

LAW ENFORCEMENT ACCREDITATION

University of Pennsylvania Police Department

Agency

University of Pennsylvania Police
Department
4040 Chestnut Street
Philadelphia, PA 19104

Chief Executive Officer

Chief of Police
Gary Williams

Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.



Law Enforcement Accreditation

CALEA standards reflect the current thinking and experience of Law Enforcement practitioners and researchers. Major Law Enforcement associations, leading educational and training institutions, governmental agencies, as well as Law Enforcement executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

CALEA's Founding Organizations:

- **International Association of Chiefs of Police (IACP)**
- **Police Executive Research Forum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

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EXECUTIVE SUMMARY

Overview:

The University of Pennsylvania Police Department is currently commanded by Gary Williams. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

Compliance Services Review:

CALEA Compliance Services Member(s) Virgil Hubbard remotely reviewed 133 standards for the agency on 2/18/2021 using Law Enforcement Manual 6.11. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 4.1.1 – Use of Reasonable Force (LE1) (MMMM) – ISSUE: The agency's written directive (01) provides that an officer may escalate or de-escalate force in proportion to the resistance increased or lessened by the subject. The directive does not, however, address de-escalation techniques that may be used to prevent an escalation of resistance by a subject, thus reducing the potential of the officer using physical force. AGENCY ACTION NEEDED: It is recommended that the agency also consider addressing in policy the use of de-escalation techniques, when safe to use, that may help prevent the increase of resistance by a subject and lessen the need for the use of force by the officer. AGENCY ACTION TAKEN: The agency revised its written directive to include that officers will use de-escalation techniques to reduce the likelihood of increased resistance by a subject and thus reduce the potential for physical use of force by an officer. It is suggested that this standard be reviewed in the next CSM annual review for continued compliance.
- 22.1.5 – Victim Witness Services/Line of Duty Death (LE1) – ISSUE: The agency's written directive (50) only addresses line of duty death and serious injuries of police officers. The standard addresses agency personnel, which includes non-sworn. The directive does not address the handling of death or serious injury of a non-sworn employee during work assignments. AGENCY ACTION NEEDED: It is suggested that the agency's written directive also include the handling of non-sworn employee deaths and serious injuries. Notifications and assistance to employees' families is suggested to be addressed. AGENCY ACTION TAKEN: The agency revised its written directive to broaden the scope of the directive to include all employees. It is suggested that this standard be reviewed in the next CSM annual review for continued compliance.
- 41.2.2 – Pursuit of Motor Vehicles* (LE1) – ISSUE: In Bullet L, there is no documented analysis of pursuit reports for Year 1, including a review of policy and reporting procedures. The agency's written directive does not provide for documented initial training on the agency's pursuit policy and documented annual review of the pursuit policy by all sworn personnel. AGENCY ACTION NEEDED: It is suggested that the agency include its Year 1 documented analysis of pursuit reports for Year 1, that includes a review of policy and reporting procedures. If the analysis is not yet completed, insert a Simple Note on its expected completion. It is also recommended that the agency's written directive address documented initial training of the pursuit policy and documented annual review of the pursuit policy by all sworn personnel. AGENCY ACTION TAKEN: The agency revised its written directive to provided initial training on the pursuit policy during the field training program and an annual review of the policy with all sworn personnel. The agency also inserted a Simple Note in the file that says the pursuit analysis for Year 1 will be ready in April 2021. It is suggested that this standard be reviewed in the next CSM annual review for continued compliance.
- 61.1.1 – Selective Enforcement Activities* – ISSUE: The agency's written directive (76) in Bullet F requires an evaluation of selective enforcement activities, but does not set the frequency that the evaluation should happen. It also does not provide that the evaluation be documented as required by the standard. AGENCY ACTION NEEDED: The agency's written directive requires an evaluation, which is more than the documented review required by the standard. It is recommended that the agency's written provide for a documented annual evaluation

of selective traffic enforcement activities. AGENCY ACTION TAKEN: The agency revised its written directive to provide for an evaluation of selective enforcement activities annually. It is suggested that this standard be reviewed in the next CSM annual review for continued compliance.

CALEA Compliance Services Member(s) Jeff Pierce remotely reviewed 213 standards for the agency on 2/17/2022 using Law Enforcement Manual 6.14. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Jay Murphy remotely reviewed 99 standards for the agency on 2/17/2023 using Law Enforcement Manual 6.16. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Virgil Hubbard; Denise Mantey remotely reviewed 55 standards for the agency on 9/9/2023 using Law Enforcement Manual 6.17. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 4.2.4 – Analyze Reports* (LE1) (MMMM) – ISSUE: The agency's 2022 analysis of Subject Management Reports in Bullet C shows data for race and gender of subjects, but does not address the age of subjects upon whom force was used as required by the accreditation standard. AGENCY ACTION NEEDED: It is recommended that the agency's Subject Management Reports analysis also address the age of subjects upon whom force was used. AGENCY ACTION TAKEN: The agency amended its Subject Management Reports analysis to address age of subjects involved in force incidents.
- 26.3.4 – Informing Complainant – ISSUE: In the policy provided, bullets a and c are adequately addressed, however, bullet b is not descriptive enough as it does not give a “schedule” as required by the standard. The policy states “periodic” which is not specific enough to meet the bullet’s requirement of a “schedule for status notifications.” AGENCY ACTION NEEDED: Policy should be revised to define a schedule for status notifications. AGENCY ACTION TAKEN: The agency revised the policy to include specific timelines for notification to the complainant of the status of the investigation.
- 33.1.7 – Training Class Records Maintenance – ISSUE: - Bullet D is not addressed in the policy. A statement regarding how frequently a lesson plan is updated and how long training records are maintained needs to be added. AGENCY ACTION NEEDED: Policy should be revised to include a retention schedule for lesson plans and other records. AGENCY ACTION TAKEN: The policy was revised to include that the lesson plans and other training records are kept indefinitely.
- 44.2.3 – Custodial Interrogation and Interviews (LE1) – ISSUE: The agency's written directive (39. Juvenile Operations) in Bullet B, only addresses custodial interviews and interrogations. Bullet B of the standard calls for a written directive that describes procedures for non-custodial interviews of juveniles. AGENCY ACTION NEEDED: It is recommended that the agency include its written directive that addresses the non-custodial interviews of juveniles. AGENCY ACTION TAKEN: The agency revised its written directive (39, Juvenile Operations) to address non-custodial interviews of juveniles.
- 55.1.2 – Review Need/Services* – ISSUE: The standard calls for a documented review of victim/witness needs and available services. The documentation provided is a listing of how many presentations were offered and how many follow ups with victims were conducted. I don’t see a review of the available services or the needs of victims/witnesses in your jurisdiction. AGENCY ACTION NEEDED: Two documented reviews of victim/witness needs and available services should be added. AGENCY ACTION TAKEN: Agency added a review from January, 2022, however, they are still missing the second annual review that would have been completed in 2020. It is recommend that the agency be sure to conduct the next review in 2024 and every two years thereafter.

Site-Based Assessment Review:

Site-Based Assessment Report was not completed.

CHIEF EXECUTIVE OFFICER PROFILE

Gary Williams

Gary joined Penn in 2001 after spending four years with the Philadelphia Police Department. He was promoted to Sergeant Patrol after just one year with Penn. He next held the Executive Lieutenant position, where he served on the accident Safety Review Board, Emergency Response Team, UPPD Bike Unit, Police Athletic League commander and the community response unit. He also served as the Liaison to student groups across Penn's campus. Gary was then promoted to Captain of Patrol, where he held responsibilities for management of daily Patrol Operations, police operations activities and compliance, and liaison with local community organizations. His role expanded to include a larger management portfolio, with responsibility for daily operations, uniform patrol, criminal investigations, event and emergency management, medical and mental health response, and community engagement.

Gary's accomplishments at Penn include the development of the Strategic Crime Prevention west end Grid Patrol, time spent as Emergency Response Team Commander and Division of Public Safety Union Negotiation Team Member. His certifications include National Nuclear Security Administration, Philadelphia Police Department Crime Scene Investigations, GBI law enforcement Executive, Public Agency Training Council and U.S. Department of Homeland Security, and Field Force Extraction Tactics.

COMMUNITY PROFILE

The University of Pennsylvania has long been the dominant institution in the area and was instrumental in coining the name "University City" as part of a 1950s urban-renewal effort. Today, Drexel University and the University of the Sciences also call University City home. The eastern side of University City is home to the Penn and Drexel campuses, several medical institutions, independent centers of scientific research, 30th Street Station and several mixed use skyscrapers. The western side contains Victorian and early 20th-century housing stock and is primarily residential. The area is ethnically and economically diverse, although the compositions of its 12 census tracts vary widely; for example, the population in the mid-2000s of the easternmost tract was about half white and one-third Asian, while that of the northwestern most tract was almost entirely black.

AGENCY HISTORY

The University of Pennsylvania Police Department (UPPD) has an authorized strength of 121 officers and is the largest private police department in the Commonwealth of Pennsylvania, and maintains the second largest number of full-time sworn police officers among all private Universities across the United States, and the third largest sworn private police department nationwide.

Prior to the 1970's the University of Pennsylvania Police Department (UPPD) was a private security agency, similar to many university and college security agencies that still exist today. The department, with its limited staff, facilities and technology, managed the increased crime, campus unrest, and other complex safety related issues that were prevalent during the late 1960's. University administrators recognized the need for a more professional organization.

In 1972, the department began sending its members to the Pennsylvania State Police Municipal Training Academy in Collegeville, Pennsylvania, committing to a trained, skilled department.

Approximately 125,000 people study, work, live, visiting or visit the Penn Patrol zone daily. Policing an open, urban, multicultural and densely populated university environment such as Penn requires a strong commitment to the philosophy of community-based policing practices.

The primary policing functions of the University of Pennsylvania Police Department are law enforcement, order maintenance and service. UPPD believes, however, that we need the support of the community that we serve for effective crime prevention and control. Our tactics are identified in partnership with our constituents, and are discussed and reinforced at every level within the UPPD, from the patrol officer to the Superintendent of Police. Other components of the community policing strategy include:

- Emphasizing the enforcement of quality of life crimes, such as panhandling, civil disobedience, graffiti, public disturbances, traffic violations, obstruction of highway, defiant trespass, skateboarding, retail and bicycle thefts.
- Using crime data to identify, analyze, deter and respond to underlying contributing factors through problem-oriented and evidence-based policing.
- Increasing the level of accountability and transparency of police practices through community surveys; rigorous data collection regarding all interactions between the UPPD and the public; accessibility of citizen complaints against police; feedback lines to the Division of Public Safety, via phone and email; and continuous education for Penn student, staff and faculty.
- Attending over ten community meetings in University City per month in which University residents can share their concerns, fears and questions about safety and crime.
- Regular meetings with academic and administrative leaders to provide support, answer questions, and function as first responder to problems and concerns associated with each respective entity, including:
 - All college house residences under CHAS (two detectives per house)
 - All cultural resource centers (LGBT Center., GIC, La Casa, MAKUU, PAACH, and the Women's Center)
 - Office of Affirmative Action
 - Office of Student Conduct
 - CAPS
 - African-American Resource Center
 - Athletics
 - Alumni Relations

The Division of Public Safety embraces the motto, "Safety and security is a shared responsibility" and the members of the UPPD work diligently through open dialogue, transparency and collaboration, to deliver the highest quality of service and protection for every valued community member in the Penn and University City area.

Dedicated Detectives Unit: The University of Pennsylvania Police Department's Detective Unit is a full service squad comprised of the Deputy Chief of Investigations, 2 Detective Supervisors and 14 Detectives. Services include Criminal Investigations, Offender Processing and crime scene examinations.

The UPPD Detective Bureau is proud to have clearance rates for burglaries and robberies consistently rank higher than

the average national clearance rates for the same crimes. The Detective Unit also provides Dignitary Protection for the many high profile visitors to the University of Pennsylvania campus.

UPPD Canine Unit: In September of 2013, UPPD received its first graduate from the Penn Vet Working Dog Center, launching our Canine Unit. UPPD Canine Unit is currently comprised of one sergeant and one officer, paired with Uman and Zzisa, both Labrador retrievers, who are certified ordnance detection and evidence detection canines. The K9 units respond to calls about unattended packages and perform building sweeps before large-scale events and visits by dignitaries. They can also be found undertaking regular patrol of Penn's campus and the surrounding area.

Police Athletic League: The University of Pennsylvania Police Department, in partnership with the Philadelphia Police Department, sponsors the Tucker PAL Athletic Center. The Police Athletic League (PAL) is a non-profit corporation that helps youngsters develop meaningful and productive lives through a variety of educational and recreational programs. PAL programs include a wide variety of sports-related clubs and teams, homework clubs, educational challenges and games, computer labs, and personal programs developed to enhance self-esteem and positive self-image. The Division of Public safety has designated a officer to be assigned to the PAL program. PAL staff and UPPD commanders work together regularly to facilitate youth involvement with Penn Athletics, such as attendance at football and basketball games, and the Penn Relays Penn students, particularly from fraternities and sororities, have volunteered their time this past year in mentoring community youth at PAL events.

AGENCY STRUCTURE AND FUNCTION

The University of Pennsylvania Police Department (UPPD) has an authorized strength of 121 officers and is comprised of following rank structure.

Rank Structure: Lines of authority within each component will be based on rank in the following descending order:

- 1) Chief of Police;
- 2) Deputy Chief of Patrol Operations;;
- 3) Deputy Chief of Investigations;
- 4) Captain of Patrol;
- 5) Captain of Staff and Administrative Services;
- 6) Lieutenant (Shift/Unit Commander);
- 7) Sergeant (Shift/Unit Supervisor);
- 8) Detective Supervisor;
- 9) Corporal;
- 10) Detective; and
- 11) Police Officer.

AGENCY SUCCESSES

Ongoing CALEA Accreditation

The UPPD has been accredited with the Commission on Accreditation for Law Enforcement Agencies (CALEA) since 2001. The CALEA Accreditation Process is a proven modern management model; once implemented, it presents the Superintendent of Police, on a continuing basis, with a blueprint that promotes the efficient use of resources and improves the delivery of service to the surrounding community. Accreditation is a voluntary process that mandates assessments every year, with a full cycle assessment every four (4) years.

On March 24, 2020, the department received re-accreditation at the Advanced Law Enforcement Accreditation Level. This is the UPPD's 7th cycle and 18th year being an accredited agency. The next CALEA on-site assessment for the UPPD will be scheduled in the fall of 2024, which includes yearly remote assessments of policies, directives and proofs on an annual basis.

As a result of nationwide calls for police reforms and transparency, our department embarked on a project to make our policies and annual reviews available to the public. The CALEA process has helped us to cull data and make public facing documents available on our website. We tout the fact that we are a CALEA accredited agency and meet well over 400 standards that are reviewed by an independent agency geared towards international best practices in policing.

Hiring/Onboarding

Due to the pandemic we were unable to hire or recruit in 2020 which caused us to acquire a significant amount of vacancies in the department. There was an immense amount of public pressure (nationwide as well as locally) to defund our department; however, we did not suffer any losses or reduction in funding due to the strong support that exist for our police department. We were extremely successful in recruiting diverse, qualified candidates to join our department. We filled vacancies that encompassed over 14% of our workforce and were able to maintain consistent police services throughout the process. We were able to attract and hire candidates from various backgrounds with varying levels of police experience. The candidates were specifically selected to understand the needs of our community and provide service oriented policing as the main part of their normal activities.

Mobile Field Reporting

UPPD personnel, with the assistance of Division IT personnel and the Records Department are in the process of replacing the existing paper-based incident reporting process with an electronic, Criminal Justice Information System (CJIS) compliant incident reporting system through the mobile data terminals system in the marked vehicles. Concurrent with identifying system processes, the Mobile Data Terminal (MDT) equipment was audited and equipment identified and purchased to ensure the same platform exists in all marked patrol vehicles for consistency of use and experience.

Although not part of the initial project, a web-based solution will be utilized for the completion of traffic citations and motor vehicle crash reports. This software product, Traffic and Criminal Software (TraCS), will include the usage of an integrated identification card scanner and on-board printer, enabling officers and supervisors in the field and in the office to expeditiously complete patrol reporting functions.

This addition to the original project will improve the ability of Department personnel in all reporting systems for the purposes of readability, data and statistical analysis and compiling of reports.

FUTURE ISSUES FOR AGENCY

Recruitment, Hiring and Retention

This is an industry-wide problem and not unique to the University of Pennsylvania Police Department.

As many of our employees transition into a retirement phase, we are seeing a significant number of job vacancies within the department. We have conducted extensive recruitment efforts and have not received the expected number of applicants compared to past recruitment efforts. We froze our hiring efforts in 2020 due to the pandemic and spent much of 2021 on recruitment and hiring. In 2021 we started with vacancies in 14% of our workforce and were able to hire an equal amount to fill the open positions; however, due to continued retirements, work related disabilities and the loss of people to non-police jobs and/or other police departments we are still down 20% of our workforce. We are looking to provide hiring incentives, although our starting salary is competitive in the Philadelphia area. We are also looking internally to incentivize younger employees to stay with the department through training opportunities and inclusion in special units.

YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Virgil Hubbard

On 2/18/2021, the Year 1 Remote Web-based Assessment of University of Pennsylvania Police Department was conducted. The review was conducted remotely and included 133 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.1 Oath of Office (LE1) (MMMM)	Compliance Verified
1.1.2 Code of Ethics* (LE1) (MMMM)	Compliance Verified
1.2.1 Legal Authority Defined (LE1) (MMMM)	Compliance Verified
1.2.4 Search and Seizure (LE1) (MMMM)	Compliance Verified
1.2.5 Arrest with/without Warrant (LE1) (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
1.2.10 Duty to Intervene (LE1) (MMMM)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.2 Concurrent Jurisdiction (OOOO)	Compliance Verified
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Standard Issue
<p>Notes: ISSUE: The agency's written directive (01) provides that an officer may escalate or de-escalate force in proportion to the resistance increased or lessened by the subject. The directive does not, however, address de-escalation techniques that may be used to prevent an escalation of resistance by a subject, thus reducing the potential of the officer using physical force. AGENCY ACTION NEEDED: It is recommended that the agency also consider addressing in policy the use of de-escalation techniques, when safe to use, that may help prevent the increase of resistance by a subject and lessen the need for the use of force by the officer. AGENCY ACTION TAKEN: The agency revised its written directive to include that officers will use de-escalation techniques to reduce the likelihood of increased resistance by a subject and thus reduce the potential for physical use of force by an officer. It is suggested that this standard be reviewed in the next CSM annual review for continued compliance.</p>	
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	Compliance Verified
4.1.6 Vascular Neck Restrictions (LE1) (MMMM)	Compliance Verified
4.1.7 Choke Holds (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.2.5 Assault on Sworn Officer Review* (MMMM)	Compliance Verified
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
4.3.5 Firearms Range (MMMM)	Compliance Verified

Standards	Findings
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	Compliance Verified
11.3.3 Notify CEO of Incident with Liability (LE1)	Compliance Verified
11.3.4 Police Action Death Investigations	Compliance Verified
11.4.5 Electronic Data Storage	Compliance Verified
11.5.1 Temporary/Rotating Assignments	Not Applicable by Function
12 Direction	
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified
12.1.4 Functional Communication/Cooperation	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
15.2.2 System for Evaluation/Goals and Objectives	Compliance Verified
17 Fiscal Management and Agency Property	
17.1.1 CEO Authority and Responsibility	Compliance Verified
17.3.1 Requisition and Purchasing Procedures	Compliance Verified
17.5.1 Inventory and Control	Compliance Verified
17.5.2 Operational Readiness (LE1)	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.3 Position Management System	Compliance Verified
22 Personnel Management System	
22.1.1 Salary Program	Compliance Verified
22.1.2 Leave Program	Compliance Verified
22.1.4 Personnel Support Services Program	Compliance Verified
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	Standard Issue
Notes: ISSUE: The agency's written directive (50) only addresses line of duty death and serious injuries of police officers. The standard addresses agency personnel, which includes non-sworn. The directive does not address the handling of death or serious injury of a non-sworn employee during work assignments. AGENCY ACTION NEEDED: It is suggested that the agency's written directive also include the handling of non-sworn employee deaths and serious injuries. Notifications and assistance to employees' families is suggested to be addressed. AGENCY ACTION TAKEN: The agency revised its written directive to broaden the scope of the directive to include all employees. It is suggested that this standard be reviewed in the next CSM annual review for continued compliance.	
22.1.10 Bonding/Liability Protection (M M M M)	Compliance Verified
22.2.1 Physical Examinations	Compliance Verified
22.2.4 Off-Duty Employment	Compliance Verified
22.2.5 Extra-Duty Employment (LE1)	Compliance Verified

Standards	Findings
22.4.2 Coordination/Control of Records	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.1 Code of Conduct (LE1)	Compliance Verified
26.1.4 Disciplinary System (LE1)	Compliance Verified
26.1.5 Role and Authority of Supervisors	Compliance Verified
26.1.7 Termination Procedures	Compliance Verified
26.1.8 Records	Compliance Verified
26.3.3 Investigation Time Limits (LE1)	Compliance Verified
31 Recruitment and Selection	
31.1.1 Agency Participation	Compliance Verified
31.1.2 Assignment/Recruitment	Compliance Verified
31.2.2 Annual Analysis	Compliance Verified
31.3.1 Job Announcements	Compliance Verified
31.3.3 Maintaining Applicant Contact	Compliance Verified
31.4.5 Notification of Ineligibility	Compliance Verified
31.4.7 Selection Criteria (LE1) (MMMM)	Not Applicable by Function
31.4.8 Sworn Appointment Requirements (M M M M)	Not Applicable by Function
33 Training and Career Development	
33.1.2 Training Attendance Requirements	Compliance Verified
33.2.1 Academy Administration and Operation	Not Applicable by Function
33.2.2 Academy Facilities	Not Applicable by Function
33.2.3 Outside Academy, Role	Compliance Verified
33.4.2 Recruit Training Program (LE1)	Not Applicable by Function
33.4.4 Limited Function Alternate Training Requirements (LE1) (M M M M)	Compliance Verified
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	Compliance Verified
33.6.2 Tactical Team Training Program (LE1)	Compliance Verified
33.8.4 Educational Incentives	Not Applicable by Function
34 Promotion	
34.1.4 Promotional Announcement	Compliance Verified
34.1.6 Promotional Probation	Compliance Verified
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	Compliance Verified

Standards	Findings
35.1.7 Employee Consultation	Compliance Verified
35.1.8 Rater Evaluation	Compliance Verified
40 Crime Analysis and Intelligence	
40.2.2 Intelligence Analysis Procedures	Compliance Verified
41 Patrol	
41.1.1 Shift/Beat Assignment	Compliance Verified
41.1.3 Special-Purpose Vehicles	Compliance Verified
41.2.1 Responding Procedures (LE1)	Compliance Verified
41.2.2 Pursuit of Motor Vehicles* (LE1)	Standard Issue
<p>Notes: ISSUE: In Bullet L, there is no documented analysis of pursuit reports for Year 1, including a review of policy and reporting procedures. The agency's written directive does not provide for documented initial training on the agency's pursuit policy and documented annual review of the pursuit policy by all sworn personnel. AGENCY ACTION NEEDED: It is suggested that the agency include its Year 1 documented analysis of pursuit reports for Year 1, that includes a review of policy and reporting procedures. If the analysis is not yet completed, insert a Simple Note on its expected completion. It is also recommended that the agency's written directive address documented initial training of the pursuit policy and documented annual review of the pursuit policy by all sworn personnel. AGENCY ACTION TAKEN: The agency revised its written directive to provided initial training on the pursuit policy during the field training program and an annual review of the policy with all sworn personnel. The agency also inserted a Simple Note in the file that says the pursuit analysis for Year 1 will be ready in April 2021. It is suggested that this standard be reviewed in the next CSM annual review for continued compliance.</p>	
41.2.6 Missing Children (LE1)	Compliance Verified
41.3.3 Occupant Safety Restraints	Compliance Verified
41.3.7 Mobile Data Access	Compliance Verified
42 Criminal Investigation	
42.1.4 Accountability, Preliminary/Follow-Up Investigations	Compliance Verified
42.2.3 Communication with Patrol Personnel	Compliance Verified
42.2.4 Investigative Task Forces	Not Applicable by Function
42.2.6 Informants (LE1)	Not Applicable by Function
42.2.7 Cold Cases	Not Applicable by Function
42.2.9 Line-ups	Compliance Verified
44 Juvenile Operations	
44.2.5 Community Youth Programs	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.3 Prevention Input	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.5 Planning Function (LE1)	Compliance Verified

