



UNIVERSITY OF
TORONTO

Annual Report

Campus Police Services

University of Toronto Mississauga

University of Toronto St. George

University of Toronto Scarborough

2011

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INTRODUCTION

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. Campus Police maintains a close working relationship with the Peel Regional Police Service, the City of Mississauga Fire and Rescue Service, Mississauga Emergency Medical Services, 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 University of Toronto 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 the University Affairs Board as well as to the Peel Regional Police Services Board.

St. George

The Campus Police Services at the University of Toronto St. George Campus is dedicated to creating a safe, secure and equitable environment for students, staff, faculty and visitors. They continually work on enhancing the service they provide in order to adjust to the ever-changing needs of the University community with the additional challenge of being located in the heart of Toronto – Canada’s largest urban setting. Whether it is in the form of providing additional building security for various faculties, the introduction of new technology in order to offer a different approach to emerging security needs or their many other functions, the St. George Campus Police always work in partnership with the University community in fulfilling their mandate and supporting the University’s academic mission.

The Special Constable Agreement between the Governing Council and the Toronto Police Services Board defines much of the St. George Campus Police activity. An annual report is submitted to the Toronto Police Services Board and the University Affairs Board.

Scarborough

Campus Police at the University of Toronto Scarborough Campus are committed to providing and maintaining a safe and secure environment that serves to enhance the quality of life for students, faculty, staff, alumni, residents and guests of the University. We have undergone significant growth and organizational change during the past three years. These changes have ensured that the ever evolving security needs, such as that of the new Instructional Centre, are being addressed and that services are being delivered in a strategic, effective and efficient manner.

The criminal statistics for UTSC included in this report continue to demonstrate that we are a very safe community. Crimes against persons are minimal and are generally very minor in nature. Property crimes other than break & enters are crimes of opportunity involving minor thefts. Prime target areas for these thefts have been identified and proactive measures resulted in decrease of thefts of personal property in 2011. We will continue to work with our strategic partners to reduce these occurrences throughout 2012 utilizing a number of strategies including target hardening and education.

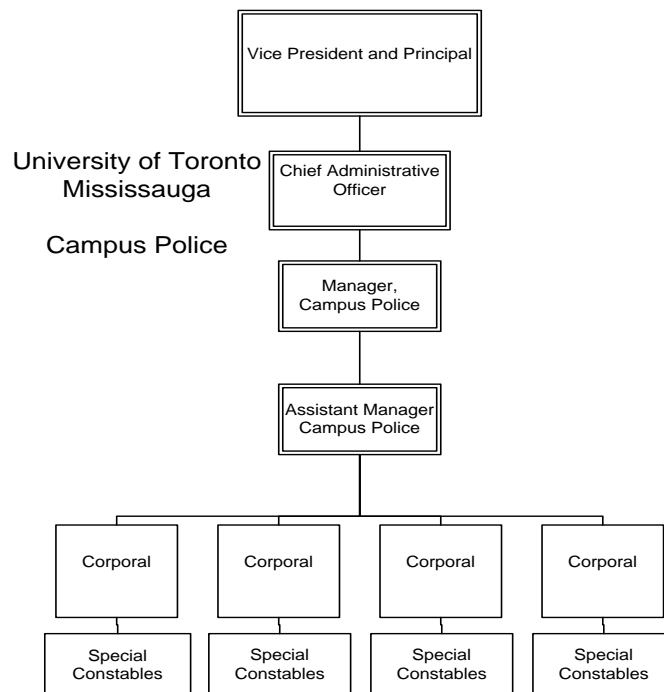


(UTSC Campus Community Police Special Constables and Staff)

ORGANIZATIONAL OVERVIEW

Mississauga

Campus Police consists of thirteen staff members. As reflected in this organizational chart, the department is composed 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 peace officer while engaged in their duties at the U of T Mississauga for the purposes of enforcing the Criminal Code of Canada, and selected provincial and municipal statutes.



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.

There are five departments reporting to the Director:

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

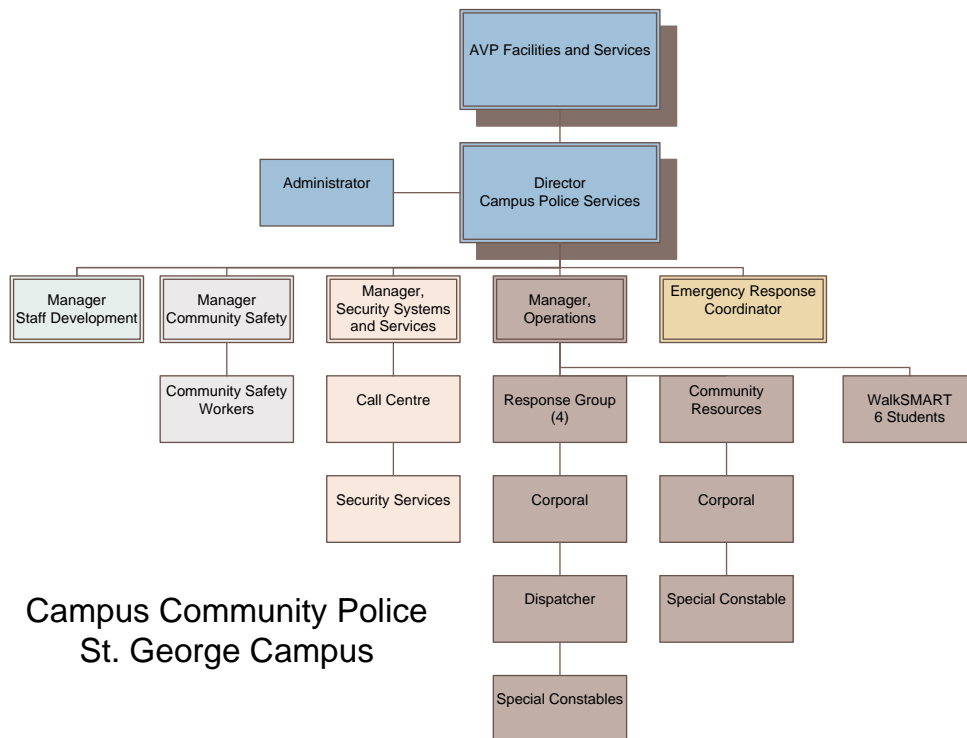
St. George Campus has a sophisticated and dedicated security network, as well as an intranet, separate from the business network, that terminates in a central station capable of monitoring alarms, CCTV, and access control for all campuses. The manager is administratively responsible for the call centre 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

