

SEPTEMBER 1, 2020

## **INTRODUCTION**

Considering the current environment and conversations pertaining to police officers and their interactions with the public – especially minority populations – UNI decided to undertake a review of the UNI Police Department. The purpose of the review was to evaluate operations and practices as they relate to best practices and professionalism in officers’ interactions with the public.

## **UNI POLICE**

All sworn officers are certified by the Iowa Law Enforcement Academy (ILEA) which is the certifying body for all police officers in the State of Iowa. Currently, the ILEA police certification course is 16 weeks long with 640 hours of instruction. The Academy covers a wide variety of subjects and skill sets. A small sampling of the courses include:

- Iowa Code (Traffic & Criminal)
- Use of Force
- Crisis Intervention
- Cultural Competency
- Collision Investigation
- Emergency Care (First Aid & CPR)
- Report Writing
- Sexual Assault
- Domestic Violence
- Firearm Certification
- De-Escalation
- Ethics & Professionalism
- Search & Seizure
- Defensive Tactics
- Hazardous Materials

After successful completion of the ILEA, police officers return to their “home” department to complete a Field Training Program. At UNI PD, the Field Training Program is 14 weeks long. New officers are paired with Field Training Officers who ensure that the new officer shows competency and proficiency in numerous topics and skill sets. Part of the training consists of knowledge of University and UNI PD policies. Other topics include:

- Physical Geography and Campus Locations
- Citations (State, UNI, Written Warning)
- OWI field testing
- County Jail Booking

- Report Writing
- Court Appearance
- Interaction with the Public
- Missing Persons
- Burglary / Theft Investigation
- Student Referrals
- Narcotics Investigation
- Crimes Against Persons & Property
- Welfare Checks

New officers are evaluated and, if necessary, are given guidance on how to improve their performance. A new officer must successfully complete the UNI PD Field Training Program in order to progress from the probationary period.

Within their jurisdiction, UNI officers have the same authority as any other certified police officer in Iowa. Some people operate under the misperception that the UNI PD officers only encounter and police members of the UNI community, i.e., students, employees, and visitors. However, because the UNI PD's jurisdiction is geographically based rather than UNI affiliation based, UNI PD officers encounter people from neighboring communities, people from across Iowa, and people from all over the country and world.

## **UNIVERSITY POLICING**

Long before other police departments recognized the benefit of community policing, police officers on university campuses were already incorporating the philosophy into their daily activities. University police departments recognized that their communities were inherently different from other communities. For example, university communities experience an almost complete turnover in population every four to five years, and the vast majority of university community members are consistently in the 18 – 25 age group. Because of the campus' uniqueness, university policing requires a type of policing that takes advantage of opportunities not available to city, county, and state police departments. The ability to utilize the student conduct process is one area where university police officers have an advantage over their counterparts, and non-university police officers often reference the university student conduct referral process as a desirable intermediate option. By taking advantage

of the student conduct referral process, university police officers appreciate being part of the educational process and contributing to student success.

Although university policing is rewarding, it is not for everyone who wants to be a police officer. When police applicants are interviewed for a position at UNI PD, many of the interview questions are designed to determine the applicants' philosophy and attitude about policing on a university campus. However, there are times when an officer new to university policing will come to the realization that university policing is not their preferred type of policing and transition to another department. As a result, police officers who choose to work at a college or university do so because they enjoy the campus environment.

## **REVIEW OF USE OF FORCE POLICY**

After the murder of George Floyd in May 2020, like many police departments around the country, the UNI PD initiated a review of its Use of Force policy to ensure it aligned with best practices. One resource used in the evaluation was the *8 Can't Wait* website's list of recommendations for Use of Force policies. According to the *8 Can't Wait* website, the eight suggested provisions are:

1. Ban Chokeholds & Strangleholds
2. Require De-Escalation
3. Require Warning Before Shooting
4. Requires Exhaust All Alternatives Before Shooting
5. Duty to Intervene
6. Ban Shooting At Moving Vehicles
7. Require Use of Force Continuum
8. Require Comprehensive Reporting

The most recent revision of the Use of Force policy was in May 2018, and five (5) of the eight (8) suggestions were articulated in the policy. A sixth item, the suggested Ban Shooting at Moving Vehicles provision, was in the Vehicle Pursuit policy. This left two of the eight suggested practices not in written policy, even though both are established practice. The Ban Chokeholds & Strangleholds and Duty To Intervene provisions were not in the written policy, but both are addressed in the UNI PD Field Training

Program for new officers and practiced by officers. Chokeholds and strangleholds are not incorporated into officers' training at either the ILEA or the UNI PD. Consequently, chokeholds/strangleholds were not a sanctioned use of force tactic. Similarly, an officer's duty to intervene and report if another officer engages in inappropriate conduct of any type was incorporated into the Field Training Program. In order to align established UNI PD practice with official policy, the Use of Force policy was updated to reflect established practices, and the written policy now bans chokeholds unless the use of deadly force is justified and requires an officer's duty to intervene (intercede) and to report instances of unreasonable use of force.

