

LAW ENFORCEMENT ACCREDITATION

Univ. of Pennsylvania Police Department

Agency

Univ. of Pennsylvania Police
Department
4040 Chestnut Street
Philadelphia, PA 19104

Chief Executive Officer

Superintendent of Police
Maureen Rush

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 ResearchForum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

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EXECUTIVE SUMMARY

Overview:

The Univ. of Pennsylvania Police Department is currently commanded by Maureen Rush. 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 Service Review:

CALEA Compliance Services Member(s) N/A remotely reviewed 0 standards for the agency on 4/6/2017 using Law Enforcement Manual 6.7. 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 remotely reviewed 80 standards for the agency on 4/28/2018 using Law Enforcement Manual 6.7. 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) Judi King remotely reviewed 208 standards for the agency on 3/27/2019 using Law Enforcement Manual 6.7. 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) Mike Dickey remotely reviewed 84 standards for the agency on 9/23/2019 using Law Enforcement Manual 6.7. 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.

Site-Based Assessment Review:

From 10/21/2019 to 10/24/2019, Tim A. Potts and Amy Schreiner visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment. These issues were identified as:

- **Body Cameras** - Body cameras became part of the agency in 2018. The decision to require body cameras for officers was met with skepticism by some. The agency took the time to implement a well-thought policy.
- **Field Training Program** - The agency has worked hard to construct a field training program that best fits this agency. They have a program that is designed to best train the individual officer, rather than a generic program that all officers go through from start to finish. This is important for the agency as it mainly hires officers that have already attended a police academy. The field training program is based on the officer's experience.
- **Weapons Training** - In this day and age, having a well-trained staff is imperative. The agency has worked hard to improve their training, and more specifically, the specialized training around weapons.
- **Victim Support** - Victims of crime can sometimes fall through the cracks during the investigation process at some police agencies, not at the University of Pennsylvania. The Special Services Division has a staffing level of five with two being sworn officers. This allows the sworn officers to handle the "typical" law enforcement associated details or investigations while the non-sworn personnel are able to serve as liaisons or advocates for witnesses or victims. This division does an incredible job of assisting victims of crimes throughout the entire investigation and judicial process. What this division of five accomplishes in any given day is amazing. They serve their community honorably, and provide much needed services to victims and witnesses of crimes.
- **Emergency Preparedness/Tactical Readiness** - Preparing for an emergency on campus and training officers to respond to emergencies is a priority for the agency. Emergency preparedness at the University of Pennsylvania is managed under the PennReady program. Being PennReady means to prevent, prepare for, respond to, and recover from any and all emergencies that could affect the Penn community. In the event of a major incident or emergency, the agency can utilize the emergency notification system to generate a conference call with agency

supervisors and key university personnel to discuss the situation and the steps to be taken.

The agency also works hard to prepare the officers tactically and provide the necessary equipment to aid the officers in their response to emergencies. This includes training and equipment for the officers and patrol vehicles.

- Community Involvement - The agency has worked hard to become involved with not only the campus community, but within the neighborhoods surrounding the campus. The agency regularly meets with community organizations and attends events in the community. The police advisory board meets monthly to share statistics, information, updates, and upcoming events. There are also weekly meetings with local law enforcement of agencies within the footprint of the university; Philadelphia Police, Amtrak Police, various hospital police/security, public transportation police, and other local college or university agencies.

During the Site-Based Assessment Review, the assessment team conducted 32 interviews regarding the topical areas previously defined. The interviews were with agency members and members of the community. The approach not only further confirmed standards adherence, but also considered effectiveness measures, process management and intended outcomes.

CHIEF EXECUTIVE OFFICER PROFILE

Maureen Rush

Maureen S. Rush is the Vice President for Public Safety and Superintendent of the Penn Police Department. Ms. Rush joined the Division of Public Safety in 1994 as the Director of Victim Support & Special Services. Ms. Rush then served as the Chief of the Penn Police Department from 1996 through 2000. She was appointed Vice President for Public Safety at the University of Pennsylvania in 2000. As the CEO of the agency her duties include directing the tactical and strategic focus of the Division of Public Safety and all aspects of Law Enforcement, Safety and Security Technology, and Emergency Preparedness. She is responsible for managing a budget of over \$38 million dollars and encompassing eight departments totaling 181 Penn employees and over 550 Allied Universal Security Officers. The Division of Public Safety is responsible for all Emergency Preparedness and Crisis Planning for the University. During her tenure the Penn's Police Department evolved into a model campus law enforcement agency, continually meeting the challenges faced by an urban university, while at the same time strengthening its relationships with the Penn and West Philadelphia communities, and with the City of Philadelphia. With 121 sworn police officers, the Penn Police Department is the largest private police department in the state of Pennsylvania. In March 2001, the Penn Police Department was awarded national accreditation from the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA), thereby, becoming the first nationally accredited campus police agency within the Commonwealth of Pennsylvania. In 2016, Ms. Rush received the Egon Bittner Award for Excellence in Leadership of a CALEA Accredited Law Enforcement Agency for 15 consecutive years.

Prior to coming to the University of Pennsylvania, Ms. Rush had a distinguished eighteen-year law enforcement career with the Philadelphia Police Department from 1976 through 1994. Ms. Rush served in various positions, namely: the Patrol Division, the Anti-Crime Unit, the Narcotics Unit, and the Training Bureau. In 1976, Ms. Rush was one of the first 100 women police officers hired to serve the City of Philadelphia on "street patrol" in a pilot program directed by the United States Department of Justice. Women now comprise twenty-five percent of the Philadelphia Police Department, with approximately 1,650 officers, as a result of that successful pilot program.

Under Ms. Rush's leadership, the University of Pennsylvania's Division of Public Safety was recognized as the number one Public Safety in the Higher Education vertical market, as ranked by Security Magazine's Security 500 Survey for 12 years in a row.

Ms. Rush serves on numerous cabinet level committees and task forces with the University of Pennsylvania. In February 2017, she co-chaired the Task Force on a Safe and Responsible Campus Community, and in November 2017 as co-chair of the University's Counseling and Psychological Services Assessment. Ms. Rush was co-chair on the Public Safety Policy Group for the transition team for Philadelphia Mayor, Jim Kenney, and has been the President of the Philadelphia Police Foundation since 2008, a 501C3 organization that supports the needs of the Philadelphia Police Department; Vice Chair of the Philadelphia Police Athletic League and Secretary of the University City District. Ms. Rush holds a M.S. degree from the University of Pennsylvania in Organizational Dynamics. She has also completed the John F. Kennedy School of Government, the Northwestern School of Staff & Command and the FBI's Law Enforcement Executive Development Program. In 2004, Ms.

Rush completed a year-long program with Philadelphia Leadership, Inc. a regional leadership think tank and during the same year, earned a Certified Protection Professional (CPP) certification from the American Society for Industrial Security (ASIS) International Professional Certification Board. In 2009 Ms. Rush completed a Security Executive certification program sponsored by the University of Pennsylvania's Wharton School and the American Society for Industrial Security (ASIS). Ms. Rush is a Fellow with the University of Pennsylvania's Fox Leadership Program within the School of Arts and Sciences.

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 officer 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 comprised of one sergeant and one officer, paired with Socks and Zzisa, both yellow 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 Police Athletic League 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 a positive self-image.

The Division of Public Safety has designated a full-time UPPD officer to be assigned to the Tucker Police Athletic League Center. 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 the PAL center.

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) Superintendent of Police
- 2) Deputy Chief of Investigations;
- 3) Deputy Chief of Tactical and Emergency Readiness;
- 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

Alternative Response Unit (ARU)

In 2018, Penn Police piloted an Alternative Response Unit with Philadelphia Fire Department to respond to low acuity medical issues for students. In 2019, the program was formally established. This first of its kind public/private partnership, provides a municipal paramedic, EMT, and SUV at high response times, for quick medical assessment and transport for low acuity student patients, at no cost to the student. This has reduced the stress on the city ambulance system, which operates at 100% capacity at all times, and reduces student's fear of receiving an ambulance bill. The Philadelphia Fire Department has also launched a similar unit to respond to the opioid epidemic, administering NARCAN and first aid, where appropriate, in high drug/overdose areas.

Traffic Control Aides (TCA)

In 2018, our agency initiated a program with Allied Universal to have security officers assist in traffic quelling in our health complex, which sees over 1.25 million outpatient visits per year, as well as faces challenges due to many construction projects in the area. TCAs are trained and certified by an authorized Penn DOT certified trainer under a training curriculum documented Penn DOT Publication 408/2016. Their sole duty is to assist with the flow of traffic and to prevent "blocking the box" to ensure the movements of vehicles throughout the area. We are improving the quality of life for patients and staff by alleviating stress and time.

PennReady

Public Safety also created a University-wide three-minute "PennReady" video to address confusion on emergency procedures, including Evacuate, Shelter-in-Place, and Lockdown. This was in direct response to requests at university-wide tabletop exercises. Public Safety is also formalizing campus-wide live Active Shooter Presentations to the community, to properly train and inform them on Active Shooter.

Automated License Plate Reader (ALPR)

The University of Pennsylvania Police Department has two Automated License Plate Recognition Systems. Each mobile vehicle utilizes a mobile data terminal to run the system. These high-speed computer controlled cameras allow the department to enhance patrol presence by collecting data, which allows us to investigate and enforce the law. Since its inception in August 2015, the ALPR has shown continued success for the department. Combined, there are over an average of 144,000 registration plate reads each month. There have been 42 recovered stolen vehicles resulting in 19 arrests, as well as 89 vehicle stops for invalid/ expired/ suspended registration, resulting in 37 TVR's and 52 warnings.

FUTURE ISSUES FOR AGENCY

Public Safety, in conjunction with the Health System, have begun a Task Force to examine trauma center security. This will include enhancements to security, staffing and entry procedures into our trauma centers. In 2018, 14% of all injuries brought into the Penn Presbyterian Trauma Center, were from gunshot wound victims; more than three-and-a-half times the state average of 3.9%. Additionally, 7% of all injuries brought in are from stabbing victims; over three times the state average of 2.3%.

Operation Building Safe - The main objective of “Operation Building Safe”, which has been in place for several years, is to create a welcoming and safe environment for the Penn community and visitors, including prospective students, parents, faculty and staff, by following the guidelines below:

1. Securing perimeter access points with electronic access control or manual locks.
2. Allowing accessibility to the Penn community during normal business hours.
3. Identifying a secure visitor entrance that creates a welcoming environment.

As part of “Operation Building Safe”, we have started a virtual concierge system, securing all exterior doors with access control and directing visitors to a single entrance with a video intercom. At that entrance, visitors are greeted either in person by a security officer or by the video intercom concierge, who admit expected guests and check identification for unexpected visitors.

The “Operation Building Safe” model is already working successfully in 75% of Penn buildings, reducing thefts in those buildings. This program, however, will only be truly successful with community participation. In the coming year, we have challenged the University Leadership and community to "buy in" to the Operation Building Safe by wearing University-issued Penn identification cards; avoiding letting strangers into buildings, and, instead, directing them to visitors' entrances to allow security to properly welcome visitors.

YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: N/A

On 4/6/2017, the Year 1 Remote Web-based Assessment of Univ. of Pennsylvania Police Department was conducted. The review was conducted remotely and included 76 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)	Compliance Verified
1.1.2 Code of Ethics* (LE1)	Compliance Verified
1.2.1 Legal Authority Defined (LE1)	Compliance Verified
1.2.3 Compliance with Constitutional Requirements (LE1)	Compliance Verified
1.2.4 Search and Seizure (LE1)	Compliance Verified
1.2.5 Arrest with/without Warrant (LE1)	Compliance Verified
1.2.6 Alternatives to Arrest	Compliance Verified
1.2.7 Use of Discretion	Compliance Verified
1.2.9 Bias Based Profiling* (LE1)	Compliance Verified
1.3.1 Use of Reasonable Force (LE1)	Compliance Verified
1.3.6 Reporting Uses of Force* (LE1)	Compliance Verified
1.3.7 Reviewing Reports of 1.3.6* (LE1)	Compliance Verified
1.3.10 Demonstrating Proficiency with Weapons (LE1)	Compliance Verified
1.3.11 Annual/Biennial Proficiency Training* (LE1)	Compliance Verified
1.3.13 Analyze Reports from 1.3.6* (LE1)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.1 Geographical Boundaries	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1)	Compliance Verified
11.2.1 Employee Accountability	Compliance Verified
11.2.2 Direct Command Component	Compliance Verified
11.3.2 Supervisory Accountability	Compliance Verified
12 Direction	
12.1.1 CEO Authority and Responsibility	Compliance Verified
15 Planning and Research Goals and Objectives and Crime Analysis	

Standards	Findings
15.1.3 Multiyear Plan	Compliance Verified
16 Allocation and Distribution of Personnel and Personnel Alternatives	
16.2.1 Annual Review*	Compliance Verified
17 Fiscal Management and Agency Property	
17.4.1 Accounting System*	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)	Compliance Verified
22 Compensation Benefits and Conditions of Work	
22.2.4 Victim Witness Services/Line of Duty Death (LE1)	Compliance Verified
22.3.1 Physical Examinations	Compliance Verified
25 Grievance Procedures	
25.1.3 Annual Analysis*	Compliance Verified
26 Disciplinary Procedures	
26.1.1 Code of Conduct and Appearance (LE1)	Compliance Verified
31 Recruitment	
31.2.2 Annual Analysis* (LE1)	Compliance Verified
32 Selection	
32.1.5 Notification of Ineligibility	Compliance Verified
33 Training and Career Development	
33.1.2 Attendance Requirements	Compliance Verified
33.1.5 Remedial Training (LE1)	Compliance Verified
33.1.6 Employee Training Record Maintenance (LE1)	Compliance Verified
33.2.3 Outside Academy Role	Compliance Verified
33.5.1 Annual Retraining Program* (LE1)	Compliance Verified
33.5.4 Accreditation Manager Training	Compliance Verified
33.7.1 Civilian Orientation	Compliance Verified
33.8.2 Skill Development Training Upon Promotion (LE1)	Compliance Verified
33.8.4 Educational Incentives	Compliance Verified
34 Promotion	
34.1.1 Agency Role	Compliance Verified
34.1.2 Authority and Responsibility	Compliance Verified

Standards	Findings
34.1.3 Promotional Process Described (LE1)	Compliance Verified
34.1.4 Job Relatedness	Compliance Verified
34.1.5 Promotional Announcement	Compliance Verified
34.1.7 Promotional Probation (LE1)	Compliance Verified
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
35.1.3 Quarterly Evaluation of Probationary Employees*	Compliance Verified
35.1.9 Personnel Early Warning System* (LE1)	Compliance Verified
41 Patrol	
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
41.2.7 Mental Illness* (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.6 Criminal Intelligence* (LE1)	Compliance Verified
43 Vice Drugs and Organized Crime	
43.1.2 Records Storage and Security	Compliance Verified
46 Critical Incidents Special Operations and Homeland Security	
46.1.1 Planning Responsibility (LE1)	Compliance Verified
46.1.3 Command Function* (LE1)	Compliance Verified
46.1.8 Equipment Inspection*	Compliance Verified
46.1.9 Annual Training* (LE1)	Compliance Verified
46.1.10 Active Threats* (LE1)	Compliance Verified
52 Internal Affairs	
52.1.5 Annual Summaries; Public Availability*	Compliance Verified
54 Public Information	
54.1.3 News Media Access (LE1)	Compliance Verified
55 Victim/Witness Assistance	
55.1.2 Analysis Need/Services*	Compliance Verified
61 Traffic	
61.4.4 Traffic Safety Materials	Compliance Verified
70 Detainee Transportation	
70.1.7 Procedures Escape* (LE1)	Compliance Verified

Standards	Findings
70.3.3 Special Situations	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	
74.2.1 Procedure Civil Service	Compliance Verified
81 Communications	
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.1.6 Computer File Backup and Storage* (LE1)	Compliance Verified
83 Collection and Preservation of Evidence	
83.1.1 24 Hour Availability (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
91 Campus Law Enforcement	
91.1.5 Emergency Notification System (LE1)	Compliance Verified
91.1.7 Behavioral Threat Assessment (LE1)	Compliance Verified
91.4.1 Position Responsible for Clery Act* (LE1)	Compliance Verified

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Virgil Hubbard

On 4/28/2018, the Year 2 Remote Web-based Assessment of Univ. of Pennsylvania Police Department was conducted. The review was conducted remotely and included 80 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	
1.1.2 Code of Ethics* (LE1) (MMMM)	Compliance Verified
1.1.4 Consular Notification (MMMM)	Compliance Verified
1.2.2 Legal Authority to Carry/Use Weapons (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.2 Concurrent Jurisdiction (OOOO)	Compliance Verified
4 Use of Force	
4.1.2 Use of Deadly Force (LE1) (MMMM)	Compliance Verified
4.1.5 Rendering Medical Aid Following Police Actions (LE1) (MMMM)	Compliance Verified
4.2.4 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
11 Organization and Administration	
11.3.3 Notify CEO of Incident with Liability (LE1)	Compliance Verified
12 Direction	
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified
12.2.1 The Written Directive System (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.4.1 Accounting System*	Compliance Verified
17.5.1 Inventory and Control	Compliance Verified
17.5.2 Operational Readiness (LE1)	Compliance Verified
22 Personnel Management System	
22.1.3 Benefits Program (LE1)	Compliance Verified

Standards	Findings
22.1.8 Employee Identification (LE1)	Compliance Verified
22.2.2 General Health and Physical Fitness (LE1)	Compliance Verified
22.2.4 Off-Duty Employment	Compliance Verified
22.4.3 Annual Analysis*	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.1.3 Harassment (LE1)	Compliance Verified
26.1.6 Appeal Procedures	Compliance Verified
26.2.5 Annual Statistical Summaries; Public Availability*	Compliance Verified
26.3.2 CEO, Notification (LE1)	Compliance Verified
26.3.8 Conclusion of Fact	Compliance Verified
31 Recruitment and Selection	
31.2.2 Annual Analysis	Compliance Verified
31.5.1 Background Investigations (LE1)	Compliance Verified
31.5.2 Training	Compliance Verified
31.5.7 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.1.4 Lesson Plan Requirements	Compliance Verified
33.2.4 Outside Academy, Agency Specific Training	Compliance Verified
33.4.1 Recruit Training Required (LE1)	Compliance Verified
33.5.1 Annual In-Service Training Program* (LE1) (M M M M)	Compliance Verified
33.5.3 Accreditation Training (LE1)	Compliance Verified
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
35.1.6 Unsatisfactory Performance	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
41.1.5 Police Service Canines (LE1)	Compliance Verified
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.3.5 Protective Vests (LE1)	Compliance Verified

Standards	Findings
41.3.9 License Plate Recognition Systems	Compliance Verified
42 Criminal Investigation	
42.2.2 Follow-Up Investigations Steps	Compliance Verified
42.2.5 Deception Detection Examinations	Compliance Verified
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	Compliance Verified
44.2.5 Community Youth Programs	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.1 Crime Prevention Activities*	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.4 Operations Function (LE1)	Compliance Verified
46.1.8 Equipment Inspection*	Compliance Verified
46.1.9 All Hazard Plan Training* (LE1)	Compliance Verified
46.2.7 Special Events Plan (LE1)	Compliance Verified
46.3.1 Providing Awareness Information	Compliance Verified
53 Inspectional Services	
53.2.1 Staff Inspections*	Compliance Verified
54 Public Information	
54.1.4 Public Information Officer Training	Compliance Verified
55 Victim/Witness Assistance	
55.2.6 Next-of-Kin Notification	Compliance Verified
61 Traffic	
61.1.1 Selective Enforcement Activities*	Compliance Verified
61.1.9 Impaired Driver Enforcement Program	Compliance Verified
61.1.10 DUI Procedures (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	Compliance Verified
70.1.2 Searching Transport Vehicles (LE1)	Compliance Verified
70.4.1 Vehicle Safety Barriers	Compliance Verified
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	Compliance Verified
71.4.3 Inspections* (LE1)	Compliance Verified

