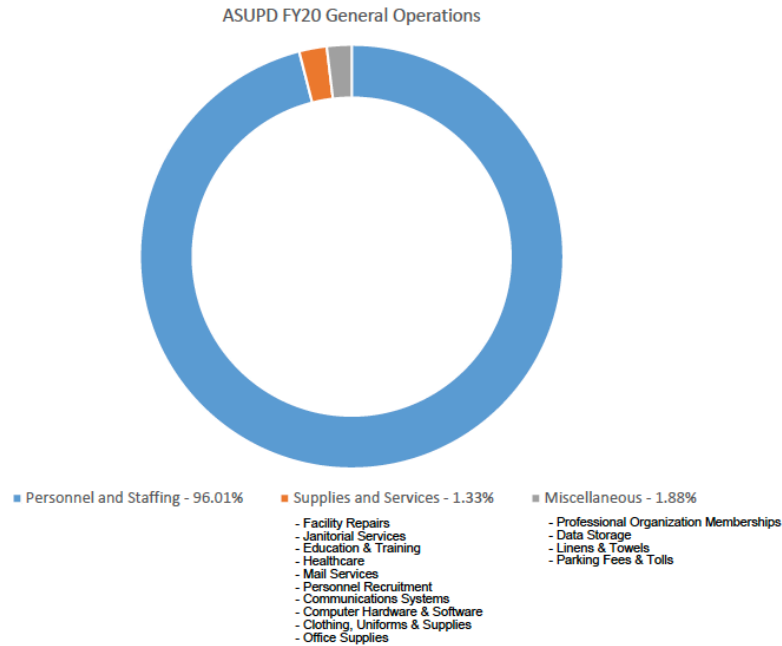


1. How is ASU PD funded?

- a) **Is it through ABOR?** ASUPD is funded through the university general fund and is managed by ASU Business and Finance. ABOR is not involved with the ASUPD budget.
- b) **And what is the money used for, can we be sent a breakdown of the budget?** 96% of the budget is employee salaries, ERE, insurance, and retirement contributions. The remainder of the budget is for supplies and services and miscellaneous such as parking permits for the police cars, building maintenance etc.



- c) **Does the ASUPD collect fines and what do the fines go towards if yes?** ASUPD does not collect fines. When citations are issued, they are sent to the Justice of the Peace Court run by the county. After court costs, and other fees are subtracted from the sanction the remainder goes into a fund that eventually ASUPD receives a small part of but we are restricted to only use that money for officer safety equipment like first aid supplies (i.e. gauze, tourniquets etc.). We are not allowed to use it on everyday types of equipment like bulletproof vests etc.

2. **To what degree is ASU militarized through 1033?** We are currently eligible to participate in the 1033 program but we do not acquire military type equipment such as vehicles and weapons. We most recently received first aid kits from the 1033 program and backpacks to carry the first aid kit in.

- a) **How often are the automatic weapons used?** We do not have automatic weapons at ASUPD. At one time we had non-automatic rifles from the 1033 program which we used mostly for spare parts for the few that were salvageable (they were old). There was public concern so we sent ALL of them back to the military several years ago.
- b) **Why did ASU participate in this program initially?** Initially we participated to save money on equipment that we felt would be helpful in making the campus a safe environment in case there was a shooter on campus. This consisted of non-

automatic rifles which have all been returned. We continue to participate in the program but only with items like first aid equipment as previously mentioned.

3. Hiring and training

a) **How are candidates vetted?** Candidates are vetted in several ways.

- i. Application review
- ii. Oral board
- iii. Written examination
- iv. Polygraph
- v. Psychological exam by a contracted police psychologist which screens for personality traits that would be averse to good policing. Issues they identify are “moral superiority, feels they are better than others, are critical of others who are different than they are, and biases” to name a few. If the candidate exhibits these issues, they are not eligible for hire at ASUPD.

b) **What kind of racial sensitivity training are officers given?** ASUPD is dually accredited by two governing bodies. The Commission for Accreditation of Law Enforcement Agencies (CALEA) and the International Association of Campus Law Enforcement Agencies (IACLEA). Those accreditations REQUIRE departments to have annual training in racial sensitivity (although there are many names for the training such as “implicit bias”). Not only do they require it but ASUPD also is inspected by both accrediting bodies and we are required to show proofs that they have been met. ASUPD is only one of 14 accredited agencies in the State of Arizona and only a small handful that are dually accredited.

c) **What kind of training is required in comparison to Phoenix PD?** Our very basic training is the same as Phoenix as we use their academy. Before the officers are allowed to work on a campus, they go through additional training called a Post Academy where we talk further about defense tactics/ use of force, procedural justice and legitimacy (from the Obama Administration “21st Century Policing” programs). Officers also learn what is expected of them as it pertains to the expectation of customer service and professionalism. Before they can work on their own, they also have to complete a rigorous field training program (FTO) for four months in which they have to be evaluated daily and calibrated for the ASU community by a field trainer that rides in the car with them.