The Ban Shooting at Moving Vehicles provision was added to the Use of Force policy in addition to remaining in the Vehicle Pursuit policy. While the UNI PD does not absolutely prohibit shooting at a moving vehicle, the policy does severely restrict the conditions under which an officer may shoot at a vehicle. An example of a restriction on shooting at a moving vehicle is as a last resort to prevent death or serious injury. Coupled with the restriction is the requirement that the circumstances provide a high probability of hitting the intended target with minimal risk to the safety of others. Additionally, if an officer is in the path of a moving vehicle, when feasible, the officer has a duty to take defensive action and get out the vehicle's path.

## **UNI PD TRAINING**

UNI PD officers are required by ILEA to participate in annual and bi-annual training in specific topics and skills. In addition to the required training, officers have participated in a variety of training classes on a variety of topics chosen for their relevance to current policing practice in general and university policing specifically. In March, UNI suspended classes and sent most employees home to work as a result of COVID-19. During the reduced activity period, UNI PD officers took the opportunity to continue training on a variety of topics online. Some of the courses were:

- Anti-Bias for Law Enforcement
- Arrest, Search & Seizure (4<sup>th</sup> Amendment)
- Responding to People With Mental Illness
- Community Policing Basics

- Campus Policing
- Constitutional & Community Policing
- Crisis Management
- Cultural Awareness & Diversity Overview
- Cultural Awareness 1 & 2
- Diversity in the Workplace
- Emotional & Psychological Disorders 1 & 2
- Ethics in Law Enforcement
- Drug and Alcohol Awareness
- Implicit Bias
- Use of Force Situations
- Use of Less Lethal Force
- Hate Crimes Training for Law Enforcement
- Recognizing Child Abuse
- Recognizing Domestic Abuse
- Understanding/Responding to Excited Delirium Calls
- Understanding Anxiety Disorders, OCD, and PTSD
- Understanding Depression and Bipolar Disorder
- Racial Profiling
- Child Abuse and Neglect
- Adult Dependent Mandatory Reporter
- Child Abuse Mandatory Reporter
- Suicide Prevention for Law Enforcement

UNI PD will continue to invest in education and training for police officers.

## **UNI POLICE STATISTICS**

Part of the department review process included a sampling of some of UNI PD's arrest and citation statistics. Data doesn't allow for generalizations to the population due to the small numbers involved.

