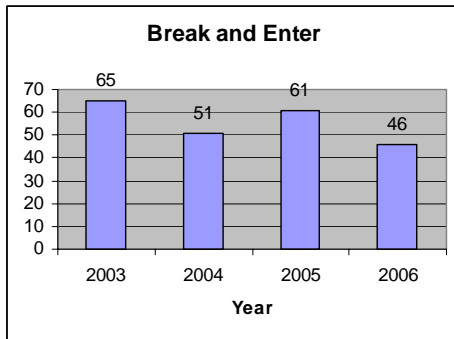
Operations

Incident Types	2003	2004	2005	2006
Break and enter	65	51	61	46
Robbery	1	4	4	1
Theft Over \$5000	18	12	15	12
Theft Under \$5000	507	481	409	429
Theft Bicycles	145	168	97	82
Possess stolen property	0	15	1	2
Disturb Peace	5	7	6	5
Indecent Acts	11	5	11	5
Mischief/Damage	88	101	93	148
Other Offences	43	116	40	38
Arrest Warrants	16	9	5	14
Sexual Assaults	2	6	4	5
Assault	23	21	28	25
Impaired Driving	0	0	0	0
Criminal Harassment	5	19	11	9
Threatening	16	21	7	25
Homophobic/Hate Crimes	2	9	5	7
Homicide	0	0	0	0
Crime Occurrences	947	1045	797	853

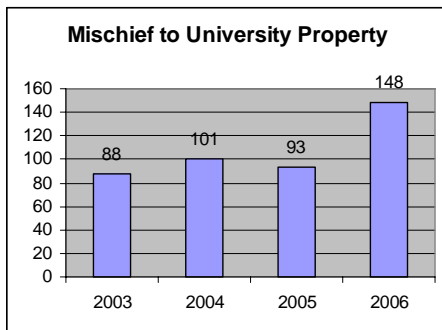
Other Activity	2003	2004	2005	2006
Alarms	768	855	1644	1116
Fire Alarms	314	467	406	382
Assist other police	122	22	66	70
Assist Community Member	928	829	923	989
Disturbances	164	116	92	60
Demonstrations/Protests	23	15	33	32
Inv. Suspicious Persons	404	985	830	423
Inv. Suspicious Circumstances	272	349	510	520
Trespasser Charged	46	101	65	70
Trespasser Cautioned	64	140	81	123
Medical Assistance	135	141	141	187
Insecure Premises	54	68	86	84
Motor Vehicle Collision	33	45	32	26
Mental Health Act	12	9	12	9
Suicide/Attempt Suicide	1	1	4	4
Sudden Death	2	0	0	2
Fires	14	3	15	3

About the numbers

A reduction has been seen in the number of break and enter occurrences on campus in 2006. Additional physical security and increased building patrols has been implemented in a number of larger buildings.



Significant increase is noted in the number of acts of willful (not accidental) damage being reported.



The number of instances reported has increased and the value of the damage is not insignificant. Of equal concern is the value of goods stolen from both the University and its community members.

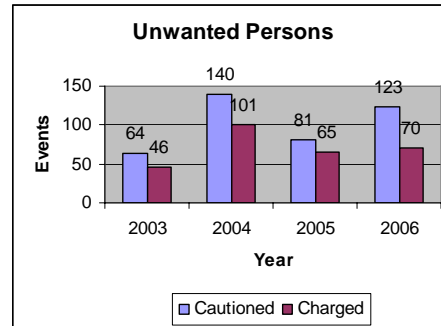
Thefts 2006	
U of T Property	\$ 236,208
Personal Property	\$ 342,492

Mischief 2006	
U of T Property	\$ 28,073
Personal Property	\$ 43,925

During 2006, skateboarding and damage to property by skateboarders was identified as a significant problem through community complaints. Campus police embarked on a program of increased patrols and strategically charging repeat offenders. Some of the damage

noted as mischief has been caused by skateboarders but that in itself does not explain the increase.

A practice known as “buildering” (climbing manufactured structures in the manner one would climb a mountain) was discovered to be occurring on campus. Three occurrences were investigated and appropriate action taken through faculties where the offender was identified as a student.



The community continues to call when persons are engaged in activity or in circumstances that they consider to be suspicious. A tool commonly used to manage use of property is the Trespass to Property Act. It enables the University to fulfill its responsibilities under the Occupiers Liability Act, providing a safe and secure environment for the community and its visitors. Initial action is a caution which escalates to charges if the caution is ignored.

