



FOR INFORMATION

PUBLIC

OPEN SESSION

TO: University Affairs Board

SPONSOR: Professor Sandy Welsh, Vice-Provost, Students
CONTACT INFO: 416-978-3870, vp.students@utoronto.ca

PRESENTER: See Sponsor.

DATE: May 14, 2025, for May 21, 2025

AGENDA ITEM: 10 (a)

ITEM IDENTIFICATION:

Annual Report: Campus Safety, University of Toronto Mississauga

JURISDICTIONAL INFORMATION:

Section 5.6 of the University Affairs Board *Terms of Reference* states that “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 UTM Campus Affairs Committee *Terms of Reference* states that “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. UTM Campus Affairs Committee [For Information] (May 7, 2025)
2. **University Affairs Board [For Information] (May 21, 2025)**

PREVIOUS ACTION TAKEN:

This annual report was last presented to the University Affairs Board on May 29, 2024.

HIGHLIGHTS:

The UTM Campus Safety team has continued to engage in proactive community engagement and collaborative safety initiatives. Officers at UTM continue to practice community-based policing, fostering trust and approachability through daily interactions and participation in campus events. This approach has

reinforced the University's commitment to maintaining a safe environment while fostering a sense of transparency to the UTM community.

The UTM Management Team and Special Constables participate in various committees focused on supporting the community:

- Members of the UTM Comprehensive Student Support Committee to collaborate in managing students at risk.
- Members of the UTM Wellbeing and Belonging Committee to collaborate in assessing initiatives that support staff in the pursuit of wellbeing and belonging within the UTM community.
- Collaborations with the UTM Health and Counselling Centre in developing training sessions and providing consultations on best practices.
- Collaborations with Peel Regional Police Service that goes beyond incident response, including joint training sessions and shared strategies for crime prevention.

UTM Campus Safety is dedicated to ensuring a positive and inclusive environment for all members of the UTM community.

FINANCIAL IMPLICATIONS:

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

RECOMMENDATION:

This report is provided for information.

DOCUMENTATION PROVIDED:

- UTM Campus Safety Annual Report, 2024



UNIVERSITY OF
TORONTO
MISSISSAUGA



UNIVERSITY OF TORONTO
CAMPUS SAFETY
MISSISSAUGA

2024

CAMPUS SAFETY

ANNUAL REPORT



University of Toronto Mississauga - Campus Safety
3359 Mississauga Road, Rm 3116
Mississauga, Ontario L5L 1C6

Land Acknowledgement

We wish to acknowledge this land on which the University of Toronto operates. For thousands of years, it has been the traditional land of the Huron-Wendat, the Seneca, and the Mississaugas of the Credit. Today, this meeting place is still the home to many Indigenous people from across Turtle Island and we are grateful to have the opportunity to work on this land.



As a department, we recognize the significance of acknowledging the land we operate on, paying tribute to Indigenous and Non-Indigenous collaborators who preceded us. This reflection prompts us to cultivate inclusive partnerships and pursue a path of equity and equality for all involved.

Executive Summary

At the University of Toronto Mississauga, our mission is to create a safe, secure, and equitable environment for all students, staff, faculty, and visitors. This goal is achieved through a variety of services and programs designed to promote safety and security on campus. These programs also allow for our officers to engage our community in a positive way to foster and build trust. Campus Safety is dedicated to ensuring a positive and inclusive environment for all members of the UTM community.

Special Constables are staff members employed by the University of Toronto who are appointed under the Community Safety and Policing Act and are subject to approval of the Peel Regional Police Services Board. The Special Constables are governed by a Memorandum of Understanding between the Governing Council and the Peel Regional 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 and Control Act.

In 2024, UTM Campus Safety recruited 4 new Special Constables who come from diverse backgrounds and bring with them a variety of skill sets and a wealth of experience. These new Special Constables have been working diligently with our community through a number of engaging initiatives to ensure our community feels safe and included.



Campus Safety has continued to engage with the UTM community through a variety of safety initiatives designed to bring awareness to our community about safety concerns and interact with officers in a safe space. Campus Safety requires that their Special Constables create new pathways based on best practices and social trends to engage our students, staff and faculty. The goal is to get to know our community and foster relationships that are conducive to building trust so they feel comfortable approaching us for help and advice.

The University of Toronto Mississauga Campus Safety team provides equitable and inclusive support to our staff, faculty and students, ensuring that the highest level of compassion and professionalism is upheld. These standards include the practices, conduct, appearance, ethics, and integrity of its members, to strengthen public confidence and cooperation within the community.

