



UNIVERSITY OF
TORONTO

Annual Report

Campus Police Services

University of Toronto at Mississauga
University of Toronto St. George Campus
University of Toronto at Scarborough

2009

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Introduction 5
 Mississauga5
 St. George5
 Scarborough.....5
Organizational Overview..... 7
 Mississauga7
 St. George8
 Scarborough.....10
Operations 12
 Mississauga12
 St. George12
 Scarborough.....13
Statistical Overview..... 14
 Tri-Campus.....14
 Mississauga15
 In Summary16
 Complaints17
 St. George18
 In Summary18
 Complaints19
 Scarborough.....20
 In Summary20
 Complaints21
Training and Recruitment 22
 Mississauga22
 St. George22
 Scarborough.....23
Community Policing Activity 23
 Mississauga23
 St. George24
 Scarborough.....26
Support Services 28
 Mississauga28
 St. George28
 Security Systems and Services28

Community Safety Office29

Emergency Response Planning32

Scarborough.....34

Appendix A Detailed Training List 35

Mississauga35

St. George36

 Mandatory Training36

 Additional Training.....36

Scarborough.....38

 Mandatory Training38

 Additional Training.....38

INTRODUCTION

This report is the first presented to the University of Toronto University Affairs Board in a format that combines the reports of the three campuses – Mississauga, St. George and Scarborough. The information presented under the campus heading is provided by the respective managers – Len Paris on behalf of Mississauga, Daniel Hutt on behalf of St. George and Robert Messacar on behalf of Scarborough.

The three campuses share common directives but each has campus-specific operating procedures to provide consistency in approach but meet the different realities of each campus.

Mississauga

The University of Toronto Mississauga Campus Police remains focused and dedicated to providing the best possible service to its community through a community policing based philosophy and model of service. The Campus Police maintains a close working relationship with the Peel Regional Police Service, the City of Mississauga Fire and Rescue Service, Mississauga Emergency Medical Service, and other related agencies in the City of Mississauga and the Region of Peel. Campus Police also work closely with many different departments, sections and student groups at the U of T Mississauga.

The agreement between the Governing Council and the Peel Regional Police Services Board guides and defines much of the Campus Police relationship with the Peel Regional Police Service. An annual report is submitted to both the University Affairs Board as well as to the Peel Regional Police Services Board at their June board meeting.

St. George

Campus Police are part of the Facilities and Services portfolio, reporting to the Assistant Vice President and to the Vice president Business Affairs. Uniform and Community Resource personnel are Special Constables, managed, under an agreement with the Toronto Police Services Board. A separate statistical report is presented to the Toronto Police Services board and may be found on the website at <http://www.campuspolice.utoronto.ca/community/about.htm#Annual%20Reports>.

Scarborough

The Scarborough Campus Community Police fall under the portfolio of the Director of Campus Safety and Security. The activities of the service are well established through policies, directives, and best practices. Much of what we do is governed by an agreement between the Governing Council of the University of Toronto and the Toronto Police Services Board. Annual reports are therefore submitted to both the University Affairs Board and the Toronto Police Services Board.

Established in 1964, the University of Toronto Scarborough (UTSC) is one of the three campuses of the University of Toronto, Canada's leading teaching and research university. Between 2002 and 2008, UTSC added six new, leading-edge facilities as part of its \$150 million capital expansion - the largest in campus history

On September 24th, 2009, construction began on the new Instructional Centre. As the largest single facility to be built since the campus was founded in 1964, the new Instructional Centre will increase UTSC academic facilities by 25 per cent and launches a new phase of construction on UTSC's north

campus. The building is scheduled for completion in 2011. This advanced facility is the seventh new academic building to be added to the campus in five years.

Additionally the Province of Ontario has confirmed its intentions to support a new, \$170.5 million, world-class athletics complex at the University of Toronto Scarborough campus, as part of the City of Toronto's hosting of the 2015 Pan American Games. UTSC will participate in a partnership to build this world-class athletics complex at the UTSC campus.

Enrolment at UTSC has increased from 6,000 undergraduate and graduate students in 2001 to approximately 10,000 students in 2009. Sixteen percent of these students are International Students, literally representing every part of the world. These students, along with over 700 faculty and staff, and visiting members of the general public, comprise the University of Toronto Scarborough Campus community serviced by the UTSC Police.

The University of Toronto Scarborough Police Services has, as its primary responsibility, the safety and security of the University community. The UTSC Police Services consists of the Manager, an Assistant Manager, four Corporals, and nine Special Constables. All officers are sworn special constables and act under the authority of the Ontario Police Services Act to enforce federal and provincial statutes on University of Toronto property. Officers also enforce certain University and parking regulations. UTSC Police are on duty 24 hours a day, seven days a week and patrol the campus property by foot, bicycle and car. The purpose of these patrols is to enhance personal safety, to prevent property crime, and to monitor for fire and other hazardous conditions on campus. The UTSC Police office is located in the Science Wing.

UTSC Police coordinate community relations programs, provide speakers, answer inquiries on matters of law enforcement, advise on personal safety and security and other related topics. In 2009 the UTSC Police also coordinated the UTSC Building Patrol, which operates year round. This service is available to all students, staff, faculty and visitors and, as well as being a safer alternative to walking alone at night, the patrollers are also responsible for building checks and general foot patrols.

ORGANIZATIONAL OVERVIEW

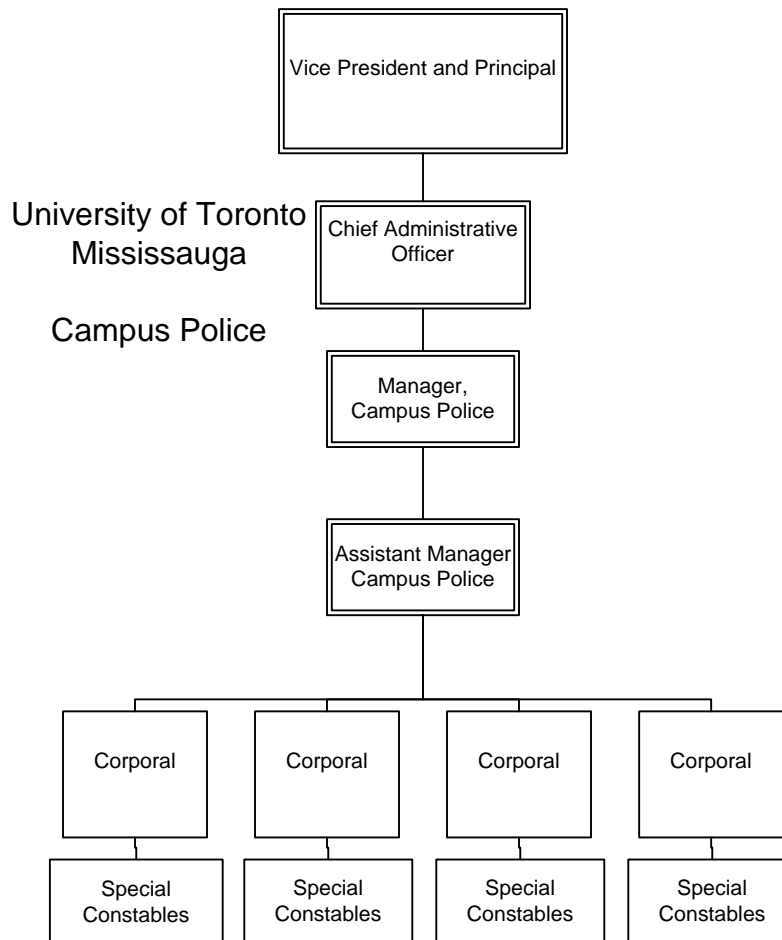
Mississauga

The number of staff for 2009 remained unchanged at thirteen. Whereas in the past the department had three Corporals, there are now four.

As reflected in the organizational chart, the department consists of a Manager, an Assistant Manager, four Corporals and seven Constables. In the absence of a Corporal, the senior Constable on duty is delegated the duties of Acting Corporal.

All officers are sworn as Special Constables by the Peel Regional Police Services Board. They have the powers of a police officer while engaged in their duties at U of T Mississauga for the purposes of enforcing the Criminal Code of Canada, and selected provincial and municipal statutes.

