

## FINAL REPORT OF THE PUBLIC SAFETY DTF

May 24, 1996

### INTRODUCTION

At its meeting on February 14, 1996, the Board of Trustees affirmed the following principles:

- The Evergreen State College believes that primary responsibility for the safety of the campus and its students, faculty, staff, and guests rests within the college community, and that all members of the community share that responsibility.
- The Evergreen State College believes that the goal of a safe campus is best achieved with the assistance of well-trained, well-supervised, appropriately-equipped officers who are familiar with the campus and with the members of the community, and who are directly accountable to the college.
- The Evergreen State College accepts responsibility through the Office of Public Safety for patrol of the campus and for intervention in dangerous and/or criminal emergencies up to and including armed intervention, but acknowledges that there may nevertheless be instances in which we may need to call on other law enforcement agencies (such as the Thurston County Sheriff's Office) for assistance and backup.
- The Evergreen State College realizes that this is generally a safe and welcoming campus and wishes it to remain so, but acknowledges that it does not exist in isolation from the very real pressures and dangers of American society.

From these principles, the Board approved the following:

- that the administration move toward providing limited access to firearms for Public Safety officers by the end of the academic year;
- that the president appoint a multi-constituency DTF to recommend to the president by April 12, 1996: a) when, where, and how Public Safety officers would have access to firearms, b) training and screening criteria for officers, consistent with bargaining unit guidelines, and c) the structure and charge of a permanent community review board that will review Public Safety's decisions to call on an armed response, and every instance in which a Public Safety officer draws or uses a firearm;
- that the Office of Public Safety proceed immediately with a program of on-going training for the officers in defensive tactics, sexual harassment prevention and intervention, cultural diversity, sexual assault, blood-borne pathogens, legal updates, emergency vehicle operations, first aid, firearm qualifications, and a special block of training emphasizing the continuum of the use of force;
- that the president report regularly to and consult with the Board of Trustees on this transition.

### BACKGROUND

On July 8, 1992, the Board of Trustees authorized the establishment of an unarmed commissioned campus police force and implementation of the TESC Security Core Recommendations. The current Public Safety officers have completed the 440 hours of training or attended the equivalency segment of the Washington State Criminal Justice Law Enforcement Academy; currently all TESC Public Safety officers are fully-commissioned and unarmed police officers.

### RESOURCES

Members of the DTF include Mikko Ambrose (student), Art Costantino (VP for Student Affairs sitting in only until the new Public Safety Director arrived on March 15), Debby Davies (Union Representative), Linda Hohman (Chair, Housing staff), Steve Huntsberry (Public Safety Director, beginning March 15), Kimberly Kinchen (student), Ricardo Leyva-Puebla (First

Peoples' staff), Lee Lyttle (faculty), Neil McClanahan (Thurston County Sheriff's Office), Francis Morgan-Gallo (student), Tom Rainey (faculty), Tammi Stretch (Public Safety officer), Tom Womeldorff (faculty). Suzanne Mager served as a resource from Washington State Department of Labor and Industry. Dian McKernan and Rita Sevcik took turns providing staff support.

Lee Hoemann was a resource for some questions about Standard Operating Procedures (SOP), WACs and RCWs. Other resources were: the TESC Security Core Recommendations (1992); Warrington & Associates, Inc. Report (1992); Confrontational Continuum Use of Force Options Chart; recommendations and research documents submitted by Art Costantino (Vice President for Student Affairs) and Neil McClanahan (Thurston County Sheriff's Office); President Jane Jervis's recommendations to the Board of Trustees; TESC Public Safety Draft Standard Operating Procedures; Washington State Department of Labor and Industry Violations; Thurston County Sheriff's Office Policies and Procedures; TESC Public Safety officer incident response records; and SOPs and Policies and Procedures from other campuses, both in-state and out-of-state.

### PROCESS

The Limited Arming DTF began meeting on February 23, 1996. We spent the first several meetings brainstorming, gathering information, and educating ourselves and each other. After hours of reading and discussion we established a list of goals we wanted to meet in making our recommendations, these goals include:

- Community safety (actual and perceived),
- Safety of officers,
- Safety of intervener,
- State law compliance,
- Increase rapport between Public Safety and the community,
- Community control of safety/liability v. outside control (e.g. sheriff's office),
- Minimize potential escalation of incident(s) - (deterrence; community cohesion),
- Community education, responsibility and safety training,
- Officer training (types of weapons used in continuum of force), and
- Minimize liability.