Community Resource Unit (CRU)

Crime Prevention Initiatives

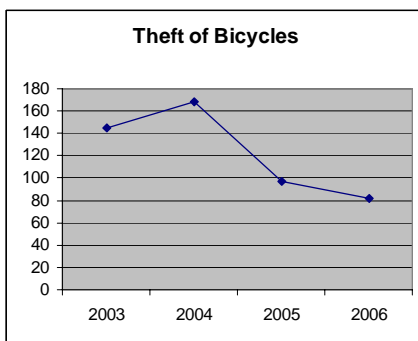
GPS Bait Bike Program



It only takes a few seconds to steal a bicycle, even when it is locked.

Preventing a crime does not build statistics but the community notices the absence of Crime.

To deter and apprehend offenders, Campus Police launched a bait bike program in October 2006. Modeled after the Victoria Police program, Campus Police conceal a Global Positioning Beacon (GPS) on a bicycle and then leave the bike in a place where bikes have been previously stolen. When the bike is stolen or removed from its "geozone" campus police, working in conjunction with Toronto Police off-campus apprehend the suspect by following them to their eventual stopping place. With the assistance of Toronto Police, 52 Division CRU unit, campus police arrested four males in a single day for stealing bicycles.



STOP Tracking System

Beginning July 2006 Campus Police joined with Security Tracking of Office Property (STOP) to address a growing laptop and electronic device theft problem. STOP anti-theft system is a unique patented protection that solves the problem of equipment theft by eliminating the reason for most theft: resale value. St. George Campus Police have approximately 2700 registered electronic devices including laptops, CPU, flat screen monitors and televisions.



In 2006, NONE of the devices identified through STOP have been stolen.

STOP anti-theft plates are available for sale at the Campus Police office, U of T student union and the bookstore. The STOP theft program has attracted the attention of the local media including; campus newspapers, Metro news, Globe and Mail, CP24 news and more. The U of T is the first University in Canada to use the

STOP program since its inception at Mississauga Campus.

Crime Prevention through Environmental Design (CPTED)

Crime Prevention through Environmental Design (CPTED) is a crime prevention philosophy that has been used on the University of Toronto campus since 2001. The St. George Campus has several officers who are trained and qualified to conduct CPTED audits.

The primary purpose of CPTED is to prevent crime. In 2006, St. George Campus completed 21 formal CPTED audits.

CPTED audits are commissioned when there are issues of managing the use of space and access control. In every instance where a security system or access control is requested, CPTED audits are the base point. Other audits reflected the need for enhanced security measures due to repeated incidents of break and enter and theft.

"CPTED is the proper design and effective use of the built environment which may lead to a reduction in the fear and incidence of crime, and an improvement of the quality of life." - National Crime Prevention Institute.

CPTED Examples

There are four CPTED strategies that are used when an audit is conducted.

1. Natural Surveillance - A design concept directed primarily at keeping intruders easily observable.
2. Territorial Reinforcement - Physical design can create or extend a sphere of influence.



At this location, there was a concern over access to a walkway which leads to an entrance. The recommendation indicates that a lockable door or gate should be installed to restrict access to the walkway.

3. Natural Access Control - A design concept directed primarily at decreasing crime opportunity by denying access to crime targets and creating in offenders a perception of risk.

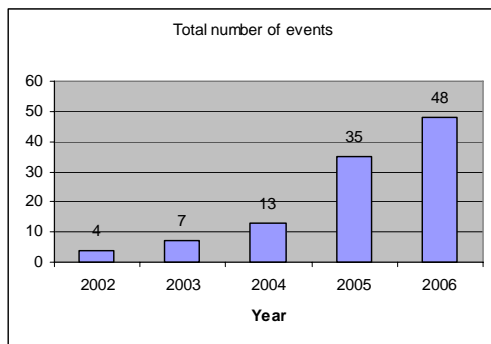
4. Target Hardening - Accomplished by features that prohibit entry or access: window locks, dead bolts for doors, interior door hinges.



The door leading into the building is hidden from the walkway. To help people see the front of the door, a recommendation of a mirror has been made. With the mirror in place, users will be able to identify any hazards before entering the building.

V.I.P and Special Events

The Community Resource Unit works closely with outside Police agencies and other stake holders in coordinating plans of action to ensure visitors to the campus are kept from harm. Since 2002 the number of events requiring involvement by campus police has grown significantly.

