

NC State University Police Department's Answers
Petition For Change in Policing At NC State

1. **We demand that the university cut its current ties with the Raleigh Police Department (RPD) and create a new detailed protocol for when to contract with the RPD to participate in campus activities.**

Response:

We need to keep the lines of communication open with RPD and other agencies to communicate issues, concerns and recommendations from our community to the RPD or other agencies. The following are critical components of the relationship for NC State University.

Critical Life Safety Incidents – The NC State University Police Department does not have the personnel/or specialized equipment necessary to respond to some critical incidents that can arise such as hazmat team or bomb squad. We do not have the number of personnel to assuredly manage a sustained active shooter, hostage or other situation that would rely on an uncharacteristically large police response. Therefore, in these rare circumstances, we must rely on those Law Enforcement and other partners who do have these capabilities.

Special Events – The NC State Police Department must rely on the assistance of our neighboring agencies for special events in order to best assure the safety of our campus community and visitors. The NC State University Police Department has 58 sworn Officers to cover the campus 24 hours a day, 365 days a year. Wolfpack Football games alone require approximately 160 to 180 police officers to effectively manage game-day operations. Packapalooza, political campaign events, and other mass gatherings require assistance from several outside resources. Typically, we utilize staff from RPD, Wake County Sheriff's Office, and State Capitol Police to augment our staff (solely as temporary hires). During these events, we enter into an individualized personal contract with each police officer for not only reasons of pay, but also to fully place them under our department's rules and regulations. This allows us to exercise additional restrictions during their work with the University.

Clery Reporting – Cooperation between University Police and the Raleigh Police Department is critical in order to notify the campus of significant emergencies or threats to the health and safety of campus. Due to the Federal, law entitled the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1998, "Clery Act", NC State University works with the Raleigh Police Department, as well as many other law enforcement agencies, to identify and report crimes occurring adjacent to or near campus, as well as off-campus properties. University Police use this information and reported crimes not only for reporting statistical purposes, but to also determine if a WolfAlert communication should be sent to the campus community.

Without the assistance of RPD, NC State would not be able to fully comply with or execute the Clery Act to the fullest potential, nor would it be possible to create our statistics for the Annual Security and Fire Safety Report that is published by October 1 of each year.

Other than the three areas explained above, the NC State University Police Department runs completely independent from RPD and any other Law Enforcement agency. We are a full-service police department that can effectively handle all other Law Enforcement needs on campus.

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Action Item

We are currently working with the Office of General Counsel to improve upon the protocols we have with RPD and other agencies to ensure that NC State is best positioned to address the needs of NC State students, faculty, staff and visitors. We solicit input from campus constituents to assist in identifying any concerning issues with the RPD Mutual Aid agreement. The current agreement is posted on the NC State Police Department web site:

<https://police.ehps.ncsu.edu/wp-content/uploads/sites/6/2020/07/Police-Jurisdiction-Territorial-Expansion-Agreement-with-City-of-Raleigh.pdf> Please send comments to Shawn Troxler, NC State Office of General Counsel or Dan House, Chief of Police.

2. **We demand that prior to implementing any new policies or budgets with respect to the University Police Department (UPD), a community forum is held to ensure that the NC State community and its organization leaders can voice their approval or disapproval of the policy or budget.**

Response:

Policy – Policy changes are made to remain compliant with regulatory oversight bodies and laws, and improve our services to the NC State community. New policies are reviewed by the Office of General Counsel, accreditation agencies and others, as appropriate. We currently have 131 written policies and procedures to comply with legal and accreditation review. We welcome community input to the policy development and review processes. A list of the NC State University written accreditation standards that the policies are based on is available at <https://police.edps.ncsu.edu/university-police-statistical-data/>

Budget – The University Police department's operating budget is reviewed and approved annually through the university budget planning process in concert with all campus partner offices. 92% of the departmental budget goes to salaries and benefits.

Action Item

Currently, the Police Department along with the other 16 UNC system police departments are working to standardize their policies and procedures in critical areas, to include use of force. As a basis for the use of force policy, the system is utilizing the National Consensus Policy on Use of Force updated in July of this year. This policy addresses all of the items in the Campaign Zero 8cantwait campaign as well as other issues regarding use of force. A copy of that policy is available at [https://www.theiacp.org/sites/default/files/2020-07/National Consensus Policy On Use Of Force%2007102020%20v3.pdf](https://www.theiacp.org/sites/default/files/2020-07/National%20Consensus%20Policy%20On%20Use%20Of%20Force%2007102020%20v3.pdf)

Please send comments regarding policies or budgets to Dan House, Chief of Police.