A significant amount of time was spent focusing on providing the appropriate equipment to assure safe working conditions for our safety officers and community, meet expectations for protecting our community and our officers, and comply with directives resulting from violations issued by Labor and Industries.

We discussed at length the difference between campus community policing and city, county, and state policing. The "Continuum of Force" chart (used by all Washington State officer training academies) was a major tool we used during our deliberations; it describes options officers are required to use (in order of increasing force) before resorting to the use of deadly force. We based our recommendations on the following continuum of force: uniformed or identifiable police officer presence→verbal interactions→conflict resolutions (mediation skills, verbal judo, issuing of a command)→physical touching (guiding, escorting)→verbal warning of next step (when possible)→aerosol subject restraint→active pain compliance alternatives (pressure points, counter joint techniques, hair techniques)→verbal warning of next step (when possible)→impact weapons (baton, others)→warning of next step (when possible)→threat of deadly force→deadly

force (consistent with deadly force policy).

Two meetings were canceled during spring break due to lack of a quorum; on March 28 the deadline to complete our work was extended to May 3; the April 5 meeting was closed to the public, by majority vote, in order for the DTF members to have candid discussions about the arming issue; the meetings were re-opened to the public on April 12; on April 19 the completion deadline was again extended, this time to May 24; an open forum for the community to review a draft and comment on the DTF recommendations was held May 8, from 12:30 to 2:00 pm, on the second floor of the CAB; feedback was accepted from May 6 to May 15. Community input was reviewed and considered by the DTF; the final recommendation was presented to the president on May 24.

### RECOMMENDATIONS OF THE PUBLIC SAFETY DTF

Before any of our Public Safety Officers are armed, he/she must be fully commissioned and have obtained additional training in the use of firearms. Before any arms are used on campus all officers must complete additional training reinforcing the minimum use of force. The Director of Public Safety is responsible for assuring that all training specified in these recommendations (initial and on-going) is completed by all Public Safety Officers.

- I. General Public Safety operating recommendations:
  - A. The department will emphasize service and problem-solving. "Community policing" practices are paramount: foot patrol, bicycle patrol, and other means that facilitate face-to-face communication in all areas and at all levels of the community.
  - B. There will be a minimum of two patrolling officers and one emergency communications operator on-duty at all times. Administrative and supervisory staff are not considered patrolling officers unless they are patrolling.
  - C. Non-lethal weapons, effective at a distance, must be included among all weapons that are evaluated for authorized use on campus. The evaluation should be ongoing as technology changes. Weapons of this class must be a part of the campus arsenal as well as handguns. They should be used where appropriate, consistent with the Continuum of Force guidelines. This class of weapon may include but is not limited to: non-lethal ammunition, electronic and conventional stun weapons, kinetic impact weapons, restraint and motion inhibitor weapons, night vision enhancers.
  - D. Officers will be uniformed according to Standard Operating Procedures (SOPs), because the presence of a uniformed officer is a known deterrent.
  - E. When providing mutual support to other police agencies, at least one officer will remain as primary campus responder. Public Safety will avoid providing support to other agencies when doing so compromises adequate Public Safety staffing on campus.
  - F. Officers are encouraged to patrol by bike or foot and still have access to quick armed response; the rationale is to have mobile offices.
    1. There will be at least two patrol vehicles.
    2. To increase officer accessibility and presence, patrol vehicles will be equipped with a weapon lock-box, bicycle and bike rack.
    3. Patrolling officers will base their operations from a patrol vehicle.
  - G. Secure storage for weapons will be located in all Public Safety offices.