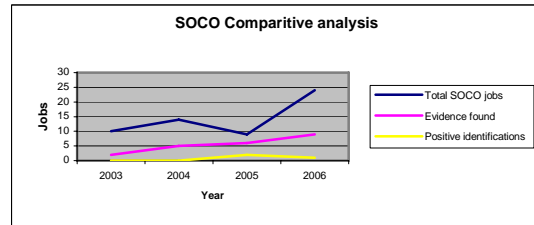


In 2006 the University of Toronto hosted numerous events on campus. The University of Toronto Police Community Resource Unit was involved in the security planning and coordination of forty eight events. These included visiting dignitaries, royalty, activist

groups, international conferences, student protests, cultural festivals, and labour disputes.

Case Management

St. George Campus Police has six OPC (Ontario Police College) certified SOCO (Scenes of Crime Officers) who work under the direction of a Senior Forensic Identification officer.



(Note* When compared to TPS and other police Forensic Identification standards, these figures are above average)

The University of Toronto Police, S.O.C.O. unit will attend any crime scene on campus that Toronto Police cannot or will not attend. In 2006 the University of Toronto Police attended a total of 24 scenes. From the twenty four scenes evidence was discovered at nine. This included both fingerprints and D.N.A. evidence.

In 2006 one suspect was identified by fingerprints to a stolen vehicle.

Although these numbers are minor when compared to Toronto Police statistics, the figures translate to a 37% success rate for evidence found, and an 11% success rate for identifications.

Cases	Crime scenes	Type of release
Property Seized 25	SOCO jobs 9	Release at scene 21
Persons Investigated 388	Fingerprints found 6	Release to TPS 26
Persons Arrested 67	Fingerprints identified 1	Caution 42
Vehicle 2	Photo jobs 9	Provincial Offences 75
Other investigations 343	Other evidence 25	
	DNA identified 1	

As the figures indicate, the SOCO program has seen a marked increase in productivity since it's inception in 2003.

A function of the CRU is the day to day management of cases generated through routine activity. This includes preparation of court

documents and liaison services with police and courts.

Support Services

Emergency Response Management

Campus Police have had responsibility for responding to emergency situations since their inception in 1904. As the world has become a different place, so has the need for more sophisticated training and tools to respond to serious situations. Initiatives taken during 2006 include work on both needs.

St. George campus is piloting an emergency response notification system within the Facilities and Services division. Working closely with Telecommunications, a system has been identified (ERMS) and implementation is expected within the second quarter of 2007.

Training and Recruitment

Campus Police is dedicated to creating a safe, secure and equitable environment for students, staff, faculty and visitors. Our mandate is to support the academic mission of the University by working in partnership with our community.

Training

The world of policing and security is changing as fast as society changes. As society changes, it expects their police to keep up. At St. George Campus, members are given the opportunity to stay current and develop within their chosen craft. Following is the training provided during 2006.

A detailed listing of the training provided to members is found at Appendix A.

Incident Command System (ICS) Training

The Province of Ontario has standardized on the Incident Command System (ICS) for its emergency response protocols. In October 2006, Campus Police hosted a highly interactive three day ICS training program, designed for personnel from different but complementary disciplines who could be involved in actual emergency situations ranging from natural disasters to human caused situations. The program focused on enhancing the skill set of emergency responders while at the same time responding to a crisis in a university context.

The program also assesses the current readiness of an organization to handle a major critical incident in the future.

ICS Components

No single agency or department can handle an emergency situation of any scale alone. Everyone must work together to manage the emergency. To coordinate the effective use of all of the available resources, agencies need a formalized management structure that lends consistency, fosters efficiency, and provides direction during a response. The ICS organization is built around five major components:

- Command
- Planning
- Operations
- Logistics
- Finance/Administration (Canadian Centre for Emergency Preparedness)

The Incident Command System, ICS, has been recognized as an effective system for managing emergencies. It is the model for command, control and coordination of multi-agency emergency response at the site level, incorporating the following goals:

- Provide for the safety and health of all responders.
- Save lives.
- Reduce suffering.
- Protect public health.
- Protect government infrastructure.
- Protect property.
- Protect the environment.
- Reduce economic and social losses. (Justice Institute of British Columbia, Course offering.)

A 96 square foot model city was used to provide a realistic environment that provided the participants with firsthand experience in managing a major incident.