Standards	Findings
46.1.6 Logistics Function (LE1)	Compliance Verified
46.1.7 Finance/Administration Function (LE1)	Compliance Verified
46.1.8 Equipment Inspection*	Compliance Verified
46.1.9 All Hazard Plan Training* (LE1)	Compliance Verified
46.1.10 Active Threats* (LE1)	Compliance Verified
46.2.5 Search and Rescue	Not Applicable by Function
46.2.8 Event Deconfliction Process	Not Applicable by Function
54 Public Information	
54.1.3 Media Access (LE1)	Compliance Verified
55 Victim/Witness Assistance	
55.2.2 Assistance, Threats	Compliance Verified
55.2.3 Assistance, Preliminary Investigation	Compliance Verified
55.2.4 Assistance, Follow-Up Investigation	Compliance Verified
61 Traffic	
61.1.1 Selective Enforcement Activities*	Standard Issue
<p>Notes: ISSUE: The agency's written directive (76) in Bullet F requires an evaluation of selective enforcement activities, but does not set the frequency that the evaluation should happen. It also does not provide that the evaluation be documented as required by the standard. AGENCY ACTION NEEDED: The agency's written directive requires an evaluation, which is more than the documented review required by the standard. It is recommended that the agency's written provide for a documented annual evaluation of selective traffic enforcement activities. AGENCY ACTION TAKEN: The agency revised its written directive to provide for an evaluation of selective enforcement activities annually. It is suggested that this standard be reviewed in the next CSM annual review for continued compliance.</p>	
61.1.7 Stopping/Approaching (LE1)	Compliance Verified
61.2.1 Crash Scene Response Reporting and Investigation	Compliance Verified
61.2.2 Collision/Crash Scene Duties	Compliance Verified
70 Detainee Transportation	
70.1.2 Searching Transport Vehicles (LE1)	Compliance Verified
70.1.7 Procedures, Escape* (LE1)	Compliance Verified
70.4.2 Rear Compartment Modifications (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.2.1 Training of Personnel* (LE1)	Compliance Verified
71.4.3 Inspections* (LE1)	Compliance Verified
74 Legal Process	
74.1.3 Warrant/Wanted Person Procedures	Compliance Verified

Standards	Findings
74.3.1 Procedure, Criminal Process	Compliance Verified
74.3.2 Arrest Warrants Require Sworn Service	Compliance Verified
81 Communications	
81.1.1 Agreements, Shared/Regional Facility	Not Applicable by Function
81.1.2 Operations Meet FCC Requirements	Compliance Verified
81.2.9 Alternative Methods of Communication	Not Applicable by Function
81.2.11 Misdirected Emergency Calls (LE1)	Compliance Verified
81.2.13 First Aid Over Phone (LE1)	Not Applicable by Function
81.3.1 Communications Center Security (LE1)	Compliance Verified
81.3.3 Mobile/Portable Radios	Not Applicable by Function
82 Central Records	
82.1.6 Computer File Backup and Storage* (LE1)	Compliance Verified
82.2.2 Reporting Requirements (LE1)	Compliance Verified
82.2.5 Reports by Phone, Mail or Internet	Compliance Verified
82.3.1 Master Name Index	Compliance Verified
82.3.6 ID Number and Criminal History	Compliance Verified
83 Collection and Preservation of Evidence	
83.1.1 24-Hour Availability (LE1)	Compliance Verified
83.2.5 Procedures, Seizure of Electronic Equipment	Compliance Verified
83.2.6 Report Preparation (LE1)	Compliance Verified
83.3.1 Collecting from Known Source	Not Applicable by Function
83.3.2 Evidence, Laboratory Submission (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	Not Applicable by Function
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
84.1.8 Property Acquired through the Civil Process	Compliance Verified
91 Campus Law Enforcement	
91.1.7 Security Camera Responsibilities* (LE1)	Not Applicable by Function
91.1.8 Emergency Only Phones and Devices* (LE1)	Compliance Verified
91.1.9 Administrative Investigation Procedures (LE1)	Not Applicable by Function
91.3.1 Agency Role and Responsibilities* (LE1)	Compliance Verified
91.4.1 Position Responsible for Clery Act* (LE1)	Compliance Verified

Comments:

No report comments provided.

Response from Agency Regarding Findings:

Thank you to our Regional Program Manager Paul MacMillan for his guidance and assistance over these many years, and for this year's report. We are a better agency due to CALEA.

Thank you

Maureen S. Rush

Superintendent

University of Pennsylvania Police Department

YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Jeff Pierce

On 2/17/2022, the Year 2 Remote Web-based Assessment of University of Pennsylvania Police Department was conducted. The review was conducted remotely and included 213 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.3 Compliance with Constitutional Requirements (LE1) (MMMM)	Compliance Verified
1.2.6 Alternatives to Arrest (MMMM)	Compliance Verified
1.2.7 Use of Discretion (MMMM)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.1 Geographical Boundaries (MMMM)	Compliance Verified
2.1.3 Written Agreements for Mutual Aid (OOOO)	Agency Elected 20%
3 Contractual Agreements for Law Enforcement Services	
3.1.2 Employee Rights (MMMM)	Not Applicable by Function
4 Use of Force	
4.1.1 Use of Reasonable Force (LE1) (MMMM)	Compliance Verified
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.1.3 Warning Shots (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1) (MMMM)	Compliance Verified
11.2.1 Direct Command, Component	Compliance Verified
11.3.1 Responsibility/Authority (LE1)	Compliance Verified
11.3.2 Supervisory Accountability	Compliance Verified
11.5.1 Temporary/Rotating Assignments	Not Applicable by Function
12 Direction	
12.2.1 The Written Directive System (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.3 Multiyear Plan	Compliance Verified
15.1.4 Succession Planning	Agency Elected 20%
17 Fiscal Management and Agency Property	
17.2.2 Functional Recommendations to Budget*	Agency Elected 20%

Standards	Findings
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Job Analysis	Agency Elected 20%
21.2.1 Classification Plan (N/A O O O)	Agency Elected 20%
22 Personnel Management System	
22.1.3 Benefits Program (LE1)	Compliance Verified
22.1.5 Victim Witness Services/Line of Duty Death (LE1)	Compliance Verified
22.1.6 Clothing and Equipment	Compliance Verified
22.1.8 Employee Identification (LE1)	Compliance Verified
22.2.2 General Health and Physical Fitness (LE1)	Compliance Verified
22.2.3 Fitness and Wellness Program	Agency Elected 20%
26 Disciplinary Procedures and Internal Investigations	
26.1.3 Harassment (LE1)	Compliance Verified
26.1.6 Appeal Procedures	Compliance Verified
26.2.2 Records, Maintenance and Security (LE1)	Compliance Verified
26.2.3 CEO Direct Accessibility	Compliance Verified
26.3.2 CEO, Notification (LE1)	Compliance Verified
26.3.6 Submission to Tests, Procedures	Compliance Verified
26.3.8 Conclusion of Fact	Compliance Verified
31 Recruitment and Selection	
31.4.2 Job Relatedness	Compliance Verified
31.4.3 Uniform Administration	Compliance Verified
31.4.4 Candidate Information	Compliance Verified
31.4.6 Records	Compliance Verified
31.4.7 Selection Criteria (LE1) (MMMM)	Not Applicable by Function
31.4.8 Sworn Appointment Requirements (M M M M)	Not Applicable by Function
31.5.2 Training	Compliance Verified
31.5.3 Truth Verification	Not Applicable by Function
31.5.4 Conducted by Certified Personnel	Not Applicable by Function
31.5.5 Use of Results	Not Applicable by Function
33 Training and Career Development	
33.1.1 Training Committee	Agency Elected 20%
33.1.4 Lesson Plan Requirements	Compliance Verified

Standards	Findings
33.1.5 Remedial Training (LE1)	Compliance Verified
33.1.6 Employee Training Record Maintenance (LE1)	Compliance Verified
33.2.1 Academy Administration and Operation	Not Applicable by Function
33.2.2 Academy Facilities	Not Applicable by Function
33.3.1 Instructor Training	Not Applicable by Function
33.4.1 Recruit Training Required (LE1)	Compliance Verified
33.4.4 Limited Function Alternate Training Requirements (LE1) (M M M M)	Not Applicable by Function
33.5.3 Accreditation Process Orientation (LE1)	Compliance Verified
33.5.4 Accreditation Manager Training	Compliance Verified
33.8.2 Skill Development Training Upon Promotion (LE1)	Compliance Verified
33.8.3 Career Development Program	Agency Elected 20%
33.8.4 Educational Incentives	Not Applicable by Function
34 Promotion	
34.1.1 Agency Role, Authority and Responsibility (LE1)	Compliance Verified
34.1.2 Promotional Process Described	Compliance Verified
34.1.3 Job Relatedness	Compliance Verified
35 Performance Evaluation	
35.1.6 Unsatisfactory Performance	Compliance Verified
35.1.9 Personnel Early Intervention System* (LE1)	Compliance Verified
40 Crime Analysis and Intelligence	
40.1.1 Crime Analysis Procedures	Compliance Verified
41 Patrol	
41.1.2 Shift Briefing	Compliance Verified
41.1.4 Agency Service Animals	Compliance Verified
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
41.2.7 Mental Health Issues* (LE1)	Compliance Verified
41.3.1 Patrol Vehicles Lights, Sirens	Compliance Verified
41.3.4 Authorized Personal Equipment	Compliance Verified
41.3.9 License Plate Recognition Systems	Compliance Verified
42 Criminal Investigation	
42.2.2 Follow-Up Investigations Steps	Compliance Verified

Standards	Findings
42.2.4 Investigative Task Forces	Not Applicable by Function
42.2.5 Deception Detection Examinations	Compliance Verified
42.2.6 Informants (LE1)	Not Applicable by Function
42.2.7 Cold Cases	Not Applicable by Function
43 Vice, Drugs, and Organized Crime	
43.1.2 Records, Storage and Security	Compliance Verified
43.1.3 Confidential Funds	Not Applicable by Function
43.1.4 Equipment, Authorization and Control	Not Applicable by Function
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	Compliance Verified
44.1.3 Annual Program Review*	Agency Elected 20%
44.2.4 School Services Program	Agency Elected 20%
45 Crime Prevention and Community Involvement	
45.1.1 Crime Prevention Activities*	Compliance Verified
45.2.1 Community Input Process*	Agency Elected 20%
45.2.2 Citizens Survey*	Agency Elected 20%
45.3.1 Program Description	Not Applicable by Function
45.3.2 Training	Not Applicable by Function
45.3.3 Uniforms	Not Applicable by Function
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.1 Planning Responsibility (LE1)	Compliance Verified
46.1.3 Command Function* (LE1)	Compliance Verified
46.1.4 Operations Function (LE1)	Compliance Verified
46.1.11 Personnel Identification	Compliance Verified
46.2.2 Tactical Team Selection	Compliance Verified
46.2.4 Crisis Negotiator Selection	Compliance Verified
46.2.5 Search and Rescue	Not Applicable by Function
46.2.7 Special Events Plan (LE1)	Compliance Verified
46.2.8 Event Deconfliction Process	Compliance Verified
46.3.1 Providing Awareness Information	Compliance Verified
53 Inspectional Services	
53.1.1 Line Inspections	Compliance Verified

Standards	Findings
53.2.1 Staff Inspections*	Compliance Verified
54 Public Information	
54.1.1 Activities	Compliance Verified
54.1.4 Public Information Officer Training	Compliance Verified
55 Victim/Witness Assistance	
55.1.1 Victim/Witness Assistance	Compliance Verified
55.2.1 Initial Assistance	Compliance Verified
55.2.5 Assistance, Suspect Arrest	Compliance Verified
55.2.6 Next-of-Kin Notification	Compliance Verified
61 Traffic	
61.1.1 Selective Enforcement Activities*	Compliance Verified
61.1.2 Uniform Enforcement Procedures (LE1)	Compliance Verified
61.1.4 Informing The Violator (LE1)	Compliance Verified
61.1.9 Impaired Driver Enforcement Program	Compliance Verified
61.1.11 License Reexamination Referrals	Compliance Verified
61.1.12 Parking Enforcement	Compliance Verified
61.3.1 Traffic Engineering	Not Applicable by Function
61.3.3 Escorts (LE1)	Compliance Verified
61.3.4 School Crossing Guards*	Not Applicable by Function
61.4.1 Motorist Assistance (LE1)	Compliance Verified
61.4.4 Traffic Safety Materials	Compliance Verified
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	Compliance Verified
70.1.3 Procedures, Transporting by Vehicle	Compliance Verified
70.3.3 Special Situations	Compliance Verified
70.4.2 Rear Compartment Modifications (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.3.2 Immovable Objects	Compliance Verified
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	Compliance Verified
71.4.2 Fire Prevention/Suppression (LE1)	Compliance Verified
72 Holding Facility	

Standards	Findings
72.1.1 Training User Personnel* (LE1)	Not Applicable by Function
72.1.2 Access, Nonessential Persons	Not Applicable by Function
72.2.1 Minimum Conditions	Not Applicable by Function
72.3.1 Fire, Heat, Smoke Detection System, Inspections*	Not Applicable by Function
72.3.2 Posted Evacuation Plan	Not Applicable by Function
72.3.3 Sanitation Inspection*	Not Applicable by Function
72.4.1 Securing Weapons (LE1)	Not Applicable by Function
72.4.2 Entering Occupied Cells	Not Applicable by Function
72.4.3 Key Control	Not Applicable by Function
72.4.4 Facility Door Security	Not Applicable by Function
72.4.5 Security Checks	Not Applicable by Function
72.4.6 Security Inspections*	Not Applicable by Function
72.4.7 Tool and Culinary Equipment	Not Applicable by Function
72.4.8 Alerting Control Point	Not Applicable by Function
72.4.9 Panic Alarms* (M M M M)	Not Applicable by Function
72.4.10 Procedures, Escape	Not Applicable by Function
72.4.11 Report, Threats to Facility*	Not Applicable by Function
72.5.1 Detainee Searches	Not Applicable by Function
72.5.2 Intake	Not Applicable by Function
72.5.3 Sight and Sound Separation (LE1)	Not Applicable by Function
72.5.4 Segregation	Not Applicable by Function
72.5.5 Procedure, Outside Detainees	Not Applicable by Function
72.5.6 Procedure, Exceeding Capacity	Not Applicable by Function
72.5.7 Identification, Released Detainees	Not Applicable by Function
72.6.1 Procedure, Medical Assistance	Not Applicable by Function
72.6.2 First Aid Kit*	Not Applicable by Function
72.6.3 Posted Access to Medical Service	Not Applicable by Function
72.6.4 Dispensing Pharmaceuticals	Not Applicable by Function
72.7.1 Procedure, Detainee Rights	Not Applicable by Function
72.8.1 Monitoring of Detainees (M M M M)	Not Applicable by Function
72.8.2 Audio/Visual Surveillance	Not Applicable by Function
72.8.3 Supervision, Opposite Gender	Not Applicable by Function

Standards	Findings
72.8.4 Receiving Mail/Packages	Not Applicable by Function
72.8.5 Visiting	Not Applicable by Function
73 Court Security	
73.1.1 Role, Authority, Policies* (LE1)	Not Applicable by Function
73.2.1 Facilities, Equipment, Security Survey*	Not Applicable by Function
73.3.1 Weapon Lockboxes (LE1)	Not Applicable by Function
73.3.2 Use of Restraints	Not Applicable by Function
73.4.1 Identification, Availability, Operational Readiness	Not Applicable by Function
73.4.2 External Communications (LE1)	Not Applicable by Function
73.4.3 Duress Alarms*	Not Applicable by Function
73.5.1 Training*	Not Applicable by Function
73.5.2 Detainee Searches	Not Applicable by Function
73.5.3 Detainee Property Security	Not Applicable by Function
73.5.4 Segregation	Not Applicable by Function
73.5.5 Procedure for Medical Assistance	Not Applicable by Function
73.5.6 First Aid Kit*	Not Applicable by Function
73.5.7 Access of Nonessential Persons	Not Applicable by Function
73.5.8 Minimum Conditions*	Not Applicable by Function
73.5.9 Fire Alarm System*	Not Applicable by Function
73.5.10 Evacuation Plan	Not Applicable by Function
73.5.11 Pest Control Inspection*	Not Applicable by Function
73.5.12 Securing Weapons (LE1)	Not Applicable by Function
73.5.13 Entering Occupied Cells	Not Applicable by Function
73.5.14 Key Control	Not Applicable by Function
73.5.15 Facility Door Security	Not Applicable by Function
73.5.16 Cell Security Checks	Not Applicable by Function
73.5.17 Facility Security Inspections*	Not Applicable by Function
73.5.18 Designated Control Point (LE1)	Not Applicable by Function
73.5.19 Panic Alarms*	Not Applicable by Function
73.5.20 Escape Procedures	Not Applicable by Function
73.5.22 Posted Access to Medical Service	Not Applicable by Function
73.5.23 Audio/Visual Surveillance	Not Applicable by Function

Standards	Findings
73.5.24 Supervision of Opposite Gender	Not Applicable by Function
74 Legal Process	
74.2.1 Procedure, Civil Process	Compliance Verified
81 Communications	
81.1.1 Agreements, Shared/Regional Facility	Not Applicable by Function
81.2.2 Continuous, Two-Way Capability (LE1)	Compliance Verified
81.2.7 Recording and Playback (LE1)	Compliance Verified
81.2.9 Alternative Methods of Communication	Not Applicable by Function
81.2.11 Misdirected Emergency Calls (LE1)	Compliance Verified
81.3.3 Mobile/Portable Radios	Not Applicable by Function
82 Central Records	
82.1.2 Juvenile Records (LE1)	Compliance Verified
82.1.4 Crime Reporting	Compliance Verified
82.1.6 Computer File Backup and Storage* (LE1)	Compliance Verified
82.2.1 Field Reporting System (LE1)	Compliance Verified
82.2.2 Reporting Requirements (LE1)	Compliance Verified
82.3.2 Index File	Compliance Verified
82.3.3 Traffic Records System	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.1 Guidelines and Procedures (LE1)	Compliance Verified
83.2.2 Photography, Video and Audio Evidence	Compliance Verified
84 Property and Evidence Control	
84.1.2 Storage and Security (LE1)	Compliance Verified
84.1.3 Temporary Security (LE1)	Compliance Verified
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	Not Applicable by Function
91 Campus Law Enforcement	
91.1.2 Out of Agency Budget Coordination	Not Applicable by Function
91.1.3 Campus Background Investigation (LE1)	Not Applicable by Function
91.1.4 Campus Security Escort Service (LE1)	Not Applicable by Function
91.1.5 Emergency Notification System (LE1)	Compliance Verified
91.1.7 Security Camera Responsibilities* (LE1)	Not Applicable by Function
91.1.9 Administrative Investigation Procedures (LE1)	Not Applicable by Function

Comments:

Other than Mandatory in Compliance = 81.67%

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Jay Murphy

On 2/17/2023, the Year 3 Remote Web-based Assessment of University of Pennsylvania Police Department was conducted. The review was conducted remotely and included 99 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.3 Agency's Role in Criminal Justice Diversion Programs (OOOO)	Compliance Verified
1.1.4 Consular Notification (MMMM)	Compliance Verified
1.2.2 Legal Authority to Carry/Use Weapons (MMMM)	Compliance Verified
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.4 Requesting Assistance: Federal LE/National Guard (MMMM)	Compliance Verified
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	Not Applicable by Function
4 Use of Force	
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
4.2.1 Reporting Uses of Force* (LE1) (MMMM)	Compliance Verified
4.2.2 Written Use of Force Reports and Administrative Review* (LE1) (MMMM)	Compliance Verified
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	Compliance Verified
4.2.4 Analyze Reports* (LE1) (MMMM)	Compliance Verified
4.3.1 Authorization: Weapons and Ammunition (LE1) (MMMM)	Compliance Verified
4.3.2 Demonstrating Proficiency with Weapons (LE1) (MMMM)	Compliance Verified
4.3.4 Prerequisite to Carrying Lethal/Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.4.1 Administrative Reporting Program	Compliance Verified
11.4.2 Accountability for Agency Forms	Compliance Verified
11.4.3 Accreditation Maintenance	Compliance Verified
12 Direction	
12.1.1 CEO Authority and Responsibility (LE1)	Compliance Verified
12.2.2 Dissemination and Storage (LE1)	Compliance Verified

Standards	Findings
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.1 Activities of Planning and Research	Compliance Verified
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.4.1 Accounting System*	Compliance Verified
17.4.3 Independent Audit	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.4 Workload Assessment*	Compliance Verified
22 Personnel Management System	
22.1.7 Employee Assistance Program	Compliance Verified
22.4.1 Grievance Procedures (LE1)	Compliance Verified
22.4.3 Annual Analysis*	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.2 Employee Awards	Compliance Verified
26.2.1 Complaint Investigation (LE1)	Compliance Verified
26.2.4 Complaint/Commendation Registering Procedures (LE1)	Compliance Verified
26.3.1 Complaint Types	Compliance Verified
26.3.5 Statement of Allegations/Rights (LE1)	Compliance Verified
31 Recruitment and Selection	
31.2.1 Recruitment Plan (LE1)	Compliance Verified
31.2.2 Annual Analysis	Compliance Verified
31.2.3 Equal Employment Opportunity Plan	Compliance Verified
31.3.2 Notification Expectations	Compliance Verified
31.4.1 Selection Process Described (LE1)	Compliance Verified
31.4.7 Selection Criteria (LE1) (MMMM)	Not Applicable by Function
31.4.8 Sworn Appointment Requirements (M M M M)	Compliance Verified
33 Training and Career Development	
33.1.3 Outside Training Reimbursement	Compliance Verified
33.2.4 Outside Academy, Agency Specific Training	Compliance Verified
33.5.2 Shift Briefing Training	Compliance Verified
33.6.1 Specialized Training	Compliance Verified
33.7.1 Non-sworn Orientation	Compliance Verified

Standards	Findings
33.7.2 Non-Sworn Pre-Service and In-Service Training	Compliance Verified
34 Promotion	
34.1.5 Eligibility Lists	Compliance Verified
35 Performance Evaluation	
35.1.1 Performance Evaluation System	Compliance Verified
35.1.4 Evaluation Criteria	Compliance Verified
35.1.5 Evaluation Components	Compliance Verified
40 Crime Analysis and Intelligence	
40.2.1 Criminal Intelligence Data Collection	Compliance Verified
41 Patrol	
41.2.4 Notification Procedures (LE1)	Compliance Verified
41.2.5 Missing Persons (LE1)	Compliance Verified
41.3.2 Equipment Specification/Replenishment (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.1 On-Call Schedule	Compliance Verified
42.1.2 Case-Screening System	Compliance Verified
42.1.3 Case File Management (LE1)	Compliance Verified
42.2.8 Interview Rooms (LE1)	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	Compliance Verified
44 Juvenile Operations	
44.1.2 Policy Input, Others	Compliance Verified
44.2.1 Handling Offenders (LE1)	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.2 Community Involvement and Organizing Community Groups	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.2 All Hazard Plan (LE1)	Compliance Verified
46.2.6 VIP Security Plan	Compliance Verified
46.3.2 Hazmat Awareness (LE1)	Compliance Verified
61 Traffic	
61.1.5 Uniform Enforcement Policies (LE1)	Compliance Verified
61.1.6 Enforcement Practices	Compliance Verified

Standards	Findings
61.1.8 Speed-Measuring Devices	Compliance Verified
61.1.10 DUI Procedures (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.6 Procedures, Transport Destination (LE1)	Compliance Verified
70.3.1 Sick, Injured, Disabled	Compliance Verified
70.3.2 Hospital Security and Control	Compliance Verified
70.5.1 Prisoner ID and Documentation	Compliance Verified
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	Compliance Verified
71.3.1 Procedures (LE1)	Compliance Verified
71.4.1 Physical Conditions (LE1)	Compliance Verified
74 Legal Process	
74.1.1 Information, Recording (LE1)	Compliance Verified
74.1.2 Execution/Attempt Service, Recording	Compliance Verified
81 Communications	
81.2.3 Recording Information (LE1)	Compliance Verified
81.2.8 Local/State/Federal CJI Systems	Compliance Verified
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.1.1 Privacy and Security (LE1)	Compliance Verified
82.1.3 Records Retention Schedule	Compliance Verified
82.1.5 Report Accounting System	Compliance Verified
82.2.3 Case Numbering System (LE1)	Compliance Verified
82.2.4 Report Distribution	Compliance Verified
82.3.4 Traffic Citation Maintenance (LE1)	Compliance Verified
82.3.5 Operational Component Record	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.3 Fingerprinting	Compliance Verified
83.2.4 Equipment and Supplies (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified
84.1.5 Records, Status of Property (LE1)	Compliance Verified

Standards	Findings
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
84.1.7 Final Disposition	Compliance Verified
84.1.8 Property Acquired through the Civil Process	Compliance Verified
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	Compliance Verified
91.1.6 Behavioral Threat Assessment (LE1)	Compliance Verified
91.2.2 Personnel Assigned to Medical Centers	Compliance Verified
91.2.3 First Responses Responsibilities	Compliance Verified

Comments:

Area of Interest: Recruitment and Selection

Details of Review/Interviews: Detective Dinorah Walker manages the agency's recruitment efforts. Detective Walker experience in this area was evident throughout the interview.

