



FOR INFORMATION

PUBLIC

OPEN SESSION

TO: University Affairs Board

SPONSOR: Professor Sandy Welsh, Vice-Provost, Students

CONTACT INFO: Phone: 416-978-3870 / Email: vp.students@utoronto.ca

PRESENTER: See Sponsor

CONTACT INFO:

DATE: May 18, 2021 for May 25, 2021

AGENDA ITEM: 6 (b)

ITEM IDENTIFICATION:

Annual Report: Campus Police Services, University of Toronto Scarborough

JURISDICTIONAL INFORMATION:

Section 5.6 of the University Affairs Board Terms of Reference states:
The Board receives annually, from the appropriate administrators, reports on services within its areas of responsibility, including but not limited to multi-campus services and offices, Campus Police, Human Resources and Equity, crisis response, and campus organizations.

Section 5.9 of the UTSC Campus Affairs Committee Terms of Reference states:
The Committee receives annually, from the appropriate administrators, reports on services within its areas of responsibility, including but not limited to campus police and campus organizations. These reports are submitted to the University Affairs Board for information.

GOVERNANCE PATH:

1. UTSC Campus Affairs Committee [For Information] (May 3, 2021)
2. **University Affairs Board [For Information] (May 25, 2021)**

PREVIOUS ACTION TAKEN:

The report is presented annually to the Board.

HIGHLIGHTS:

At the University of Toronto Scarborough, we believe that developing a safe and secure environment is a shared responsibility, and along with the strong partnerships we have developed with various departments and our community, community-based policing initiatives play an important role in our continued success.

During the pandemic, Campus Police staff assisted greatly in providing access control to campus buildings, ensuring that persons entering buildings were authorized to do so following University and legislated protocols.

Strategic- and intelligence-driven techniques, as well as problem-solving approaches, are dominant aspects of community policing within an academic setting. Initiatives include providing educational material on campus safety during orientation to all first-year students, training seminars, theft prevention programs, strategic patrol initiatives, and participation in various committees. Committee participation allows for greater understanding of the issues specific to this environment. This understanding, in turn, provides a greater support for our students, faculty and staff, often leading to more successful outcomes.

Community-based policing is a philosophy that defines the roles and relationships between the police and the community. It requires shared ownership, decision-making and accountability, as well as a sustained commitment from both the police and the community. This policing model continues to be the basis for outreach practices and initiatives by Campus Community Police, with a focus on increasing partnership with departments and groups on campus.

In 2020, the UTSC Campus Community Police responded to, or proactively conducted, 3,233 calls for service within our community, which generated 334 reports. Many of these calls continue to involve assisting the various sectors of our community, however, these requests were dramatically reduced owing to the pandemic's effect on the number of people on campus.

UTSC prides itself on having been a safe community over its 56-year history, and the statistical overview on page 10 of this report indicates that this trend continues. In 2020, Campus Community Police further strengthened our relationship with outside agencies such as the Toronto Police Service's 43 Division, who provide UTSC with clearer pictures of influences in the areas which may impact our community, and allowing for proactive interventions to be put in place.

FINANCIAL IMPLICATIONS:

There are no financial implications for the University's operating budget.

RECOMMENDATION:

The report is presented for information only.

DOCUMENTATION PROVIDED:

2020 Annual Report: University of Toronto Scarborough Campus Police Service

Presentation Slide Deck Presented to UTSC Campus Affairs Committee (May 3, 2021)



UNIVERSITY OF
TORONTO
SCARBOROUGH

2020 Annual Report
University of Toronto Scarborough
Campus Police Service



Prepared for:
The University Affairs Board

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Executive Summary

At the University of Toronto Scarborough, we believe that developing a safe and secure environment is a shared responsibility, and along with the strong partnerships we have developed with various departments and our community, community-based policing initiatives play a particularly key role in our continued success.

Special Constables are staff members employed by the University of Toronto who are appointed (under Section 53 (2) of the Comprehensive Police Services Act of Ontario) and are subject to approval of the Minister of Community Safety and Correctional Services. The Special Constables are governed by a Memorandum of Understanding between the Governing Council and the Toronto Police Services Board and currently hold authorities and responsibilities under various federal, provincial and municipal statutes, including the Criminal Code, Trespass to Property Act, Mental Health Act and Liquor License Act.

In 2020, the world and UTSC were severely impacted by the COVID-19 pandemic. With the introduction of legislation enacted by the provincial and municipal governments, UTSC closed its doors to in-person instruction, switching to virtual learning platforms. This also impacted our staff and faculty's ability to attend campus, as only those who were deemed essential were authorized to attend campus.