The ICS program was facilitated by BowMac Educational Services, which is comprised of a group of individuals each with between 20 and 35 years of policing, training and management

experience in public safety. The facilitators spent many hours working with input from University management staff and Toronto Police Public Safety and Emergency Planning to customize the program to make it authentic to the Canadian university environment.

This was the first time a university focused ICS had been offered in Canada and there was a high demand for this training. All of the thirty four seat allotments were spoken for within 48 hours of a national invitation being sent out through the International Association of Campus Law Enforcement Administrators (IACLEA). Representatives from six Canadian universities from Nova Scotia to Saskatchewan along with members of the Toronto Police, Fire and Ambulance services made up the class.

A mixture of senior management and front line members who would staff a command post and respond to actual emergency situations participated in a combination of classroom instruction and practical hands-on scenarios. This particular program focused on multi-level, multi-agency response issues encountered when responding to critical incidents on a university campus. Classroom discussions were centered on effectively identifying and addressing each one. Issues such as dealing with resources available, response planning, communications, traffic control, role clarification and performance expectations for first responding supervisors were the primary focus.

A command post/emergency operations center was established and made operational in order to manage the crisis situation. Every participant was part of the scenario and had a specific task to perform.



On the final day everything was pulled together in a four hour exercise. A command post/emergency operations center was set up and a 96 square foot model city was used to simulate the challenges of managing an actual

emergency situation. The exercise highlighted the strengths and weaknesses of the response community during the mock incident. It confirmed that a unified response is essential between city emergency agencies and universities and that all speak from a common dictionary. The simulation teaches that language while helping to break down independent cultures and stand-alone attitudes between emergency officials and non traditional first responders. It was observed that the simulation should include members of the university's crisis response teams and subsequent offerings will include more senior officials.

The impact on the University in a situation requiring this level of response proves that only a coordinated effort will meet the needs of the community.

During the next two fiscal years, all members of Campus Police will attend this training.

Recruitment

The St. George campus police maintains the highest standards in hiring new recruits. The objective of our recruitment process is to select competent persons who understand and reflect of the University's unique and highly diverse culture. Throughout this very competitive process, successful candidates must demonstrate that they have the skills and professional attributes to provide the University community with the level of competent service it has come to expect.

The process to have a Special Constable appointed by the Toronto Police Services Board and the Ministry of Community Safety and Corrections takes six to eight months from application to date of hire. The process complies with the Province's special constable hiring criteria, avoids negligent hiring and consequent liability risk to the University. It identifies those who are interested in pursuing a career dedicated to community policing in a university environment. A candidate entering into the hiring process understands that they must pass each phase in order to progress to the next. A successful candidate will have had direct contact with university representatives from Campus Police, Equity offices, Human Resources and

Occupational Health during the recruiting process.

Recruitment Model

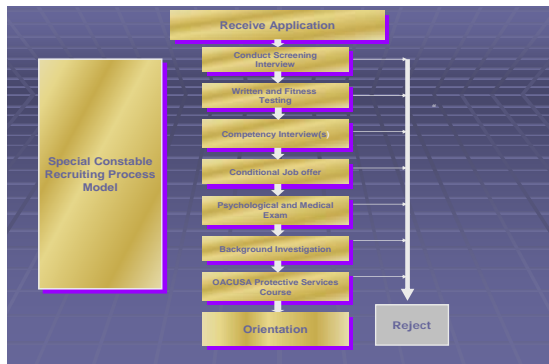
The application, testing and interview process gauges the candidate’s ability to organize facts in a clear and coherent manner. Their communicative competence and aptitude in basic principles of law, diversity and knowledge of the University of Toronto are also evaluated. Candidates are assessed to determine their psychological and physical ability to respond in a crisis situation.

As the candidate progresses beyond the interview phase a conditional offer of employment is made which includes all conditions that must be met prior to a pre determined start date. The conditions include medical and psychological examinations to confirm the candidates overall fitness to perform the duties of a Special Constable.

The Background checks are conducted to provide assurance of integrity, competence, skill, ability, good character and suitability for employment and appointment.

Candidates are enrolled in the Ontario Association of College and University Security Administrators (OACUSA) Protective Services Course. They must successfully pass this 12 week 485 hour on-line/on-site course to fulfill the conditions in the offer of employment.

Successful candidate enter the orientation phase and begin their apprenticeship in Community Policing under the supervision of a coach officer for the first six months and are required to complete a 12 month probationary period.

