

Panel Questions

- 1. What steps has your Police Department taken to eliminate the kind of racialized oppression that has sparked the increased protests across the nation over the past two months? Please include any community outreach activities.***

The UFPD has completed biased based training from national training experts over the recent years. These trainings included, but are not limited to, the following:

Training provided by Lori Fridell who is a Professor in the Department of Criminology at the University of South Florida (USF). Prior to joining USF in August of 2005, she served for six years as the Director of Research at the Police Executive Research Forum (PERF) in Washington, D.C. and is recognized as a national expert on biased policing. Her publications on this topic include three books, the most recent of which is *Promoting Bias-Free Policing: A Science-Based Approach*. Additionally her articles include “Assessing the racial aspects of police force using the implicit-bias and counter-bias perspectives,” “Explaining the disparity in results across studies assessing disparity in police use of force,” “Racial aspects of police shootings: Reducing both bias and counter bias.” While working with national experts on the psychology of implicit bias and funding from the US Department of Justice, she developed the “Fair and Impartial Policing” training program (see www.fipolicing.com).

Training provided by Lee Struble who is the President of WSM Trainers and Consultants, which he founded in 1996. He retired from a 30-year career in higher education public safety (Nazareth College, Monroe Community College, Rochester Institute of Technology, and St. John Fisher College). He also works as a senior trainer for the National Crime Prevention Council (NCPC) and provides security assessment and consulting services to colleges and universities throughout the United States.

Most recently, the UFPD completed training provided by retired Lt. Jim Glennon, who possesses a degree in Psychology, a Master's in Justice Administration. Lt. Glennon has taught the complexity of human interaction and communication skills for over 25 years. He has taught numerous law enforcement agencies methods of helping to ensure officers recognize the many inherent biases they may possess and what can be done to ensure these biases are not affecting the daily decisions that have to be made in a moment's notice.

Ongoing Dialogue with Campus and Gainesville Community

- Student Community Oriented Police Effort (SCOPE)
- Coordinated NAACP Events
- Chief's Advisory Committee
- Community Police Academy (CPA)
- Community Observer Program
- Liaison with Student Government
- Liaison with Faculty Senate

- Annual Presentation By Chief Stump-Kurnick to the Faculty Senate Regarding UFPD Response to Resistance.
- Gainesville’s Black on Black Crime Task Force
- Liaison with the Gainesville Chapter of NOBLE (National Organization of Black Law Enforcement Executives)
- Liaison with the Persons with Disabilities Committee
- Gainesville Commission on the Status of Women
- Safety Programs – Rape Aggression Defense (RAD), Self-defense Awareness and Familiarization Exchange (SAFE), and Resisting Aggression Defensively for Kids (radKIDS) personal empowerment and safety program

Department Reviews

- UFPD conducting reviews of current policies
- Response to Resistance reviews
- Bias-based profiling reviews
- Employee demographics
- Monthly review of officer Body Worn Cameras (BWCs) and in-car video by supervisors

Department Training

- State of Florida mandatory Discriminatory Profiling and Professional Traffic Stops training for all officers
- Crisis Intervention Team Training (CITT) required for every officer
- Implicit Bias training currently being provided to the entire department

2. What kind of diversity training do each of the law enforcement agencies have in place for their employees?

The UFPD provides and promotes training within the Department. Officers are mandated to attend the follow training, along with additional training that include blocks of instruction on diversity within law enforcement.

FDLE mandates that each officer take the “Discriminatory Profiling & Professional Traffic Stops” once every 4 years to maintain their Florida certification.

Each officer must attend the CITT (Crisis Intervention Team Training), which is a collaborative program between Law Enforcement and Mental Health which guides interactions between law enforcement and those in mental crisis.

Implicit Bias Training and Diversity Training – Through mandatory training courses and In-Service training, officers are provide information on a variety of these subjects. The UFPD also has select department members who have been trained as Diversity Instructors to provide diversity training during In-Service training to all department staff.

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- 3. (UPD) To Chief Stump, several faculty inquired about the use of UF Alerts. They stated that UF Alerts use of racial/ethnic descriptors are harmful and unnecessary. They reinforce racist stereotypes and promote surveillance and harassment of people of color, primarily Black men. So many of our students, faculty, staff, and community members - who easily fit these descriptions - end up with fear and anxiety about going out and being targeted, and feel monitored, stigmatized, and unwelcome. Such an environment is unwelcoming and limiting to academic success. Can you please comment on the use of racial/ethnic descriptors in UF Alerts?***

Under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, the University of Florida is required to notify the University community upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus, and areas adjacent to campus.