The Campus Police worked very closely with the University's Environmental Health and Safety Department and the institution's leadership team to ensure proper health and safety protocols were implemented for staff and faculty that were authorized to attend campus, including signage, physical distancing, and access control. As the pandemic's impact fluctuated throughout the year, the restrictions imposed by the various levels of government also changed and policies were adapted at UTSC.

To assist the UTSC student community who had limited opportunity for appropriate technology, including access to Wi-Fi, limited study space was made available in the library and computer labs with proper physical distancing and hygiene protocols established.

In August, the University mandated the use of face coverings while inside any building and U-check, a digital self-screening tool was created and became mandatory for anyone who was required to attend campus.

As a result of the in-person restrictions placed on post-secondary institutions, the Campus Police were not able to implement the number and types of community policing initiatives that are normally conducted throughout the year.

The criminal statistics, general reports and overall calls for service at UTSC are significantly decreased on campus and clearly reflect the reduced number of community members attending in person.

UTSC Committee Participation

Although activities and in-person instruction on campus were significantly reduced, there was still a need to participate in committees and groups to assist in the fulfillment of the academic mission, as well as managing the safety of our community and University assets.

Members of Campus Police participate in the following committees:

- Study Space Committee – The Assistant Director participates in this committee to collaborate with other community partners in assessing current and potential study space available to students, to assist in their academic endeavours. New spaces and types of space continue to be explored as the student population continues to increase and new buildings are constructed.
- Leadership, Education and Development (LEAD) program – The Director and Assistant Director participated in this initiative as mentors, and were paired with mentees throughout the program, which ran from September 2019 to April 2020. The mentees met with their mentors to focus on topics of interest and to learn from their mentor’s experience and wisdom.
- Student Welfare Committee – Campus Police take part in the Student Welfare Committee, comprised of Managers and Directors who collaborate to case manage situations of students at risk. The committee’s role is to ensure students receive the support necessary to increase their chance of success in their educational endeavors, while also ensuring community safety.
- Risk Assessment Committee – Campus Police sit on this committee, comprised of management and student representatives who assess events to identify and mitigate associated personal and physical risks of campus events. This assessment assists in ensuring the success and safety of participants during the event.
- Emergency Response Team – Campus Police participate in a campus-wide committee that has been struck to ensure that legislation regarding permitted activities and required safety protocols are in place to protect staff and faculty required and authorized to attend campus.
- Campus Police members sit on the University of Toronto Scarborough’s Principal’s Advisory Committee on Positive Space. The Positive Space Campaign is intended to help create a campus that is free of discrimination based on sexual orientation and gender identities. It also aims to generate a broad and visible commitment to welcoming sexual diversity and at making discussions around diversity more comfortable, open and increasingly welcoming.

Community Policing Initiatives

The UTSC Campus Police understand the importance and positive impact that community policing initiatives have on a community, providing an opportunity to build relationships and trust which has proven to enhance a feeling of safety and security.

Under normal circumstances, the Campus Police participate in a wide variety of community policing initiatives, however in 2020, due to the pandemic, this number of initiatives was reduced with the majority being implemented virtually and only a few in-person events. Events held in 2020, included;

- Faculty and Staff Children's Holiday party
- Remembrance Day Ceremony
- National Day of Remembrance and Action on Violence Against Women
- Residence Life Team Training
- Christmas Toy Drive
- Tennis with Campus Safety
- Coop Student UOIT/DC
- Career fair UOIT/DC
- First Aid Awareness day with Student EMRG
- Wellness Fair
- Benefits of working at UTSC Fair
- Global Medic Food Drive Through
- FLU Clinic
- OISE Executive taught De-Escalation seminar

Community Initiative Photos



Follow us on
Social Media

Instagram: @utscpolice Twitter: @UTSCPolice Facebook: @UTSCPolice

A smartphone displaying the UTSC Police social media profile page. The profile name is "utscpolice" with 148 posts, 363 followers, and 162 following. The bio reads: "UTSC Campus Police, University of Toronto Scarborough Campus Community Police. Account not monitored 24/7. Contact us 416-297-2388 or urgent 416-978-2222. www.utsc.utoronto.ca/police/staff-directory". The feed shows a post with the text "WE'RE RECRUITING" and several photos of police officers.



KEEP AN EYE ON YOUR VALUABLES



CAMPUS POLICE • 416.978.2222

UNIVERSITY OF TORONTO SCARBOROUGH | Campus Community Police

SAY NO to online/phone SCAMS!



campuspolice@utsc.utoronto.ca
Non-Emergency UTP: 416-287-7398
Canadian Anti-Fraud Centre: 1-888-495-8501

Contact your Local Police Agency, Campus Police or Anti-Fraud Centre for info.