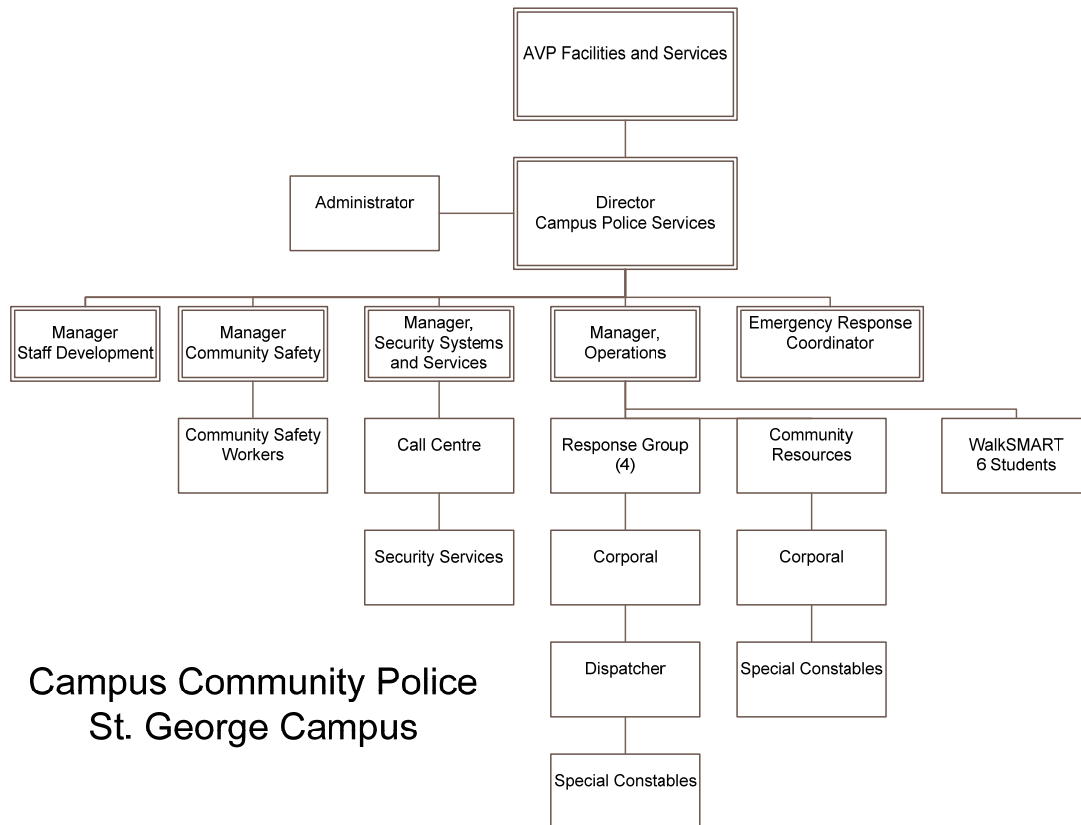
Organization Chart



St. George

St. George Campus Police has evolved and refined its response and customer service model to meet the changing needs of the University. A study conducted on behalf of the University by an outside consulting firm in 1991 recommended that the policing service adopt the community-policing model as its service delivery model. The organization reflects this model.

Organization Chart



There are five departments reporting to the Director:

Campus Police Operations

The largest group is Operations. Working 24/7/365, it is the face and voice of Campus Police. It comprises the call centre, uniform services, security (building patrol) personnel, and the community resource unit.

Recruiting and Training

In accordance with the new model, Special Constable policing is given the same employment and training requirements as public policing. Both are appointed through the Police Services Act. Hiring and training are dynamic functions, in part because of turnover, but primarily because of changing training needs.

Security Systems and Services

St. George Campus has a sophisticated and dedicated security network, as well as an intranet, separate from the business network, that terminates in a central station capable of monitoring alarms, CCTV, and

access control for all campuses. The manager is administratively responsible for the call centre and all technical services including maintenance and repair.

Community Safety

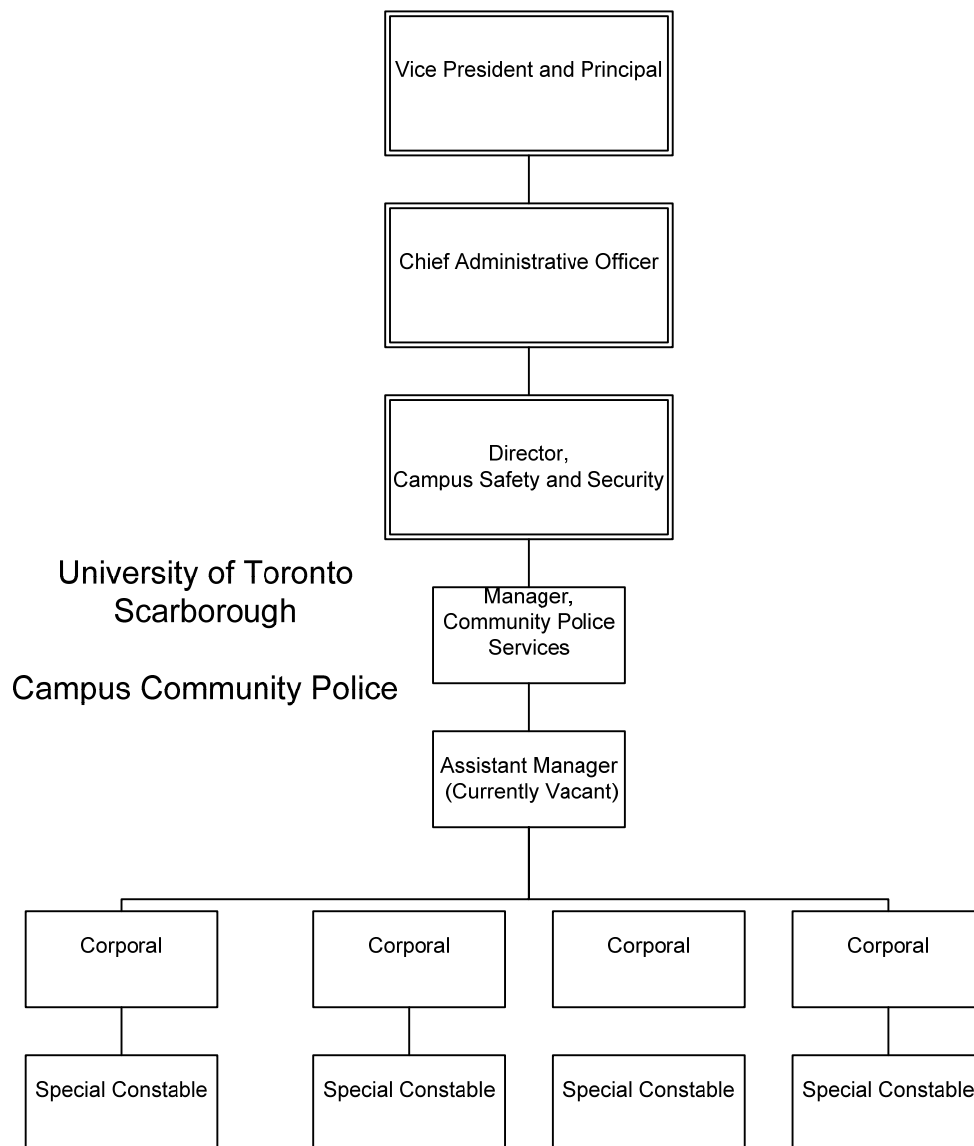
The community safety office provides resources and referral services for students, faculty and staff at St. George, Scarborough, and Mississauga Campuses.

Emergency Response Planning

Campus Police have developed the role of Emergency Response Planner to assist the University in developing and managing building and departmental emergency plans, as required in the Policy on Crisis Response.

Scarborough

Organization Chart



In November of 2009, a new unit, Security Systems and Services was created. Chris Moy, who had been the Assistant Manager of Campus Police, was appointed as Manager of the newly created unit. This unit's primary responsibilities include the campus alarm systems and supervision of the campus Building Patrollers. Also in 2009 the decision to increase the complement of officers at the Scarborough Campus was made. Therefore in January of 2010, two additional Special Constables were assigned to the Scarborough Campus. This allowed for the creation of four platoons, each comprised of one Corporal and two Special Constables. It is believed the pairing of Special Constables with Corporals will enhance both supervision and personal development of the officers.

