



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 (b)

ITEM IDENTIFICATION:

Annual Report: Campus Safety, University of Toronto Scarborough

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 UTSC 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. UTSC Campus Affairs Committee [For Information] (May 8, 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:

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 with our community, community-based safety initiatives play an important role in our continued success.

Campus Safety

The Special Constables within UTSC Campus Safety are governed by a Memorandum of Understanding between the Toronto Police Service Board and the Governing Council of the University of Toronto and are provided their authority and responsibilities by the Ministry of Community Safety and Correctional Services under provisions of the *Police Services Act*.

Calls for Service

In 2024, UTSC Campus Safety responded to or proactively conducted 3,016 calls for service within our community, which generated 692 reports.

Community Partnership Focus

Strategic- and intelligence-driven techniques, as well as problem-solving approaches, are dominant aspects of community safety 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 a greater understanding of the issues specific to this environment. This understanding, in turn, provides greater support for our students, faculty, and staff, often leading to more successful outcomes.

Community Crisis Response Coordinator

Over the past few years, there has been a call to reduce police involvement in situations where students were experiencing a mental health crisis or were subject to a *Mental Health Act (MHA)* Form 1 or apprehension under Section 17 of the *MHA*.

Over the past year, the Community Crisis Response Coordinator (CCRC) position has continued to evolve. The CCRC continued to provide experiential learning opportunities to several UTSC students in 2024. The CCRC implemented and conducted various “decompression sessions” that were well attended. The CCRC also continued to coordinate semi-annual training days for Special Constables and Building Patrollers on topics related to mental health and EDI, in addition to wellness sessions.

The CCRC continues to enable UTSC Campus Safety to respond to all members of the community who are experiencing mental health concerns. In addition to helping our Special Constables respond to mental health calls, they reduced the need and number of uniformed Constables attending these types of calls. The CCRC also regularly consults and supports our faculty regarding behavioural concerns within the classroom. Minimizing uniformed presence in times of personal crises is something our community has indicated as a priority.

FINANCIAL IMPLICATIONS:

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

RECOMMENDATION:

This report is provided for information.

DOCUMENTATION PROVIDED:

- UTSC Campus Safety Annual Report Presentation, 2024



UNIVERSITY OF
TORONTO
SCARBOROUGH

2024 CAMPUS SAFETY

ANNUAL REPORT



University of Toronto Scarborough - Campus Safety
1265 Military Trail, Suite SW304
Toronto, Ontario M1C 1A4

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 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 safety 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 the Community Safety and Policing Act and are subject to approval of the Toronto Police Service Board. 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 the Liquor License Control Act. This is in addition to the ability to enforce and uphold University of Toronto Policy. Campus Safety endeavors to take a community based approach to resolving issues.

In 2024, UTSC experienced many achievements. In February, long time Staff Sergeant Shahid Zafar left UTSC and joined the Mississauga Campus as their Assistant Director, Campus Safety. In June a new Staff Sergeant, Taylor Thompson and familiar face at UTSC returned and was promoted. The summer was busy with events and activities on the campus. The Sam Ibrahim building opened expanding classroom, teaching and study spaces. Campus Safety launched a new Active Attacker training program and several sessions were put on for various departments. Campus Safety hired and employed Work Study Students for the first time, furthering our commitment to community engagement.

Orientation was another huge success with Campus Safety taking part in the planning and the festivities. UTSC hosted their third annual Homecoming which was another huge success.

Campus Safety participated in a management course providing ride-alongs and participated as a case study for the students who served as consultants to design training programs for each of the job functions within the office. The students were provided with real life experience and the presentations the students came up with were outstanding.

The Community Crisis Response Coordinator continued to participate in the Work Integrated Learning Program, hiring on a student to obtain outside of the classroom job relevant experience.



Campus Safety has continued to engage with the UTSC community through a variety of community-based initiatives. Campus Safety requires that their Special Constables each implement one initiative in each of the Fall and Winter semesters in addition to the many other events to which Campus Safety is invited to participate. In 2024, Campus Safety continued to see a high demand for safety planning services. These requests are managed on a case-by-case basis to support the community. Criminal statistics and general reports have remained within a reasonable threshold and have slightly increased. Calls for service to assist our community members increased.