4. Policing on campus

a) **Does ASU use the Broken Windows Theory?** Only in the aspect that if we see a crime trend in a certain area like a bike rack, we will do focused patrols in that area. We do not subscribe to a stop and frisk approach on any of our campuses.

b) **What does an average officer do on an average day?** Depending on the time of the year, day of the week, and time of day, an ASU officer can do a variety of things. They typically respond to calls for service such as alarm calls, shopliftings, threats, motorist assists, traffic accidents, trespassing, fires etc.

5. Use of force

a) **What are officers taught about using force?** As mentioned before ASUPD is accredited law enforcement and with that comes very strict use of force (UOF) standards. To cut to the chase, ASUPD policy forbids the use of any type of chokehold. All officers are required to fill out a UOF form every time they use force to include pointing a gun or a taser at anyone whether it was deployed/ fired or not. Also, all officers are required to wear body cameras and are required to have them on during such encounters. We also have an early warning system with built in thresholds which notifies us when an officer uses force too often whether that force was justified or not. All uses of force are reviewed for any potential policy and/or rights violations. If an officer is

red flagged, they are addressed appropriately either through training, discipline or termination.

b) **Would an officer use deadly force against a student? If so what kinds of situations would constitute this?** If anyone is threatening the life or risk of extremely serious physical injury of another to include other students and the officer themselves, the officers are authorized to use the reasonable and necessary force up to, and including lethal force, to stop that person and make sure others are safe (think school shooting scenario here)

6. Reporting the police

a) **How would a student report a police officer for a discriminate action?** There are several ways to do this:

- i. Call the police department and file a complaint.
- ii. Go to the ASUPD website and file the complaint:
<https://cfo.asu.edu/citizen-inquiry>
- iii. Go to the ASU "Hotline" and file the complaint (this is managed by an outside third party called EthicsPoint. EthicsPoint is an industry leading comprehensive hotline service with more than 25 years of experience. This independent multilingual service is provided to the ASU community 24/7 365 to promote a safe, secure and ethical environment for all students, faculty, staff and guests of the University. By calling 1-877-SUN-DEVL (877-786-3385), you will contact a trained counselor at EthicsPoint who can help you with the reporting process, or you can file your concerns online.
- iv. You may also call the Deans office or the Presidents office.

b) **Are reports of this ever filed?** Yes, we occasionally received reports of unprofessionalism or other issues. Each case is taken seriously and investigated. If the employee has acted inappropriately, they can receive counseling and training up to termination, I have issued those punishments on many occasions as well as other punitive measures in between such as days off without pay, demotions etc.

7. Partnership with local law enforcement

a) **How does the ASUPD work in conjunction with the city PDs of each campus?** We have strong partnerships but we conduct police business within our own jurisdictions and typically other agencies do not come on to our campuses unless they are in hot pursuit to a crime they just saw committed.

b) **How often are city police officers called in to assist in a case?** Rarely if ever unless we need them to help process a scene etc.

c) **With new Title IX restrictions will City Police be called into cases of sexual assault involving students but that happens in an off-campus location, even if it falls under the Clery jurisdiction?** Clery is only for reporting and not for enforcement, in other words, if a crime happens on ASU Property then its ASU's if it happened in Phoenix PD jurisdiction for example, they would be required to lead the investigation.

8. Racial Questions

a) **If an officer is found guilty of discrimination based on race what are the consequences?** This again depends on the circumstances of the offense. The punishment could include a written reprimand up to and including termination for egregious or multiple offenses.

b) **How do you ensure that the officers don't have a racial bias?** Training, making them aware of what biases they may have and possibly unaware of and help give them the tools to manage that. Also set the tone letting them know that racism will not be tolerated.

- c) **How can you make black students comfortable coming to the police for help?** By building a trusting relationship with them and following through on concerns that they bring forward. We must also communicate the final outcome of the investigations to them as well. I am excited about the opportunities to show that I can be trusted and that I am open to communication, listening, and taking concerns seriously.
9. **How many complaints have been filed against the ASUPD for the past year?** In 2019 ASUPD received five (5) complaints outside the police department and nine (9) complaints were initiated by the department itself. Internal complaints could be a result of policy violations (missing court, missing training, observations that we have observed through body cameras review etc.).
- a) **Where can these be found?** These complaints are kept in Internal Affairs files inside the station for the employees' entire career as well as after they leave employment for a year. These files are made available to other agencies who may be considering hiring an officer that we may have let go. We are also required to report all misconduct to the AZ Police Officer Standards and Training (AZPOST) who is the governing body for all certification of police officers. They have the ability to revoke an officer's certification. These files are subject to public records laws and would have to be requested through a public records request. An annual report can be found here on the ASU Police website <https://cfo.asu.edu/citizen-inquiry> under "Review of 2019 Internal Affairs Investigations" towards the top of the page.
10. **What is the average amount of arrests/tickets given a day?** I do not have this exact answer but a good estimate across all four campuses on an average day would be ≤ 13 .