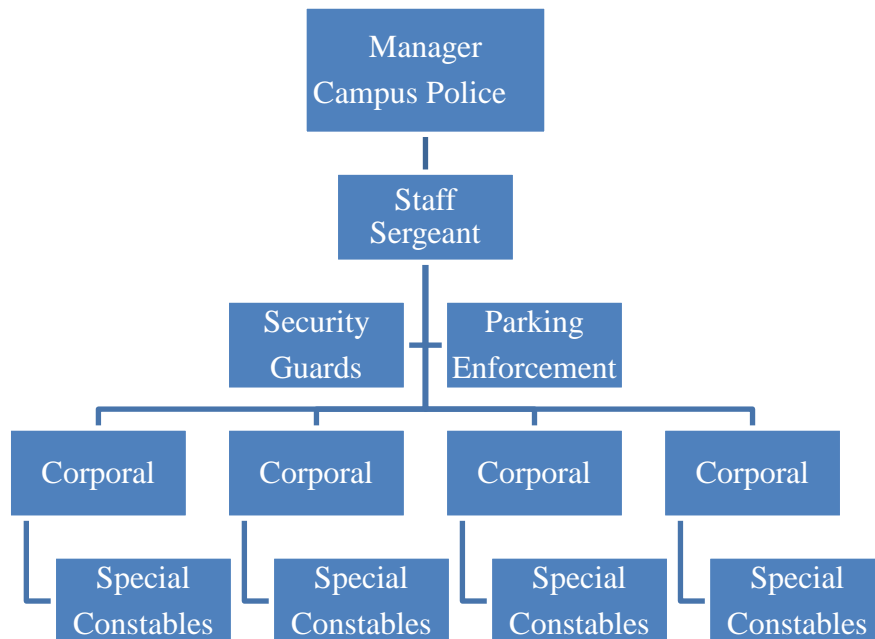
Campus Police have developed the role of Emergency Response Planner to assist the University in developing and managing building and departmental emergency plans, as required in the Policy on Crisis Response.



Scarborough

The Manager of UTSC Campus Community Police Services reports to the Director of Campus Safety and Security. The Manager and the Staff Sergeant of the UTSC Special Constable Services are responsible for the management 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 9:00 a.m. – 6:00 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, and who is responsible for supervising between 1 and 4 officers.

The U.T.S.C. Campus Community Police saw a great deal of change, with both the Director of Campus Safety and Security and the Assistant Manager of the Campus Police leaving their positions for other opportunities. The number of Building Patrollers (who are licensed security guards) increased to 5, and the Parking Enforcement Officers were transferred from the Parking Office to the Campus Police supervisory teams. All employees with enforcement responsibilities at the University of Toronto Scarborough Campus are now working within the Campus Police managerial framework.



OPERATIONS

Statistical Overview (Tri-Campus)

Incident Types	UTM	UTSC	UTSG
Break and enter	1	4	9
Robbery	0	1	3
Theft Over \$5000	0	0	0
Theft Under \$5000	135	78	268
Theft Bicycles	8	7	105
Possess stolen property	0	0	0
Disturb Peace	9	1	1
Indecent Acts	0	0	4
Mischief/Damage	22	23	127
Other Offences	54	1	26
Sexual Assaults	1	1	2
Assault	7	4	25
Impaired Driving	0	0	0
Criminal Harassment	9	1	10
Threatening	10	0	8
Homophobic/Hate Crimes	1	1	1
Homicide	0	0	0
Crime Occurrences	257	122	589
Other Activity	UTM	UTSC	UTSG
Arrest Warrants	0	0	6
Alarms	98	508	3362
Fire Alarms	29	25	270
Assist other police	8	2	105
Assist Community Member	0	0	1254
Disturbances	0	0	22
Demonstrations/Protests	0	0	8
Inv. Suspicious Persons	62	17	268
Inv. Suspicious Circumstances	0	7	358
Trespasser Charged	39	0	78
Trespasser Cautioned	37	13	85
Medical Assistance	158	91	137
Insecure Premises	26	0	254
Motor Vehicle Collision	22	14	27
Mental Health Act	16	12	21
Suicide/Attempt Suicide	1	0	3
Sudden Death	0	0	0
Fires	5	7	10