Detective Walker opined that the process has evolved in recent years. Once there were waiting lists for hiring. Today, the agency finds itself involved in a very competitive market. The market dictates that interested parties be hired as soon as possible, as it is common for candidates to apply at multiple agencies and accept the first offer.

The need to quickly fill vacancies without compromising on requirements and background investigations has led the agency to focus on lateral hires and those individuals who have completed the Pennsylvania Municipal Police Officers' Education and Training Commission (MPOETC) basic training. The agency is fortunate to have three academies that are nearby. Many trainees are unattached, and the agency frequently visits the academies to establish and maintain a rapport with prospective candidates.

The agency has moved to an online video screening process. This requires the prospective candidate to access the Spark Hire website, enter a security PIN, and then answer standardized questions on the video platform. The agency has found that it can interview more candidates in less time, avoiding scheduling conflicts that allow them to progress to the next step.

The agency has found that including the campus community in its hiring decisions promotes transparency and comfort with the hiring process. A Command Staff member and a member of the university interview all prospective candidates in furtherance of the goal.

While these efforts have produced favorable recruitment trends, the agency continues to evaluate its processes to identify additional time-saving measures that do not impact the quality of the process.

Area of Interest: Training

Details of Review/Interviews: Detective Walker and Sergeant Visco provided an overview of the agency's training programs. The agency ensures that all officers receive the same training during the onboarding sessions. This two-week program includes a myriad of topics. The training includes administrative items, such as payroll, building access, and other topics. It further addresses topics important to the agency, including de-escalation, diversity, body-worn camera procedures, defensive tactics, and firearms.

Officers proceed to the agency's Field Training Officer (FTO) program after completing the onboard session. The FTO program is typical of many agencies. Lateral transfer officers complete a four-week program to familiarize the officer with agency-specific items such as field reporting and patrol areas. New officers receive nine weeks of FTO training that expands on the above topics and includes officer safety training, vehicle operation, and the like. Once completed,

the officers are assigned as solo officers to a platoon.

The agency provided, on average, over 60 hours of in-service training to its officers during the past twelve months. This training includes the annual MPOETC mandates of legal updates, tactical topics, criminal investigation, and officer wellness. These topics are determined by MPOETC and are subject to change. The agency uses the Pennsylvania Chief of Police Association's online training resources to aid it in providing this training.

The agency is a proponent of the Georgetown Law School ABLE (Active Bystandership for Law Enforcement) Project. All sworn personnel completed the training. The agency is one of nineteen Pennsylvania agencies recognized as an ABLE agency. The agency has several in-house trainers that conduct initial and refresher training. The concept enjoys the support of the university and agency employees.

Career Development training is essential to maintaining a succession plan. Specific training topics are mandated and provided as officers progress through the ranks. Advanced training associated with the FBI Academy and like institutions is limited to senior command personnel as they approach the pinnacle of their careers.

Area of Interest: Use of Force

Details of Review/Interviews: Captain Mike Belisairo was joined by Officer Jeff Ward to discuss the agency's efforts in this area.

Captain Belisairo noted that there had been a shift in response to resistance from an emphasis on various tools to de-escalation and control techniques. This was seen in the latest amendments to the state-mandated Use of Force training. The agency has several in-house instructors who are certified trainers in the various disciplines of defensive tactics. They have modified the agency's training to track the new requirements found in state law. These same instructors review the agency's Use of Force analysis to address stated concerns. This was the case when the report's author opined that trend analysis indicated that officers had lost confidence in using OC Spray. The training and command staff members responded by withdrawing all aerosolized OC spray and substituting a gel form of OC to limit cross-contamination concerns.

The agency prohibits the use of chokeholds and vascular neck restrictions.

All firearms training involves practical exercises and de-emphasizes "paper-punching" and includes a review of the agency's use of force policies, and its philosophy in responding to resistance that stresses de-escalation. Selected officers receive additional urban rifle training throughout the year.

The agency has recently completed training on active shooter response. This FLETC-sponsored training seeks to establish a national uniform response methodology that will allow officers from multiple agencies to respond to these events effectively and safely.

All use of force events are reported on a standardized form and reviewed by the chain of command that determines appropriateness and policy compliance. The staff also uses the reports to identify training needs and policy modification with each review.

Findings:

The agency finds itself in a competitive environment as it attempts to attract qualified candidates. It recognizes that established recruiting methods should be modified to increase the agency's exposure to potential candidates.

The agency continues to invest significantly in training its personnel. The agency's onboard training is the same for all newly hired officers, regardless of prior experience. In-service training focuses on high-liability subjects and adheres to the MPOETC mandates, while advanced training is topic-specific or designed to aid officers in their career development pursuits.

The agency's recruitment and selection process changes have produced positive results. The professionalism and advanced skill levels throughout the agency are indicative of the investment made in providing quality training to its personnel. The agency is quick to identify and respond to the changing environment as shown by its recruitment changes and modification to its training curriculum. All these efforts have assisted the agency in continuing to provide

quality law enforcement services to the campus community.

The agency holds its personnel to a high level of accountability and transparency on use of force matters. The agency's ABLE training, de-escalation training, and control techniques are emphasized over applying other forms of force. The agency confirms that its officers maintain proficiency in all issued equipment and firearms annually.

Public Portal Summary: Not activated at the time of the review.

Statistical Data Tables: The data tables provided by the agency are complete and consistent with the established reporting parameters.

Compliance Data Summary:

Number of Interviews Conducted: 5

CSM Name: Jay Murphy

Annual Review Start and End Dates: 2/10/2023 – 2/18/2023

Mandatory (M) Compliance: 307

Other-Than-Mandatory (O) Compliance: 42

Standards Issues: 0

Waiver: 0

(O) Elect 20%: 10

Not Applicable: 100

Total: 459

Percentage of applicable other-than-mandatory standards: 80.6%

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Virgil Hubbard; Denise Mantey

On 9/9/2023, the Year 4 Remote Web-based Assessment of University of Pennsylvania Police Department was conducted. The review was conducted remotely and included 55 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
4 Use of Force	
4.2.4 Analyze Reports* (LE1) (MMMM)	Standard Issue
Notes: ISSUE: The agency's 2022 analysis of Subject Management Reports in Bullet C shows data for race and gender of subjects, but does not address the age of subjects upon whom force was used as required by the accreditation standard. AGENCY ACTION NEEDED: It is recommended that the agency's Subject Management Reports analysis also address the age of subjects upon whom force was used. AGENCY ACTION TAKEN: The agency amended its Subject Management Reports analysis to address age of subjects involved in force incidents.	
11 Organization and Administration	
11.4.4 Computer Software Policy	Compliance Verified
12 Direction	
12.1.2 Command Protocol (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.2 Organizational Placement/Planning and Research	Compliance Verified
17 Fiscal Management and Agency Property	
17.2.1 Budget Process and Responsibility Described	Compliance Verified
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	Compliance Verified
22 Personnel Management System	
22.1.9 Military Deployment and Reintegration (LE1)	Compliance Verified
22.3.1 Agency Role	Compliance Verified
22.3.2 Ratification Responsibilities	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.2.5 Annual Statistical Summaries; Public Availability*	Compliance Verified
26.3.4 Informing Complainant	Standard Issue
Notes: ISSUE: In the policy provided, bullets a and c are adequately addressed, however, bullet b is not descriptive enough as it does not give a “schedule” as required by the standard. The policy states “periodic” which is not specific enough to meet the bullet’s requirement of a “schedule for status notifications.” AGENCY ACTION NEEDED: Policy should be revised to define a schedule for status notifications. AGENCY ACTION TAKEN: The agency revised the policy to include specific timelines for notification to the complainant of the status of the investigation.	

Standards	Findings
26.3.7 Relieved from Duty	Compliance Verified
31 Recruitment and Selection	
31.4.7 Selection Criteria (LE1) (MMMM)	Compliance Verified
31.5.1 Background Investigations (LE1)	Compliance Verified
31.5.6 Medical Examinations	Compliance Verified
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.1.7 Training Class Records Maintenance	Standard Issue
Notes: ISSUE: - Bullet D is not addressed in the policy. A statement regarding how frequently a lesson plan is updated and how long training records are maintained needs to be added. AGENCY ACTION NEEDED: Policy should be revised to include a retention schedule for lesson plans and other records. AGENCY ACTION TAKEN: The policy was revised to include that the lesson plans and other training records are kept indefinitely.	
33.4.2 Recruit Training Program (LE1)	Compliance Verified
33.4.3 Field Training Program (LE1) (M M M M)	Compliance Verified
33.8.1 Training for Career Development Personnel Training	Compliance Verified
40 Crime Analysis and Intelligence	
40.2.3 Criminal Intelligence Procedures* (LE1)	Compliance Verified
41 Patrol	
41.1.5 Police Service Canines (LE1)	Compliance Verified
41.3.5 Protective Vests (LE1)	Compliance Verified
41.3.6 Protective Vests/Pre-Planned, High Risk Situations (LE1)	Compliance Verified
41.3.8 In-Car Audio/Video/Body-Worn (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.5 Habitual/Serious Offenders	Compliance Verified
42.1.6 Exculpatory Evidence (LE1) (M M M M)	Not Applicable by Function
42.2.1 Preliminary Investigations Steps (LE1)	Compliance Verified
42.2.10 Show-ups	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.5 Covert Operations (LE1)	Compliance Verified
44 Juvenile Operations	
44.2.2 Procedures for Custody (LE1)	Compliance Verified

Standards	Findings
44.2.3 Custodial Interrogation and Interviews (LE1)	Standard Issue
Notes: ISSUE; The agency's written directive (39. Juvenile Operations) in Bullet B, only addresses custodial interviews and interrogations. Bullet B of the standard calls for a written directive that describes procedures for non-custodial interviews of juveniles. AGENCY ACTION NEEDED: It is recommended that the agency include its written directive that addresses the non-custodial interviews of juveniles. AGENCY ACTION TAKEN: The agency revised its written directive (39, Juvenile Operations) to address non-custodial interviews of juveniles.	
45 Crime Prevention and Community Involvement	
45.2.3 Accreditation Public Comment (LE1) (M M M M)	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.12 Crowd Control Response Training	Compliance Verified
46.1.13 Continuity of Operations Plan (LE1) (M M M M)	Compliance Verified
46.2.1 Special Operations Activities	Compliance Verified
46.2.3 Tactical Team Equipment	Compliance Verified
54 Public Information	
54.1.2 Policy Input	Compliance Verified
55 Victim/Witness Assistance	
55.1.2 Review Need/Services*	Compliance Verified
Notes: ISSUE: The standard calls for a documented review of victim/witness needs and available services. The documentation provided is a listing of how many presentations were offered and how many follow ups with victims were conducted. I don't see a review of the available services or the needs of victims/witnesses in your jurisdiction. AGENCY ACTION NEEDED: Two documented reviews of victim/witness needs and available services should be added. AGENCY ACTION TAKEN: Agency added a review from January, 2022, however, they are still missing the second annual review that would have been completed in 2020. It is recommend that the agency be sure to conduct the next review in 2024 and every two years thereafter.	
61 Traffic	
61.3.2 Direction/Control Procedures (LE1)	Compliance Verified
61.4.2 Hazardous Roadway Conditions (LE1)	Compliance Verified
61.4.3 Towing (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.4 Interruption of Transport	Compliance Verified
70.1.5 Prisoner Communication	Compliance Verified
70.1.8 Notify Court of Security Risk (LE1)	Compliance Verified
70.2.1 Detainee Restraint Methods (LE1)	Compliance Verified
81 Communications	
81.2.1 24 Hour, Toll-Free Service (LE1)	Compliance Verified
81.2.4 Radio Communications Procedures (LE1)	Compliance Verified

Standards	Findings
81.2.5 Access to Resources (LE1)	Compliance Verified
81.2.6 Calls for Service Information Victim/Witness Calls (LE1)	Compliance Verified
81.2.10 Emergency Messages (LE1)	Compliance Verified
81.2.12 Private Security Alarms	Compliance Verified
84 Property and Evidence Control	
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
91 Campus Law Enforcement	
91.2.1 Agency Role and Responsibilities (LE1)	Compliance Verified

Comments:

University of Pennsylvania Police Department
Year 4 Remote Assessment Report (Advanced Law Enforcement)

Areas of Interest: This is a Year 4 remote assessment report. There were no areas of interest conducted.

Public Portal Summary: There were no comments for Year 4 in the Public Comment Portal.

Statistical Data Tables:

The data tables provided by the agency are complete with the exception of biased policing data. The data tables in Years 2 and 3 reported inaccurate data. The agency was unable to correct the information for those years and placed correct data in the Comments Section for biased policing under Year 4.

Compliance Data Summary:

All standards identified as Not Applicable by the agency have been verified. The agency is well within the identified threshold for Elected 20% standards.

Statistical data on compliance with applicable standards to ensure that the agency complies within the identified limits:

Number of Interviews Conducted: 0
Compliance Services Member(s) Name: Virgil Hubbard/Denise Mantey
Assessment Start and End Dates: September 1 - 9, 2023
Mandatory (M) Compliance: 314
Other-Than-Mandatory (O) Compliance: 43
Standards Issues: 4
Waiver: 0
(O) Elect 20%: 10
Not Applicable: 94
Total: 461
Percentage of applicable other-than-mandatory standards: 81.13%

The agency categorized 94 standards as not applicable by function which have been verified as appropriately categorized by the web-based assessor. The agency categorizes ten standards as Elected 20% which is within the limits prescribed by the Commission.

Findings

Public Portal Summary

Statistical Data Tables

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

12/5/2023

Observable Standards Review

All observable standards were confirmed by the site-based assessor upon arrival at the agency.

Summary of Agency Adjustments to Standards Issues

There were no identified standard issues, therefore, no adjustments were required.

Summary Public Access Portal

The agency received no comments via the Public Access Portal.

Area of Interest: Mental Health Response

In Spring 2023, the Division of Public Safety (DPS) at the University of Pennsylvania launched the Mental Health Co-Responder (MHCR) pilot program in collaboration with Wellness and University Life. The model expanded the existing crisis response team to include an in-person clinician who responded alongside highly trained University of Pennsylvania officers to provide first responder behavioral health evaluations to students experiencing an urgent mental health crisis. The co-responder team model enhanced the existing response structure, which includes daytime in-person support through Wellness and University Life in partnership with the evening Special Services support and 24/7 response by the DPS with mental health evaluation provided via phone by practitioners with the Protocol service.

By almost all measures, this pilot was a success. Metrics and detailed information indicate the program made a positive impact, and the University of Pennsylvania community desires this kind of collaborative service.

Co-Responder Pilot team members analyzed prior years' data for checks on well-being and found that the days with the highest number of checks were Friday, Saturday, Sunday, and Monday. For mental health hospital cases, the highest number of incidents occurred on Saturdays, Sundays, and Mondays. The highest number of suicide attempt hospital cases occurred on Saturdays and Mondays.

The hiring process was initiated with three successful candidates, one was a licensed social worker with a Master of Social Work degree, one currently completing a Master of Science in Mental Health Counseling, and one currently completing a Master of Science in Community and Trauma Counseling. All three had prior experience working in a mobile mental health crisis response unit or in a crisis response center. The University of Pennsylvania Police Department (UPPD) created a directive governing the program. The protocol calls for all responses to include a police supervisor (Sergeant or Lieutenant) along with the co-responder and one UPPD officer.

All UPPD supervisors have attended a crisis intervention training course conducted by the City of Philadelphia Department of Behavioral Health and Justice Division.

Upon arrival at a scene, the UPPD supervisor and officer evaluate the situation to ensure that it is safe prior to the co-responder engaging. Once the scene has been deemed safe, the officer can resume other duties and leave the supervisor and co-responder to handle the situation. If it is necessary to transport the person in crisis, unmarked vehicles are available when appropriate for a voluntary transport. Transports involving non-voluntary commitments require transport by uniformed officers in a marked vehicle.

Following each deployment, the UPPD supervisor completes a report incorporating information from the co-responder.

Additionally, the co-responder and all participating UPPD personnel complete a questionnaire following each incident to evaluate what went well and what improvements could be made. Additionally, there is a weekly meeting with DPS's partners at Wellness and University Life to discuss each co-responder case. Representatives from DPS and UPPD provide a debrief and then learn about the follow-up the student received in order to assess the effectiveness of each co-responder dispatch. A post response survey was provided to providers to gauge effectiveness and provide feedback. Across the board, feedback was positive.

The Spring 2023 Mental Health Co-Responder Pilot Program showed that this model improves the delivery of mental health services to the University of Pennsylvania community. The program expanded upon their existing virtual co-responder model and demonstrated the benefits of having in-person mental health professionals to provide a safe, efficient experience for students as well as emergency responders.

As a result of the mental health co-responder pilot, all mental health hospital cases captured on body camera have been reviewed by the Lieutenant assigned as the Body Worn Camera (BWC) administrator. The Captain of Staff and Administration was previously tasked with body camera footage review, but that responsibility has been shifted to the Deputy Chief of Operations. The purpose of the review is to evaluate the effectiveness and response procedures involving the co-responders. Non co-responder cases are also reviewed for comparison. Directives are in the draft process to include a review of all mental health cases for quality assurance.

Area of Interest: Special Services and Victims Support

The Special Services Unit (SSU) within the Division of Public Safety at the University of Pennsylvania, while separate from the University of Pennsylvania Police Department (UPPD), works in conjunction with the UPPD in providing support to victims of crime. Victim/Witness assistance is streamlined through SSU in order to provide follow up contact withing a reasonable period of time.

The Special Services team provides 24/7 support services to members of the University of Pennsylvania community who have experienced any type of crime. A prominent part of Special Services' operations is investigation, support, and transparency related to interpersonal violence and sensitive crimes such as rape, sexual assault, relationship or domestic violence, harassment, and stalking. The Special Services team also responds to critical incidents to address and alleviate community distress.

Highly trained personnel are available to offer immediate assistance, including crisis intervention, accompaniment to legal and medical proceedings, options counseling and advocacy, and linkages to other University and community resources, as well as city, state, and federal resources.

Victim/Witness assistance is provided on an ongoing basis as it relates to procedures involved in the prosecution of their case, scheduling any follow up interviews, and the assignment of a victim advocate for continued support throughout the investigation and prosecution as well as in the absence of investigation and/or prosecution. Continued support is given by SSU as well as through referrals to campus and off-campus resources including counseling, academic and financial support as appropriate.

Specific support needs are reviewed formally on an annual basis by SSU, and informally on an ongoing basis. While SSU cannot directly provide every aspect of support, they partner extensively with external agencies to meet the needs of the victim (e.g., the Philadelphia Sexual Assault Resource Center for SAFE exams). Needs for victims are unique and individualized and SSU's coordination of services are necessarily and appropriately customized to the victim. These may include coordination or connection with other University offices for academic, housing, accommodations, etc.; communicating with the local prosecutor's office (e.g. the District Attorney of Philadelphia) regardless of location of the crime; creating connection with University or external counselling services (e.g. Counseling and Psychological Services and/or Women Organized Against Rape in Philadelphia); and/or referral to external legal resources for any associated civil processes (e.g. Community Legal Services or Women Against Abuse).

In addition to the ongoing review of victim needs and connection to support services, formal review of these needs and their ability to meet them occur biweekly within the University at the University's Case Management Support Team meetings and quarterly through the University's Critical Incident Stress Management Team. Reviews of partnerships with the City of Philadelphia agencies occur monthly through the Philadelphia Sexual Assault Response Committee, the Philadelphia Coalition for Victim Advocacy, and the Philadelphia Victim Assistance Officer meetings. Finally, SSU formally reviews its own offerings and partnerships annually as part of our annual fiscal year appraisal.

The Special Services Division has five (5) full time employees both sworn and unsworn. Division members conduct over 145 safety presentations and have over 1100 support and advocacy contacts annually. Special Services personnel meet with university partners associated with Wellness, Student Intervention Services, and Student Conduct (when appropriate) on a weekly basis (or sooner depending upon the incident). They discuss responses and follow-ups as well as policy changes and other recommendations. Many of the recommendations are involving follow-up, not initial responses, and held confidentially in the Special Services Department. If changes are needed to police responses 'follow-up, the Special Services Director will work directly with the Vice President of Public Safety and the Chief of Police.

Area of Interest: Use of Force

It is the policy of the University of Pennsylvania Police Department (UPPD) to employ only the amount of force that is reasonable and necessary to overcome the resistance offered, effect a lawful arrest, and/or accomplish the lawful performance of duty while protecting the public. The use of unreasonable, unnecessary force, and/or the failure to provide proper medical treatment following the use of force, shall, in every case, result in certain and severe disciplinary action against those who use or allow the use of such force, or fail to provide for the care of persons in custody.

Police Officers are responsible for the review and knowledge of Pennsylvania Law on the authority for the use of force as contained in Title 18, Chapter 5, "General Principles of Justification"; specifically, police officers are governed under sections 505, 506, 507, and 508.

Every newly hired UPPD Officer is trained in the use of force policy and is required to attend in-house trainings to include de-escalation training, a hands-on defensive tactics class as well as qualifying with firearms, electronic control weapon (ECW) and OC spray. The use of force policy is reviewed thoroughly in each of the training sessions. Annually all personnel are trained on the policy during qualifications.

All uses of force are required to be reported and documented on an incident report as well as a subject management report. Instances where an officer displays a weapon to gain compliance are documented in the same manner if the weapon was used (i.e., ECW laser painting; gunpoint etc.).

An administrative review is conducted by the on-duty Lieutenant by reviewing the paperwork and body camera footage. The report completed is called a subject management report. The reports are then forwarded through the chain of command for review as well as recommendations for further action. The chain of command consists of Captains (Admin and Patrol), Deputy Chiefs (Investigations and Operations), and the Chief of Police. This process has been in place since approximately 2011 and has been refined over the years.

Starting in 2020 body camera footage of high-profile incidents have been reviewed by the executive command staff in a group setting on a weekly basis. The incidents are discussed in an open forum and any policy or procedural recommendations are made and implemented.

As of this report, there have been only a few instances where recommendations for additional training were made as a result of the review. Almost all involved the display of an ECW in an inconsistent manner with policy/training. Their policy clearly states weapons will not be used as intimidation devices and should be used if other force options are ineffective or appropriate. These were corrected with re-training.

Area of Interest: Active Threat and Critical Incident Response

It is the policy of the UPPD, based on training and experience, to grant first responding patrol officers the authority and responsibility to immediately engage any active threat, active shooter, and/or terrorism incident which poses imminent danger to others. The goal of police intervention in an active threat incident is to take instant action, using all lawful and necessary means to neutralize the incident, save lives and prevent serious injuries. Additional goals of responding officers include providing medical assistance and shelter to victims, securing a perimeter, and preserving the crime scene for further investigation.

