

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, 2026, for May 27, 2026

AGENDA ITEM: 10(a)

ITEM IDENTIFICATION:

Annual Report: UTM Campus Safety (2025)

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] (April 29, 2026)
2. **University Affairs Board [For Information] (May 27, 2026)**

PREVIOUS ACTION TAKEN:

This annual report was last presented to the University Affairs Board on May 21, 2025.

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 and activities focused on supporting the community:

- Members of the UTM Wellbeing and Belonging Committee, which assesses initiatives to support staff in the pursuit of wellbeing and belonging to the UTM community
- Members of the UTM Comprehensive Student Support Committee, which collaborates to assess and manage students at risk
- Collaboration with the UTM Health and Counselling Centre in developing training sessions, providing consultations on best practices, and engaging in community initiatives with their staff
- Collaboration with the UTM Recreation Athletics and Wellness Center on various events, such as UTM Walks and self-defence classes, like UTM Defends
- Collaboration with local law enforcement agencies, such as the Peel Regional Police Service, the Ontario Provincial Police, and the Toronto Police Service, that goes beyond incident response, including joint training sessions and shared strategies for crime prevention and support for large scale events on campus

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 2025



UNIVERSITY OF
TORONTO
MISSISSAUGA

2025 CAMPUS SAFETY

ANNUAL REPORT

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



UNIVERSITY OF TORONTO
CAMPUS SAFETY
MISSISSAUGA



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



A Message from the Campus Safety Director



Deborah Fritz

Director, UTM Campus Safety

As we reflect on 2025, I am proud to share the collective progress made by the UTM Campus Safety team and our campus partners in strengthening a safe, welcoming, and resilient learning environment.

Campus safety is most effective when it is collaborative, proactive, and rooted in trust. Throughout the year, our teams worked closely with students, faculty, staff, and campus services to enhance prevention, preparedness, and response. Whether through increased engagement initiatives, training opportunities, or continuous improvements to our operational practices, our focus remained on supporting the academic and personal success of everyone who calls UTM home.

A key priority in 2025 was strengthening communication and coordination across the campus. By fostering dialogue with diverse departments and campus committees, we continued to align safety efforts with the evolving needs of our community. These partnerships allowed us to identify emerging challenges early, promote shared responsibility, and reinforce a culture where safety is embedded into daily campus life.

I am especially grateful to our Campus Safety staff, whose professionalism, dedication, and compassion are at the heart of our work. Their commitment to service—often behind the scenes—ensures that UTM remains a place where people feel supported, informed, and secure. I also thank our students, faculty, and staff for their ongoing engagement, feedback, and willingness to work together toward common goals.

As we look ahead, Campus Safety remains committed to continuous improvement, transparency, and innovation. By learning from experience and listening to our community, we will continue to adapt and strengthen our approach to safety and well-being.

Thank you for your partnership and trust. Together, we are building a safer campus for today and for the future.





UTM Committee Participation

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.



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 2025. 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.

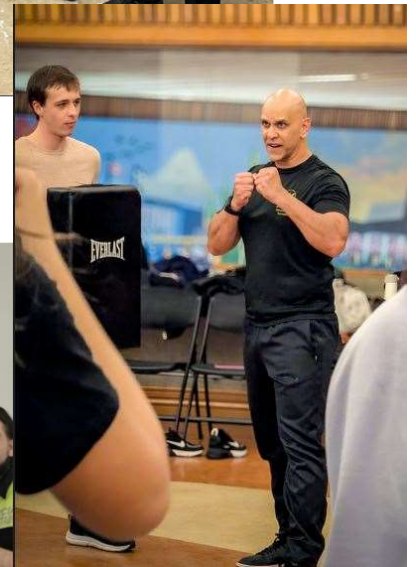
Campus Safety is part of the Wellbeing and Belonging Committee which was formed around the shared belief that the future is brighter at work when we feel connected to our colleagues. This committee assesses initiatives and opportunities for supporting staff in their pursuit of wellbeing and belonging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

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
- Campus Safety Therapy Dog session
- 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
- Campus Safety Pancake Breakfast
- 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