The Manager of UTSC Campus Police Special Constables reports to The Director of Campus Safety and Security. The Manager and the Assistant Manager of UTSC Police Services are responsible for the management and general supervision of all Corporals and Constables, while the Corporals are responsible for the supervision of the Constables. Managers are generally on duty from 9:00 a.m. – 5:00 p.m. Monday to Friday and on call and available at other times. At all times there is a Corporal or Acting Corporal on duty and designated as shift supervisor, who will be responsible for supervising between 1 and 4 officers.

OPERATIONS

Mississauga

The four Corporals and seven Constables comprise the “front-line” staff. Some of the duties and responsibilities of the Constables include general patrol duties, traffic duties, responding to calls for service, dispatch and office duties, investigating occurrences, preparing reports, promoting and participating in community policing and crime prevention programs, and providing security for visiting dignitaries. Corporals also perform these same duties but with the added responsibilities, in part, of directing and instructing Constables, assisting in their training, allocating work assignments, assisting with and reviewing written reports, and interpreting instructions from Management to the Constables.

St. George

Uniform Services

Comprised of four uniformed platoons, led by a staff sergeant; supported by a corporal and dispatcher. Platoons have four constables assigned on a rotating 24/7/365 basis.

Community Resource Unit (CRU)

Crime Prevention

Preventing a crime may not build statistics, but the community does notice the reduction or absence of crime. To deter and apprehend offenders, Campus Police launched a bait bike program in October 2006 that carried on successfully into 2008.

In late December 2007, Facilities and Services installed cameras and increased lighting at the Athletic Centre in order to deter theft. The camera installation at the Athletic Centre has proven to be a success; a decrease in bicycle thefts is being seen at the Centre. However, the cost to retrofit locations is prohibitively high. Through Facilities and Services, and Security and Access Control Standards, bicycle storage areas are being identified as priority sites to be considered during construction.

Case Management

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

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

A function of the CRU is the day-to-day management of cases generated through routine activity. This includes preparation of court documents and liaison services with police and courts.

Cases		Crime scenes		Type of release	
Property Seized	26	SOCO jobs	24	Release at scene	7
Persons Investigated	184	Fingerprints found	4	Release to TPS	52
Persons Arrested	75	Fingerprints identified	0	Caution	86
Vehicle SOCO	0	Photo jobs	25	Provincial Offences	216
		Other evidence	22	Mental Health Act	20

Scarborough

The University of Toronto Scarborough Campus Special Constable Service continues to dedicate itself to the core values of Community Based Policing. In fulfilling this purpose, the University Police work in partnership with the community in developing programs and conducting activities to promote safety and security on campus. The partnerships we forge today are the foundations for building and strengthening our community's need to create and sustain a positive, nurturing environment that is so vital for the growth of our future leaders.

The University of Toronto Scarborough Police Services has continued to be active in the community with events such as the Chum Christmas Toy Drive, an event in which we celebrated our 15th year of involvement, as well as various other events that afford the opportunity for the University Police to maintain a working relationship with the community.

In addition, the University of Toronto at Scarborough Police Services operated the UTSC Patrol, a patrol and escort service by licenced security guards designed to provide a safer alternative to walking alone at night; the Lone Worker Program designed to allow staff and faculty on campus to "check in" with UTSC Police Services while working after hours; the Anti-Graffiti Program designed to raise awareness of graffiti on campus among community members through advertising and enforcement; and the Student Crime Stoppers program in which UTSC Police work in partnership with the University community and Toronto Police Service to encourage students to come forward with information regarding criminal activity.

STATISTICAL OVERVIEW

Tri-Campus

Incident Types	UTM	UTSG	UTSC	Total '09
Break and enter	6	60	10	76
Robbery	0	5	0	5
Theft Over \$5000	2	2	4	8
Theft Under \$5000	104	489	63	656
Theft Bicycles	3	58	3	64
Possess stolen property	0	1	1	2
Disturb Peace	6	3	2	11
Indecent Acts	2	6	2	10
Mischief/Damage	40	195	19	254
Other Offences	38	33	1	72
Sexual Assaults	2	2	1	5
Assault	7	14	5	26
Impaired Driving	0	0	1	1
Criminal Harassment	7	6	1	14
Threatening	6	12	1	19
Homophobic/Hate Crimes	0	0	2	2
Homicide	0	0	0	0
Crime Occurrences	223	886	116	1225

Other Activity				
Arrest Warrants	0	12	0	12
Alarms	64	4164	358	4586
Fire Alarms	40	347	39	426
Assist other police	11	60	1	72
Disturbances		78	2	80
Demonstrations/Protests	0	10	4	14
Inv. Suspicious Persons	50	330	3	383
Inv. Suspicious Circumstances		576	12	588
Trespasser Charged	15	44	9	68
Trespasser Cautioned	45	118	8	171
Medical Assistance	119	161	73	353
Insecure Premises	15	85	2	102
Motor Vehicle Collision	32	11	4	47
Mental Health Act	9	10	5	24
Suicide/Attempt Suicide	1	0	0	1
Sudden Death	0	1	0	1
Fires	3	7	2	12

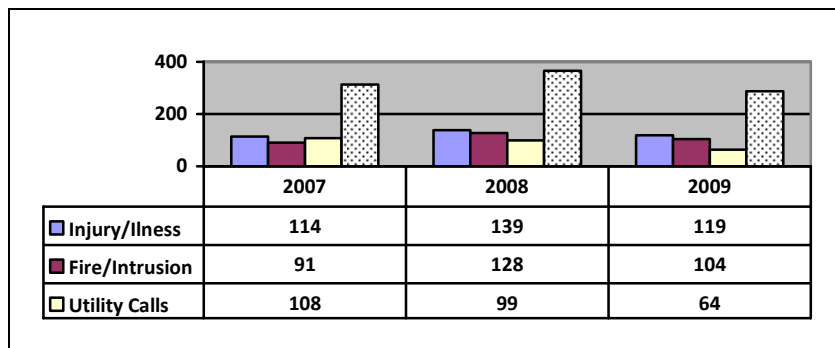
Suspicious persons and circumstances combined; Disturbances in Disturb Peace at UTM

Mississauga

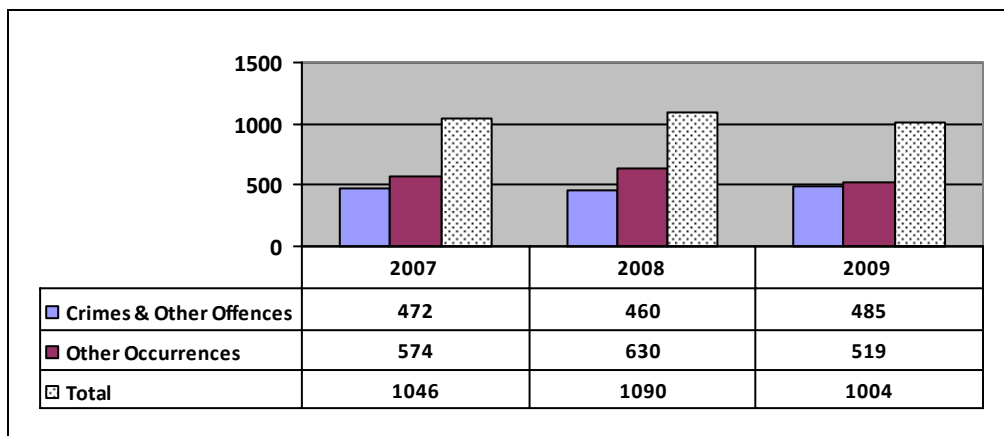
Incident Types	2007	2008	2009	09 vs 08
Break and enter	5	5	6	1
Robbery	0	0	0	0
Theft Over \$5000	0	3	2	-1
Theft Under \$5000	96	94	104	10
Theft Bicycles	3	2	3	1
Possess stolen property	0	0	0	0
Disturb Peace	29	10	6	-4
Indecent Acts	2	0	2	2
Mischief/Damage	38	44	40	-4
Other Offences	26	15	38	23
Sexual Assaults	0	1	2	1
Assault	9	7	7	0
Impaired Driving	0	1	0	-1
Criminal Harassment	11	6	7	1
Threatening	9	6	6	0
Homophobic/Hate Crimes	1	3	0	-3
Homicide	0	0	0	0
Crime Occurrences	229	197	223	26