Mississauga

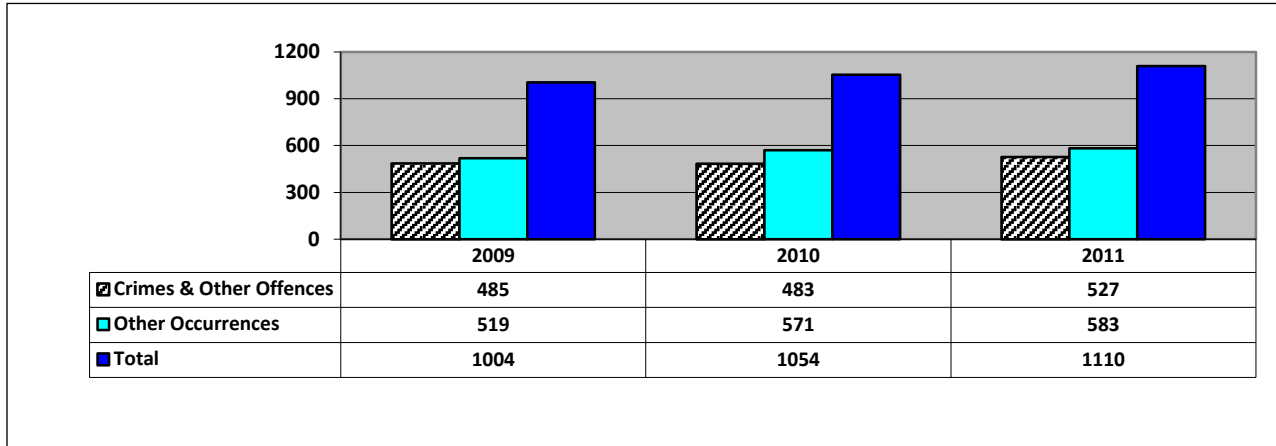
Statistical Overview

Incident Types	2009	2010	2011	11 vs 10
Break and enter	6	2	1	-1
Robbery	0	0	0	0
Theft Over \$5000	2	1	0	-1
Theft Under \$5000	104	117	135	18
Theft Bicycles	3	3	8	5
Possess stolen property	0	1	0	-1
Disturb Peace 2	6	10	9	-1
Indecent Acts	2	3	0	-3
Mischief/Damage	40	30	22	-8
Other Offences	38	39	54	15
Sexual Assaults	2	2	1	-1
Assault	7	6	7	1
Impaired Driving	0	0	0	0
Criminal Harassment	7	6	9	3
Threatening	6	10	10	0
Homophobic/Hate Crimes	0	2	1	-1
Homicide	0	0	0	0
Crime Occurrences	223	232	257	25
Other Activity	2009	2010	2011	11 vs 10
Arrest Warrants	0	0	0	0
Alarms	64	95	98	3
Fire Alarms	40	22	29	7
Assist other police	11	10	8	-2
Assist Community Member	0	0	0	0
Disturbances	0	0	0	0
Demonstrations/Protests	0	0	0	0
Inv. Suspicious Persons 1	50	59	62	3
Inv. Suspicious Circumstances	0	0	0	0
Trespasser Charged	15	22	39	17
Trespasser Cautioned	45	28	37	9
Medical Assistance	119	138	158	20
Insecure Premises	15	17	26	9
Motor Vehicle Collision	32	28	22	-6
Mental Health Act	9	10	16	6
Suicide/Attempt Suicide	1	2	1	-1
Sudden Death	0	0	0	0
Fires	3	4	5	1

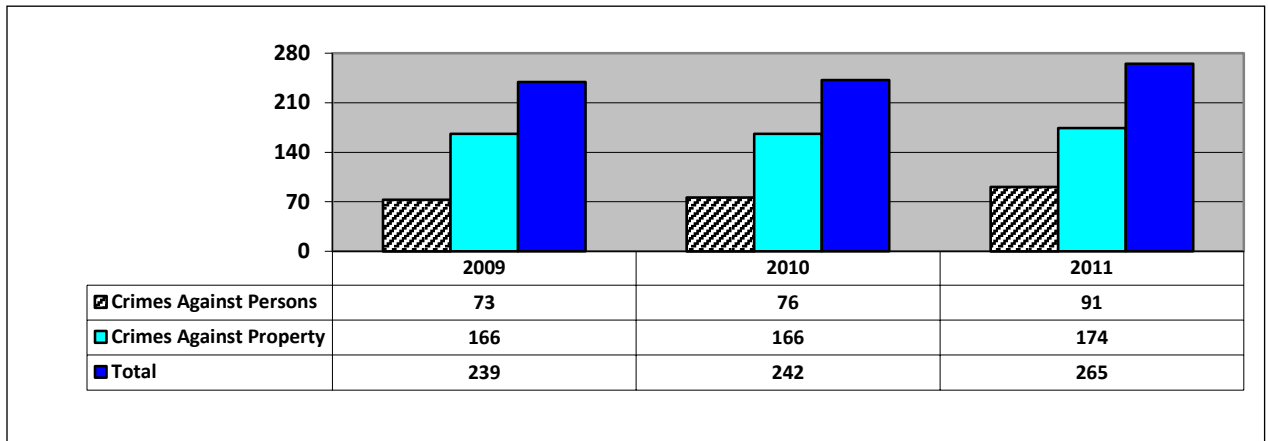
1. Suspicious Persons & Circumstances combined; 2. Disturbances in Disturb Peace

In Summary

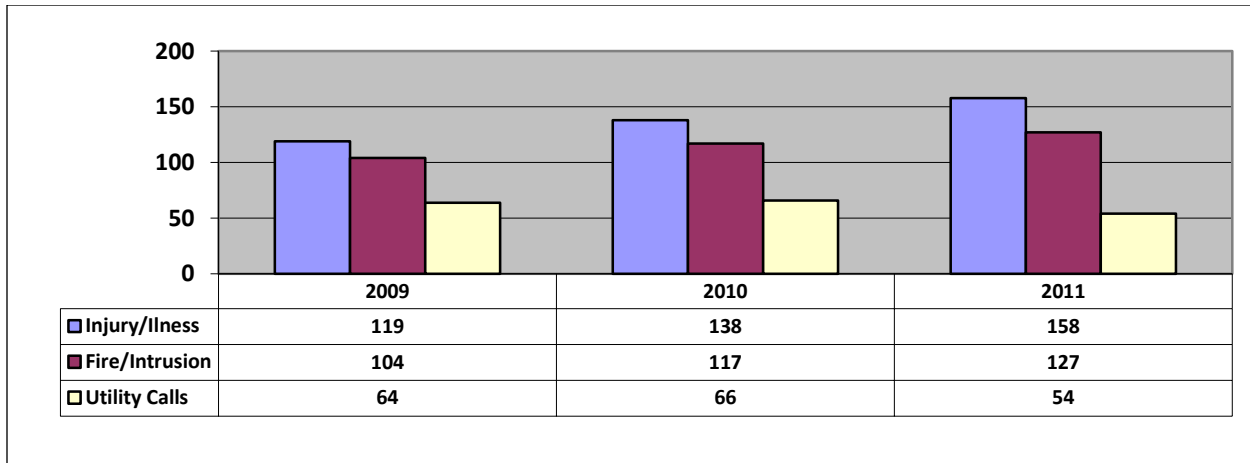
The total number of occurrences investigated by the U of T Mississauga Campus Police increased by only 56 occurrences in 2011 compared to 2010. Year-by-year comparisons show the totals remain relatively similar. In the Crimes and Other Offences category, we have seen a jump in trespassing offences as well as speeding offences.



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. Incidences of possession of small amounts of drugs, such as marijuana, account for most of the increase in the Crimes Against Persons category.



The chart that follows below reflects increases in injury and illness reports, fire alarms and intrusion alarms calls. As the campus continues to grow in population as well as the addition of more buildings, we see an increase in these types of incidents.



Complaints

There were no complaints reported in 2011.

St. George

Statistical Overview

Incident Types	2009	2010	2011	11 vs 10
Break and enter	60	27	9	-18
Robbery	5	3	3	0
Theft Over \$5000	2	3	0	-3
Theft Under \$5000	489	330	268	-62
Theft Bicycles	58	72	105	33
Possess stolen property	1	1	0	-1
Disturb Peace	3	1	1	0
Indecent Acts	6	16	4	-12
Mischief/Damage	195	157	127	-30
Other Offences	33	26	26	0
Sexual Assaults	2	5	2	-3
Assault	14	25	25	0
Impaired Driving	0	2	0	-2
Criminal Harassment	6	16	10	-6
Threatening	12	8	8	0
Homophobic/Hate Crimes	0	1	1	0
Homicide	0	0	0	0
Crime Occurrences	886	693	589	-104
Other Activity	2009	2010	2011	11 vs 10
Arrest Warrants	12	8	6	-2
Alarms	4164	2490	3362	872
Fire Alarms	347	367	270	-97
Assist other police	60	75	105	30
Assist Community Member	625	601	1254	653
Disturbances	78	64	22	-42
Demonstrations/Protests	10	8	8	0
Inv. Suspicious Persons	330	270	268	-2
Inv. Suspicious Circumstances	576	521	358	-163
Trespasser Charged	44	77	78	1
Trespasser Cautioned	118	104	85	-19
Medical Assistance	161	138	137	-1
Insecure Premises	85	159	254	95
Motor Vehicle Collision	11	24	27	3
Mental Health Act	10	19	21	2
Suicide/Attempt Suicide	0	1	3	2
Sudden Death	1	0	0	0
Fires	7	6	10	4