Standards	Findings
81 Communications	
81.2.2 Continuous, Two-Way Capability (LE1)	Compliance Verified
81.2.7 Recording and Playback (LE1)	Compliance Verified
81.2.11 Misdirected Emergency Calls (LE1)	Compliance Verified
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.1.2 Juvenile Records (LE1)	Compliance Verified
82.1.4 Crime Reporting	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.1 Guidelines and Procedures (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.2 Storage and Security (LE1)	Compliance Verified
84.1.3 Temporary Security (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	Compliance Verified
91.1.8 Emergency Only Phones and Devices* (LE1)	Compliance Verified
91.3.1 Agency Role and Responsibilities* (LE1)	Compliance Verified
91.4.1 Position Responsible for Clery Act* (LE1)	Compliance Verified

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Judi King

On 3/27/2019, the Year 3 Remote Web-based Assessment of Univ. of Pennsylvania Police Department was conducted. The review was conducted remotely and included 208 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	
1.1.2 Code of Ethics* (LE1) (MMMM)	Compliance Verified
1.1.3 Agency's Role in Criminal Justice Diversion Programs (OOOO)	Compliance Verified
1.2.8 Strip/Body Cavity Search (LE1) (MMMM)	Compliance Verified
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1) (MMMM)	Not Applicable by Function
3.1.2 Employee Rights (MMMM)	Not Applicable by Function
4 Use of Force	
4.1.4 Use of Authorized Less Lethal Weapons (LE1) (MMMM)	Compliance Verified
4.2.3 Removal from Line of Duty Assignment (LE1) (MMMM)	Compliance Verified
4.3.1 Authorization: Weapons and Ammunition (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
11.4.5 Electronic Data Storage	Not Applicable by Function
11.5.1 Temporary/Rotating Assignments	Not Applicable by Function
12 Direction	
12.2.2 Dissemination and Storage (LE1)	Compliance Verified
15 Planning and Research, Goals and Objectives, and Crime Analysis	
15.1.1 Activities of Planning and Research	Compliance Verified
15.1.4 Succession Planning	Agency Elected 20%
15.2.2 System for Evaluation/Goals and Objectives	Compliance Verified
17 Fiscal Management and Agency Property	
17.2.2 Functional Recommendations to Budget*	Agency Elected 20%

Standards	Findings
17.4.3 Independent Audit	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Task Analysis	Agency Elected 20%
21.2.1 Classification Plan (N/A O O O)	Agency Elected 20%
21.2.4 Workload Assessment*	Compliance Verified
22 Personnel Management System	
22.1.7 Employee Assistance Program	Compliance Verified
22.2.3 Fitness and Wellness Program	Agency Elected 20%
22.2.5 Extra-Duty Employment (LE1)	Not Applicable by Function
22.3.1 Agency Role	Compliance Verified
22.3.2 Ratification Responsibilities	Compliance Verified
22.4.1 Grievance Procedures (LE1)	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
31.2.3 Equal Employment Opportunity Plan	Compliance Verified
31.4.1 Selection Process Described (LE1)	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
31.5.6 Medical Examinations	Compliance Verified
33 Training and Career Development	
33.1.1 Training Committee	Agency Elected 20%
33.1.3 Outside Training Reimbursement	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

Standards	Findings
33.5.2 Shift Briefing Training	Compliance Verified
33.6.1 Specialized Training	Compliance Verified
33.7.2 Non-Sworn Pre-Service and In-Service Training	Compliance Verified
33.8.3 Career Development Program	Agency Elected 20%
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
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	
42.1.1 On-Call Schedule	Compliance Verified
42.1.2 Case-Screening System	Compliance Verified
42.1.3 Case File Management (LE1)	Compliance Verified
42.2.4 Investigative Task Forces	Not Applicable by Function
42.2.6 Informants (LE1)	Not Applicable by Function
42.2.7 Cold Cases	Agency Elected 20%
42.2.8 Interview Rooms (LE1)	Compliance Verified
43 Vice, Drugs, and Organized Crime	
43.1.1 Complaint Management (LE1)	Compliance Verified
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	

Standards	Findings
44.1.2 Policy Input, Others	Compliance Verified
44.1.3 Annual Program Review*	Agency Elected 20%
44.2.1 Handling Offenders (LE1)	Compliance Verified
44.2.4 School Services Program	Agency Elected 20%
45 Crime Prevention and Community Involvement	
45.1.2 Community Involvement and Organizing Community Groups	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	
46.1.2 All Hazard Plan (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
46.2.6 VIP Security Plan	Compliance Verified
46.2.8 Event Deconfliction Process	Not Applicable by Function
46.3.2 Hazmat Awareness (LE1)	Compliance Verified
53 Inspectional Services	
53.1.1 Line Inspections	Compliance Verified
54 Public Information	
54.1.1 Activities	Compliance Verified
55 Victim/Witness Assistance	
55.1.1 Victim/Witness Assistance	Compliance Verified
55.2.1 Initial Assistance	Compliance Verified
61 Traffic	
61.1.2 Uniform Enforcement Procedures (LE1)	Compliance Verified
61.1.4 Informing The Violator (LE1)	Compliance Verified
61.1.8 Speed-Measuring Devices	Not Applicable by Function
61.1.11 License Reexamination Referrals	Compliance Verified

Standards	Findings
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
70 Detainee Transportation	
70.1.3 Procedures, Transporting by Vehicle	Compliance Verified
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
70.3.3 Special Situations	Compliance Verified
70.5.1 Prisoner ID and Documentation	Compliance Verified
71 Processing and Temporary Detention	
71.3.2 Immovable Objects	Compliance Verified
71.4.1 Physical Conditions (LE1)	Compliance Verified
71.4.2 Fire Prevention/Suppression (LE1)	Compliance Verified
71.4.3 Inspections* (LE1)	Compliance Verified
72 Holding Facility	
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

Standards	Findings
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
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

Standards	Findings
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
73.5.24 Supervision of Opposite Gender	Not Applicable by Function
74 Legal Process	
74.1.1 Information, Recording (LE1)	Compliance Verified
74.1.2 Execution/Attempt Service, Recording	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
81.2.3 Recording Information (LE1)	Compliance Verified
81.2.6 Calls for Service Information Victim/Witness Calls (LE1)	Compliance Verified
81.2.8 Local/State/Federal CJI Systems	Compliance Verified
81.2.9 Alternative Methods of Communication	Not Applicable by Function
81.2.13 First Aid Over Phone (LE1)	Not Applicable by Function
82 Central Records	
82.1.1 Privacy and Security (LE1)	Compliance Verified

Standards	Findings
82.1.3 Records Retention Schedule	Compliance Verified
82.2.3 Case Numbering System (LE1)	Compliance Verified
82.2.4 Report Distribution	Compliance Verified
82.2.5 Reports by Phone, Mail or Internet	Not Applicable by Function
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
83.3.1 Collecting from Known Source	Compliance Verified
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified
84.1.4 Security of Controlled Substances, Weapons for Training (LE1)	Not Applicable by Function
84.1.5 Records, Status of Property (LE1)	Compliance Verified
84.1.7 Final Disposition	Compliance Verified
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
91.1.7 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
91.2.1 Agency Role and Responsibilities (LE1)	Compliance Verified
91.2.2 Personnel Assigned to Medical Centers	Compliance Verified
91.2.3 First Responses Responsibilities	Compliance Verified

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Mike Dickey

On 9/23/2019, the Year 4 Remote Web-based Assessment of Univ. of Pennsylvania Police Department was conducted. The review was conducted remotely and included 84 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	
1.1.2 Code of Ethics* (LE1) (MMMM)	Compliance Verified
1.2.9 Biased Policing* (LE1) (MMMM)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.3 Written Agreements for Mutual Aid (OOOO)	Agency Elected 20%
4 Use of Force	
4.1.1 Use of Reasonable Force (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
4.3.3 Annual/Biennial Proficiency Training* (LE1) (MMMM)	Compliance Verified
11 Organization and Administration	
11.3.3 Notify CEO of Incident with Liability (LE1)	Compliance Verified
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
15.1.4 Succession Planning	Agency Elected 20%
17 Fiscal Management and Agency Property	
17.2.1 Budget Process and Responsibility Described	Compliance Verified
17.2.2 Functional Recommendations to Budget*	Agency Elected 20%
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Task Analysis	Agency Elected 20%
21.2.1 Classification Plan (N/A O O O)	Agency Elected 20%
21.2.2 Job Description Maintenance and Availability* (LE1) (M M M M)	Compliance Verified

Standards	Findings
22 Personnel Management System	
22.1.9 Military Deployment and Reintegration (LE1)	Compliance Verified
22.2.3 Fitness and Wellness Program	Agency Elected 20%
22.3.1 Agency Role	Compliance Verified
22.3.2 Ratification Responsibilities	Compliance Verified
22.4.3 Annual Analysis*	Compliance Verified
26 Disciplinary Procedures and Internal Investigations	
26.2.5 Annual Statistical Summaries; Public Availability*	Compliance Verified
26.3.4 Informing Complainant	Compliance Verified
26.3.7 Relieved from Duty	Compliance Verified
31 Recruitment and Selection	
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	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
33.8.2 Skill Development Training Upon Promotion (LE1)	Compliance Verified
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
35.1.9 Personnel Early Intervention System* (LE1)	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
42.2.1 Preliminary Investigations Steps (LE1)	Compliance Verified

Standards	Findings
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
44.2.3 Custodial Interrogation and Interviews (LE1)	Compliance Verified
46 Critical Incidents, Special Operations, and Homeland Security	
46.1.9 All Hazard Plan Training* (LE1)	Compliance Verified
46.1.12 Crowd Control Response Training	Compliance Verified
46.2.1 Special Operations Activities	Compliance Verified
46.2.3 Tactical Team Equipment	Compliance Verified
53 Inspectional Services	
53.2.1 Staff Inspections*	Compliance Verified
54 Public Information	
54.1.2 Policy Input	Compliance Verified
54.1.4 Public Information Officer Training	Compliance Verified
55 Victim/Witness Assistance	
55.1.2 Review Need/Services*	Compliance Verified
61 Traffic	
61.1.3 Violator Procedures (LE1)	Compliance Verified
61.1.5 Uniform Enforcement Policies (LE1)	Compliance Verified
61.1.6 Enforcement Practices	Compliance Verified
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
70.4.1 Vehicle Safety Barriers	Compliance Verified
71 Processing and Temporary Detention	

Standards	Findings
71.1.1 Designate Rooms or Areas (LE1)	Compliance Verified
71.3.1 Procedures (LE1)	Compliance Verified
71.3.3 Security in Designated Temporary Detention Processing and Testing Rooms/Areas (LE1)	Compliance Verified
71.4.1 Physical Conditions (LE1)	Compliance Verified
74 Legal Process	
74.1.2 Execution/Attempt Service, Recording	Compliance Verified
81 Communications	
81.2.1 24 Hour, Toll-Free Service (LE1)	Compliance Verified
81.2.4 Radio Communications Procedures (LE1)	Compliance Verified
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
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.1.5 Report Accounting System	Compliance Verified
82.2.1 Field Reporting System (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	Compliance Verified
91.1.5 Emergency Notification System (LE1)	Compliance Verified
91.1.6 Behavioral Threat Assessment (LE1)	Compliance Verified
91.2.1 Agency Role and Responsibilities (LE1)	Compliance Verified

Response from Agency Regarding Findings:

On behalf of the women and men of the University of Pennsylvania Police Department, I want to thank Chief Tim A. Potts and Captain Amy Schreiner for their professionalism and time during their assessment of our agency.

We look forward to the Conference in March 18-21st to discuss our agency's report.

Happy Holidays to all.

Maureen S. Rush, M.S., CPP
Vice President for Public Safety
Superintendent of Police

SITE-BASED ASSESSMENT

12/15/2020

Planning and Methodology:

Since 1996, when Superintendent Rush was selected to lead the University of Pennsylvania Police Department, crime has been reduced by 49%, crime against people has been reduced by 35%, and property crime has been reduced by 50%. During this same time period, staffing with the agency has increased, more student housing has been built, more lighting in public spaces has been installed, and thousands of cameras monitoring public areas have been added. While the department has taken great strides in becoming more and more engaged with the community, there are a few challenges the agency faces.

Pennovation Works is an area just south of the main campus. It is a blend of offices, labs, and production space developed by The University of Pennsylvania. The idea of the area is to link intellectual and entrepreneurial initiatives by advancing knowledge and generating economic development. The university and agency are going to be faced in the future on whether to patrol this area as an individual sector which would require additional equipment, technology, and personnel resources.

The Penn Med Health Systems continues to grow at a very fast pace. The university and agency have worked collaboratively with the hospitals to provide traffic assistance and police response to security needs. While the health systems continue to grow, the needs of the hospitals will also continue to grow. Assisting with traffic direction is done on a regular basis. The agency works with the hospital and Allied Universal to provide assistance, but as the agency continues to do such a wonderful job in providing services to some hospitals within the Penn Med system, other hospitals in the area are also looking at the agency to provide those same services to their hospital. Superintendent Rush has been in discussion with the hospitals in the health system network to share what is needed for the agency to provide the same services they provide at other hospitals. Superintendent Rush has researched what is needed for the agency and university to be able to provide such services. She has a well-thought plan to add staffing to meet the needs within the health system, and is looking into structuring such an agreement that provides security for any created position. Though increasing staffing and making a decision to assist the health system is a monumental decision, Superintendent Rush has placed the agency and university in a position to make such a move in a deliberate, well-thought, appropriately funded, and well-supportedmannerly.

The common theme in both challenges is trying to balance the needs associated with providing police coverage at additional hospitals and at Pennovation with budgeted staffing levels. Superintendent Rush is aware of the challenge, and has been working on a plan to meet the needs associated with increasing police coverage while also determining the appropriate staffing levels and working on budgetary issues associated with the increased staffing.

Body Cameras

The department has been using body-cameras from Axon for approximately one year. The reception to the cameras has been positive from the officers. The department has required training for all sworn personnel and issued requirements and restrictions for activation and deactivation of the devices. Officers are allowed to tag their videos inside their patrol vehicles. All cameras are downloaded in an access-controlled room inside the agency. The agency has clear signage posted inside the agency to remind officers to deactivate their cameras in designated areas where use is restricted. During the police advisory board meeting (during the on-site visit), a body-worn camera video was shown (with blurred faces of citizens) of an officer responding to a complaint of a house party. The officer walks the outside of the house, speaking to numerous people trying to find someone on the lease of the residence. The video highlighted the patience of the responding officer and the types of complaints the agency handles.

Though there was some skepticism on the implementation of body cameras, the department took the time to research, get feedback, complete all policies, and install all the appropriate signage. It was not a rush decision. By taking the time, the department was able to address the questions and concerns of the staff, and by doing so, it made the implementation of body cameras much smoother than what was expected.

Standards Issues:

41.3.8 No Issues

Suggestions

n/a

Field Training Program

The agency has a robust field training program that's a minimum of 160 hours, outside the required classroom training. Officers with less than two years go through a nine-week program, and officers with over two years complete a four-week program. The program is designed to train newly hired officers how the department functions and about their responsibilities. The agency goes above and beyond on every call for service, and officers get an understanding of this during the program. Field training officers can request extensions if a new officer is struggling and needs additional training time. Requesting an extension is not a routine occurrence. One officer having completed the training within the last year is Officer Lawrence Porter. He was hired by the agency with prior experience and completed the shorter four-week program. He spoke highly of the training. One of the assessors had the opportunity to ride with him during the visit. While riding, they responded to an assault in progress. His quick actions allowed another officer to apprehend the suspect. He was very knowledgeable in the department's procedures and showed empathy for the victim. He is an example of the success of the field training program.

Standards Issues:

Field training is such an important part of the job. The agency has worked hard to make sure that the field training program is not a cookie cutter, recognizing each individual officers strength and experience.

Suggestions

N/A

Weapons Training

The agency conducts firearms qualifications for sworn personnel once per year. Sworn personnel on the emergency response team (ERT) qualify twice per year. All weapons training is monitored by one of the agency's certified firearms instructors. Instructors are certified through a Pennsylvania State Police training program. All officers qualify on handguns and shotguns. ERT members and designated officers (and some supervisors) also qualify with the rifle. Sgt. John Diciccio said they supplement range training with their PRISM firearms simulator. Both assessors were given a demonstration of the simulator. The simulator has many scenarios, but they try to focus on patrol scenarios set in an urban environment. The simulator allows officers to train with shoot and don't shoot situations. In addition, the agency occasionally permits civilians to complete scenarios as part of their community programming. The combination of well-qualified instructors and use a simulator has increased the department's overall qualification scores. As a result, there were no incidents of any officers needing remedial training during this assessment cycle.

Standards Issues:

Training officers on the use of force, weapons, response to active shooter, and decision making are all taken into consideration to best serve the agency. The instructors work hard to coordinate the training so it builds on the skills of the officers. They look at it like building a wall, and every session of training is adding another brick to the wall, on top of the base that has already been laid. The instructors are passionate and knowledgeable and the goal of the training is to teach the officers, not to embarrass.

Suggestions

N/A

Victim Support

The Special Services Division reviews every agency case and a division member will reach out to all victims or witnesses to see what follow-up or assistance will be needed moving forward. The Special Services Division is notified by conference call in the case of a major crime. A division team member will serve as a liaison between the victim/witness and the investigating agency or the judicial system. A team member is with them from the collection of evidence, interviews, court proceedings, counseling, and the court process. Even in cases investigated by the Philadelphia Police Department, if the victim is a student, the division liaison will assist the student throughout the process.

The Special Services Division does not leave it to the victim or witness to try to navigate the investigative/judicial process. They assist them the entire way. Sometimes their efforts are a simple phone call to see if the victim of a property crime has any further information. Other times, they may have to drive the crime victim to a center for evidence collection, to police interviews and to court proceedings. They handle each case individually and provide the appropriate follow up or assistance based on the needs and desire of the crime victim or witness. This division is comprised of an experienced and dedicated staff that are personally invested in each and every case they touch. To a person, they are quick to point out that they are there to assist people. The focus is on the person not a process.

The division also coordinates the Rape Aggression Defense training for the campus community, and is currently designing their own 2-hour personal safety course that will be based upon the needs of the campus community.

Standards Issues:

Chapter 55. The University of Pennsylvania meets or exceeds all the standards in this chapter.

Suggestions

N/A

Emergency Preparedness/Tactical Readiness

The agency has worked hard to get community members actively involved in emergency preparedness. They have assisted the community by helping to develop a comprehensive plan to prevent situations that cause emergencies, by preparing personnel on the procedures to follow in a crisis, having a well collaborated response approach from the university, city, state, and federal agencies to mitigate any crisis, and being ready and able to recover quickly from a crisis.