UNIVERSITY OF TORONTO SCARBOROUGH | Campus Community Police

Organization, Statistics and Mandatory Reporting

Supervision

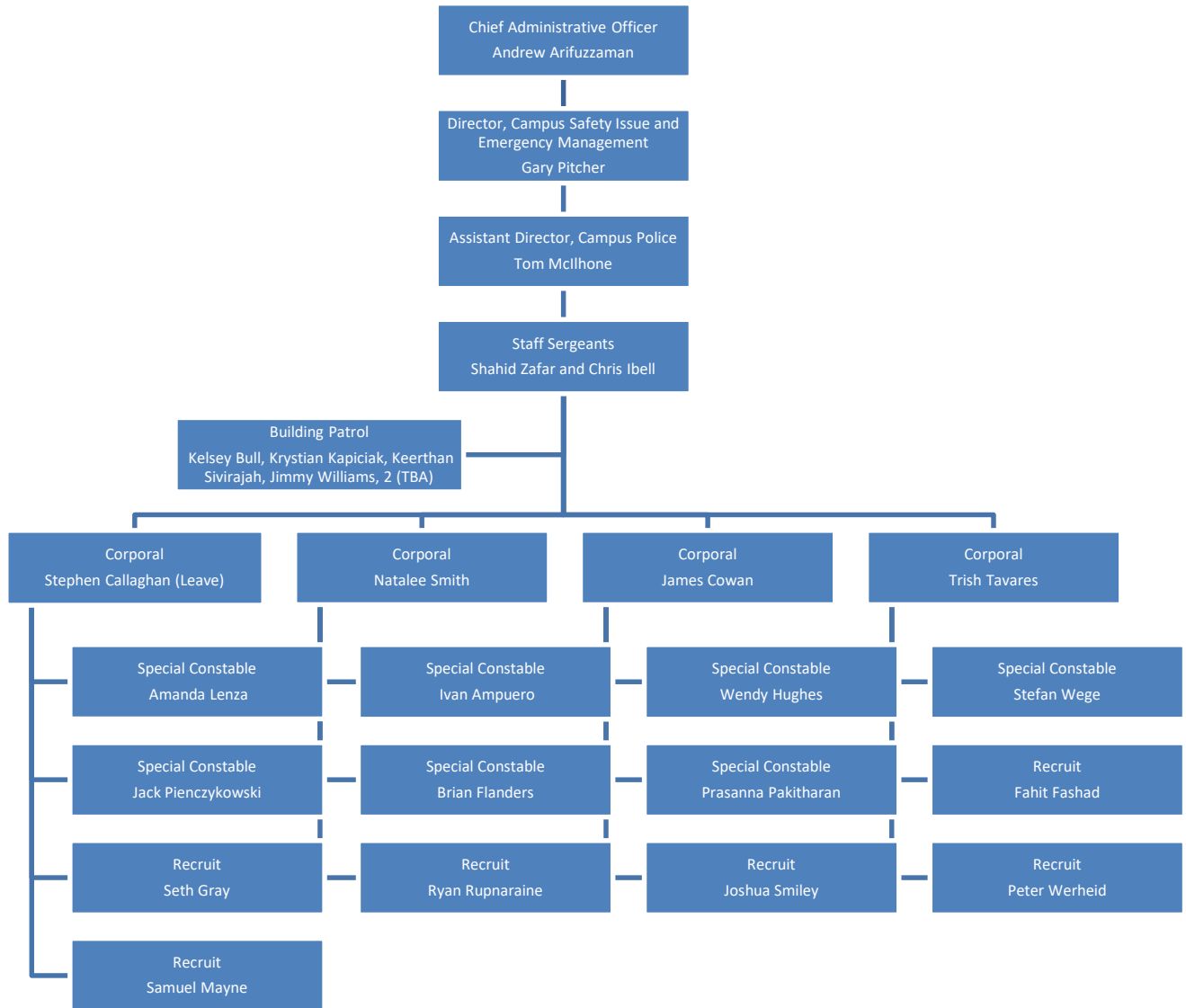
The Assistant Director of the UTSC Campus Police Service reports to the Director of Campus Safety, Issue and Emergency Management, who in turn reports to the UTSC Chief Administrative Officer. The Assistant Director and the Staff Sergeants are responsible for the management, training and general supervision of all Corporals and Special Constables, while the Corporals are responsible for the supervision of the Special Constables on duty. Managers are on duty from 7:00 A.M. – 7:00 P.M. Monday to Friday and are on call at other times. There is a Corporal or Acting Corporal on duty 24/7/365 who is designated as the shift supervisor and is responsible for supervising between one and four officers, as well as the Building Patrol members.