In Summary

Crime Statistics

Break and Enter

Offenders continue to target University of Toronto buildings in search of electronic items such as laptops, flat screen monitors, televisions and projectors. This was reflected by a slight increase in the number of break and enters over the last few years. Members of the service liaise with members of the Toronto Police major crime unit to investigate these occurrences, leading to a significant decrease from sixty in 2009 to twenty-seven in 2010, which carried into 2011 with a reduction to nine break and enter occurrences. Programs such as CPTED and proactive surveillance through building patrols have helped reduce the numbers but the primary factor is believed to be deployment of the Campus Security and Access Control system. Additional buildings are planned for addition to the system in 2012.

Theft

Thefts under \$5000 increased significantly from 338 in 2008 to 489 in 2009 but have decreased to 330 in 2010 and then to 268 in 2011. Thefts mainly consist of electronic equipment, wallets and cash and occur most often within campus libraries. The University of Toronto is a target rich environment with an increased number of students carrying laptops and electronic devices such as iPhones and iPods on campus, more specifically to libraries.

Theft of Bicycles

The rise in theft of bicycles has continued from 58 in 2009, 72 in 2010 and 105 in 2011. Despite countermeasures including surveillance, the incidents continue to increase. More people are bringing their bicycles to campus, creating a larger target pool.

Overall, crime reports have decreased from 886 in 2009 to 693 in 2010 and to 589 in 2011.

Non-Crime Incidents

Significant changes have occurred on the St George Campus with the introduction of access control and security systems and faculties deploying building patrol personnel to overnight and weekend patrols. Associated increases in Alarms, calls to Assist Community Members and Insecure Premises are noted.

Complaints

There were no complaints reported in 2011

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 Special Constables 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.



In 2011 it was recognized that laptops and other personal property were being targeted for theft. The campus police therefore formed partnerships with our community to research and implement proactive strategies. These included educational initiatives, mailing out an information pamphlet to incoming students, and the design of anti-theft posters that were completed by students. These strategies continued throughout 2011. As a result there has been an overall decline in the theft of personal property on campus, decreasing from 77 instances in 2010 to 62 in 2011.

The UTSC Campus Community Police saw a great deal of change, with both the Director of Campus Safety and Security and the Assistant Manager of the Campus Police leaving their positions for other opportunities. The number of Building Patrollers (who are licensed security guards) increased to 5, and the Parking Enforcement Officers were transferred from the Parking Office to the Campus Police supervisory teams. All employees with enforcement responsibilities at the University of Toronto Scarborough Campus are now working within the Campus Police managerial framework.

UTSC Campus Community Police Go Green



In 2010 there was a demonstrated need for the UTSC Campus Community Police to replace the two vehicles it operated. After researching alternatives, including discussions with UTSG and UTM Campus Community Police who both have one of these vehicles, it was decided to purchase two Ford Escape Hybrid Vehicles to meet this need. It was felt that hybrid vehicles best met our needs due to the long periods of low speed travel while conducting patrol on campus. After a full year of service we can indicate that there are significant fuel savings associated with their use.

Statistical Overview

The total number of criminal incidents reported increased by 1 during the 2011 calendar year. This however coincides with an increase in the "other" category which includes officer-generated occurrences. When these statistics are removed from the table there is an overall decrease in the reported crime rate on campus.

Complaints

There were no complaints reported in 2011.

2011 Statistical Overview Scarborough Campus

Incident Types	2009	2010	2011	11 vs 10
Break and enter	6	10	4	-6
Robbery	0	0	1	1
Theft Over \$5000	1	4	0	-4
Theft Under \$5000	61	63	78	15
Theft Bicycles	4	3	7	4
Possess stolen property	0	1	0	-1
Disturb Peace	2	2	1	-1
Indecent Acts	1	2	0	-2
Mischief/Damage	30	19	23	4
Other Offences	0	1	1	0
Sexual Assaults	3	1	1	0
Assault	6	5	4	-1
Impaired Driving	0	1	0	-1
Criminal Harassment	2	1	1	0
Threatening	1	1	0	-1
Homophobic/Hate Crimes	2	2	1	-1
Homicide	0	0	0	0
Crime Occurrences	119	116	122	6

Other Activity	2009	2010	2011	11 vs 10
Arrest Warrants	0	0	0	0
Alarms	517	358	508	150
Fire Alarms	20	39	25	-14
Assist other police	3	1	2	1
Assist Community Member	0	0	0	0
Disturbances	2	2	0	-2
Demonstrations/Protests	0	4	0	-4
Inv. Suspicious Persons	5	3	17	14
Inv. Suspicious Circumstances	10	12	7	-5
Trespasser Charged	4	9	0	-9
Trespasser Cautioned	5	8	13	5
Medical Assistance	82	73	91	18
Insecure Premises	9	2	0	-2
Motor Vehicle Collision	14	4	14	10
Mental Health Act	6	5	12	7
Suicide/Attempt Suicide	1	0	0	0
Sudden Death	0	0	0	0
Fires	0	2	7	5

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. 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.

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.

One new officer was hired in August 2011 to replace an officer who went on leave and will return in 2012. Like all newly hired officers, the new recruit continues to receive ongoing training. Various agencies and groups provided training to Campus Police staff throughout 2011.

Several outside agencies provided a variety of training to Campus Police. Peel Regional Police Service Training Bureau trained officers in defensive tactics and baton recertification, as well as drug awareness education. The City of Mississauga provided parking enforcement certification training.

University of Toronto's Organizational and Development Learning Centre delivered training to Campus Police that focused on the University's guiding values and principles. Staff received training that dealt with topics ranging from effectively managing time to effectively managing work performance; business writing, effective leadership, improving customer service, and a host of other workshops and courses.

The table in appendix 'A' details the training received by the U of T Mississauga Campus Police.

St. George

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 Service strives to keep current with community policing, public safety and law enforcement trends while recognizing trends in social development and learning from professionals within and outside the University. The training program is developed through consultation with the community, other institutions and case debriefing of situations.

