Appendix to the Robinson/Edley 12 Month Implementation Report

Campus Progress Tracker

The Campus Progress Tracker provides information relative to the implementation of the recommendations put forth in the Robinson/Edley Report. The summary gathers information on the disposition of each recommendation along with each campus's progress. The recommendations are in numeric order.

This is the key to the columns used in the recommendation tracking summary.

Field/Column	Definition
Actions	Describes the activities or deliverables that are under way or have been accomplished to implement the recommendation. Each campus provides links or citations necessary to document its progress.
Due Date	The date when the responsible group or person estimated completion of the implementation of the recommendation.
Responsible	The name and/or title of the individual who has taken the lead on this recommendation for the Chancellor or President.
% Measure Completed	The percentage of work accomplished relative to the described scope.
Comments	Status information or additional descriptive information that helps clarify progress on the recommendation. Identifies issues associated with this recommendation.
Completed Date	The date that the recommendation was fully implemented or a final disposition decision has been reached.
Assessment	Used by the CDI Project Director to provide information on the progress or final disposition of the recommendation.

Updated: 13-Feb-14

| **Robinson/Edley** | **Recommendation #1** | Add to current "Free Speech" and police policies language formally recognizing that civil disobedience has had a historic role in our democracy, but that it is not protected speech under the Constitution, and that it may have consequences for those engaging in it. |

Recommendation Disposition: [Central Lead]

Two Parts: 1. The systemwide draft free speech policy approved by the UC Council of Chiefs (reviewed by OGC and CDI Director).

2. The campus must incorporate free speech into campus policies/guidelines (a template is to be developed and distributed to the campuses). Need a document from each campus.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Provost, VC Admin and Finance (Protest Response Team Co-Chairs)	100%	Administrative policy: Two successive task forces working on the Code of Student Conduct in 2003 and 2011 were unable to agree on a definition of civil disobedience. However, the 2011 Task Force developed a statement on free speech relevant to the Code of Student Conduct that is consistent with the spirit of the Robinson-Edley recommendation. This is available on the Student Affairs website. Police policy: The Police Department also maintains a website on how to protest safely and includes language agreed to by the University of California Council of Police Chiefs about civil disobedience.	9/14/2013	Work completed
UC Davis	On April 11, 2013, Chancellor Linda Katehi created a Blue Ribbon Committee on Freedom of Expression to review eight specific recommendations made to the university by the Academic Senate on freedom of expression and related areas, and to solicit campus input on a broad range of areas related to free speech. The committee is chaired by King Hall Law School Dean Kevin Johnson and is slated to hold a number of public forums on freedom of speech and expression in the fall of 2013. A draft report with policy recommendations is awaiting final approval.		Blue Ribbon Committee on Freedom of Expression	100%	Draft version was submitted. Campus is responsible for final approval.	11/15/2013	Work completed

UC Irvine	University free speech policy is noted on the university's website. The UCI Police Department's Crowd Management Policy specifically includes this language.		Police Department and Student Affairs	100%	See http://www.vcsa.uci.edu/FreeSpeech/.	10/1/2012	Work completed
UCLA	UCPD added to its website a free speech/civil disobedience policy that discusses the recommended topics. Student Affairs has drafted similar language and have posted it to its website.		Police Department and Student Affairs	100%		10/17/2013	Work completed
UC Merced	Policy is currently on website in multiple places and is included in UC Merced Department of Public Safety Policies #300.		Patti Waid and Rita Spaur	100%	Campus protocol has been updated to include the additional information. Campus police department has added a policy section to its website. Police Policy 317 addresses this recommendation. See http://police.ucmerced.edu/about/department-policies/policy-317.	10/26/2012	Work completed
UC Riverside	This action has two sources; one by UCPD and one by the Chancellor's designee. UCPD will add language to current systemwide policy, and the Chancellor will issue local guidelines.		Chancellor and UCPD Chief	100%	"Principles Guiding Speech and Assembly" issued by the Chancellor. "Special Orders on Demonstration and Constitutional Requirements" issued by UCR Police Chief. Documents posted to Chancellor's and police department's websites as appropriate.	12/17/2012	Work completed
UC Santa Barbara	The language recommended in the Robinson/Edley Report about civil disobedience and constitutionally protected speech is prominently featured in a document entitled "A Student Affairs Handbook on Student Protests," a 38-page protocol and policy guideline for responding to student demonstrations on the campus. The Division of Student Affairs has also developed a statement entitled "Your First Amendment Rights as a Student at UC Santa Barbara," which is available as a hard-copy brochure and in electronic form on the Student Affairs home page, confirming students' constitutionally protected rights, acknowledging the historic role played by civil disobedience in our country, and discussing both the nature and possible consequences of civil disobedience. The text of the brochure has been included in a booklet of essential information distributed to all new students attending summer orientation. In addition, this language has also been incorporated into the police department's policy, disseminated to UCPD employees and posted on the UCSB Police Department's website.		Vice Chancellor for Student Affairs and Police Chief	100%	In addition, the UCSB Police Department has a plethora of resources, brochures and department policies that pertain to civil disobedience. These are displayed on the Division of Student Affairs and UCSB Police Department websites and may be viewed or retrieved at the following links: https://www.sa.ucsb.edu/pdf/FirstAmendment.pdf http://www.police.ucsb.edu/resources/freedom-expression	7/1/2013	Work completed
UC Santa Cruz	Adopt language for UCSC Police Department post on website. Adopt language for Campus and Student Judicial Affairs (SJA) and post on website. Link SHR and APO to SJA website.	9/1/2013	AVC Scott	100%	UCSC PD language adopted and posted on website and in policy manual. Campus language adopted. Posting to SJA home page has been completed. Links established to key	9/1/2013	Work completed

					administrative web pages.		
UC San Diego	Added to 501.6 of UC Police Gold Book 9/28. Is included in section 423 of the UCSD PD Policy Manual. There is already language in the policy referencing the campus speech policy. Campus Counsel reviewed UCSD Free Speech Policy PPM 510-1, IX, for inclusion of language.	2/28/2013	Orville King	100%	Updated Free Speech Summary with link to PPM and Civil Disobedience language.	2/26/2013	Work completed
UC San Francisco	Systemwide policy was approved by the Council of Police Chiefs. Systemwide freedom of speech policy was incorporated into UCSF General Orders.		Roskowski	100%	Systemwide freedom of speech policy was written, reviewed and submitted to UCOP for adoption. The resulting UCSF freedom of speech policy was adopted and incorporated into the police department's General Orders on 2/19/13 and revised on 9/24/13. It has also been incorporated into the Annex - Peaceful Assembly/Civil Disturbance of the UCSF Emergency Response Management Plan, which is available through a link on the UCSF Police Department website (http://police.ucsf.edu/index.php?/Preparing-for-Emergencies/emergency-response-plan-pdfs.html). Finally, a UCSF campus administrative policy addressing freedom of speech has been written and is available at: http://policies.ucsf.edu/policy/050-26.	9/12/2013	Work completed

| **Robinson/Edley** | **Recommendation #2** | Increase and better publicize opportunities for students, faculty, staff and others to engage with senior administrators, particularly on issues likely to trigger protest or civil disobedience events. |

Recommendation Disposition: [Campus Lead]
1. UCOP will continue to provide and communicate with students, faculty, staff and others to engage with senior administrators. This is ongoing, and UCOP reported on specific opportunities in the six-month and 12-month reports. Focus is on building relationships.
2. Campuses will continue to provide and communicate with students, faculty, staff and others to engage with senior administrators. This is ongoing, and campuses reported on specific opportunities in the six-month and 12-month reports. Focus is on building relationships.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley	Continue to add opportunities and forums for interaction among faculty, staff and students.		Various	100%	The Provost, VC Admin and Finance and VC Student Affairs regularly meet with the ASUC, Grad Assembly, student focus groups, Academic Senate, Cal Alumni Association, etc.	Long-standing practice	Work completed
UC Davis	UC Davis held five separate Strengthening Campus Community forums. These two-hour forums were designed to identify strengths of the university and areas for improvement, including identification of potentially controversial or troubling issues that could lead to demonstrations or civil disobedience. The forums were held at different times and at different locations in an attempt to boost student participation. The entire campus community was invited to take part. A trained facilitator moderated each forum and invited input. Results from the forums were compiled and were presented to the administration for consideration. Each of the forums was widely publicized in news stories in the campus student newspaper, ads in the student paper and on the website. In addition, Student Affairs staff convened joint meeting of the Chancellor's Graduate and Professional Student Advisory Board and the Chancellor's Undergraduate Advisory Board specifically to solicit their ideas on how to improve communication outreach to students.	Completed	Associate Executive Vice Chancellor Rahim Reed	100%			Work completed

UC Irvine	The Chancellor meets regularly with the Academic Senate, holds town hall meetings with staff, meets with student leadership and teaches. VCSA has established and advertises regular hours to meet with students and student groups. Town hall meetings have been conducted. Monthly leadership meetings with ASUCI and AGS are scheduled to address a wide range of issues, and key administrators and academic leaders, including the Chancellor, the EVC and the Police Chief, attend.	Student Affairs	100%		10/1/2012	Work completed
UCLA	Monitor and assess trigger point issues. Facilitate regular meetings between campus constituents and senior administrators. Utilize social media and campus technology to inform campus community of discussion opportunities. Continuation of ongoing practice. We make sure that students are aware that the Student Affairs office is prepared to assist them in support of their First Amendment rights; this is done through website and newsletters to organizational signatories. UCLA Academic Senate and UCLA Staff Assembly also allow faculty and staff to interact with the university administration. The Chancellor meets regularly with the heads of the underrepresented student organizations, hosts monthly breakfasts with students and schedules open office hours with students. All of this is done to give him a more direct sense of campus climate issues.	Student Affairs	100%		9/1/2013	Work completed
UC Merced	Ongoing opportunities: Chancellor's monthly office hours for students, Chancellor's campus town hall meetings, periodic luncheons with the Chancellor, Executive Vice Chancellor meetings with faculty groups and student government, Expanded Violence Prevention Board, quarterly chat with the Police Chief (new), regular meetings of VCSA and Dean of Students with student government leadership.	Jane Lawrence and others	100%	We have numerous opportunities for staff, faculty and students to engage with senior administrators, including town hall meetings, the Chancellor's office hours, frequent meetings with the faculty Senate, etc.	7/17/2013	Work completed
UC Riverside	The Chancellor's Office is working with the Academic Senate, Staff Assembly, ASUCR, GSA, VCSA and Labor Relations to increase engagement.	Chancellor's Office, VCSA, Labor Relations	100%	Chancellor formed Task Force on Speech and Assembly, including police, faculty, staff and student participants; police engaged in dialogue with College of Humanities, Arts and Social Sciences students during fall 2012 peer mentor meetings (18 hours of scheduled time). Issues relating to civil disobedience, free speech, etc. has been formally discussed during Chancellor's Cabinet meetings (Police Chief and student leadership participate), as appropriate or when issues arise; VCSA,	2/28/2013 with activities occurring on an ongoing basis	Work completed