The UPennAlert Emergency Notification System provides notification to the community of information during an emergency. The agency can notify all Penn faculty, staff and students via personal electronic devices (cell phones, etc.) through text messaging and email. The University also has siren and public address systems in place to send an alert. The siren system (PennSOS) is comprised of 27 speakers transmitting voice intelligible emergency messages and alert tones to the outdoor campus environment. PennSOS is not designed to penetrate buildings, but will be audible above normal street noise. When an alert is sent the agency uses their website to provide updates on the crisis.

The agency is working hard to put building plans complete with utility locations online so they are available at the scene of major events or emergencies to those that have access to the "shadow planner" website. This will greatly aid first responders as they plan a response to emergencies.

The department has worked hard to train the officers so they are prepared to respond to emergencies. The agency has Emergency Response Team (ERT) member spread throughout the shifts. ERT members and supervisors are trained to carry the patrol rifle in their vehicles. All patrol cars have basic entry tools (ram, pry tool, bolt cutters). Supervisors have access to less lethal options secured in the armory.

Standards Issues:

No standard issues

Suggestions

N/A

Community Involvement

The agency has a very robust community involvement history. Over the last accreditation cycle, the agency has averaged over 1,300 presentations a year to the campus and surrounding communities. The department also has a very strong liaison program. The agency has liaisons with housing units, academic buildings, and campus resource centers. There is one officer assigned to work directly with the Police Athletic League (PAL) on a full-time basis. Fraternities are recruited to work with PAL on events such as flag football, ice skating, and the Christmas party.

The agency takes part in "new student orientation" by sharing information about the department and safety tips with incoming students and their families. While the assessors were onsite, staff members were preparing to represent the agency in the "Run for Blue", a 5k running/walking event to support law enforcement. Being involved with community events is important to the agency as they continue to strengthen the relationships with their campus and surrounding communities. Some of the events they are routinely involved with include; events supporting the Ronald McDonald House, the Law Enforcement Torch run for Special Olympics, Tour to the Shore bike ride, and the dragon boat rowing competition.

The agency has worked very hard to become involved in the area to the west of campus, an area that was historically high in crime. Through the involvement of the agency and by taking very deliberate action through patrol and community involvement, crime rates have dropped. Community members support the agency and routinely invite them to events. Community members say this would not have been the case 20 years ago. It is a direct result of the agency working with the community, taking time to become involved, sharing information, and working together on projects that has changed the perception of the department within the community. The University of Pennsylvania Police Department is now a welcomed sight by the community members.

Standards Issues:

No standard issues.

Suggestions

N/A

Summary:

Number of Interviews Conducted: 32

Assessors' Names: Tim A. Potts and Amy Schreiner

Site-Based Assessment Start Date: 10/21/2019

Site-Based Assessment End Date: 10/24/2019

Mandatory (M) Compliance	284
Other-Than-Mandatory (O) Compliance	60
Standards Issues	0
Waiver	0
(O) Elect 20%	13
Not Applicable	102
Total:	459

Percentage of applicable other-than-mandatory standards:

82 %

COMMUNITY FEEDBACK AND REVIEW

Public Information Session

The public information session was held at the University of Pennsylvania Police Department, 4040 Chestnut Street, Philadelphia, on October 23, 2019 at 1:00 p.m. The session was held in the Seminar Room, and there were a total of 48 people in attendance. I read the CALEA Public Information Session narrative before beginning the session.

Those in attendance that spoke during the session:

Jessie McCallister, Allied Universal Security
Gregorio Pac Cojulun Jr., community member
Dr. Sean Kennedy, Penn Medical School emeritus
Brian Monthe, Director of Business Services at the University of Pennsylvania
Captain Greg Riley, Philadelphia Police Department
Eileen Behr, Chief of Police at Drexel University
William Gipson, Office of the Vice Provost at the University of Pennsylvania
Michael Laputasky, University of the Sciences Department of Public Safety
Michael J. Dever, Pennsylvania State Police Liquor Enforcement
Karl Becker, Walnut Hill College
Sharon Smith, Office of the Vice Provost at the University of Pennsylvania
Sid Toombs, Allied Universal Security
Ron Rabena, Allied Universal Security
Commissioner Christine Coulter, Philadelphia Police Department
Commissioner Adam Thiel, Philadelphia Fire Department
Susan Campbell, CEO of the Ronald McDonald House in Philadelphia
Jack Heuer, Vice President of Human Resources, University of Pennsylvania
Dr. Susan Sorenson, School of Social Policy and Practice
Glenn Bryan, Office of Government and Community Affairs

All comments made by the speakers were extremely complimentary of the agency, agency personnel, and of the relationships formed between the department, the campus community, and the surrounding neighborhoods. A few highlights would include comments made by Dr. Sean Kennedy (Penn Medical School for 31 years, emeritus). Dr. Kennedy has been involved with the university for a long period of time and has observed the changes made within the police department. Dr. Kennedy has said the department gets better every year. He has seen the changes in the staffing levels, the leadership, technology, but most importantly, the integration of the police department within the campus community. He took pride in serving on various committees with the police agency and watching the department grow and become an integral part of the campus community.

Christine Coulter, Commissioner of the Philadelphia Police Department, spoke about the professionalism of the agency and the leadership of Superintendent Rush. Commissioner Coulter explained the collaboration of the Philadelphia Police and the University of Pennsylvania Police Department is of the utmost importance in policing and serving the "university city" sector.

Susan Campbell, CEO of the Philadelphia Ronald McDonald House said the department is proactive, every present and informative in times of crisis, and that the staff is great, fun-spirited, and engaged with the community.

Adam Thiel, Fire Commissioner for the Philadelphia Fire Department expressed an appreciation for the department and the partnership in developing an "alternative response unit" (AR#1) for medical calls. This initiative has saved the

community, and the faculty, staff, and students of the university thousands of dollars in medical transport expenses. This involves utilizing a specialized SUV for medical response calls rather than always utilizing the ambulance. This has also helped the Philadelphia community as it has kept an additional ambulance available for use by utilizing AR#1 for medical responses on campus when advanced life support equipment is not required.

William Gipson spoke about growing up in a community where it was common to not trust the police. He said his involvement with the University of Pennsylvania Police Department has helped change his opinion of police as he has witnessed first hand how the department interacts and responds to the community.

Dr. Susan Sorenson spoke about the professionalism of the agency, the leadership of Superintendent Rush, and the willingness of the agency to serve the campus whatever the need may be. She spoke of a situation where department personnel drove a person several hours away from campus after they had suffered the loss of a family member. She explained it is normal for the agency to go "over and above" in providing assistance to the community.

The common theme of those that spoke at the public hearing was an acknowledgement that the leadership of Superintendent Maureen Rush has been instrumental to the development of the agency. Another common theme heard throughout the public hearing was how "engaged" the agency is with the university community and surrounding neighborhoods. Repeatedly, those in attendance spoke about how the department works collaboratively with not only the campus community, but with the surrounding neighborhoods and law enforcement agencies. Community members from outside the campus spoke about how it is normal for agency personnel to attend neighborhood meetings and events. They explained this was not the norm before Superintendent Rush arrived at the university.

Telephone Contacts

The phone-in session was held on October 23, 2019 from 2:00-3:00 p.m. There were a total of 18 people that called in for the session to offer their support of the agency. There were no calls received from anyone that had a negative or derogatory remark about the agency. Repeatedly during the two hour call in session, callers shared their appreciation for the agency, the leadership of Superintendent Rush, and the willingness of agency personnel to serve the community in any way that was needed. They shared that no detail was too small nor too large for agency personnel.

Those that called during the session:

1. Stacey Irving, Pennsylvania Fusion Center: Said agency did a good job of providing information to the Fusion Center. Agency was a key partner and are very engaged.
2. Dennis Wilson, Philadelphia Police Department Deputy Commissioner: Related the agency does a great job and works well with other agencies.
3. Jeanne Scanley, Faculty for Graduate School at the University of Pennsylvania: Shared the agency is an exceptional community partner. Spoke highly of the Special Services Division.
4. Ryan Keytack, University of Pennsylvania College Houses and Academic Services: Said he routinely coordinates with agency personnel and that they are always available and willing to help.
5. Joe Forte, University of Pennsylvania Hospital: Explained they work together on a daily basis. He expressed appreciation for the traffic assistance. Also shared he is appreciative of Superintendent Rush's leadership to bring numerous community and campus agencies together on a monthly basis to share information.
6. Mike Brooke, Philadelphia Children's Hospital: Shared that they work closely with the agency and attend weekly meetings to share information. Also expressed appreciation to the leadership of the agency for being supportive to help other agencies and share information.
7. Marie O'Callahan, University of Pennsylvania Wharton School of Business: Shared the agency is professional and provides a level of service that is second to none.
8. Bob Russell, University of Pennsylvania Presbyterian Hospital: CEO for the hospital and wanted to share his appreciation for the collaboration. He said the officers are professional and that Superintendent Rush and the other commanders

have been very engaged in regular meetings to share information.

9. Jane Kelly, Drexel University Police Department: Kelly is the accreditation manger for Drexel and said the agency is always supportive and helpful whenever needed.

10. Joe Haughy, University of Pennsylvania Athletics: He shared the agency is very helpful in planning events. He explained

they work very close from before the event through the post event debrief and share information all along the way.

11. Regina Cunningham, Hospital for the University of Pennsylvania (HUP): She explained the staff of the agency are "fabulous" and that the agencies have a close and collaborative relationship. Expressed appreciation that Superintendent Rush keeps communication lines open.

12. Kathleen Sinnott, Facilities Department at the University of Pennsylvania School of Law: She shared the agency is proactive in sharing information. Also shared they work closely on special details and that agency personnel are always professional.

13. Erika Gross, University of Pennsylvania Student Wellness CEO: She shared the agency understands the needs of the employees and students. Gross said personnel are patient and that community based policing is witnessed at all levels within the agency.

14. Lt. Dan Steele, Pennsylvania State Police: Steele supports the agency and has worked in collaboration with the agency since 2013. He said the agency does a good job in sharing information and keeping their community informed on matters of public safety.

15. Jim Atkinson, Chief of Security at Penn Medicine: Shared that the agency is great to work with and provides terrific support with traffic direction. He also shared that agency response times are outstanding and they always respond with the appropriate number of officers.

16. Bob Lis, Drexel University: Lis supervises the detective division at Drexel. Shared they work closely with Penn on cases

and share information appropriately.

17. Benjamin Evans, Vice President of Risk Management with Penn Medicine: Shared the agency is great and easy to work

with on issues of public safety. He is appreciative the agency is so engaged with the community and cooperative in their public safety efforts.

18. Keneisha Adlam, Parking Department at Penn Med: She said all officers are helpful, especially on issues concerning traffic direction and traffic crashes.

Correspondence

No correspondence was received during the visit.

Media Interest

No media contacted the department to discuss the process during our visit.

Public Information Material

Information on the public hearing and call-in session was shared through social media, local media, and campus notifications by email and flyers. Flyers were also available at he front desk of the police department.

Community Outreach Contacts

I have listed all those contacted for an interview during our visit to the University of Pennsylvania from October 21-24, 2019.

Sgt. Nicole Michel

Captain Michael Belisairo

Deputy Chief Michael Fink

Superintendent Maureen Rush

Chief of Fire and Emergency Services Eugene Janda

Sgt. John Diccio
Officer Stephen Develin
Director of Penn Communications Matt Corcoran
Penn Communications Sandy Boyd
Sgt. Ryan James
*Officer Lawrence Porter (ride along)
*Officer Adam Zahner (ride along)
*Lt. Nicole McCoy (ride along)
Director of Finance and Administration Bill Melleby
Lt. Gary Williams
Officer Nikol Taylor
Captain Gerald Leddy
Director of Special Services Patricia Brennan
Special Services Paige Wigginton
Special Services Susan Dever
Special Service Tracey Cardella
Detective Perdetha Watson
Chaz Howard, Office of the Vice Provost
Katie Bonner, Executive Director of Student Affairs
Michael Adjei-Poku, UPenn student, Medical Emergency Response Team (MERT)
Mike Martin, UPenn Athletics: Has worked closely with the department on organizing events and details. Appreciates the relationship and says they work well with each other.
Dr. Cindy Otto, Working Dog Center
Vicki Berkowitz, Working Dog Center
Annemarie DeAngelo, Working Dog Center
Pat Kaynorglu, Working Dog Center
The Working Dog Center at the University of Pennsylvania is a state of the art facility to train dogs on all smell detection, as well as rehabilitation. It is a phenomenal center, developed after 9-11 and they train active canine that serve around the country.
Executive Vice President Craig Carnaroli: Oversees the division of public safety. He has seen the department change in size, diversity, structure, equipment, and technology. He is proud of how far the department has progressed under the direction of Superintendent Maureen Rush. He feels it is important for the agency to be engaged with the university. He acknowledges there may be challenges in the future with the patrolling of the Pennovation area, and with the continued development of the health systems.
Vice Provost Office Sharon Smith: The agency has a thorough process for handling students and employees in a mental health crisis that is coordinated with University Life. She applauds the patience of the officers responding to calls for service and how they engage with those in need. She gave an example of a student in a crisis that did not want to leave her service dog unattended. The officers came back to her residence to feed and walk her dog, allowing the student to obtain desperately needed help. She said the department has a great process, but they always look for ways to improve the process.

STATISTICS AND DATA TABLES

Overview

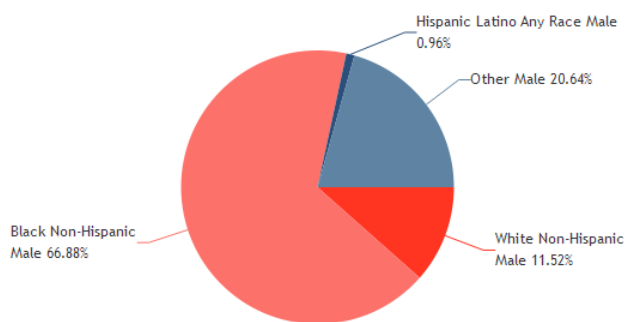
The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency's use of standards to address the standards' intent

Traffic Warnings & Citations - Reaccreditation Year 1

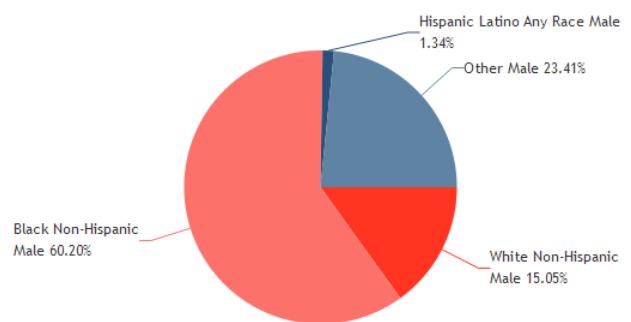
Data Collection Period: 1/1/2016 - 12/31/2016

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	72	45	117
Black Non-Hispanic Male	418	180	598
Hispanic Latino Any Race Male	6	4	10
Other Male	129	70	199
White Non-Hispanic Female	32	11	43
Black Non-Hispanic Female	173	57	230
Hispanic Latino Any Race Female	1	0	1
Other Female	43	13	56
TOTAL	874	380	1254

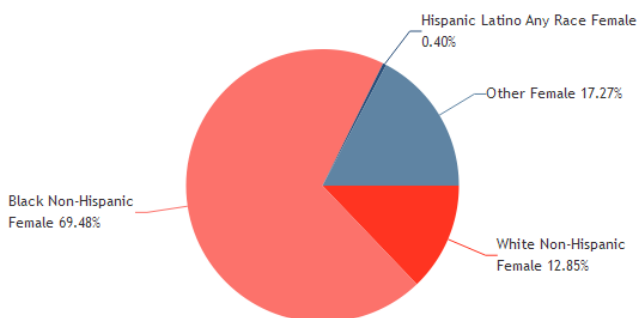
Male Warnings



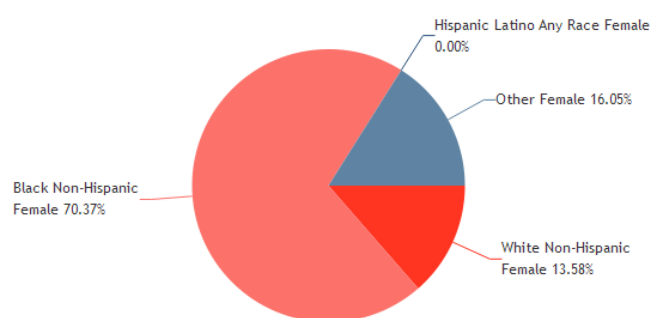
Male Citations



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: 1/1/2017 - 12/31/2017

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	211	66	277
Black Non-Hispanic Male	379	186	565
Hispanic Latino Any Race Male	0	0	0
Other Male	77	29	106
White Non-Hispanic Female	80	16	96
Black Non-Hispanic Female	59	184	243
Hispanic Latino Any Race Female	0	0	0
Other Female	22	4	26
TOTAL	828	485	1313

Reaccreditation Year 2 Notes:

Traffic warnings:

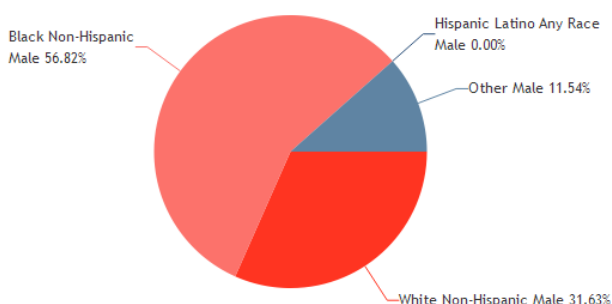
Compared to last year's evaluation, the Penn Police Department has decreased the number of warnings by 46 and increased the number of citations for the 2017 calendar year by 105.

It is the policy of the Penn Police Department to enforce traffic laws professionally and courteously, and with a view towards educating the public and preventing hazards. Traffic enforcement is focused in areas of heavy pedestrian traffic and high accidents to ensure the safety of the community and those who travel through the area. The majority of citations were issued for serious violations such as reckless driving and unlicensed drivers or unregistered vehicles.

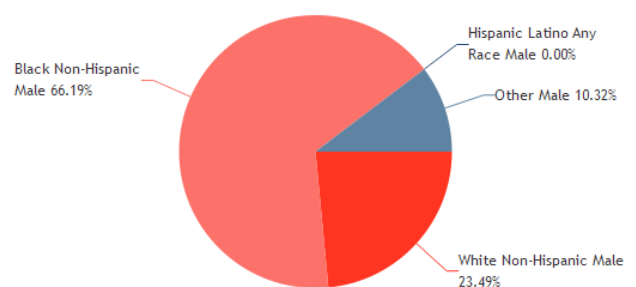
The UPPD does not receive any revenue as a result of issued citations. All revenue is collected and held by the Commonwealth of Pennsylvania.

The UPPD conducts a monthly biased based policing report that is reviewed by all command staff up to and including the Chief.