All Emergency/immediate Notifications and Timely Warnings will include information that will enable members of the university community to take actions to protect themselves, including information about the type of incident, the suspect/activity involved, the location and the instructions on what actions to take and other safety tip information. The use of suspect specific descriptions, provided directly by those victimized or reporting the incident, is considered a foundation of this process. The UFPD always attempts to obtain the most accurate suspect information and does not modify or interpret that information provided.

2018-2020 UF Alerts

	GPD	UFPD
2018	7	1
2019	7	1
2020	6	0
TOTAL	20	2
	90.90%	9.10%

Suspects in UF Alerts – UFPD Cases (2018-2020)

Black – 3 (Includes 1 Black Female)

Unknown – 3

Suspects in UF Alerts – GPD Cases (2018-2020)

White – 5

Black – 17 (Includes 1 Black Female)

Hispanic - 2

Unknown – 3

White or Hispanic – 1 (The description in the alert from 10/31/2018, says “White or Hispanic male”)

- 4. I find that concerns of law enforcement on campus often don't align with the concerns of community members. For instance, emphasis by officers on speeding versus frequency of late-night campus patrols. What avenues do university members have to ask for changes to policing priorities and practices? If a Fac wants to be more involved in your various “Advisory Committees” to potentially critically review some of the policies, procedures, and training protocols especially concerning Black and minority members of our community, how to proceed? What protections do your forces have in place for officers*

who submit complaints about other officer's conduct? Do all officers have body cams? What happens when officers have a body-cam malfunction on duty, either during an incident with the public or in general? What are the disciplinary procedures for that or for having their badge number obscured?

Community concerns that are reported to UFPD are reviewed quarterly. Any concerns that are considered to be emergent in nature and handled immediately. The review lists the concerns, what actions were taken to address those concerns, and if those actions were successful in resolving the issue. Most issues are reported using the "Contact Form" in the Contact section of the website – police.uf.edu but some complaints have been made in person to officers, and also via email.

Campus Advisory Committee – Consists of various students, faculty, and staff who represent the diverse populations within the service community. Appointed positions are selected by the President.

1. Chief of Police (Chair);
2. Current Chair of the Faculty Senate;
3. Immediate Past Chair of the Faculty Senate;
4. President of Student Government;
5. One (1) Inter-Residence Hall Association representative (appointed);
6. One (1) faculty member at-large (appointed);
7. One (1) student at-large (appointed); and
8. One (1) administrative staff representative (appointed).

Complaints - If a complaint is received and the complainant wishes to remain anonymous, the receiving supervisor shall follow the procedures as outlined in the Police Benevolent Association (PBA) collective bargaining agreement.

All employees shall be responsible for maintaining confidentiality in compliance with 112.533, FSS. As provided by 112.533(2)(a), FSS, a complaint filed against a law enforcement officer with a law enforcement agency and all information obtained pursuant to the investigation by the investigation of such complaint shall be confidential and exempt from Section 119.07(1), FSS, until the investigation ceases to be active, or until the agency head, or the agency head's designee provides written notice to the officer who is the subject of the complaint, either personally or by mail, that the agency has either:

- a. Concluded the inquiry or investigation with finding not to proceed with disciplinary action or to file charges, or
- b. Concluded the inquiry or investigation with a finding to proceed with disciplinary action or to file charges.

Body Worn Cameras – All officers have BWC and begin recording when they receive a call for service. Sworn members who serve an undercover role in a specialized assignment on a task force are not subject to the BWC policy mandates.

Officers shall inspect the equipment prior to use and monitor its performance throughout their tour of duty. Any deviations in the operating condition, appearance, or suitability for its intended use shall be reported immediately to a supervisor.

If an officer fails to activate the BWC, fails to record the entire incident, or interrupts the recording, the officer shall document into the CAD or incident report, as appropriate, why a recording was not made, was interrupted, or was terminated.

Identification - An employee shall give their name and identification number in a respectful manner to any person (s) who may request such, in person or via telephone. The Department provides all employees with photo identification cards. If requested employees shall display their Department issued identification card. If during an official investigation, revealing such information would cause an officer safety issue or jeopardize the investigation, such as in undercover or covert operations, the information may not be revealed. Violations of this policy would be investigated through internal affairs procedures.