The University of Toronto Scarborough Campus Safety team provides effective support to our community, ensuring that prescribed service standards are met while ensuring that the administration, promotion, and support of professionalism are upheld. These standards include the practices, conduct, appearance, ethics, and integrity of its members, to strengthen public confidence and cooperation within the community.

Criminal statistics and general reports have remained within reasonable levels in 2024. The number of calls for service, however, increased from 2,907 to 3,016 during 2024, and the number of reports has decreased from 723 to 692. These statistics do not reflect the informal and impromptu contacts the officers have with members of the University community, which also contribute to an enhanced sense of personal safety.



Members of Campus Safety management and front-line personnel participate in various committees on campus, many of which focus on 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 continues its partnership with the Office of Student Experience and Wellbeing (OSEW) and Scarborough Campus Student Union (SCSU) during Orientation activities, allowing the opportunity to remove barriers between students and Campus Safety members. Campus Safety management also works with OSEW and SCSU to provide financial support and strategic approaches to ensure safety during various Orientation events.
- Campus Safety participates in the Student Welfare 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 co-chairs the Risk Assessment Committee: this is a committee comprised of management and student representatives that identify and mitigate personal and physical risks associated with events held on campus, thereby ensuring the success and safety of the participants during the event.
- Leadership, Education and Development (LEAD) program: The Senior Director, Assistant Director, and Community Crisis Response Coordinator participated in this initiative as mentors paired with mentees throughout the program, which ran from September 2024 to May 2025. Mentees met with their mentors to focus on topics of interest and to learn from their mentor's experience and wisdom. One of the Staff Sergeants participated in the program as a mentee.
- Operational Response Team: Campus Safety participated in this committee which focuses on business continuity in response to events that take place on campus to ensure operations are not impacted.
- Study Space Committee: This committee is comprised of various stakeholders within the UTSC community such as Facilities Management, SCSU, Retail and Conference Services, Information and Instructional Technology Services and others. The committee is in place to ensure students at UTSC have safe and adequate space on campus in which to study effectively.



Community & Safety Initiatives

Community initiatives and engagement are the essence of what Campus Safety does and continues to remain key priorities to our team. Campus Safety participated in a wide variety of community safety initiatives in 2024, including but not limited to:

- Decompression Sessions
- Black Student Engagement Orientation
- Job Shadowing
- Christmas Toy Drive
- Children's Holiday Party (for Staff & Faculty)
- Muslim Heritage Event
- De-escalation Training for various departments
- Donation Drive
- Pump for Post Secondary
- Pancake Breakfast
- College Career Fairs
- Get Started - Orientation & Training
- Grand Iftar with the Muslim Student Association
- Green Path Orientation
- Homecoming
- International Students Orientation
- International Student Centre SIN clinic
- Prep Yourself - Safety Orientation for first year students
- Remembrance Day
- Residence Life Team Training
- Safety in Residence Seminar
- Treats on the Beat
- Urban Self-Defense
- UTSC Camp Safety Talks
- UTSC Orientation
- Wellness Fair



Moving Forward

University of Toronto Scarborough Campus Safety will continue with reactive and proactive strategies to both identify safety concerns and implement strategies that help us to better serve our community and continue our relationship with Toronto Police. We are extremely invested in community-based safety by partnering with our community.



Supervision

The Assistant Director, UTSC Campus Safety (Special Constables) reports to the Senior Director of Campus Safety Operations, who in turn reports to the Chief Administrative Officer. The Assistant Director and the Staff Sergeants of the UTSC Special Constable Service 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 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, two Special Constables left the University to pursue careers with local Police Services and one Special Constable transferred to the St. George Campus. Three new Special Constables were hired in 2024. These changes resulted in UTSC Campus Safety operating three below full strength as of December 31st, 2024. Campus Safety is working on hiring to fill these vacant positions.

Campus Safety management continues to work with the Equity, Diversity and Inclusion Office and Human Resources to improve recruitment processes. We continue to strive to have our members reflect the UTSC community.

Campus Safety also employs five 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. In 2024, two new Building Patrollers were hired and two Building Patrollers departed the University for other opportunities. Currently, Campus Safety are operating one below the maximum allotment of six.