Other Activity	2007	2008	2009	09 vs 08
Arrest Warrants	0	0	0	0
Alarms	66	86	64	-22
Fire Alarms	26	42	40	-2
Assist other police	13	16	11	-5
Demonstrations/Protests	0	0	0	0
Inv. Suspicious Persons	55	61	50	-11
Trespasser Charged	8	10	15	5
Trespasser Cautioned	41	44	45	1
Medical Assistance	114	139	119	-20
Insecure Premises	56	31	15	-16
Motor Vehicle Collision	32	29	32	3
Mental Health Act	7	7	9	2
Suicide/Attempt Suicide	2	1	1	0
Sudden Death	0	0	0	0
Fires	2	3	3	0

In Summary



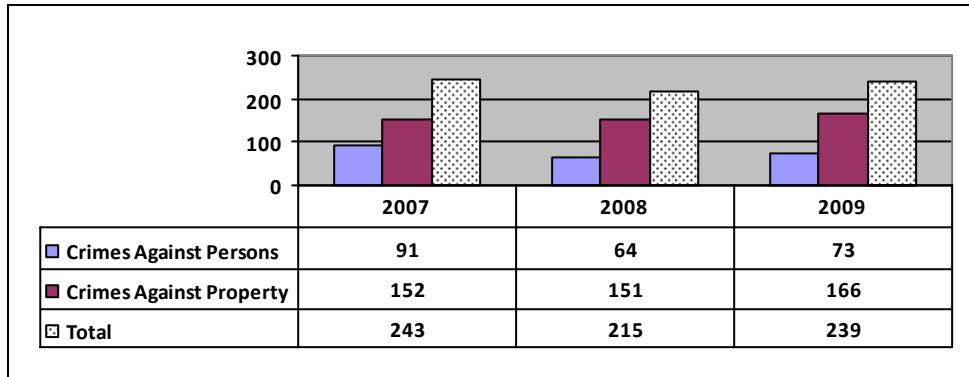
Over the last three years, the total number of occurrences the U of T Mississauga Campus Police investigated has remained relatively similar. In the Crimes and Other Offences category, increases were seen in areas of theft under \$5000, fraud, and controlled drugs and substances act offences. 2009 saw a reduction in the number of fire and intrusion alarms (the bulk of which were false alarms) as well as utilities related calls for service and injury and illness reports.



Crimes against persons include offences such as assault, criminal harassment, threatening, controlled drugs and substances act offences, and causing a disturbance. Crimes against property include offences such as theft, break and enter, mischief, and possession of stolen property.

The number of controlled drugs and substances act offences investigated rose from 10 in 2008 to 24 in 2009. Many of these occurrences dealt with reports of marijuana odour in various area of the campus. In most instances the offenders left the area before Campus Police arrival or a specific location could not be determined. Offences of theft under \$5000 also increased from 94 in 2008 to 104 in 2009. Campus Police continue in their efforts to educate the community about the risks of leaving their personal

belongings unattended even for a short time. There were a number of instances where unattended property was stolen. Fraud offences also increased from 5 to 14. Many of these related to the use of fraudulent parking permits and daily parking passes.



Complaints

There were no complaints against the members of the U of T Mississauga Campus Police in 2009.

St. George

Incident Types	2007	2008	2009	09 vs 08
Break and enter	39	56	60	4
Robbery	10	10	5	-5
Theft Over \$5000	11	9	2	-7
Theft Under \$5000	341	338	489	151
Theft Bicycles	92	75	58	-17
Possess stolen property	1	1	1	0
Disturb Peace	2	5	3	-2
Indecent Acts	2	5	6	1
Mischief/Damage	162	146	195	49
Other Offences	57	79	33	-46
Sexual Assaults	0	1	2	1
Assault	33	24	14	-10
Impaired Driving	0	0	0	0
Criminal Harassment	15	17	6	-11
Threatening	21	20	12	-8
Homophobic/Hate Crimes	1	6	0	-6
Homicide	0	0	0	0
Crime Occurrences	787	792	886	94

Other Activity	2007	2008	2009	09 vs 08
Arrest Warrants	12	7	12	5
Alarms	965	2636	4164	1528
Fire Alarms	423	481	347	-134
Assist other police	42	56	60	4
Assist Community Member	1094	718	625	-93
Disturbances	76	65	78	13
Demonstrations/Protests	8	16	10	-6
Inv. Suspicious Persons	379	382	330	-52
Inv. Suspicious Circumstances	367	489	576	87
Trespasser Charged	84	71	44	-27
Trespasser Cautioned	109	86	118	32
Medical Assistance	184	161	161	0
Insecure Premises	125	159	85	-74
Motor Vehicle Collision	37	34	11	-23
Mental Health Act	23	20	10	-10
Suicide/Attempt Suicide	1	2	0	-2
Sudden Death	2	0	1	1
Fires	6	5	7	2

In Summary

Security and Break and Enter Investigations

A rash of break and enter occurrences were committed by a group of individuals. Four persons were arrested by campus police and processed through the justice system by the Toronto Police Service.

The community continues to call when persons are engaged in activity that they consider suspicious. A tool commonly used to manage use of property is the Trespass to Property Act. It enables the University

to fulfill its responsibilities under the Occupiers Liability Act, by providing a safe and secure environment for the community and its visitors. Initial action is a caution that can escalate to charges if the caution is ignored. A decrease in the number of persons charged under the act is noted. There is also a decrease in the number cautioned.

As more and more buildings are alarmed through the Campus System, and additional patrols are contracted through the Security Service of Campus Police, additional alarms and occurrences of insecure doors are seen. During the normal course of system installation and commissioning, false alarms are expected but must still be attended. The manager and the contractor have worked diligently to eliminate system faults.

Criminal Harassment

Of particular note is the increase in the number of cases of criminal harassment investigated. The crimes are usually associated with relationships, some of which are domestic. The largest portion of the increase occurred during the first two months of the 2007/2008 academic year and carried on without reduction into the 2008/2009 academic year. These matters are always investigated with Toronto Police when the victim chooses to report. This topic is also discussed in the Community Safety Section.

In this year's report, we are highlighting Community Safety programs at the University.

Complaints

Total Number of Complaints	Investigated by Agency	Investigated by Toronto Police Service	Number Resolved	Number Outstanding
1	1	0	1	0

Investigation conducted by outside investigator on behalf of the University.

Scarborough

Statistical Overview

Incident Types	2007	2008	2009	09 vs 08
Break and enter	9	6	10	4
Robbery	4	0	0	0
Theft Over \$5000	1	1	4	3
Theft Under \$5000	32	61	63	2
Theft Bicycles	0	4	3	-1
Possess stolen property	0	0	1	1
Disturb Peace	2	2	2	0
Indecent Acts	1	1	2	1
Mischief/Damage	26	30	19	-11
Other Offences	0	0	1	1
Sexual Assaults	1	3	1	-2
Assault	15	6	5	-1
Impaired Driving	0	0	1	1
Criminal Harassment	0	2	1	-1
Threatening	5	1	1	0
Homophobic/Hate Crimes	0	2	2	0
Homicide	0	0	0	0
Crime Occurrences	96	119	116	-3

Other Activity	2007	2008	2009	09 vs 08
Arrest Warrants	1	0	0	0
Alarms	664	517	358	-159
Fire Alarms	24	20	39	19
Assist other police	12	3	1	-2
Assist Community Member	0	0	0	0
Disturbances	2	2	2	0
Demonstrations/Protests	0	0	4	4
Inv. Suspicious Persons	12	5	3	-2
Inv. Suspicious Circumstances	36	10	12	2
Trespasser Charged	18	4	9	5
Trespasser Cautioned	23	5	8	3
Medical Assistance	82	82	73	-9
Insecure Premises	10	9	2	-7
Motor Vehicle Collision	29	14	4	-10
Mental Health Act	7	6	5	-1
Suicide/Attempt Suicide	2	1	0	-1
Sudden Death	0	0	0	0
Fires	0	0	2	2

In Summary

The statistics included in these tables do not reflect the total workload of the Campus Special Constables. Proactive policing still accounts for the majority of time spent by the officers during their tour of duty. In 2009 alone, the officers accounted for a total of 6,345 Calls-For-Service, many of which involved checking and patrolling specific locations on campus to ensure safety. 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.

Overall comparisons of statistics are difficult due to the number of incidents involved in each category. Property crimes, such as theft, have seen a slight increase. Within this category there has been an increase in the value of items taken, with laptop computers being a primary target. Most of those thefts have been crimes of opportunity, committed when students have left laptops unattended in public areas. The campus police are presently implementing strategies to reduce this type of offence.