Our criminal statistics and general reports have increased slightly but still remained within reasonable levels in 2024. With the addition of new buildings and an increase in student and staff populations, there is an expectation of increased levels of crime. These statistics also do not reflect the informal and organic contacts the officers have with members of the University community, which also contribute to an enhanced sense of personal safety.



The UTM Campus Safety Management team and front-line Special Constables participate in various committees on campus, many of which focus on supporting the UTM community with safety, accessibility as well as social and mental health. providing a safe environment for our students, faculty and staff. Other committees are efforts to increase the level of engagement with members of marginalized communities.

Campus Safety is part of the Wellbeing and Belonging Committee which was formed around the shared belief that the future is brighter at work when we feel connected to our colleagues. This committee assesses initiatives and opportunities for supporting staff in their pursuit of wellbeing and belonging to the UTM community.

- Campus Safety participates in the Comprehensive Student Support/Intake Committee, comprised of Managers and Directors who collaborate to case manage situations of students at risk, to ensure that they receive the support necessary to increase their chances of success in their educational endeavors, while also ensuring community safety.
- Campus Safety continues to strengthen its relationship with the UTM Health and Counselling Center. Both departments strive to provide the utmost of care and compassion to students who are struggling with managing their mental health. It continues to be of tremendous value that both HCC and Campus Safety continue to collaborate on training and consultations on best practices. This ensures that our students are supported and feel that their mental health, dignity and privacy are prioritized.
- Members of Campus Safety also attended the UTM Black Flourishing and Inclusive Excellence Summit in 2024. The summit was intended to energize conversations and provide team building activities to help drive change. It also provided pathways to address the needs and challenges faced by Black-identifying staff at UTM and affording opportunities to connect with colleagues to discuss career advancement.

Organization, Statistics & Mandatory Reporting

Community engagement is a fundamental approach that UTM Campus Safety employs to build partnerships through collaboration and transparency. It is essential for our community to interact with Campus Safety in positive and constructive ways that foster trust and safety. Below are some of the initiatives that Campus Safety initiated with our community in 2024.

- In Power Self Defense
- Cram the Cruiser
- Raising the Pride Flag
- Orientation Programming
- Departmental Safety Audits
- Active Attacker training
- De-Escalation Training for various departments
- UTM Powwow
- UTM Walks with Campus Safety
- Welcome Grad School Garden Party
- UTM Be Well Fair
- Party with a Plan
- Remembrance Day
- Residence Life Team Training
- Safety in Residence Seminar
- Treats on the Beat
- Recruitment Drive with Sheridan College



Organization, Statistics & Mandatory Reporting

The Assistant Director, UTM Campus Safety (Special Constables) reports to the Director of Campus Safety, who in turn reports to the Executive Director, Digital and Physical Infrastructure. The Assistant Director and the Staff Sergeants of the UTM Campus Safety team are responsible for the management, training and general supervision of all Corporals and Special Constables, while the Corporals are responsible for the supervision of Special Constables on duty. Managers are generally 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 our Building Patrollers.