Campus Safety continues to employ a Community Crisis Response Coordinator. Campus Safety has continued to develop additional ways to provide support to the community related to providing mental health support to those in crisis. Campus Safety has continued to demonstrate innovative ways of incorporating the CCRC in daily operations to enhance service delivery to the UTSC Community. The CCRC continued to utilize students working within a Peer Support program. The Fall semester saw the program transformed into Decompression workshops and pop ups rotating all over the campus.

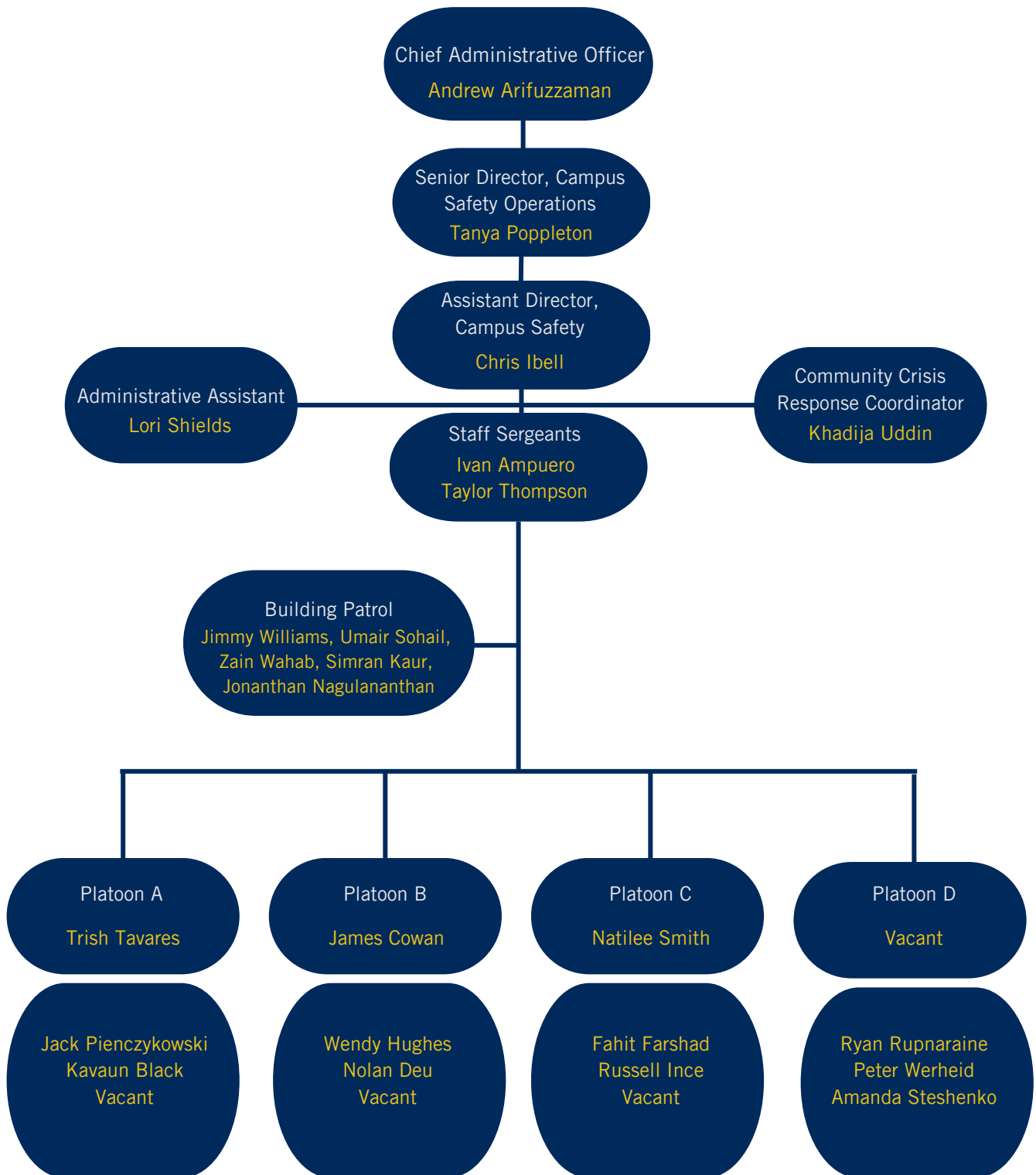
Campus Safety hired their first cohort of WorkStudy Students who support front-line services within the office.