5. *I hear that UFPD has moved the Taser Gun up in the force continuum so that it is directly under deadly force. Can you elaborate about the training protocol, and if there is a registry as to when such Taser gun is pulled out and towards whom (similar to the fire gun)?*

The use of force continuum is intended to be used as a guideline for officers in selecting effective, reasonable, and legal defensive actions in verbal and physical encounters. The officer should strive to use the minimal amount of force necessary to effect control over a subject. The officer should begin with the lowest level practicable and escalate only after meeting with increased resistance from the subject. As an individual increases his/her resistance level from verbal to physical, an officer may have to increase the level of his/her defensive response until the resistance ceases and the officer is able to regain control. As soon as the point of subject compliance is reached, the officer must de-escalate his/her response level to the minimum defensive action necessary to control the subject. Each succeeding level of officer control should include elements of previous levels when applicable. In addition, all levels of control should always include verbal commands and direction.

Officer Response Options

- Communication
- Physical Control
- Less lethal weapons (includes Taser)
- Deadly Force

Training. Prior to issuance of the Taser to an officer, the officer shall receive training in its use, which will include instruction and the option of actual application to the officer to afford the officer an understanding of the effects of the Taser. Only those officers who have successfully completed the department training on the use of the Taser will be authorized to carry the Taser. All training is conducted by a Taser Certified Instructor. Annual refresher training.

Authorized Use of the Taser. Officers must be able to articulate the reason(s) the Taser was utilized, consistent with this policy. The Taser is an alternative to physical control techniques and the use of other intermediate weapons. The use of the Taser may prevent the use of more severe physical force:

The Taser may be used in an arrest or custodial situation where active physical resistance is involved, and: (1) there is an imminent threat of aggressive physical resistance and the subject has the apparent ability to carry out that threat;

or (2) there is an imminent threat of harm to the subject or others and the subject has the apparent ability to carry out that threat.

Officers must be able to articulate the reason(s) the Taser was utilized, consistent with the Response to Resistance policy.

a. Anytime a Taser is **drawn/displayed** in the presence of a non-law enforcement subject, a written incident report and the Use of Force module will be completed as described in the dept. directive.

b. Each discharge, other than those required for training or regularly scheduled for maintenance, including accidental discharge, of a Taser shall be investigated and documented utilizing a written incident report and/or the Use of Force module as described in the dept. directive.

c. Members who discharge a Taser will immediately notify their supervisor, or the next higher-level supervisor.

The report shall explain the level of physical resistance by the suspect, officer/suspect factors that necessitated a use of force response or display of weapon(s), the effect of the force upon the suspect, the extent of any injuries inflicted on the officer or the suspect, and the subsequent actions taken by the officer.

The Training Commander or designee conducts an Administrative Review of every incident involving response to resistance, and the review must be submitted to the Chief within 5 business days. The department also conducts an annual analysis of response to resistance incidents, policies, and practices.

6. *Would you be open to have a third party independent agency to review your SOPs, produce a report, and share the results with the rest of the campus community?*

The UFPD has participated in independent third-party reviews of our SOPs (Directives) and all of our departmental operations through the extensive accreditation processes involving three distinct accrediting agencies. These law enforcement accreditation agencies have

determined the best practices for their various areas of focus and determines if the UFPD is adhering to those best practices in order to ensure the department remains accredited. These agencies include:

Commission on Accreditation for Law Enforcement Agencies (CALEA) is that which serves national/international departments since 1996.

Commission for Florida Law Enforcement Accreditation (CFA) is that which involves the State of Florida departments since 1997.

International Association of Campus Law Enforcement Administrators (IACLEA) is that which serves universities departments since 2007.

The UFPD works with these associations to assist in determining the best practices and set standards that accredited agencies must meet to become and stay accredited. These include but are not limited to:

Procedures for assessing bias based policing practices

Reviews of department demographics in comparison to our service community

Analysis of demographics of applicants, interviews, hires, and promotions

Additionally, the UFPD coordinates with other outside organizations to also ensure best practices are incorporated within our policies, procedures, and training. These organizations include, but are not limited to:

International Association of Chiefs of Police (IACP)

National Organization of Black Law Enforcement Executives (NOBLE)

National Sheriffs' Association (NSA)

Police Executive Research Forum (PERF)

We advertise our upcoming assessments and request community participation and feedback through direct solicitation/publication.

All of our policies are public record (other than police security procedures that are exempt by law) and have often provided these documents upon request as a matter of public information.