The Service welcomes constructive comment from its clients. Recommendations from all levels of policing contribute to the process of designing and delivering the courses to meet the specific needs of the service and its community. 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 on-line and in-class lectures, seminars and participative, in-group discussions to approximate 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 nature of the University community requires its special constables to have a high level of understanding of the cultures, beliefs and experiences of people from all over the world. Constraints in budget have resulted in significant reduction in outside training and attendance at courses, conferences and conventions.

Understanding people and developing empathy for their situations is essential to providing community policing services. There are core learning requirements that lead to understanding diversity in many parts of the training, not just in courses titled as such. The initiatives taken are highlighted in the chart but an explanation is included to provide context.

The table following in Appendix A details the training provided during 2011 to special constables at the St. George Campus.

Scarborough

The Campus Community 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 2011 to the Scarborough Campus Special Constables.

COMMUNITY POLICING ACTIVITY

Mississauga

In its partnership with the University and its surrounding 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 2011 included:

Fall Campus Day – Campus Police and Walksafer staffed an information booth to answer Safety and Crime Prevention questions and provide literature to prospective students and their families.

United Way Safety Day BBQ and Fundraising Event

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

Status of Women Office Liaison - An officer partners with the Status of Women Office throughout the year and participates in various women's safety awareness initiatives. Presentations on self-defence and women's safety were delivered during the International Women's Day events.

Membership in Ontario Women in Law Enforcement organization

Blue Zoo and Get Experience Fairs – Walksafer and Campus Police participated in these events that showcase services available to students.

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

Montreal Massacre Remembrance Ceremony – An officer gave a Green Dot presentation at this year's event marking the anniversary of the tragedy at l'Ecole Polytechnique.

Prostate Cancer Charity Golf Tournament – A UTM officer participated in this tournament.

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

Staff Experience Team – A committee who delivers workshops on various services at the University.

UTM Forensics Society Murder Mystery Event – An officer participated in this event.

Gay Pride Parade – An officer participated in this year's parade

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.

Workplace Violence and Workplace Harassment Committee Membership - The Campus Police Manager is a member of this committee.

Safe City Mississauga Planning Committee – The Manager of Campus Police was a member of the planning committee and was a presenter again at this year's Crime Prevention Conference.

Ontario South Asian Police Officers Organization – An officer is member of this organization.

Participation in the No Smoking-Weedless Wednesday Campaign

Green Dot Campaign – In 2011, the U of T launched the Green Dot Campaign. Through training and awareness campaigns, community member are encouraged to undertake action to help reduce the

risk of violence, support survivors and create a culture less tolerant of violence. The Manager of Campus Police and a Campus Police Corporal are part of a team of trainers for this new program

St. George

Members of the Uniformed staff and the Community Response Unit facilitated the annual St. George Campus safety week, annual holiday food and toy drive, child car seat instruction workshops, bicycle rodeo and safety training, self-defense clinics and many more.

St. George Campus has six Ontario Police College (OPC) certified Scenes of Crime Officers (SOCO) who process certain crime scenes on the St. George Campus. A function of the Community Resource Unit is the day to day management of cases generated through routine activity. This includes preparation of court documents and liaison service with police and courts.

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 Campus Community Police officers to get to know their community and to act as community problem solvers

The following campus safety programs are operated, organized by, financially supported by, and/or participated in by the UTSC Campus Community Police:



General Police Patrol – UTSC Campus 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.



for repair.

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



Lone Worker Program - initiated during the 1998 academic year, the program allows staff & faculty on campus to “check in” with the Campus Community Police Service while working after hours.

Student Crime Stoppers – UTSC Campus 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.



Positive Space Committee – The manager of the UTSC Campus Community Police sits on the UTSC Positive Space Committee. In addition, members of the Campus Community Police support initiatives of this organization. In the summer of 2010, Campus Community Police, through the application of the Safety Grant, supported a Positive Space initiative in which ice treats were given out to students during a campaign to raise the community's awareness of the group.



Emergency Telephone Monitoring and Response

U of T Campus Police monitor and respond to all calls placed from emergency telephones on campus.



Emergency Medical Response Group – The Scarborough Campus Community Police oversee the Emergency Medical Response Group. This is a highly dedicated group of U.T.S.C. students who volunteer numerous hours each hour to act as first responders for any medical emergency on campus.

Emergency Locating Service – UTSC Campus 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 Campus Community Police maintain a number of battery packs for sign-out to assist persons with dead car batteries.



Student Leader Orientation Events – UTSC Campus 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 Campus 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.

Interim Room – UTSC Campus Community Police assist victims as needed in finding safe emergency shelter, including an Interim Room at U of T Scarborough.

Orientation Presentations – UTSC Campus 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 Campus 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

Status of Women Office Safety Tour/Audit - The UTSC Campus Community Police sponsored the Status of Women campus safety tour/audit.

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

Personal Safety and Campus Community Police’s Roles and Responsibilities Presentations – Various Campus Community Police staff members have given presentations to the Residential Advisors and other groups on campus.

Lap Top Anti-Theft Program



In 2011 it was recognized that laptops being targeted for theft continued to be a problem on campus. The Campus Community Police therefore continued partnerships with our community to research and implement proactive strategies. These included educational initiatives, endorsement of the S.T.O.P. plate program, mailing out an educational pamphlet to incoming students, and the development of anti-theft posters that were completed by students. Although some care must be taken when using statistical comparisons involving small numbers, these strategies assisted in reducing lap top thefts of personal property in 2011.

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. An average of two walks per shift was provided throughout the year.

Closed Circuit Television Cameras (CCTV)

Campus Police maintains and administers a network of CCTV's placed throughout 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.

Student Emergency Fund

Campus Police maintain a fund to provide modest amounts of cash to students who find themselves in need of immediate finances for food, medication, transportation, housing and similar needs.

Lost and Found

Campus Police maintain a centralized lost and found for the campus. We often receive items such as wallets, phones, flash drives, books, etc. where the owner can be identified. In these instances, Campus Police are able to quickly return those items to their owners. Most other unclaimed items, such as clothing, are kept up to three months and eventually donated to local charities.

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 most of the Fire Wardens for use during building evacuations. The officers also coordinate fire drills for various buildings on campus. Campus Police 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.

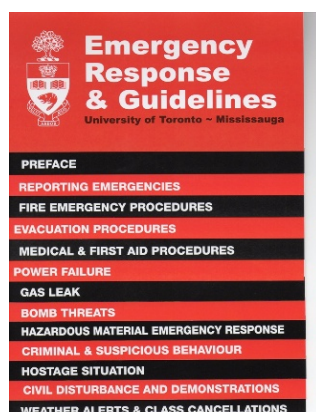
Traffic Safety

In our continuing efforts to reduce speeding and increase overall campus traffic safety, Campus Police have begun using a handheld speed radar unit to help curb speeding on campus. A fixed speed radar display unit that will flash their current speed to drivers passing the unit will be purchased in early 2012 to further assist us in making our campus roads safer.