Campus Safety continues to look at ways to be part of the academic learning that takes place at UTSC by providing opportunities to students.





Organization, Statistics & Mandatory Reporting



Statistical Overview

Incident Type	2022	2023	2024	+/-
Total Student Population (pt/ft)	13957	13829	14769	
Break & Enter	1	3	0	-3
Robbery	1	1	1	0
Theft Over \$5,000	0	5	3	-2
Theft Under \$5,000	24	34	52	18
Theft Bicycles	2	3	6	3
Possess Stolen Property	1	0	0	0
Disturb Peace	0	0	0	0
Indecent Acts	2	0	2	2
Mischief/ Damage	9	25	18	-7
Other Offences	12	18	15	-3
Sexual Assaults	2	3	0	-3
Assaults	0	2	4	2
Impaired Driving	0	1	1	0
Criminal Harrassment	0	0	0	0
Threatening	4	5	3	-2
Homophobic/ Hate Crimes	4	1	2	1
Homicide	0	0	0	0
Total Crime Occurrences	62	101	107	6

Summary of Crime Statistics

In regards to crime statistics, Campus Safety has seen an overall decrease in reportable occurrences. Despite this there has been a slight increase in criminal occurrences.

Thefts Over \$5000 have decreased by two from the previous year. These occurrences are concerning, as prior years have been steady with none for the most part. There remains an issue within the City of Toronto related to vehicle thefts. All three of these occurrences involved vehicles being stolen from the parking lots. Campus Safety has enhanced patrols in response to this.

Thefts under \$5000 have increased by eighteen from the previous year. Many of these thefts relate to property that is left unattended around the campus by community members or within insecure lockers at the Toronto Pan Am Sports Centre. Campus Safety continues to patrol the campus and additional efforts will be put forward to work on initiatives related to theft of property including educational awareness campaigns. Mischiefs have decreased by seven occurrences. The hate crimes listed relate to graffiti on campus with one being significant and still being investigated by the Toronto Police.

Frauds are captured in the category Other Offences and have decreased by three occurrences. Fraud-related crime continues to impact our students, including but not limited to e-mail scams. The University has formed a tri-campus Fraud Working Group aimed at educating and creating awareness to reduce the likelihood of community members being victimized.

Statistical Overview

Incident Type	2022	2023	2024	+/-
Arrest Warrants	0	0	1	1
Alarms	374	612	611	-1
Fire Alarms	198	164	90	-74
Assist Other Police	6	7	4	-3
Assist Community Member	1514	1574	1713	139
Disturbances	0	14	24	10
Demonstrations/ Protests	1	0	12	12
Inv. Suspicious Persons	10	62	43	-19
Inv. Suspicious Circumstances	23	4	30	26
Trespasser Charged	1	5	4	-1
Trespasser Cautioned	16	21	11	-10
Medical Assistance	146	156	195	39
Insecure Premises	5	11	7	-4
Motor Vehicle Collision	16	19	14	-5
Mental Health Act	14	37	32	-5
Suicide/ Attempt Suicide	2	1	0	-1
Sudden Death	0	2	0	-2
Fires	1	3	3	0

Summary of Other Activity

One item to highlight within this section is a significant decrease in the number of fire alarms. The majority of fire alarms that Campus Safety responded to in the past were from the Residence townhouses. A number of years ago were all tied into a central monitoring system. Over the past year a number of townhouse units had their stoves removed as the students are now utilizing a central dining hall within Harmony Commons. Less cooking in the townhouses has greatly enhanced safety within the townhouses despite there being no change in the number of fires in 2024.

Throughout 2024 there was a decline in the number of Mental Health Act related incidents. There has been an increase in the number of proactive calls related to well-being checks on various community members. This proactive work and early intervention appears to have been successful at getting involved before a crisis has hit a critical level.