Staffing

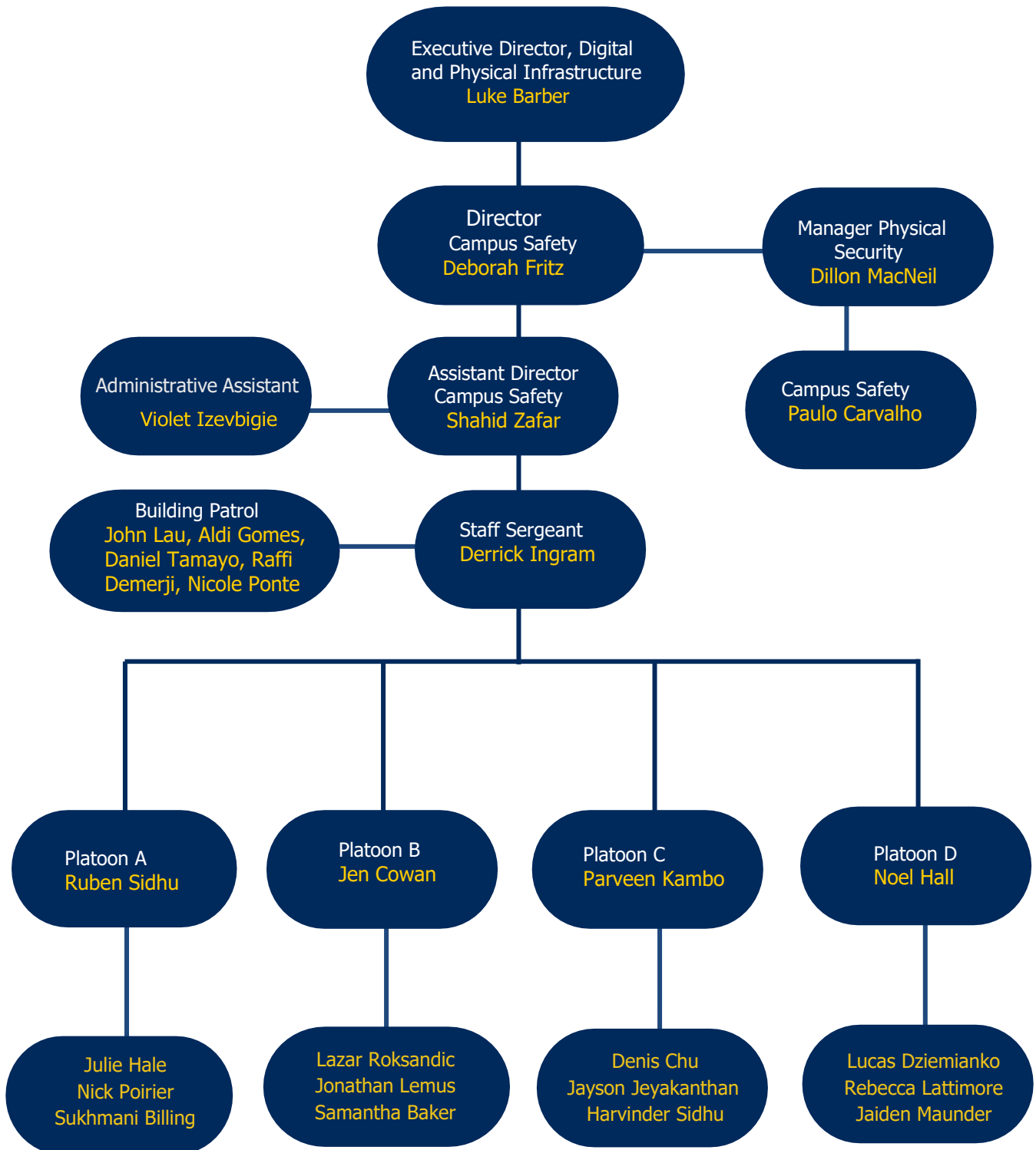
In 2024, 4 Special Constables were hired which provided much needed support to our team and raised our staffing levels to 16 Officers with a varying range of diverse backgrounds and skills dispersed amongst 4 platoons.

Campus Safety also employs 5 Building Patrollers (licensed security guards) who complement the Special Constables in providing safety and security in our community. The Building Patrollers also 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. Currently, Campus Safety is in the recruitment process to fill 2 vacant Building Patrol positions.





Organization, Statistics & Mandatory Reporting





Statistical Overview

Incident Type	2022	2023	2024	+/-
Total Student Population (pt/ft)	13238	15200	16000	800
Assaults	0	2	11	9
Break & Enter	2	0	1	1
Criminal Harassment	13	17	30	13
Disturb Peace	1	0	2	2
Homicide	0	0	0	0
Homophobic/ Hate Crimes	1	0	0	0
Impaired Driving	0	1	0	-1
Indecent Acts	0	0	0	0
Mischief/ Damage	7	22	18	-4
Other Offences	6	5	8	3
Possess Stolen Property	0	0	0	0
Robbery	0	0	0	0
Sexual Assaults	2	5	5	0
Theft Bicycles	1	0	0	0
Theft Over \$5,000	0	0	1	1
Theft Under \$5,000	21	24	35	11
Threatening	1	7	7	0
Total Crime Occurrences	55	83	118	

Summary of Crime Statistics

In regards to crime statistics, Campus Safety has seen an overall increase in reportable occurrences. This is likely due to the increased student and staff population at UTM which has resulted in criminal occurrences increasing.

Thefts Under \$5000 have increased by eleven. Most of these thefts have taken place in the Men’s locker room in the Recreation area. The reason for this is many students are not securing their locker when using these facilities. Campus Safety is currently collaborating with the Athletics team on an initiative called Lock it, Don’t Lose it. This program has Special Constables and Athletics staff tabling near the gym reminding students to lock their lockers and bringing awareness to the thefts happening in that space.