Staffing

In 2020, three Special Constables left the University to pursue careers with other local Police Services, and six new recruits were on-boarded in November 2020 and fully appointed in January 2021. Recruiting methods are reviewed on an ongoing basis in order to determine the most effective way to recruit and retain our personnel. In keeping with the diversity of our campus, we strive to have our members reflect the UTSC community.

The Campus Police Service also employs six Building Patrol Officers (licensed security guards) who complement the Special Constables in providing safety and security in our community. The Building Patrol Officers play a key role in ensuring a safe environment, assisting with access calls, alarm response, general campus patrols and personal safety escorts on campus for those who feel vulnerable.

Operations



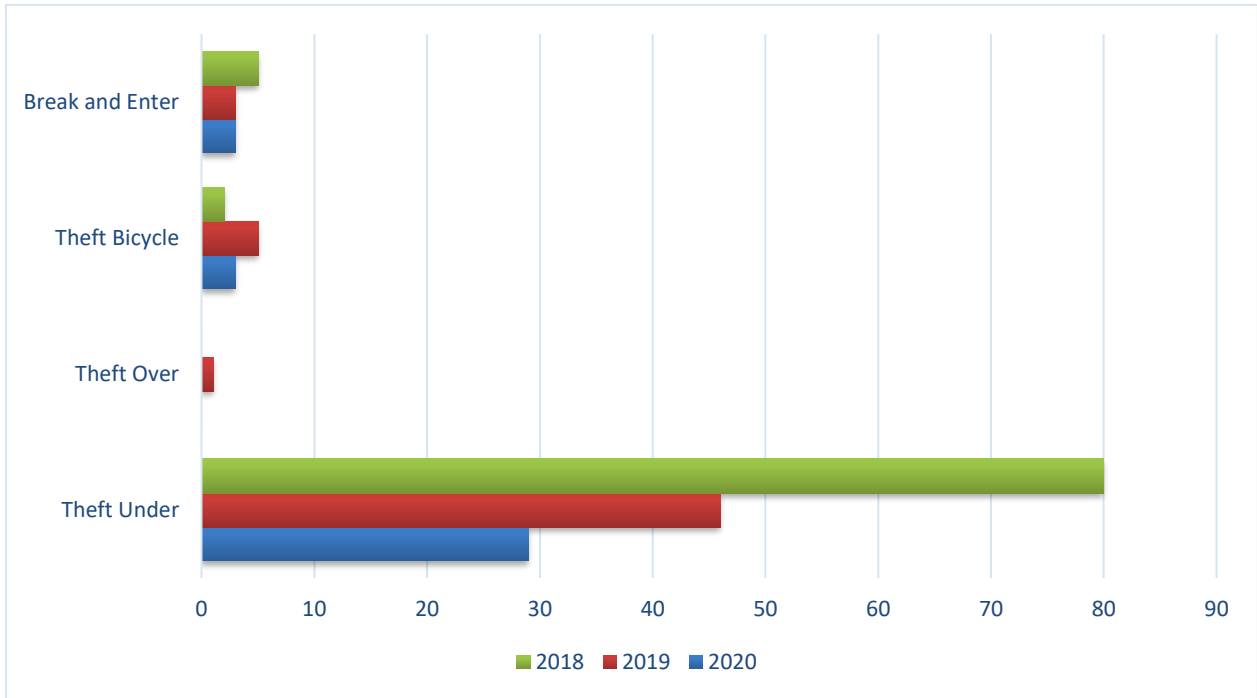
Statistical Overview

| Incident Types/Population | 2018 | 2019 | 2020 | +/- |
|---|--------------|--------------|--------------|------------|
| Total Student population (pt/ft) | 13435 | 14050 | 14099 | |
| Break and Enter | 2 | 3 | 3 | 0 |
| Robbery | 0 | 1 | 0 | -1 |
| Theft Over \$5000 | 0 | 1 | 0 | -1 |
| Theft Under \$5000 | 80 | 46 | 29 | -17 |
| Theft Bicycles | 2 | 5 | 3 | -2 |
| Possess Stolen Property | 0 | 1 | 1 | 0 |
| Disturb Peace | 1 | 1 | 0 | -1 |
| Indecent Acts | 1 | 1 | 2 | +1 |
| Mischief/Damage | 23 | 33 | 12 | -21 |
| Other Offences | 0 | 8 | 0 | -8 |
| Sexual Assaults | 4 | 1 | 1 | 0 |
| Assault | 5 | 4 | 2 | -2 |
| Impaired Driving | 0 | 0 | 0 | 0 |
| Criminal Harassment | 10 | 5 | 3 | -2 |
| Threatening | 2 | 0 | 2 | +2 |
| Homophobic/Hate Crimes | 2 | 0 | 0 | 0 |
| Homicide | 0 | 0 | 0 | 0 |
| Crime Occurrences | 132 | 110 | 58 | -52 |