3. **We demand the implementation of a concrete system that allows the student body, staff, and faculty to report any grievances they have with any UPD or RPD officer's actions and/or behavior. This system should be organized and efficient, with an emphasis on**

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communication, transparency, and thorough investigations into these reports. This new system should also have a 3rd party to review the claims, and issue a punishment for officers who are committing these infractions.

Response:

The NC State Police department takes all complaints and grievances seriously and commits to improving communication and transparency. Grievances may be filed anonymously at <https://police.ehps.ncsu.edu/forms/university-police-department-comment-form/> We have established policy and procedures that effectively govern our approach and accountability to procedures as well as the employee discipline process. Police officers are subject to the North Carolina Human Resources Act. We welcome community participation in improving the system of reporting and grievance management including review of grievances when RPD police officers are working as contracted employees for our department. Two policies that govern our approach are:

Police Policy 200-15 It is the policy of the NC State Police department that all complaints from the public and internal complaints of policy violations identified by department employees will be accepted and investigated by the department. Further, other critical incidents (use of force, vehicle crashes, pursuits, etc.) will be documented and forwarded through the chain of command for review. Critical incident reports will be reviewed and maintained by the Internal Affairs Manager.

MANDATORY CALEA accreditation standard 26.2.1 states, "A written directive requires all complaints against the agency or its employees be investigated, to include anonymous complaints. Commentary--To ensure the integrity of its operations and personnel, agencies should investigate all allegations of misconduct, regardless of source. Anonymous complaints can be difficult to investigate; however, the agency should carefully review each complaint for validity before disregarding it for lack of a credible complainant."

Action Item

Currently, the Police Department has a concrete system of reporting grievances for all officers working under UPD jurisdiction regarding all police officer actions or behaviors. These procedures are governed by two accreditation bodies, the Commission for Accreditation for Law Enforcement Agencies (CALEA) and the International Association of Campus Law Enforcement Administrators (IACLEA). This year we were re-accredited by both CALEA and IACLEA, which found the department to be in compliance with this process. Students, faculty and staff also have other avenues of reporting these grievances, such as OIED and Human Relations, if they question the Department's process. Please send comments regarding the Department's complaint process to Dan House, Chief of Police.

4. **We demand the creation of a public database that documents a UPD officer's history of past occurrences of excessive force and reports of racial discrimination filed by students, faculty or staff. This database should be updated frequently and in a timely manner.**

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Response:

As State of North Carolina state employees, we are subject to the State Human Resources Act (G.S. 126) that dictates our ability to share personal information. We do commit to reporting use of force or racial discriminations investigation results at the department level and will post these statistics on the police web site. We also welcome changes in both State and National laws to improve police accountability and commit to work with the campus community to advocate for such changes.

Under the current law:

Only certain items in an employee's personnel file are subject to public record. Unless an employee was demoted, suspended or terminated, no record of disciplinary action is public record under state law.

The department is in the process of posting on its website statistics that would provide additional transparency related to these issues. These include information on the number of complaints and Complaints and Internal Affairs summary information. This would be general information for the entire department and not tied to any specific employee, to ensure compliance with N.C.G.S. §126-23.

[Action Item](#)

Currently, the Police Department is making additions on its website to make information available to the public regarding use of force and enforcement action statistics. To comply with the N.C.G.S. §126-23, the information will be general in nature and not specify any particular employee. Please send comments regarding the information provided on the website or information you would like to see added to the website to Dan House, Chief of Police.

5. **We demand the formation of hiring committees that allows student organizations, especially culturally-based organizations, to participate before the employment of UPD officers.**

Response:

The Police Department welcomes having students and faculty members of the community participate in our interview process for new police officer candidates. Currently we always have an external member of university staff sit in on these interviews and student groups may designate representative(s) to participate. We will ask the Student Body President to suggest participants.

The Police Department has an exhaustive process for vetting candidates for employment. These take into consideration a candidate's criminal history and other factors as it applies to 12 NCAC 09B .0101. This includes a full background investigation, which also includes a review of a candidate's personnel file(s) from previous employers.

Candidates for promotion are vetted through an assessment process that includes assessors independent of the police department.

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Action Item

Currently, the Police Department is in the process of developing a system where students, faculty and staff can participate in our interview process for new police employees. If you have interest in participating in this process, please contact Dan House, Chief of Police.

6. **We demand that any RPD officers contracted by the university (current or future) be held to the standards of the UPD when they are on campus or campus-owned locations, rather than abiding by the standards of the RPD.**

Response:

Anytime the university contracts with the City of Raleigh for police services, the officers are under the authority and control of the University Police Department. We enter into a personal contract with each officer that delineates the expectations of both employee and employer. Officers are also required to abide by their own (RPD) policies, but again are ultimately under the control of UPD during the period of contract employment.