All UPPD personnel are trained in Active Threat/Shooter responses and have the responsibility to immediately engage any active threat, with the intent to neutralize the incident without waiting for command staff or for the arrival of a tactical response team.

The UPPD works closely with all other departments within the University of Pennsylvania Division of Public Safety (DPS) in preparing for responses to critical incidents; however, there is a direct line from the Police Department to the DPS Fire and Emergency Services Department as related to Incident Command and the Emergency Operations Center. A tabletop exercise is conducted annually with all DPS personnel related to a critical incident that may occur within their jurisdiction (i.e., natural disaster, train derailment; active shooter, bomb threat etc.). A debrief is held after the exercise and recommendations for policy changes or equipment needs are made.

Critical Incident responses are reviewed during UPPD annual weapons training. There are also training bulletins distributed at roll calls which review responses to active threats and/or critical incidents. Critical Incident follow-ups are made at the direction of the Chief of Police whenever an intervention is needed. Employee Assistance Program (EAP) is available for all personnel following a high stress critical incident. Members of the Critical Incident Stress Management (CISM) team are available to all UPPD personnel. The team is staffed by members of the UPPD, DPS and University of Pennsylvania Wellness departments.

At the conclusion of any mission critical tabletop exercises a debriefing is conducted. The report is shared with all participants and saved electronically for future reference. There have been minor policy changes and equipment procurements as a result. Per policy, a debrief shall be conducted following an actual critical incident involving UPPD personnel. There have not been any recent actual critical incident responses that were followed up with a debriefing. There was a debriefing conducted in 2020 which followed a police response to an armed robbery of a bank, where armored car guards and suspects exchanged gunfire before police arrived. There were no policy changes or procedures recommended as a result of that debriefing.

Findings

The ideal of providing supportive excellent service to all people by the University of Pennsylvania Police Department (UPPD) was reinforced during the site-based assessment by internally observed attendance at multiple roll calls, consultations with the command staff and training staff, but also through several impromptu interviews with campus students, staff, faculty, visitors and local business owners. All selected areas of interest exemplified the comprehensive efforts of the entire non-sworn and sworn workforce. The abundant contracted civilian security of Allied Universal, in conjunction with the entire Division of Public Safety staff (all the way up to the Vice President), solidify a force multiplier to the police department's efforts to prevent, respond, and recover from any situation while treating their customers kindly and with dignity and respect. UPPD has a robust camera system around campus. The department has mastered access control doors and assigned limited ways of ingress and egress in all campus facilities. Agency personnel have a commitment to following protocols, consistent with best practices, communicating well through their chains of command and externally with their partners in the Philadelphia and the Drexel Police Departments. The UPPD dedicate resources to monitor the Philadelphia Police Department's radio traffic and computer aided dispatch from the adjacent district. Every Tuesday assigned staff attend a deployment meeting with a Philadelphia police supervisor and a crime analyst. A strong memorandum of understanding with the Philadelphia Police Department allows for PPD to be the lead agency on campus for most major crimes to include barricaded and hostage situations,

criminal homicide, police shootings, narcotics, sex crimes, arson, investigations of hate crimes, and investigations of labor issues.

Interview: Agency

During the site-based assessment, a total of 25 agency members were interviewed with an additional 53 who were met and spoken with in group settings (i.e., roll calls). All demonstrated a good basis of knowledge regarding the mission of the agency and the specific job responsibilities of their roles in the agency. Public Safety Vice President Kathleen Shields Anderson introduced the history and overview of the objectives of the UPPD. Chief Gary Williams participated extensively in interviews regarding the processes he and his team utilize to make decisions and changes within the agency. Captain of Patrol Chris Vandervort introduced patrol overview, Deputy Chief of Investigations Mike Morrin provided an investigative overview, and Captain of Staff and Administration Mike Belisairo provided an administrative information and an overview of the agency's Use of Force topic. Deputy Chief of Patrol Derrick Wood, along with Captain of Staff and Administration Michael Belisairo and Director of Special Services Paige Wigginton discussed the processes for the agency's response to situations involving a mental health response including the newly initiated pilot project. Active threat and the agency's response to critical incident response was review with Chief Williams, Deputy Chief of Patrol Derrick Wood, Fire and Emergency Services Chief Gene Janda, Captain of Patrol Chris Vandervort and Sgt. Chris Guinan who is a dayshift Sergeant, ERT Member and Firearms instructor. Director of Special Services Paige Wigginton and Special Services Detective Perdetha Watson were interviewed and provided information on the Special Services and Support Unit.

Interview: Parent/Partner Agencies

Persons affiliated with the agency internal to the university processes at higher levels or in partnership with the agency were included in several external interviews. Philadelphia Police Officers Seda and Phillips were interviewed and described the UPPD Officers as professional, good partners and always there to help. An interview was conducted with Benoit Dube, Chief Wellness Officer and Sharon Smith, Associate Vice Provost for University Life regarding the co-responder pilot. Scott Ward, Executive Associate Athletic Director/Chief Operations Officer and Karu Kozuma, Vice Provost for University Life spoke regarding their duties in partnership with the UPPD. Vice Provost Kozuma praised the police as always willing to examine themselves and the police advisory board as a partner in examining all the "other things" that the police can't think about. Eric Stewart Sr., event concierge services described the police services as excellent and it was obvious, they had an established working relationship.

Interview: Community

Community members, identified randomly by the Site-Based Assessor and affiliated by staff, student, faculty or visitor designations were interviewed and provided anonymous status in this report to solicit genuine straight forward opinions of the public safety services provided by the agency. With over 53 persons contacted and interviewed on walkabouts, conversations solicited at two on-campus protests, and impromptu interviews, all comments were positive sighting the visibility of the agency, the professional and friendly interactions with officers, and the overall safe feeling provided on campus. It was clear the community members interviewed had a positive perspective of the agency, their performance, and trust and confidence in them as an organization. The consistent statement from impromptu participants was that they felt safe on campus, but off campus they did not feel "as safe" and wished that UPPD had larger boundaries of enforcement to include rail stations. During the ride-alongs, Site-Based Assessor Stump-Kurnick had the opportunity to meet and speak with random business managers in and adjacent to the campus during ride-alongs and during strategic "business checks". These are specific business's, i.e., CVS Pharmacy, Duncan Donuts, etc., the officers sign off on a book located in the business and make contact with workers in the establishments. It was apparent the officers were very familiar with the procedure and the employees. Interviews with Glenn Bryan, Assistant Vice President, Community Relations Office of Government and Community Affairs and Pam Davis, Pastor at Christ Community Church were extremely positive and grateful for the interaction UPPD has in the surrounding Philadelphia community. They said the police were always willing to be a partner at the table and listen to issues presented from the community associations adjacent to campus. Finally, an interview with Josh Forman, Director of Security Services, Allied Universal

was conducted to discuss the relationship between the UPPD and contracted security services on campus.

STATISTICS AND DATA TABLES

Overview

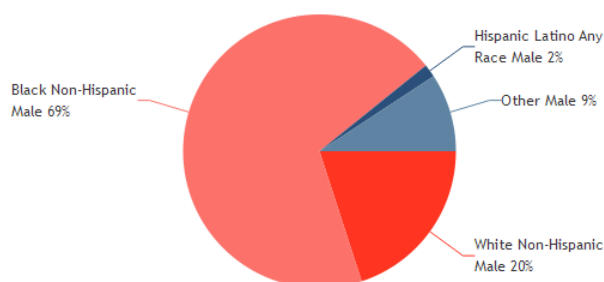
The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency's use of standards to address the standards' intent

Traffic Warnings & Citations - Reaccreditation Year 1

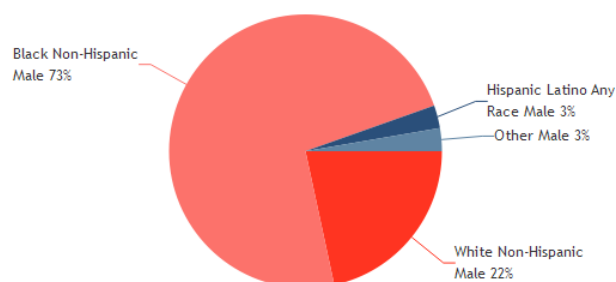
Data Collection Period: 1/1/2020 - 12/31/2020

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	26	8	34
Black Non-Hispanic Male	90	27	117
Hispanic Latino Any Race Male	2	1	3
Other Male	12	1	13
White Non-Hispanic Female	6	1	7
Black Non-Hispanic Female	37	14	51
Hispanic Latino Any Race Female	0	0	0
Other Female	3	1	4
TOTAL	176	53	229

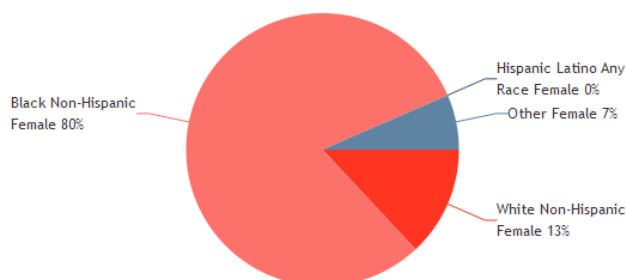
Male Warnings



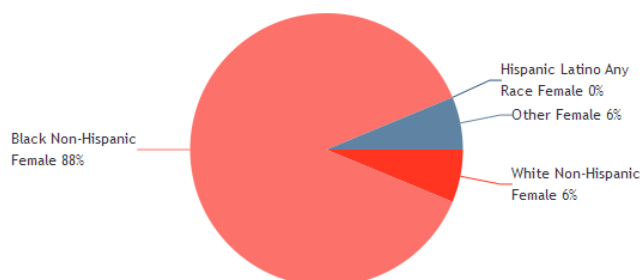
Male Citations



Female Warnings



Female Citations



Legend

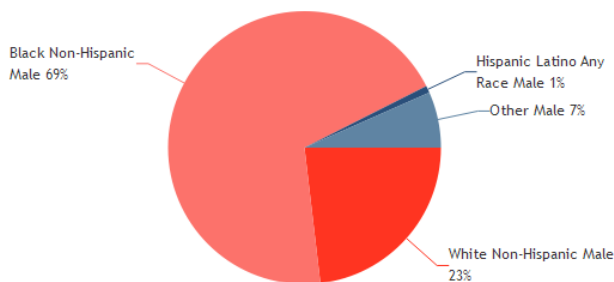
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 2

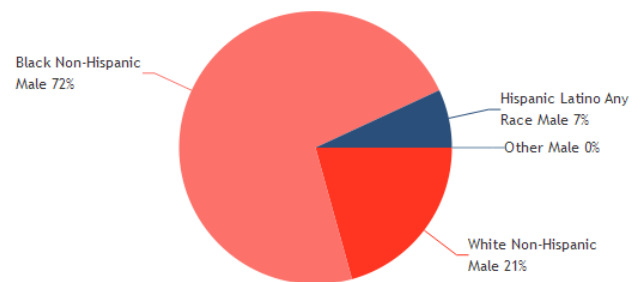
Data Collection Period: 1/1/2021 - 12/31/2021

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	28	6	34
Black Non-Hispanic Male	84	21	105
Hispanic Latino Any Race Male	1	2	3
Other Male	8	0	8
White Non-Hispanic Female	10	1	11
Black Non-Hispanic Female	33	16	49
Hispanic Latino Any Race Female	0	0	0
Other Female	0	0	0
TOTAL	164	46	210

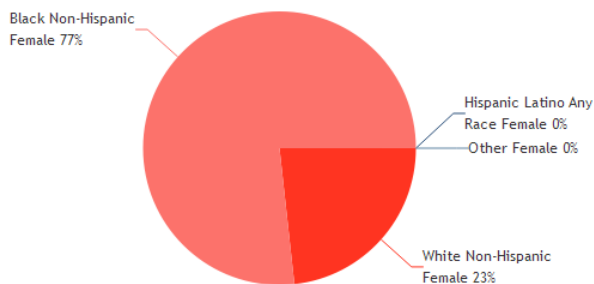
Male Warnings



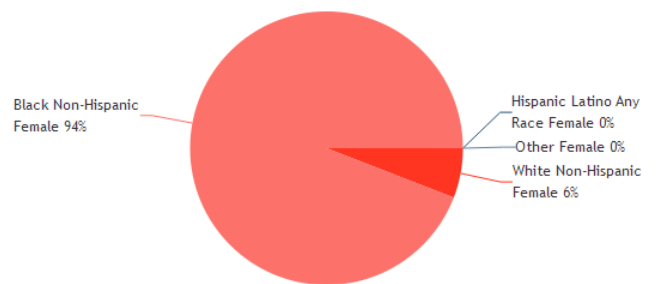
Male Citations



Female Warnings



Female Citations



Legend

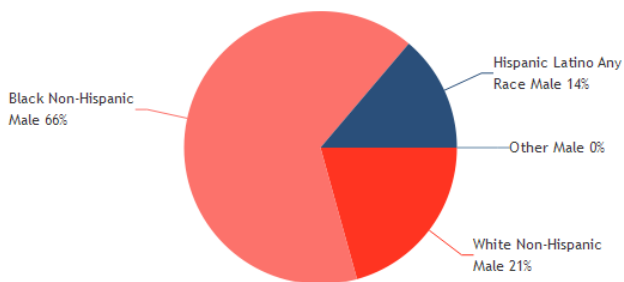
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 3

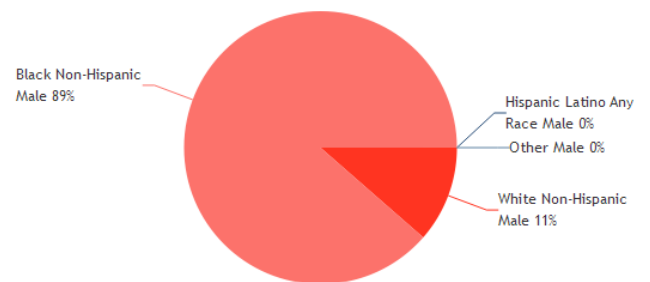
Data Collection Period: 1/1/2022 - 12/31/2022

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	6	4	10
Black Non-Hispanic Male	19	31	50
Hispanic Latino Any Race Male	4	0	4
Other Male			
White Non-Hispanic Female	1	0	1
Black Non-Hispanic Female	9	11	20
Hispanic Latino Any Race Female	1	0	1
Other Female	1	0	1
TOTAL	41	46	87

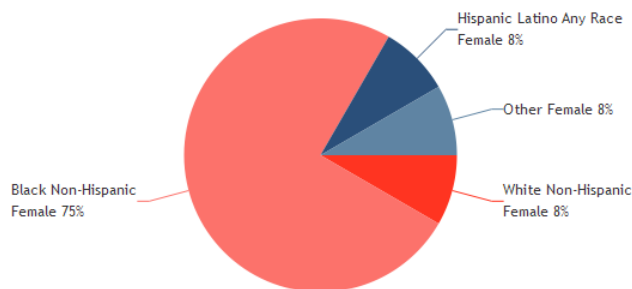
Male Warnings



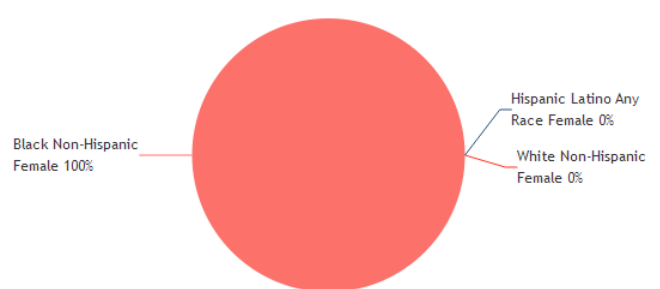
Male Citations



Female Warnings



Female Citations



Legend

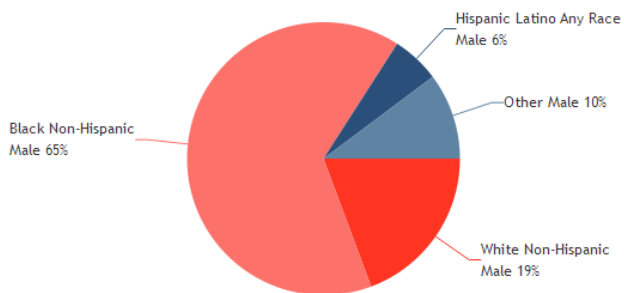
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 4

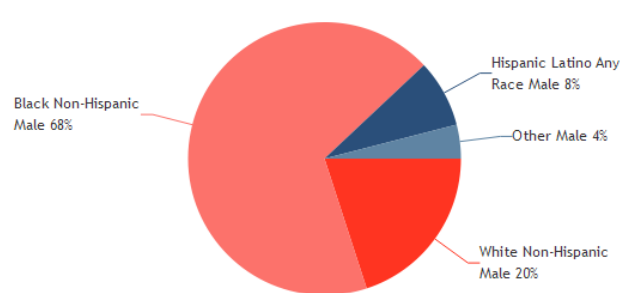
Data Collection Period: 1/1/2023 - 8/1/2023

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	17	5	22
Black Non-Hispanic Male	57	17	74
Hispanic Latino Any Race Male	5	2	7
Other Male	9	1	10
White Non-Hispanic Female	9	0	9
Black Non-Hispanic Female	30	8	38
Hispanic Latino Any Race Female	1	0	1
Other Female			
TOTAL	128	33	161

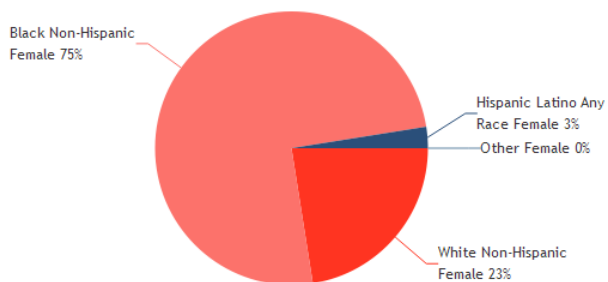
Male Warnings



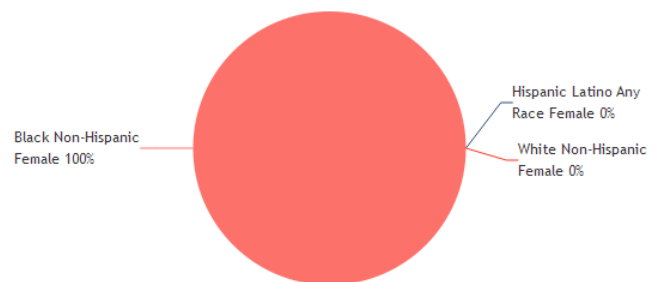
Male Citations



Female Warnings



Female Citations



Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Biased Based Profiling

Year 1 Data Collection Period: 1/1/2020-12/31/2020

Year 2 Data Collection Period: 1/1/2021-12/31/2021

Year 3 Data Collection Period: 1/1/2022-12/31/2022

Year 4 Data Collection Period: 1/1/2023-8/1/2023

Complaints from:	Year 1	Year 2	Year 3	Year 4
Traffic Contacts	0	210	260	2
Field Contacts	0	622	496	1
Asset Forfeiture	0			0

Reaccreditation Year 1 Notes:

There were no complaints in 2020.

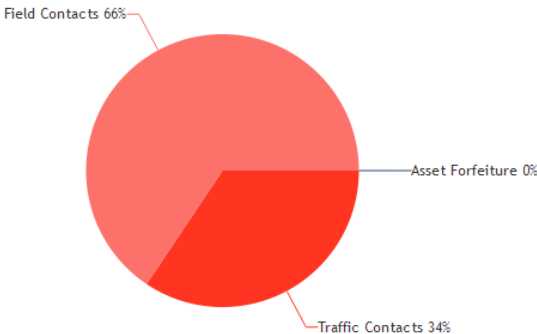
Reaccreditation Year 4 Notes:

amendment to years 2 and 3

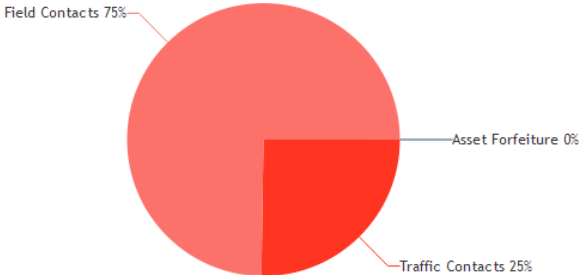
year 2 traffic 1 field 3 assets 0

year 3 traffic 2 field 1 assets 0

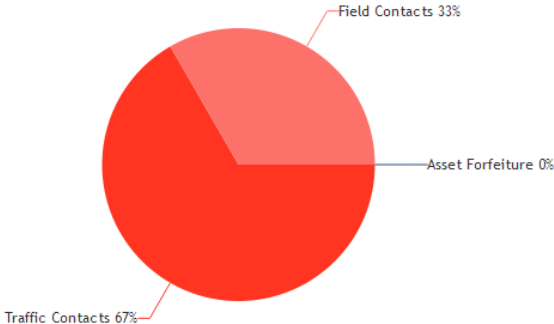
Complaints



Complaints



Complaints



Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1

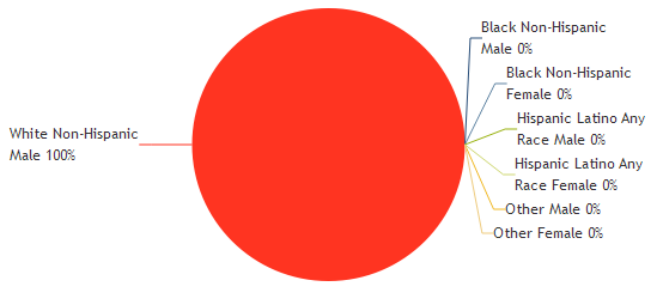
Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									1
Discharge	0	0	0	0	0	0	0	0	0
Display Only	1	0	0	0	0	0	0	0	1
ECW									2
Discharge Only	1	0	0	0	0	0	0	0	1
Display Only	1	0	0	0	0	0	0	0	1
Baton	1	0	0	0	0	0	1	0	2
Chemical/OC	0	0	1	0	0	0	0	0	1
Weaponless	14	0	6	0	0	0	0	0	20
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	18	0	7	0	0	0	1	0	26
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	3	1	5	0	1	0	0	0	10
Total Number of Suspects Receiving Non-Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	29	7	155	20	0	0	1	0	212
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

Reaccreditation Year 1 Notes:

There were 15 use of force incidents with 10 arrests.