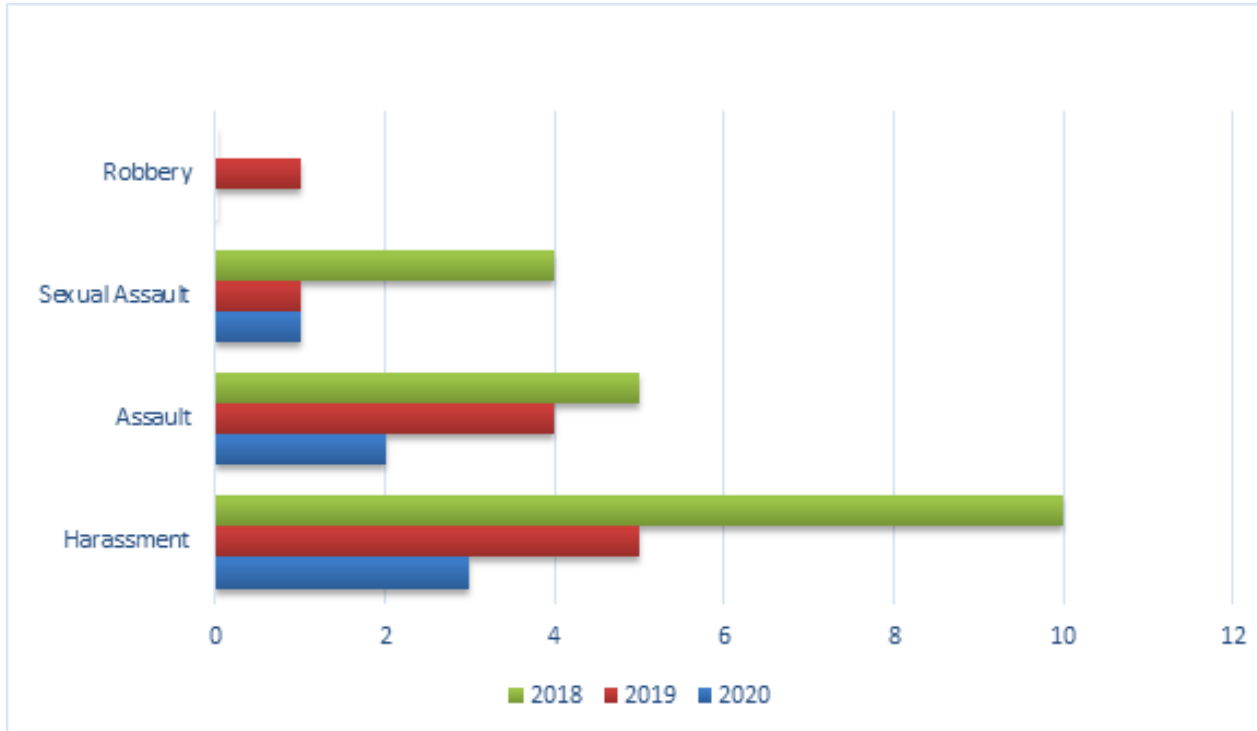
| Other Activity | 2018 | 2019 | 2020 | +/- |
|--------------------------------|-------------|-------------|-------------|------------|
| Arrest Warrants | 1 | 1 | 0 | -1 |
| Alarms | 987 | 550 | 664 | +114 |
| Fire Alarms | 125 | 139 | 63 | -76 |
| Assist Other Police | 15 | 8 | 11 | +3 |
| Assist Community Member | 433 | 609 | 152 | -457 |
| Disturbances | 1 | 4 | 0 | -4 |
| Demonstrations/Protests | 0 | 0 | 0 | 0 |
| Inv. Suspicious Persons | 98 | 42 | 44 | +2 |
| *Inv. Suspicious Circumstances | 21 | | 4 | +4 |
| Trespasser Charged | 3 | 6 | 5 | -1 |
| Trespasser Cautioned | 55 | 80 | 60 | -20 |
| Medical Assistance | 79 | 114 | 50 | -64 |
| Insecure Premises | 5 | 11 | 9 | -2 |
| Motor Vehicle Collision | 16 | 26 | 9 | -17 |
| Mental Health Act | 24 | 28 | 1 | -27 |
| Suicide/Attempt Suicide | 7 | 3 | 1 | -2 |
| Sudden Death | 0 | 0 | 0 | 0 |
| Fires | 2 | 4 | 2 | -2 |

* Inv. Suspicious Circumstances - The incidents normally captured in this category have been appropriately broken down and recorded and counted in more specific categories.