- 7. This question is about your recent statement that the police in Gainesville are "para military." You are probably aware of a video on you tube showing Gainesville police pulling over a student for giving them the finger. The officers are dressed in military drab, driving what appears to be a military mine resistant vehicle Gainesville apparently obtained through the military's 1033 Program. Why does any police department in***

Gainesville need the military grade equipment you have? Why do UFPD officers wear bulletproof proof vests on campus (and carry weapons)? How are you going to address the fact that the militarization of our police departments (here and around the country) increase distrust and fear of the police and don't make the citizenry safer? Will you disclose whether UF campus police have this type of equipment and whether either Gainesville police or campus police plan to use it at UF?

Under provisions of FSS 1012.97 (1), "Each university is empowered and directed to provide for police officers for the university and such police officers shall hereafter be known and designated as the 'university police'." The university police are hereby declared to be law enforcement officers of the state and conservators of the peace with the right to arrest, in accordance with the laws of this state, any person for violation of state law or applicable county or city ordinances when such violations occur on any property or facilities which are under the guidance, supervision, regulation, or control of the state university or a direct-support organization of such university, except that arrest may be made off campus when hot pursuit originates on any such property or facilities. Such officers have full authority to bear arms in the performance of their duties and to execute search warrants within their territorial jurisdiction. University police, when requested by the sheriff or local police authority, may serve subpoenas or other legal process and may make arrest of any person against whom a warrant has been issued or any charge has been made in violation of federal or state law or county or city ordinances." Enforcement of federal and state laws, local ordinances and University of Florida rules and regulations by "university police" is authorized within their jurisdiction, unless specifically prohibited by law.

The use of the term "para-military" is commonly used to describe law enforcement departments throughout the country solely in regards to the fact that departments use rank structure and chain of command supervision similar to that found in military units. It does not imply similar missions assigned to actual military units.

A vehicle similar to the one referenced above acquired by the UFPD through the Federal Government's 1033 program only after the active shooter incident that took place on the campus of Virginia Tech and a review of what actions did or did not occur was completed. It was recognized that during an incident of that nature, an armored rescue vehicle was necessary to provide a method to safely evacuate and protect victims during a time when gunfire is likely to be taking place. It should also be known that the use of the rescue vehicle is for both members of the community and police officers who may require such rescue. Given that stated purpose, the vehicle used during these incidents had to be strong enough to protect those inside while the evacuation took place. In large part because of that recognition, the vehicle acquired was the one that best fits the requirement alluded to previously. Regardless, at this time the UFPD no longer uses the vehicle acquired through the 1033 program and has made the commitment to no longer participate in said program.

Ballistic vests are worn for the protection of the officers. There are numerous studies that indicate the benefits of wearing a vest. The external vests were purchased for two main

reasons: 1 – to help alleviate back injuries from wearing the heavy belt; and 2 – to allow officers the ability to quickly take off and put on their vest so they can cool themselves from the Florida heat.

8. ***What are the reasons for the necessity of the CIRT at UF? Will UF disband the UFPD's CIRT (Critical Incident Response Team)? What are the conditions under which CIRT is sent out? Do they need to hear a gunshot? Would it be a report of someone carrying a firearm/something looking like one? Would it be sent out if there was a protest which got rowdy i.e. someone threw some stones or if there was a bit of property damage? How critical incident defined and is that definition public? Why does the CIRT have semi-automatic rifles? Why is the CIRT left off the UFPD website? How will CIRT/SWAT act? In the case of the 16-year old African-American boy who was holding a toy gun eight officers discharged their weapons and killed him. Are they always trained to shoot to kill? Are there de-escalating protocols of behavior that they have?***

About CIRT

- Requested by Board of Governors after VA Tech active shooter
- Not a team that is “called out” but a group of officers who receive additional training – NOT SWAT
- Dispersed throughout the agency
- Intent is to be leader and utilize training to direct other department members when responding to an active shooter/active threat to our campus community.
- CIRT officers are responsible for completing the required Response to Resistance Report each time they deploy with either their issued rifle or less lethal weapon

FBI 2019 Active Shooter Statistics

- 28 incidents in 16 states
- 247 casualties (excluding the shooters): 97 killed, 150 wounded
- 2 Officers killed
- 15 Officers wounded
- 12 met “mass killing” definition
- 11 incidents where Officers engaged the shooter
- 30 shooters: 29 male, 1 female
- 4 shooters wore body armor (0 wore body armor in 2018). This finding illustrates the need for Officers needing a firearm capable of defeating body armor as this trend may grow.
- 5 shooters committed suicide (17%)
- 9 shooters killed by police (30%)
- 1 shooter killed by citizen (<1%)
- 15 shooters apprehended by police (50%)