It is noteworthy that all offences that are considered to be crimes against persons have either remained static or seen reductions since the previous year. Recent university rankings have now demonstrated that students are experiencing a greater sense of personal safety while on the Scarborough Campus than has been experienced in past years.

Complaints

There were no complaints against University of Toronto Scarborough Community Police Services Special Constables in 2009.

TRAINING AND RECRUITMENT

Mississauga

Effective training and recruitment practices are integral in ensuring that Campus Police fulfills its mandate while adhering to the principles that guide the delivery of that mandate. Various agencies and groups provided training to Campus Police staff throughout 2009.

Several outside agencies, including the Peel Regional Police Service Training Bureau, provided essential and comprehensive training related to law enforcement. Topics included powers of arrest, federal and provincial statutes, officer safety, use of force, domestic violence, and court procedures. Ed Judd and Associates provided extensive on-line and on-site Special Constable training for the one new officer hired in 2009 (this officer replaced another officer who transferred to the University of Toronto Scarborough Campus Police in March 2009).

Other training providers, chief among them the University of Toronto's Organizational and Development Learning Centre, delivered training to Campus Police management and front-line officers alike that focused on the University's guiding values and principles. Staff received training that dealt with a wide range of topics including effective communications, cultural diversity and equity, leadership and foundations of management, health and safety, new faculty and staff orientation, and effective referrals for students in crisis – to name a few.

The table in appendix A details the training received by the U of T Mississauga Campus Police.

St. George

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

We are accountable to our community and guided by the principles and values of respect for the dignity, privacy, worth, and diversity of all persons. The service follows a proactive community-based policing approach, working in close partnership with the community toward the development and implementation of its programs.

Our training mandate is designed to meet the needs of the University. Training combines directives from the Toronto Police Service, changes in law, court decisions, Federal, and Provincial standards into a comprehensive learning model.

The training curriculum is designed to ensure a balanced mix of mandatory skills training, sensitivity to the University environment and practical field experience. This is accomplished through a combination of online and in-class lectures and seminar discussions concerning campus policing situations. Campus resources are used whenever possible, but due to the unique style of policing that is required on campus, outside resources are occasionally used.

The table at Appendix A details the training provided during 2008 to members of the Campus Police at the St. George Campus.

Recruitment

The St. George Campus Police maintain the highest standards in hiring new recruits. The objective of our recruitment process is to select competent persons who understand and are reflective of the University's unique and highly diverse culture. Throughout this very competitive process, successful

candidates must demonstrate that they have the skills and professional attributes required to provide the University community with the level of competent service it has come to expect.

The process to appoint a Special Constable through the Toronto Police Services Board and the Ministry of Community Safety and Corrections takes six to eight months from application to date of hire. This process complies with the Province's special constable hiring criteria in order to prevent negligent hiring along with the consequent liability risk to the University. It identifies those who are interested in pursuing a career dedicated to community policing in a university environment. A successful candidate will have had direct contact with university representatives from Campus Police, Equity offices, Human Resources, and Occupational Health during the recruiting and training process.

During 2008, Campus Police welcomed four recruits and lost two members to area police services.

Scarborough

The Campus Police are dedicated to creating a safe environment in which our community, comprised of students, faculty, staff, and visitors, feel safe to learn, work, and play. Our training is designed to be proactive, providing our personnel with the skills necessary to support the mission of the University. Some training is mandated by changes in legislation, Provincial standards, and directives from the Toronto Police Services Board. Other training is provided to support the officers in being sensitive to the diverse needs of the university environment.

When possible, university resources are utilized to provide training. Due to both the broad spectrum of training required, and the specificities required in policing, outside sources, such as the Canadian Police Knowledge Network and Ontario Police Training Video Alliance (OPTVA) are utilized.

The tables listed in Appendix A outline the training provided in 2009 to the Scarborough Campus Special Constables.

COMMUNITY POLICING ACTIVITY

Mississauga

In its partnership with the University community, U of T Mississauga Campus Police prides itself on the delivery, coordination and participation in a variety of community policing activities throughout the year. These initiatives with students, staff, faculty, visitors and various off-campus community groups and agencies, have served to strengthen the collaborative relationship Campus Police enjoy with these groups. Some of the activities in 2009 included:

Bike Safety Presentation – Given to participants of the Take Our Sons and Daughters to Work Day.

Fall Campus Day – Campus Police and Walksafer staff manned an information booth to answer questions and provide literature to prospective students and their families.

Cops for cancer – An officer raised pledges and had his head shaved for this event.

NHL Old-timers Charity Hockey Game – An officer participated in a friendly match to raise funds for Variety Village.

Critical incident Avoidance Training – Two officers, who are certified instructors, delivered women's self defence training to campus community members.

Peel Regional Police Open House – Campus Police were represented at our local police division in this annual event designed to bring Peel Regional emergency services together for an annual open house.

Status of Women Office Safety Tour/Audit - An officer, who works closely with the Status of Women Office throughout the year, participated in a campus safety tour/audit.

Blue Zoo and Get Experience Fairs – Walksafer service participated in these events to showcase on and off campus services available to students.

Light the Night Event – Campus Police and Walksafer participated in this event designed to help raise awareness of violence against women.

Montreal Massacre Remembrance Ceremony – Campus Police participated in this event to mark the 20th Anniversary of this tragic event at l’Ecole Polytechnique.

Visit to USA Campus Police Services – An officer attended a conference which included spending time with the San Diego State University Campus Police and the University of California Campus Police.

Alumni Golf Tournament – Three officers participated in this tournament.

Internet Safety Committee – An officer participated in a committee headed by Peel Regional Police to educate community members on safe internet usage.

Connect2endViolence Steering Committee – Participation in a committee to examine ideas to combat violence and to foster a safe and secure environment in the Region of Peel.

Principal’s Advisory committee on Diversity, Equity and Inclusiveness – There was participation in this committee.

Staff Experience Team – A committee who delivers workshops on a number of issues and services at the University.

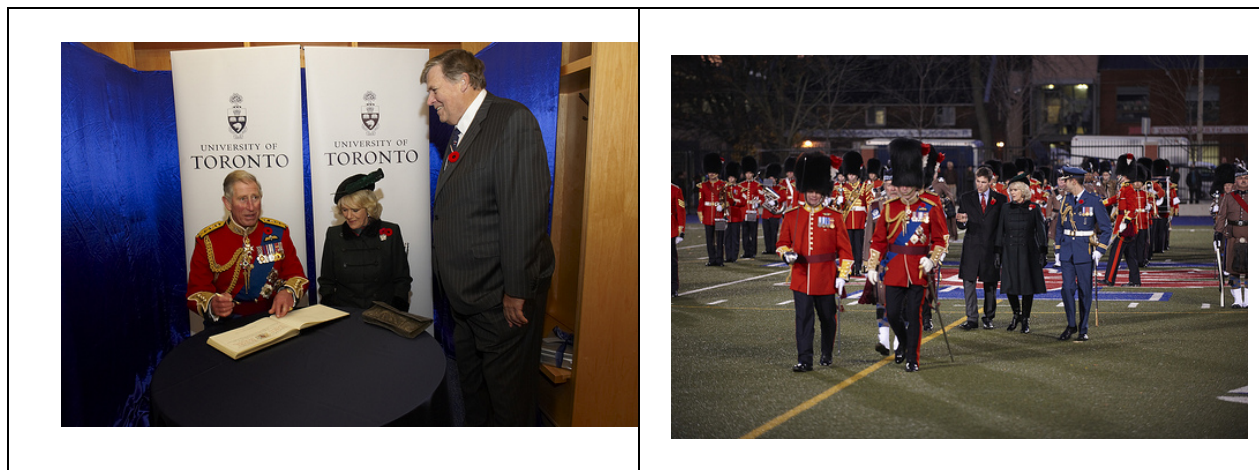
Personal Safety and Campus Police’s Roles and Responsibilities Presentations – Various Campus Police staff members have given presentations to the Residence Dons, Sex Education Centre, Orientation Leaders, Sociology students, and others.

Diversity Cup Basketball Tournament – Collaboration and assistance with a Peel Regional Police initiative that is hosted by U of T Mississauga.