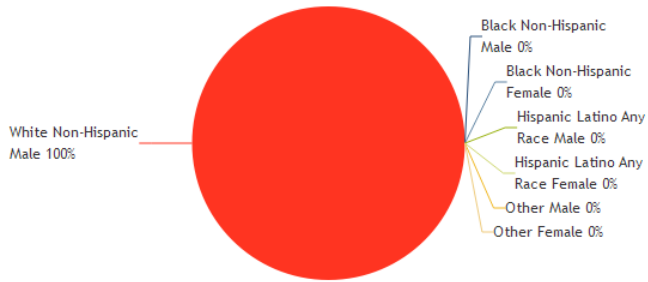
Total Firearm



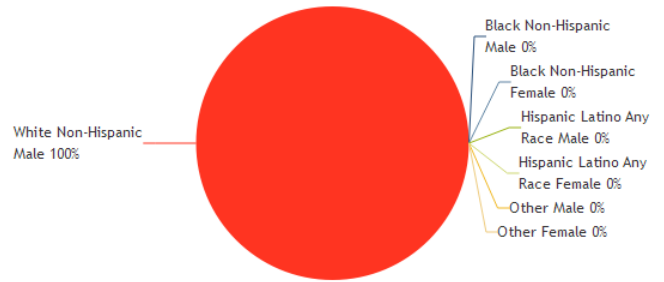
Firearm Display



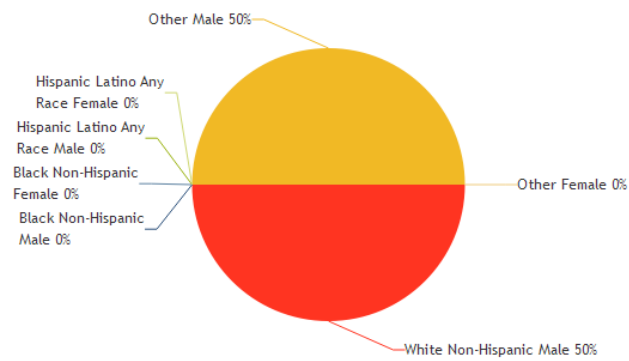
ECW Discharge



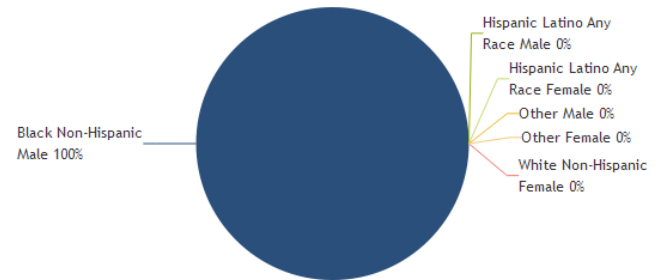
ECW Display



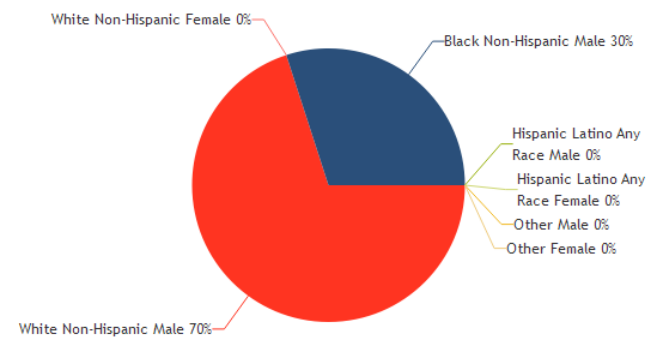
Baton



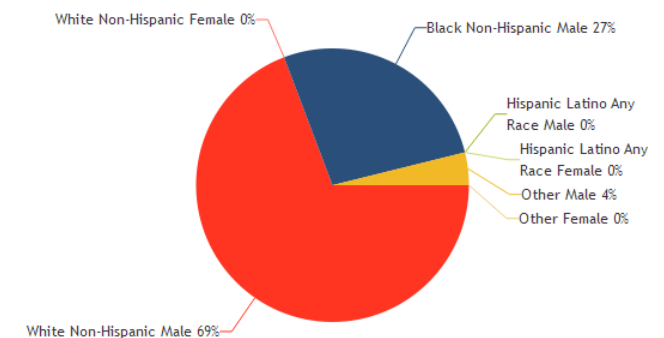
Chemical/OC



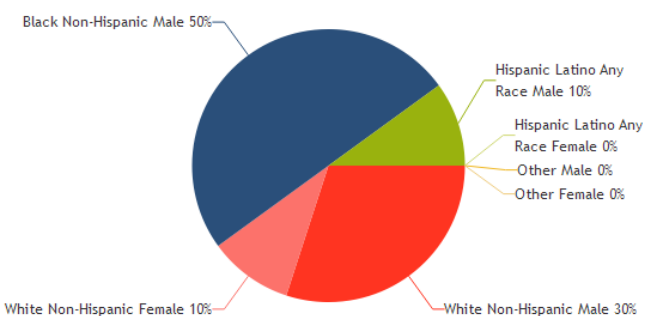
Weaponless



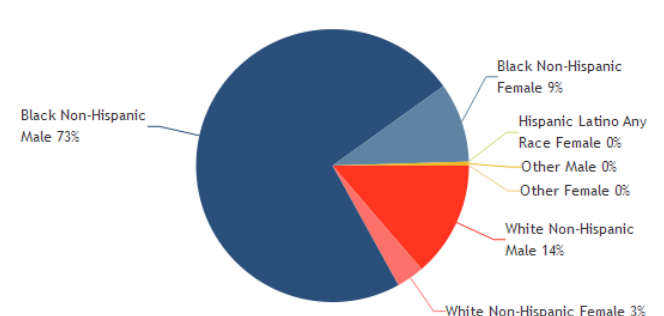
Total Uses of Force



Total Use of Force Arrests



Total Agency Custodial Arrests



Legend

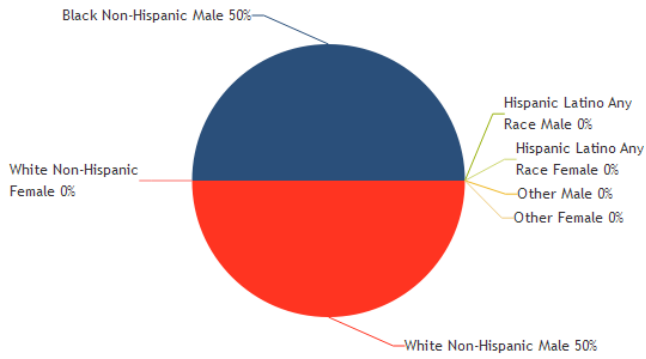
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 2

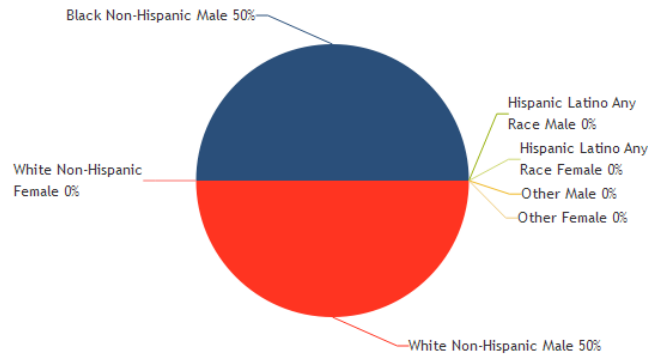
Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									2
Discharge	0	0	0	0	0	0	0	0	0
Display Only	1	0	1	0	0	0	0	0	2
ECW									4
Discharge Only	0	0	1	0	0	0	0	0	1
Display Only	1	0	2	0	0	0	0	0	3
Baton	0	0	1	0	0	0	0	0	1
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	0	0	4	1	1	0	1	0	7
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	2	0	9	1	1	0	1	0	14
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	2	0	4	0	0	0	1	0	7
Total Number of Suspects Receiving Non-Fatal Injuries	0	0	1	0	0	0	0	0	1
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	0	0	0	0	0	0	0	0	0
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

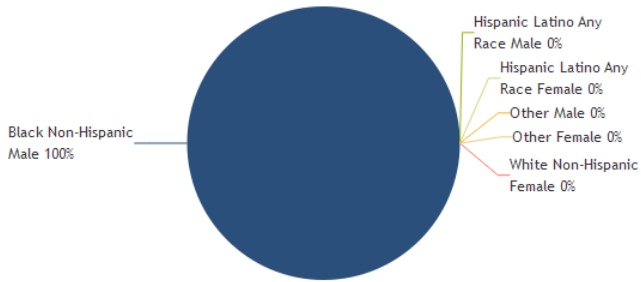
Total Firearm



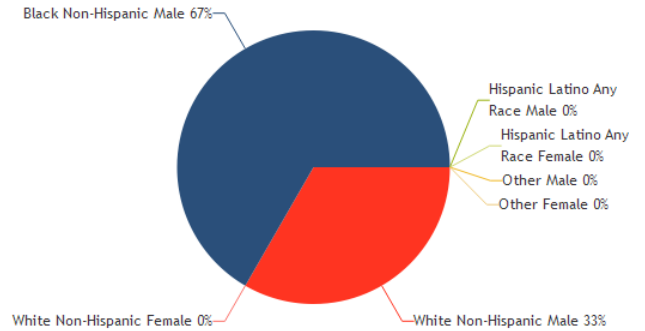
Firearm Display



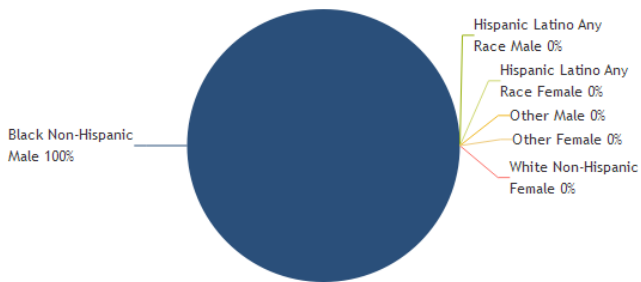
ECW Discharge



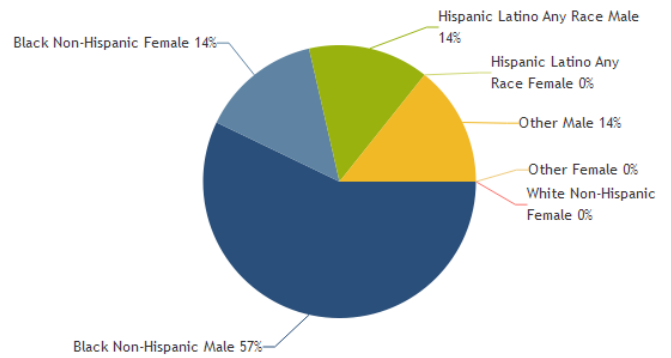
ECW Display



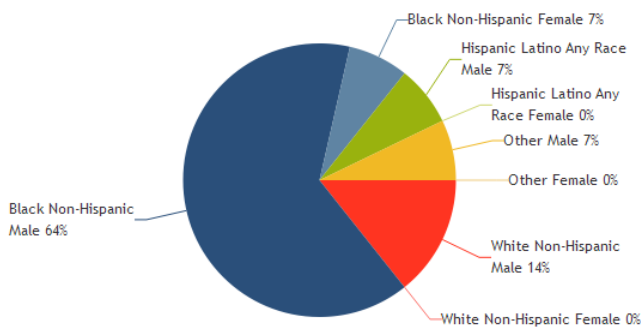
Baton



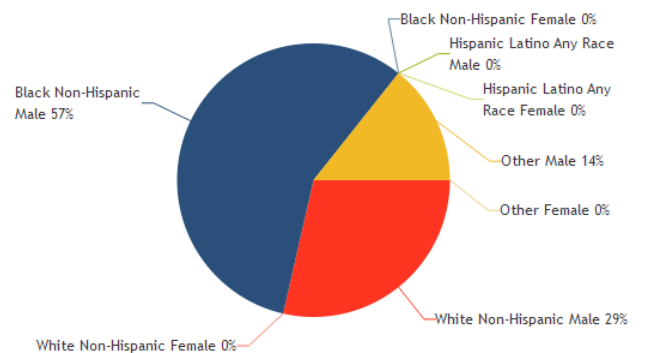
Weaponless



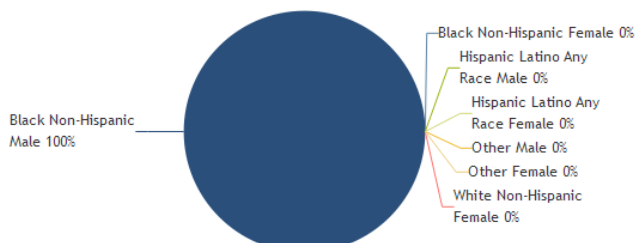
Total Uses of Force



Total Use of Force Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

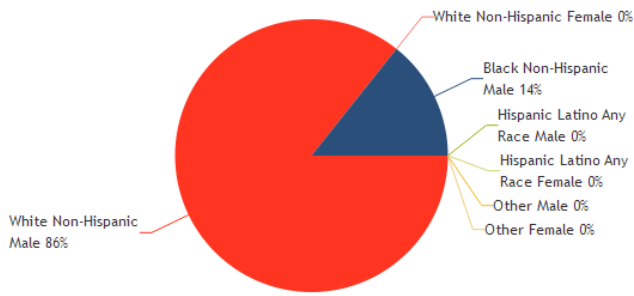
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 3

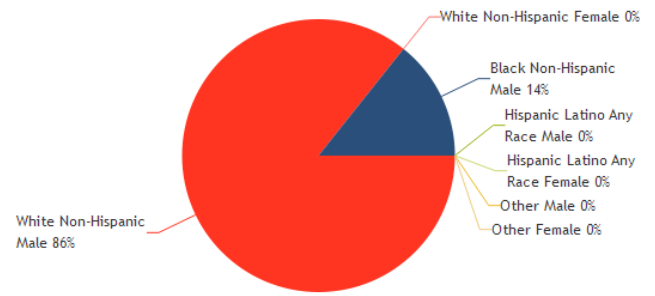
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									7
Discharge	0	0	0	0	0	0	0	0	0
Display Only	6		1						7
ECW									7
Discharge Only		1	2						3
Display Only	3				1				4
Baton									
Chemical/OC									
Weaponless	6	1	4		1				12
Canine									0
Release Only									
Release and Bite									
Total Uses of Force	15	2	7	0	2	0	0	0	26
Total Number of Incidents Resulting In Officer Injury or Death									
Total Use of Force Arrests									
Total Number of Suspects Receiving Non-Fatal Injuries			3						3
Total Number of Suspects Receiving Fatal Injuries									
Total Agency Custodial Arrests	64	22	108	15	0	0	1	4	214
Total Use of Force Complaints									

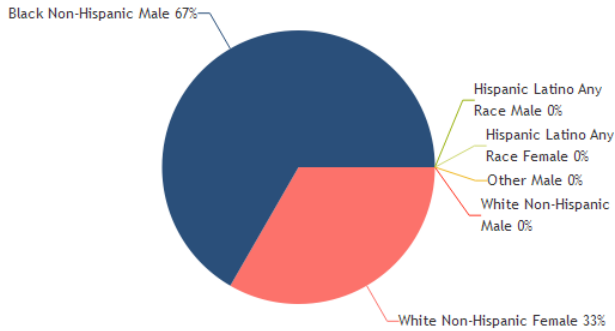
Total Firearm



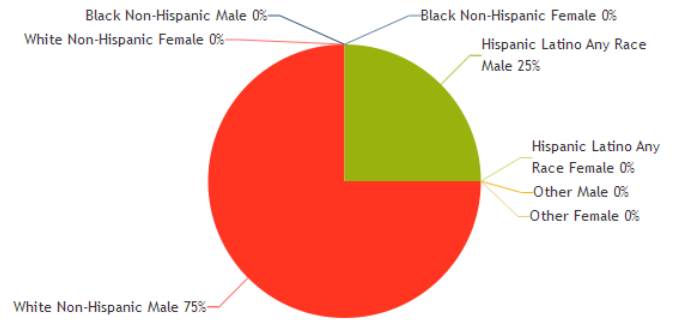
Firearm Display



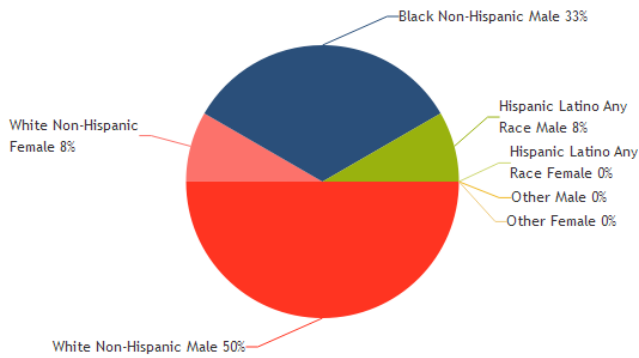
ECW Discharge



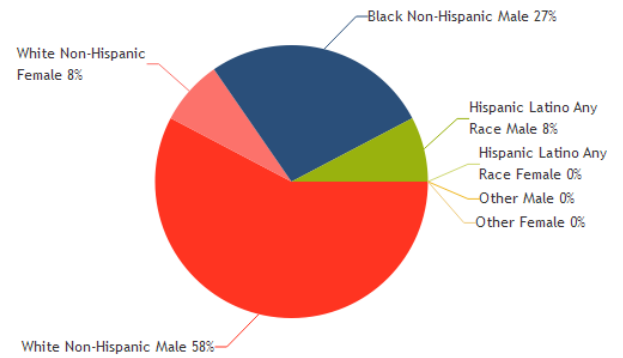
ECW Display



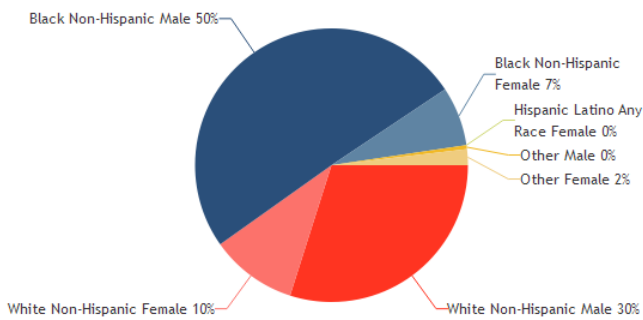
Weaponless



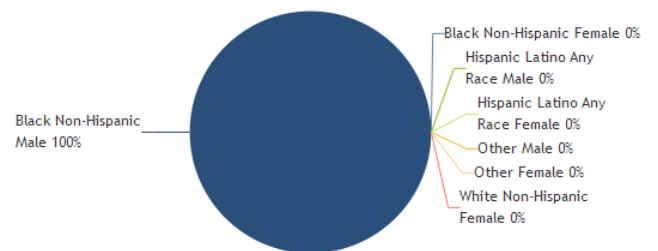
Total Uses of Force



Total Agency Custodial Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

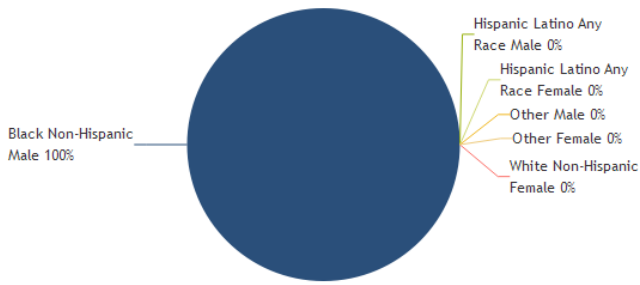
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 4

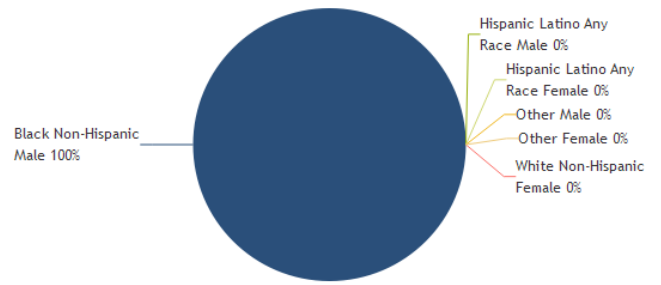
Data Collection Period: 1/1/2023 - 8/1/2023

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									3
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	0	3	0	0	0	0	0	3
ECW									7
Discharge Only	1	0	2	0	0	0	0	0	3
Display Only	0	0	3	0	0	0	0	1	4
Baton	0	0	0	0	0	0	1	0	1
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	1	0	3	0	0	0	0	0	4
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite									
Total Uses of Force	2	0	11	0	0	0	1	1	15
Total Number of Incidents Resulting In Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	1	0	6	0	0	0	0	0	7
Total Number of Suspects Receiving Non-Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	14	1	35	13	0	0	0	0	63
Total Use of Force Complaints	0	0	1	0	0	0	0	0	1

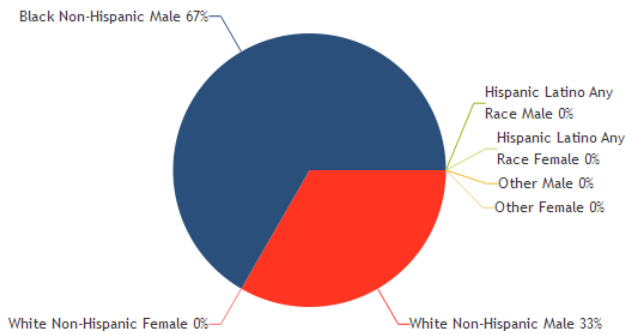
Total Firearm



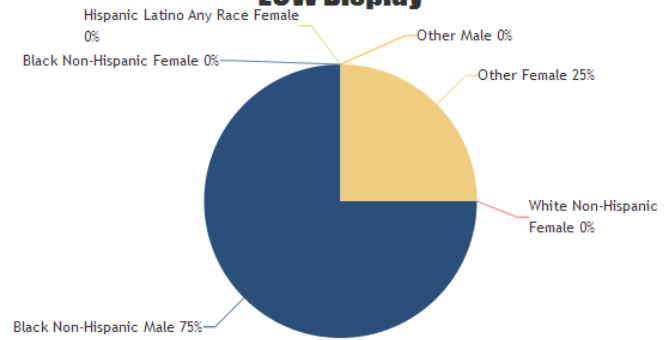
Firearm Display



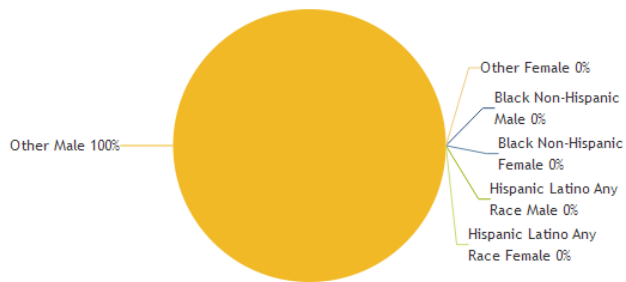
ECW Discharge



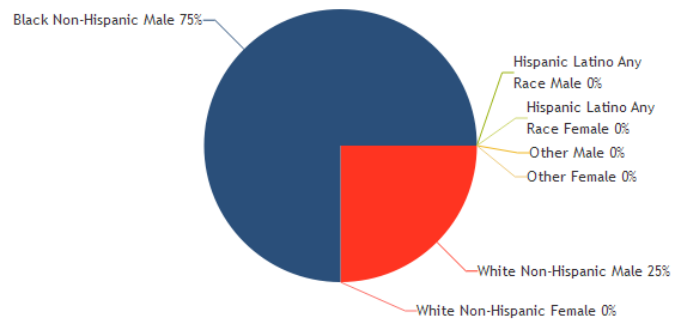
ECW Display



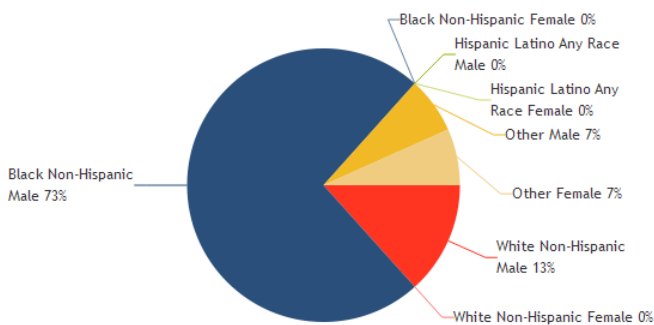
Baton



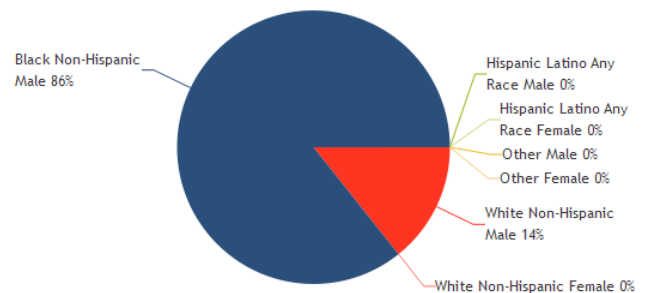
Weaponless



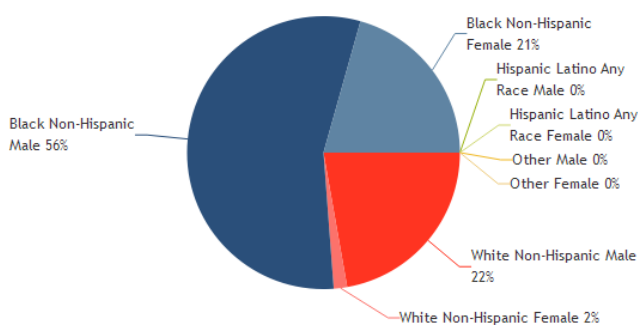
Total Uses of Force



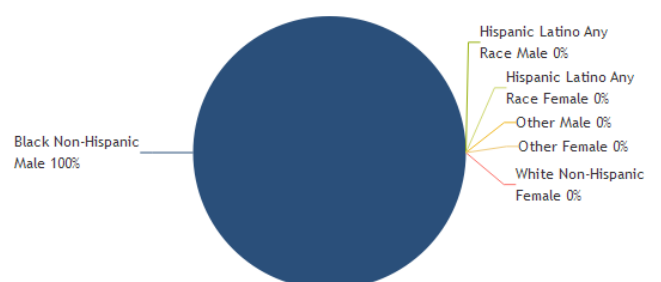
Total Use of Force Arrests



Total Agency Custodial Arrests



Total Use of Force Complaints



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Grievances

Year 1 Data Collection Period: 1/1/2020-12/31/2020

Year 2 Data Collection Period: 1/1/2021-12/31/2021

Year 3 Data Collection Period: 1/1/2022-12/31/2022

Year 4 Data Collection Period: 1/1/2023-8/1/2023

Grievances	Year 1	Year 2	Year 3	Year 4
Number	4	3	1	2

Reaccreditation Year 1 Notes:

2020- 01 Grievance denied

2020-02 Grievance withdrawn

2020-03 Grievance denied at second step

2020-04 Grievance denied at second step

Reaccreditation Year 2 Notes:

1 Denied

1 Resolved

1 Open

Reaccreditation Year 3 Notes:

RE: Violation of CBA relates to discipline procedures. Denied at second step.