Property Offences



Offences Against the Person



Special Constable Complaints

In 2020, there was one complaint regarding the actions of two members of the Campus Police. This complaint was received from a University community member and was investigated by Campus Police management and Human Resources and dealt with appropriately. At the time of this writing, the matter is in the process of being finalized.

Training

The University of Toronto Scarborough Campus Police Service is committed to continuous improvement of front-line training for officers that is reflective of the diverse needs and expectations of the University community. Our training is also designed to meet the needs of the UTSC community in combination with directives from the Toronto Police Services Board. The training program is developed through consultation with the community, other institutions and debriefing of situations, with a strong emphasis on diversity and unconscious bias components.

Training resources are drawn from several areas, including the University's Centre for Learning, Leadership and Culture (LLC), internal mentorship and supervision, the Canadian Police Knowledge Network, the Toronto Police Service and our external recruit trainers, Ed Judd and Associates.

Recommendations from all levels of police personnel contribute to the process of designing courses to meet the specific needs of the Campus Police and the community. The training curriculum is designed to ensure a balanced mix of mandatory skills training, sensitivity to a University environment, and practical field experience. The use of classroom lectures, seminars and participation in group discussions approximate campus policing situations. Campus resources are used where possible, but due to the unique policing challenges on a campus setting, outside resources are occasionally used as well.

Mandatory Training

| Subject Matter | Delivered By | Duration | Number Receiving Training | Total Hours |
|-------------------------------------|--|----------|---------------------------|-------------|
| Use of Force | UTSC Campus Police | 40 hours | 6 | 240 |
| Annual Use of Force Recertification | UTSC Campus Police | 8 hours | 3 | 24 |
| First Aid, CPR | St. John Ambulance and Canadian Police Knowledge Network | 16 hours | 3 | 48 |

*All officers have current first aid/CPR certification.

*As a result of the Emergency Order, the Chief of Police authorized an extension of the Use of Force recertification.

Additional Training

| Subject Matter | Delivered By | Duration | Number Receiving Training | Total Hours |
|--|--------------|----------|---------------------------|-------------|
| De-escalating Potentially Violent Situations | UTP / U of T | 8 hours | 7 | 56 |
| Building and Cultivating Resistance | U of T | 2 hours | 1 | 2 |
| Talking about Racism at Home | U of T | 2 hours | 1 | 2 |
| Identify/Addressing Racial/Sexual Harassment | U of T LLC | 2 hours | 3 | 6 |
| Recruitment Workshop for Managers | U of T | 2 hours | 1 | 2 |
| Snider Lecture-Abolish Police-Black Liberation | U of T | 2 hours | 4 | 8 |
| Understanding Anti-Black Racism Mod 1 | U of T LLC | 2 hours | 3 | 6 |
| Understanding Anti-Black Racism Mod 2 | U of T LLC | 2 hours | 3 | 6 |
| Understanding Anti-Black Racism Mod 3 | U of T LLC | 16 hours | 3 | 6 |
| Debunking Institutional Racism for Managers | U of T LLC | 2 hours | 3 | 6 |

| | | | | |
|---|------------------------|---------|---|----|
| Preventing Racial Discrimination and Harassment | U of T LLC | 2 hours | 3 | 6 |
| Addressing Racial Micro Aggressions | U of T LLC | 2 hours | 2 | 4 |
| Arrest | Ed Judd & Associates | 4 hours | 6 | 24 |
| Federal/Provincial Offences | Ed Judd and Associates | 8 hours | 6 | 48 |
| Identifying Addressing Attitudinal Barriers to Equity Diversity Inclusion | U of T LLC | 2 hours | 1 | 2 |

***There are several educational courses that have been designed and delivered by the University’s Centre for Learning, Leadership and Culture as well as the Anti-Racism and Cultural Diversity Office (ARCDO) for which many of our officers have been waitlisted.**

Summary

The statistics included in these tables do not reflect the total workload of the Campus Police Special Constables. Proactive policing still accounts for most of the time spent by the officers during their tour of duty. The officers therefore account for many self-generated calls-for-service, many of which involve checking and patrolling specific locations on campus to ensure safety. In 2020, Campus Police Special Constables generated or responded to 3,233 calls for service, which resulted in the submission of 334 reports. These statistics do not reflect the informal and impromptu contacts the officers have with members of the University community, which contribute to an enhanced sense of personal safety.