St. George

V.I.P and Special Events

The Community Resource Unit works closely with outside police agencies and other stake holders at coordinating plans of action to ensure that visitors to the campus are kept from harm. This year’s highlights include; the Royal visit of Prince Charles and the Duchess of Cornwall, Festival of Excellence, an international track and field meet that featured the world’s fastest man Usain Bolt, the Canadian track and field championships and the annual art festival Nuit Blanche.



Crime Prevention Initiatives

The University of Toronto Campus Community Police CRU unit is responsible for implementing Campus Crime Prevention strategies on campus. The Cru's initiative provides campus leadership on efficient, professional and cost-effective ways to prevent, reduce and deter crime. This is accomplished by disturbing the risk factors that allow crime to occur in the first place.

The CRU also work hand in hand with specialized units of the Toronto Police Service as well as community members and other stakeholders to cultivate programs and plan solutions that will have an impact on reducing crime. This approach to policing is not always noticed by the greater population however the results will ultimately be shown through a quiet reduction in crime. The CRU strives to provide the community with the most innovative, modern tools and programs necessary to deter specific crimes that inhabit our campus. A select few are;

Global positioning system bait bike program

Created in 2006 this program has continued to yield good results. This program is enforcement driven with the goal of apprehending offenders. Bait bike was utilized throughout the summer of 2009 and is also performed with other programs aimed at deterring bicycle theft. Free "bait bike" stickers are available to Students, Staff and faculty members to make would be thieves think twice before stealing a bike at U of T. This effort can account for the dramatic decrease in bike theft this year when we went from 75 in 2008 to 58 in 2009.



Security tracking of office equipment (STOP) program

The STOP program has over approximately 6000 registered pieces of student owned and University owned electronic equipment. The STOP program has been proven to deter theft and aid in the recovery

of stolen property. For example, in December 2009 the RCMP from Northern Alberta recovered a laptop that was discovered in a stolen vehicle. The laptop had a STOP tattoo on it that indicated it was stolen. A subsequent investigation resulted in the recovery of the laptop. Campus police is now in the process of reuniting the laptop with its rightful owner. However, there have been approximately one dozen laptops that have been stolen with a STOP plate. The campus police CRU unit is currently planning a massive campaign aimed at educating students, staff and faculty on theft and how to deter it. A majority of theft on campus occurs when an item is left unattended for an extended period of time. The education campaign will address that issue in hopes of correcting community members' current practice.



Crime prevention through environmental design auditing program

The CPTED program has proven an effective way to detect vulnerable areas on campus. Several recommendations were made throughout the year including the installation of CCTV cameras in strategic places to deter crime. This is evident at 35 Charles Street where cameras were installed within the lobby and exterior. A camera was positioned to face the Southside bicycle rack(s). This implementation was proven successful by helping campus police identify a bike theft suspect and has reduced the total number of thefts in that area.

Scarborough

Community Based Policing is a reactive, proactive, and coactive approach to policing that redefines 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. UTSC Community Special Constables are committed to meeting the needs of the community and acting as partners in maintaining a safe and secure environment. The community based policing philosophy at U of T Scarborough was adopted to establish a working relationship with all segments of the campus community and to enhance the department's ability to serve the community. This philosophy encourages UTSC Community Police officers to get to know their community and to act as community problem solvers

The following campus safety programs are operated or organized by the UTSC Community Police:

- **General Police Patrol** – UTSC Community Police maintain a high visibility status on campus through the use of uniformed mobile, foot and bicycle patrols. Officers routinely report

lighting and grounds defects, enforce fire route and smoking by-laws and investigate safety complaints in addition to their other duties.

- **UTSC Building Patrol** - operated during the academic year, the service utilizes uniformed patrollers to escort community members to or from any campus location or nearby public transit stops during the evenings. Patrollers are also 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.
- **Lone Worker Program** - initiated during the 1998 academic year, the program allows staff & faculty on campus to “check in” with the Police Service while working after hours.
- **Student Crime Stoppers** – UTSC Community Police work in partnership with the University community and encourage students to come forward with information regarding criminal activity. This program is designed to bring students, the community and police together to create a harmonious and safe learning environment.
- **Anti-Graffiti Program** - Initiated in 1998 in response to a growing concern about the damage caused by graffiti, the program raises awareness on campus among community members through advertising and enforcement.
- **Emergency Locating Service** – UTSC Community Police assist in locating community members in the event of an unforeseen emergency.
- **Safety Audits** - performed upon request and in response to renovations or as new situations arise, audits are completed and recommendations are made with respect to the safety of people and property. This year, safety audits were conducted on the Valley, campus emergency phones, traffic safety, and parking lots.
- **Car-Booster Battery** – UTSC Community Police maintain a number of battery packs for sign-out to assist persons with dead car batteries.
- **Student Leader Orientation Events** – UTSC Community Police provide an officer to sit on the planning committee to assist in ensuring that safety considerations are adequate during the Orientation week.
- **Residence Advisor Training** – UTSC Community Police participate in the annual Residence Advisor training providing resource material and an introduction into services available. Emphasis is made on sexual assault response and to Rohypnol (the “Date Rape Drug”) and alcohol abuse issues.
- **“Call Police” Highway Signs** - signs are distributed to promote safety while traveling and to assist in the introduction of community members to UTSC Community Police personnel (by attracting visitors to displays, the Police Office, etc.)
- **Interim Room** – UTSC Community Police assist victims as needed in finding safe emergency shelter, including an Interim Room at U of T Scarborough.
- **Underground Newspaper Safety Articles** – Officers prepare safety related articles which are printed in the Underground student newspaper. The articles relate to safety issues, matters of law enforcement and crime prevention techniques.
- **Orientation Presentations** – UTSC Community Police provide officers to speak with Orientation leaders. Officers answer safety related questions and advise leaders on safety related issues.
- **Alcohol Awareness** - Alcohol awareness seminars are conducted by UTSC Community Police using Fatal Vision Goggles to simulate alcohol impairment. Students perform various functions while wearing goggles that impair their sense of perception, similar to alcohol.

SUPPORT SERVICES

Mississauga

The following are services and programs provided by the U of T Mississauga Campus Police that enhance and augment the safety and security functions of the department.

Walksafer/WalkSmart

The Walksafer program is administered by Campus Police. It operates each weeknight while classes are in session during the fall and winter terms. The times of operation are 7:30 pm to 11:30 pm (9:00 pm to 2:00 am on Thursdays). A team of two students, one male and one female, provide accompaniment to any community member on campus who wishes to be walked from one area of campus to another as an added measure of safety.

Closed Circuit Television Cameras (CCTV)

Campus Police maintains and administers a network of CCTV's placed throughout both interior and exterior areas of the campus. This system has proven invaluable as not only a deterrent to crime, but has assisted in identifying suspects in a number of incidents on campus. In the latter part of 2009, there were a number of software and hardware upgrades to keep pace with the campus growth and additional buildings.

Student Emergency Fund

Campus Police maintain a fund to provide modest amounts of cash to students who, for a number of varying reasons, find themselves in need immediate finances for food, medication, transportation, etc.

Fire Safety

Two members of U of T Mississauga Campus Police train and coordinate the Fire Wardens on campus. Campus Police provide two-way radios to the Fire Wardens for use during fire alarm building evacuations. The officers also coordinate fire drills for various buildings on campus. Campus Police also liaise regularly with the Mississauga Fire Department in ongoing fire safety planning and response.

ECSpeRT

ECSpeRT is an acronym for the Erindale College Special Response Team. This is a group of dedicated student volunteers with extensive First Aid/CPR/AED training. They are on duty five days a week from 10:00 am to 10:00 pm. Campus Police work very closely with this team and dispatch their on-duty members to attend medical calls in tandem with Campus Police. Campus Police also collaborate with ECSpeRT and provide funding for training in an ongoing initiative to add more Automated External Defibrillators in a number of buildings on campus.

St. George

Security Systems and Services

Reporting in this area is intentionally vague to protect the integrity of the security systems and processes. St. George Campus currently has 25% of St. George Campus buildings on access control and over 400 card reader doors are being monitored by campus police. As construction and renovations are completed, buildings are added to the system.

There are intrusion alarm systems installed in various locations on campus, including radiation areas and containment labs, all monitored and responded to by campus police.

The University has also purchased a sophisticated key cabinet system. The cabinets are networked and will be used by many departments; caretaking, facilities and services; fire prevention; contractors. The cabinets will be alarmed and monitored 24/7. Forty six cabinets have been purchased and installed in various buildings throughout the campus. The key cabinet interoperates with the campus wide access control credential. The system will allow for tighter security for the locking of master keys.