					VCBAS and Chancellor's Office host periodic forums (open to faculty, staff and students) where First Amendment, free speech and other issues are discussed.		
UC Santa Barbara	Mechanisms and venues have been in place for years and are regularly utilized by senior administrators; new forums are continually being developed to respond to unique circumstances.			Vice Chancellor for Student Affairs			Work completed
UC Santa Cruz	Extensive campus-based outreach program supported by activities, events, open office hours and substantial visibility by senior administrators and Chief of Police.	3/1/2013	AVC Scott	100%	Schedule of annual activities and opportunities submitted.	3/1/2013	Work completed
UC San Diego	Campus level through Student Affairs. Union issues should be handled through Labor Relations in consultation with senior administration. Faculty through Executive Vice Chancellor and Faculty Senate.	1/1/2013	Gary Matthews coordinating with VCs and Faculty Senate	100%	Discussions ongoing with Student Affairs, Labor Relations, Executive Vice Chancellor and Faculty Senate.	8/1/2013	Work completed
UC San Francisco	Opportunities for interaction include annual student leadership meetings, Graduate Students' Association/Post Doctorate meetings and New Student Orientations.	6/30/2013	Castro, Odato, Marshall	100%	There have been opportunities for students, faculty and staff to interact with senior administrators. The San Francisco Division of the Academic Senate is highly active and provides numerous opportunities for faculty and faculty representatives to interface with senior members of the administration. The Vice Chancellor convened meeting with the presidents of the ASUC and GSA, the director of the Office of Student Life and the Chief of Police and senior police staff to discuss the incidents and how demonstrations would be handled if they were to occur at UCSF.	2/1/2013	Work completed

| **Robinson/Edley** | **Recommendation #3** | Discuss with the Regents the possibility of increasing opportunities for students and other campus constituencies to address concerns directly with the Regents at times other than during public comment period at formal meetings. |

Recommendation Disposition: [Central Lead]
1. Discussions are under way with Regents and UCOP to collect and memorialize the current ongoing meetings with student leaders both inside and outside the normal Regents' meeting cycle.
2. There is an issue with open policy for when more than three Regents to meet that limits the number and type of meetings.
3. In May of 2013, the Regents will meet with students as part of the UC Advocacy Day in Sacramento.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley	N/A		UCOP				No further action needed
UC Davis	N/A		UCOP				No further action needed
UC Irvine	N/A		UCOP				No further action needed
UCLA	N/A		UCOP				No further action needed
UC Merced	N/A		UCOP				No further action needed
UC Riverside	In addition to systemwide efforts, the campus will encourage and welcome individual Regents who want to meet with campus constituencies.		Chancellor in coordination with UCOP				No further action needed
UC Santa Barbara	N/A		UCOP				No further action needed
UC Santa Cruz	N/A		UCOP				No further action needed

UC San Diego	N/A	UCOP	Strongly support — could take the pressure off of Regents meetings and provide more overall time for public input. Could use technology — feedback to Regents, Web conference, etc.	No further action needed
UC San Francisco	N/A			No further action needed

University of California Civil Disobedience Initiative   *Updated: 18-Nov-2013*

Robinson/Edley   **Recommendation #4**   Collect each campus's current time, place, and manner regulations and all policies governing the response to events of civil disobedience, including applicable systemwide and campus police policies; post collected policies on system and campus websites.

Recommendation Disposition: [Central Lead]
1. Systemwide –- Place a link to each campuses' policies on a single UC page/place/collection for protest and free speech policies along with time, place and manner regulations. UC website under development. For the short term, place on the Robinson/Edley website.
2. Campuses– Need a single page/place/collection for protest and free speech policies along with time, place and manner regulations. Campuses have the flexibility to put the information in any Web location, such the Police Department home page, Student Affairs home page or a special page for protest and policy management. UCOP will verify the policies are in place.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley	N/A		UCOP	100%			Work completed
UC Davis	N/A		UCOP	100%			Work completed
UC Irvine			UCOP	100%		8/1/2013	Work completed
UCLA	Campus policy is available for systemwide linkage. UCOP has reviewed all time, place and manner policies. No further action is required.		Student Affairs	100%		9/1/2013	Work completed
UC Merced	N/A		Patti Waid, Rita Spaur, Le'Trice Curl	100%	Student policies have been revised and placed in Student Handbook, chapter 3; the policies have been place on a website.	7/17/2013	Work completed
UC Riverside	Post time, place and manner and related policies on appropriate websites. UCPD will post local and/or systemwide policies on the police website.		Chancellor's Office with VCSA and UCPD assistance	100%	Time, place and manner ground rules have been posted to the Dean of Students website. The Police Department's and Event Scheduling Office's sites also include links to this information. Events Scheduling Office's website provides comprehensive event scheduling guidelines. Police Department's	2/27/2013	Work completed

					website also includes links to Regental policies governing free speech and non-affiliates who visit campus.		
UC Santa Barbara	Time, place and manner policies are available on the Student Affairs website and summarized, along with the discussion of civil disobedience policies, in a brochure on the First Amendment. In addition, policy and practice are also explained in a document entitled, "Response to Student Protests at UC Santa Barbara." UCPD website has been updated and includes the Department policy in a prominent location.	3/1/2013	Vice Chancellor for Student Affairs and Chief of Police	100%	Campus links will be reviewed and then integrated into the UCOP website. Send links to share in this report and forward to UCOP review.		Work completed
UC Santa Cruz	Campus provided information via Campus Counsel to UCOP.	10/1/2012	Counsel Rossi	100%	No further action	N/A	Work completed
UC San Diego	UCOP to collect systemwide. Campus Counsel/PD to collect, review and post local policies and forward to OP.	12/1/2012	Dan Park and Orville King	100%		3/1/2013	Work completed
UC San Francisco	UCSF Police General Orders posted on home page of UCSF Police website and provided to CDI Coordinator. Link to UCSF time, place and manner regulations posted to UCSF Police website home page.		Roskowski	100%	UCSF time, place and manner regulations, as well as police policies, are posted on the UCSF Police website. The Police website is accessible from the UCSF home page.	10/12/2012	Work completed

Robinson/Edley **Recommendation #5**   Create user-friendly summaries of each campus's time, place, and manner regulations and policies governing the response to events of civil disobedience, and distribute the summaries at least annually during student orientations; highlight in the summaries descriptions of conduct that is or could be perceived as threatening to safety and thus might trigger a police response.

Recommendation Disposition: [Campus Lead]
1. Campuses need to develop and distribute summaries.
2. UCOP to review for compliance.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Chief of Police and VC Student Services	100%	Time, place and manner (TPM) materials exist and are distributed and communicated to students regularly. Fliers are available, and the UCPD also has information on the Web (http://police.berkeley.edu/about_UCPD/news/news_101006.html). UCPD officers hand out TPM cards during active protests. Faculty is also sometimes asked to distribute cards if we think that will be better received by student protesters. TPM information also usually is sent out as email every semester. Please also see "How to Protest Safely" guidelines from the Academic Senate and examples of the TPM card from the UCPD website.	Long-standing practice	Work completed
UC Davis	The UC Davis Police Department has addressed these topics in the new crowd management policy. Furthermore, the UC Davis Police Department provides a link on its website to related information authored by the ACLU (http://www.aclu.org/files/assets/kyr_protests.pdf). Also, during a protest or in the face of a potential protest the UC Davis Police Department hands out this same material in printed form to students prior to and during the event.	Completed	Chief Matt Carmichael	100%			Work completed
UC Irvine	Rules are posted online, distributed at student orientations and during meetings with student groups and student leadership. Handouts are provided at	6/30/2013	Student Affairs	100%	See http://www.dos.uci.edu/conduct/students/code-of-student-conduct.php	8/1/2013	Work completed

Campus	Description	Date	Responsible	%	Summary	Date	Status
	Student Parent Orientation Programs and at the UCI Student Leadership conference. Additional details may be found in the documents attached to this recommendation.						
UCLA	During Orientation, students are informed of campus behavioral standards. SOLE (Student Organizations Leadership Education office) currently summarizes time, place and manner (TPM) regulations. They are distributed at student organizational registration and at unscheduled activities (protests).		Student Affairs	100%	for information about UCPD fliers that are available online and handed out at demonstrations. UCLA also provides additional information and summaries on TPMs.	9/1/2013	Work completed
UC Merced			Le'Trice Curl, Charles Nies, Patti Waid	100%		7/17/2013	Work completed
UC Riverside	UCR is developing its own set of principles, based on best practices from other campuses to be issued in 2012.		Chancellor, VCSA, UCPD	100%	"Principles Guiding Speech and Assembly" issued by the Chancellor. For scheduled events, UCR has time, place and manner procedure that enables faculty, staff and students to plan events in a fashion that accommodates protests within the law and campus policy. Scheduling events policies are posted on the Event Scheduling Office's website, including a link to time, place and manner ground rules. UCR Dean of Students' website provides time, place and manner ground rules. VCSA will make this information available during orientation via the UCR Student Portal and will highlight it for all students during fall quarter, again through the Student Portal.	2/27/13 with activities occurring on an ongoing basis	Work completed
UC Santa Barbara	User-friendly brochure provide to students in hard copy and electronically on the Student Affairs website homepage. In addition, the brochure text will be included in the New Student Orientation Handbook.	3/1/2013	Vice Chancellor for Student Affairs	100%	Provide a summary regarding how the information has been provided to students.		Work completed
UC Santa Cruz	Campus provided information via Campus Counsel to UCOP.	10/1/2012	Counsel Rossi	100%	Time, place and manner information included in brochure. Brochure available on Dean of Students website.	9/1/2013	Work completed
UC San Diego	Police Department and Campus Counsel, Student Affairs and Student Legal Services collaborated on summaries.	8/15/2013	Dan Park, Orville King, Ben White	100%	Student Legal Services promotes the freespeech.ucsd.edu website and other resources at various Welcome Week activities. Center for Student Involvement also alerts student organizations to it as many have questions about free speech at student events.	7/26/2013	Work completed
UC San Francisco	Under review by UCSF VC of Student Affairs.	6/30/2013	Castro	100%	The UCSF Special Use Area Guidelines and Procedures were reviewed by the Vice Chancellor of Student Affairs.	6/6/2013	Work completed

	Currently active guidelines and procedures are posted on the Office of Student Life website Also available through a link on the UCSF Police website home page.

Robinson/Edley **Recommendation #6** Increase opportunities for routine interaction between police and students and between the police and key administrators (especially the Police Chief and the Chancellor).