Action Item

Currently, the Police Department is working with General Counsel to amend the contract we have with all outside law enforcement agencies to include definitive language that makes it clear that anyone who contracted with NC State University Police shall be under the control of the UPD Chief of Police. If you have interest in participating in this process, please contact Dan House, Chief of Police. Please send comments regarding the Department's contract with outside agencies to Dan House, Chief of Police.

7. **We demand that the university does not contract or continue to contract with any RPD or UPD officer who has a record of excessive force.**

Response:

We currently do not have access to the employee personnel file of RPD officers, but will certainly request that RPD comply with this request.

Any Officer of UPD that employs excessive force outside the boundaries of written standards would be disciplined or terminated.

Action Item

The Police Department is currently working with General Counsel to amend our contract with outside agencies to address this concern. Please send comments regarding the Department's contract with outside agencies to Dan House, Chief of Police.

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8. **We demand that each UPD officer undergoes extensive training on de-escalation tactics, diversity and cultural engagement, racial bias, and mental health. The required hours for these training sessions should be no less than two-thirds of the required hours for any other training needed for an officer to come into contact with students on campus (traffic stops, emergency responses, security for events, etc.). These trainings should be administered by local Black organizations that specialize in these programs. A public announcement must be made to the student body indicating the completion of these tests. These trainings should be repeated annually.**

Response:

Since 2005, the State of North Carolina mandates that Law Enforcement Officers attend annual in-service training relating to a variety of topics involving juvenile and minority sensitivity.

University Police also requires its supervisors to receive training once promoted and then annually, over and above annual in-service training.

The University Police Department requires training beyond state and accreditation minimums. For example:

Supervisors

Supervisors and Master Officers go through the Equal Opportunity Institute sponsored by the university's Office of Institutional Equity and Diversity - This is a yearlong certificate program that teaches individuals about such topics as discrimination, affirmative action, disability, diversity conflict management, protected classes, cross cultural communication, and leadership in diversity.

Annual Supervisor Training - OSHR Equal Employment Training. This training covers all of the Federal and State Equal Employment rules, regulations, and best practices. Briefings are presented by university partners such as DASA, Student Conduct, OIED, the Counseling Center and Prevention Services. The Clery Act, Fraternity and Sorority Life, and Hazing Prevention are just a few of the topics covered.

Annual Training

Biased Based Profiling training - Covers the General Statute that addresses bias-based profiling, the NC State PD rules and procedures for officers regarding bias-based profiling, supervisor responsibilities when dealing with a bias-based profiling incident, and how stereotyping affects everyone.

Ethics Training - Covers the Six Pillars of character, principles of ethical policing, ethical decision-making, and strategies that prevent corruption.

Training other than State Mandated

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2019

Fair and Impartial Policing (Instructors brought in on a COPS Grant) - Discussed how implicit biases can impact well-intentioned individuals outside their conscious awareness, the negative consequences of letting "hidden biases" impact perceptions and behavior, and the skills that an officer can implement to reduce and manage our biases.

2018

Unconscious Bias (Developed in conjunction with OIED) - Discussed unconscious bias and vulnerable groups, the different areas of policing where unconscious bias can affect decision-making and interactions with others, the three common types of micro-aggressions and how they may impact interactions, and strategies that can be used to mitigate the influences of unconscious bias.

State Mandated In-service Training Topics

2020

Long-Term Effects of Childhood Adversity - Discusses toxic stress, how toxic stress impacts the development of minority youth, and how trauma-informed officers might interact effectively with minority youth.

2019

Best Practices for Officers During Community Dissent - Discussed relevant federal and state law as it applies to speech and lawful gatherings, five intelligence-led policing objectives when preparing for or encountering community dissent, best practices for actions to be taken during community dissent and reacting to actions by community dissenters, and five areas to include when conducting an after-action evaluation report for both private and public review.

2018

Strategies to Improve Law Enforcement Interactions and Relations with Minority Youth - Discussed factors influencing minority juvenile decision making, effective communication skills when interacting with juveniles, and techniques for defusing and de-escalating situations with anxious or defiant youth.

Equality in Policing - Discussed the changing social and cultural demographics of North Carolina, social and political climates that create tension between criminal justice professionals and the community: the three dimensions of diversity and their relevance in providing equitable delivery of police services, the impact of subcultures on police interactions with the public, techniques criminal justice professionals might adopt to meet community expectations, and techniques that contribute to enhancing the perceived legitimacy of a criminal justice agency and support the concepts of equality in policing.

Communication Skills with persons in crisis: De-escalation Techniques - Discussed what de-escalation means, the key interrelated de-escalation components, the techniques that improve an officer's ability to de-escalate themselves and fellow officers, techniques that

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improve an officer's ability to de-escalate situations, and resources available for those potentially in need of emotional or mental health assistance and leadership through community partnerships.

