

NC State University Police Department's Answers

Petition For Change in Policing At NC State

UPDATE

November 17, 2020

This update reflects the initiatives and ongoing efforts of the University Police Department to continuously address and improve our services to the campus community.

- 1. University cuts its ties with the Raleigh Police Department (RPD)** – This was one of the actions that the university simply could not do for numerous reasons outlined in our [response](#) to the community on July 21, 2020. We have however worked with the office of general counsel in an attempt to modify our contract with the City of Raleigh, both for secondary employment (special event staffing) and our expanded jurisdiction agreement. Due to challenges the City of Raleigh is dealing with for both COVID and numerous protests and demonstrations, the city has asked to bring that back to them at a later date. Our plan is to continue to pursue this through general counsel after the first of the year.
- 2. Policy and Budget** – Currently, the UNC system Police Chiefs are working together to develop system-wide policies in high liability areas such as Use of Force. We are aligning our policies with nationally accepted standards for law enforcement. The committee has met on several occasions since we posted our response to the community. We have adopted the framework of the [National Consensus Police on Use of Force](#) with some additional items that align with accreditation standards (CALEA and IACLEA) and items that align with Clery. We are currently in the process of modifying all our internal department policies to include the use of force policy.
- 3. Reporting grievances with officer's actions** – As stated in our [response](#), we have a robust system to report grievances and do not anticipate making substantial changes in this area however, we are trying to revamp our department's website and social media platforms to make it easier for the public to make a complaint or commendation. This will include updating our complaint form and making it available on various platforms.
- 4. Public Database on use of force and officers involved** – As stated above in item three, we are working to revamp our website and social media platforms to make some general information available regarding Use of Force. We have a committee that is seeking input on how we should update that information.
- 5. Hiring Committee** – The police department is in the process of working with an outside vendor to modify our interview process and implement new interview questions and situational scenarios to better gauge a potential candidate's likely response in the field if hired. These changes are aligned with accreditation standards, expectations of the community, and our policy. As part of this endeavor, we have developed a process by which students, faculty, and staff can participate in the panel interviews for new police officer candidates. We have placed an [application to participate](#) on our website on August 3, 2020, and have

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disseminated this information to the student body through the Student Body President, at the Staff Senate and Faculty Senate. We currently have ten individuals that have signed up to participate.

6. **Modifying RPD Contract** – As stated in item one above, we have reached out to the City of Raleigh and will be following up with them again after the first of the year.
7. **Not contracting with officers with a history of Use of Force** – This will be addressed in contract negotiations with the City of Raleigh. As stated above, this is on hold until after the first of the year.
8. **Training** – The Police Department has taken the following action regarding training. During the month of July 2020, UPD employees completed the OIED course “DiversityEdu: Personal Skills for a Diverse Campus” online. On August 12, 2020, employees attended (via zoom) “Unconscious Bias” presented by David Johnson of OIED. The State of North Carolina requires that each sworn officer in the State complete mandatory in-service training. This year’s topic on diversity is “Long-Term Effects of Childhood Adversity” focusing on how toxic stress impacts the development of minority youth and how law enforcement should respond to children affected by toxic stress. Our officers have completed this training for 2020. In addition, I have been involved with a working group on police professionalism with the North Carolina Association of Chiefs of Police (NCACP). As part of that working group we have developed the following foundation principals;
 - Preservation of life is central to everything we do and the NCACP will reinforce this philosophy in police culture and training as a foundational principle.
 - Professionalism, ethics, integrity, and accountability will be instilled and reinforced as foundational principles.

As part of these principles, we are making various recommendations to the appropriate stakeholders to make changes in how police departments train officers and interact with the public. While some recommendations will take a change in either the law or administrative code, others are achievable almost immediately. The NCSU Police Department is the tip of the spear in creating and implementing this change.

9. **Implicit Bias Test** – As stated in our response to the community we feel that the Department's current process is exceptionally comprehensive and addresses implicit bias among other items. We are however working with OIED to explore options on training and other ideas that will help address the community concerns and that will meet law enforcement needs.

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10. **Task Force for Mental Health and Sexual Assault** – As stated in our response to the community, we still feel that the department's training and response to mental health crises as well as our response to sexual assaults are comprehensive and not in need of revision or expansion at this time. We are however open to any suggestions to augment our current program.
11. **Standardizing Wolf Alert Messaging** – This is currently in progress. The national standard is to provide the public the same information that we receive from the caller (victim, witness, or person that relays the information), until a time that we are able to obtain evidence that the caller's initial information was flawed or wrong. It is the standard that we not "interpret" or make assumptions about the information until we can show it was correct or incorrect. We have updated our messages to include the wording "*The suspect description provided by the victim/witness/reporting party is*" so the community is aware of whom the information came from, and why the department disseminated it that way. We are however open to any suggestions about the topic.
12. **Responding to the Campus Community** – We responded to the community on July 21, 2020, and posted our responses on our website.