- 80% of incidents were stopped by Officers (suicide usually occurs when Officers arrived as well)
- Florida had the 3rd most incidents in US
- Highest age group for shooters statistically is 20-29 years of age (43% of shooters when broken into six age groups)
- Incidents by location type (nearly all of this is on campus):
 - Commerce 12
 - Education 3
 - 1 incident in higher education
 - 2 students killed and 4 wounded
 - Shooter was 22 YOA former student
 - Apprehended by campus police
 - Government 4
 - Open Space 5
 - House of Worship 2
 - Health Care 2

FSU Library Shooting in 2014

- 1 dead and 3 injured
- Shooter shot and killed by police (FSUPD and TPD on scene)
- Shooter FSU alumnus

Nearby Agencies

- ASO and GPD have Tier 1 SWAT Teams
 - Consists of 26 members: 1 commander, 3 team leaders, 4 snipers, and 18 operators
 - All members on-call and receive special teams pay
 - Average 45-75 minute response time with equipment
 - Train 12-24 hours/month after passing a 64 hour SWAT School
 - Routine call-out's usually include barricaded suspects, large scale searches, and high risk warrants
- ASO and GPD both have Hostage Negotiation Teams
- ASO and GPD both have patrol rifle program
 - Rifled officer qualifies but otherwise receives little to no extra training
 - Remain on patrol
 - Not on-call
- GPD has an Emergency Services Unit (ESU)
 - Train 12-24 hours/month (similar to CIRT).
 - Rifled officers that respond to an active scene with some additional tactics.
 - Mission is to stop an active threat and provide advanced casualty care/wound treatment.

- Goal is to have 2-3 officers per shift, but they are not currently at full capacity and do not have someone on every shift.

Why UFPD

- Neither GPD nor ASO would have up-to-date campus maps, access codes, or keys/swipe cards, so geography and access controls would greatly hinder their response
- Over 70% of active shooter incidents are over in 5 minutes or less
- Even GPD cannot respond that quickly

The CIRT has been created and implemented so that the University Police Department can immediately deploy a tactical response to high hazard incidents where extensive fire-power and/or long-range ballistic capabilities may be required to overcome an active, on-going deadly force threat.

The CIRT consists of specially equipped and trained officers who are capable of deploying with specialty weapons of both a “less lethal” and a “lethal” nature. CIRT officers respond as individuals directly from their routine patrol duties or other operational assignment.

The officer should strive to use the minimal amount of force necessary to effect control over a subject. The officer should begin with the lowest level practicable and escalate only after meeting with increased resistance from the subject. As an individual increases his/her resistance level from verbal to physical, an officer may have to increase the level of his/her defensive response until the resistance ceases and the officer is able to regain control. As soon as the point of subject compliance is reached, the officer must de-escalate his/her response level to the minimum defensive action necessary to control the subject. Each succeeding level of officer control should include elements of previous levels when applicable. In addition, all levels of control should always include verbal commands and direction.

Shooting – 16yo Robert Dentmont - 2016 – GPD and ASO – had a “realistic replica of a semi-automatic rifle”

9. ***In the likely event of a dramatic surge in Covid-19 infection and death over the next two months, is the Police Department prepared to enforce whatever regulations may be mandated by the state, county, or city governments in terms of masks, distancing, and closures? Is the Police Department prepared to work with UF's campus police when appropriate? In the campus reopening plan, who is responsible and trained for monitoring compliance with mask wearing, social distancing, who is/isn't allowed on campus, etc. Importantly, what is the plan for preventing disproportionate surveillance of students, staff, and faculty who are Black and people of color on mask wearing and who is/isn't allowed on campus?***

These details can either contribute to a safe and welcoming environment, or have the opposite effect. What communication portals exist for reporting significant threats to campus health and safety by violating CDC guidelines? Specifically, if there are large house parties or other large gatherings, with no social distancing or masks being used, what means are available for staff or faculty to effectively communicate these threats? What means are available to faculty to effectively respond to students who refuse to wear masks and take a hostile attitude about this while in a classroom or inside a campus building?