Emergency Response Planning in 2011

Under the leadership of both the Manager of Campus Police Services and the Chief Administrative Officer, a table-top emergency response exercise was conducted by the UTM Emergency Response Team. This highly useful exercise provided an opportunity for members to test the execution of the Emergency Response Plan and identify follow-up action/best practices issues where presented.

In the lead-up to this exercise, the updated Emergency Response Plan was finalized. The Manager of Campus Police Services prepared and distributed the plan to the Emergency Response Team members and other UTM senior staff. The Manager also designed and distributed the Emergency Response Guidelines flip booklet to all UTM faculty and staff. The booklet is designed to be an easily navigated reference guide for all UTM faculty and staff for use in a wide variety of emergencies.



St. George

Community Safety Office

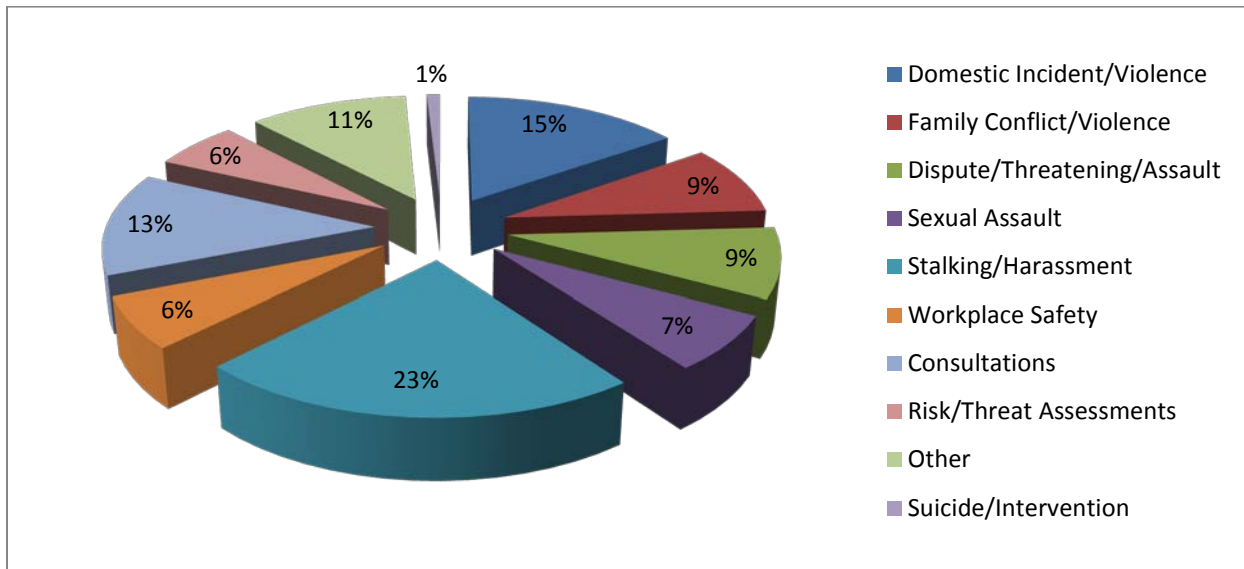
Mandate

The Community Safety Office responds to students, staff, and faculty members of the University of Toronto community who have personal safety concerns. The staff respond by addressing the complaint, assessing the personal and community safety risks, providing a continuum of intervention options that the complainant can explore in order to address their personal safety concern(s), presenting information about the particular issue experienced, co-creating a safety plan, referring and working in partnership with various services to address the individual's personal safety concerns. Additionally, the staff provide consultation and training to those managing difficult behaviour, workshops on a variety of topics, and self-defence courses.

Year in Review

In 2011, the Community Safety Office (CSO) marked its 21st year by continuing to assist and support students, staff and faculty experiencing a variety of safety concerns. Statistically consistent with 2010, the CSO responded primarily to issues relating to stalking and harassment (23%), intimate partner abuse/violence (15%) and family conflict/violence (9%). Workplace safety planning (6%) and consultations with staff and faculty with regards to a variety of concerns are a consistent function (13%). Incidents regarding disputes/threatening and assault (9%) as well as sexual assault (7%) have also remained consistent with previous years. The CSO continues to work collaboratively with other agencies (such as municipal police) during critical incidents; consistent with 2010, the CSO responded to incidents of suicide attempt (1%) and case management, information gathering in relation to community risk and threat assessments (6%). Other

responses, (11%) reflect issues concerning robbery, break and enter, fraud, mental health and information reports.



The CSO participates in community planning meetings and partnerships that address a variety of issues including crime reduction and bystander intervention strategies, educational initiatives, workplace violence initiatives and related training programs. CSO is responsible for identifying current safety issues and responding with appropriate outreach strategies; the focus for the year 2011 was implementing the Green Dot Bystander Intervention initiative tri-campus wide.

Key accomplishments of the Community Safety Office in 2011

The CSO has been a founding partner in implementing the Green Dot strategy at the University of Toronto (<http://healthandwellness.utoronto.ca/GreenDot.htm>). The vision of Green Dot is to prevent violence and to create, promote and embody a community that is inclusive, equitable and safe. The vision of Green Dot is about creating change, both on a personal and societal level.

The Community Safety Office, in conjunction with the Office of Student Life, facilitated team building and skills enhancement through hosting a specialized workshop for staff with a high risk mandate on ‘Violence Threat Assessment – Planning and Response’.

In 2010, the CSO participated in the development of the University of Toronto Workplace Violence program; 2011 focused on outreach, development and implementation of training workshops, and compliance with the program in relation to case work and safety concerns brought forward to the Community Safety Office.

Emergency Response Planning

Responses to Incidents

The office played an integral role in identifying, assessing, monitoring and responding to risk directly and indirectly affecting the university community. Significant incidents included four natural hazards, four intentional human-caused incidents and two human-caused unintentional incidents.

Emergency Preparedness

Training, Exercises, and Professional Development

The office was involved in a number of full-scale, functional, and tabletop exercises. David Black acted as an evaluator for a full-scale scenario of an active shooter in a residence hall at Fanshawe College and for a functional exercise of loss of containment at a Level 3 biosafety lab at the University of Medicine and Dentistry of New Jersey. The office also arranged the participation of University of Toronto Health and Safety Officers as observers at the New Jersey exercise. David also acted as a moderator at the Greater Toronto Incident Management Exercise (GTIME), a citywide tabletop exercise for an extreme heat scenario.