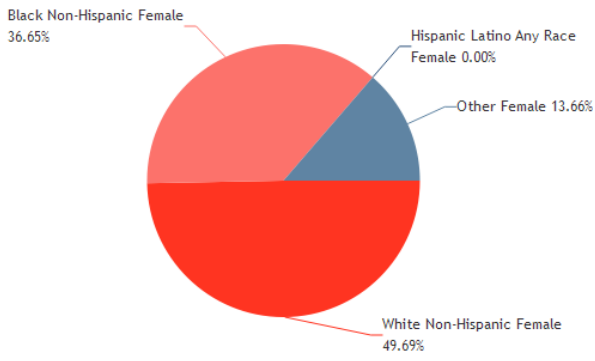
Male Warnings



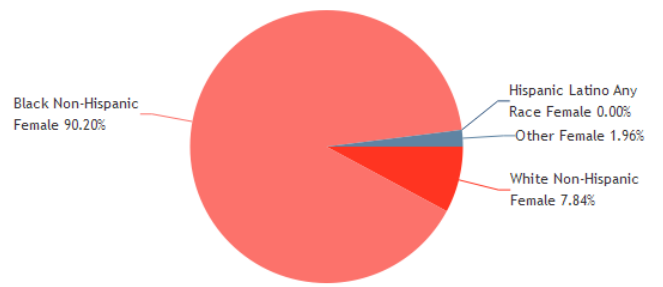
Male Citations



Female Warnings



Female Citations



Legend

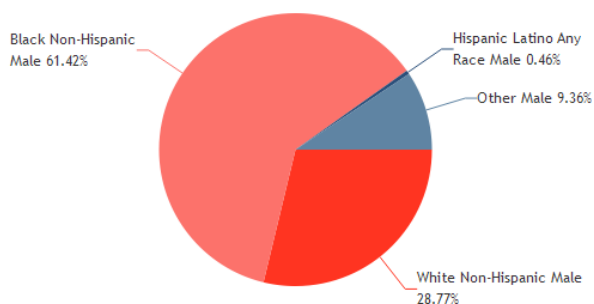
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 3

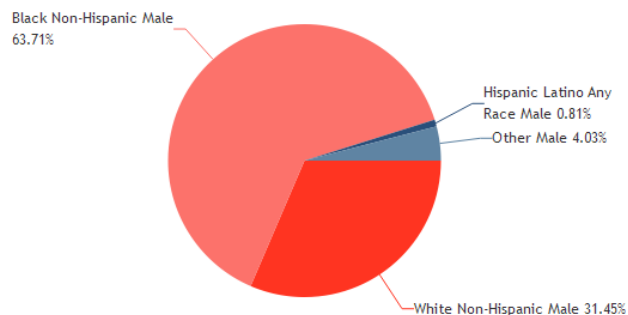
Data Collection Period: 1/2/2018 - 12/31/2018

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	126	39	165
Black Non-Hispanic Male	269	79	348
Hispanic Latino Any Race Male	2	1	3
Other Male	41	5	46
White Non-Hispanic Female	19	24	43
Black Non-Hispanic Female	112	26	138
Hispanic Latino Any Race Female	1	0	1
Other Female	12	1	13
TOTAL	582	175	757

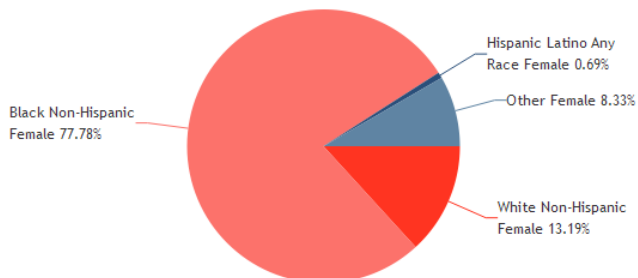
Male Warnings



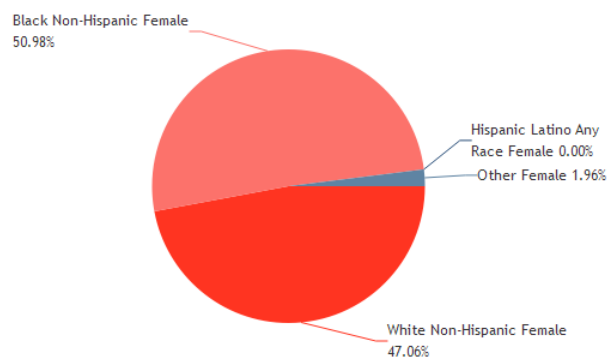
Male Citations



Female Warnings



Female Citations



Legend

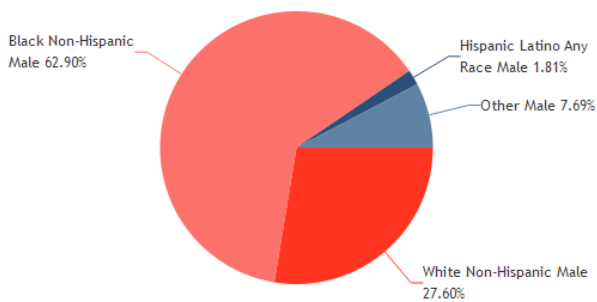
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 4

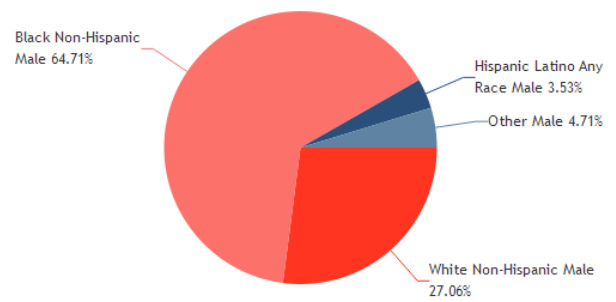
Data Collection Period: 1/1/2019 - 8/6/2019

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	61	23	84
Black Non-Hispanic Male	139	55	194
Hispanic Latino Any Race Male	4	3	7
Other Male	17	4	21
White Non-Hispanic Female	19	4	23
Black Non-Hispanic Female	79	28	107
Hispanic Latino Any Race Female	0	0	0
Other Female	7	1	8
TOTAL	326	118	444

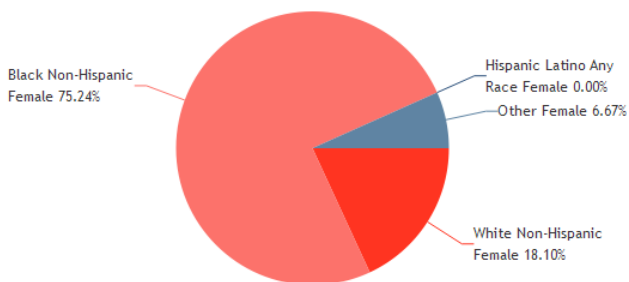
Male Warnings



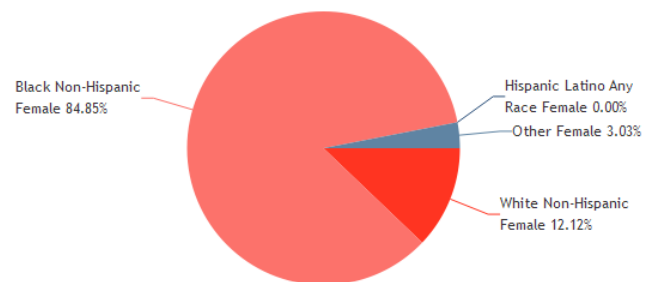
Male Citations



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: 1/1/2016-12/31/2016

Year 2 Data Collection Period: 1/1/2017-12/31/2017

Year 3 Data Collection Period: 1/1/2018-12/31/2018

Year 4 Data Collection Period: 1/1/2019-8/7/2019

Complaints from:	Year 1	Year 2	Year 3	Year 4
Traffic Contacts	1	0	7	2
Field Contacts	4	4	5	2
Asset Forfeiture	0	0	0	0

Reaccreditation Year 1 Notes:

The UPPD does not routinely participate in asset forfeiture activities. There were no asset forfeitures by the UPPD in YR1 of this assessment cycle.

Reaccreditation Year 2 Notes:

Biased policing:

The department does not routinely engage in assets forfeitures. There were no instances of forfeitures during this assessment period.

Reaccreditation Year 3 Notes:

Two reports were made to police and were investigated. Upon completion of the investigation, both were unfounded due to the fact the complaints had no direct contact with police.

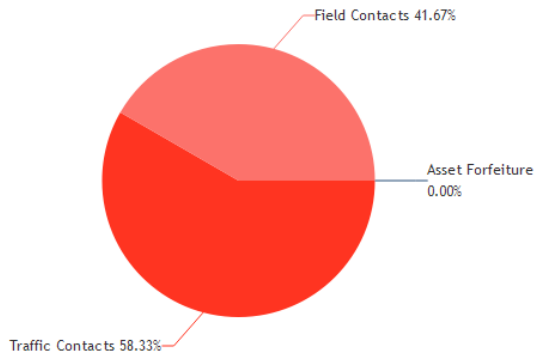
The UPPD does not routinely participate in assets forfeiture activities. There were no assets forfeitures by the UPPD in YR3 of the assessment cycle.

Reaccreditation Year 4 Notes:

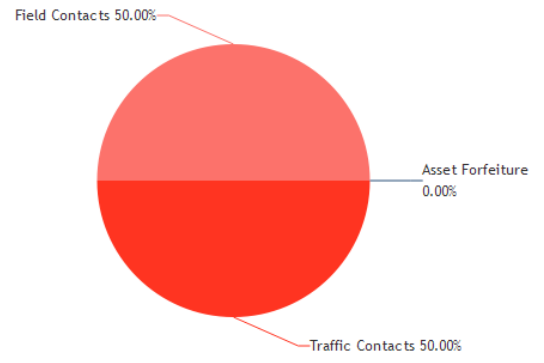
The University of Pennsylvania Police Department does not conduct asset forfeitures.



Complaints



Complaints



Legend

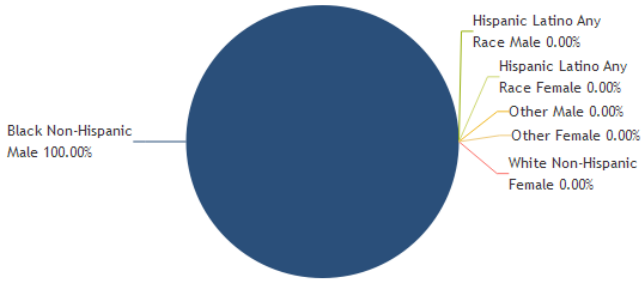
Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1

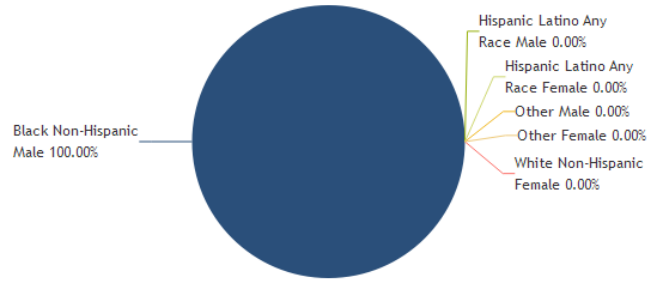
Data Collection Period: 1/1/2016 - 12/31/2016

	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	1	0	0	0	0	0	1
Display Only	0	0	0	0	0	0	0	0	0
ECW									1
Discharge Only	0	0	1	0	0	0	0	0	1
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	1	0	0	0	0	1
Weaponless	3	0	10	1	0	0	0	1	15
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	3	0	13	2	0	0	0	1	19
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	0	10	2	0	0	0	1	16
Total Number of Suspects Receiving Non-Fatal Injuries		0	0	0	0	0	0	0	0
Total Number of Suspects Receiving Fatal Injuries	0	0	1	0	0	0	0	0	1
Total Agency Custodial Arrests	109	22	275	64	0	0	10	1	481
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

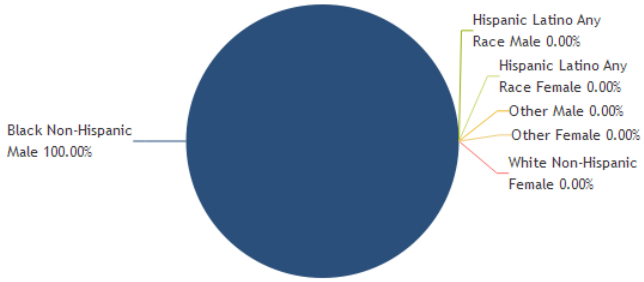
Total Firearm



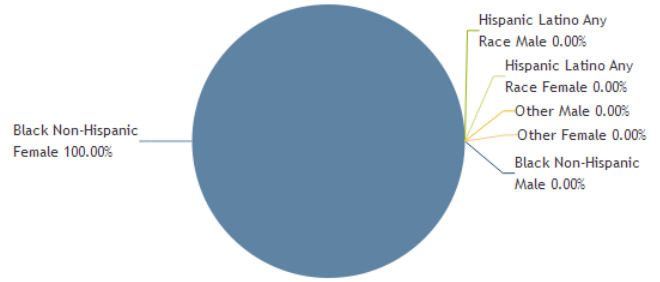
Firearm Discharge



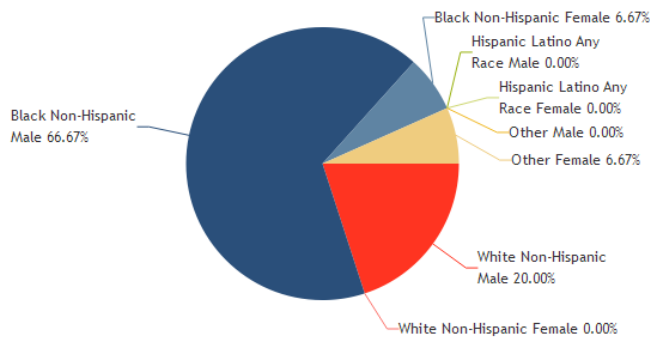
ECW Discharge



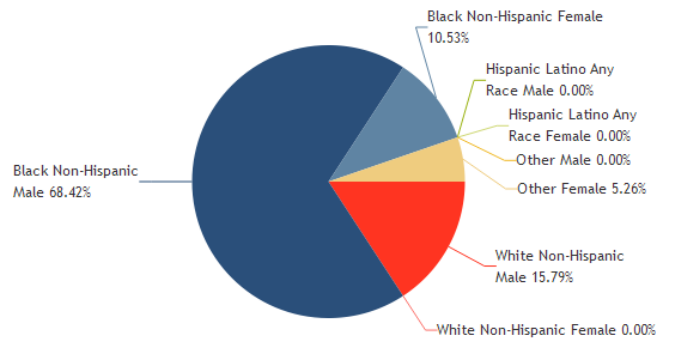
Chemical/OC



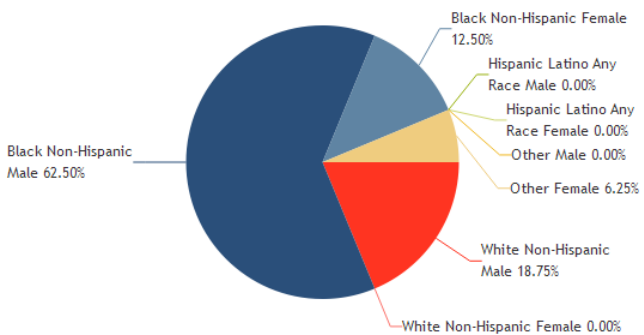
Weaponless



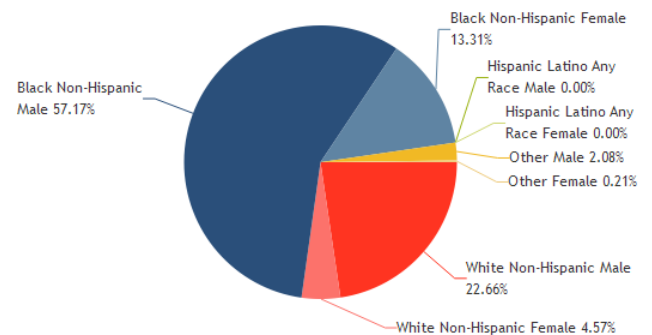
Total Uses of Force



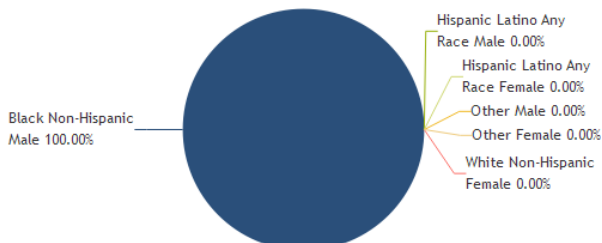
Total Use of Force Arrests



Total Agency Custodial Arrests



Total Number of Suspects Receiving Fatal Injuries



Legend

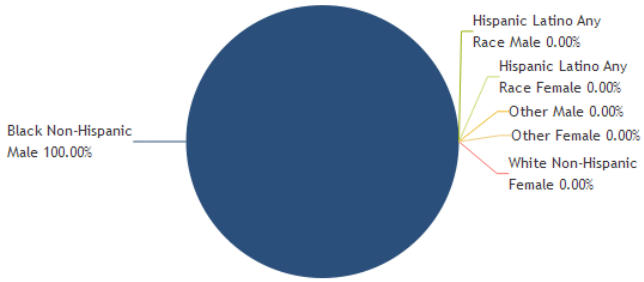
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 2

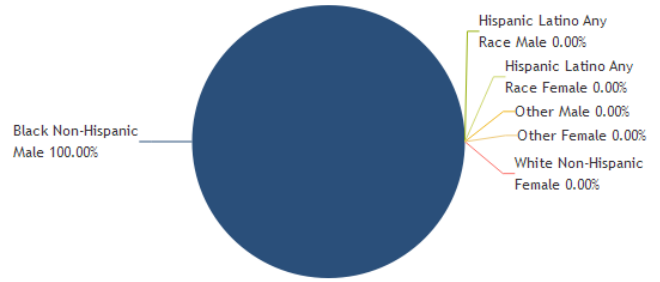
Data Collection Period: 1/1/2017 - 12/31/2017

	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	0	0	1	0	0	0	0	0	1
ECW									3
Discharge Only	1	0	2	0	0	0	0	0	3
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Weaponless	2	0	6	1	0	0	0	0	9
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	3	0	9	1	0	0	0	0	13
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	0	9	1	0	0	0	0	13
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	95	20	257	53	0	0	6	1	432
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