Personnel Actions

Year 1 Data Collection Period: 1/1/2020-12/31/2020

Year 2 Data Collection Period: 1/1/2021-12/31/2021

Year 3 Data Collection Period: 1/1/2022-12/31/2022

Year 4 Data Collection Period: 1/1/2023-8/1/2023

	Year 1	Year 2	Year 3	Year 4
Suspension	1	0	1	0
Demotion	0	0	0	0
Resign In Lieu of Termination	0	0	1	0
Termination	0	0	0	1
Other	3	7	4	3
Total	4	7	6	4
Commendations	0	0		

Reaccreditation Year 1 Notes:

Due to COVID 19, there was no award ceremonies during YR1 2020.

Reaccreditation Year 2 Notes:

There were 6 oral and 1 written discipline for 2021.

Due to COVID 19 and gathering restrictions, there has not been any departmental commendation ceremonies.

Reaccreditation Year 4 Notes:

other = 3 written disciplines

Complaints and Internal Affairs - Reaccreditation Year 4

Data Collection Period: 1/1/2020 - 8/1/2023

	Year 1	Year 2	Year 3	Year 4
External/Citizen Complaint				
Citizen Complaint	0	5	2	3
Sustained	0	3	1	0
Not Sustained	0	2		3
Unfounded	0	0		0
Exonerated	0	0		0
Internal/Directed Complaint				
Directed Complaint	0	4	9	2
Sustained	2	4	5	2
Not Sustained	3	0	2	0
Unfounded	1	0		0
Exonerated	0	0		0

Calls For Service / Crime Data - Reaccreditation Year 4**Data Collection Period:** 1/1/2020 - 8/1/2023

	Year 1	Year 2	Year 3	Year 4
Calls for Service				
Calls for Service	63132	78293	69447	29041
Crime Data				
Murder	0	0	1	0
Forcible Rape	12	16	7	5
Robbery	27	25	56	16
Aggravated Assault	20	37	25	37
Burglary	35	39	48	29
Larceny-Theft	409	440	497	495
Motor Vehicle Theft	34	41	63	49
Arson	1	0	3	1

Motor Vehicle Pursuit

Year 1 Data Collection Period: 1/1/2020-12/31/2020

Year 2 Data Collection Period: 1/1/2021-12/31/2021

Year 3 Data Collection Period: 1/1/2022-12/31/2022

Year 4 Data Collection Period: 1/1/2023-8/1/2023

	Year 1	Year 2	Year 3	Year 4
Pursuits				
Total Pursuits	0	0	0	0
Forcible stopping techniques used	0	0	0	0
Terminated by Agency	0	0	0	0
Policy Compliant	0	0	0	0
Policy Non-Compliant	0	0	0	0
Collisions				
Injuries				
Total Collisions	0	0	0	0
Officer		0	0	0
Suspect		0	0	0
ThirdParty		0	0	0
Reason Initiated				
Traffic		0	0	0
Felony		0	0	0
Misdemeanor		0	0	0

Agency Breakdown Report - Reaccreditation Year 1

Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive		1							1
Command	7	0	1	1					9
Supervisory Positions	11	3	2	1	1	0			18
Non-Supervisory Positions	43	4	20	4	1	1	3		76
Sub Total									104
Non Sworn Personnel									
Executive	5	1							6
Managerial									
Supervisory Positions	3	2		2					7
Non-Supervisory Positions	14	14	7	6	1	2	0	2	46
Sub Total									59
Total									163

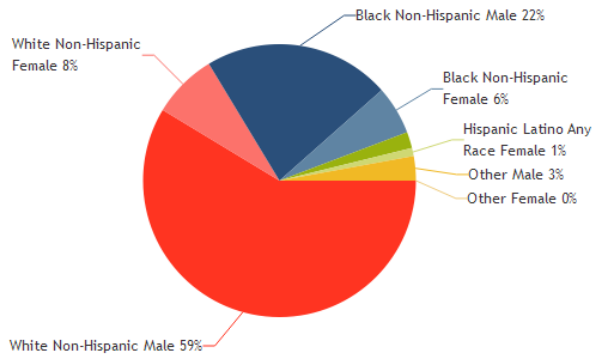
Reaccreditation Year 1 Notes:

The University of Penn Police Department is part of a bigger Division within the Division of Public Safety (DPS). Public safety is one of seven (7) divisions. The University of Pennsylvania Police Department has authorized strength of 121 officers. The dedicated men and woman of the DPS are responsible for enhancing the quality of life, safety and security of the University City community. The division accomplishes its mission through the delivery of comprehensive and integrated safety and security program, in partnership with the community that the UPPD serves.

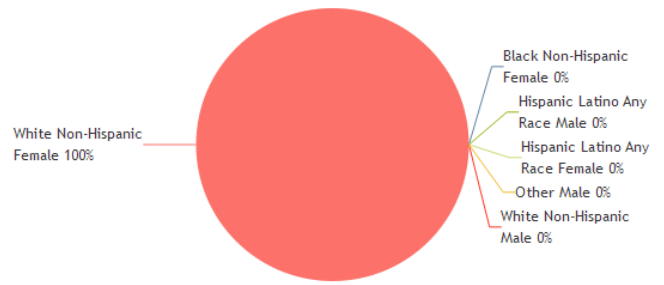
Departments under the Office of the Vice President/Superintendent of Penn Police:

- Finance and Administration
- Fire and Emergency Services
- Penn Police Department
- PennComm and Emergency Communications
- Security Services
- Security Technology
- Special Services

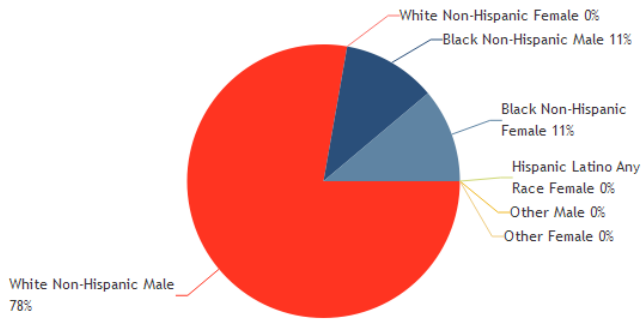
Total Sworn Personnel



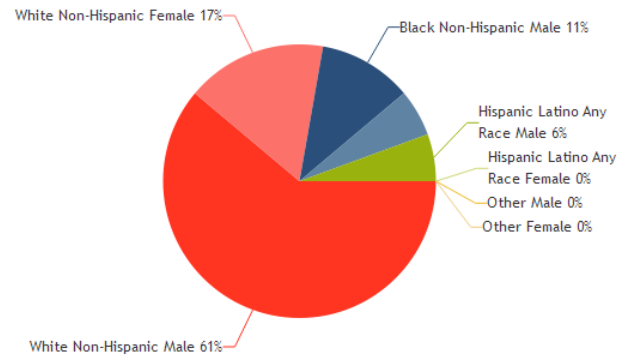
Sworn Personnel: Executive



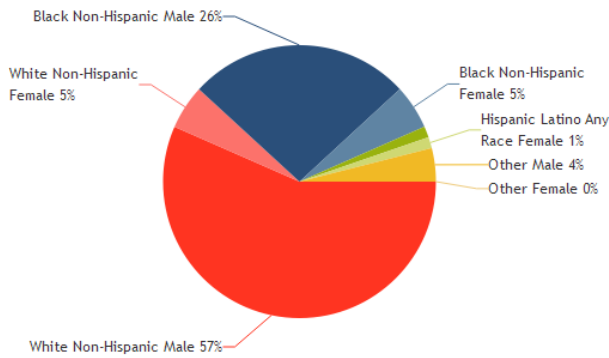
Sworn Personnel: Command



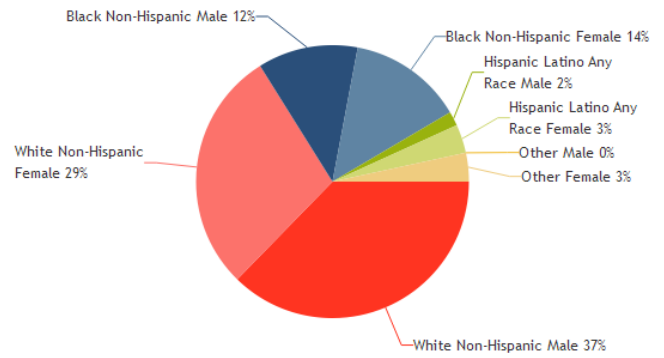
Sworn Personnel: Supervisory Positions



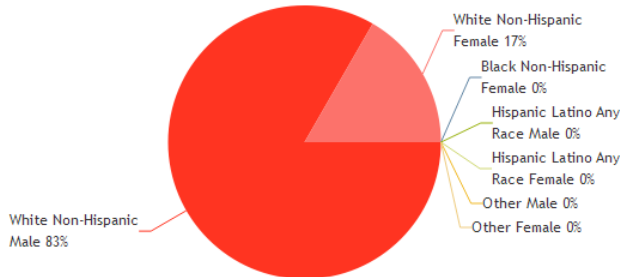
Sworn Personnel: Non-Supervisory Positions



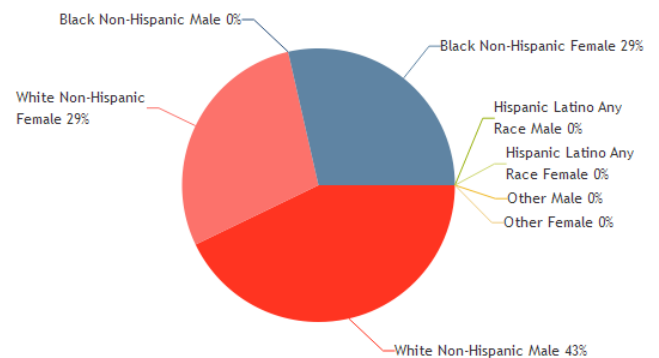
Total Non-Sworn Personnel



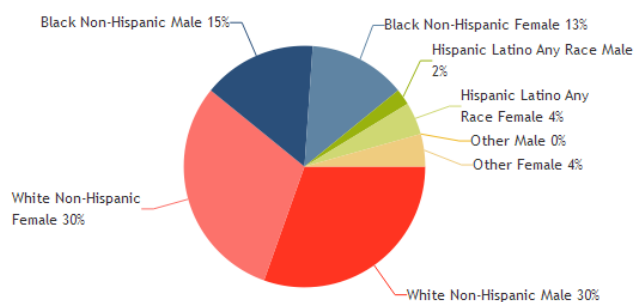
Non-Sworn Personnel: Executive



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 2

Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	0	1	0	0	0	0	0	0	1
Command	7	1	1	1	0	0	0	0	10
Supervisory Positions	10	2	4	1	1	0	0	0	18
Non-Supervisory Positions	46	3	22	5	3	2	0	0	81
Sub Total									110
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	0	0	0	0	0	0	0	0
Non-Supervisory Positions	0	0	0	1	0	1	0	0	2
Sub Total									2
Total									112

Reaccreditation Year 2 Notes:

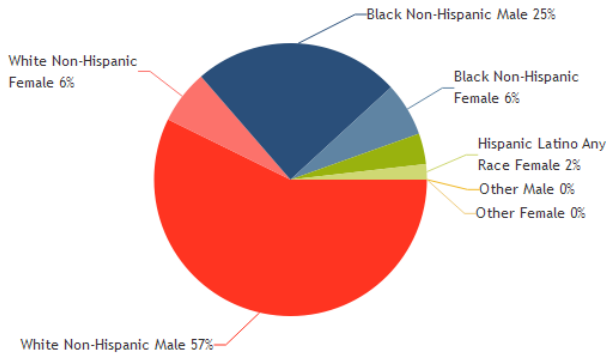
The University of Penn Police Department is part of a bigger Division within the Division of Public Safety (DPS). Public safety is one of seven (7) divisions. The University of Pennsylvania Police Department has authorized strength of 121 officers. The dedicated men and woman of the DPS are responsible for enhancing the quality of life, safety and security of the University City community. The division accomplishes its mission through the delivery of comprehensive and integrated safety and security program, in partnership with the community that the UPPD serves.

Departments under the Office of the Vice President/Superintendent of Penn Police:

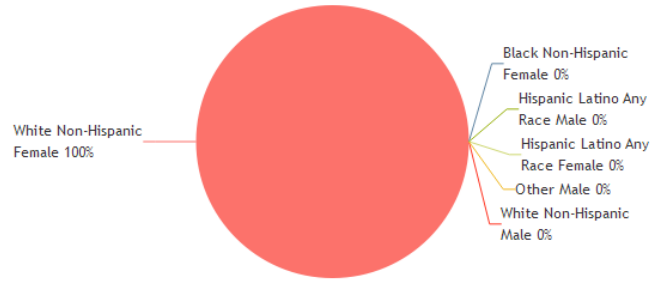
- Finance and Administration
- Fire and Emergency Services
- Penn Police Department
- PennComm and Emergency Communications
- Security Services
- Security Technology
- Special Services

****In Year 1 of the CIMRS report, under non sworn personnel, personnel employed by the Division of Public Safety that are not Police Department personnel. The statics listed in Year 2 CIMSR are current and current. There are currently only three authorized non sworn personnel positions in the police department and currently 1 is vacant. This number has remained unchanged for over fifteen years.**

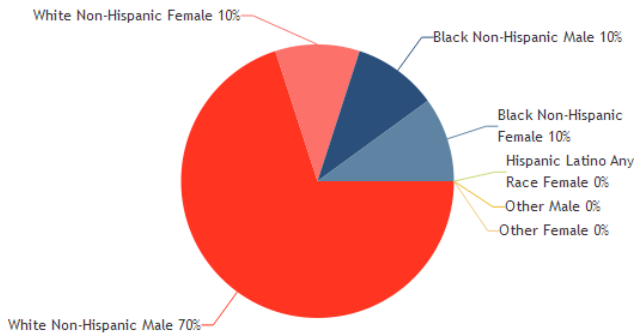
Total Sworn Personnel



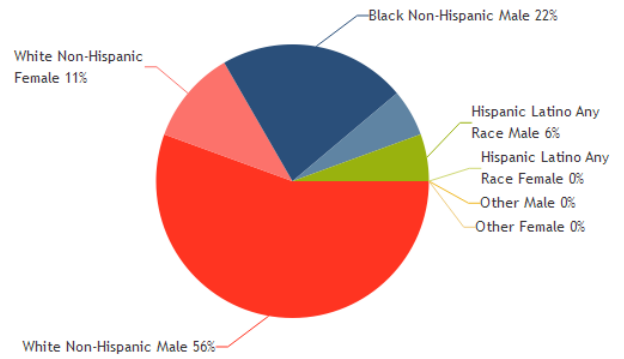
Sworn Personnel: Executive



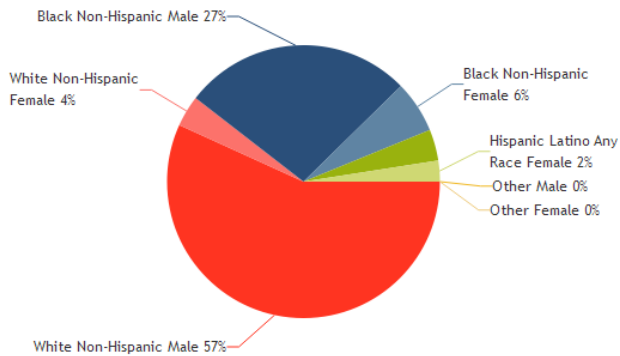
Sworn Personnel: Command



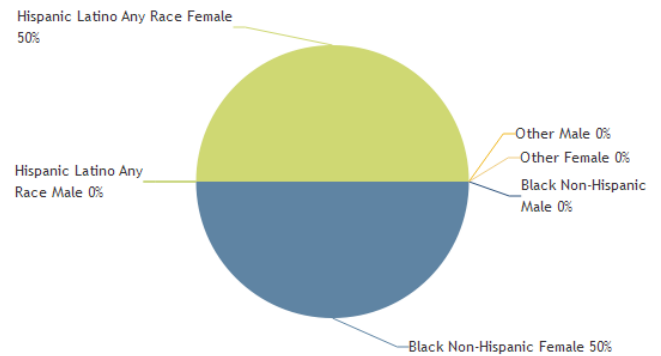
Sworn Personnel: Supervisory Positions



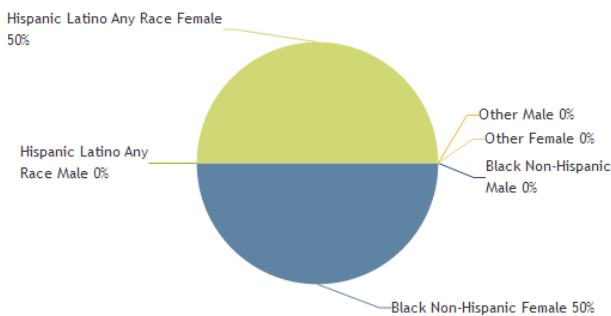
Sworn Personnel: Non-Supervisory Positions



Total Non-Sworn Personnel



Non-Sworn Personnel: Non-Supervisory Positions



Legend

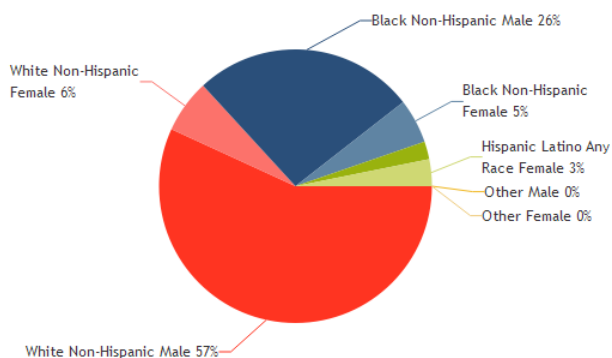
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 3

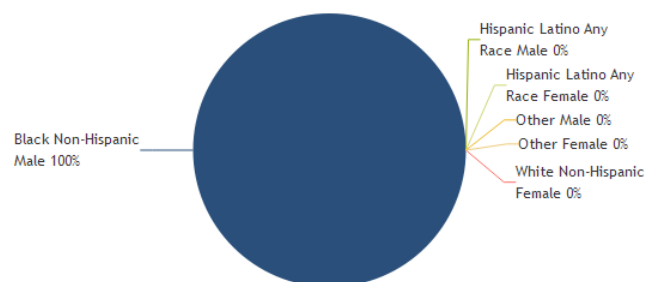
Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	0	0	1	0	0	0			1
Command	6	1	0	1	0	0			8
Supervisory Positions	12	2	5	1	1	0			21
Non-Supervisory Positions	36	3	19	3	1	3			65
Sub Total									95
Non Sworn Personnel									
Executive									
Managerial									
Supervisory Positions									
Non-Supervisory Positions	1			2		1			4
Sub Total									4
Total									99

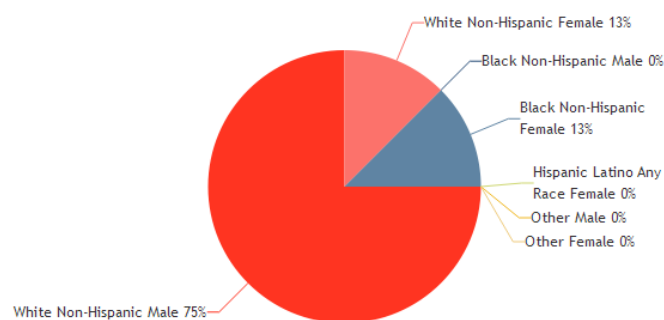
Total Sworn Personnel



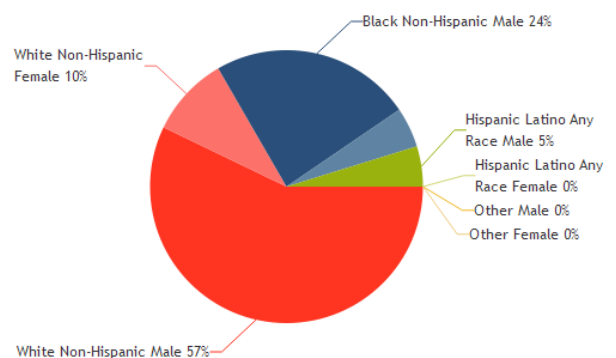
Sworn Personnel: Executive



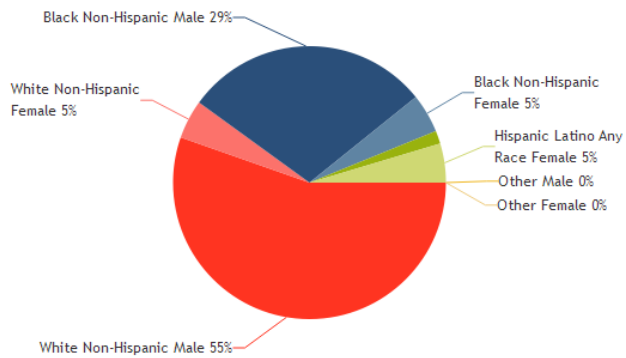
Sworn Personnel: Command



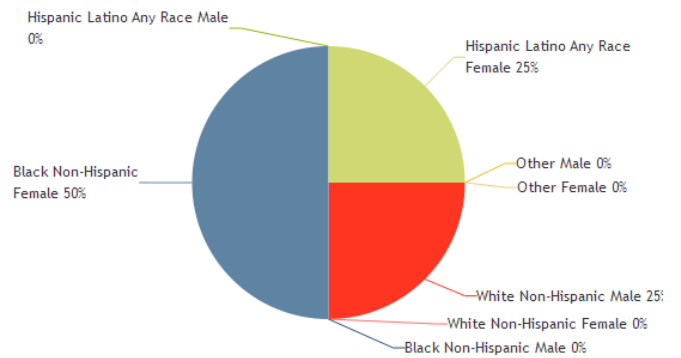
Sworn Personnel: Supervisory Positions



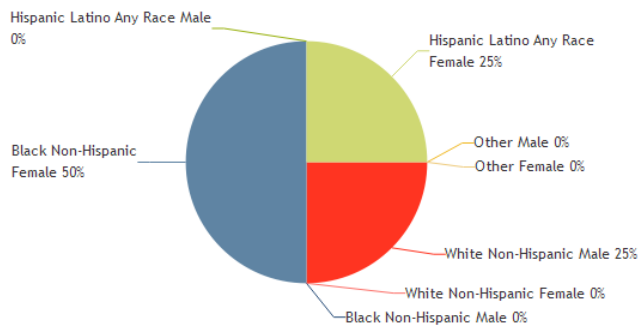
Sworn Personnel: Non-Supervisory Positions