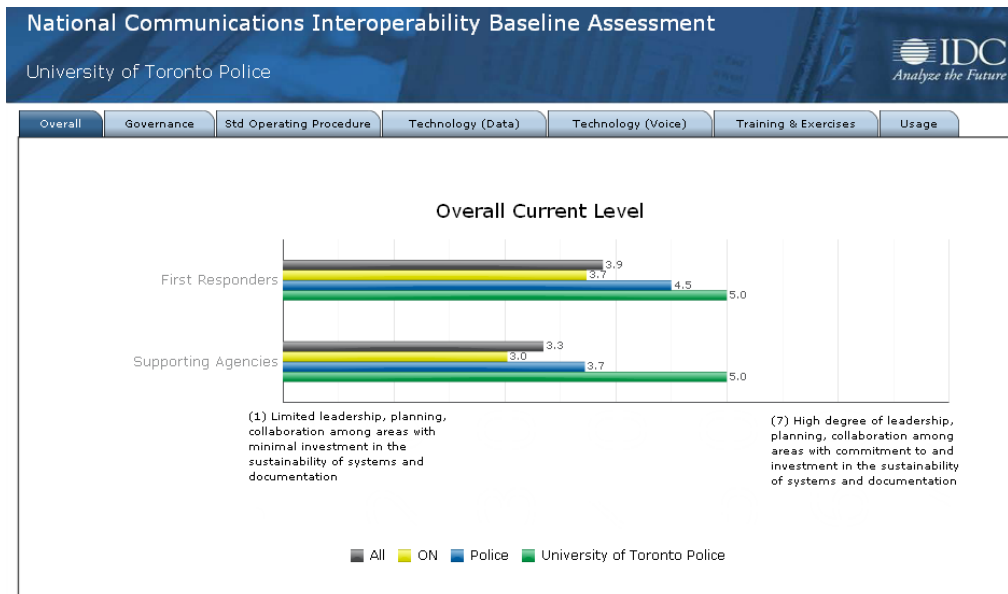
Training programs included Risk Communications with the Ontario Agency for Health Protection and Promotion and Multi-Hazard Emergency Planning for Higher Education at Cornell University. David Black represented the department making presentations and attending symposiums such as the International Association of Emergency Managers annual conference, the Toronto Emergency Management Symposium, the Emergency Management Institute of the Federal Emergency Management Agency conference on Higher Education and the Disaster Recovery Information Exchange. David chaired the Strategy Institute Conference for Emergency Management for Higher Education and K-12 Schools and represented Canadian member universities on the IAEM Universities and Colleges Caucus.

Critical Infrastructure

Acting on lessons learned through the previous year a review of dependencies on utilities was undertaken to better understand current vulnerabilities and to prioritize mitigation of potential single points of failure.

The office created a project plan for building an Emergency Operations Centre on campus and led the preparation of space on Campus to be used as a warm EOC by the Facilities and Services department.

Communications Interoperability Strategy



As new technologies emerge, ensuring interoperability between jurisdictions is vital to efficient and effective emergency response. University of Toronto Police participated in the National Communications Baseline Assessment conducted by Public Safety Canada.

The overall results of the study showed that University of Toronto Police is significantly in a leadership position in terms of collaboration and planning with partner organizations.

2015 Pan/ParaPan American Games

Consequence management planning with Emergency Management Ontario has begun for the 2015 Toronto Pan/ParaPan American Games. University of Toronto will participate with all partner agencies in a series of preparedness exercises of increasing complexity leading up to the Games to ensure readiness for contingencies related to the Games.

Continuity Planning

Working with the IT&S and audit departments the office made the conversion from the original Restarting Berkeley software to the much-evolved Quali Ready; a cloud-based continuity planning service that is hosted by U of T, backed up by UBC and used by an increasing number of higher education institutes in Canada. The office also supported the Facilities and Services department and health faculties in converting their planning data into the new system.

Community Volunteers

In an effort to extend the reach into the campus community, with the support of two professors from Computer Sciences and Geography; the office helped a group of students, create a club called U of T HFOSS. The student club develops free open-source software to support humanitarian response agencies.

APPENDIX A DETAILED TRAINING LIST

Mississauga

<i>Course/Topic</i>	<i>Delivered By</i>	<i>Duration</i>	<i>Number who received Training</i>
Drug Education Conference	Peel Regional Police Service	16 hours	2
High Impact Business Writing	U of T Organizational Development & Learning Centre (ODLC)	7 hours	2
Green Dot Violence Prevention Train-the-Trainer	St. George Health & Wellness	24 hours	2
Crime Prevention Conference	Safe City Mississauga	7 hours	2
Supervisor-Coach Officer Training	J.E. Judd & Associates Inc.	32 hours	1
Special Constable Training (80 hrs on-site/16 wks on-line)	J.E. Judd & Associates Inc.	80 hours (+ 16 wks)	1
Advanced Patrol Training	Peel Regional Police Services	40 hours	1
'Drupal' Website Management	UTM Marketing & Comm.	3 hours	1
Making the Connection – From Good to Great Customer Service	ODLC	3 hours	2
Green Dot Violence Prevention Training for other Staff	St. George Health & Wellness	7 hours	1
The Art of Leadership	Ontario Women in Law Enforcement	7 hours	1
Bullet Proof Mind	Lt. Col. David Grossman	7 hours	2
Harassment & Violence in the Workplace	ODLC	3 hours	2
Municipal Law Enforcement Cert	City of Mississauga Parking	7 hours	1
Stand Up for Mental Health	ODLC	3 hours	1
Managing Work Performance	ODLC	3 hours	1
Managing Me-Time Management	ODLC	3 hours	1
Manager's Guide to Culture, Conflict & Inclusion	ODLC	8 hours	1
Annual Use of Force Training	Peel Regional Police Service	4 hours	12
IACLEA Annual Conference in Charlotte N.C.	International Assoc. of Campus Law Enforcement Administrators	3 days	2
Turning Conflict into Collaboration	ODLC	3 hours	3
Threat Assessment	U of T Community Safety Office	16 hours	1

St. George

Mandatory Training

<i>Course/Topic</i>	<i>Delivered By</i>	<i>Duration</i>	<i>Number who received Training</i>
Annual Use of Force	Campus Police Instructor	8 hours	28
CPR Level "C" and AED	Campus Police Instructor	8 hours	28
Standard First Aid	Campus Police Instructor	16 hours	22
Diversity Training	Canadian Police Knowledge Network Aboriginal and First Nations Awareness Racially Biased Policing and LGBT	8 hours	28