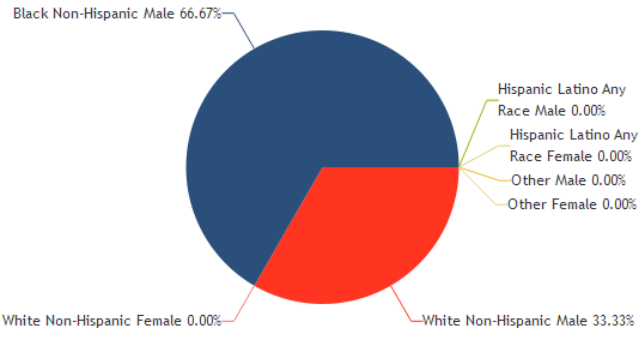
Total Firearm



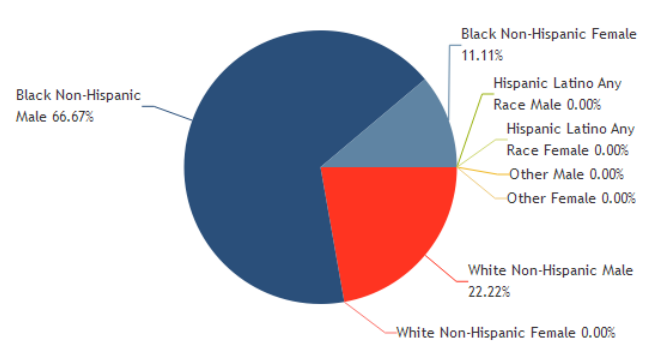
Firearm Display



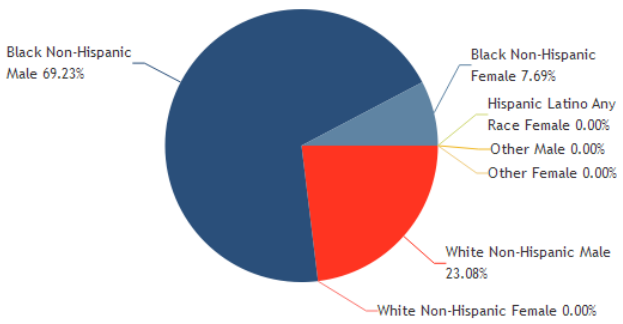
ECW Discharge



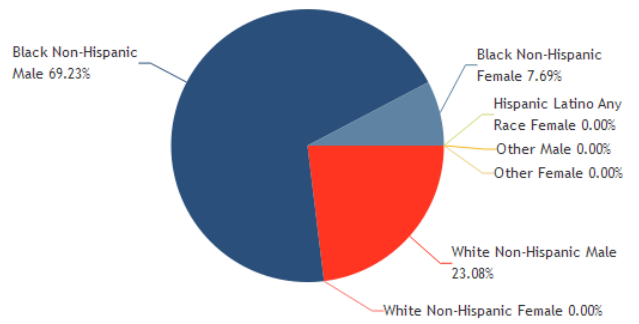
Weaponless



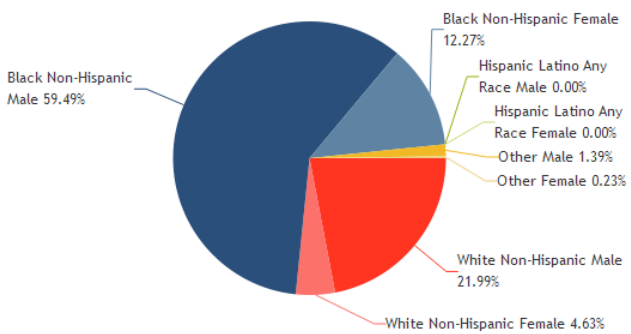
Total Uses of Force



Total Use of Force Arrests



Total Agency Custodial Arrests



Legend

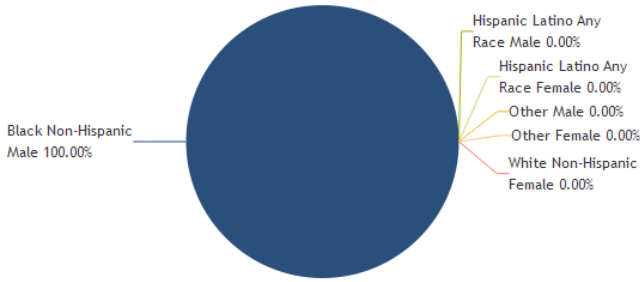
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 3

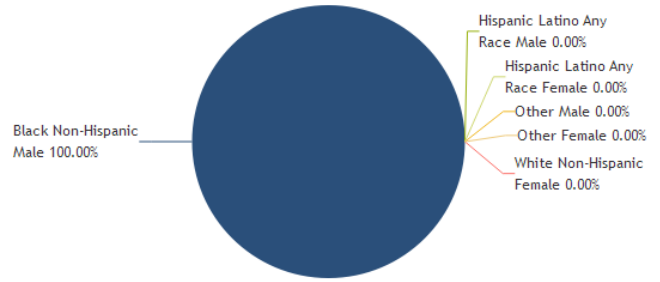
Data Collection Period: 1/1/2018 - 12/31/2018

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

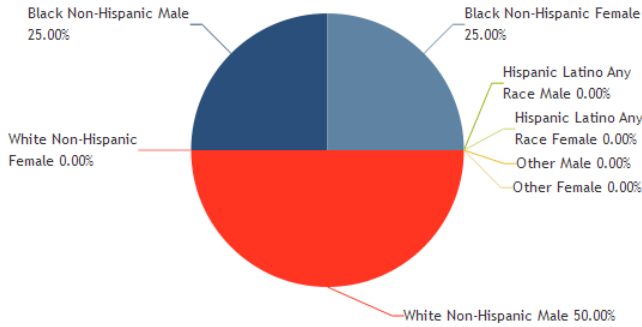
ECW Discharge



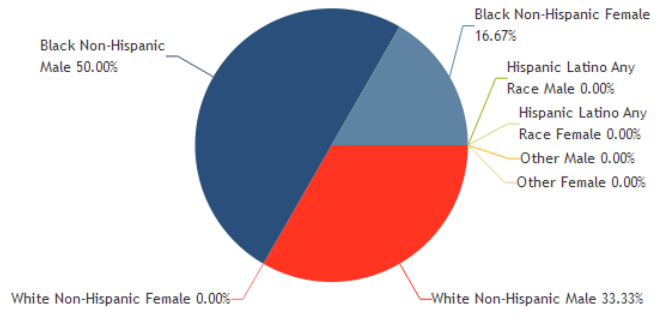
Chemical/OC



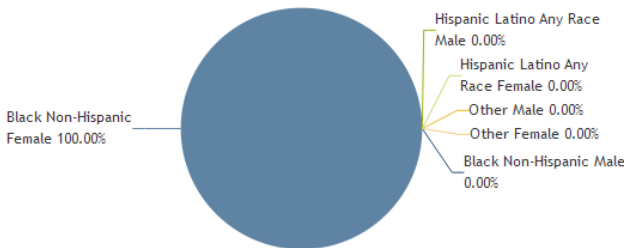
Weaponless



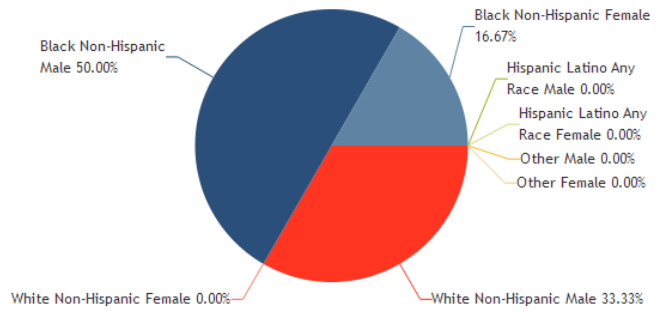
Total Uses of Force



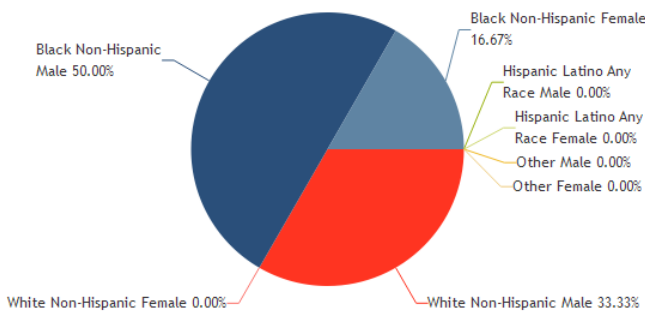
Total Number of Incidents Resulting in Officer Injury or Death



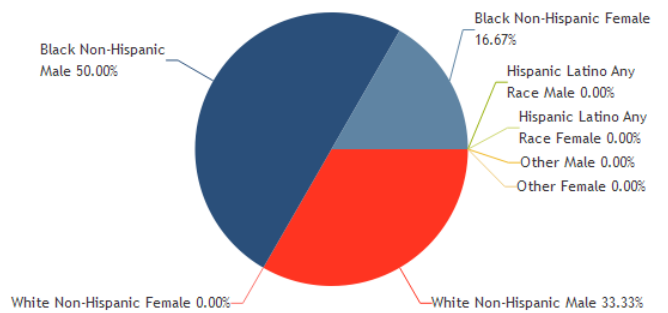
Total Use of Force Arrests



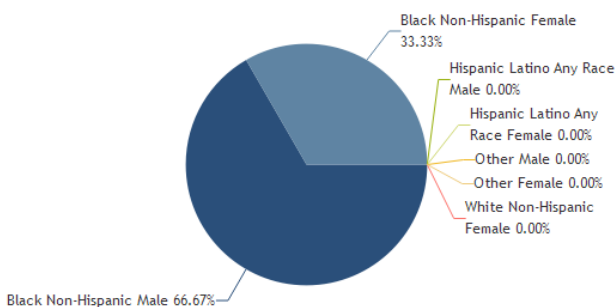
Total Agency Custodial Arrests



Total Use of Force Complaints



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

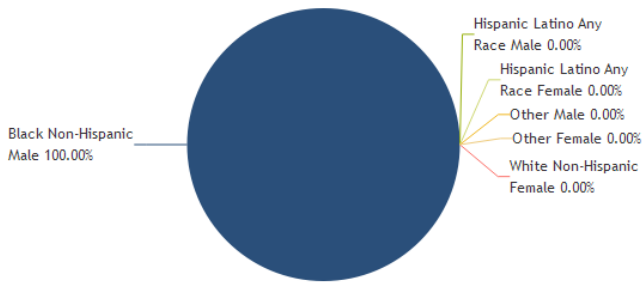
Data Collection Period: 1/1/2019 - 8/6/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									0
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
ECW									2
Discharge Only	0	0	2	0	0	0	0	0	2
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	2	0	0	0	0	0	2
Weaponless	0	0	3	0	0	0	0	0	3
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	0	0	7	0	0	0	0	0	7
Total Number of Incidents Resulting In Officer Injury or Death	0	0	1	0	0	0	0	0	1
Total Use of Force Arrests	0	0	5	0	0	0	0	0	5
Total Number of Suspects Receiving Non-Fatal Injuries	0	0	3	0	0	0	0	0	3
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

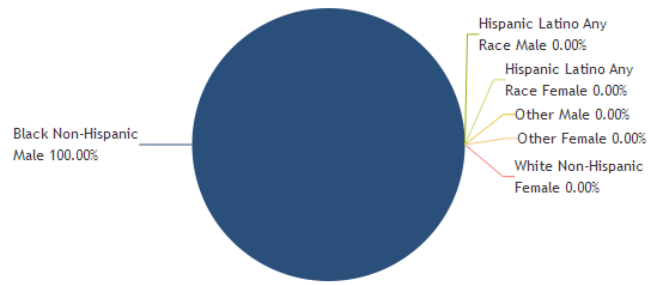
Reaccreditation Year 4 Notes:

This report dates from January 1, 2019 to the date this report was prepared on August 6, 2019.

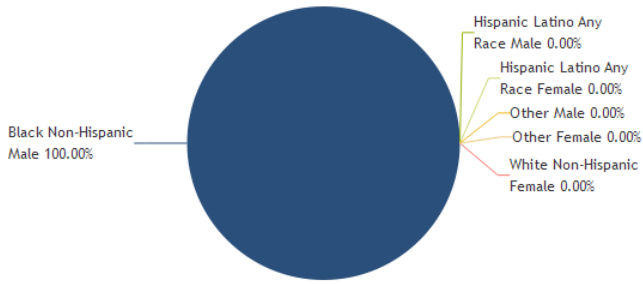
ECW Discharge



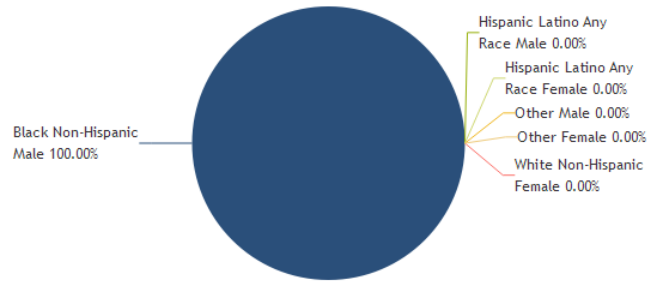
Chemical/OC



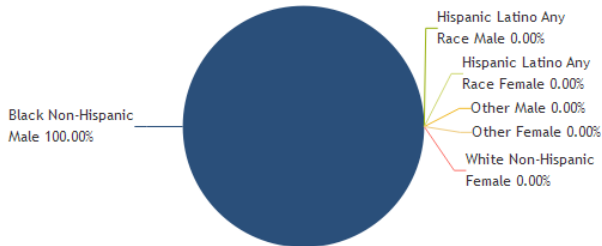
Weaponless



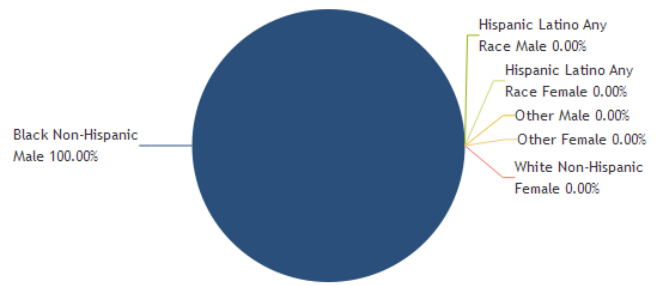
Total Uses of Force



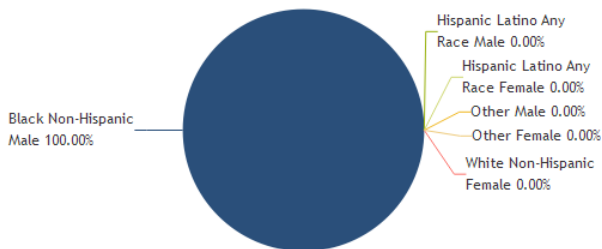
Total Number of Incidents Resulting in Officer Injury or Death



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	

Grievances

Year 1 Data Collection Period: 1/1/2016-12/31/2016

Year 2 Data Collection Period: 1/1/2017-12/31/2017

Year 3 Data Collection Period: 1/1/2018-12/31/2018

Year 4 Data Collection Period: 1/1/2019-8/6/2019

Grievances	Year 1	Year 2	Year 3	Year 4
Number	0	0	3	3

Reaccreditation Year 4 Notes:

This report dates from January 1, 2019 to the date this report was prepared on August 6, 2019.

Personnel Actions

Year 1 Data Collection Period: 1/1/2016-12/31/2016

Year 2 Data Collection Period: 1/1/2017-12/31/2017

Year 3 Data Collection Period: 1/1/2018-12/31/2018

Year 4 Data Collection Period: 1/1/2019-8/7/2019

	Year 1	Year 2	Year 3	Year 4
Suspension	1	2	0	0
Demotion	0	0	0	0
Resign In Lieu of Termination	2	0	1	1
Termination	1	1	1	1
Other	0	0	2	1
Total	4	3	4	3
Commendations		68	30	

Reaccreditation Year 2 Notes:

The two suspensions were as a result of minor departmental policy violations; the termination was as a result of a major policy violation and criminal acts of an off duty officer.

Reaccreditation Year 4 Notes:

Other= Oral Reprimand

This report dates from January 1, 2019 to the date this report was prepared on August 6, 2019.

Complaints and Internal Affairs - Reaccreditation Year 4

Data Collection Period: -

	Year 1	Year 2	Year 3	Year 4
External/Citizen Complaint				
Citizen Complaint	5	4	14	3
Sustained	1	1	1	1
Not Sustained	4	3	8	1
Unfounded	0	0	3	1
Exonerated	0	0	2	0
Internal/Directed Complaint				
Directed Complaint	0	4	4	0
Sustained	0	4	4	0
Not Sustained	0	0	0	0
Unfounded	0	0	0	0
Exonerated	0	0	0	0

Reaccreditation Year 4 Notes:

This report dates from January 1, 2019 to the date this report was prepared on August 6, 2019.

Calls For Service - Reaccreditation Year 4

Data Collection Period: -

	Year 1	Year 2	Year 3	Year 4
Calls for Service	96031	93684	98683	52642
UCR/NIBRS Part 1 Crimes				
Murder	0	0	0	0
Forcible Rape		13	2	2
Robbery		16	2	19
Aggravated Assault		11	4	15
Burglary		7	2	24
Larceny-Theft		107	49	337
Motor Vehicle Theft		3	3	7
Arson		2	1	0

Reaccreditation Year 4 Notes:

Calls of service for YR4 are from Jan 1, 2019 to date of the report being created August 6, 2019.

Motor Vehicle Pursuit

Year 1 Data Collection Period: 1/1/2016-12/31/2016

Year 2 Data Collection Period: 1/1/2017-12/31/2017

Year 3 Data Collection Period: 1/1/2018-12/31/2018

Year 4 Data Collection Period: 1/1/2019-8/6/2019

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

Reaccreditation Year 4

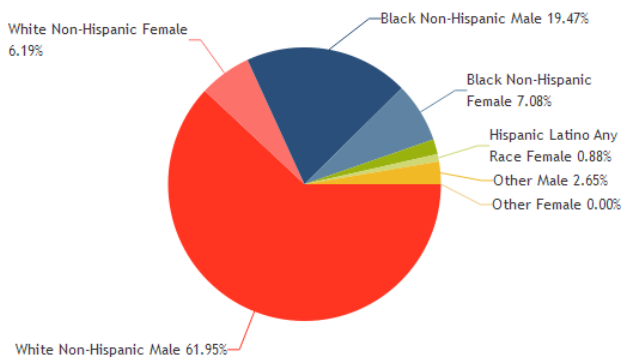
This report dates from January 1, 2019 to the date this report was prepared on August 6, 2019.