Total Non-Sworn Personnel



Non-Sworn Personnel: Non-Supervisory Positions



Legend

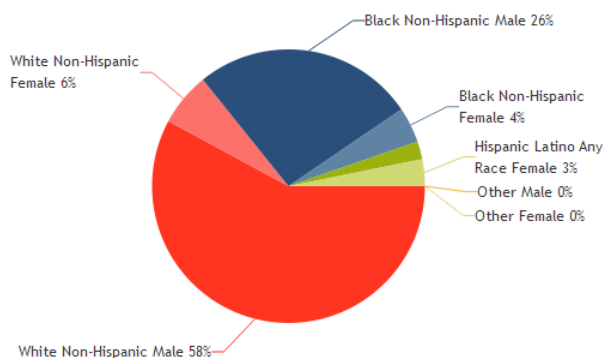
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 4

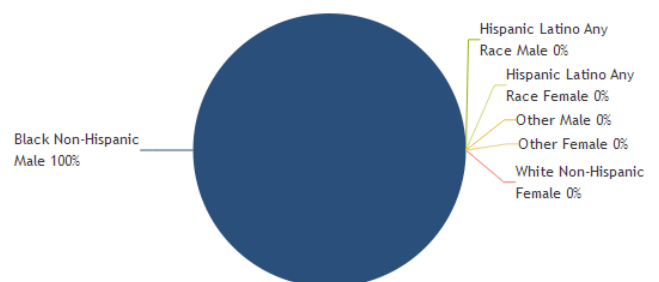
Data Collection Period: 1/1/2023 - 8/1/2023

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	0	0	1	0	0	0	0	0	1
Command	7	1	1	0	0	0	0	0	9
Supervisory Positions	11	2	5	1	1	0	0	0	20
Non-Supervisory Positions	37	3	18	3	1	3	0	0	65
Sub Total									95
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	0	0	0	0	0	0	0	0
Non-Supervisory Positions	1	0	0	2	0	0	0	1	4
Sub Total									4
Total									99

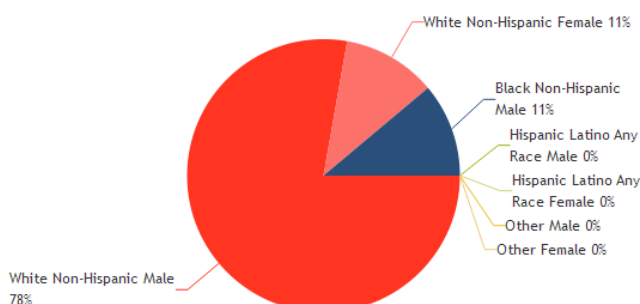
Total Sworn Personnel



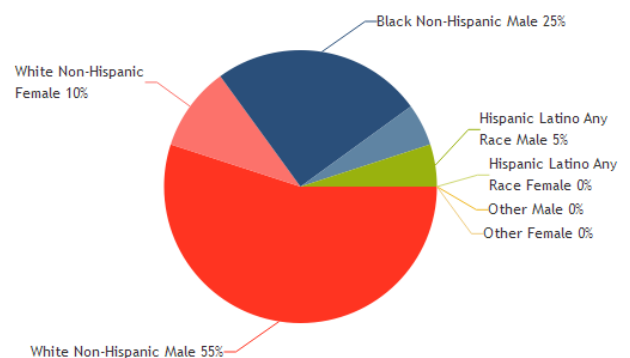
Sworn Personnel: Executive



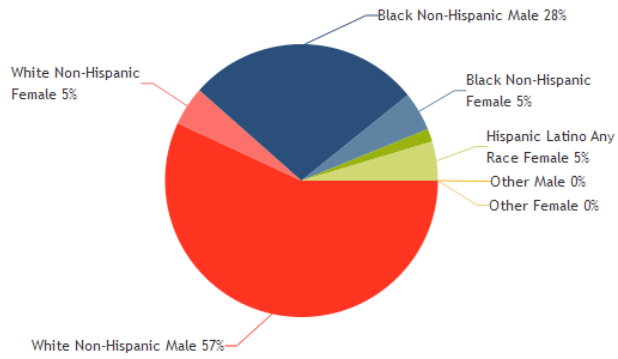
Sworn Personnel: Command



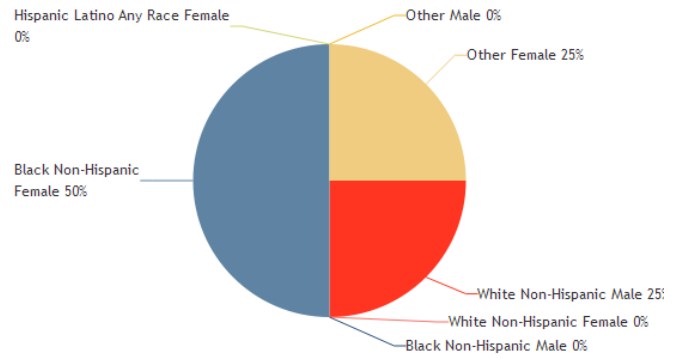
Sworn Personnel: Supervisory Positions



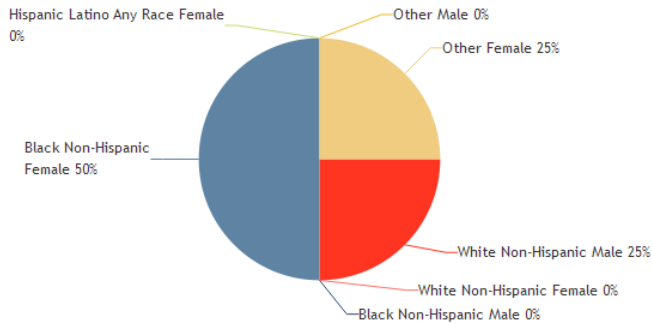
Sworn Personnel: Non-Supervisory Positions



Total Non-Sworn Personnel



Non-Sworn Personnel: Non-Supervisory Positions



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

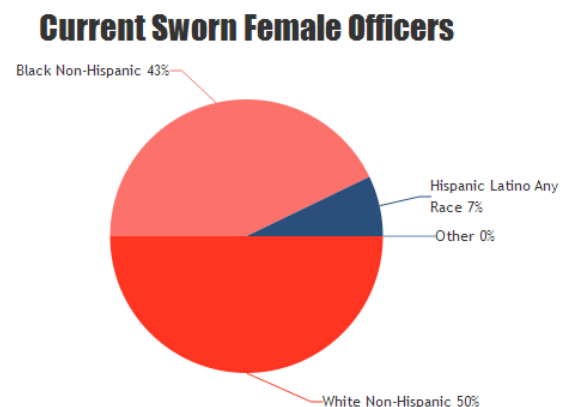
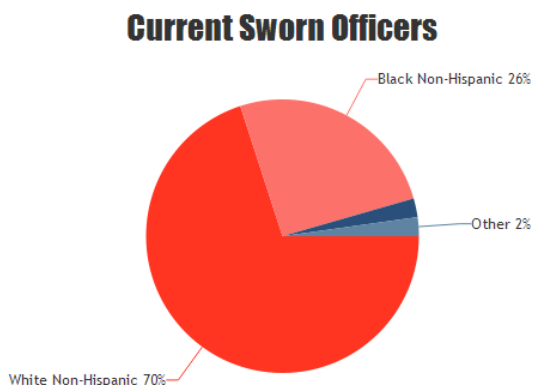
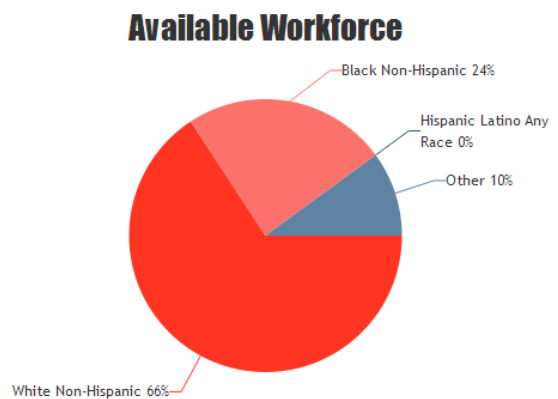
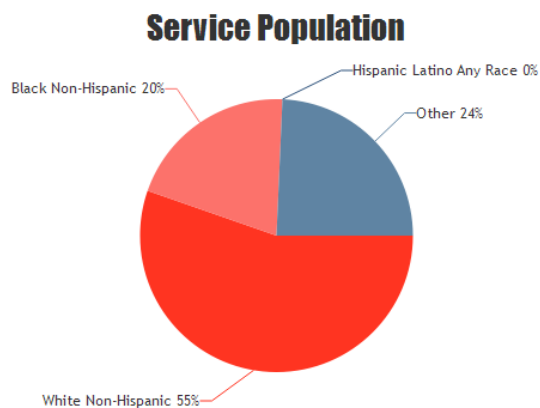
Agency Demographics Report - Reaccreditation Year 1

Data Collection Period: 1/1/2020 - 12/31/2020

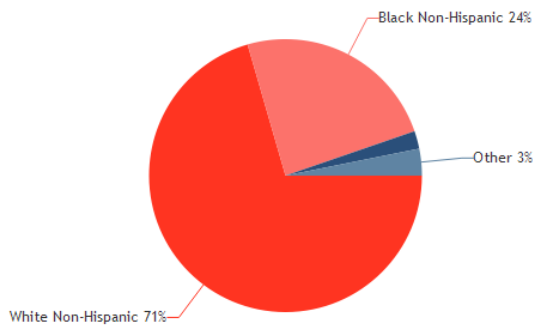
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	25376	55%	46445	66 %	63	70%	7	8%	67	71%	7	7%
Black Non-Hispanic	9340	20%	17080	24 %	23	26%	6	7%	23	24%	7	7%
Hispanic Latino Any Race	0	0%	0	0 %	2	2%	1	1%	2	2%	1	1%
Other	11144	24%	7096	10 %	2	2%	0	0%	3	3%	0	0%
Total	45860		70621		90		14		95		15	

Reaccreditation Year 1 Notes:

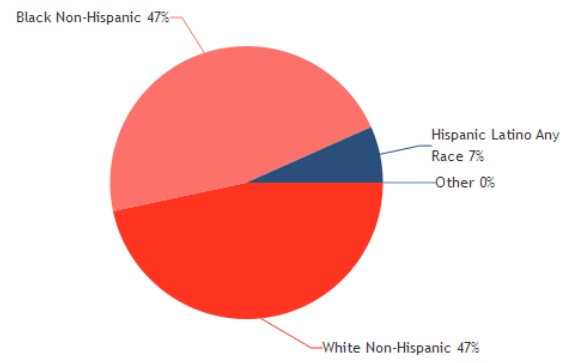
Regarding available workforce data for 2020, the data at the census neighborhood level (West Philadelphia/University City) has not been updated since 2015, so the numbers remain the same until it is updated at the census level.



Prior Sworn Officers



Prior Sworn Female Officers



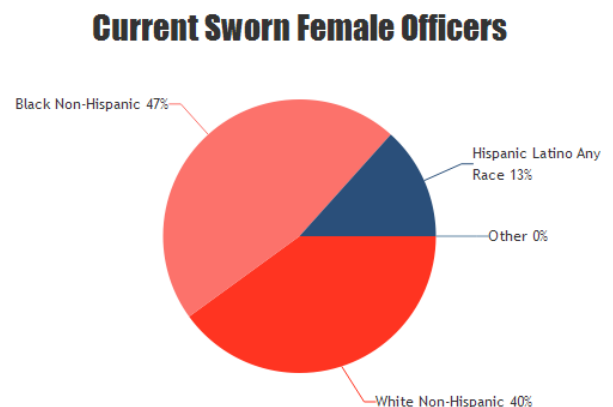
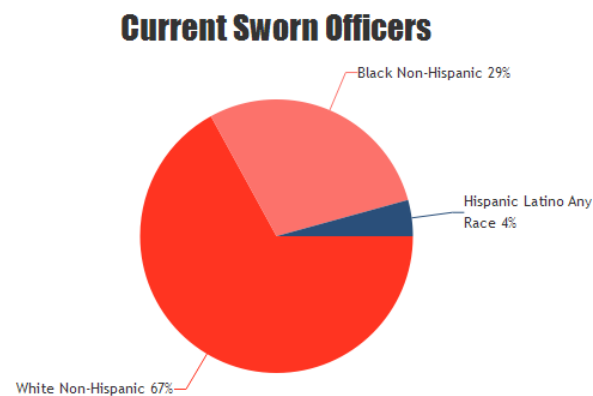
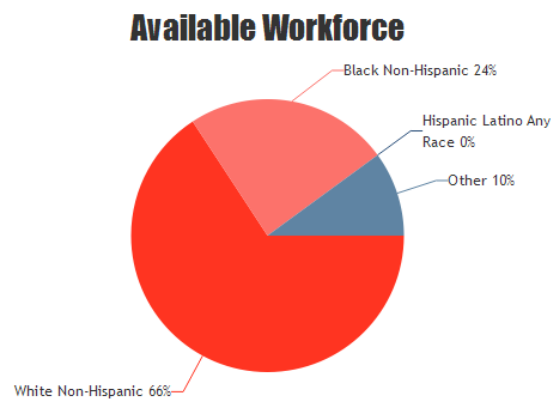
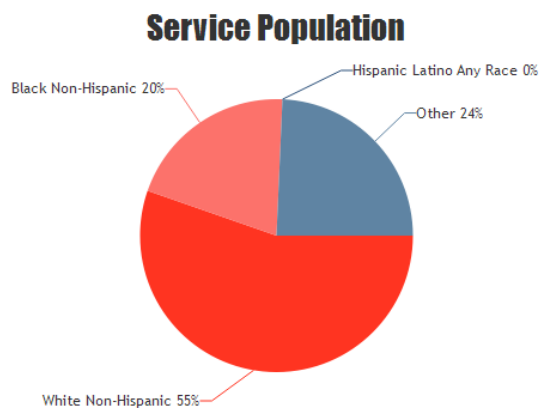
Agency Demographics Report - Reaccreditation Year 2

Data Collection Period: 1/1/2021 - 12/31/2021

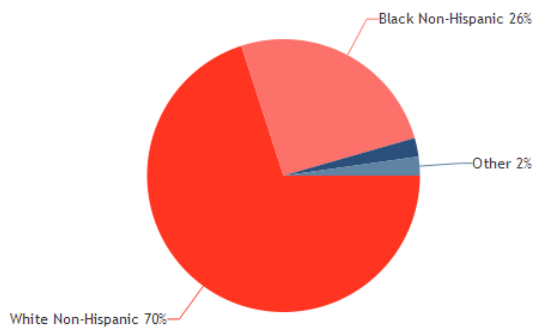
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	25376	55%	46445	66 %	63	67%	6	6%	63	70%	7	8%
Black Non-Hispanic	9340	20%	17080	24 %	27	29%	7	7%	23	26%	6	7%
Hispanic Latino Any Race	0	0%	0	0 %	4	4%	2	2%	2	2%	1	1%
Other	11144	24%	7096	10 %	0	0%	0	0%	2	2%	0	0%
Total	45860		70621		94		15		90		14	

Reaccreditation Year 2 Notes:

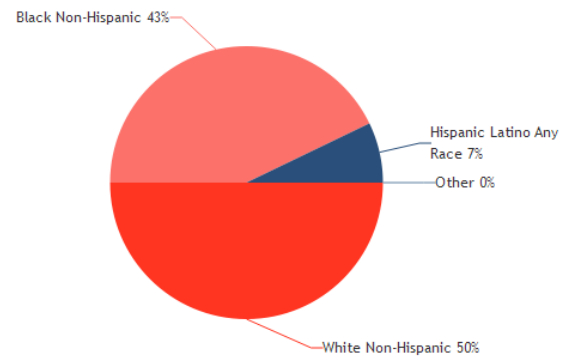
Regarding available workforce data for 2021, the data at the census neighborhood level (West Philadelphia/University City) has not been updated since 2015, so the numbers remain the same until it is updated at the census level.



Prior Sworn Officers



Prior Sworn Female Officers

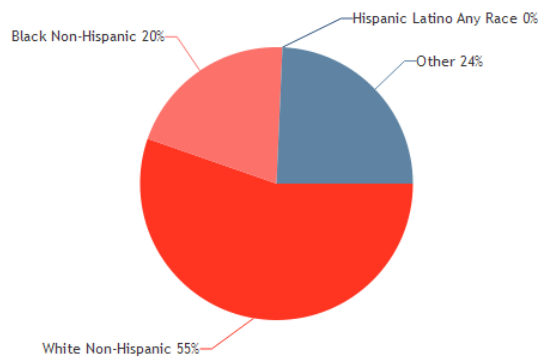


Agency Demographics Report - Reaccreditation Year 3

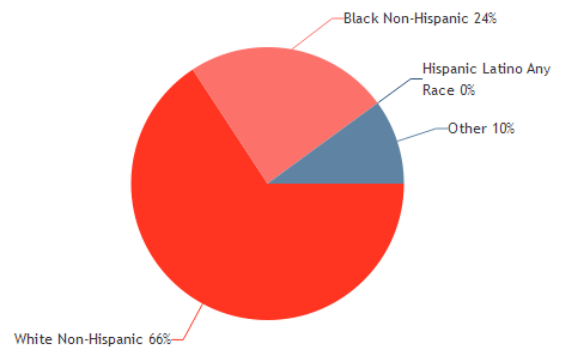
Data Collection Period: 1/1/2022 - 12/31/2022

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	25376	55%	46445	66 %	54	59%	6	7%	63	67%	6	6%
Black Non-Hispanic	9340	20%	17080	24 %	35	38%	5	5%	27	29%	7	7%
Hispanic Latino Any Race	0	0%	0	0 %	2	2%	3	3%	4	4%	2	2%
Other	11144	24%	7096	10 %	0	0%	0	0%	0	0%	0	0%
Total	45860		70621		91		14		94		15	

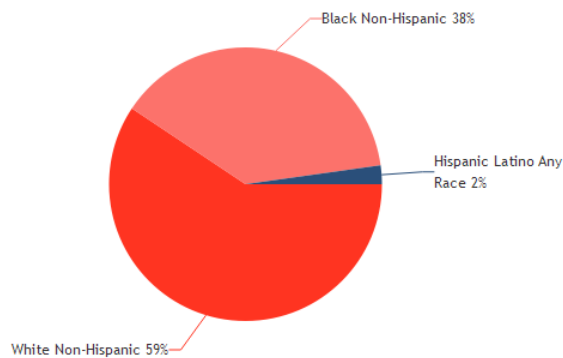
Service Population



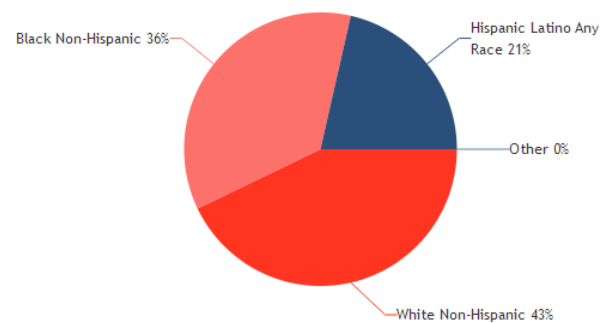
Available Workforce



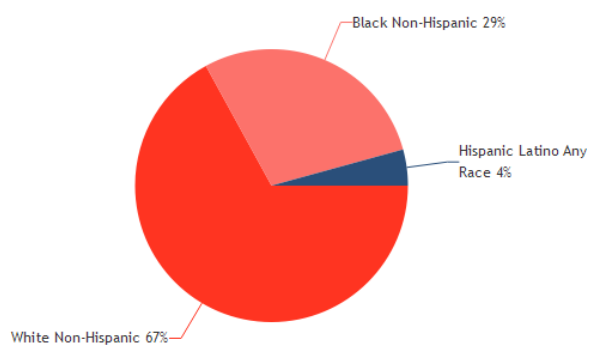
Current Sworn Officers



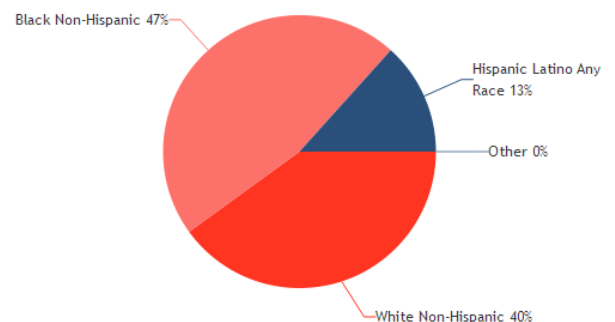
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers

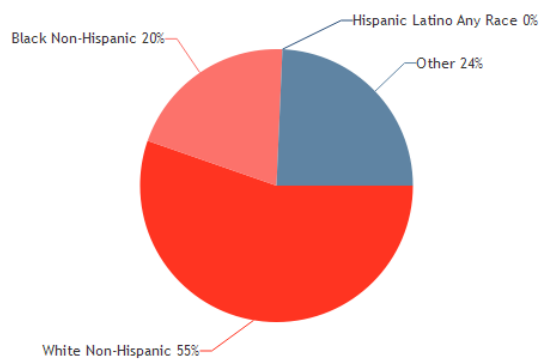


Agency Demographics Report - Reaccreditation Year 4

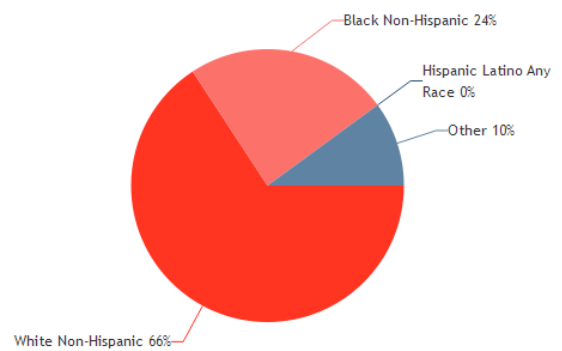
Data Collection Period: 1/1/2023 - 12/31/2023

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	25376	55%	46445	66 %	61	64%	6	6%	6	14%	6	14%
Black Non-Hispanic	9340	20%	17080	24 %	30	31%	4	4%	35	81%	5	12%
Hispanic Latino Any Race	0	0%	0	0 %	5	5%	3	3%	2	5%	3	7%
Other	11144	24%	7096	10 %	0	0%	0	0%	0	0%	0	0%
Total	45860		70621		96		13		43		14	

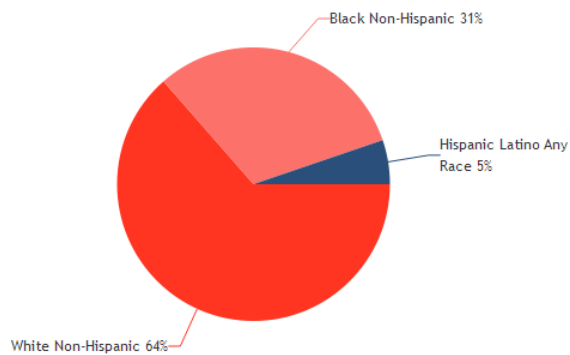
Service Population



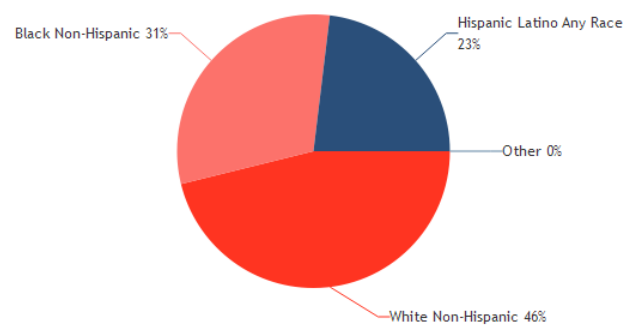
Available Workforce



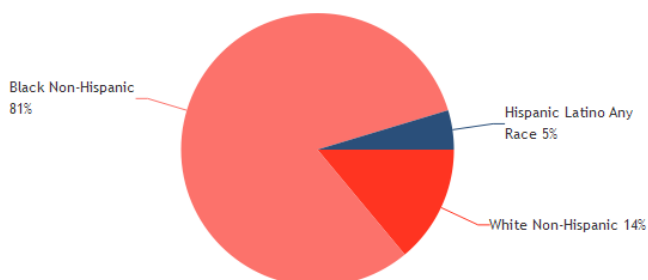
Current Sworn Officers



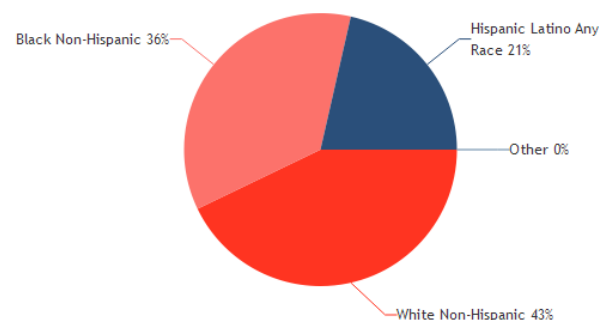
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Sworn Officer Selection - Reaccreditation Year 1

Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired									
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	0%		0%		0%		0%		N/A

Reaccreditation Year 1 Notes:

There was no hiring during 2020.