A decrease was seen in the number of Suspicious Person investigations and an increase was seen in Suspicious Circumstances incidents. Notably, in the Summer, UTSC had a suspicious incident involving the detonation of a package by the Toronto Police. Campus Safety worked with TPS closely to investigate and the investigation remains open.

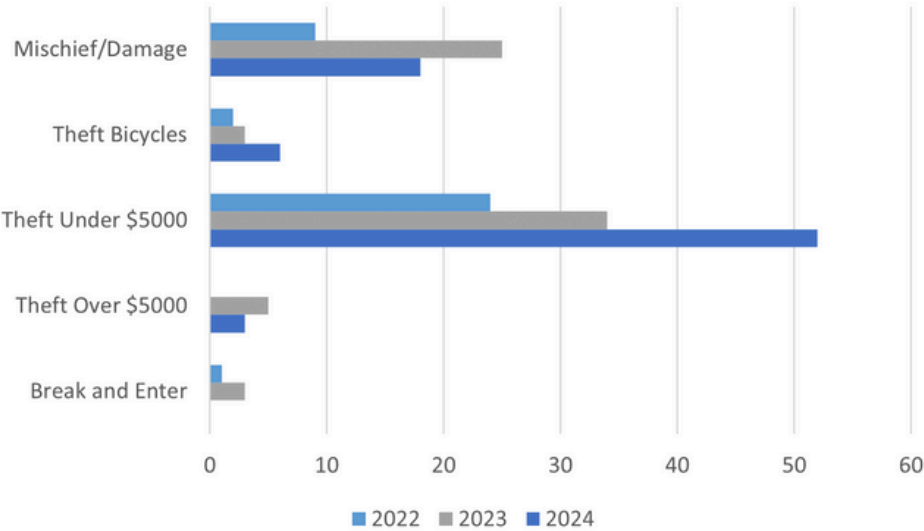
Medical Assistance calls reported to Campus Safety increased by thirty nine. A large number of these were related to events at TPASC involving UTSC community members.

Special Constable Complaints

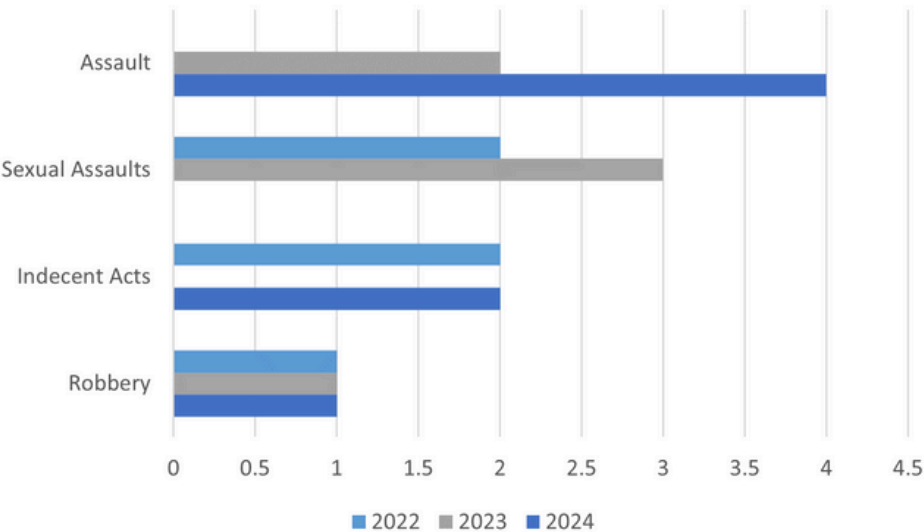
In 2024, there was one complaint regarding the actions of one member of Campus Safety. The complaint was from the Toronto Police Service. The complaint was investigated and the member was terminated.