Agency Breakdown Report - Reaccreditation Year 1

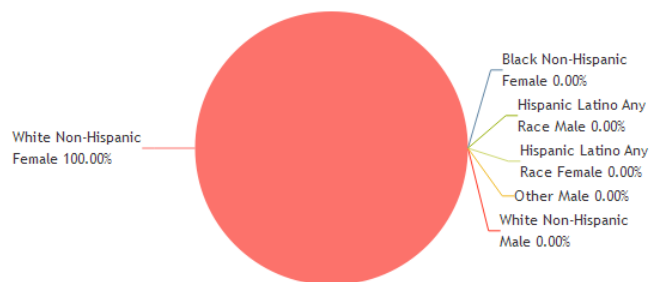
Data Collection Period: 1/1/2016 - 12/31/2016

	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	8		1						9
Supervisory Positions	9	2	2	3	1				17
Non-Supervisory Positions	53	4	19	5	1	1	3		86
Sub Total									113
Non Sworn Personnel									
Executive									
Managerial									
Supervisory Positions									
Non-Supervisory Positions		1		1		1			3
Sub Total									3
Total									116

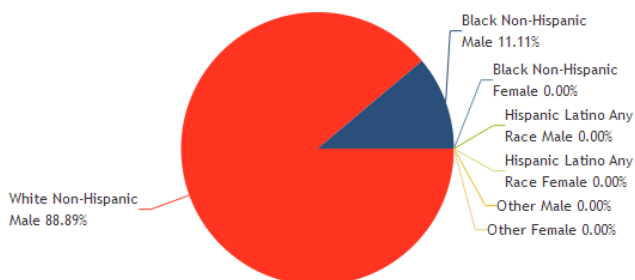
Total Sworn Personnel



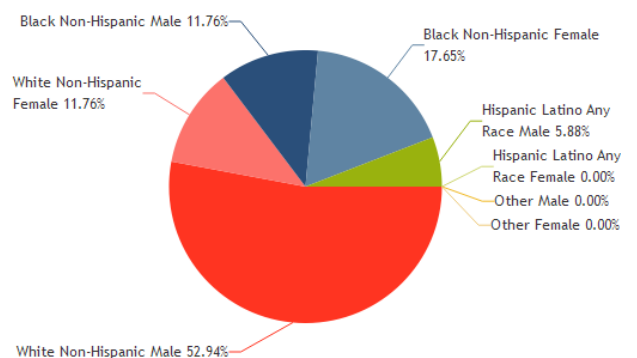
Sworn Personnel: Executive



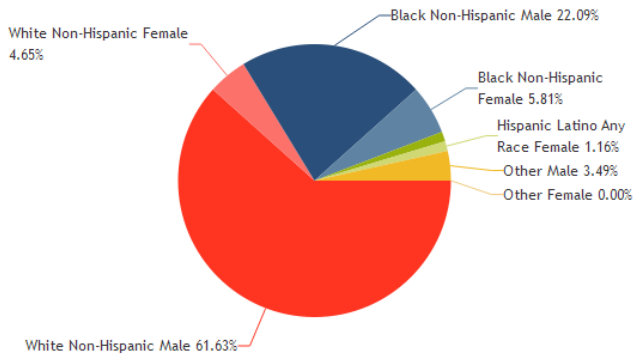
Sworn Personnel: Command



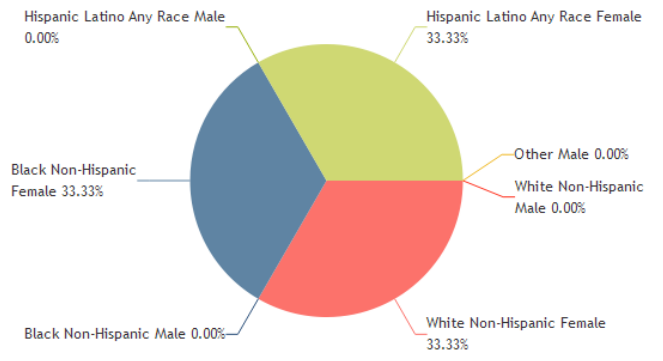
Sworn Personnel: Supervisory Positions



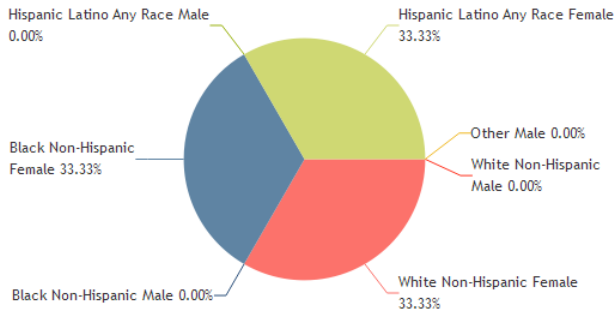
Sworn Personnel: Non-Supervisory Positions



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 2

Data Collection Period: 1/1/2017 - 12/31/2017

	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	0	0	0	0	0	8
Supervisory Positions	10	3	1	2	1	0	0	0	17
Non-Supervisory Positions	52	5	17	6	1	1	3	0	85
Sub Total									111
Non Sworn Personnel									
Executive									
Managerial									
Supervisory Positions									
Non-Supervisory Positions		1		1		1			3
Sub Total									3
Total									114

Reaccreditation Year 2 Notes:

Agency breakdown:

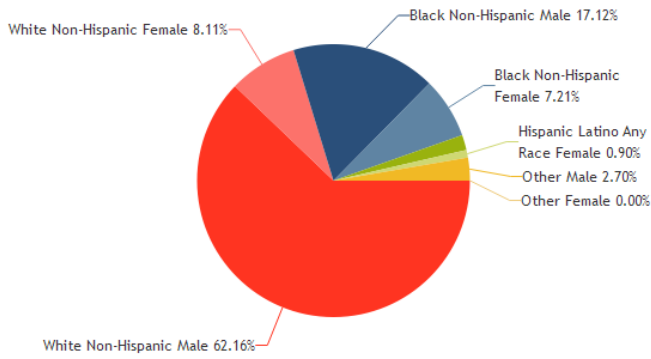
The Penn Police Department is part of the bigger Penn Division of Public Safety (DPS) and is one of seven (7) divisions. DPS consists of 178 personnel, 119 of which are sworn Penn Police Officers. The dedicated men and women of DPS are responsible for enhancing the quality of life, safety and security of our community.

The Division accomplishes its mission through the delivery of a comprehensive and integrated safety and security program, in partnership with the community that the UPPD serves.

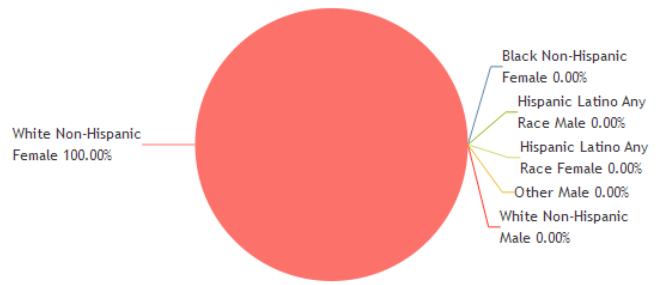
Departments under the Office of the Vice President/Superintendent of Penn Police:

- [Finance & Administration](#)
- [Fire & Emergency Services](#)
- [Penn Police Department](#)
- [PennComm & Emergency Communications](#)
- [Security Services](#)
- [Security Technology](#)
- [Special Services](#)

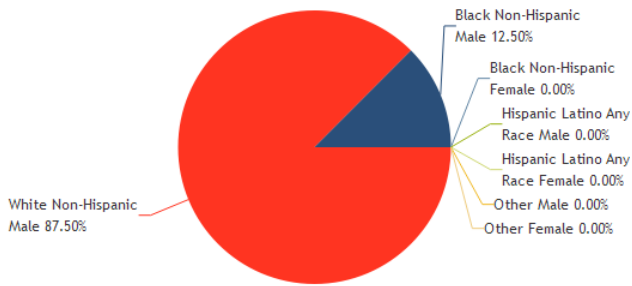
Total Sworn Personnel



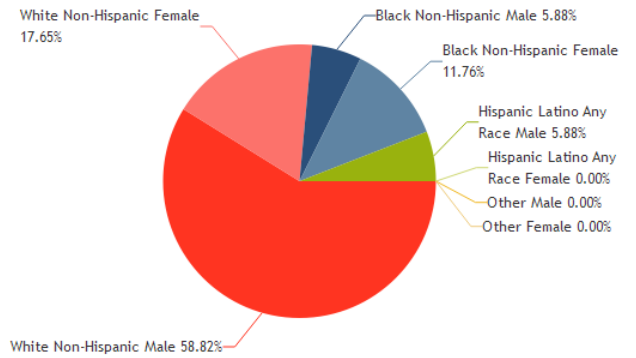
Sworn Personnel: Executive



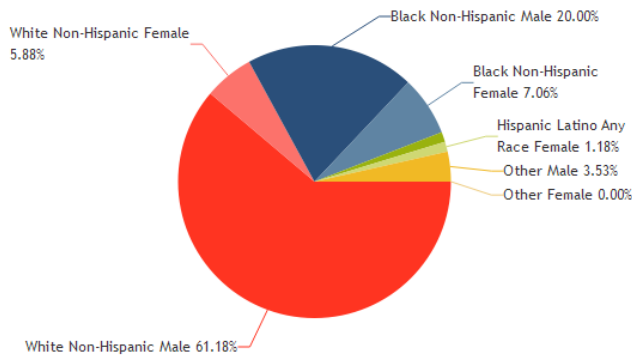
Sworn Personnel: Command



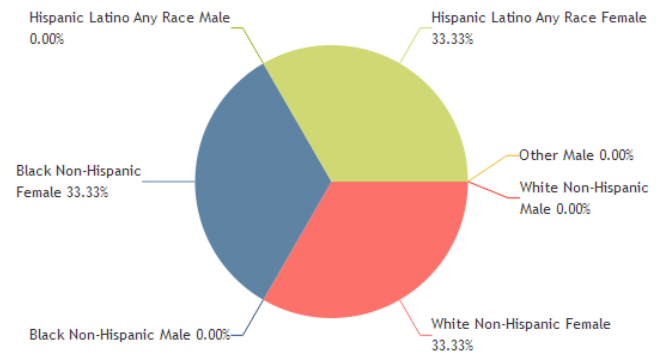
Sworn Personnel: Supervisory Positions



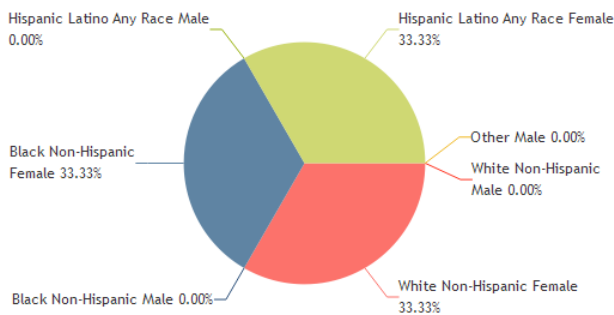
Sworn Personnel: Non-Supervisory Positions



Total Non-Sworn Personnel



Non-Sworn Personnel: 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: 1/1/2018 - 12/31/2018

	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	10	3	2	1	1				17
Non-Supervisory Positions	50	5	20	5	1	1	3		85
Sub Total									112
Non Sworn Personnel									
Executive									
Managerial									
Supervisory Positions									
Non-Supervisory Positions		1		1		1			3
Sub Total									3
Total									115

Reaccreditation Year 3 Notes:

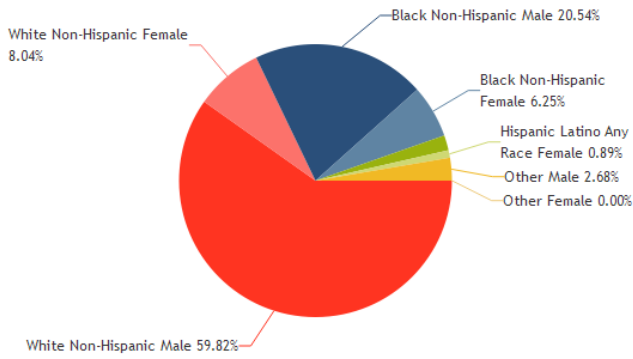
The Penn Police Department is part of a bigger Division within the Division of Public Safety (DPS). Public safety is one of (7) divisions. DPS consists of 170 personnel, 112 which are sworn Penn Police Officers. The dedicated men and women of DPS are responsible for enhancing the quality of life, safety 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.

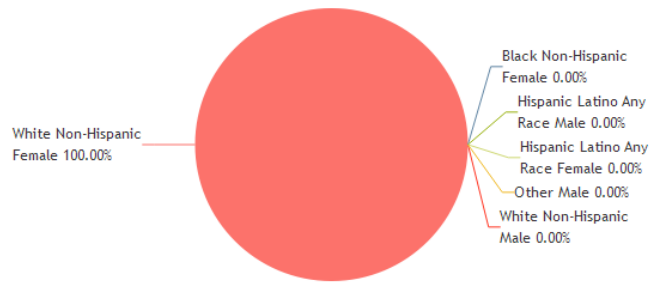
Departments under the Officer of the Vice President/Superintendent of Penn Police:

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

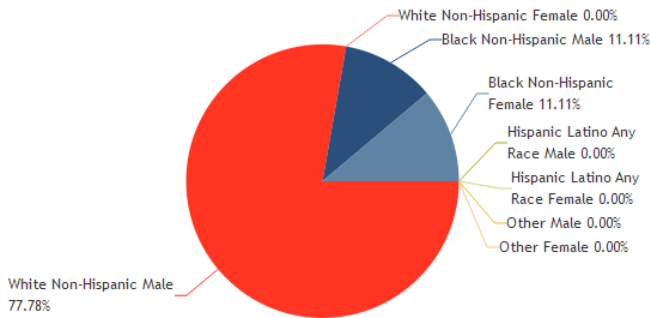
Total Sworn Personnel



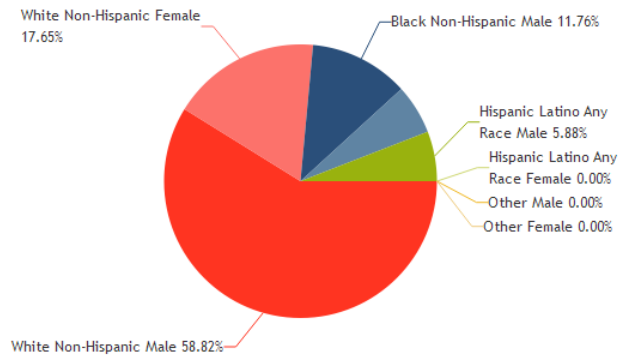
Sworn Personnel: Executive



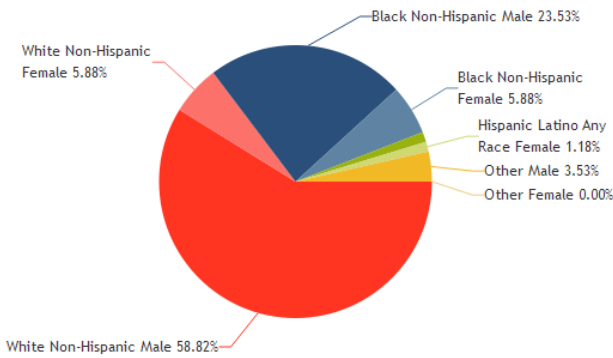
Sworn Personnel: Command



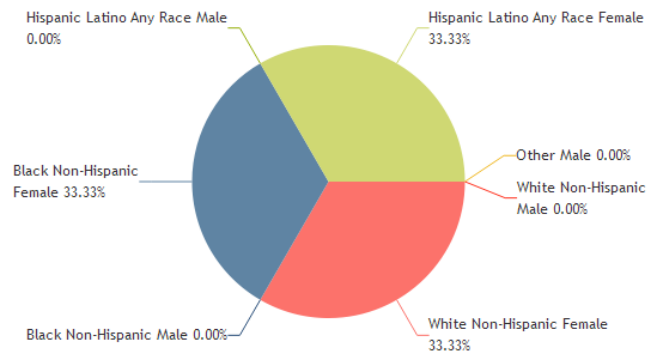
Sworn Personnel: Supervisory Positions



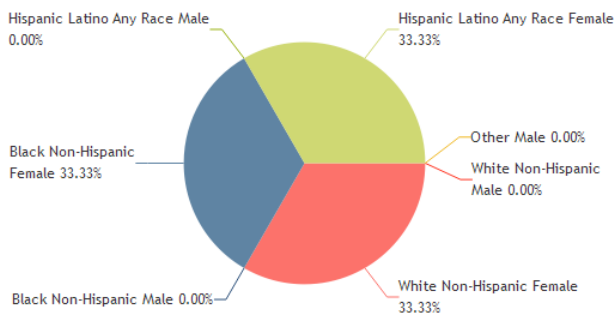
Sworn Personnel: Non-Supervisory Positions



Total Non-Sworn Personnel



Non-Sworn Personnel: 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: 1/1/2019 - 8/6/2019

	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	12	3	2	1	1				19
Non-Supervisory Positions	52	5	20	5	1	1	3		87
Sub Total									116
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									175

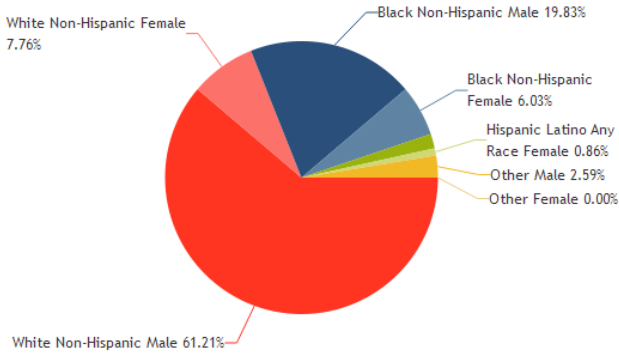
Reaccreditation Year 4 Notes:

The University of Penn Police Department is part of a bigger Division within the Division of Public Safety (DPS). Public safety is one of (7) divisions. The University of Pennsylvania Police Department has an authorized strength of 121 officers. The dedicated men and women of 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.

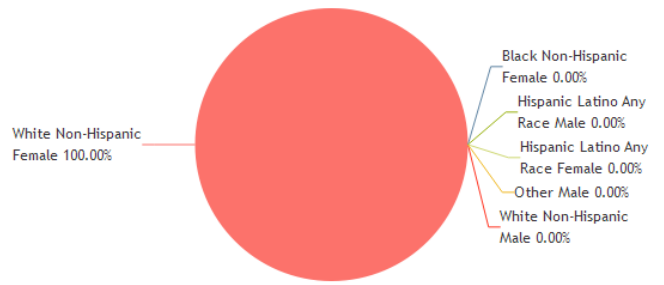
Departments under the Officer of the Vice President/Superintendent of Penn Police:

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

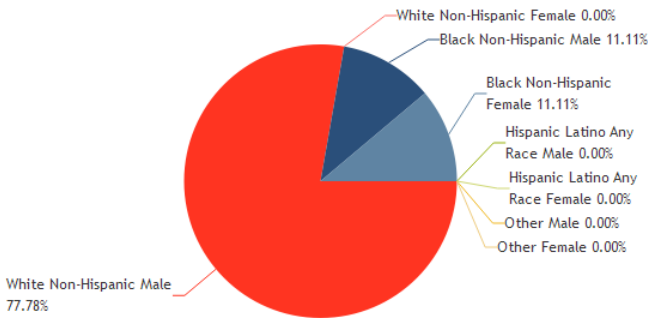
Total Sworn Personnel



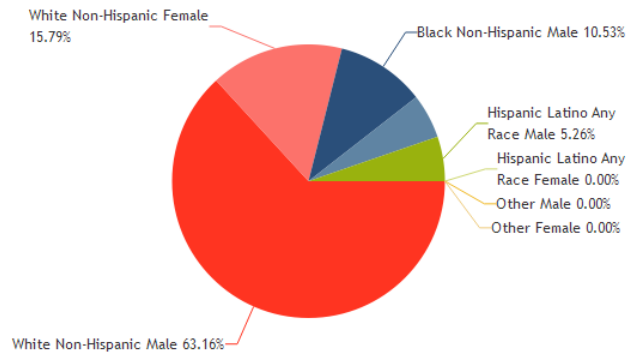
Sworn Personnel: Executive



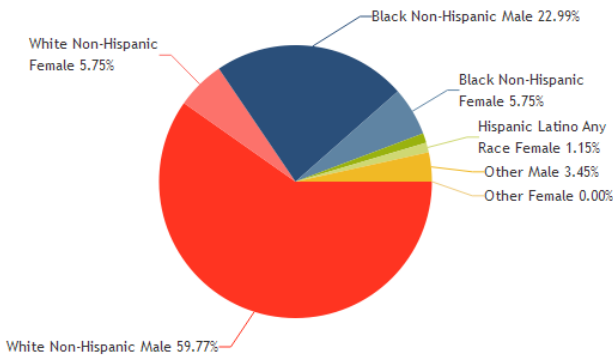
Sworn Personnel: Command



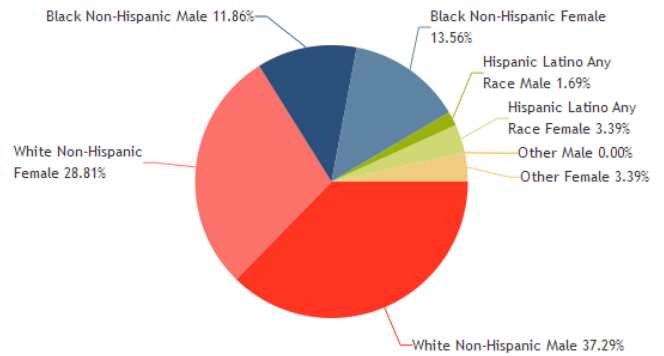
Sworn Personnel: Supervisory Positions



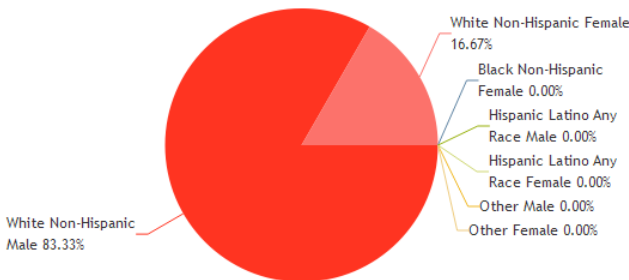
Sworn Personnel: Non-Supervisory Positions