UF's reopening plan has been guided by the medical and public health professionals of UF Health and has received input from numerous stakeholders, including 11 issue-oriented task forces, the deans of all 16 colleges and the Emergency Operations Team (Appendix A). We expect that UF's plan and implementation will continue to evolve based on the latest medical and public health developments, as well as guidance from federal, state, and local officials. We expect that recommendations and mandates from the CDC, the Florida Department of Health, UF Health, and other experts, will be updated from time to time before UF's fall semester begins August 31.

All individuals who frequent UF locations will be expected to adhere to the university's policies, procedures, and oversight concerning the promotion of a safe and healthy environment. That guidance, as it relates to faculty and staff is updated regularly and may be found at: <https://hr.ufl.edu/forms-policies/policies-managers/institutional-recovery-and-covid19-return-to-workplace/> Additional student-specific information will be maintained at: <https://sccr.dso.ufl.edu/policies/student-honor-code-student-conduct-code/>.

Indoor and outdoor events and gatherings at all university-owned, -occupied, or - controlled lands located within the state of Florida remain suspended through the end of June 2020, unless an exception is granted by the Vice President of Business Affairs or designee. The resumption of campus events and gatherings will be gradual and phased based on local public health conditions, the university's capacity to execute safety and security protocols, and after the instructional space needs are defined.

A critical component of mitigating risk on campus will be the creation of a campus culture supportive of public health measures to address behaviors necessary for promoting a safer community. We will need a multifaceted approach to change norms associated with the use of protective face coverings, increased hygiene, reduction of risky behavior, and physical distancing.

Each sorority or fraternity is required to submit a plan that addresses how the active chapter, advisors, and relevant Housing Corporation or similar entity will promote a healthy environment. That plan must address housing and dining arrangements, cleaning protocols, and enforcement of relevant public health guidelines. UF Health, the Student Health Care

Center, and the Office of Student Affairs will provide requested information and suggestions to each sorority and fraternity.

Every person coming to UF's campus—whether a faculty member, a staff member, student, vendor, or visitor—is expected to adhere to the health and safety guidelines established by the university. The website dedicated to COVID-19 response can be found at:
<https://coronavirus.ufl.edu/>

10. In a time of reckoning both in terms of state budgets and defunding/redistributing resources as response to historical and ongoing police brutality, I am unclear as to why we need two different police forces in Gainesville given overlap in jurisdiction. It's not that I think UFPD is bad and GPD is good or vice versa. I just don't understand why we have two different forces; it seems inefficient and a recipe for differential policing of people who appear to be college students vs. people who appear to be from the community at large, which is obviously unfair and thus undesirable.

Under provisions of FSS 1012.97 (1), "Each university is empowered and directed to provide for police officers for the university and such police officers shall hereafter be known and designated as the 'university police'." The university police are hereby declared to be law enforcement officers of the state and conservators of the peace with the right to arrest, in accordance with the laws of this state, any person for violation of state law or applicable county or city ordinances when such violations occur on any property or facilities which are under the guidance, supervision, regulation, or control of the state university or a direct-support organization of such university, except that arrest may be made off campus when hot pursuit originates on any such property or facilities. Such officers have full authority to bear arms in the performance of their duties and to execute search warrants within their territorial jurisdiction. University police, when requested by the sheriff or local police authority, may serve subpoenas or other legal process and may make arrest of any person against whom a warrant has been issued or any charge has been made in violation of federal or state law or county or city ordinances." Enforcement of federal and state laws, local ordinances and University of Florida rules and regulations by "university police" is authorized within their jurisdiction, unless specifically prohibited by law.

UF has 123,000 affiliates. This is essentially a large city in and of itself. The geography, rules/regulations, and culture are much different than the City. The University PD is a "direct support organization of universities"

11. At a recent town hall, SVP and COO Dr. Charlie Lane mentioned that he and members of the Gainesville community were meeting to discuss ways in which UF and the Gainesville communities may partner to ensure safety for both communities as the UF re-opening plan unfolds in the near future. I would appreciate an update from this/these meeting(s), particularly regarding how our respective communities plan to enforce off-campus student/faculty/staff activities as means to reduce incidences of Coronavirus transmission

on-campus. Are measures already in place to address the above issues? If yes, what are those measures? Are faculty/staff/students able to submit their thoughts and opinions on the above directly to upper-level administration to contribute to design and implementation of safety measures? If yes, how? Considering the severity of the issues at stake from a public health standpoint, I am concerned that the unfolding of the reopening plan will not take off-campus activity enforcement seriously enough to ensure on-campus transmission rates are kept to a minimum. Kindly advise.