There is also an increase in Criminal Harassment by 13 and Assaults by 9. As the geopolitical landscape has changed, tensions have risen over the last year with international conflicts in various parts of the world. People’s passion for expressing their views can sometimes override their understanding of what should be appropriate conduct. Students are also still adjusting to being fully integrated into the campus again since the full return to campus a few years ago.



Statistical Overview

Incident Type	2022	2023	2024	+/-
Arrest Warrants	0	1	0	-1
Alarms	136	168	152	-16
Fire Alarms	17	11	14	3
Assist Other Police	12	8	15	7
Disturbances	1	0	2	2
Demonstrations/ Protests	1	5	5	0
Inv. Suspicious Persons	34	60	103	43
Trespasser Charged	7	13	1	-12
Trespasser Cautioned	3	32	16	-16
Medical Assistance	62	132	157	25
Insecure Premises	2	27	6	-21
Motor Vehicle Collision	20	21	30	9
Mental Health Act	13	42	49	7
Suicide/ Attempt Suicide	7	3	0	-3
Sudden Death	0	0	0	0
Fires	0	4	0	-4
Total Crime Occurrences	315	527	550	

Summary of Other Activity

There has been a sharp increase in calls for service pertaining to suspicious people or circumstances. These calls have been related to tensions between students living in residence and adjusting to life away from their families and friends. Adding to this is the stress of their academic pursuits which can result in an increased number of calls to Campus Safety.

Frauds are relatively the same at 14 where some students report suspicious emails or phone calls where a fraudster will attempt to obtain personal information from them in an attempt to gain access to their credentials or funds. Campus Safety is in regular communication with the Office of Safety and High Risk to determine new Fraudulent trends and best practices to minimize the risk to students and staff.

Medical Assistance calls reported to Campus Safety increased by 25 and calls for mental health increased by 7. Most of these calls occur around exam or term test times where students are experiencing high levels of stress and have difficulty taking care of themselves in healthy ways.

Special Constable Complaints

In 2024, there were no complaints against any of the UTM Special Constables.

University of Toronto Mississauga Campus Safety is committed to continuous professional development in addition to their own mandatory training, through front-line courses for officers, reflective of the changing and diverse needs of the tri-Campus community. Our training is also designed to meet the needs and expectations of the Peel Police Service Board. The training programs across all three campuses are developed through consultations with our counterparts on each campus as well as the community, other institutions, and local law enforcement agencies with a strong emphasis on diversity, equity and inclusivity.

Recommendations from all levels of police personnel contribute to the process of designing courses to meet the specific needs of Campus Safety and our 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 is framed about campus safety situations. Campus resources are used where possible, but due to the unique challenges of a campus setting, outside resources are occasionally used as well. Campus Safety Management across all three campuses continues to evaluate their training providers on an ongoing basis to ensure that training is up to university standards, and that training is delivered to members with an embedded EDIO lens.

Mandatory Training

Subject Matter	Delivered By	Duration	Amount Receiving Training	Total Hours
Annual Use of Force Recertification	TNT Consulting	8 Hours	12	96 Hours
First Aid & CPR	St. John Ambulance	16 Hours	3	48 Hours

*All officers have current First Aid/CPR certification.

Additional Training

Subject Matter	Delivered By	Duration	Amount Receiving Training	Total Hours
Introduction to IMS 100	Emerg Management Ont	4 Hours	7	28 Hours
Preparedness/ Protest Management	TNT Consulting	4 Hours	9	36 Hours
De-escalating Potentially Violent Situations	U of T	8 Hours	2	16 Hours
UTM Living Works Safe Talk	U of T	4 Hours	7	28 Hours
Autism Spectrum Disorder	CPKN	1.5 Hours	14	21 Hours
Customer Service in Policing	CPKN	1.5 Hours	14	21 Hours

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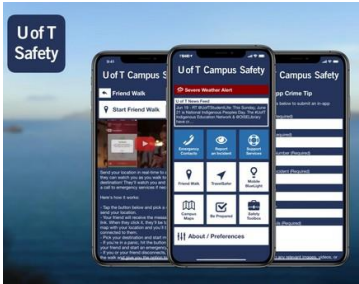
Additional Training (continued)