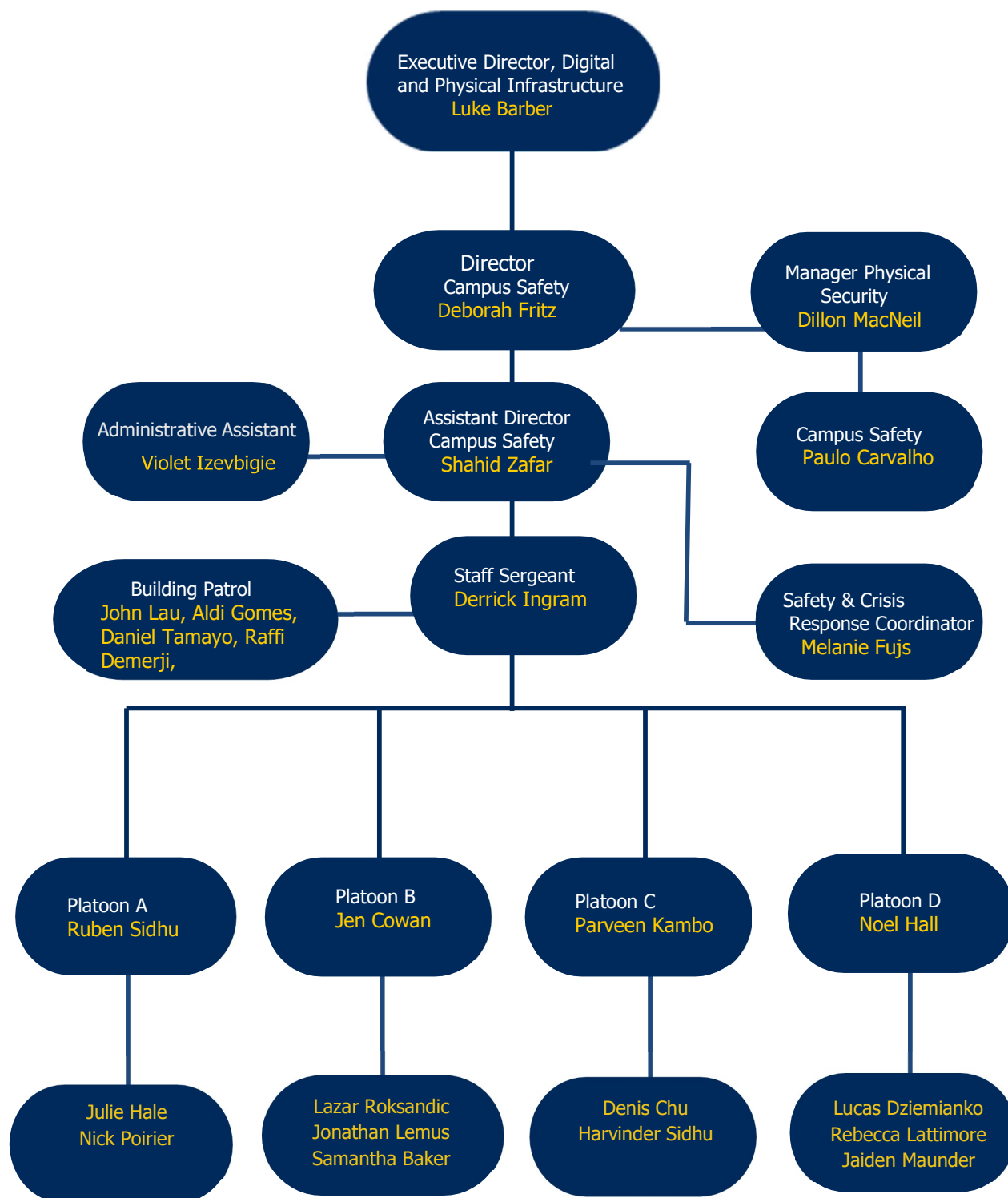
In 2025, no new Special Constables were hired as the Campus Safety team was at full staffing levels to 16 Officers with a varying range of diverse backgrounds and skills dispersed amongst 4 platoons.

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.