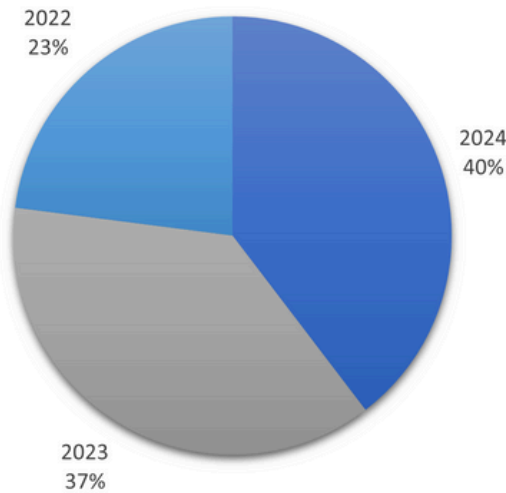
Property Offenses



Offenses Against the Person



Crime Occurrences



University of Toronto Scarborough Campus Safety is committed to continuous professional development through front-line training for officers, reflective of the diverse needs and expectations of the University community. Our training is also designed to meet the needs of the UTSC community and directives from the Toronto Police Service 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, the Ontario Police College and our external trainers including TNT Justice Consultants.

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 structured around 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 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.

**** In instances where one person has completed training, it is either due to the course being optional or other staff have already taken them.**

Mandatory Training

Subject Matter	Delivered By	Duration	Amount Receiving Training	Total Hours
Annual Use of Force Recertification	UofT	8 Hours	13	104 Hours
First Aid & CPR	St. John Ambulance	16 Hours	9	144 Hours

***All officers have current First Aid/CPR certification.**

Additional Training

Subject Matter	Delivered By	Duration	Amount Receiving Training	Total Hours
Accessible Communication	UofT	1 Hours	9	9 Hours
Building and Sustaining Trust	UofT	3 Hours	1	3 Hours
Building courage as a new leader	UofT	3 Hours	1	3 Hours
Civility Training	UofT	3 Hours	15	45 Hours
Close Protection	OPC	40 Hours	1	40 Hours
Collection of Identifying Information	OPC	2 Hours	11	22 Hours

Continued >

Additional Training (continued)

Subject Matter	Delivered By	Duration	Amount Receiving Training	Total Hours
Controlled Bike Ride	UofT	1 Hour	7	7 Hours
Cyber Security	UofT	1 Hour	2	2 Hours
De-escalation Potentially Violent Situations	CTRI	4 Hours	1	4 Hours
De- Escalation	STEP	2 Hours	19	38 Hours
DPVS Trainer Certification	CTRI	8 Hours	2	16 Hours
Accessible Customer Service	EMO	2 Hours	3	6 Hours
Opioid Poisoning	Red Cross	2 Hours	3	6 Hours
Foundational Violence Risk Assessment	Protect	40 Hours	1	40 Hours
Goals: Setting for success	UofT	3 Hours	1	3 Hours
Hate Crimes	TPS	1 Hour	19	19 Hours
HIV Lab Safety	UofT	1 Hours	19	19 Hours
Human Rights	OPC	2 Hours	12	24 Hours
Human Rights 101	OHRC	2 hours	3	6 Hours
Improve Your Notetaking Skills	UofT	2 Hours	1	2 Hours
Incident Command 100	OPC	2 hours	13	26 Hours
Incident Management 100	OPC	2 Hours	13	26 Hours
Identify, Assist, Refer	UofT	2 Hours	1	2 Hours
Continued >				

Additional Training (continued)

Subject Matter	Delivered By	Duration	Amount Receiving Training	Total Hours
Intro to Incident Management System	EMO	2 Hours	2	4 Hours
AODA Customer Service	UofT	2 Hours	2	4 Hours
Language, Accessibility and Ableism	UofT	3 Hours	1	3 Hours
Leading with Vision and Purpose	UofT	3 Hours	1	3 Hours
More Feet on the Ground	MFOTG	3 Hours	3	9 Hours
Municipal Law Enforcement Officer	TPS Parking	8 Hours	11	88 Hours
Naloxone Awareness	WSPS	2 Hours	1	2 Hours
Navigating Complexities of Hate	OPC	2 Hours	1	2 Hours
Note Taking	CPKN	3 Hours	1	3 Hours
Ontario's Diverse, Multiracial and Multicultural Society	OPC	2 Hours	12	24 Hours
Protest Management	TNT	6 Hours	7	42 Hours
Report Writing	CPKN	2 Hours	1	2 Hours
Required EHS Courses	UofT	4 hours	4	16 Hours
Respirator Fit Testing	UofT	1 Hour	7	7 Hours
SafeTalk	LivingWorks	3 hours	1	3 Hours
Security from Trespass and Food Safety	OPC	2 Hours	11	22 Hours
Seizure Recognition	Epilepsy Fnd.	2 Hours	3	6 Hours
Continued >				