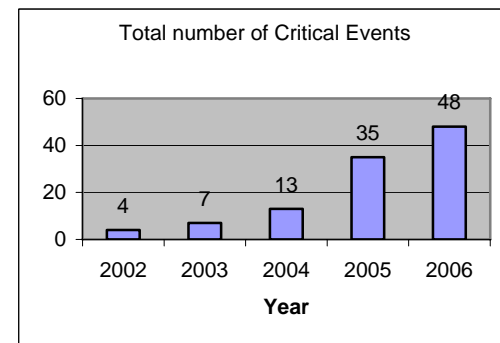
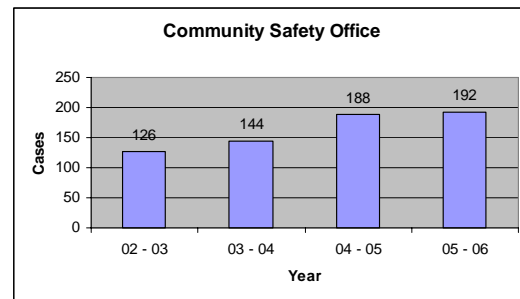


Community Safety

The Community Safety Office responds to students, staff, and faculty members of the University of Toronto community who have personal safety concerns. Service is provided to the University community, working from the St. George Campus police office and on-site facilities at Scarborough with plans to open a similar facility at Mississauga.

Type	02 - 03	03 - 04	04 - 05	05 - 06
Critical Incidents	4	5	12	10
Assault	16	7	10	29
Criminal Harassment	34	53	64	67
Disruptive Behavior	11	0	4	2
Environmental Safety		4	7	3
Interim Room (see note)	0	6	4	11
Sexual Assault	7	6	14	12
Sexual Harassment	5	7	5	4
Suicide (inc. threaten/attempt)	4	7	5	4
Threaten (behavior/comment)	22	27	39	24
Presentations	0	42	44	62
Booths and fairs	0	0	12	9
Miscellaneous	23	22	25	30
Total	126	144	188	192

Note: Interim Room Use: 2 male & 9 female; 1 UTM interim room; 1 UTSC interim room; 7 St. George interim room



The Community Safety Office offers support and assistance to members of the university community on a short term basis. Staff assesses personal and community safety risks providing a continuum of intervention options; presenting factual information about the particular issue

experienced; co-creating a safety plan; and referring to and working in partnership with various internal and external offices and agencies.

Additionally, the Office provides consultation and training to those managing difficult behavior, self defense courses and workshops on a variety of topics.

Members were members of nineteen committees and working groups such as: Ask First committee; Mental health committee; Dec. 6th Committee; EIAG 16 days; Community safety board; UTSC advisory committee; UTSC focus group committee; IR committee; WSN; Facebook; High Risk; Status of Women Emergency Response; Mental health Committee; Educational Needs and sessions committee; ODA; EIAG subcommittee on mediation and complaints; Housing advisory; Critical Incident Response Protocol & Training for UofT

Key Accomplishments

- Expansion of the Interim Room Program to a tri-campus service.
- Expansion of the self-defense programming on campus in order to meet the increased demands.

Program	04 - 05	05 - 06
Wendo (Women only) 3 Hr	7	17
Wendo (women only) 2 Day/3 Day	3	5
Urban Defense Men and Women		2
Urban Defense Women only		2
Total Self Defense	10	26

- Created an ‘On-line Community Awareness’ presentation, brochure, and a game for students to play during events on campus focused on safety on the Internet.

The Community Safety Office has expanded to include an additional Community Safety Worker to address its increased demand for service and to better respond to the tri- campus mandate.

The office facilitated sixty-two seminars and workshops to a variety audiences on topics, including: ‘Dealing with Difficult Behaviour’, ‘Creating a Respectful Workplace’, and ‘Personal Safety in the Workplace’. Sessions to/about students included those on ‘Safety,

Risk Management and the Roles of Orientation Leaders’ and ‘Safety and Mental Health’.

The office has created an ‘on-line community’ safety survey to determine how University of Toronto Students are using on-line communities and to receive feedback on the most effective educational strategies we could use in our future on-line safety campaign. The survey is available through Student Voice.

In partnership with the Scarborough Campus a satellite Community Safety Office was opened. The office now provides drop in hours for the community.

The office has launched a website that will be a central resource to the University community about issues related to personal safety.