This matter appears to be one that should be addressed by University of Florida administrators and not UFPD.

12. I have a question about traffic safety. Drivers in our community generally do not yield to people walking in unmarked crosswalks. And drivers frequently park on sidewalks and in bike lanes. These problems are particularly noticeable on campus and on the streets surrounding campus because more people drive, walk, and bike in proximity. Will you commit to prioritizing enforcement of laws to keep sidewalks, crosswalks, and bike lanes available for safe walking and biking? Thank you!

The UFPD takes public safety serious which includes traffic safety and strives to keep our streets, sidewalks, crosswalks, and bike lanes safe. Our officer are instructed to monitor these areas in their daily patrols and take appropriate action when necessary. Appropriate action may include education and a warning or it could lead to a citation being issued. The ultimate goal is to have everyone have the ability to travel around and through campus safely. If there is a specific complaint, one can call the UFPD Communications Center at 352 392-1111 and file a complaint or you can use the Silent Witness app located on our web page at www.police.ufl.edu. An officer will be assigned and they will investigate the complaint.

13. Why is UF police department over twice the size of the staff at UF counseling and wellness considering many students have problems making appointments?

This matter appears to be one that should be addressed by University of Florida administrators and not UFPD.

Questions that were asked during the Town Hall online:

- 1. Related to the International community that work/study at UF: is there any event/task/presentation part of the Orientation process at UF offered to them (us)? To try to teach/present the cultural differences from the International community and the USA, and in especially in a College Town. Thanks***

All incoming freshmen (First Year Students) are required to attend the UF Preview. The UFPD Community Services Division has participated in this new student orientation for many years and continues to support the effort during the COVID 19 pandemic by providing a video that is shown to the students. CSD also meets with the Asian American Student Union and the Hispanic Student Association on an annual basis. We also have SCOPE Officers (Student Community Oriented Police Effort) assigned to the various campus housing areas. Officers are expected to make contacts in the housing areas to build relationships and trust with in the community.

The UFPD also has an officer assigned to the UF Gator International Focus Team (UFGift)

- 2. Have you reviewed what best practices are? Do you run protocols and practices through a racial equity assessment protocol?***

The UFPD has participated in independent third-party reviews of our SOPs (Directives) and all of our departmental operations through the extensive accreditation processes involving three distinct accrediting agencies. These law enforcement accreditation agencies have determined the best practices for their various areas of focus and determines if the UFPD is adhering to those best practices in order to ensure the department remains accredited. These agencies include:

Commission on Accreditation for Law Enforcement Agencies (CALEA) is that which serves national/international departments since 1996.

Commission for Florida Law Enforcement Accreditation (CFA) is that which involves the State of Florida departments since 1997.

International Association of Campus Law Enforcement Administrators (IACLEA) is that which serves universities departments since 2007.

The UFPD works with these associations to assist in determining the best practices and set standards that accredited agencies must meet to become and stay accredited. These include but are not limited to:

Procedures for assessing bias based policing practices
Reviews of department demographics in comparison to our service community
Analysis of demographics of applicants, interviews, hires, and promotions

Additionally, the UFPD coordinates with other outside organizations to also ensure best practices are incorporated within our policies, procedures, and training. These organizations include, but are not limited to:

International Association of Chiefs of Police (IACP)
National Organization of Black Law Enforcement Executives (NOBLE)
National Sheriffs' Association (NSA)
Police Executive Research Forum (PERF)

We advertise our upcoming assessments and request community participation and feedback through direct solicitation/publication.

All of our policies are public record (other than police security procedures that are exempt by law) and have often provided these documents upon request as a matter of public information.

3. *Do officers at UF Police Dept. received any anti-racial education or implicit bias training? Madeline Joseph, MD Associate Dean for Inclusion and Equity- COM-Jacksonville.*

Yes, the UFPD has officers that have been trained to provide diversity training to the officer and staff of the department. This training is usually presented during in-service training. Additional training is mandated by the state or department that includes the following:

State of Florida mandatory Discriminatory Profiling and Professional Traffic Stops training for all officers

Crisis Intervention Team Training (CITT) required for every officer

The UFPD has also completed biased based training from national training experts over the recent years. These trainings included, but are not limited to, the following:

Training provided by Lori Fridell who is a Professor in the Department of Criminology at the University of South Florida (USF). Prior to joining USF in August of 2005, she served for six years as the Director of Research at the Police Executive Research Forum (PERF) in Washington, D.C. and is recognized as a national expert on biased policing. Her publications on this topic include three books, the most recent of which is Promoting Bias-Free Policing: A Science-Based Approach. Additionally her articles include "Assessing the racial aspects of police force using the implicit-bias and counter-bias perspectives," "Explaining the disparity in results across studies assessing disparity in police use of force," "Racial aspects of police shootings: Reducing both bias and counter bias." While working with national experts on the psychology of implicit bias

and funding from the US Department of Justice, she developed the “Fair and Impartial Policing” training program (see www.fipolicing.com).