Additional Training (continued)

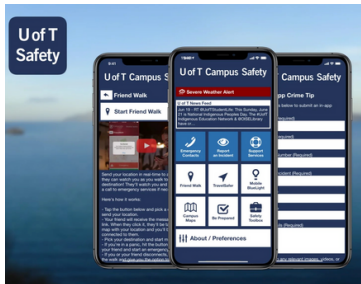
Subject Matter	Delivered By	Duration	Amount Receiving Training	Total Hours
Sexual Violence Education and Prevention	UofT	2 Hours	3	6 Hours
Special Constable Orientation	TNT	160 Hours	2	320 Hours
Stop The Bleed	UofT	2 Hours	2	4 Hours
Systemic Racism	OPC	2 Hours	13	26 Hours
TECC - Duty to Act	Tactical Paramedics	3 Hours	1	3 Hours
Essential Skills for New Managers	UofT	3 Hours	1	3 Hours
Rights and Cultures of First Nations	OPC	2 Hours	12	24 Hours
TPS Community Policing	TPS	1 Hour	19	19 Hours
Unconscious Bias and Awareness	UofT	2 Hours	3	6 Hours
Understanding Psychosis	SHN	2 Hours	22	44 Hours
Use of Force Instructor	OPC	80 Hours	1	80 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. In 2024, Campus Safety Special Constables generated or responded to 3,016 calls for service which resulted in the submission of 692 reports. These statistics also do not reflect the informal and impromptu contacts the officers have with members of the University community, which also contribute to an enhanced sense of personal safety.

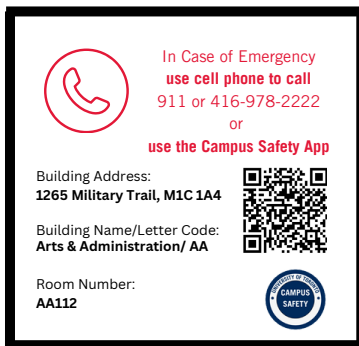
Campus Safety Programs & Services

UTSC Campus Safety operates, organizes, financially supports, and/or participates in the following programs:



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.



Emergency Location Poster

Emergency Locations Posters were designed and implemented throughout campus spaces, including classrooms and study areas. These posters were created to help students, staff and faculty identify their specific location on campus. In addition these posters contain the contact information for Campus Safety in the event of an emergency.



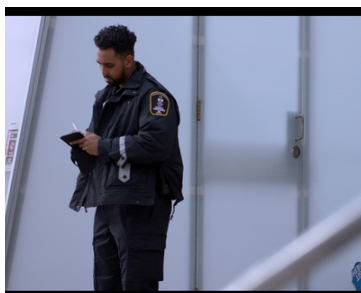
General Patrol & Building Patrol

UTSC Campus Safety maintains 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. Building Patrol also conducts uniformed patrols and reports hazardous conditions on campus.



Travel Safer

Operated year-round, this service utilizes uniformed patrollers to escort community members to or from any campus location or nearby public transit stops, 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 to provide support to persons who may feel vulnerable while 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.



Emergency Medical Response Group (EMRG)

Campus Safety oversees 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 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 Science Wing, SW304 or within Harmony Commons, RE140.

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 a risk assessment 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 Safety, who use Crime Prevention Through Environmental Design (CPTED) principles.



Crisis Community Response Coordinator - Overview

The Community Crisis Response Coordinator (CCRC) oversees three main areas of responsibility: mobile crisis response services, follow-up with students engaged by Special Constable colleagues after regular hours and on weekends, and education and training initiatives.

Training

The CCRC is a certified trainer for both SafeTALK (suicide intervention training program) and De-escalating Potentially Violent Situations (DPVS). In 2024, the CCRS delivered three SafeTALK trainings and three DPVS trainings.