Within our selection process, the department ensures the community it serves plays ample part in the process with our multilevel approach. The process begins with a virtual and informative online system, Spark Hire. This system allows all applicants to answer three questions that are chosen by the Vice President of Public Safety (VP), regarding police work via an online video recording. After this process is completed, a set group of Commanders along with the Professional Standards and training Supervisor review all the videos. Once the applicants are chosen to go forward, members of the Penn Community are contacted to sit on a panel with a police supervisor for the second portion of the process.

In doing this, the department allows our University counterparts to provide their input of the types of officers they would like to see responding to their emergencies. In addition to this community based board of interviews, the VP has a selection board who reviews all the candidates who have received high rankings. Those candidates are brought forward to the VP's Selection Board for a final review. At the conclusion of the final review, names of candidates are selected and are placed in the process of completing several in-depth forms and questionnaires to deeply investigate their backgrounds.

In order to continue to attract a highly diverse applicant base for employment, the UPPD continues to utilized new and highly visible venues to advertise open positions, not only to announce our open positions but use them to showcase the UPPD and DPS, and potentially appeal to new and previously uninformed qualified candidates.

Applications Received

Applicants Hired

Percent Hired

Percent of Workforce Population

Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 2

Data Collection Period: 1/1/2021 - 12/31/2021

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	0	0	0	0	0	0	0	0	0
Applicants Hired	7	1	4	2	2	1	0	0	17
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	9%		6%		3%		0%		N/A

Reaccreditation Year 2 Notes:

Our hiring process was placed on hold from 2019 through early 2021 due to COVID 19 restrictions. All applications were compiled into one Evergreen system. The applicants are not defined by race or gender in the initial stage of the application process. The UPPD tracked 909 applications received from 2019 to 2021. We do not ask for applicants to self identify through race or gender. They are only asked upon hire.

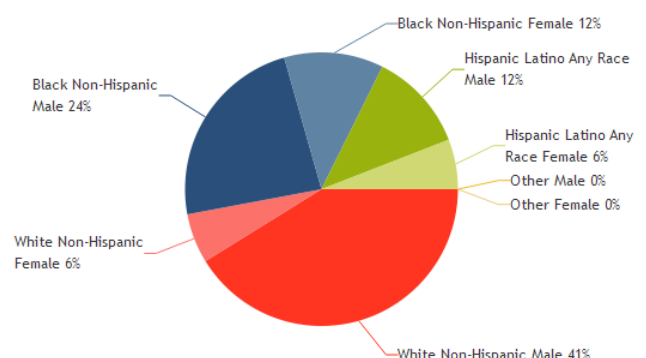
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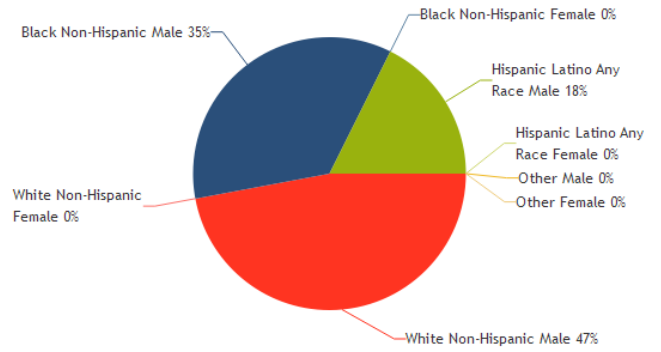
Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 3

Data Collection Period: 1/1/2022 - 12/31/2022

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	5	0	1	0	0	1	0	0	7
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	5%		1%		1%		0%		N/A

Reaccreditation Year 3 Notes:

The hiring process starts within the workday system where applicants are required to upload their resume. Applicants are not asked their sex or race. Because of this, statistics on applicants race and gender are not available. The only way to track sex or race is once an applicant is hired. 322 candidates applied in 2022 to the department. Of those applicants, majority did not have the basic requirement of having Act 120 certification. 7 applicants were hired in 2022.

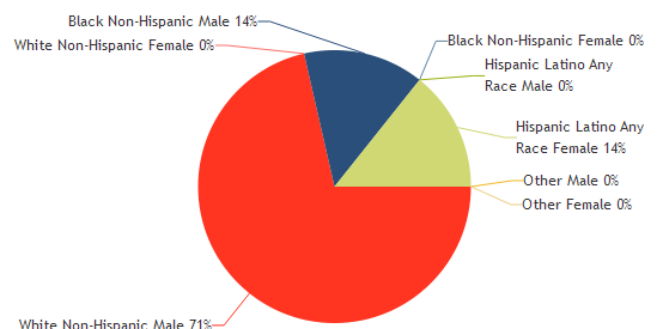
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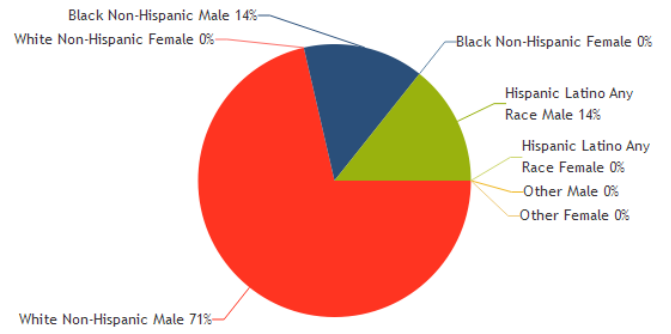
Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 4

Data Collection Period: 1/1/2023 - 8/1/2023

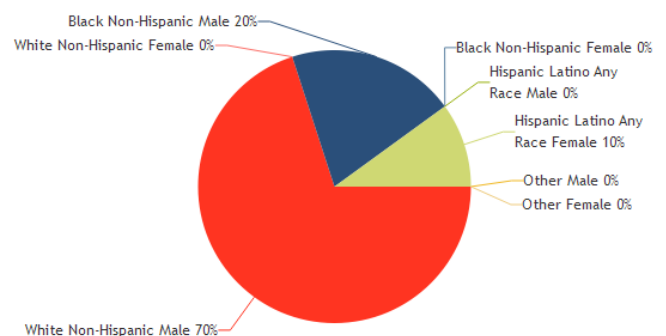
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	7	0	2	0	0	1	0	0	10
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	7%		2%		1%		0%		N/A

Reaccreditation Year 4 Notes:

The hiring process starts within the workday system where applicants are required to upload their resume. Applicants are not asked their sex or race. Because of this, statistics on applicants race and gender are not available. The only way to track sex or race is once an applicant is hired. Within our selection process, the department ensures the community it serves plays ample part in the process with our multilevel approach. The process begins with a virtual and informative online system, Spark Hire. This system allows all applicants to answer three questions that are chosen by the Vice President of Public Safety (VP), regarding police work via an online video recording. After this process is completed, a set group of Commanders along with the Professional Standards and training Supervisor review all the videos. Once the applicants are chosen to go forward, members of the Penn Community are contacted to sit on a panel with a police supervisor for the second portion of the process. In doing this, the department allows our University counterparts to provide their input of the types of officers they would like to see responding to their emergencies. In addition to this community based board of interviews, the VP has a selection board who reviews all the candidates who have received high rankings. Those candidates are brought forward to the VP's Selection Board for a final review. At the conclusion of the final review, names of candidates are selected and are placed in the process of completing several in-depth forms and questionnaires to deeply investigate their backgrounds. In order to continue to attract a highly diverse applicant base for employment, the UPPD continues to utilize new and highly visible venues to advertise open positions, not only to announce our open positions but use them to showcase the UPPD and DPS, and potentially appeal to new and previously uninformed qualified candidates.

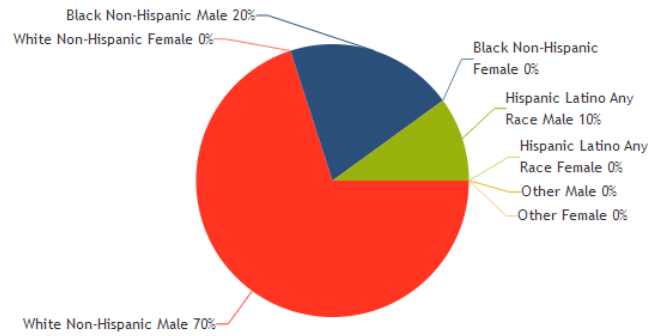
Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 1

Data Collection Period: 1/1/2020 - 12/31/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	3	1	1	0	0	0	1	0	6
Eligible After Testing	2	0	1	0	0	0	0	0	3
Promoted	0	0	0	0	0	0	0	0	0
Percent Promoted	0 %	0 %	0 %	%	%	%	0 %	%	N/A

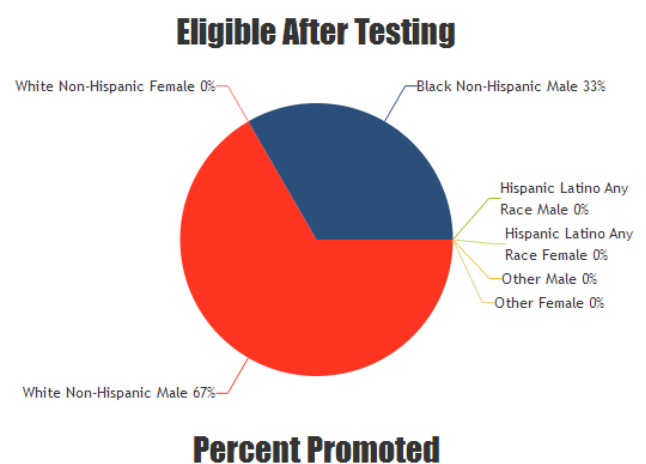
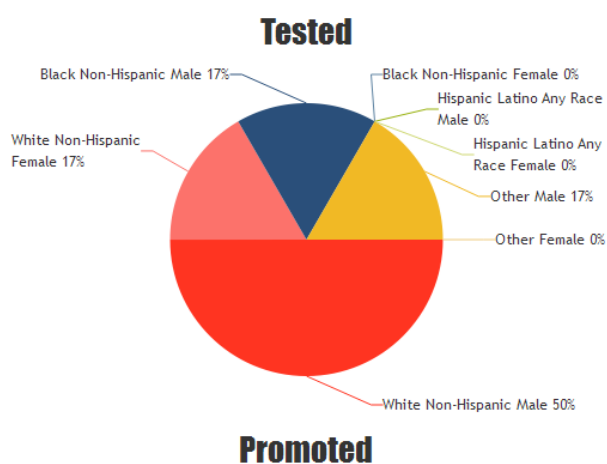
Reaccreditation Year 1 Notes:

There were no promotions in CY 2020.

The sworn officer promotion process is conducted in connection with University of Pennsylvania Human Resources Department. One the position for promotion is available, the Superintendent of Police, in consultation with the Division of Human Resources Director, will approve the application process in order to fill the positions. A written exam and written test are given. If officers successfully pass the first stage of the process, they are scheduled for a external interview panel.

An external interview panel shall consist of three (3) individuals from surrounding police departments holding the rank of Lieutenant or higher.

Participating candidates will be directed to identify themselves by their three- digit process number only (the panelist will be made aware of this stipulation.) Following the external panel, an internal panel with the Superintendent of Police, along with members of the command staff is conducted. Once identified, the Superintendent of Police will notify the person(s) selected for promotion in person and in writing. The letter will identify a start date for the new position, outline the new assignment, and explain the probationary period.



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 2

Data Collection Period: 1/1/2021 - 12/31/2021

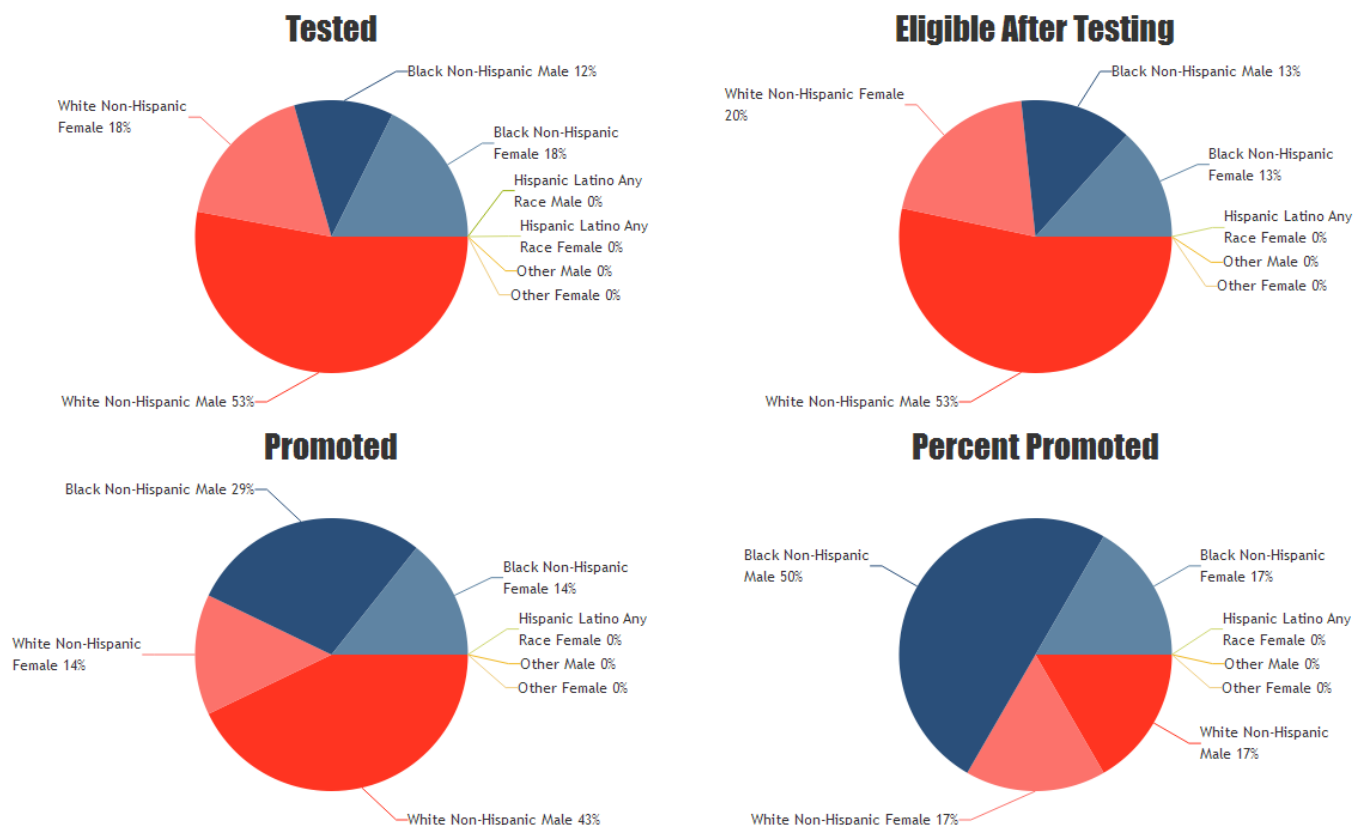
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	9	3	2	3	0	0	0	0	17
Eligible After Testing	8	3	2	2	0	0	0	0	15
Promoted	3	1	2	1	0	0	0	0	7
Percent Promoted	33 %	33 %	100 %	33 %	%	%	%	%	N/A

Reaccreditation Year 2 Notes:

The sworn officer promotion process is conducted in connection with University of Pennsylvania Human Resources Department. One the position for promotion is available, the Superintendent of Police, in consultation with the Division of Human Resources Director, will approve the application process in order to fill the positions. A written exam and written test are given. If officers successfully pass the first stage of the process, they are scheduled for a external interview panel.

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Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 3

Data Collection Period: 1/1/2022 - 12/31/2022

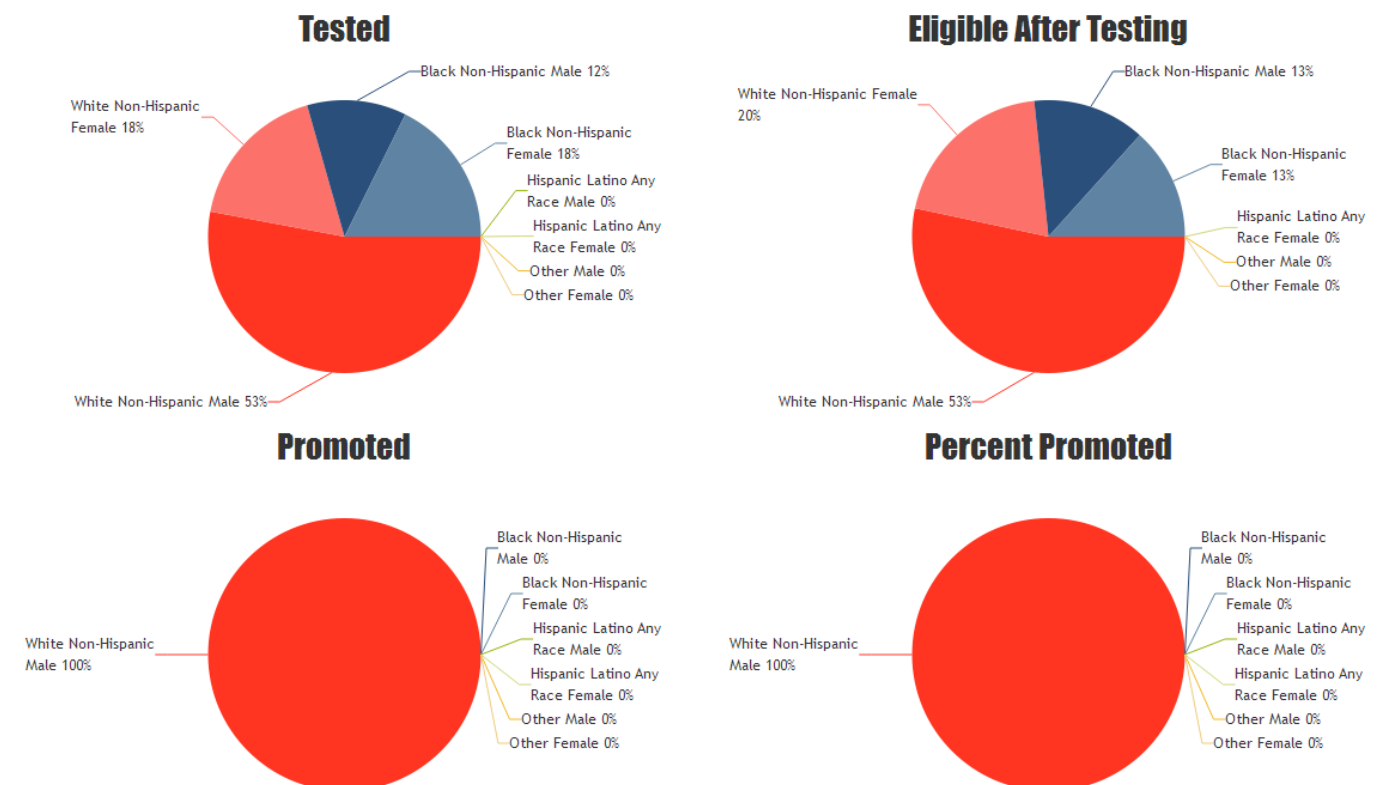
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	9	3	2	3					17
Eligible After Testing	8	3	2	2					15
Promoted	2								2
Percent Promoted	22 %	0 %	0 %	0 %	%	%	%	%	N/A

Reaccreditation Year 3 Notes:

The sworn officer promotion process is conducted in connection with University of Pennsylvania Human Resources Department. One the position for promotion is available, the Superintendent of Police, in consultation with the Division of Human Resources Director, will approve the application process in order to fill the positions. A written exam and written test are given. If officers successfully pass the first stage of the process, they are scheduled for a external interview panel.

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Legend

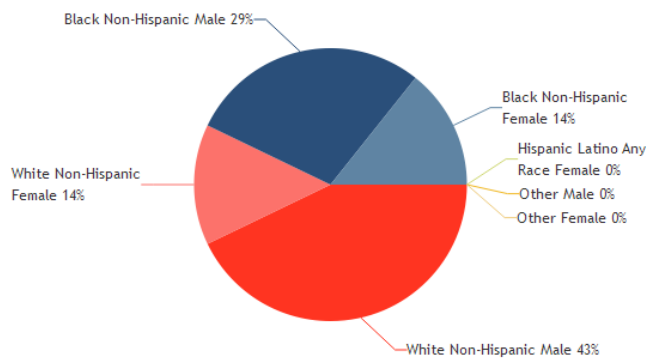
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 4

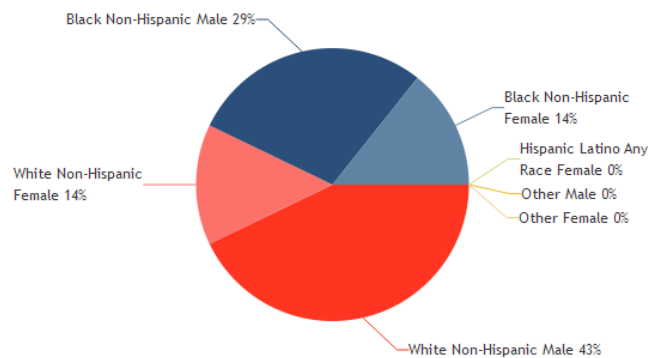
Data Collection Period: 1/1/2023 - 8/1/2023

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	3	1	2	1	0	0	0	0	7
Eligible After Testing	3	1	2	1	0	0	0	0	7
Promoted	2	0	1	0	0	0	0	0	3
Percent Promoted	67 %	0 %	50 %	0 %	%	%	%	%	N/A

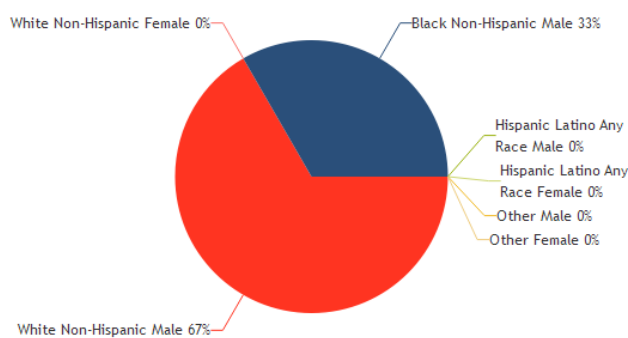
Tested



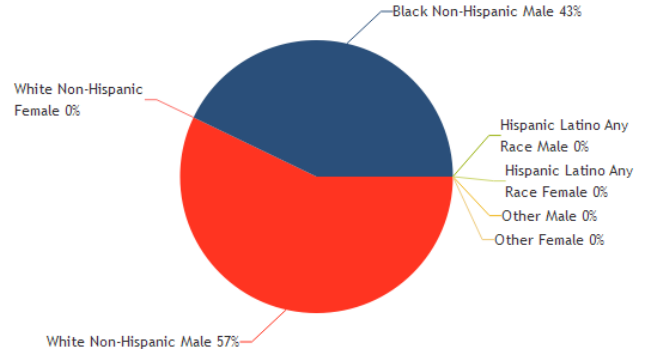
Eligible After Testing



Promoted



Percent Promoted



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