Security Systems and Services

St. George campus police are also providers of security services to the University. The services provided have two complementary forms: Technology and Humans.

The modern approach to security problems is to first assess the situation to determine whether there is a cost effective solution that is acceptable to the community. The second assessment is whether the situation is best managed through deployment of personnel or a combination of both.

Security Network

St. George Campus has a dedicated security network that facilitates the installation of security and access control devices. All systems are monitored at the Campus Police dispatch centre, including fire and security systems.



Access Control

Six major projects were completed in 2006; Simcoe Hall being the most complex. The system was expanded to include access control to the majority of the office spaces; boardrooms and council chambers. Technology was used to implement full building lockdown through locally installed buttons in key locations and remotely from police services.

Intrusion Detection

There were five installs for intrusion and alarm detection for this year including monitoring for water levels and flood detection.

Personal Duress

Personal duress (panic) devices have been deployed where necessary for faculty and staff safety.

Video Surveillance

Additional cameras have been installed in new and renovated structures. Campus police provide passive monitoring (occasional live monitoring and forensic review of events). The Privacy Commissioner's guidelines for cameras in public spaces are consulted when cameras are requested.

Emergency Telephones



Campus police are in the second year of replacing all of the emergency telephone boxes on the exterior of the campus. The program will be completed in three more years. The new telephones are distinctive and are located in areas identified through the CPTED process as being necessary.

Customer Service Centre

Campus police operate an integrated call centre to receive requests for the services of police and trades responders. In May 2006, the Trades Services emergency call centre (commonly known as 3000) was transferred and a process of integrating police and trades emergency calls into one group of call takers began. The process has been successful and full integration will take place in Q1 2007.

St. George Campus Police act as the call and dispatch centre for Scarborough and St. George campuses. In 2006, more than 25,000 calls were handled by the police dispatch centre. Statistic

gathering tools are being integrated in the call centre to assess utilization of the services offered.



Building Patrol

In 2005, St. George Campus police identified the need through demand from our clients for a university supplied security service to patrol buildings after hours and to ensure the doors and contents are secure. A staff of security personnel have been hired and are available on a fee for service basis for a number of tasks including patrolling buildings for a number of faculties and departments; unlocking and locking doors on weekends and after-hours; ensuring that wedding permits are honoured and those who do not have permits do not interfere with those who do; and during the academic year, the WALKsafer program.

Building Patrol personnel are identifiable by their blue jackets or their beige shirts and dark trousers. During the first full year of operation, building patrol personnel have been responsible for interrupting a number of break-in attempts and initiating the campus police response that resulted in five arrests.

Significant changes through legislation are anticipated and plans are being made to comply fully.

WALKsafer Service

The University of Toronto WALKsafer Service is designed to provide a safe and reliable on-campus escort to students, staff, faculty and visitors after dark. The primary goal of the WALKsafer Service is to enable people to travel



from one campus location to another, with a sense of security and without fear of harassment, intimidation, verbal abuse, or assault. WALKsafer teams patrol campus buildings, check campus emergency phones, report suspicious behaviour to the University police, and check exterior lighting on a regular basis.

The WALKsafer Service employs approximately 15 University of Toronto students as patrollers, working in pairs (at least one of whom is a female). WALKsafer Staff is identified by University of Toronto photo cards and distinctive jackets worn while on duty. They are in radio contact with the Campus Police. The WALKsafer Service operates from September to the last day of regular classes, five days a week, from 7:00 p.m. to 12:00 a.m. but service is adjusted to meet demand. At other times, University Police will provide escorts as time and availability permit.

A new service offered in 2006 partners with the Disability Office. WALKsafer staff use the Access van to transport students who are registered with the office.

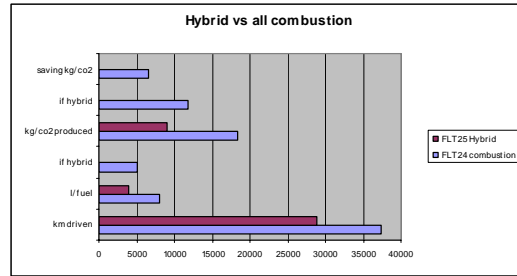
WALKsafer Service	
Walks/Escorts	206
Building Checks	950
Emergency Phone Checks	32
Assist Community members	4

Environmental Responsibility

Campus police are a 24/7 service employing two patrol vehicles and a support vehicle. In 2005, a hybrid vehicle was purchased to replace the supervisor's car.