Statistical Overview of Community Response

Community Members	Responses
Student	151
Faculty	3
Staff	6
Total	160

February 2024

Understanding Psychosis - Best Practices in Communication

- Presenter: First Intervention Treatment Team, Case Manager, Scarborough Health Network

EMRG - Review of First Aid Skills

Overview of select OSEW Services:

Heath and Wellness Centre

- Presenter: Assistant Director, Health and Wellness Athletics & Recreation
- Presenter: Director, Physical Activity, Sport & Wellness
- Student Housing & Residence Life
- Presenter: Manager and Residence Life Coordinators

October 2024

HIV Lab - Health & Safety Precautions

- Presenter: Dr. Christina Guzzo, Associate Professor of Virology

Hate Crimes

- Presenter: Detective Constable, Intelligence Unit - Hate Crimes

Best Practices in Trauma-Informed Policing

Presenter: Steven Poplawski - CEO of Step Training Inc.

CCRC and Special Constable Hiring

The CCRC was included in the hiring committee for Special Constables to provide a valuable perspective during the selection process.

Special Constable & Building Patrol Training

The CCRC continues to organize mental health and EDI-focused training and opportunities for Special Constables and Building Patrol Officers. In addition to learning, these opportunities enable the team to foster relationships with colleagues across the campus, which is essential for cultivating trust and collaboration.



Job Shadowing Program: Academic Advising & Career Centre

The AA&CC organizes job shadowing opportunities for students in each term. In 2024, the CCRC agreed to host 8 upper year students (4 in the Winter 2024 term & 4 in the Fall 2024 term). Students interact with the CCRC to gain insights into education and career pathways.



MGTC02 Job Shadowing & Project

Dr. Phani Radhakrishnan invited Campus Safety to participate in a class project for her MGTC02 course. This program provided students the opportunity to observe the Campus Safety team in action, including the CCRC service. It gave them valuable insights into the various roles within the department and the challenges they face daily. At the end of the term, each group shared feedback on potential solutions to address some of these challenges.

CTLB03 Student Placements - Winter 2024 and Fall 2024 terms

The CCRC continued to host placement students for the CTLB03 Winter and Fall terms.

CTLB03 Winter 2024 Term

In the Winter term, the CCRC hosted two placement students. For the first 6 weeks, the students participated in various in-person and online training with weekly supervision to review learning material. The students were then tasked with providing peer support to students living in residence. They ran weekly drop-ins with free snacks and activities in Harmony Commons. Unfortunately, the program had very low attendance so it was determined that changes were necessary for any subsequent terms.

CTLB03 Fall 2024 Term

The CCRC collaborated with colleagues from Student Life, EDIO, Health and Wellness Centre, and the International Student Centre to offer weekly Decompression Sessions to students in November. These sessions allowed students to take a break during a particularly stressful time in the term to support student well-being. Activities included origami, watercolour painting, knitting, and jewelry making. The placement student facilitated a journaling station focused on resilience. A total of 298 students attended the Decompression Sessions.

CCRC and Green Path Program

The CCRC actively supported colleagues in the Green Path program by participating in lunchtime wellness talks with the Student Crisis Response and Academic Progress Case Coordinator.

This partnership exemplifies the dedication to fostering a campus culture prioritizing inclusive mental health with a concerted focus on crisis prevention.

Faculty Consultations on Student Conduct Matters

The CCRC provided several consultations and support to faculty experiencing student conduct issues. Conduct issues frequently arise from underlying factors such as academic failure, poor mental health, financial stress, and other personal extenuating circumstances. The CCRC served as a vital resource for these students in several instances.

Use The App

Contact Campus Safety:

Emergency: 416-978-2222

or

Non-Emergency: 416-287-7398



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 UTSC community include:

- The Travel Safer service, which is available 24/7, when travelling on campus. If you would like someone to accompany you, please call The Travel Safer line at 416-287-7022. More information is available at the Campus Safety non-emergency line (416-287-7398) or at utsc.utoronto.ca/safety.
- The Lone Worker service can be reached at 416-287-7398.
- 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, staff, and librarians 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.

Additional support is available to the community through the [Healthy Campus Initiative site](#).