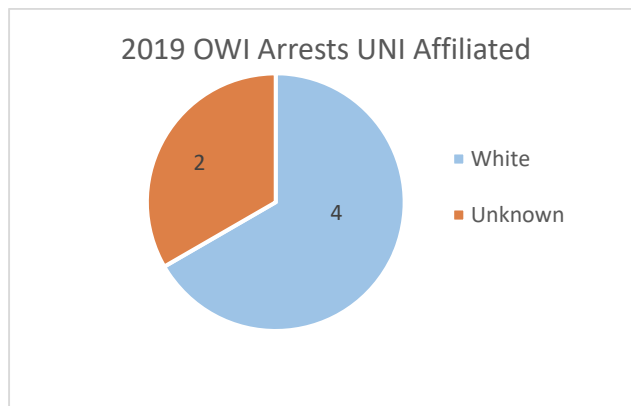
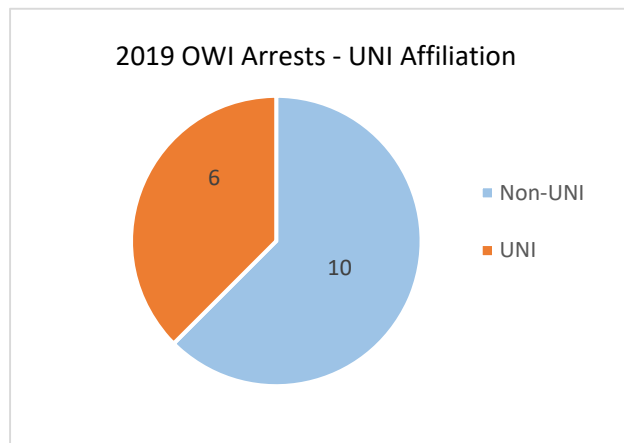
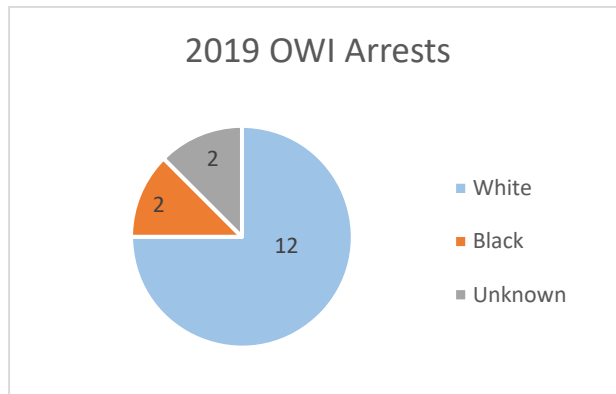
UNI Police officers do not ascribe race to a person for citation purposes; racial demographic data reflects the information provided by the Department of Transportation when driver's license information is run through the database. Note that in recent years, the category of "Unknown" in the race field has appeared on Iowa driver's licenses. As the most recent year with a complete data set, calendar year 2019 was used in compiling statistics.

### **Operating While Intoxicated (OWI)**

In 2019, UNI Police officers arrested 16 people for OWI. In Iowa, a person may be charged with OWI for being intoxicated by either alcohol or drugs. All UNI patrol officers are certified in Standard Field Sobriety Testing (SFST) for testing alcohol and drug impairment, but a person charged with OWI is also provided the opportunity to submit a breath sample, and drivers suspected of driving under the influence of drugs, a urine sample is submitted to the Iowa Crime Lab for testing.

A breakdown of the 16 arrests:

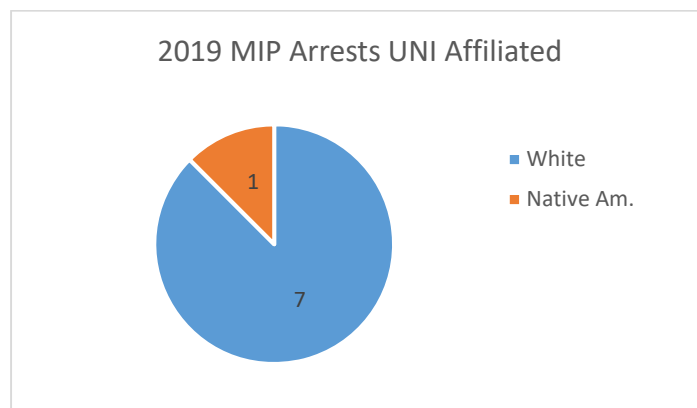
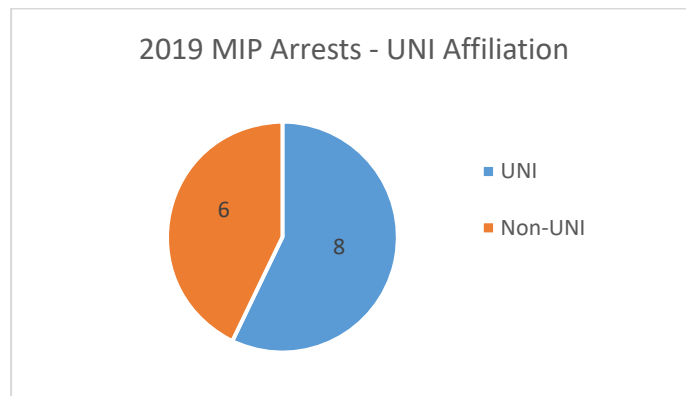
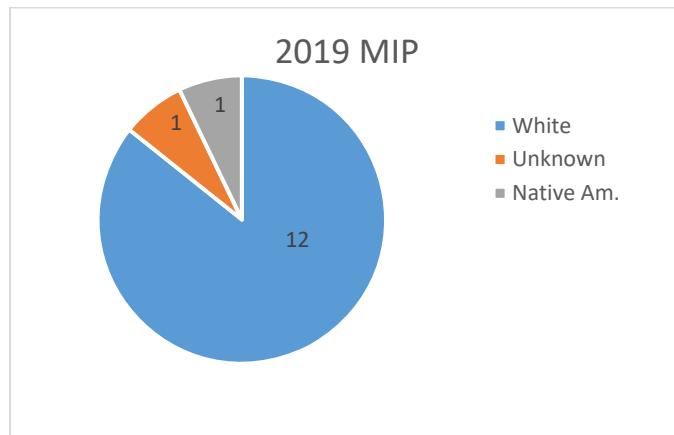
- UNI Affiliation
  - Non-UNI = 10
  - UNI = 6
- Race – UNI Affiliated
  - White = 4
  - Unknown = 2
- Race – Total
  - White = 12
  - Black = 2
  - Unknown = 2



