

# UNC Racial Equity Taskforce Report

## Recommendation 6 – Campus Policing

### NCSU Police Department Compliance

1. Centrally engage a subject-matter expert to determine what data should be collected by campus law enforcement related to race and implement regular collection and analysis of any such data that is not currently collected.
  - Currently the NCSU Police Department collects data on Traffic Warnings & Citations, Biased Based Profiling Complaints, Use of Force, Grievances, Personnel Actions, Complaints and Internal Affairs Summaries, Calls for Service, Motor Vehicle Pursuits, Agency Composition (supervisory vs. non-supervisory) by race and sex, and Agency Demographics (hiring statistics compared to the available workforce) by race and sex. This report is available at <https://police.ehps.ncsu.edu/wp-content/uploads/sites/6/2020/06/CALEA-Statistical-Data-Tables-2020.pdf>
  - Currently we are redesigning our website to make it a bit more user friendly and make access to this and other information easier to find. We are open to any other suggestions on information that the public would like to see on that site.
2. Reduce the criminalization of incidents involving students by utilizing student affairs resources, such as counseling services and the student conduct process, rather than addressing matters through criminal prosecution.
  - We currently do this. For most minor crimes or violations of University rules and regulations a student conduct referral is completed in lieu of citing or arresting a student. In most cases, students are not referred to student conduct AND receive a criminal charge. Criminal charges are reserved more serious crimes, violent crimes and those that are mandated by law (domestic violence for example). In these cases, both a student conduct referral and a criminal charge would be made. In addition, when a criminal charges are warranted, we prefer a citation be issues in lieu of a custodial arrest. Again there are some crimes where a custodial arrest is appropriate or mandated by law, and we make an arrest in those cases.
  - We also refer our students to resources available both on and off campus when it is apparent that they are in need or in crisis. This might include referring them to the counseling center or other counseling resource, the women’s center or other resource to assist the student in getting what they need as, opposed to making criminal charges.
3. Complete a review of how campus law enforcement departments develop and adopt their policies, procedures, and training content and frequency.
  - The NCSU Police Department is accredited through both CALEA and IACLEA. As part of this process, agencies must adhere to national and international standards for law enforcement. Many of these standards are delineated (and mandatory) in department policy. The department makes an annual review of its policies and procedures to update standards, apply changes in the law and to ensure they are still applicable. CALEA makes a limited review of our compliance annually and a full review every four years. IACLEA makes a full review every three years.

- The State of North Carolina dictates the Mandatory In-Service training we are required to take annually. This includes a block on Juvenile and Minority Sensitivity Training (includes implicit bias, biased based profiling and other related topics) which has been mandatory since 2005. Departments are free to conduct additional training, which we do annually, to address gaps that we or other stake holders see in our training program.
4. Require all campus police departments to obtain accreditation from the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) or the International Association of Campus Law Enforcement Administrators (IACLEA).
    - As stated above, the NCSU Police Department is accredited through both CALEA and IACLEA.
  5. Equip every sworn officer in the field responding to calls for service or following up on reported crimes or incidents with a body-worn camera. All campus police departments should possess less lethal devices in addition to existing firearms.
    - All our officers are equipped or have access to body cameras and our patrol vehicles are also equipped with in car cameras. It is mandatory for an officer to turn on his/her camera while taking any enforcement action, investigating a crime, or otherwise communicating/interacting with someone and there is a chance that enforcement action may occur (such as giving someone a student conduct referral).
    - All our officers are equipped with or have access to less than lethal weapons. Our agency issues Oleoresin Capsicum Spray (OC Spray or “Pepper Spray”) to all our officers and has Conducted Energy Weapons (CEWs or Tasers) available for deployment. Officers that answers calls for service and engage in enforcement activities are required to carry both while on duty.
  6. Require agreements with independent contractors for security services or for mutual aid with local law enforcement agencies to be approved by the campus police chief or his or her designee.
    - All agreements we have with other Law Enforcement agencies and security contractors are coordinated by the Chief of Police (or his/her designee) and reviewed by General Counsel prior to entering into those agreement.