

Safety Committee Meeting 2/16/2016

***created by Arthur Lutz and Nadia Sanko**

There are 5 issues that we would like to bring to your attention that members of our faculty have identified to us that are of concern to them.

Let me briefly identify them and then we can review them in more detail.

1. Issue of campus police hiring procedures and training to ensure that our police officers are sensitive to ethnic and gender concerns. This is because of the news reports of unjustified gun violence by police against people of color. And some reports of police insensitivity when dealing with reports of sexual assault.
2. Campus communications to ensure faculty safety. I.e. how will the administration contact faculty in their classrooms if there is an emergency. (Active shooter or other emergency).
3. Fobs, and reports that under certain circumstances faculty and students are locked in their classrooms, and unable to exit without police opening the door.
4. No cell phone communication on the IVC campus for Verizon subscribers. We believe is a safety concern.
5. What is the duty of the administration to notify faculty when they are aware that there is a potentially dangerous student in the faculty member's class?

UPM Safety Committee 15-16

Accreditation

Members:

Nadia Sanko, Faculty

Arthur Lutz, Faculty

Heidi Rank, Director of Fac. Planning, M&O

Derek Levy, Dean of Student Success

Sadika Sulaiman Hara, Director of Student Activities & Advocacy

The UPM Safety Committee convened in the spring 2016 semester after a hiatus. The members were appointed by the Executive Director of Human Resources and the Senior Vice President of Student Learning and Student Success. The members identified above met two times - February 16, 2016 and May 6, 2016. Below you will find the "5 issues" that were identified by UPM and the focus of the two meetings in the spring semester.

*These issues, including wording, were directly pulled from the agenda created by Arthur Lutz and Nadia Sanko if you have further questions about how they were generated.

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Following the initial meeting, the student services administrators (Derek, Sadika, and Heidi) agreed to review the issues raised and provide responses in the May 6th meeting.

Attached you will find the evidence – agenda and response, procedure for fob system and use, and COM Care submission for the UPM newsletter.

NOTE: This committee's charge is to address concerns of safety as they relate to faculty safety. This committee's purpose is not to address overall safety concerns for the College.

UPM Safety Committee

May 6, 2016

1. Police hiring procedures:
 - a. Psych profile is done for all candidates
 - i. All hires go through Peace officers Standards and Training (POST) week long training, <https://www.post.ca.gov/home.aspx> , which Includes tools for:
 1. Tolerance for law enforcement and command staff
 2. Hate crimes investigations and training
 3. Issues of racial profiling
 4. Persons with mental and developmental disabilities
 5. Sexual assaults
 6. Crisis Intervention Training (CIT)
 - a. The overarching goal of a CIT training course is to provide law enforcement officers with the cognition, information, resources, and skills that allow effective problem-solving and promote positive outcomes when responding to incidents involving mental health consumers. This goal is achieved when officers exhibit:
 - b. Enhanced knowledge of mental health-related topics
 - c. Understanding of the laws protecting people with disabilities
 - d. Improved de-escalation and crisis resolution skills
 - e. Provision of referrals, resources, information, and follow up for consumers and their families
 - f. Reduced stigma and assumptions
 - g. Cultural sensitivity and recognition
 - b. Continuing education, 6 or 7 modules a year
 - i. Recent updated training was offered on human trafficking and tactical communications
 - ii. Two officers went to recent training on Title IX compliance regarding sexual harassment and violence prevention and investigation
 - c. One of most diverse units at COM
 - i. [Issues with other classifications in terms of diversity of staff and faculty](#)
 - ii. Equity plan includes offering more training and professional development for staff and faculty; benchmark survey done in fall 2015
 - iii. Coffee with a Cop invites, twice/year at both campuses
 - 1a. New chief selection
 - d. Management position
 - e. Faculty have 2 seats on hiring committee
 - f. Faculty also invited to participate in all police officer searches ([encourage participation](#))
 - g. Process is confidential, like other processes
 - h. Questions are developed collaboratively, like standard for other search committee processes
 - i. Position is currently posted

2. Campus communications to ensure faculty safety:
 - a. PA systems are no longer used
 - b. COM Connect is the new text messaging alert system
 - c. Involuntary program, automated enrollment
 - i. Would help College if faculty could be encouraged to keep their contact information current in MyCOM- can update it online
 - d. Recommended to keep phone visible during class
 - i. Modify classroom policy to allow students (or perhaps designees) to receive texts or take texts on behalf of class
 - e. IVC has WIFI, except in the pool area, so connect to WiFi if can't use phone
 - f. Encourage faculty to report specific concerns as they come up so timely responses or issues addressed
3. Fobs, faculty locked in classrooms
 - a. Classrooms can always be opened from inside
 - b. Only issue found to date was a maintenance issue in AC 303
 - c. If there are other examples please forward to facilities
 - d. Training offered on securing and un securing doors, but no one attends
 - i. A video is being done and closed captioned
 - ii. Emails have been sent with instructions
4. Verizon connection on IVC campus
 - a. Working on Verizon tower on mountain; anticipated winter of 2017
5. Duty to notify faculty of potentially dangerous student
 - a. Police assessment → actual threat?
 - b. Psychological evaluation
 - c. Behavior Intervention Team – faculty presence from counseling, health center
 - d. Regular flex trainings on COM CARE and disruptive/disturbed students
 - e. Disruptive students removed from classroom or campus
 - f. FERPA requirements for confidentiality; parallel example: if faculty puts hands on a student, college does not notify all students in all his/her classes about the faculty
 - g. Active shooter training and video provided by police
 - i. Help engage faculty and emphasize to participate in training
 - ii. Help us by encouraging faculty to not cover office windows facing the hallways and not unlock doors on weekends (without relocking them)