## Minor in Possession of Alcohol (MIP)

In 2019, the UNI PD charged 14 people with MIP. Of the 14, 8 were UNI affiliated, and 6 were non-UNI affiliated. The racial breakdown:

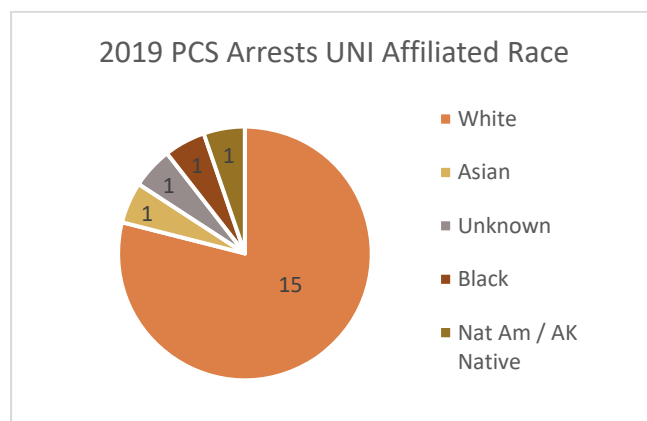
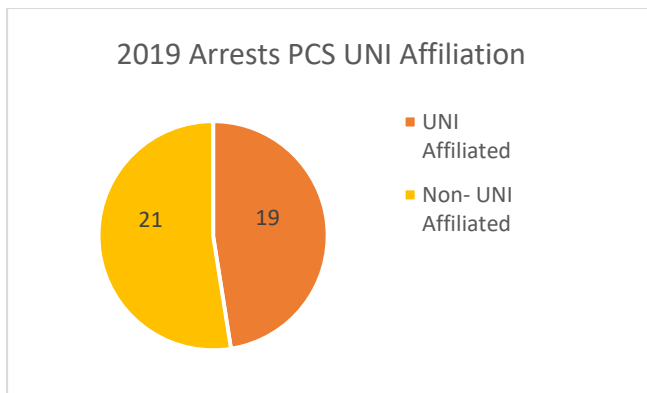
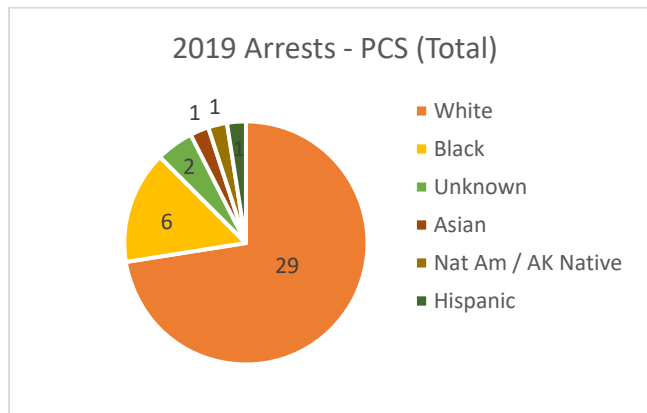
- White = 12
- Native American = 1
- Unknown = 1



## Possession of a Controlled Substance (PCS)

In 2019, the UNI PD arrested 40 people for Possession of a Controlled Substance. Of the 40 people arrested, 21 were not UNI affiliated and 19 were UNI affiliated. The racial breakdown for the UNI affiliated was:

- White = 15
- Black = 1
- Asian = 1
- Native American = 1
- Unknown = 1





## Speeding

UNI PD uses the Stalker Patrol Radar when monitoring traffic for speeding violations. Officers monitor traffic on campus streets as well as non-campus streets that fall within our campus boundaries – Hudson Road, University Avenue, College Street, 23<sup>rd</sup> Street, W. 27<sup>th</sup> Street, and Greenhill Road. As noted previously, streets are used by all classifications of drivers, so traffic enforcement is not restricted to only UNI affiliated drivers. On both campus and non-campus streets, other police departments with jurisdiction (Cedar Falls Police, Black Hawk County Sheriff's Department, and Iowa State Patrol) may also enforce traffic laws.