Subject Matter	Delivered By	Duration	Amount Receiving Training	Total Hours
Recognition of Emotionally Disturbed Persons	CPKN	1.5 Hours	14	21 Hours
Scenario Based Mental Health	CPKN	1.5 Hour	14	21 Hours
De-Escalation Using Trauma Informed Approach	CPKN	1.5 Hours	14	21 Hours
Close Protection Training Course	OPP	40 Hours	1	40 Hours
Mental Health Awareness	Peel Police	40 Hours	7	280 Hours
Mental Health/Addiction Response	Peel Police	8 hours	5	40 Hours
Violence/Mental Health Risk Assessment	Protect International	16 Hours	4	64 Hours
Hazardous Waste Management	U of T	2 Hours	3	6 Hours
Open-Source Investigation	TNT Consulting	16 Hours	4	64 Hours
Trauma Informed Transfer of Care	HCC	4 Hours	10	40 Hours
Best Practices De-Escalating Psychosis	SHN	2 Hours	10	20 Hours
Cybersecurity Awareness	U of T	30 Minutes	3	1.5 Hours
Skills for Responding -Disclosures Sex Violence	U of T	2 hours	2	4 Hours
Mock Disaster Scenario Training	TNT Consulting	6 Hours	2	12 Hours
Media Training	Warren Weeks	8 hours	1	8 Hours
U of T Security and Awareness Training	U of T	1 Hour	16	16 Hours

Summary

The statistics included in these tables do not reflect the total workload of the Campus Safety Special Constables. Proactive patrolling still accounts for most of the time spent by officers during their tour of duty. Officers therefore account for many self-generated Calls-For-Service, many of which involve checking and patrolling specific locations on campus to ensure safety.

UTM Campus Safety provides the following services to our Staff, Faculty and Students:



Campus Safety App

Campus Safety, in partnership with the Community Safety Office, developed the U of T Campus Safety App. It was created to help students, staff and faculty move around on and off campus safely. It is also designed to assist in providing support for mental health and academic needs, all tailored to the campus of choice. It is available for free download on Google Play and the Apple Store. It provides a variety of options for how to interact with Campus Safety.



General Patrol & Building Patrol

UTM Campus Safety maintains a high visibility status on campus with officers deployed on uniformed mobile and foot 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. Building Patrol also conducts uniformed patrols and reports hazardous conditions on campus and assist with securing our buildings every night.



Walk Safe

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.



Lone Worker Program

Initiated during the 1998 academic year, this program allows staff and faculty on campus to "check in" with the Campus Safety team while working after hours or in isolated areas, or who may be vulnerable on campus.

Campus Safety Programs & Services



Emergency Telephone Monitoring and Response

U of T Campus Safety monitors and responds to all calls placed from emergency telephones on campus. These phones display the caller's location to the dispatcher so officers can be dispatched in case the person is not able to speak or disclose their location. There are over 125 emergency telephones located in multiple areas around campus, both inside and outside the buildings on campus.



Erindale College Special Response Team (ECSpeRT)

UTM Campus Safety oversees ECSpeRT and works closely with this is a highly professional and dedicated group of UTM students, who volunteer numerous hours each day to act as first responders for any medical emergency on campus.



Battery Booster

Campus Safety maintains a number of battery packs for sign-out to assist persons with dead car batteries. To request the battery booster, attend our office in the William Davis Building, room 3116.

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 Human Resources, Environmental Health and Safety Office and Campus Safety, who use Crime Prevention Through Environmental Design (CPTED) principles.



Contact Campus Safety at:

Emergency: 416-978-2222

Non-Emergency: 416-978-2323

or



Use The App



How to Get Help

Your safety is important to us. If you need to report an incident or if you are in a situation where you feel unsafe, please contact Campus Safety at 416-978-2222 or 9-1-1 immediately. Other resources available to the UTM community include:

- The Walk Safe service, which is available 24/7, when travelling on campus. If you would like someone to accompany you, please call The Walk Safe line at 905-828-5200.
- The Lone Worker service can be reached at the same phone number, 905-828-5200.
- The [U of T Campus Safety App](#) is a critical resource for supporting the safety and well-being of our community. It is available for free download at Google Play and the Apple App Store. It integrates with U of T's safety and security systems to help students, faculty and staff move more safely on and off-campus.
- The [Community Safety Office](#) is a tri-campus service that offers short-term support and assistance to students, staff, faculty members, librarians, departments and organizational units with personal and/or workplace safety concerns.