Recommendation Disposition: [Campus Lead]
1. Campuses will confirm and provide examples of opportunities for interaction or plans for developing these opportunities.
2. UCOP to review for compliance.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley	Continue to increase opportunities.		Chief of Police	100%	Residential Liaison Sergeant and officer program; ASUC Senate liaison sergeant (attends weekly Senate meetings); CalSo Program presentations by lieutenants, captains and chief; approx. 75 presentations given to student groups a year; Chief monthly meeting with Student Advocates Office, monthly UCPD/student forums. The Vice Chancellor for Administration and Finance and the Provost also routinely interact with the Police Chief and the captains.	Long-standing practice	Work completed
UC Davis	The Police Chief routinely meets with student groups, including ASUCD and the Graduate Student Association, to exchange information and discuss campus topics. The Student Advisory Committee to the Chief has been formalized in police policy to ensure the continuation of the process. The Chancellor created and has convened the Campus Community Council, which includes student representation as a means of discussing important campus topics and events. The campus held three separate forums around the theme of strengthening the campus community. An additional three workshops have been scheduled to train attendees in how to handle difficult or challenging conversations.	Completed	Chief Matt Carmichael and Chancellor Linda Katehi	100%			Work completed
UC Irvine	The Police Chief participates in monthly meetings with ASUCI/AGS leadership. The Police Chief meets regularly with Chancellor and/or Chancellor's Chief of Staff and is a member of the Academic Senior		Police Department	100%		10/1/2012	Work completed

UCLA	Management Committee that meets monthly. PD leadership participates on the Consultation Team, the Emergency Management Advisory Committee, and conducts an active Zone Policing Program with supervisors and officers assigned as liaisons to a number of student organizations and departments. Police Chief and department administration routinely participate in meetings with student leadership. Police Chief meets regularly with Chancellor and/or Chancellor's Chief of Staff.		Police Department	100%		9/1/2013	Work completed
UC Merced	Expanded Violence Prevention Board, Citizens Academy, Chat with the Police Chief (new), police membership on Student Response Team. Police Department employs over 150 students as employees or interns. Opportunities exist as needed for interaction between Chancellor and Police Chief.		Rita Spaur and Chancellor Leland	100%	We have a number of vehicles to ensure frequent interactions between police and students and police and key administrators. Chancellor Leland holds student office hours every month in the Office of Student Life. The Police Chief holds a Chat with the Chief regularly to gather student input and hear their concerns.	7/17/2013	Work completed
UC Riverside	UCPD will develop such opportunities including, for example, open sessions for dialogue/discussion with students.		Chancellor, VCSA, UCPD	100%	Issues relating to civil disobedience, free speech, etc., will be formally discussed during Chancellor's Cabinet meetings (Police Chief and student leadership participate), as appropriate or when issues arise; Policing and Protest Panel and Roundtable Debate attended by student activists and current and three former UCR Police Chiefs (May 2012); UCRPD Chief met with students who gave personal testimonies about encounters with UCR and RPD police officers stating that they felt unfairly targeted in investigations surrounding a rash of armed robberies near UC Riverside. (April, May 2013; UCR's Police leadership annually takes part in dialogues with ASUCR and GSA concerning these issues.	2/27/13 with activities occurring on an ongoing basis	Work completed
UC Santa Barbara	UCSB already has many opportunities for police-administrator interaction and the chief has forged opportunities to interact with students. Additionally, the chief meets routinely with the SA leadership and maintains a close relationship with the Chancellor and alerts him directly of events of concern. These measures are ongoing and are planned to continue for the future.	3/15/2013	Vice Chancellor for Student Affairs and Chief of Police				Work completed
UC Santa Cruz	Extensive campus-based outreach program supported by activities, events, open office hours and substantial visibility by Chief of Police and campus	3/1/2013	AVC Scott	100%	Schedule of annual activities and opportunities available.	3/1/2013	Work completed

UC San Diego	administration. Participate in student/parent orientations, RA/HA meetings, event planning, events ad hoc safety presentations. Police Chief meets with VC-RMP. Establish routine meetings with Police Chief, VC-RMP, VCSA and Chancellor.	11/1/2012	Orville King and Gary Matthews	100%	Obtained commitment for funding for three additional police officer FTEs to expand community policing, including foot patrol on Library Walk and the reopening of the campus center satellite. Annual presentation by Police Chief to Chancellor's Executive Council.	12/12/2012	Work completed
UC San Francisco	Interaction with the Police Chief and key administrators has been occurring during several annual and reoccurring events. A review of opportunities for further interaction will be conducted.	6/30/2013	Castro and Roskowski	100%	UCSF Police Department is involved in multiple, regularly held events and activities each year that promote interaction between the police and the university community, and between the police and top university administrators. Police regularly engage with students as part of new student orientation, GSA, Post-Doc and ASU board meetings and trainings; annual crime prevention fairs (at four UCSF venues), student leadership meetings and other forums. Examples of opportunities for police and students to interface include: • Student safety presentations made by officers each year during new student orientations • Women's self-defense classes offered by the department four to six times a year Opportunities for police and top administrators to interface include: • The Annual Founder's Day Luncheon, bringing together the Chancellor, Vice-Chancellor of Finance and Administration, department heads and the Chief of Police • Pre-Regents meetings held by the Chief of Police, police captain and lieutenants every other month before Regents at which Mission Bay leaders and other interested community members are able to discuss issues	6/18/2013	Work completed

University of California Civil Disobedience Initiative

Robinson/Edley   **Recommendation #7**   Establish a standing event response team on each campus to plan and oversee the campus response to demonstrations; include on the team faculty members and/or administrators recognized by students and faculty to be sensitive to the university's academic mission and values.

<u>**Recommendation Disposition:**</u> [Campus Lead]
1. UCOP to evaluate what campuses have done.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Provost, VC Admin and Finance (Protest Response Team cochairs)	100%	The Protest Response Team is co-chaired by the Provost and VC Administration and Finance. Members include the VC Student Affairs, the Chief of Police, the Vice Chancellor for Equity and Inclusion, the Vice Provost for the Faculty, the Dean of the Graduate Division, the Dean of Students, the Chair of the Academic Senate, Public Affairs, the Associate Chancellor, Legal Counsel and others. The group meets quarterly and as needed.	Winter 2012	Work completed
UC Davis	The Event and Crisis Management Team (including administrators and faculty) will provide leadership and oversee the campus response to demonstrations. We have identified additional teams consisting of campus community members who are also sensitive to the university's academic mission and values and who will be able to serve a "bridge" function during demonstration activity.	Completed	Associate Vice Chancellor Lora Jo Bossio	100%			Work completed
UC Irvine	The Chancellor's Executive Policy Group (CEPG) maintains oversight over all critical events. The UCI Event Management Team has been established and is chaired by the VCSA. The response team includes Student Affairs, Event and Conference Services, and Police Department staff. Ad hoc support from other staff, faculty and student organizations is included depending upon the nature of the event.		Police and Student Affairs	100%		10/1/2012	Work completed
UCLA	This group has been formalized.		Police Department and	100%		9/1/2013	Work completed

			Student Affairs				
UC Merced	Established as part of our Protocol for Responding to Peaceful Assembly or Protest on the Property of UC Merced, the membership of a Protest Oversight Group is identified.		Janet Young and Jane Lawrence	100%	Event Response Team and charter created.	7/17/2013	Work completed
UC Riverside							Work completed
UC Santa Barbara			Campus Crisis Management Team	100%	The campus Crisis Management Team Plan and Campus Emergency Operations Plan have been updated to reflect this long-standing practice. In addition, the campus has tested the updated plans with simulated exercises.	7/2013	Work completed
UC Santa Cruz	The Chancellor's Emergency Management Policy Group maintains oversight of all critical events. The Demonstration Operations Team (DOT) provides operational analysis, logistical support and on-site staff for critical events. This group has been in operation since 2007. This team has a core planning group and an extended group that includes over 65 staff, administrators and faculty who have been trained to be on site for major events.	5/1/2013	AVC Scott	100%	Campus DOT coordinates analysis, planning, logistics and on-site support for major events. Charge letter outlines specific responsibilities inclusive of CDI actions. AVC Risk and Safety Services serves as chair of DOT and coordinates with the Emergency Management Policy Group and Emergency Operations Center when needed.	9/1/2013	Work completed
UC San Diego	We have an events team that meets with generally standing membership. Events Management Team charter developed.	8/1/2013	Gary Matthews and Orville King	100%		8/1/2013	Work completed
UC San Francisco	Policy Group Response Protocol completed. Event Response Team protocol is exercised every two months as part of Regents security planning process.	12/30/2012	Plotts and Roskowski	100%	Given the high frequency of events, the work group comprises key Police, Campus Life Services, Finance and Admin staff who consult on and support every planned event. The Chief of Police briefs the Chancellor and Senior Vice Chancellor for Finance and Administration on threshold-level events that may create a disturbance or interruption to university business and on all Regents meetings held at UCSF. Also, Police Operations Orders are shared in writing with the Chancellor, Senior Vice Chancellor of Finance and Administration, and the Campus Counsel in advance of each major planned demonstration. The roles and responsibilities of the Chancellor and UCSF senior leadership in the event of a crisis are defined in the "Annex - Peaceful Assembly/Civil Disturbance Response Plan" and "Annex - Campus Management Response Team Management Response Plan," components of the UCSF Emergency Response Management Plan. The	6/18/2013	Work completed

	documents are accessible to the public through links on the UCSF PD website home page.

Robinson/Edley **Recommendation #8** To the extent necessary, modify police policies to require the participation of senior administrators in decision making about any police response to civil disobedience; clearly define the respective roles of administrators (objectives) and police (tactics) in this process.

Recommendation Disposition: [Central Lead]

1. Discuss with Steering Committee regarding the proper role of the administrator.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Provost, VC Admin and Finance (Protest Response Team cochairs)	100%	UCB requires the participation of senior administrators in decision making about any police response to civil disobedience. This practice has been in place since winter 2012.	Winter 2012	No further action needed
UC Davis	These policies are consistent with those outlined in the Event and Crisis Management Team guide and in the UC Davis Police Department crowd management policy.	Completed	Chief Matt Carmichael	100%			No further action needed
UC Irvine	This modification was included in the revised crowd management policy and incorporated into our Event Management Team policy for significant events. The VCSA is designated as the senior administrator.		Police	100%		10/1/2012	No further action needed
UCLA	This modification is included in the Incident Response Team guidelines and the pending systemwide use-of-force policy.		Police Department	100%		9/1/2013	No further action needed
UC Merced				100%	This has already been done in systemwide policy and also is clearly articulated in our campus protocol. Police Policy 317 addresses this recommendation as does our Event Response Team Charter.		No further action needed
UC Riverside	UCPD Systemwide Crowd Management Policy (in progress) and new UCR Emergency Management Plan include these roles and responsibilities.		Chancellor's Office, UCPD Chief, EH&S	100%	Unless an exigent circumstance is present, UCPD will seek direction from the campus's Emergency Management Policy Group, if activated, to set the overall scope and direction of police actions. Campus Event Response Team (CERT) document may be	CERT document finalized 10/2013	No further action needed

					viewed at on UCR Police Website.		
UC Santa Barbara	Student Affairs administrators have been key players in decisions about responding to civil disobedience for over 20 years. In addition, the UCSB Police Department has revised its policy to include the important role that campus administrators play, and the responsibilities they have, in responding to civil disobedience. The campus recently held a scenario-based tabletop exercise around this item and invited a variety of administrators from across the campus to participate.	1990s	Vice Chancellor for Student Affairs and Chief of Police				No further action needed
UC Santa Cruz	Completed by UC Chiefs in response protocol.	5/1/2013	Chief Oweis	100%	Implemented	5/1/2013	No further action needed
UC San Diego	In existing PD Policy 423; police department participates with senior administrators regarding police response to civil disobedience. Provide training for senior administrators.	4/15/2013	Gary Matthews, Orville King, Phillip Van Saun	100%	Senior administrators were provided training on police response to acts of civil disobedience on campus as an element of the crisis management workshop conducted for the Executive Police Group on 12/12/12.	12/12/2012	No further action needed
UC San Francisco	Crowd management, intervention and control policy approved by Chiefs Council and adopted at campus level. Policy includes collaboration with and participation of senior administrators as stakeholders in the planning and response process. UCSF Emergency Response Plan Annex was developed, including improved guidance to the senior campus policy group in its response to campus emergencies.		Roskowski	100%		10/12/2012	No further action needed

University of California Civil Disobedience Initiative

Robinson/Edley | **Recommendation #9** | As specified in Peace Officer Standards and Training (POST) and documented in the "UC Police Crowd Management Gold Book Policy" Appendix B, "Crowd Management Intervention and Control," when a response is deemed necessary, limit the use of force to that which is objectively reasonable considering the totality of the circumstances to manage the situation and maintain public safety.