The hybrid was purchased as a test of suitability for the service. It has met expectations for fuel savings and consequent reduction of emissions but is not large enough to include the equipment required to manage persons in custody. A second, more suitable, hybrid vehicle will be purchased Q2, 2007. The third vehicle will be replaced with a similar vehicle when its useful lifespan has been completed.



2006 Service Awards



Kim Senior, Customer Service Excellence Award Winner, 2006



Leo Viveiros, Community Policing Excellence Award Winner, 2006

Other winners:

Administrative Excellence Award - Peter Franchi

Manager's Recognition Award - Stephen Hertel and John Sinclair

Appendix A: Detailed Training List

Course/Topic	Delivered by	Duration	No. Trained
+Advanced Leadership Course	Toronto Police/Humber College	80 hours	2
*Applied Suicide Intervention Skills Training	Living Works	12 hours	2
Basic Crime Prevention Certification Seminar	AEGS Protection Group Louisville Kentucky	80 hours	1
CARMS Version 3	Dave Topley	6 hours	7
Coroners Office Presentation	Deputy Chief Coroner of Ontario	4 hours	4
CPIC Query - Narrative	Ontario Police College	24 hours	1
CPIC Query - Narrative Review	Ontario Police College/ on-site U of T	4 hours	18
CPIC Upgrade to Windows 3.0	On-site U of T Communication Centre	5 hours	8
Crime Mapping and Analysis Conference	Ontario Police College	16 hours	2
Defensive Driver Training	Graham Austin/CARS	16 hours	2
+Diplomatic Immunity	RCMP Diplomatic Security Liaison	3 hours	2
Emergency Operations Centre Management	City of Toronto Emergency Operations Centre	8 hours	1
ENTERPOL Lotus Notes	Brian Henry/Team Huber	40 hours	3
+Entry Level Supervisors/Coach Officer Course	Ed Judd and Associates/Algonquin College	40 hours	2
ERMS Crisis Management	ERMS Corporation	3 hours	6
Fire Alarm Central Monitoring Procedures	U of T Fire Prevention	5 hours	3
First Aid CPR Instructor Recertification	Toronto Emergency Medical Services/Heart and Stroke Foundation	16 hours	1
First Aid CPR	Campus Police Instructor	16 hours	12
First Officer Responsibilities	Toronto Police Homicide	2.5 hours	23
Forensic Interview Course	John Kaster RCMP (ret)	24 hours	1
General Investigation Course	Sudbury Regional Police/OPC	80 hours	2
*Group Dynamics and Team Enablement	Anti-Racism and Cultural Diversity Office	4 hours	10
Incident Management System	Emergency Management Ontario	6 hours	1
*International Conference of Lesbian and Gay Criminal Justice Professionals	Cultural Diversity and Human Relations Symposium	40 hours	2
Introduction to Emergency Management	Emergency Management Ontario	6 hours	1
Maritime Security Symposium	Toronto Police Marine Unit	24 hours	1
Media Training	U of T Strategic Communications, Mark Dailey City TV	4 hours	14
New Policy and Directives Managers Overview	Manager of Campus Police Services	2 hours	10
+Non Violent Crisis Intervention (CPI)	Canadian Mental Health Association Toronto Branch	12 hours	1
+OACUSA Protective Services Course On - Line	Ed Judd and Associates/Algonquin College	240 hours	5
OACUSA Protective Services Course On - Site	Ed Judd and Associates/Algonquin College	80 hours	5
*"Operationalizing" Equity and Diversity in a Law Enforcement Setting	Anti-Racism and Cultural Diversity Office	4 hours	12
+Police Service Excellence	OPEC	8 hours	5
Scenes of Crime Officer	York Regional Police/OPC	80 hours	2

Course/Topic	Delivered by	Duration	No. Trained
Simulation Based Training for Command Post Personnel	BOWMAC Educational Services	24 hours	5
The Reid Technique of Interviewing and Interrogation	John E. Reid and Associates	32 hours	2
*Understanding Mental Health	Canadian Mental Health Association Metro Toronto Branch	8 hours	1
Use of Force	Campus Police instructor	6 hours	23
Understanding University Governance	Secretary of the Governing Council	2 hours	4

Annual Use of Force * 2 could not attend for medical reasons * 4 resignations from Service

First Aid and CPR + New protocol changes to CPR and First Aid program required an Instructor recertification and have necessitated the training to be carried over to 2007.