- II. Training in addition to the full law enforcement academy (440 hours) is mandatory. Additional training needs to be continuing, substantive, and must total a minimum of 40 hours annually (+ denotes joint training with Housing Residential Life Staff).
- A. Human Relations training includes:
    - 1. + Anti-oppression,
    - 2. + Intercultural awareness,
    - 3. + Sexual assault sensitivity,
    - 4. + Adolescent psychology/student development theory, and
    - 5. + Working with chemically impaired persons.
  - B. Communications training includes:
    - 1. + Mediation and conflict resolution,
    - 2. + Obtaining voluntary compliance from uncooperative people,
    - 3. + Verbal tactics for dealing with difficult people,
    - 4. Negotiation skills, and
    - 5. Hostage survival.
  - C. Unarmed officer safety includes:
    - 1. Attack recognition,
    - 2. Empty-hand control techniques,
    - 3. Self defense, and
    - 4. Non-violent intervention techniques.
  - D. Community interaction includes:
    - 1. Informal community interaction and
    - 2. Apprenticeship with experienced officer.
  - E. Weapons use and qualifications includes:
    - 1. Annual impact weapon training,
    - 2. Quarterly day and night firearms qualification, and
    - 3. Periodic field training officer session with Thurston County Sheriff's Office or Olympia Police Department.
- III. How, where, and when officers will access firearms:
- A. Between 8:00 am and 6:00 pm, seven days a week, officers will have access to their firearm secured in their vehicle and/or in the Public Safety Office(s)<sup>1</sup>, with the following exceptions.
    - 1. Firearms may be accessed in accordance with SOP when:
      - a) Protecting people who are transferring money or valuable property while they are performing official functions for the college.
      - b. Providing protection when the presence of a visitor may present a significant threat or security hazard to the visitor or to the community.
      - c) Responding to potentially dangerous situations which include, but are not limited to, homicide, aggravated assault, kidnapping, rape, burglary, robbery, riot, prowler/suspicious person, domestic violence, suicide (with weapon), vehicle stops, narcotics (felony), and all physical arrest situations.

---

<sup>1</sup>Alternative view: On week-days between 8:00 am and 6:00 pm, officers will have access to their firearm secured in their vehicle and/or in the Public Safety Office(s). On week-ends and holidays, officers will visibly wear their firearm continuously with the exceptions noted in Section III, A and B.

2. Firearms are to be worn visibly when providing backup for other law enforcement agencies.
3. When patrolling areas distant from their vehicles, officers will visibly wear their firearm.
- B. Between 6:00 pm and 8:00 am, seven days a week, officers will visibly wear their firearm continuously<sup>2</sup> with the following exceptions.
  1. Officers may temporarily remove and secure their firearm at their discretion.
  2. During public relations visits, officers are encouraged to remove and secure their firearm (for example a pre-party visit to a Housing resident by Public Safety Officer and a Housing Resident Assistant, as is the current practice).
- C. Recommendations for campus SOPs:
  1. Officers may unholster and use a firearm only when they reasonably believe there is an imminent threat of grievous bodily harm or death to themselves or to others.
  2. Officers may not draw or fire their weapon to effect an arrest or gain compliance, unless, in their best judgment there is a potential life-threatening situation.
  3. Officers may not discharge their weapon merely for suspicion.
  4. Firing warning shots is prohibited.
  5. Firing at a dangerous animal is permitted for self-defense or the defense of others.
  6. Shooting a wounded animal to end suffering is permitted.
  7. Drawing a firearm as a show of force is permitted when an officer is confronted with the threat of deadly force by an assailant.
  8. Officers may not surrender their firearm under any circumstances.
  9. On-duty officers may use only college-approved or -issued firearms.
  10. Supervisory staff, director and lieutenants, may carry a weapon at their discretion.

IV. Firearms Review Board:

- A. The Firearms Review Board will be changed to the Deadly Force Review Board (DFRB) and will be referred to as such.
- B. The vice president in charge of Public Safety is responsible for charging, training, and convening the DFRB.
- C. DFRB is to review:
  1. **All incidents** when a firearm is drawn, discharged, or displayed in a threatening manner (improper display) or when any other type of deadly force is displayed or used by a Public Safety Officer, and
  2. **All incidents** when a firearm is drawn, discharged, or displayed in a threatening manner, or when any other deadly force is threatened or used by **any** other individual on campus.
- D. The board will be diverse in its membership and have:
  1. Two faculty (one day and one night preferred),

---

<sup>2</sup>Alternative view: Between 6:00 pm and 8:00 am, seven days a week, officers will have access to their firearm secured in their vehicle and/or in the Public Safety Office(s), with the exceptions noted in Section III, A.