Recommendation Disposition: [Central Lead]
1. Review the crowd management and use-of-force policies to determine whether they address this recommendation.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley	N/A		Centrally addressed recommendation	100%			No further action needed
UC Davis	Effective March 2012, all UCD Police Department operations, plans and policies now identify the difference between passive and active resistance and are specific as to the appropriate use of force in each category. These plans also include guidelines for police use of chemical weapons, including when police can deploy chemical weapons and when officers need prior authorization to deploy such weapons.	Completed	Chief Matt Carmichael	100%			No further action needed
UC Irvine	UCI incorporates the Student Affairs Constructive Engagement model in developing response protocols. The UCI Police Department has implemented a crowd management policy that is based on POST statewide guidelines and is consistent with the expectations of this recommendation.		Police/Student Affairs	100%		10/1/2012	No further action needed
UCLA	See actions related to Recommendations 7 and 8. Principles are currently stated in policies and procedures and all related training materials.		Police Department	100%		9/1/2013	No further action needed
UC Merced			Janet Young and Rita Spaur	100%	This is addressed in our campus protocol.		No further action needed

UC Riverside	UCR will continue its practice of utilizing members of the Chancellor's Office, VCSA or Labor Relations to determine when a response is warranted and at what level, guided by principles released in late 2012.		Chancellor's Office and UCPD Chief	100%	Campus Event Response Team (CERT) document may be viewed at UCR Police Website.	CERT document finalized 10/2013	No further action needed
UC Santa Barbara	These principles are derived from two decades of practice that are memorialized in the document "Response to Student Protests at UC Santa Barbara." In addition, the UCSB Police Department had a mandatory training session in July 2012 that utilized pain compliance or "soft" hand techniques.	1990s and 6/2012	Vice Chancellor for Student Affairs and Chief of Police	100%			No further action needed
UC Santa Cruz	Completed by UC Chiefs in response protocol.	5/1/2013	Chief Oweis	100%	Assessed on event-by-event basis; consideration given to levels of tolerance and overall campus mission in assessment process. Implemented.	5/1/2013	No further action needed
UC San Diego	The crowd management policy is based on POST statewide guidelines and is consistent with standards for all police agencies.	1/3/2013	Orville King	100%		1/8/2013	No further action needed
UC San Francisco	Crowd management, intervention and control policy approved by Chiefs Council and adopted at campus level. Draft systemwide use-of-force policy in review by Chief's Council. UCSF Police use-of-force policy includes escalation of force guidance, as does the police use-of-force training.		Roskowski	100%		10/12/2012 (crowd management policy); 1/1/2013 (use-of-force policy)	No further action needed

University of California Civil Disobedience Initiative

| Robinson/Edley | Recommendation #10 | When faced with protesters who are non-aggressively linking arms, and when the event response team has determined that their presence causes an imminent threat to public safety and that a police response is required, police will limit the use of force to that which is objectively reasonable considering the totality of circumstances to maintain public safety, restore order and effect an arrest, if necessary. |

Recommendation Disposition: [Central Lead]
1. Discuss with Steering Committee relative to determination of required physical response and authorization by the administrators.
2. UCOP to review the Incident Command System and use-of-force policies.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Centrally addressed recommendation	100%			No further action needed
UC Davis	The UCD Police Department established a crowd management policy consistent with POST guidelines clearly defining the type of minimal use of force that can be used and when that force can be used. This policy was developed in collaboration between police and community.	Completed	Chief Matt Carmichael	100%			No further action needed
UC Irvine	Both the constructive engagement policy and the police department's crowd management policy include these principles.		Police Department	100%		10/1/2012	No further action needed
UCLA	See actions related to recommendations 7, 8 and 9. Police department will coordinate with designated administrators. Current policies and procedures and all related training materials related to use of force and demonstrations/crowd control are appropriate.		Police Department	100%		9/1/2013	No further action needed
UC Merced	Draft use-of-force policy to chiefs of police, including Use of Force Continuum and appropriate responses for passive and defensive resistance situations.		Rita Spaur	100%	There is now a systemwide policy on the use of force that addresses this issue.		No further action needed
UC Riverside	UCPD chiefs are developing a systemwide crowd management policy that addresses this issue.		UCPD Chiefs	100%	This practice is already in place at UCR. It should be noted that non-aggressive arm linking can quickly change into more aggressive behaviors or actions within seconds. According to Graham v. Connor 490		No further action needed

					U.S. 386 (1989) and Young v. County of Los Angeles (9th Cir. 2011), the courts emphasized that the reasonableness of force used is determined by the severity of the crime at issue, whether the suspect(s) posed an immediate threat to the safety of officers or others, and whether the suspect(s) were actively resisting arrest or attempting to evade arrest by flight. The most important of these factors is whether the individual posed an immediate threat to the officer or the safety of the public.		
UC Santa Barbara	The document "Response to Student Protests at UC Santa Barbara" describes the process by which a strategic decision is made by an administrator by which to communicate this to the police. This has been our campus practice for many years. Additionally, the UCSB Police Department completed training updates around alternative use-of-force pain-compliance techniques in July 2012.	Fall 2012 (document)	Vice Chancellor for Student Affairs and Chief of Police	100%			No further action needed
UC Santa Cruz	Completed by UC Chiefs in response protocol and use-of-force policy.	5/1/2013	Chief Oweis	100%	Implemented	5/1/2013	No further action needed
UC San Diego	The crowd management policy includes these principles.	1/15/2013	Orville King	100%		1/8/2013	No further action needed
UC San Francisco	Crowd management, intervention and control policy approved by Chiefs Council and adopted at campus level.		Roskowski	100%		10/12/2012	No further action needed

University of California Civil Disobedience Initiative

Updated: 19-Nov-2013

Robinson/Edley   **Recommendation #11**   The Chancellor may choose to have a senior administrator on site within viewing distance to communicate immediate situational awareness to the Chancellor and serve as a real-time communication link between the Chancellor and the Chief of Police or police commander at the scene.

Recommendation Disposition: [Central Lead]
1. Discuss with Steering Committee relative to the intent of report versus the operational approach.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Provost, VC Admin and Finance (Protest Response Team cochairs)	100%	UCPD reports to the AVC-BAS, who generally fills this role. Alternate backups are vice chancellors serving on the Protest Response Team.	Winter 2012	No further action needed
UC Davis	This is now an official campus policy.	Completed	Chief Matt Carmichael	100%			No further action needed
UC Irvine	This is part of Event Management Team protocol and is included as part of our operations plan on critical events.		Police and Student Affairs	100%	UCI uses a vertical team concept in which the Dean of Students co-locates with the Police Operations Chief on scene and has direct access to the VCSA. The Police Chief co-locates with the VCSA and the Chancellor's chief of staff in critical events.		No further action needed
UCLA	Currently PD and key administrators frequently work on-site together to coordinate responses. The Incident Response Team formalizes this process.		Police Department	100%		9/1/2013	No further action needed
UC Merced				100%	This recommendation is addressed in our campus Protocol and Event Response Team Charter. Also, see Police Policy 317.2 - http://police.ucmerced.edu/about/department-policies/policy-317		No further action needed
UC Riverside	Incorporate this within the Incident Command System training and Emergency Management Policy Group (EMPG) protocol.		Chancellor's Office and EH&S for incorporation into Incident Response	100%	Assigned contact person/s will observe the event and provide timely updates to UCPD and EMPG designee regarding the status of the protest. Campus Event Response Team (CERT) document may be viewed at UCR Police Website.	CERT document finalized 10/2013	No further action needed

UC Santa Barbara	For over 20 years, it has been the campus practice that Student Affairs administrators are present during student rallies and demonstrations.	1990s	Vice Chancellor for Student Affairs	100%			No further action needed
UC Santa Cruz	Current campus practice for major events. Academic administrators have been identified and trained. Based on the nature of the event, administrators are assigned to be on-site and coordinate with the Emergency Management Policy Group.	5/1/2013	AVC Scott	100%	Operationalized at campus level.	5/1/2013	No further action needed
UC San Diego	Standard practice is to have administrator on-site. Strengthen the "instant" communication between Chancellor/designee, and PD incident commander (administrator on-site is usually near/with PD). A communication protocol needs to be established and adhered to during incidents. Also, suggest using secure radio communication and/or commercial push-to-talk group service. Develop training for alternate senior administrators.	4/15/2013	Gary Matthews and Orville King	100%	It is a current practice for a campus administrator to be identified and on-scene with the police incident commander during acts of civil disobedience.	4/15/2013	No further action needed
UC San Francisco	Crowd management, intervention and control policy approved by Council of Police Chiefs and adopted at campus level.		Roskowski	100%		10/12/2012	No further action needed

University of California Civil Disobedience Initiative

Updated: 19-Nov-2013

Robinson/Edley   **Recommendation #12**   During the course of an event, continuously reassess objectives, and the wisdom of pursuing them, in light of necessary police tactics; seek to pursue only important goals with the minimum force necessary.

Recommendation Disposition: [Campus Lead]
1. Applies to both police and administrators. Campuses need to develop administrative guidelines.
2. UCOP to review to see how the crowd management policy addresses these issues for the police.
3. UCOP to review administrative guidelines for compliance.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Provost, VC Admin and Finance (Protest Response Team cochairs)	100%	This is an established practice. UCB does this with subgroups of the Protest Response Team, adding other participants as appropriate.	Winter 2012	No further action needed
UC Davis	The UCD Police Department established a crowd management policy consistent with the California Commission on Peace Officer Standards and Training (POST) guidelines clearly defining the type of minimal use-of-force that can be used and when that force may be used. This policy was developed in collaboration between police and community.	Completed	Chief Matt Carmichael	100%			No further action needed
UC Irvine	Included as part of the constructive engagement and the crowd management policy.		Police Department	100%	Reinforced in the operations plan for every critical incident.	10/1/2012	No further action needed
UCLA	Already part of police department procedures.		Police Department	100%		9/1/2013	No further action needed
UC Merced				100%	This recommendation is addressed in our campus Protocol and Event Response Team Charter. See Police Policy 317.4 at http://police.ucmerced.edu/about/department-policies/policy-317		No further action needed
UC Riverside	UCPD Systemwide crowd management policy (in progress) and new UCR Emergency Management Plan include these roles and responsibilities.		Chancellor's Office	100%	This practice is in place and has been formalized in the Campus Event Response Team (CERT) document. CERT document may be viewed at the UCR Police Website.	CERT document finalized 10/2013	No further action needed
UC Santa Barbara	This has been the campus practice at UC Santa Barbara for over 20 years and has been codified in the document "Response to Student Protests at UC Santa Barbara."	1990s; fall 2012 (document)	Vice Chancellor for Student Affairs	100%			No further action needed

UC Santa Cruz	Completed by UC Council of Police Chiefs in response protocol and use-of-force policy.	5/1/2013	Chief Oweis	100%	Implemented	5/1/2013	No further action needed
UC San Diego	Currently in UCSD PD Policy section 423 and the UCPD systemwide crowd management, intervention and control policy.		Orville King	100%		10/1/2012	No further action needed
UC San Francisco	Crowd management, intervention and control policy approved by Council of Police Chiefs and adopted at campus level.		Roskowski	100%		10/12/2012	No further action needed

Robinson/Edley   **Recommendation #13**   Absent exigent circumstances and to the extent practicable, the Chancellor or the Chancellor's designee should be consulted prior to commencement of force.