Training provided by Lee Struble who is the President of WSM Trainers and Consultants, which he founded in 1996. He retired from a 30-year career in higher education public safety (Nazareth College, Monroe Community College, Rochester Institute of Technology, and St. John Fisher College). He also works as a senior trainer for the National Crime Prevention Council (NCPC) and provides security assessment and consulting services to colleges and universities throughout the United States.

Most recently, the UFPD completed training provided by retired Lt. Jim Glennon, who possesses a degree in Psychology, a Master's in Justice Administration. Lt. Glennon has taught the complexity of human interaction and communication skills for over 25 years. He has taught numerous law enforcement agencies methods of helping to ensure officers recognize the many inherent biases they may possess and what can be done to ensure these biases are not affecting the daily decisions that have to be made in a moment's notice.

- 4. I am a 12-year faculty member. One of the things that has made me feel most unsafe in the past years are snipers on the roofs during organized protests, such as when Donald Trump Junior spoke on campus. Snipers send a message that UF sees organized mass protests as a threat since the guns appear to be trained on the protestors. It suggests that UF is not paying attention to the data around who is actually committing extremist and terrorist violence during mass protests. Under what conditions are Police with guns trained on protestors placed on rooftops during demonstrations?***

Anytime individuals with Secret Service protection, such as the son of the President, come to the University of Florida campus there are unique and specific safety precautions that are coordinated for well in advance of such event. The Secret Service have developed these detailed plans over many years of dignitary protection to assist in the safeguard of not only the individual, but for all in attendance. Given the typical large gathering space that such events can occur within, the use of snipers is a significant method available to help ensure a planned assault can be stopped quickly before it escalates. Please note that any assigned sniper team is deployed only after extensive and on-going training is completed. The sniper and his/her observer work in tandem as a team to ensure the identity of potential threats is confirmed well before the use of force is considered. Unfortunately large gatherings, especially those of a political events, are always considered potential targets for terrorist activity and must be staffed accordingly. Regardless, no sniper is ever to point his/her rifle at a member of the public until such time as a deadly force is warranted. All sniper team observations are completed using binoculars or other optical viewing devices.

- 5. Also, is there any training on the history and origination of police departments? In addition to ameliorating our current challenges, we may also need some truth/reconciliation process where we better understand our past. For example, I***

recently heard a podcast about how police organizations originated from slave patrols (at least in Louisiana); I am not sure if this is also true in Florida. But historical context may be valuable for all of us to learn too, and Police have been used as instruments for segregation.

Historical context of the evolution of law enforcement is provided in the academy. We have employees who have attended training specific to this topic. We plan on providing a more robust training to all sworn personnel in the future.

6. *How is it that Keith Smith, who was accompanying other GPD officers throwing eggs at black neighborhoods, continued to serve in UFPD? He didn't even apologize to the city commission.*

This matter was investigated by both agencies as an Internal Affairs matter. Based on the officer's level of participation in the incident, discipline was determined and rendered in coordination with UF Human Resources.

7. *Are you saying that the officer from Brazil with white skin can relate to the Black or African American?*

Unable to answer hypothetical questions without any further context.

8. *Campus safety and COVID. How are you navigating your stated commitment to de-escalation and being mindful of racial bias (two important policing priorities) with what we all expect to be a big issue in fall: large gatherings, especially student parties that do not meet public safety guidelines. We all want to be safe, but we also do not want public safety policing to disproportionately fall on Black and brown students. With more policing this fall, and with more pressure to regulate gatherings, how can black and brown students be assured that they will not suffer disproportionate targeting by campus police?*

The UFPD will continue to ensure the rights of all community members will be protected regardless of the circumstances or events involved. Given the safety protocol for the University of Florida is still being developed, the response guideline involving a tiered/non-law enforcement involvement is one that is to be expected.