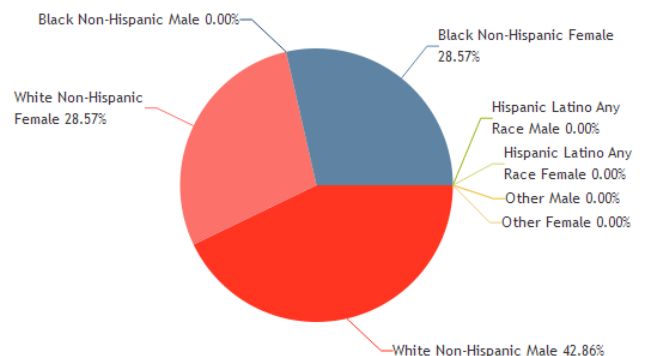
Total Non-Sworn Personnel



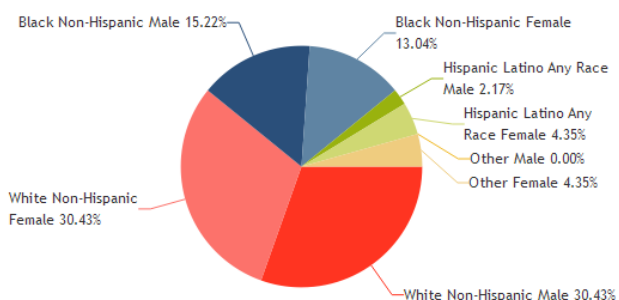
Non-Sworn Personnel: Executive



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

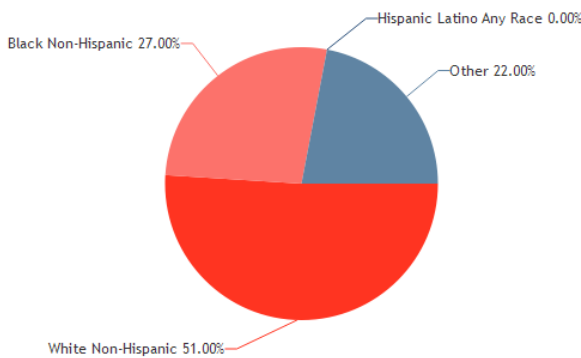
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Demographics Report - Reaccreditation Year 1

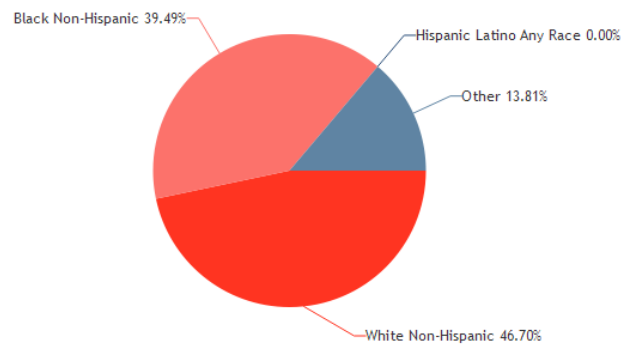
Data Collection Period: 12/1/2015 - 12/31/2016

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	24780	50%	340852	46%	70	72%	7	7%	68	69%	6	6%
Black Non-Hispanic	13119	26%	288237	39%	22	22%	8	8%	22	22%	9	9%
Hispanic Latino Any Race	0	0%	0	0%	2	2%	1	1%	4	4%	2	2%
Other	10690	22%	100793	13%	3	3%	0	0%	4	4%	0	0%
Total	48589		729882		97		16		98		17	

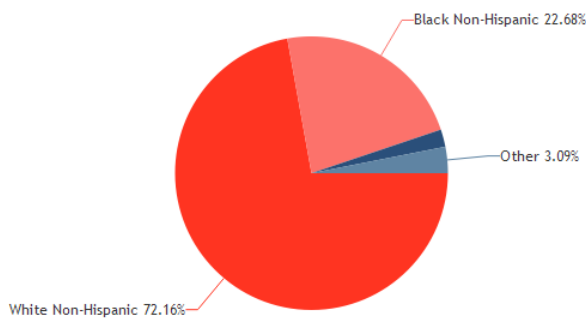
Service Population



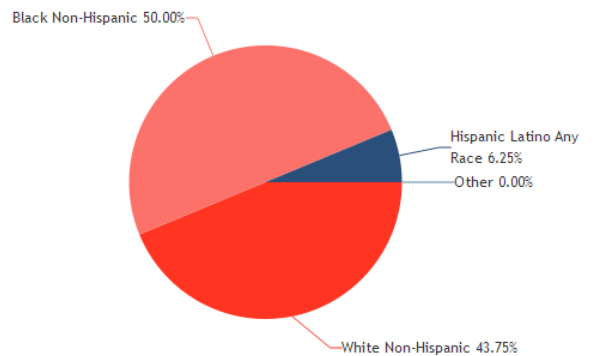
Available Workforce



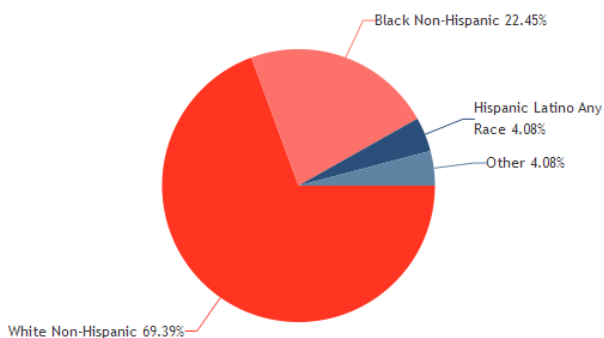
Current Sworn Officers



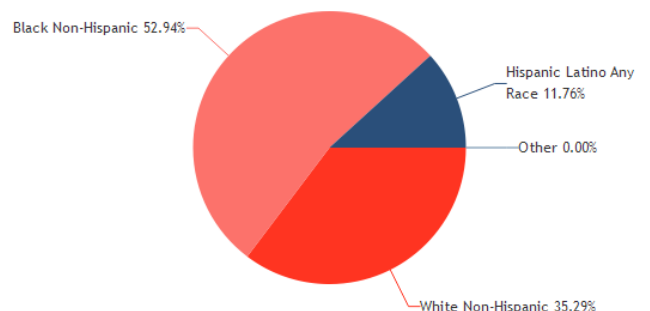
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 2

Data Collection Period: 1/1/2017 - 12/31/2017

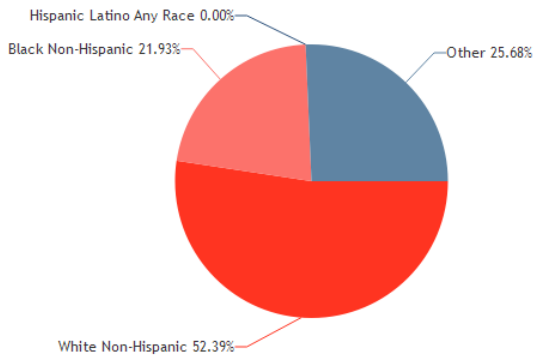
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	25511	52%	46445	65%	69	74%	9	9%	70	72%	7	7%
Black Non-Hispanic	10676	21%	17080	24%	19	20%	8	8%	22	22%	8	8%
Hispanic Latino Any Race	0	0%	0	0%	2	2%	1	1%	2	2%	1	1%
Other	12503	25%	7096	10%	3	3%	0	0%	3	3%	0	0%
Total	48690		70621		93		18		97		16	

Reaccreditation Year 2 Notes:

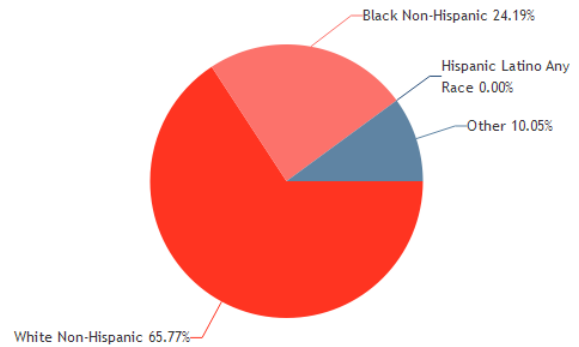
Demographics:

The demographic makeup of the Penn Police Department closely mirrors the demographics of the community we serve and the available workforce in the Philadelphia regional area. The UPPD strives to encourage a highly diverse applicant pool through our recruitment activities in the region, local billboards and community outreach.

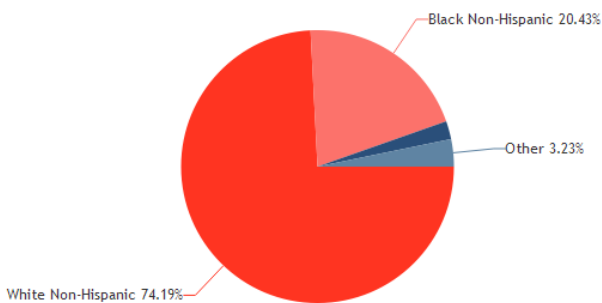
Service Population



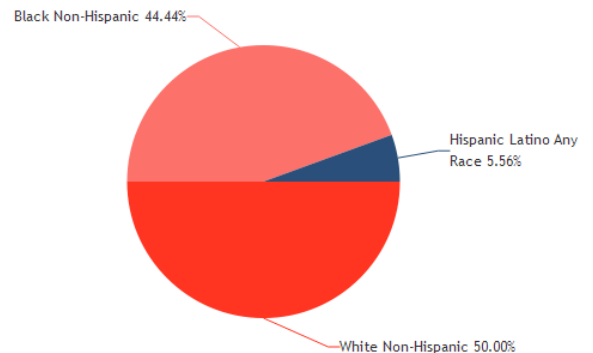
Available Workforce



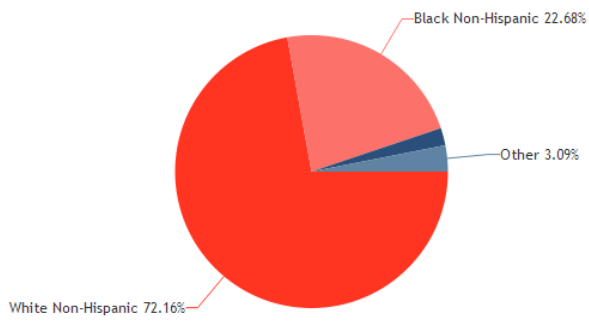
Current Sworn Officers



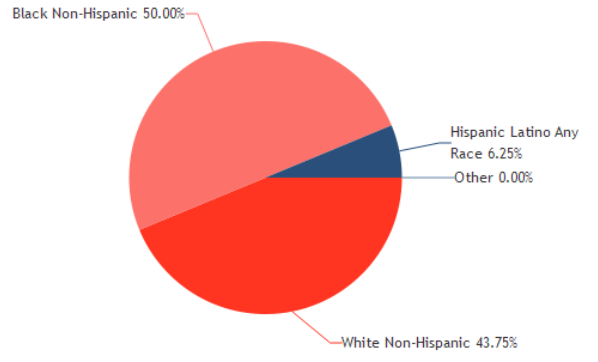
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 3

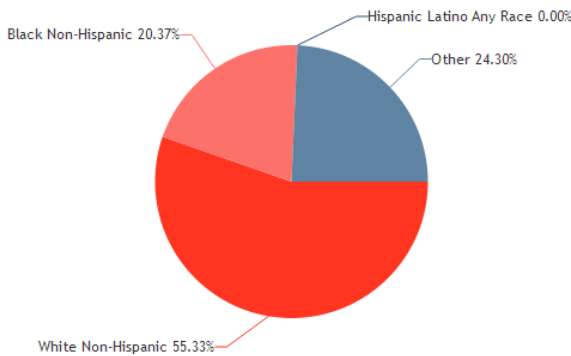
Data Collection Period: 1/1/2018 - 12/31/2018

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	25376	55%	46445	65%	67	70%	8	8%	69	74%	9	9%
Black Non-Hispanic	9340	20%	17080	24%	23	24%	7	7%	19	20%	8	8%
Hispanic Latino Any Race	0	0%	0	0%	2	2%	1	1%	2	2%	1	1%
Other	11144	24%	7096	10%	3	3%	0	0%	3	3%	0	0%
Total	45860		70621		95		16		93		18	

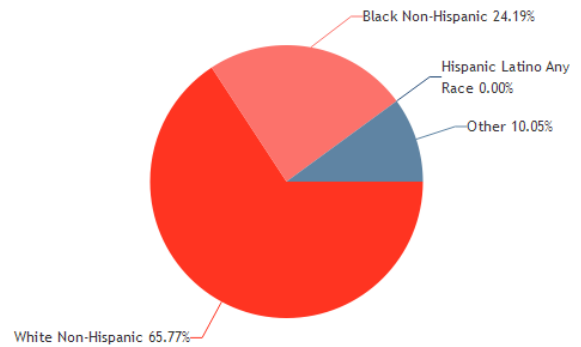
Reaccreditation Year 3 Notes:

Regarding available workforce data for 2018, the data at the census neighborhood level (West Philly/University City) hasn't been updated since 2015, so the numbers remain the same until it is updated from the census level.

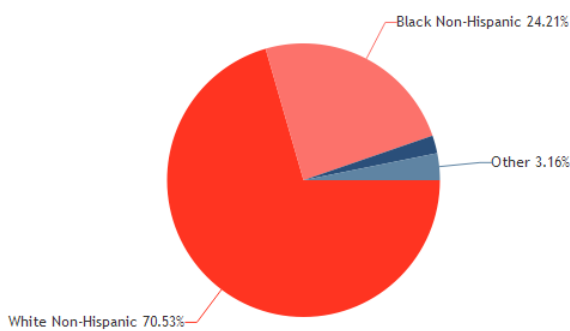
Service Population



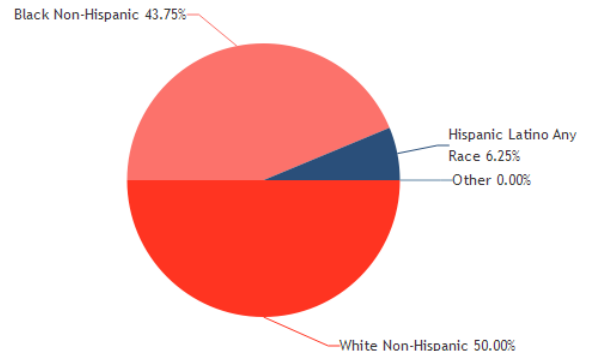
Available Workforce



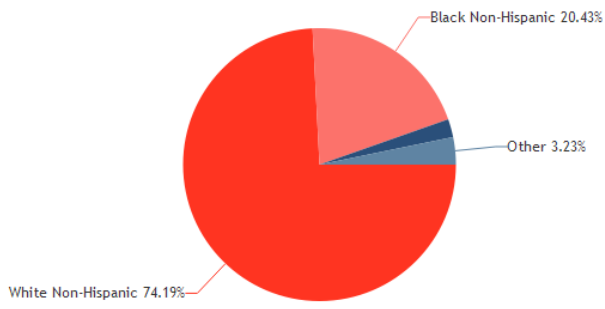
Current Sworn Officers



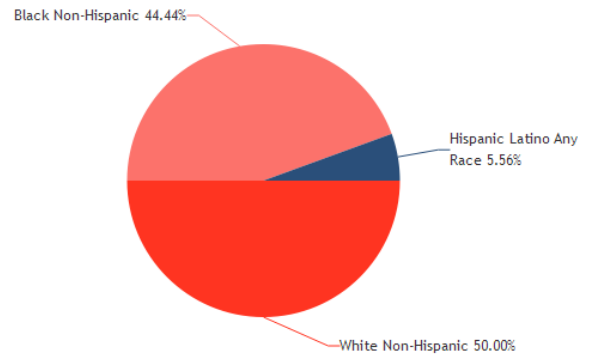
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 4

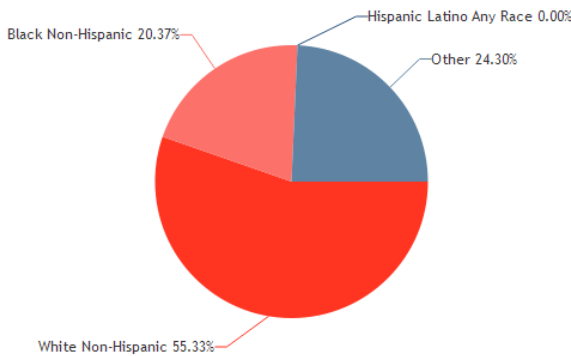
Data Collection Period: 1/1/2019 - 8/7/2019

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	25376	55%	46445	65%	70	71%	8	8%	67	70%	8	8%
Black Non-Hispanic	9340	20%	17080	24%	23	23%	7	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%	3	3%	0	0%	3	3%	0	0%
Total	45860		70621		98		16		95		16	

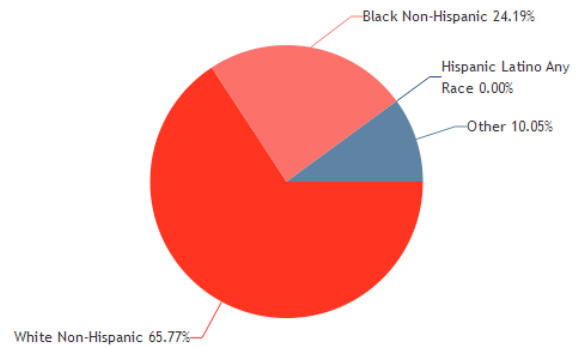
Reaccreditation Year 4 Notes:

Regarding available workforce data for 2018, the data at the census neighborhood level (West Philly/University City) hasn't been updated since 2015, so the numbers remain the same until it is updated from the census level.