St. George campus building emergency and maintenance telephone service is provided by Campus Police as part of their operation. In addition to answering calls for building emergencies, the call centre also answers calls for St. George and Scarborough Campus Police. Approximately one thousand calls are answered in an average week.

Community Safety Office

In 2009, the Community Safety Office (CSO) marked its 19th year by continuing to assist and support students, staff and faculty experiencing a variety of safety concerns. The Office registered 142 new clients, as well as managed a range of risk and threat assessments, consultations and referrals to other resources.

Branding Strategy

In the year 2009, Community Safety office unveiled a fresh and modern design created to brand outreach materials and on-line information concerning safety at the University of Toronto. The design was created to be interesting, innovative and distinctive so that community members would easily recognize Community Safety Office materials and new promotions around the campus.



Student Outreach Initiative

Making use of the new design as a visual focal point, concise, one page pamphlets were created outlining the services provided by the Community Safety Office. These pamphlets were distributed via student orientations kits, Residence Life Staff, Equity Offices, as well as various other student services. Community Safety Office staff members attended numerous fairs and information sessions and were able to interact with students on a one on one basis, identifying and responding to concerns, as well as providing safety tips and explaining the services offered by the office.

Emergency Wallet Cards

The CSO designed new emergency wallet cards which were distributed on campus to provide community members with both on-campus and off-campus emergency resources and services. The cards provide 24 hour community support numbers, as well as a link the Community Safety Office website which provides concise information to assist community members facing a variety of personal safety concerns/crises. The wallet cards were a big hit among students with as they are made 'green' and are printed on BPI certified compostable plastic.

Staff and Faculty Outreach Initiative

A priority for 2009 was to increase staff and faculty awareness of the Community Safety Office. Using the student outreach pamphlet as a guide, a specific pamphlet was created for staff and faculty at UofT to provide clear information about the unique support and consulting services available through the

CSO. These pamphlets were distributed in staff orientation kits, through human resources, various departments as well as via one-on-one outreach visits by staff of the Community Safety Office. Various 'give-away' items such as 'stress balls', pens and miniature flashlights were selected based on their appeal to staff and faculty were also distributed in order to increase visibility and accessibility of the office to this population.

Community Safety Office Website

In late 2009, the Community Safety Office unveiled a newly created resource based website. The new site can be viewed at www.communitysafety.utoronto.ca. The website was designed to be easily accessible, visually appealing and sensitive to the needs of individuals who may be dealing with a personal crisis.

Relationship Violence Initiative

Relationship violence remains a constant. The CSO has remained committed to providing a safe and positive space for clients. The CSO provides support to both men and women living in or fleeing from abusive/violent relationships. Sensitive to the needs of survivors during these times, the CSO has developed a response strategy unique to the needs of the University community; the following has been implemented as the first phase of this initiative:

- Environmental (office) space improvements in order to create a neutral, professional, safe and comfortable space for clients
- Creation and design of educational packages about abusive relationships
- Resource lists for on and off campus supports and resources
- Sponsorship from a major cosmetics company to provide empty make-up containers to assist women with safety planning (to carry emergency money and phone numbers in a covert manner).
- Literature review and purchase of book(s) depicting relationship violence to be used as educational tools.
- Modern and attractive stationary materials purchased to be gifted to clients to encourage and support them with journaling, recording of evidence and safety planning.

UofT Men against Violence



The Community Safety Office has initiated a new action group titled 'UofT Men against Violence'. The group has attracted leaders from both the student and staff population that are interested in working with the Community Safety Office to plan and organize supportive and educational events on campus. To date, the group has participated in the National Day of Remembrance and Action on Violence Against Women, as well as piloted the first evening event for male students titled, 'Mad Men: An Open Discussion about the Truths and Myths of Sexual Assault' with rave reviews.

The CSO encourages community members to 'Get Involved' at www.communitysafety.utoronto.ca Visit the MAV link for tips on how men can prevent violence against women.

Mad Men: An Open Discussion about the Truths and Myths of Sexual Assault

In November 2009, the Community Safety Office hosted their first male only event titled, 'An Open Discussion about the Truths and Myths of Sexual Assault' as part of the UofT Men against Violence Initiative. The evening event was advertised and hosted at St. Michael's College. Male leaders from both

the UofT and external community were invited to present and host an open dialogue related to the following topics:

- issues of gender violence
- definition and deeper meaning of consent
- definition and manifestations of control and abuse in relationships
- characteristics of healthy relationships
- tips to improve relationships
- definition of sexual assault
- description of criminal process
- range of consequences for sexual offenders
- experience of and impact on victims of sexual crimes
- what to do if you suspect someone you know has committed an offense
- bystander intervention
- how men can get involved in stopping violence against women

The event attracted a large turn-out and generated meaningful dialogue; overall the evening was considered a huge success and the event will continue to be hosted around campus in 2010.

Students

The Community Safety Office continues to participate in student safety training, workshops included:

- Joint Orientation Leader Training
- Residence Don training
- Universal Minds (Safety Training for UofT student tutor program)

The Community Safety Office also continues to partner with other Equity Offices and Student Services to bring educational workshops and events to U of T, these have included:

- Women's Campus Safety Tours (partnership with Status of Women Office)
- Dramatic presentation *Dissolve* about drug facilitated sexual assault (partnership with Assault Counselor, CAPS)

Staff and Faculty

Dealing with Difficult to Volatile Behaviour Workshop

In 2009, a full-day interactive workshop was created by staff at the CSO titled, *Dealing with Difficult to Volatile Behaviour*. This type of training relies heavily on the use of case scenarios and demonstrations to teach participants about the spectrum of difficult to volatile behaviour that staff members might encounter in their work at UofT. This workshop is also designed to provide participants with the practical skills needed to strengthen their ability to manage an individual in crisis.

Topics include:

- Definitions of difficult behaviour, crisis, and volatile situations
- Communication skills needed to manage a range of difficult behaviour
- Effective listening, problem identification and needs profiling
- Defusing conflict situations
- Predicting violent behaviour
- Dealing with violent persons
- When to call for help and what to expect

Specialized educational videos as well as real life examples were reviewed and purchased for use in this and other related workshops. This presentation is enhanced as a result of the partnership arranged with Campus Police in assisting with scenarios and teaching demonstrations.

Workplace Harassment and Violence Workshop

A presentation was developed by the Manager of the Community Safety Office in order to meet training requirements of Staff under the Occupational Health and Safety Act with regards to workplace violence and harassment.

Emergency Response Planning

Campus Police have had the responsibility of responding to emergency situations since their inception in 1904. As the emergency environment becomes more complex as a result of social and technological factors, responders require ever more sophisticated tools and training.

Campus Police has been actively involved in the formation of the new Universities and Colleges Committee of the International Association of Emergency Managers (IAEM) as well as the Council on Emergency Management at the Conference Board of Canada.

University of Toronto now has representation in the following associations and councils: Disaster Recovery Information Exchange (DRIE), Ontario Association of Emergency Managers (OAEM), Disaster Resistant Universities (DRU), Post-Secondary Emergency Management Canada (PSEM), and International Association of Campus Law Enforcement Administrators (IACLEA).

On a local level, Campus Police are included in the External Stakeholders group formed by Operational Services of Toronto Police and the Office of Emergency Management at the City of Toronto.

Our relationships with organizations have resulted in positive outcomes, including joint training exercises, contribution to the development of benchmark protocols, and input into city planning.

Calendar year 2007 was a watershed year for the standardization and formalization of emergency management models internationally. In 2008, Canadian Standards Association Z1600 was released. It is similar to, but more comprehensive than, the American NFPA 1600 standard. This standard, alongside the parallel NFPA 1600 in the United States, has been adopted as the standard for Emergency Management at Universities and Colleges by the IAEM, which is a certifying body for professional emergency managers. In 2009, FEMA and ASIS released an interpretation of the standards.

Campus Police supports and will work toward meeting standards and accreditation within its emergency response mandate as the standards are finalized and the University of Toronto matures its Emergency Management program.

Accomplishments in 2009

Building Data for ERP

Completed first level of building photograph inventory including geo-tagging (All entrances, elevator lobbies and select corridors for St. George).

Building data currently held by Campus Police entered into ERP.