The NC State Police department is fortunate to train with and coordinate our services with several other campus student and staff departments on campus. We work in concert with services such as Counseling, Student Health Services, Dean of Students, etc. This collaboration and coordinated resource allocation process means the UPD has a network of referral services providing officers with the ability to refer community members to the most appropriate professional service.

Action Item

At this time, the North Carolina Association of Chiefs of Police and the UNC System Police Chiefs are working with community stakeholders to develop more meaningful training courses in de-escalation tactics, diversity, cultural engagement and racial bias. These training courses will include scenario based training to evaluate officers' performance in each of these areas. In addition, the Chiefs are working to incorporate these same concepts in all training courses. Chief House is working with both groups to further develop these course improvements. Please send comments regarding police training to Dan House, Chief of Police.

9. **We demand the implementation of an implicit bias test for all UPD officers during the previously mentioned training process. A lower score will require additional training, community service, or termination of employment.**

Response:

During the interview phase of pre-hire process for police officers, candidates are evaluated for emotional intelligence which measures levels of self-awareness, self-actualization, self-regard, assertiveness, empathy, social responsibility, technical knowledge of campus policing, self-regard, optimism, problem solving, reality testing, flexibility, independence, interpersonal relations, impulse control, stress tolerance and oral communication. These factors are evaluated, scored and considered in selecting candidates. This process was developed by an outside entity.

During any promotional process, candidates are required to take an online EQi test that further measures the same emotional intelligence factors as above. This process is administered, evaluated and interpreted by an outside entity.

Action Item

At this time, we feel that the Department's current process is exceptionally comprehensive and addresses implicit bias among other items. Please send comments regarding the Police Department's hiring process to Dan House, Chief of Police.

10. **We demand the creation of task forces for mental health and sexual assault emergencies. These task forces must work with the departments on campus that currently address**

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these specific issues. The hours of mental health and sexual assault training required for the individuals assigned to these task forces should exceed that required of a regular UPD officer.

Response:

Investigators that are assigned sexual assault cases receive specialized training in the investigation and response to sexual related crimes. All officers are trained on basic first response to a sexual assaults, but quickly transition to an investigator trained in sexual assault response.

All victims of sexual assault are provided access and information to the following resources:

NCSU Police Department: <http://ncsu.edu/police>

NCSU Police also provide the following brochure on sexual assault (digital copy):

https://diversity.ncsu.edu/wp-content/uploads/2019/12/EOE_RptgResp_brochure_2018_sequential_accessible.pdf

Counseling Center: <http://healthcenter.ncsu.edu/counseling-center/>

Women's Center: <http://oied.ncsu.edu/Womens-Center/>

Office for Institutional Equity and Diversity, Title IX Coordinator: <http://oied.ncsu.edu/titleix/>

We work very closely with our campus partners to address issues of mental health and sexual assault. Within the first year of employment, our officers receive 40 hours of Crisis Intervention Team (CIT) training provided by mental health clinicians, consumer and family advocates, and police trainers. Training includes information on signs and symptoms of mental illnesses; mental health treatment; co-occurring disorders; legal issues and de-escalation techniques. CIT curriculums may also include content on developmental disabilities, older adult issues, trauma and excited delirium. Information is presented in didactic, experiential and practical skills/scenario based training formats. The training week may include panels of providers, family members and persons with mental illnesses as well as site visits to agencies in the community.

Action Item

At this time, we feel that the department's training and response to mental health crises as well as our response to sexual assaults is comprehensive. Please send comments regarding these programs to Dan House, Chief of Police.

11. **We demand the standardization of WolfAlert messages. These messages should not only be sent when the suspect is a Black man.**

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Response:

WolfAlert messages are distributed for all Clery crimes and emergency situations on campus, and all initial messages are based on the information that is provided to UPD at the time of an incident or event and are in conformance with Clery Handbook requirements. We recognize that this messaging responsibility requires continuous improvement and will solicit input on emergency messaging.

Action Item

Currently, the Police Department is working with the Department's Clery Compliance Officer to amend our emergency message to be consistent with not only Clery requirements, but also nationally accepted standards, nationwide. Please send comments regarding the Department's emergency messaging to Dan House, Chief of Police or Erica Cooper, Clery Compliance Officer.

- 12. We demand a thorough response from the university and initiation of these demands before we arrive on campus (August 10th).**

Response:

This written response is meant only to begin the conversation on these demands. We invite you to attend an outreach meeting - such as Coffee with a Cop or town hall meetings - or schedule a meeting with the Police Chief by calling his office at 919-515-4211.