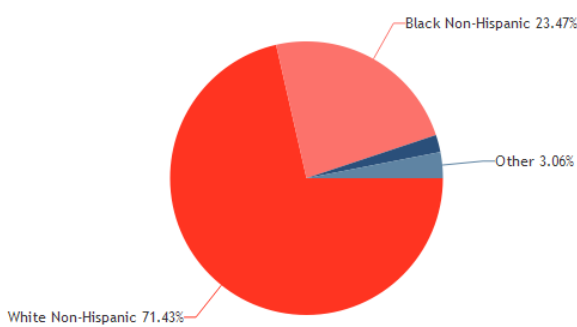
Service Population



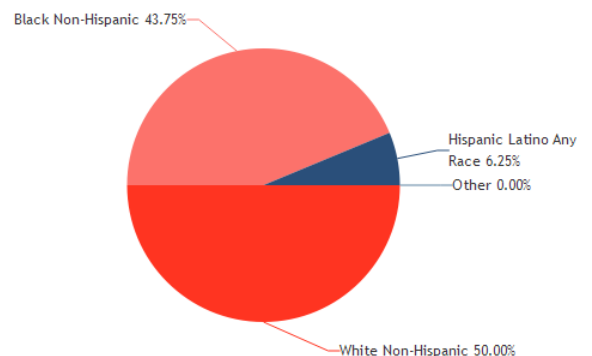
Available Workforce



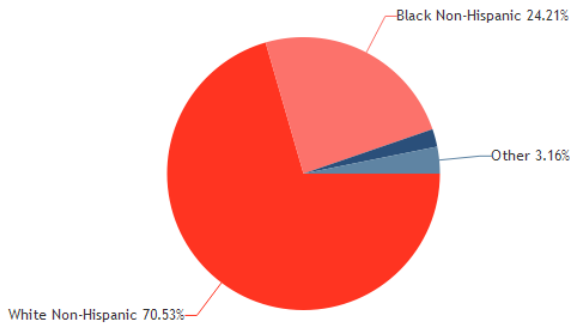
Current Sworn Officers



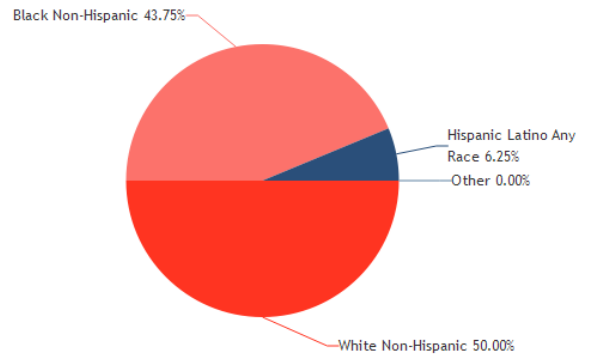
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



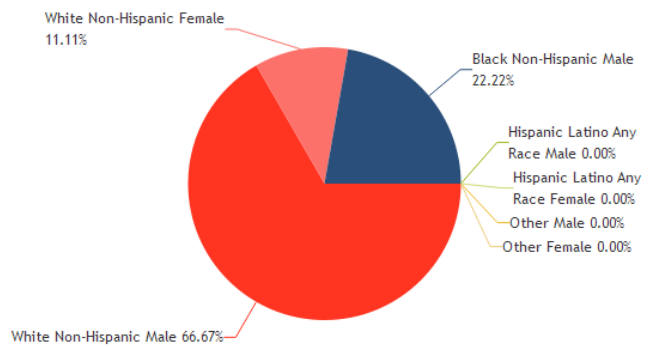
Sworn Officer Selection - Reaccreditation Year 1

Data Collection Period: 1/1/2016 - 12/31/2016

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

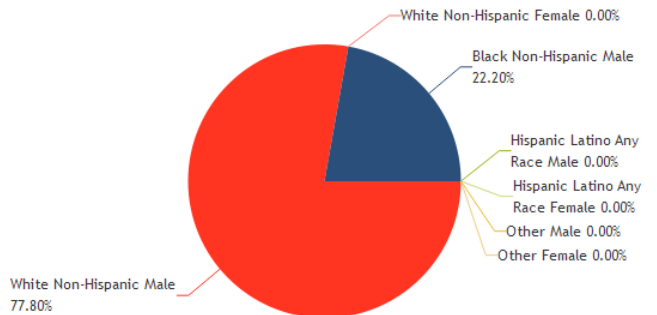
Applications Received

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: 1/1/2017 - 12/31/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	8	2	3	0	0	0	0	0	13
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	11%		3%		0%		0%		N/A

Reaccreditation Year 2 Notes:

Sworn officer selection:

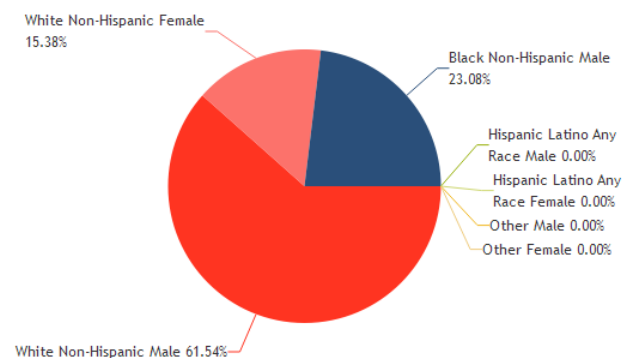
Within our selection process, the department ensures the community it serves plays ample parts in the process with our multilevel approach. The process begins with a virtual and informative online system, Spark Hire. This system allows all applicants to answer three questions that are chosen by the Vice 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 interviewers, the VP’s 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 or previously uninformed qualified candidates.

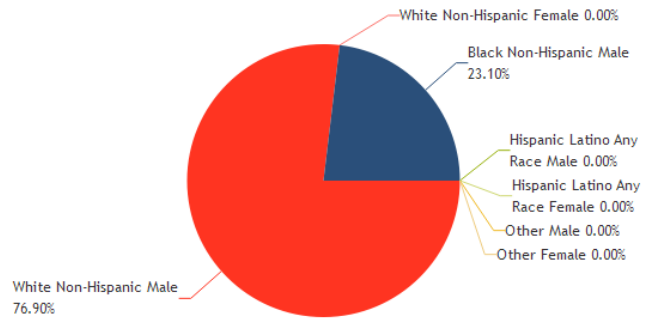
Applications Received

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 3

Data Collection Period: 1/1/2018 - 12/31/2018

	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	1	5	0	0	0	0	0	11
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	6%		5%		0%		0%		N/A

Reaccreditation Year 3 Notes:

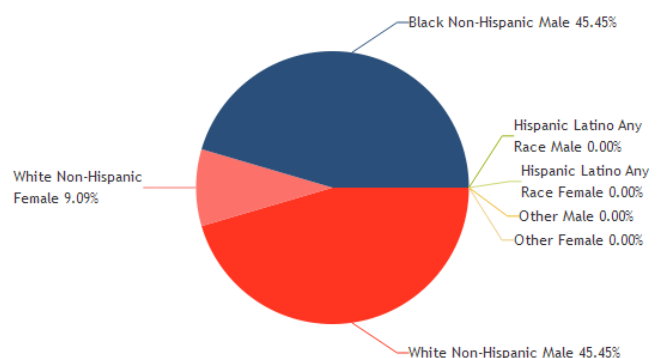
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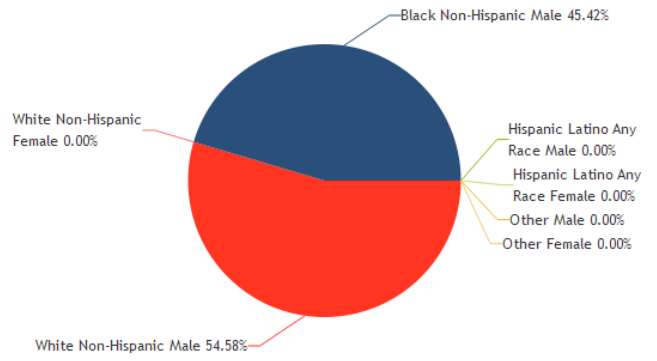
Applications Received

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: 1/1/2019 - 8/7/2019

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

Reaccreditation Year 4 Notes:

Additional information: There were 5 male applicants and 1 female applicant that did not disclosed their race.

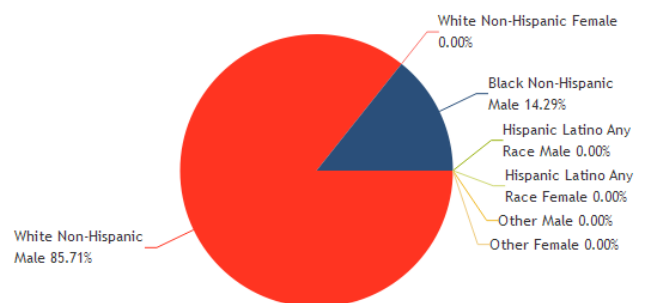
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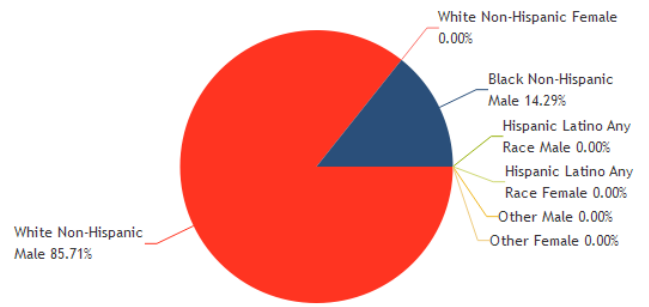
Applications Received

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 Promotions - Reaccreditation Year 1

Data Collection Period: 1/1/2016 - 12/31/2016

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

Reaccreditation Year 1 Notes:

There were no Promotional Activities conducted during the first year of our assessment.

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	

Sworn Officer Promotions - Reaccreditation Year 2

Data Collection Period: 1/1/2017 - 12/31/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	5	1	2	0	0	0			8
Eligible After Testing	5	1	1	0	0	0			7
Promoted	4	1	0	0	0	0			5
Percent Promoted	80 %	100 %	0 %	%	%	%	%	%	N/A

Reaccreditation Year 2 Notes:

Sworn officer promotions:

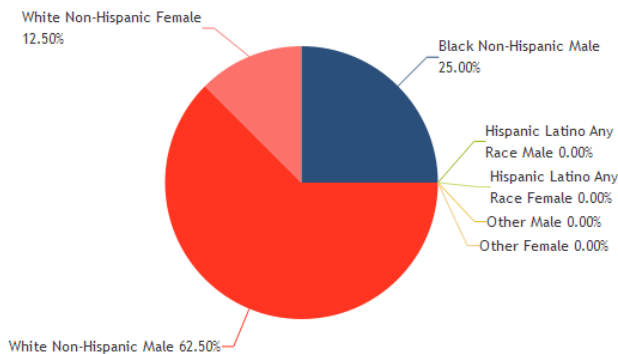
The sworn officer promotion process is conducted in connection with University of Pennsylvania Human Resources Department. Once the position for promotion is available, the Superintendent of Police, in consultation with the Division of Human Resources Director, will approve the application process in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

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

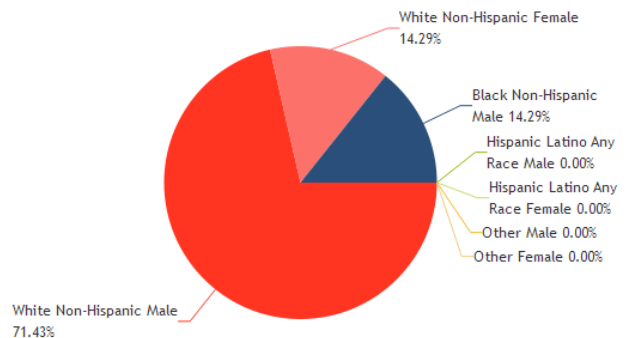
- Participating candidates will be directed to identify themselves by their three-digit process number only (the panelists will be made aware of this stipulation).

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.

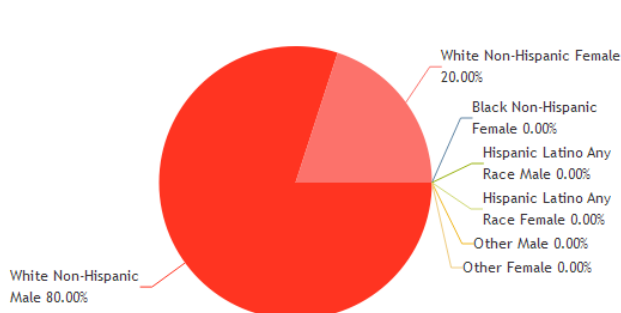
Tested



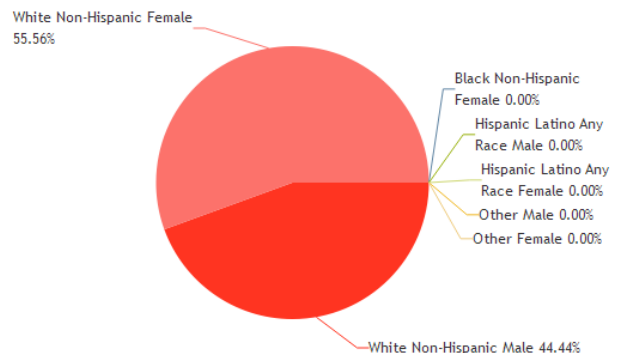
Eligible After Testing



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	

Sworn Officer Promotions - Reaccreditation Year 3

Data Collection Period: 1/1/2018 - 12/1/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	6	3	1	2	0	0	0	0	12
Eligible After Testing	4	3	0	2	0	0	0	0	9
Promoted	3	1	0	1	0	0	0	0	5
Percent Promoted	50 %	33 %	0 %	50 %	%	%	%	%	N/A

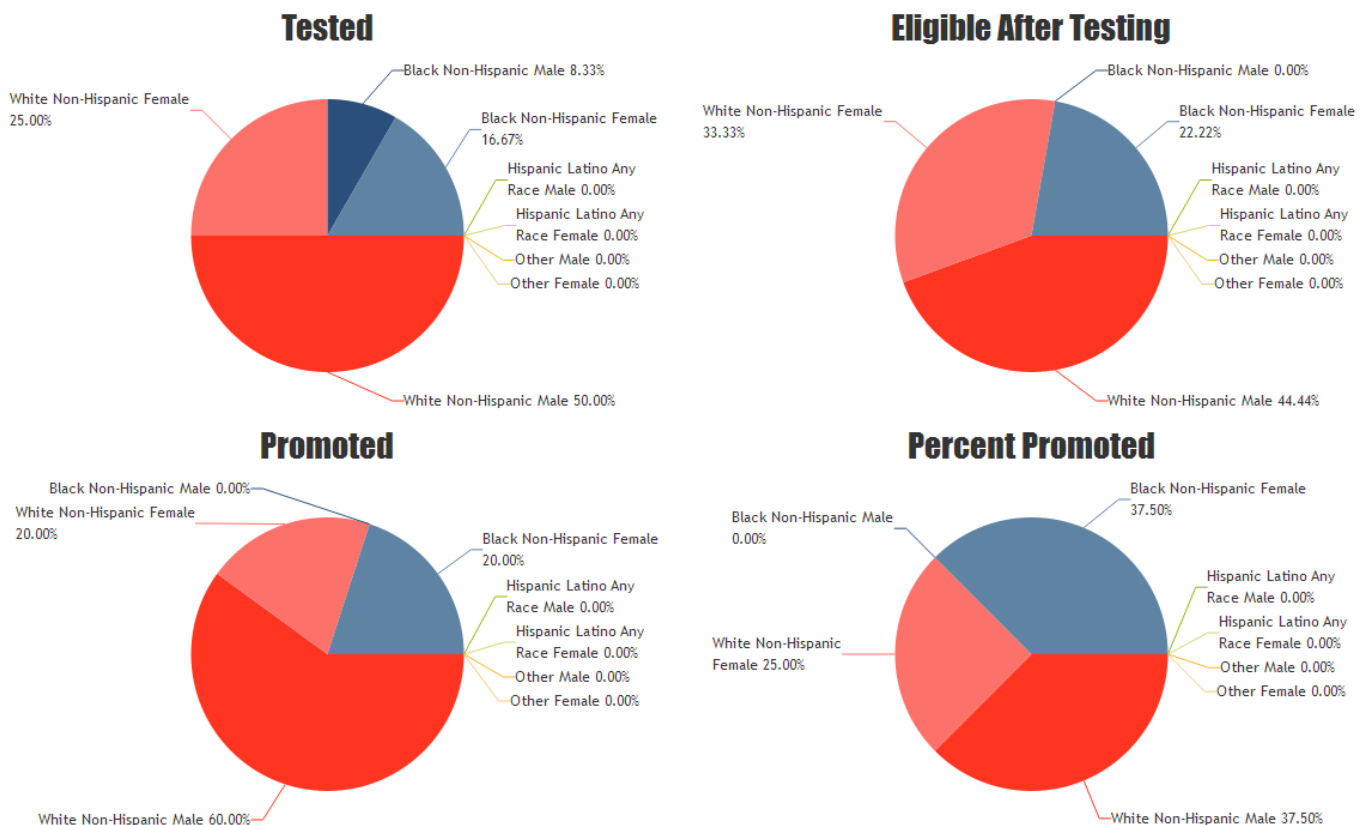
Reaccreditation Year 3 Notes:

The sworn officer promotion process is conducted in connection with University of Pennsylvania Human Resources Department. Once 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 writing test are given. If officers successfully pass the first stage of the process, they are scheduled for an 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 panelists 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 4

Data Collection Period: 1/1/2019 - 8/6/2019

	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

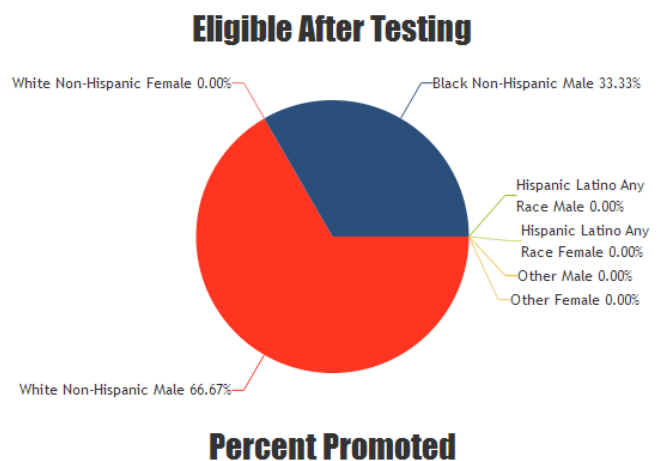
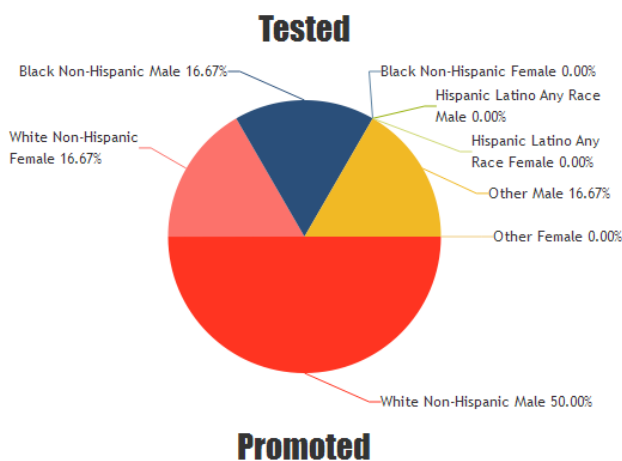
Reaccreditation Year 4 Notes:

There have no promotions from Jan 1, 2019 to the date this report was created on August 6, 2019.

The sworn officer promotion process is conducted in connection with University of Pennsylvania Human Resources Department. Once 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 writing test are given. If officers successfully pass the first stage of the process, they are scheduled for an 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 panelists 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	