Campus Safety Programs and Services

The following programs are operated, organized, financially supported, and/or participated in by the UTSC Campus Police.



SW304 • 1265 Military Trail • Toronto, ON M1C 1A4
Tel: 416-287-7022 • campuspolice@utsc.utoronto.ca

Travel Safer - Operated year-round, this service utilizes uniformed patrollers to escort community members to or from any campus location or nearby public transit stop, in order to enhance a sense of safety and security.



Patrollers are responsible for checking identification and ensuring that campus users are part of the U of T community. They also report hazardous conditions such as lighting defects or icy walkways found on campus to the Facilities Management Division for repair.



General Patrol - UTSC Campus Police maintain a high visibility status on campus with officers deployed on uniformed mobile, foot and bicycle patrols. Officers routinely respond to calls for service for issues providing a sense of safety, direction and if necessary, referral to internal and external resources. The officers are also responsible for enforcing Provincial, Federal and Municipal By-laws. Officers are also often called upon to assist in investigations related to Student Code of Conduct Offences.



Emergency Telephone Monitoring and Response - UTSC Campus Police monitor and respond to all calls placed from emergency telephones on campus.



Emergency Medical Response Group - The Campus Police oversee the Emergency Medical Response Group. This is a highly dedicated group of UTSC students, who volunteer numerous hours each day to act as first responders for any medical emergency on campus.



Battery Booster - Campus Police maintain a number of battery packs for sign-out to assist persons with dead car batteries.

Assessing Risk of Workplace Violence - As per the University of Toronto Workplace Violence Program, the University uses a variety of measures and procedures for assessing the potential risks of workplace violence that may arise from the nature of the workplace, the type of work or the conditions of work. The purpose of risk assessments is to identify risks that may expose a worker to physical injury. This is a joint initiative between members of the Environmental Health and Safety office and Campus Police who use Crime Prevention Through Environmental Design (CPTED) principles.