Recommendation Disposition: [Central Lead]
1. Discuss with Steering Committee relative to the role of the Chancellor or the designee.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Provost, VC Admin and Finance (Protest Response Team cochairs)	100%	This is an established practice. UCB does this with subgroups of the Protest Response Team, adding other participants as appropriate.	Winter 2012	No further action needed
UC Davis	Commencement or escalation of force by police is quite rare and does require Chancellor or Chancellor designee approval absent exigent circumstances. This is focused on a mass arrest or protest situation and not normal course of business. This is clearly outlined in UC Davis Police Department policy 425.	Completed	Chief Matt Carmichael	100%			No further action needed
UC Irvine	The Chancellor's designee is the VCSA. The VCSA is the senior administrator on scene with incident command responsibilities. The operation plan for each event includes such direction, provided that circumstances allow for this decision-making process.		Chancellor's Office	100%	When time and circumstances allow, use of force will be authorized by the VCSA and Chancellor unless exigent or emergency circumstances arise or exist.	10/1/2012	No further action needed
UCLA	Campus administrators were provided training in the crowd management policy and the concepts of Incident Command System. The Incident Response Team will discuss and approve force if time permits.		Police Department	100%		9/1/2013	No further action needed
UC Merced				100%	This recommendation is addressed in our campus Protocol and Event Response Team Charter.		No further action needed
UC Riverside	Currently at UCR, these decisions are determined by the Chancellor or, if he is unavailable, by the Provost or a vice chancellor, all of whom are members of the Academic Senate. Importantly, to the extent possible, the Chancellor is always looked to as the ultimate decision maker.		Chancellor's Office	100%	UCR has a chain of command that is followed if the Chancellor is unavailable: Provost, VCBAS, VCSA. However, based on lessons learned from the Kroll Report, final decision-making should reside with the Chancellor whenever possible.		No further action needed

UC Santa Barbara	The Chancellor's designee for protest management is typically the Vice Chancellor for Student Affairs, the Executive Vice Chancellor, or the Associate Vice Chancellor for Administrative Services. The process for police escalation is provided in police policy on Crowd Management, Intervention and Control.	1990s; fall 2012 (document)	Vice Chancellor for Student Affairs				No further action needed
UC Santa Cruz	Current campus practice	5/1/2013	AVC Scott and Chief Oweis	100%	Emergency Management Policy Group advisory to Chancellor. Absent exigent circumstances, Chief consults with Emergency Management Policy Group (EMPG) before action. EMPG consultation includes weighing consequences of intervention and a detailed review of hands-on tactics.	5/1/2013	No further action needed
UC San Diego							No further action needed
UC San Francisco	Crowd management, intervention and control policy approved by Council of Police Chiefs and adopted at campus level.		Roskowski	100%		10/12/2012	No further action needed

Robinson/Edley   **Recommendation #14**   Coordinate in advance of planned demonstrations with other police departments likely to provide assistance.

Recommendation Disposition: [Campus Lead]
1. The campuses indicate that this is ongoing standard practice.
2. UCOP will review the state guidelines for mutual aid.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Chief of Police	100%	This is an established practice.		Work completed
UC Davis	All of the campuses have accepted this as their standard operating procedure for planned events such as Regents meetings or labor or occupy demonstrations if there is enough time to move the troops around. There will now be a specially trained UCPD response team available for these events. Obviously, exigent circumstances will require following state authorized mutual aid compacts. The UC Davis Police Department meets biannually and attends annual tabletop training with mutual aid partners.	Completed	Chief Matt Carmichael	100%			Work completed
UC Irvine	The coordination and planning of multi-agency responses is included in the crowd management policy and is part of the mutual aid response protocols at the county and state levels.		Police Department	100%		10/1/2012	Work completed
UCLA	Currently established practice. We have current MOUs with LAPD and Santa Monica PD that have provisions for crowd management.		Police Department	100%		9/1/2013	Work completed
UC Merced			Rita Spaur	100%	Completed and ongoing; see Police Policy 352: Outside Agency Assistance, at: http://police.ucmerced.edu/about/department-policies/policy-352.	07/17/2013	Work completed

UC Riverside	Current practice at UCR		UCPD Chief	100%	Not always possible to coordinate in advance if a protest arises without warning.		Work completed
UC Santa Barbara	The Chief of Police has executed an MOU with the Santa Barbara Sheriff's Office. This MOU clarifies authority, roles and responsibilities for the campus's neighboring agency to provide mutual aid assistance in the event of civil disobedience.	6/2012	Chief of Police	100%			Work completed
UC Santa Cruz	Completed by UC Council of Police Chiefs in response protocol.	5/1/2013	Chief Oweis	100%	Campus has had substantial experience working with local and UC mutual aid. Current practice. Implemented.	5/1/2013	Work completed
UC San Diego	Currently part of UCSD PD event-planning practice.		Orville King	100%		10/1/2012	Work completed
UC San Francisco	Common practice. Coordination between UC mutual aid partners, SFPD, SF Sheriff and CHP for Regents meetings is common practice.		Roskowski	100%		1/1/2012	Work completed

Robinson/Edley   **Recommendation #15**   Require each campus police agency to seek aid first from other UC campuses before calling on outside law enforcement agencies, except where there is good cause for seeking aid from an outside agency.

Recommendation Disposition: [Campus Lead]
1. Campuses have confirmed that this is existing policy.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Chief of Police	100%	This is an established practice.		Work completed
UC Davis	This is now policy for the UC Davis Police Department. Other UC campuses will be called upon for mutual aid before calling on outside law enforcement agencies.	Completed	Chief Matt Carmichael	100%			Work completed
UC Irvine	This process for obtaining mutual aid from other UC campuses is included in the UC systemwide policy.		Police Department	100%	While each campus does obtain assistance from other campuses in planned events, this cannot be applicable in spontaneous or unplanned events due to lengthy response times and/or limited personnel availability. In these circumstances the Orange County mutual aid policy is enacted.	10/1/2012	Work completed
UCLA	Currently established practice.		Police Department	100%	UCPD officers are always first choice but not always available with multicampus events.	9/1/2013	Work completed
UC Merced			Rita Spaur	100%	See Police Policy 353, at: http://police.ucmerced.edu/about/department-policies/policy-352.	7/17/2013	Work completed
UC Riverside	Current practice at UCR. The UCPD systemwide management policy (in progress) includes these plans, considerations, roles and responsibilities.		UCPD Chief	100%	Not always possible to coordinate responses with other UC campuses, when a protest arises without warning.		Work completed
UC Santa Barbara	Due to the isolated nature of UC Santa Barbara, and depending on the situation, this may not be a feasible option. However, under routine circumstances, requesting UC mutual aid will be the first choice.	6/2012	Chief of Police	100%			Work completed
UC Santa	Completed by UC Council of Police Chiefs in response	5/1/2013	Chief Oweis	100%	Implemented	5/1/2013	Work completed

Cruz	protocol.					
UC San Diego	While UC police departments are a consideration, UCSD currently has mutual aid agreements with County and City of San Diego. Response to demonstrations/disturbances is based on the ability of law enforcement to respond in a timely manner.	Orville King	100%		1/8/2013	Work completed
UC San Francisco	Common practice; mutual aid sought by UC campuses in advance. Emergency mutual aid sought using state of California mutual aid plan.	Roskowski	100%	Current UCSF policy and California Emergency Management Agency administrative procedure	1/1/2012	Work completed

University of California Civil Disobedience Initiative

Updated: 19-Nov-2013

Robinson/Edley   Recommendation #16   Obtain input from members of the campus community (e.g., students, faculty, staff) in the process of hiring campus police officers and promoting or hiring officers for command-level positions within the department.

Recommendation Disposition: [Campus Lead]
1. Current practice by some of the campuses. The campuses are working to make a current practice for officers at all levels.
2. UCOP to review for compliance.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Chief of Police	100%	Campus community input is generally used for selection of sergeants, lieutenants, captains and chief positions.	Current practice	Work completed
UC Davis	Hiring and promotional panels now consist of community members from many areas, including the Associated Students of the University of California, Davis, the Graduate Students Association, faculty and law enforcement command officers.		Chief Matt Carmichael	100%			Work completed
UC Irvine	UCIPD includes members of the staff, faculty and student body in the oral interviews and in town hall presentations of prospective candidates. Student representatives are included in the current interview process for new police officers.		Police Department	100%	Of note, 10 of our 45 full-time employees, including seven of our 30 sworn officers, are UCI graduates and the police department employs another 35 UCI students as our community services officers.	10/1/2012	Work completed
UCLA	Community input has been and will continue to be solicited during forums, workshops, surveys and discussions for developing the ideal attributes of new police officers. Community members currently participate in the selection of all PD supervisory personnel.		Police Department	100%		9/1/2013	Work completed
UC Merced			Rita Spaur	100%	Applicant Screening Panel requires at least two members of the community on the screening panel	07/17/2013	Work completed
UC Riverside	Current practice		UCPD Chief	100%	Current, long-standing practice of engaging key stakeholders in the hiring and promotional processes for command-level positions. UCR will conduct an annual open forum/discussion of UCPD hiring practices	20+-year-old practice	Work completed

					and invite members of the UCR community to participate in dialogue relating to campus practices.		
UC Santa Barbara	This item has been completed and has routinely been the practice of the campus police department.	6/2012	Chief of Police	100%			Work completed
UC Santa Cruz	Completed by chiefs in systemwide policy manual.	5/1/2013	Chief Oweis	100%	Current practice for campus	5/1/2013	Work completed
UC San Diego	This is part of our current practice.	3/1/2013	Orville King	100%		1/8/2013	Work completed
UC San Francisco	Campus community members have been incorporated into the hiring process for sergeants and above for several years. Starting in July 2012, a campus community member has been included in all sworn oral boards.		Roskowski	100%	Input from community members is elicited during the hiring and promotion process for all sworn officers. For open positions of sergeant or higher, candidates are to be interviewed by a civilian board composed of three members of the UCSF community, consisting of UCSF faculty, staff and/or students, as well as by a command board. Candidates for police officer positions are interviewed by a board that includes at least one member of the UCSF community. The UCSF PD hiring process for command-level positions requires interviews with two oral boards: a command board and a community board composed of three members of the UCSF community, faculty, students or staff. The police department makes a determined effort to have a full complement of Community Oral Board members.	7/1/2012	Work completed

University of California Civil Disobedience Initiative

Robinson/Edley **Recommendation #17** Require the Chief of Police on each campus personally to interview and approve all newly hired sworn officers.