Organization, Statistics & Mandatory Reporting





Organization, Statistics & Mandatory Reporting

Statistical Overview

Incident Type	2023	2024	2025	+/-
Total Student Population (pt/ft)	15200	16000	16200	800
Assaults	2	11	9	-2
Break & Enter	0	1	0	-1
Criminal Harassment	17	30	21	-9
Disturb Peace	0	2	10	+8
Homicide	0	0	0	0
Homophobic/ Hate Crimes	0	0	0	0
Impaired Driving	1	0	0	0
Indecent Acts	0	0	0	0
Mischief/ Damage	22	18	40	+22
Other Offences	5	8	32	+24
Possess Stolen Property	0	0	0	0
Robbery	0	0	0	0
Sexual Assaults	5	5	2	-3
Theft Bicycles	0	0	0	0
Theft Over \$5,000	0	1	3	+2
Theft Under \$5,000	24	35	86	+51
Threatening	7	7	5	-2
Total Crime Occurrences	83	118	208	

Summary of Crime Statistics

In regards to crime statistics, Campus Safety has seen a spike in theft and mischief in 2025. The individual responsible for many of the thefts which took place in the Athletics facility has also been arrested. There has also been a slight decrease in assaults and criminal harassment. This could be attributed to a greater awareness of the expected behavior and code of conduct policy when attending the UTM Campus. Campus Safety will continue to engage with the community to employ community initiatives to build trust, rapport and ultimately comfort with students notifying Campus Safety for any kind of assistance.

Statistical Overview





Organization, Statistics & Mandatory Reporting

Incident Type	2023	2024	2025	+/-
Arrest Warrants	1	0	0	0
Alarms	168	152	246	+94
Fire Alarms	11	14	19	+5
Assist Other Police	8	15	33	+18
Disturbances	0	2	0	-2
Demonstrations/ Protests	5	5	2	-3
Inv. Suspicious Persons	60	103	82	-21
Trespasser Charged	13	1	0	-1
Trespasser Cautioned	32	16	21	+5
Medical Assistance	132	157	181	24
Insecure Premises	27	6	5	-1
Motor Vehicle Collision	21	30	27	-3
Mental Health Act	42	49	53	4
Suicide/ Attempt Suicide	3	0	0	0
Sudden Death	0	0	0	0
Fires	4	0	1	+1
Total Crime Occurrences	527	550	670	

Summary of Other Activity

Campus Safety has seen an increase in the amount of alarms on campus due to the expansion of electronically monitored doors on campus that can occasionally trigger false alarms. There has also been an increase in the amount of calls that Campus Safety has worked with our local law enforcement agencies likely due to an increase in various trends in the Peel Community.

Special Constable Complaints

In 2025, there were no complaints against any of the UTM Special Constables.



Campus Safety Response to Mental Health

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

Continued >

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.



Campus Safety Response to Mental Health

Welcome to our
new Safety and
Crisis Response
Coordinator,
Melanie Fujs

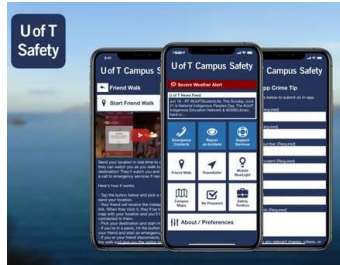


Melanie Fujs is the first Safety and Crisis Response Coordinator at UTM. She was the successful candidate in a recruiting process held in September 2025. Melanie's role provides individual centered, trauma informed mental health and crisis response to the community. Her role is also designed to de-escalate and reduce the Special Constable presence when students are undergoing mental health challenges.

In 2022, she began working at the University of Toronto as the Mental Health Nurse on campus in the Health & Wellness Centre, and with this role, she became a first point of contact for students seeking mental health care for the first time in their lives. In 2025, she was awarded a Canadian Nurses Foundation Tylenol Canada Award for my work in this role, in support of my nursing speciality certification in Psychiatric and Mental Health Nursing.

Additionally, she is passionate about health promotion for mental wellness, and in 2023, she developed a psychoeducational knitting group, encouraging students to engage in self-care in a supportive milieu. The group's popularity inspired similar campus events to engage students with mental health services. She is an engaged RN staff member and enthusiastic about continual professional development and is trained as a Safety Education Facilitator and a Safe TALK Trainer for Suicide Awareness and Prevention

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) p



**Support
Services**

Contact Campus Safety at:

Emergency: 416-978-2222

Non-Emergency: 416-978-2323



<https://www.utm.utoronto.ca/campus-police/>