Planning section of ERP

Usability testing and de-bugging, data entry of *U of T Emergency Preparedness and Crisis Management Plan*.

H1N1 and Pandemic Planning

Developed and coordinated the U of T H1N1 planning and response working groups (11 planning groups plus a steering group comprised of the working group leads)

Strategic advisor to all levels of H1N1 planning

H1N1 monitoring and preparation of situation reports to inform decision-making.

Liaison with Public Health Officials from TPH, MOHLTC, PHAC, and WHO

Conducted H1N1 hygiene awareness training programs for Residence Dons.

Prepared H1N1 communications in collaboration with Strategic Communications (H1N1 website, letters/advisories to students, staff, faculty and parents)

Community outreach to large non-affiliated student housing facilities re: H1N1 hygiene

Advised HR in the development of the H1N1 guideline document for management

Met with union reps to discuss U of T H1N1 planning and response

Continuity Planning

Trained and supervised a continuity planner to coach and enable the completion of continuity plans at all senior management departments.

Oversaw the creation of a continuity planning guidebook and related function specific brochures.

General Emergency Preparedness

Launched the website www.preparedness.utoronto.ca

Completed, received approval for and published the public version of the *U of T Emergency Preparedness and Crisis Management Plan*.

Distributed Personal Emergency Preparedness Guidebooks to community members on request.

Installed a severe weather warning system at Campus Police.

External Liaison and Community Development

Participated in the Conference Board and DHS-sponsored cross-border critical infrastructure collaboration program

Founding participation on the Advisory Council of Inclusive Emergency Preparedness Canada; published *"The Guide to Welcoming People with Disabilities in Ontario's Emergency Reception Centres"*

Participated in the FEMA Emergency Management Institute's Higher Education Conference to develop curriculum for university and college academic programs in emergency and disaster management.

Represented Canada at the Universities and Colleges Council of the International Association of Emergency Managers.

Co-sponsored the foundation of CrisisCommons.org Toronto Chapter, IT and social networking volunteers from industry and students developing applications and managing information in support of NGO's

Emergency Notification

Implemented the Everbridge notification software as part of the health faculties' emergency notification protocol for managers.

Everbridge Notification software implemented as part of the service outage reporting protocol to support OADA compliance.

Risk Preparedness, Monitoring, Response and Mitigation.

Monitored current situations for potential risks, informed the appropriate people on campus who own the risk and advised as required.

Safety Abroad and International Students

Student travel during the outbreak of H1N1 to Mexico and other American locations during wave 1

Potential student quarantines in China due to H1N1 in wave 1

Haitian Earthquake response in support of Haitian students. Liaison and Monitoring of UN/NGO activities.

Chilean earthquake response is support of students studying in Chile and possible faculty/resources. Liaison and Monitoring of UN/NGO activities.

Tsunami monitoring post-Chilean earthquakes

Athletics

Implemented lightning detection system and protocols with Varsity Stadium as part of a Risk review for special events.

Scarborough

Emergency Telephone Monitoring and Response

UTSC Community Police monitor and respond to calls placed from the 53 emergency telephones on campus. In addition, UTSC Community Police print and distribute emergency telephone number stickers to all internal telephones on campus and maintain a telephone number location directory to assist in responding to emergency calls.

Alarm Monitoring and Response

Numerous intrusion and panic alarms are monitored internally by U of T Scarborough Community Police. These alarms and others (monitored by contract companies) are responded to by UTSC Community Police when activated.

APPENDIX A DETAILED TRAINING LIST**Mississauga**

Course/Topic	Delivered By	Duration	Number Attended
Report Writing Software	Competitive Edge Software	4 hours	13
Linking EQ & Leadership	U of T Organizational Development & Learning Centre (ODLC)	2 hours	1
Working with MS Exchange	ODLC	3 hours	1
Cultural Fluency Parts 1&2	ODLC	6 hours	1
Special Constable Training	Peel Regional Police Services	16 hours	13
Enhancing Communication Within the Team	ODLC	3.5 hours	2
WHMIS: What You Need to Know	U of T Environmental Health & Safety	2 hours	11
Workplace Accident Investigation	U of T Joint Health & Safety Committee (JHSC)	2.5 hours	1
Persuasive Communication Strategies	JHSC	3 hours	1
First Aid, CPR/AED Training	St. John Ambulance	7 hours	13
Workplace Inspections	JHSC	3 hours	1
Municipal Law Enforcement Cert.	City of Mississauga Parking	7 hours	1
Promoting Inclusivity in Workplace	ODLC	3 hours	2
Foundations of Management	ODLC	3 hours	1
New Faculty & Staff orientation	U of T HR and Equity	3.5 hours	1
Making Effective Referrals	UTM Student Affairs	1 hour	2
Use of Force Training	Peel Regional Police Services	4 hours	13
Procurement Practices & U-Shop	U of T Procurement Services	3 hours	2
Protective Services Course for Special Constables – On-line	Ed Judd and Associates	240 hours	1
Protective Services Course for Special Constables – On-site	Ed Judd and Associates	80 hours	1
Union Steward Training	OPSEU	16 hours	1

St. George***Mandatory Training***

Course/Topic	Delivered By	Duration	Number who received Training
Annual Use of Force	Campus Police Instructor	8 hours	32*
Cardio Pulmonary Resuscitation (CPR)	Campus Police Instructor	6 hours	32
Diversity	Campus Police and External Instructors	2 hours	32

* 1 could not attend Use of Force due to medical reasons

Additional Training

Course / Topic	Delivered by	Duration	Number who received Training
Aboriginal and First Nations Awareness	Canadian Police Knowledge Network	6.0 hours	1
APCO Public Safety Telecommunicator Certification	Association of Public Safety Communication Officials	54 hours	2
Honeywell EBI System Training	Honeywell	3.0 hours	1
Managing Conflict	Park Vandal and Associates	4.0 hours	4
Managing Heated Discussions	Park Vandal and Associates	4.0 hours	4
OACUSA Protective Services Course On - Line	Ed Judd and Associates	240 hours	1
OACUSA Protective Services Course On - Site	Ed Judd and Associates	80 hours	1
PFPO Fitness Appraiser Recertification Course	Ontario Police College	24 hours	1
Police Ethics and Accountability	Canadian Police Knowledge Network	3.0 hours	1
Procurement Procedure	University of Toronto Director of Procurement	4.0 hours	2
Psychological Evaluation of Crime Scenes	Anthony Pinizzotto PhD Federal Bureau of Investigation Quantico, Virginia	3.0 hours	2
Racially Biased Policing, Trends and Progressive Solutions	Toronto Police Service Diversity Management Unit	8.0 hours	2

Course / Topic	Delivered by	Duration	Number who received Training
University of Toronto Facilities and Services Hiring Procedures	Human Resources	1.0 hour	3
University of Toronto Service Seminar Tricky Issues with Bids	MILLER THOMSON LLP	3.0 hours	2
What Managers need to know about Sick Time	University of Toronto Health and Well Being/Labour Relations	4.0 hours	4
24-7 November 2009 Emergency Preparedness	Toronto Police Service/College	3.0 hours	4

Scarborough

Mandatory Training

Course/Topic	Delivered By	Duration	Number who received Training
Annual Use of Force	University of Toronto Scarborough Campus Police	10 Hours	10
First Aid	Cardiac Safe City	6 Hours	10
Cardio Pulmonary Resuscitation (CPR)	Cardiac Safe City	6 Hours	10
Diversity – LGBT Issues	Canadian Police Knowledge Network	1 Hour	11

Additional Training

Course/Topic	Delivered By	Duration	Number who received Training
Respiratory Protection Training	Wei-Ting Shek, Environment Health and Safety,	3 Hours	11
Effective Presentations	Darryl Weade Centre for Teaching Support and Innovation, University of Toronto	1 Hour	11
Powers of Arrest	University of Toronto Scarborough Campus	2.5 Hours	11
Internal Controls – Auditing	Organizational Development and Learning Centre	4 hours	1
Active Attackers Training Seminar	Emergency Task Force Toronto Police Service	3 Hours	1
Investigative Detention	Canadian Police Knowledge Network	2 Hour	11
Mental Health First Aid	Organization Development and Learning Centre	4 Hours	2
Ontario Association of Police Educators Conference	Ontario Police College	8 Hours	1
First-Aid Instructors Course	St. John Ambulance	One Week	1