Recommendation Disposition: [Campus Lead]
1. This is existing practice.
2. Gold Book has been updated.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Chief of Police	100%	This is an established practice.		Work completed
UC Davis	The UC Davis Police Chief personally interviews and approves all newly hired sworn officers. Hiring and promotional panels now consist of community members from many areas, including the Associated Students of the University of California, Davis, the Graduate Students Association, faculty and law enforcement command officers. Created a police department cadet program to better acquaint members of the student community with police work on campus, expose them to police policies and procedures, and prepare them for potential careers in law enforcement. Over 20 UC Davis undergraduates enrolled in the program. The top three will be sent to a regional law enforcement academy and the top candidate will be hired into the UC Davis police force as a sworn officer. This practice will, over time, increase the department's diversity, promote stronger ties with the student community and make hiring practices more transparent.	100%	Chief Matt Carmichael	100%			Work completed
UC Irvine	All UCIPD prospective employees are personally interviewed by the Chief of Police prior to hiring.		Police Chief	100%	Current practice	10/1/2012	Work completed
UCLA	This has been a long-standing practice as the final step in the hiring process.		Police Chief	100%		4/1/2013	Work completed

UC Merced			Rita Spaur	100%	Police Chief to interview and have the final hiring decision.	7/17/2013	Work completed
UC Riverside	Current practice		UCPD Chief	100%	Current practice		Work completed
UC Santa Barbara	It has been the longtime practice that the Police Chief interviews all sworn new hires.	1990s	Chief of Police	100%			Work completed
UC Santa Cruz	Current campus practice	5/1/2013	Chief Oweis	100%	Current practice	5/1/2013	Work completed
UC San Diego	Current practice on all positions. The Police Chief also directly participates in training, meetings and exit interviews.		Orville King	100%		10/1/2012	Work completed
UC San Francisco	Standard UCSF Police Department practice		Roskowski	100%	Language added to systemwide policy.	1/1/2012	Work completed

University of California Civil Disobedience Initiative							*Updated: 19-Nov-2013*

University of California Civil Disobedience Initiative *Updated: 19-Nov-2013*

Robinson/Edley **Recommendation #18** Review UC police compensation practices to ensure that compensation is sufficiently competitive to attract and retain highly qualified officers and police leaders.

Recommendation Disposition: [Central Lead]
1. There is a known problem, and a compensation survey has been completed. No overall strategy to address this has been developed. View this as system issue to be addressed centrally by UC Human Resources. Raised with HR Labor Relations (Peter Chester).

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			UCOP				No further action needed
UC Davis	N/A	N/A	UCOP	N/A			No further action needed
UC Irvine			UCOP		UCIPD officers are currently paid 10% less than the current UCOP salary survey for the OC market		No further action needed
UCLA			UCOP / Labor Relations				No further action needed
UC Merced			Rita Spaur		UCOP responsibility		No further action needed
UC Riverside	Current practice		Chancellor's Office and UCOP	100%			No further action needed
UC Santa Barbara	The Chief of Police is keenly aware of this challenge and is working with the Associate Vice Chancellor of Administration, Director of Human Resources and the UCOP Labor Relations Manager to find appropriate resolutions.		UCOP, AVC-VCAD, Chief of Police				No further action needed
UC Santa Cruz			UCOP		No campus action		No further action needed
UC San Diego							No further action needed

UC San Francisco	Market surveys completed as part of the Federation of University Police Officers Association contract negotiations.	UCOP	No further action needed

University of California Civil Disobedience Initiative

Updated: 19-Nov-2013

Robinson/Edley   **Recommendation #19**   Increase training of campus police officers in the areas of crowd management, mediation, and de-escalation of volatile crowd situations.

Recommendation Disposition: [Campus Lead]
  1. Campuses are to conduct the training and record at the campus level.
  2. UCOP to ensure compliance. Determine if mediation training in particular has been done. May have to provide guidance on what is included in the mediation training.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Chief of Police	100%	Completed. Annual weaponless defensive tactics training (WDT), 16 hours; initial officer orientation training (WDT/crowd control/mass arrest), 32-40 hours; annual crowd control/mass arrest training, 4-6 hours. Special Response Unit gets an additional 10 hours of crowd control/mass arrest training quarterly.	Long-standing practice	Work completed
UC Davis	UC Davis has adopted the new UCPD policy on crowd management, intervention and control. The policy highlights the importance of safeguarding constitutional rights and the First Amendment and provides an outline of basic steps to be taken and/or considered by the UC Davis Police Department in the management of demonstrations. In addition, Chief Carmichael continues to receive input on the policy from the campus community and the ACLU. UC Davis Police have reviewed internal processes and procedures and have participated in NIMS/SEMS trainings and documentation protocols. UC Davis protocols for use-of-force reporting and investigation are complete, including a three-year review of use-of-force statistics for both the Davis and Sacramento campuses.	Completed	Chief Matt Carmichael	100%			Work completed
UC Irvine	Training for all UCIPD police officers was completed in 2012. Additional training completed in 2013.		Police Department	100%		12/31/2012	Work completed
UCLA	All officers receive a high level of training. Routinely review training during pre-event planning.		Police Department	100%		9/1/2013	Work completed

UC Merced			Rita Spaur	100%	UC Merced has worked to ensure that campus police officers are up to date in their POST training as well as needed soft-hands training since issuance of the Robinson/Edley Report.		Work completed
UC Riverside	UCR will formally document its substantive training efforts and will add additional training as required.		UCPD Chief	100%	Officers are assigned to a systemwide Special Response Team (SRT), which provides ongoing training (~40 hours in calendar year 2012, per SRT officer), some with local sheriff's and CHP departments. Crowd control and use-of-force training for all officers (January 2012). Crowd control and mass arrest/defensive tactic training (September 2012). UCPD Chiefs discuss common approaches during joint meetings. UCR police officers receive refresher training in crowd management and de-escalation techniques prior to any large potentially volatile event.	Ongoing	Work completed
UC Santa Barbara	The Chief of Police increased the amount and range of training as it pertains to crowd management, mediation and de-escalation techniques. The first major delivery was July 2012.	Ongoing	Chief of Police	100%			Work completed
UC Santa Cruz	Completed by Police Chief	8/1/2013	Chief Oweis	100%	Training completed. Ongoing training being provided.	12/1/2013	Work completed
UC San Diego	Enhance, where possible, current level of training for officers. Officers receive biannual training in tactical communications as required by California Commission on Peace Officer Standards and Training (POST). Patrol sergeants have recently attended LASO crowd management training. Command staff attended POST crowd management seminar in March 2012. We continue to review course offerings.		Orville King	100%	De-escalation techniques are an important component of our training of police as well senior leadership. Our goal has been for many years to utilize support staff other than police in matters that are not police matters initially. Student Affairs staff as well as student staff are used to diffusing issues and or concerns prior to escalation. Our events management protocol provides for collaborative assessment of known demonstrations and issues. Labor relations, ombuds and other trained staff are directly involved with managing the scene and assisting in de-escalation prior to direct police involvement.	10/1/2012	Work completed
UC San Francisco	Crowd control training has been presented on an annual basis since 2011 and includes Regents meeting crowd control review, crowd management and specialized training.		Roskowski	100%	Crowd control training at UCSF PD is extensive and well-documented. Training on the use-of-force continuum, including the use of verbal orders and communication to de-escalate tense situations, is covered in the POST tactical communications training, conducted bi-annually. Further training on	1/1/12 and ongoing	Work completed

	use of force escalation/de-escalation is covered annually as part of baton and chemical weapons training and during range training. With regard to mediation, because police are not mediators, UCSF PD does not conduct training in mediation techniques.

University of California Civil Disobedience Initiative

Updated: 19-Nov-2013

Robinson/Edley   **Recommendation #20**   Create specialized response teams with additional training in crowd management, mediation and de-escalation techniques at the systemwide level.

Recommendation Disposition: [Central Lead]
1. Campuses are to conduct training in coordination with the Council of Police Chiefs and record at the local campus level.
2. UCOP should review special response policy (SRT).

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Centrally addressed recommendation				No further action needed
UC Davis	N/A	N/A	UCOP	N/A			No further action needed
UC Irvine	SRT is currently in the planning stages with the selection of members and development of the training plan and equipment inventory.		UC Chiefs				No further action needed
UCLA	SRT has been established. Training has occurred, and additional training is scheduled.		Police Chiefs	100%		9/1/2013	No further action needed
UC Merced	SRT coordinators selected. Commander candidates nominated. SRT policy draft to Chief of Police for review.		UCOP working with Police Chiefs		UCOP responsibility		No further action needed
UC Riverside	UCPD is in the process of creating a systemwide response team.		UCPD Chief	N/A			No further action needed
UC Santa Barbara	This item is being finalized by the University of California Council of Police Chiefs.		UC Council of Police Chiefs				No further action needed
UC Santa Cruz	Completed by Council of Police Chiefs. Coordinators and commanders selected.	5/1/2013	Chief Oweis	100%		8/1/2013	No further action needed
UC San Diego	SRT policy developed; commanders selected; training through LA Sheriff's Office completed for most SRT members.	4/15/2013	Council of Chiefs	100%		1/8/2013	No further action needed
UC San	SRT coordinators and commanders selected. SRT policy approved by Council of Police Chiefs and	3/30/2013	Roskowski	100%	Systemwide policy approved by Council of Police Chiefs. Policy adopted and distributed	2/14/2013	No further action needed

Francisco	adopted at campus level.	as Special Order to UCSF Police Staff. Team leader selection completed (Captain Mike Denson and Lieutenant Barney Rivera are among the systemwide leadership team). Team selection completed. UCSF team members trained in low-profile arrest techniques while systemwide training and equipment acquisition is under development.

University of California Civil Disobedience Initiative

Robinson/Edley   **Recommendation #21**   Establish a regular program for joint trainings, briefings, and scenario planning with law enforcement agencies on which each campus police department is likely to call for assistance or mutual aid.

Recommendation Disposition: [Campus Lead]
1. Campuses to hold programs and record at the campus level. Report back to UCOP on what training took place and who it was done with.
2. UCOP to review to confirm compliance.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Chief of Police	100%	Have instituted with Berkeley Police Department, Alameda County Sheriff's Office and sister campuses		Work completed
UC Davis	First mutual aid tabletop exercise held. UC system creating a UC Systemwide Response Team, of which we are a part. This team will host joint trainings. Still in process. Mutual aid procedures manual detailing department approach to mutual aid (UCDPD Policy 425).	Completed	Chief Matt Carmichael	100%			Work completed
UC Irvine	All preplanned events include joint training and briefing as part of the operational plan.		Police Department	100%		10/1/2012	Work completed
UCLA	Currently established practice with many local agencies. UCLA PD is bound by the California mutual aid protocols.		Police Department	100%		9/1/2013	Work completed
UC Merced			Rita Spaur		Training is conducted annually.		Work completed
UC Riverside	Current practice at UCR. UCPD annually invites local agencies to participate in critical incident response training and scenarios for our campus setting.		UCPD Chief	100%	Officers are assigned to systemwide Special Response Team (SRT), which provides ongoing training (~40 hours in calendar year 2012, per SRT officer), some with local sheriff's and CHP departments. Crowd control and use-of-force training for all officers (January 2012). Crowd control and mass arrest/defensive tactic training (September 2012). UCPD Chiefs discuss		Work completed

					common approaches during joint meetings. UCR police receive refresher training in crowd management and de-escalation techniques prior to any large potentially volatile event.		
UC Santa Barbara	The Chief of Police has initiated an MOU that governs the roles and responsibilities associated with the neighboring law enforcement agency. In addition, mutual scenario-based training and major events are discussed, exercised and conducted in a collaborative manner on an ongoing basis.		Chief of Police	100%			Work completed
UC Santa Cruz	Current campus practice. Additional training being scheduled.	8/1/2013	Chief Oweis	100%	Training completed. Command leadership (captains, sergeants) meetings occur on a monthly basis between the UC Santa Cruz Police Department and Santa Cruz County law enforcement agencies (sheriff, city police, CHP, Watsonville, Capitola, Scott's Valley, Coast Guard, State Parks, Cal Emergency Management Agency, etc.) to discuss issues and concerns and to plan for major events on campus and within the City and County of Santa Cruz.	12/1/2013	Work completed
UC San Diego	Ad hoc training and briefings occur on a periodic/ongoing basis; they are usually event focused. Monthly meeting established w/SDPD command.	1/15/2013	Orville King	100%	Mutual aid	1/8/2013	Work completed
UC San Francisco	Joint training with mutual aid partners occurs on a regular basis.		Roskowski	100%	UCSF Police Department participated in joint training with its mutual aid partners – SFPD, San Francisco Sheriff's Department, Sacramento PD, CHP and other UC police departments – as a way of improving understanding of others forces' way of working and communicating and as an opportunity to share knowledge. In advance of every Regents meeting, joint training is conducted with law enforcement personnel covering the event, from all agencies involved. A good example: In May 2013, UCSF PD, SFPD, CHP and Sacramento PD participated in mock arrest and demonstration exercises in preparation for the Regents meeting to be held in Sacramento the same month. Beginning in 2013, SRU teams from UCSF will meet and train with SRU teams from other UC campuses on a regular basis. Six UCSF PD officers participated in Urban	1/1/2012	Work completed