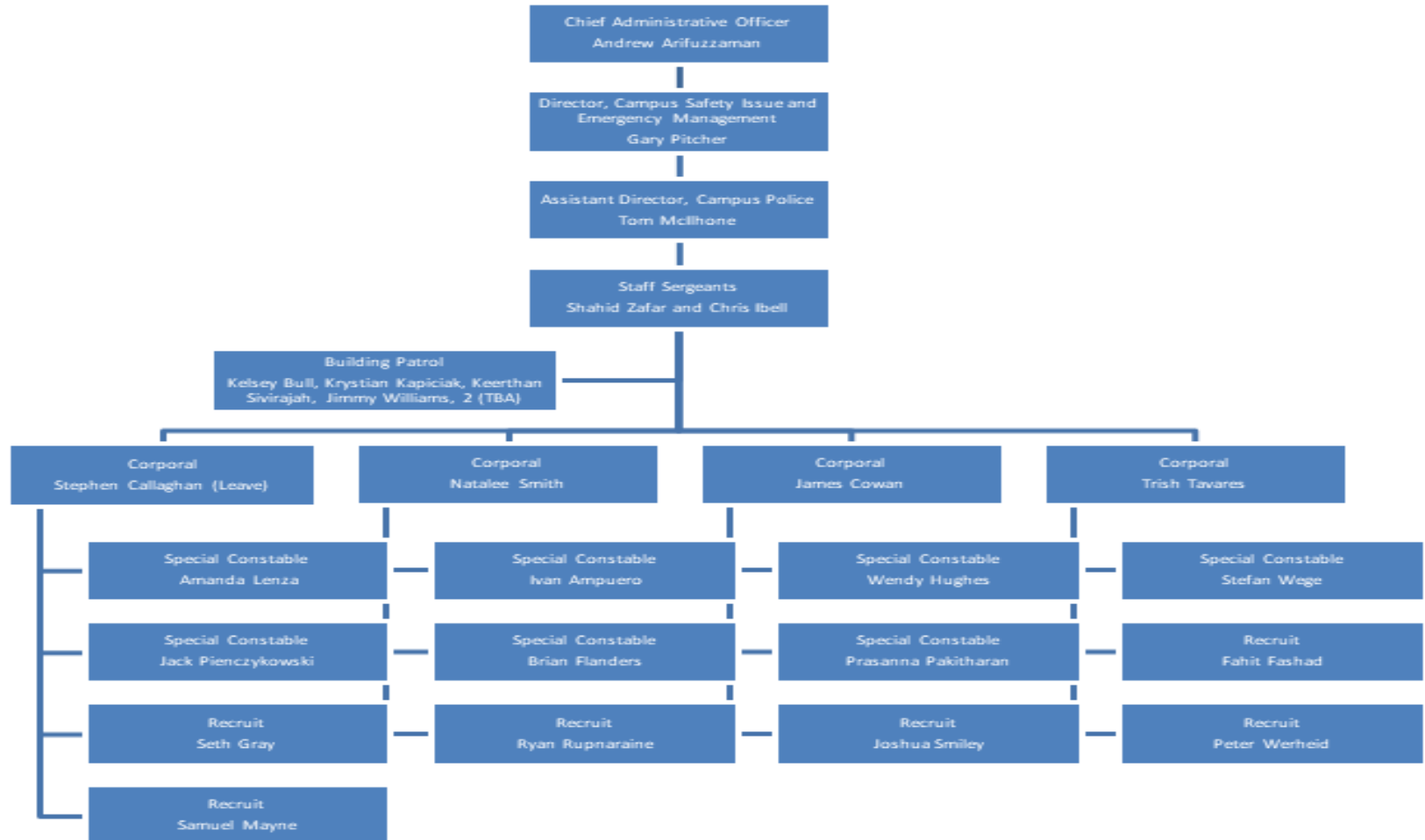


UNIVERSITY OF
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Campus Police



Organizational Structure





2020 Statistical Overview

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| Other Offences | 0 | 8 | 0 | -8 |
| Sexual Assaults | 4 | 1 | 1 | 0 |
| Assault | 5 | 4 | 2 | -2 |
| Impaired Driving | 0 | 0 | 0 | 0 |
| Criminal Harassment | 10 | 5 | 3 | -2 |
| Threatening | 2 | 0 | 2 | +2 |
| Homophobic/Hate Crimes | 2 | 0 | 0 | 0 |
| Homicide | 0 | 0 | 0 | 0 |
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Access to Campus

- Restricted Access
 - In March 2020, in order to ensure the safety of the students, faculty and staff that were required to attend campus, access points were established at the Science Wing and Academic Research Center (ARC) entrances.
 - The restricted access points provided an efficient process to enable contact tracing, if required, as well as provided information for Facilities Management to identify and disinfect areas of concern.



Impact on Campus Police

- Changes to Campus Police (CP) Practice
 - In order to ensure the safety of our members and to comply with the physical distancing measures directed by Toronto Public Health and our Environmental Health and Safety Office, the following measures were taken;
 - Office relocation to HW 308
 - Ralph Campbell Lounge utilized for breaks and lunch
 - Full PPE requirements for members (masks, goggles, gloves, gowns)
 - Only one member per CP vehicle unless in emergency or during transport of persons.
(Medical masks to be worn if two members required in one vehicle)
 - Supervise/staff the access points to campus



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Campus Police





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Campus Police





Partnerships

- Health and Wellness
 - Throughout 2020, we continued a strong partnership focusing on the process for transporting students to psychiatric facilities.
 - Although we only had two cases of students with mental health issues, collaboration between Campus Police and Health and Wellness continued. We continued to strive for solutions for transporting students in crisis to hospital while ensuring their safety, reducing the stigma, preserving their dignity and managing liability for the University.
 - Work continues to determine methods to reduce and/or eliminate the involvement of Campus Police, including; mental health crisis workers or a combination of both.



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Campus Police

Community Policing

The focus on Community Policing is to build partnerships with the community to fully understand their needs and work with them to find and prioritize solutions.

Due to the reduced number of community members on campus during 2020, there was limited opportunity to engage in these initiatives.



Recruiting

One of the more significant issues affecting Campus Police is the ability to recruit and retain qualified candidates. In 2020, we lost 3 new recruits (with less than 15 months service)

The challenges are due to:

- The length of time to onboard recruits (6-7 months)
- Other local and provincial Police Services recruit our members
- Cost of recruiting, hiring and training



UNIVERSITY OF
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Campus Police

Recruiting

In 2020, although mostly virtual, we managed to hire 6 new recruits who were onboarded in November and appointed as Special Constables in January 2021.

This brings the number of Special Constables up to our budgeted strength of 19 members, including 3 management.

Through our recruiting process, we strive to have our department reflect the diverse community at UTSC.

Currently, we have a range of experience, gender and representation from the BIPOC community on each of our four platoons.



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Campus Police