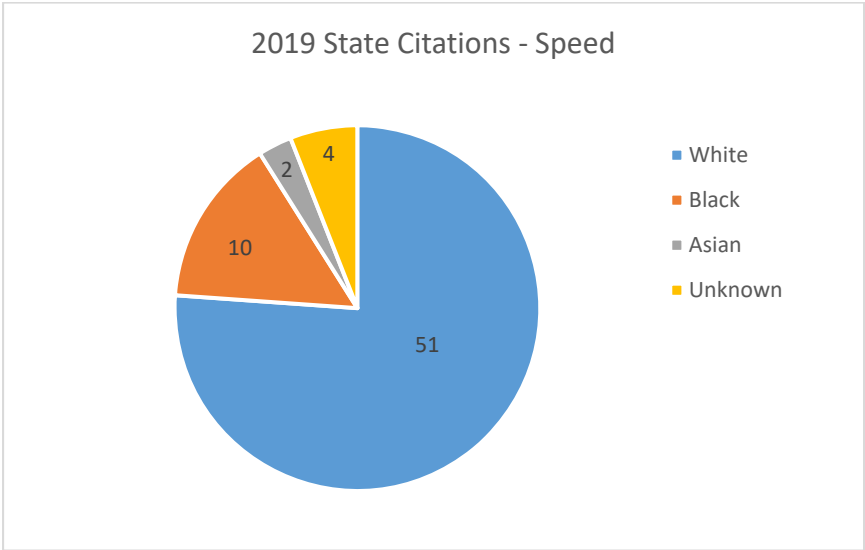
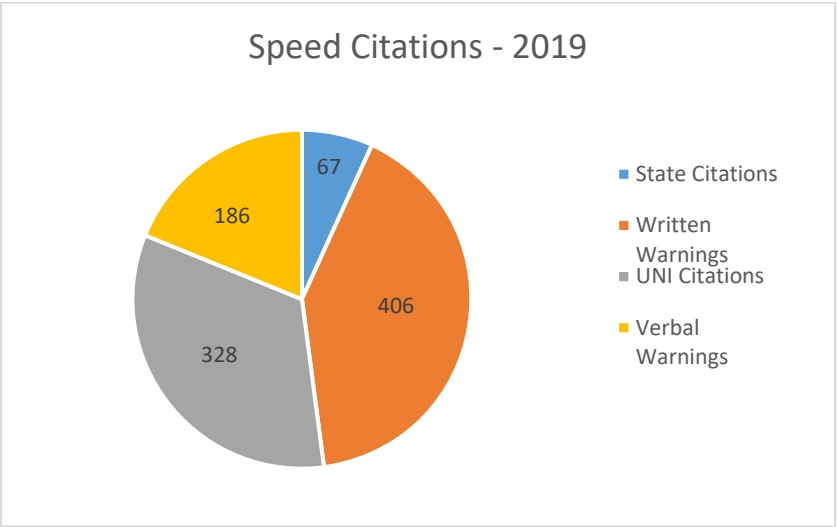
In addition to State speeding citations, the UNI PD may also issue a Verbal Warning, a Written Warning, or a UNI Citation to speeding drivers. Demographic information for race was not captured on Verbal Warnings, Written Warnings, or UNI Citations. In order to allow for gathering racial based statistics, UNI PD revised the Written Warning and UNI Citation forms to include racial data in July 2020. Verbal Warnings – by their nature – do not generate documentation that would include racial data. UNI affiliation information is not captured on traffic citations.

In 2019, UNI PD officers had 987 contacts with speeding drivers. The citation breakdown was:

- Written Warnings – 406
- UNI Citations – 328
- Verbal Warnings – 186
- State Citations – 67

The racial breakdown of the issued State citations was:

- White – 51
- Black – 10
- Asian – 2
- Unknown – 4



The UNI PD is committed to serving all people fairly and equitably. The Department will regularly review and monitor policies, practices, and data to help ensure our commitment is achieved.