	Shield in October 2012. In 2012, detectives from the UCSF PD attended North County Investigators' meetings, which bring together detectives from San Francisco and Northern SF Peninsula law enforcement agencies. In 2011, the UCSF PD police force participated in crowd control training conducted by SFPD.

University of California Civil Disobedience Initiative

Updated: 19-Nov-2013

Robinson/Edley **Recommendation #22** Implement formal training of administrators, at the system and campus levels, in the areas of crowd management, mediation, de-escalation techniques, the Incident Command System and police force options, to be refreshed annually.

Recommendation Disposition: [Central Lead]
1. Chiefs conduct training on campuses regarding the new crowd management policy.
2. Working with the US Navel Center for training. Coordination to be done centrally.
3. EOC policy group training on the Marsh Protocol.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			UCOP	100%	A UCB-sponsored training for senior administrators was held. Participants included: the Chief of Police, the Provost, the VC Administration and Finance, the VC Student Services, the AVC Business and Admin Services, and other Protest Response Team members as available. Separate trainings were provided through UCOP in 2013.		No further action needed
UC Davis	The Federal Emergency Management Agency's training "Introduction to the Incident Command System, ICS-100 for Higher Education" was completed by all members of the Council of Vice Chancellors and the Event and Crisis Management Team (40 individuals in all), and a separate course in event management training and participation in a series of trainings to improve understanding of the NIMS/SIMS vernacular and decision-making processes was completed. The entire police department has attended training in alternative-force methods known as "soft hands." All of the police departments in the system have attended the training, but UC Davis is the only police department to ensure that all the officers attended the training. The UC Davis Police Department command staff also completed the POST incident management training.	Completed	Chief Matt Carmichael	100%			No further action needed
UC Irvine		3/31/2013	Police Department	100%	Training has been conducted at the command level. Training in Incident	3/31/2013	No further action needed

					Command System and CEPG policies was completed for Chancellor's Cabinet in March 2013		
UCLA	Formal training for senior campus administrators was conducted.		Police Department	100%		6/20/2013	No further action needed
UC Merced				100%	UC Merced senior administrators participated in the training held at the Claremont, and 15 other staff participated in the training offered by UCOP and held in Northern and Southern CA.	7/17/2013	No further action needed
UC Riverside	Members of the Executive Management Policy Group (EMPG) have been trained about Incident Command System (ICS). The Chancellor, Provost, Associate Chancellor and VCUA have been trained on specific techniques. Please note that training related to crowd management dynamics can more specifically be incorporated into training.		UCPD and EH&S	100%	Additional training for other campus leaders will be implemented. Please note that UCPD systemwide management policy (in progress) includes these topics (training of administrators), considerations, roles and responsibilities. UCR has established an Executive Management Policy Group (EMPG), which is the executive-level oversight and strategic decision-making body for UC Riverside during a crisis situation. EMPG performs the role of the Executive Policy Group in the Incident Command System. UCR has provided training (June 2013) to this group and has formalized campus crisis response within an emergency/crisis management planning tool (known as the EMPG Flipchart).	Ongoing	No further action needed
UC Santa Barbara	At the campus level, the Vice Chancellor for Student Affairs, in collaboration with the Associate Vice Chancellor for Administrative Services and the Chief of Police, is establishing an annual schedule of training for administrators. The training will address crowd management, mediation, de-escalation techniques and use-of-force options available for law enforcement. Campus personnel continue to receive training with the Incident Command System.	6/2013	Vice Chancellor for Student Affairs, Vice Chancellor for Administration, Chief of Police	100%			No further action needed
UC Santa Cruz	Preliminary training provided in spring 2012. Additional training pending.	8/1/2013	AVC Scott and Chief Oweis	100%	Additional training scheduled for fall 2013.	12/1/2013	No further action needed
UC San Diego	Emergency Manager in conjunction with police to develop training.	4/15/2013	Phillip Van Saun	100%	Senior administrators were provided training on police response to acts of civil disobedience on campus, to include crowd management, mediation, de-escalation, the Incident Command System and police force options as an element of the crisis management workshop conducted for the Executive Police Group. Refresher training will be provided annually.	1/8/2013	No further action needed

University of California Civil Disobedience Initiative   *Updated: 19-Nov-2013*

Robinson/Edley   **Recommendation #23**   Conduct simulations jointly with campus administrators and campus police to rehearse responses to civil disobedience scenarios.

Recommendation Disposition: [Campus Lead]
1. Conduct a single test that is done with conjunction with Risk Management.
2. Provide model scenarios for campuses.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			UCOP		See Recommendation 22, above.		Work completed
UC Davis	Simulations conducted.	Completed	Emergency Manager Nick Crossley	100%			Work completed
UC Irvine	Completed in September 2011		Police Department	100%		10/1/2012	Work completed
UCLA	A simulation exercise was conducted on October 2, 2012, with top campus administrators.		Emergency Management	100%		10/2/2012	Work completed
UC Merced	Joint training exercises between administration and campus police have been conducted annually at UC Merced. In spring 2013 held the annual exercise on a civil disobedience scenario.		Event Response Team	100%		Oct 2013	Work completed
UC Riverside	Planning is under way to develop such simulations, which will be scheduled periodically with the Executive Management Policy Group.		UCPD and EH&S	100%	UCR has established an Executive Management Policy Group (EMPG) which is the executive-level oversight and strategic decision-making body for UC Riverside during a crisis situation. EMPG performs the role of the Executive Policy Group in the Incident Command System. UCR has provided training (June 2013) to this group and has formalized campus crisis response within an emergency/crisis management planning tool (known as the EMPG Flipchart).		Work completed

UC Santa Barbara	In November 2012, the Associate Vice Chancellor and the Chief of Police designed and conducted a simulation-based exercise (TTX). Administrators and members of the EOC participated and external agencies evaluated the campus response to an incident of civil disobedience.	11/2012	Vice Chancellor for Student Affairs, Vice Chancellor for Administration, Chief of Police	100%			Work completed
UC Santa Cruz	Preliminary training provided in spring 2012. Additional training pending.	8/1/2013	AVC Scott and Chief Oweis	100%	Additional training scheduled for fall 2013.	12/1/2013	Work completed
UC San Diego	Emergency Manager, in conjunction with police, to develop training.	4/15/2013	Garry MacPherson	100%	Van Saun and King have developed and will schedule a response to an act of civil disobedience simulation for campus administrators. Tabletop exercise conducted.	7/15/2013	Work completed
UC San Francisco			UCOP and UCSF	100%	Each year, UCSF PD plans and provides security for six Regents meetings, each being a potential, and often actual, venue for civil disobedience. With real-life situations being handled on a regular basis, mock rehearsals are considered unnecessary.	10/12/2012	Work completed

Robinson/Edley   **Recommendation #24**   Make every reasonable attempt to identify and contact members of the demonstration group—preferably one or more group leaders—in advance of the demonstration to establish lines for communication.

Recommendation Disposition: [Campus Lead]
1. Campuses have made this a standard practice.
2. UCOP to ensure compliance. Try to identify how much is police contact and/or administrator contract.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Protest Response Team (PRT)	100%	This is an established practice. As we discuss possible upcoming protests in the PRT, we determine who best should reach out to identify the leaders of the protest group(s). For student protests, this is generally the Dean of Students, and he will also work through the student groups he interacts with to try to identify the leaders of non-affiliated groups as well. For union protests, Labor Relations takes the lead. We sometimes also use deans or department chairs, as in the occupation of the Gill Tract or the Anthropology Library. The approach is to identify who in the administration is likely to have the best contacts in any given instance. The PRT charter includes language on communications.	Long-standing practice. Deans, faculty and chairs used widely, beginning in January 2012.	Work completed
UC Davis	UC Davis formed an Engagement Team comprised of three individuals, each with advanced training in group processes, dispute and conflict resolution, and negotiations. These individuals may meet with protestors individually or in teams to communicate alternative means of communications and resolutions to issues. This is clearly required in UC Davis Police Department policy 425.	Completed	Chief Matt Carmichael	100%			Work completed
UC Irvine	The UCI Event Management Team directs this effort, and it is included as part of EMT policy.		Police and Student Affairs	100%	Refer to Event Management Team policy.	10/1/2012	Work completed
UCLA	This is currently part of our protocol. When Student Affairs receives notification of a potential		Student Affairs	100%		Past practice for 15-20 years	Work completed

	demonstration, Student Affairs staff will reach out to organizers and seek to develop a relationship with them and assist, when possible, in helping them to carry out their action in the safest manner. Student Affairs and PD have worked closely for decades and share all information.						
UC Merced	Designated leads to respond: graduate students — Vice Provost and Dean for Graduate Education; undergraduate students — Vice Chancellor for Student Affairs and Dean of Students; faculty — Provost and EVC and deans; staff — Vice Chancellor for Administration and AVC for Human Resources.		Student Affairs staff; HR if staff demonstration	100%	This has been our practice to date and is documented in the Campus Protocol for Peaceful Assembly or Protest. Police Policy 317.2: Demonstrations has some references of assigning administrators.	7/17/2013	Work completed
UC Riverside	Current practice		Chancellor's Office, VCSA, Labor Relations, UCPD Chief	100%	For scheduled events, UCR has a time, place and manner procedure/process, including access to professional staff that enables faculty, staff and students to plan events in a fashion that accommodates protests within the law and campus policy. If possible, appropriate members of the Campus Event Response Team (CERT) will establish dialogue with organizers as soon as reasonably possible, to develop a common understanding of how the event can occur in a safe and peaceful manner. CERT document may be viewed at UCR Police Website.	CERT document finalized October 2013	Work completed
UC Santa Barbara		Long-standing practice	Vice Chancellor for Student Affairs, Vice Chancellor for Administration, Chief of Police	100%	UCSBPD brochure available at: http://www.police.ucsb.edu/files/docs/pd_freedom_of_speech.pdf. In addition, UCSBPD General Order (CMIC), section 2.2 provide guidance and clarity for UCPD personnel to meet with event/demonstration planners and establish a rapport.	7/2013	Work completed
UC Santa Cruz	Completed by UC Council of Police Chiefs in response protocol. Current campus practice.	8/1/2013	AVC Scott and Chief Oweis	100%	Incorporated into UCSC Demonstration Operations Team charge.	9/1/2013	Work completed
UC San Diego	Currently attempt contact via Student Affairs or Labor Relations, or directly via PD as situation dictates.		Gary Matthews	100%	Event Management Team charter developed; Demonstration Decision Response Checklist in place.	10/1/2012	Work completed
UC San Francisco	Addressed in crowd management, intervention and control policy approved by Council of Police Chiefs and adopted at campus level.		Roskowski	100%	Section 2.2 of Special Order #12-02 — Crowd Management, Intervention and Control suggests meeting with event organizers, advocacy groups, stakeholders and potential protest groups in advance of a preplanned event. The Special Events Lieutenant is responsible for contacting leaders of the demonstration group in advance of a demonstration in order to establish lines of communication and will generally do so via	10/12/2012	Work completed

	email or, if that fails, via face-to-face interaction at the event.

