

Campus Safety Advisory Committee Recommendations:

In the interest of TRANSPARENCY:

1. The creation of a Campus Safety Oversight Committee move the work of the Campus Safety Advisory Committee forward and implement proposed policies:
 - a. The makeup of the committee should be representative of community constituencies. 2 faculty, 2 students, 2 administrators and 2 staff.
 - b. At least one member of the committee should come from the Diversity and Equity Board (DEB)
 - c. The committee should be charged with surveying the campus community to collect feedback on the role of campus safety.

2. Update the campus safety website to reflect community engagement:
 - a. We propose that Campus Safety change its representation on the website from an enforcement entity to a service entity, that it have the website stress issues of community engagement and community safety.
 - i. While incident reports are available for view as per Clery obligations, the committee would like more information on the website regarding the types of service calls to which campus safety routinely responds.

 - b. We propose the creation of a process for student, staff, and faculty feedback on Campus Safety online. Find a way for complaints to be filed anonymously to an office outside of Campus Safety or utilize current processes by linking to campus safety website:
<http://www.oxy.edu/dean-students-office/bias-incident-reporting>
https://publicdocs.maxient.com/reportingform.php?OccidentalCollege&layout_id=8

In the interest of ACCOUNTABILITY:

3. Effective July 1, 2016, the department of Campus Safety should report directly to Rhonda Brown, CDO or a senior administrator of the college with oversight over multiple constituencies.

4. Training
 - a. Cultural Competency, conflict resolution, and diversity training funded by the college for all members of campus safety (Summer 2016)
 - b. Review Occidental College mission (Summer 2016)
 - c. Prioritize and articulate institutional culture (Summer 2016)
 - d. First responder approach and rhetoric: critical focus needs to be given to “engagement vs. enforcement training” and a deep understanding of how campus safety is different than other forms of policing, i.e. assisting students rather than an antagonist relationship, campus safety’s primary purpose is to help the campus community maintain an environment of productive learning.

In the interest of POLICY CHANGE (Demilitarization):

5. On the issue of titles for Campus Safety officers, we propose titles that evoke community policing, rather than the military hierarchies (such as, lieutenant, sergeant, etc.).

6. Whether or not officers should wear bulletproof vests received the most discussion on the part of the committee. At current time there is no consensus, but a majority of the committee recommends that officers not be permitted to wear bulletproof vests on the exterior of their

uniform. If the officer chooses to wear a vest, it can either be worn under the uniform or left in the vehicle at the discretion of the officer. Some members of the committee believe that the visible presence of the vests, even under the uniforms, makes a frightening and unnecessary statement and, without cause, creates the implication of violence. In the event of a crisis, the vests can be taken from the cars and put on. The expense of this protective gear should be absorbed by the college.

7. We propose that Campus Safety be included in new student orientation events. A community-focused, friendly introduction could serve as the beginning of a collaborative community conversation.