Additional Training

<i>Course/Topic</i>	<i>Delivered by</i>	<i>Duration</i>	<i>Number who received Training</i>
Advanced Patrol Training On-Line	Canadian Police Knowledge Network	16 hours	1
Defensive Driver Training	Graham Austin (CARS)	16 hrs.	4
OACUSA Protective Services Course On – Line (new recruits)	Ed Judd and Associates	240 hours	1
OACUSA Protective Services Course On – Site (new recruits)	Ed Judd and Associates	80 hours.	1
A little knowledge in neuroplasticity for big effects in therapy	Hincks-Dellcrest Centre Marie-Nathalie Beaudoin, PhD	6 hours	1
Canadian Domestic Violence Conference 2	Investigative Solutions Network	16 hours	4
Cyber and Physical Security	Ontario Association of Emergency Managers	8 hours	1
Emergency Management Institute	FEMA	24 hours	1
Environmental Health and Safety Overview	Environmental Health and Safety	2.5 hours	22
Introduction to Emergency	Greg Staios	1 hours	13

<i>Course/Topic</i>	<i>Delivered by</i>	<i>Duration</i>	<i>Number who received Training</i>
Communication			
Ontario Association of Police Educators Conference	Ontario Police College	16 hours	1
The ISN Investigative Interviewing System Course	Investigative Solutions Network	16 hours	1
The Nature and Treatment of compulsive Hoarding	Hincks-Dellcrest Centre David F. Tolin Ph.D. ABPP	5.5 hours	1
Trauma & Resiliency Centre	Natalie Zlodre	32 hours	1
Verbal Abuse, the Hidden Side of Domestic Violence	Patricia Evans, co sponsored by The Hincks-Dellcrest Centre	12 hours	2

Scarborough

Mandatory Training

<i>Course/Topic</i>	<i>Delivered By</i>	<i>Duration</i>	<i>Number who received Training</i>
Annual Use of Force	U.T.S.C. Campus Community Police	8 Hours	14
First Aid	St. Johns Ambulance and Canadian Police Knowledge Network	Online / classroom instruction	2*
Cardio Pulmonary Resuscitation	Cardiac Safe City	6 Hours	14
Diversity – Racially Biased Policing	Canadian Police Knowledge Network	Online Course	11
Diversity-Faith and Diversity	Canadian Police Knowledge Network	Online Course	11

**Not completed by one officer who is currently on Long Term Sick Leave*

Additional Training

<i>Course/Topic</i>	<i>Delivered By</i>	<i>Duration</i>	<i>Number who received Training</i>
Building High Impact Teams	University of Toronto	3 Hours	1
Special Constable Refresher Course	Ed Judd and Associates	40 Hours	2
Acute and Post Traumatic Stress Intervention	Tema Conter Memorial Trust	8 Hours	1
Applied Suicide Intervention Skills	University of Toronto	16 Hours	3
Search of the Person	U.T.S.C. Campus Police	1 Hour	14
Ontario Smoke Free Ontario Act	U.T.S.C. Campus Police	1 Hour	14
Mental Health Act and Mobile Crisis Team	Toronto Police Service	1 Hour	14
Parking Enforcement	University of Toronto Parking Office	.5 Hours	14
Crime Scene Management	U.T.S.C. Campus Police	1 Hour	14
Managers Guide to Culture, Conflict and Inclusion	University of Toronto	1 Hour	8
Managing Sick Leave	University of Toronto	4 Hours	1
Hazardous Waste Management and Laboratory Spill Response	University of Toronto	4.5 Hours	1
Green Dot Training	University of Toronto	3.5 Days	2
Mental Health Awareness	Toronto Community Housing Corporation Special Constable Section	8 Hours	3
Front Line Supervisors Course	Ontario Police College	40 Hours	1
Violence Threat Assessment	Randy Grieser, CTRI Inc.	16 Hours	1

UNIVERSITY OF TORONTO POLICE POLICY

Preamble

The University of Toronto is committed to maintaining an environment where faculty, staff, students and visitors can pursue their business peacefully and without fear for their safety and security.

Mandate

The University of Toronto Police Services^[1] supports the academic mission by creating a safe, secure and equitable environment for all members of the community. Police Services works in a receptive and genuine partnership with the University community in providing a reliable 24 hour response to emergencies and violations of rules, including the criminal code, and in promoting crime prevention, security and safety awareness, and community service and referrals.

Objectives

The objectives of the University of Toronto Police Services are:

- to protect persons and property by developing programs that promote safety and security and by broadly communicating these programs to the community;
- to prevent crime, maintain the peace, resolve conflicts and promote good order;
- to deliver non-discriminatory, inclusive programs to the diverse University of Toronto community;
- to be accountable to the University of Toronto community;
- to respond to emergencies and provide assistance to faculty, students and staff;
- to ensure University policies and regulations are followed;
- to enforce the criminal code and selected provincial and municipal statutes as necessary.

Values

The University of Toronto Police Services is accountable to its community and is guided by the following principles and values:

- respect for the dignity, privacy, worth and diversity of all persons;
- fair and impartial treatment of all individuals;
- equality of access and protection of civil rights and liberties;
- reliability, competence, accountability, teamwork and open communication;
- an approach to campus policing that welcomes and encourages community involvement and promotes safety and security as a responsibility of all members of the community.

Implementation

To implement this policy:

- within the resources provided, University of Toronto Police Services will strive to deploy adequate complement at all times;
- University of Toronto Police Services will follow a pro-active community based policing approach, working in close partnership with the community in the development and execution of its programs. This includes the establishment of appropriate community advisory boards and committees with broad representation from the community to provide advice/input and accountability on police programs;
- University of Toronto Police Services will follow a stringent recruitment process and hire only constables who have exhibited high standards of achievement in their academic and previous work histories; the candidates must meet both University standards and the

standards established by the Police Services Board for obtaining and retaining the Special Constable status;

- University of Toronto Police Services will provide an ongoing training program to ensure that skills and knowledge are pertinent, relevant and convey the principles and values of the Police Services as well as the policies and codes governing all members of the University community;
- discipline and promotional processes will be informed by the principles and values of the Services and the Human Resources policies and practices of the University;
- University of Toronto Police Services will stay current in law enforcement methods, techniques and procedures as appropriate for Universities;
- University of Toronto Police Services will issue public annual reports.

February 27, 2002

[1] includes the Campus Police Services at the St. George, U of T at Mississauga and U of T at Scarborough campuses.