University of California Civil Disobedience Initiative

Updated: 19-Nov-2013

Robinson/Edley   **Recommendation #25**   Inform protesters, in advance of the event, of the availability of alternative avenues for communication of their concerns or proposals.

Recommendation Disposition: [Campus Lead]
1. Campuses indicate that they have made this a standard practice.
2. UCOP to confirm compliance.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Protest Response Team	100%	This is an established practice. The Dean of Students has traditionally worked with student protest leaders to facilitate a peaceful event and also clearly communicate expectations about time, place and manner (TPM). Labor Relations fills this role for protests involving labor unions, coordinating if they want to deliver petitions (for example) to the administration. Administrators and police will also hand out TPM information cards.		Work completed
UC Davis	Information and available avenues for communication will be conveyed by the Engagement Team (see Recommendation 24).	Completed	Chief Matt Carmichael	100%			Work completed
UC Irvine	The UCI Event Management Team (EMT) directs this effort, and it is included as part of EMT policy.		Police and Student Affairs	100%		10/1/2012	Work completed
UCLA	This is currently part of our protocol. Depending on the situation, Student Affairs will have staff notify protestors of alternative ways of communication, such as having student activities staff receive demands directed to the Chancellor and/or other campus administrators. As part of our adviser/advisee process, we strive for ongoing communications with student groups that feel disenfranchised and may be inclined to express their concerns through protest or civil disobedience.		Student Affairs	100%		Past practice for 15-20 years	Work completed
UC Merced	Designated leads to respond: graduate students — Vice Provost and Dean for Graduate Education; undergraduate students — Vice Chancellor for		Student Affairs staff; HR if staff demonstration	100%	Merced College Professor Lyle Davis is a trained and experienced mediator. He recently retired and has agreed to provide		Work Completed

	Student Affairs and Dean of Students; faculty — Provost and EVC and deans; staff — Vice Chancellor for Administration and AVC for Human Resources.				mediation services to UC Merced as needed. He will be under contract and will be available if the Chancellor or other senior administrator believes a mediator could assist with communication or identification of concerns or issues between protesters and campus leadership.		
UC Riverside	Current practice by Chancellor's Office and/or VCSA		VCSA, Labor Relations, Chancellor's Office	100%	For scheduled events, UCR has a time, place and manner procedure/process, including access to professional staff, which enables faculty, staff and students to plan events in a fashion that accommodates protests within the law and campus policy. If possible, appropriate members of the Campus Event Response Team (CERT) will establish dialogue with organizers as soon as reasonably possible, to develop a common understanding of how the event can occur in a safe and peaceful manner. CERT document may be viewed at UCR Police Website. UCR engaged (June 2013) in a tabletop emergency/crisis management exercise (Chancellor, Provost, and EMPG) with the goal of optimizing how UCR might respond to events that could lead to civil disobedience.	CERT document finalized 10/2013	Work completed
UC Santa Barbara		Long-standing practice	Vice Chancellor for Student Affairs, Vice Chancellor for Administration, Chief of Police	100%	In addition to effective efforts made by Student Affairs, the UCPD also engages with students and groups to discuss alternatives to a demonstration. This is often done through routine meetings and other opportunities on a frequent and consistent basis. This is outlined in the UCSBPD General Order (CMIC), section 2.2, and has been the long-standing practice.	7/2013	Work completed
UC Santa Cruz	Completed by UC Council of Police Chiefs in response protocol. Current campus practice.	8/1/2013	AVC Scott and Chief Oweis	100%	Incorporated into UCSC Demonstration Operations Team charge.	9/1/2013	Work completed
UC San Diego	The UCI Event Management Team directs this effort, and it is included as part of EMT policy.		Police and Student Affairs	100%	Refer to Event Management Team policy.	10/1/2012	Work completed
UC San Francisco	Addressed in crowd management, intervention and control policy approved by Council of Police Chiefs and adopted at campus level.		Roskowski	100%	Section 2.2 of Special Order #12-02 — Crowd Management, Intervention and Control suggests meeting with event organizers, advocacy groups, stakeholders and potential protest groups in advance of a preplanned event. The Special Events Lieutenant will contact the protesters prior to an event to discuss alternatives to a demonstration.	10/12/2012	Work completed

University of California Civil Disobedience Initiative

Robinson/Edley   **Recommendation #26**   Pursue a dialogue between administration officials and the demonstration group about protest objectives and applicable rules for campus protest.

Recommendation Disposition: [Campus Lead]
1. Campuses indicate that they have made this a standard practice.
2. UCOP to confirm compliance.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Protest Response Team	100%	See Recommendation 25, above.		Work completed
UC Davis	The campus engagement team was assigned this duty.	Completed	Senior Executive Director Gary Sandy	100%			Work completed
UC Irvine	The UCI Event Management Team directs this effort, and it is included as part of EMT policy.		Police and Student Affairs	100%	Refer to Event Management Team policy.	10/1/2012	Work completed
UCLA	This is currently part of our protocols, but it is only effective when the demonstration group is willing to engage in a dialogue. Our practice is to give a copy of the police protocol and applicable rules for protesting to protest representatives in the hope of developing a dialogue and being as supportive as we can.		Student Affairs	100%		This was implemented in approximately January 2011.	Work completed
UC Merced	Designated leads to respond: graduate students — Vice Provost and Dean for Graduate Education; undergraduate students — Vice Chancellor for Student Affairs and Dean of Students; faculty — Provost and EVC and deans; staff — Vice Chancellor for Administration and AVC for Human Resources.		Student Affairs staff; HR if staff demonstration	100%	This has been our practice to date and is documented in the Campus Protocol for Peaceful Assembly or Protest. Police Policy 317.2: Demonstrations has some references to communicating with the demonstration group.	7/17/2013	Work completed
UC Riverside	Current practice by Chancellor's Office and/or VCSA		VCSA	100%	Campus Event Response Team (CERT) document may be viewed at UCR Police Website	CERT document finalized 10/2013	Work completed

UC Santa Barbara		Long-standing practice	Vice Chancellor for Student Affairs, Vice Chancellor Administration, Chief of Police	100%	In addition to effective communication with protest groups and students, there are also a variety of resources available on the UCPD's website: http://www.police.ucsb.edu/resources/freedom-expression.	7/2013	Work completed
UC Santa Cruz	Completed by UC Council of Police Chiefs in response protocol. Current campus practice.	8/1/2013	AVC Scott and Chief Oweis	100%	Incorporated into UCSC Demonstration Operations Team charge.	9/1/2013	Work completed
UC San Diego	Student Affairs, Labor Relations and/or campus ombuds handles this currently.		Gary Matthews	100%	Event Management Team charter developed; Demonstration Decision Response Checklist in place.	7/1/2013	Work completed
UC San Francisco	Addressed in crowd management, intervention and control policy approved by Council of Police Chiefs and adopted at campus level.		Roskowski	100%	Section 2.2 of Special Order #12-02 — Crowd Management, Intervention and Control suggests meeting with event organizers, advocacy groups, stakeholders and potential protest groups in advance of a preplanned event. The Special Events Lieutenant, acting as a representative for the administration, is responsible for contacting protesters in advance of the event to open up dialogue.	10/12/2012	Work completed

Robinson/Edley	**Recommendation #27**	In all cases, the most appropriate representative—faculty, administrator, police representative, mediator—should be designated by the event response team as the primary university representative communicating during a protest.

Recommendation Disposition: [Central Lead]
1. Discuss with Steering Committee relative to the role of the administrator or faculty members.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Protest Response Team (PRT)	100%	We employed this approach extensively during the spring and fall of 2012. As noted above, the Dean of the College of Natural Resources and the Chair of Anthropology were the communication leads for the protests at the Gill Tract and in the Anthropology Library. The Vice Chancellor for Equity and Inclusion was the contact for the Nov 2012 occupation of Eschelman Hall over Multicultural Student Development (MSD). The Campus Librarian and faculty members of the PRT were the primary communicators when Occupy protesters pitched tents on the stairs of the Library. We found this approach an effective way to communicate without escalating the situation.	Long-standing practice. Deans, faculty and chairs employed widely, beginning in January 2012.	Work completed
UC Davis	The Engagement Team serves as the primary university representatives assigned to communicate with protestors during a demonstration.	Completed	Senior Executive Director Gary Sandy	100%			Work completed
UC Irvine	The UCI Event Management Team directs this effort, and it is included as part of EMT policy.		Police and Student Affairs	100%		10/1/2012	Work completed
UCLA	This is currently part of our protocol. Student Affairs has responsibility for this function. They are trained to serve in this role and as a first point of contact. Student Affairs staff acts as a conduit between police and protestors.		Student Affairs	100%		Past practice for 15–20 years.	Work completed
UC Merced	Designated leads to respond: graduate students — Vice Provost and Dean for Graduate Education; undergraduate students — Vice Chancellor for Student Affairs and Dean of Students; faculty —		Chancellor Leland	100%	This has been our practice to date and is documented in the Campus Protocol for Peaceful Assembly or Protest. Police Policy 317.2: Demonstrations has some references	07/17/2013	Work completed

	Provost and EVC and deans; staff — Vice Chancellor for Administration and AVC for Human Resources.				of assigning administrator.		
UC Riverside	Current practice. VCSA, Labor Relations and/or Chancellor's Office act as representatives and communicate with protestors.		Chancellor's Office	100%	UCPD is also responsible for the safety of administrators/faculty who may be tasked with contacting protestors. Campus Event Response Team document may be viewed at UCR Police Website.	CERT document finalized 10/2013	Work completed
UC Santa Barbara		Long-standing practice	Vice Chancellor for Student Affairs and Vice Chancellor Administration	100%	This is and has always been the case.	7/2013	Work completed
UC Santa Cruz	Completed by UC Council of Police Chiefs in response protocol. Current campus practice.	8/1/2013	AVC Scott and Chief Oweis	100%	Incorporated into UCSC Demonstration Operations Team charge.	9/1/2013	Work completed
UC San Diego	Student Affairs, Labor Relations and/or campus ombuds handles this currently.		Gary Matthews	100%	Event Management Team charter developed; Demonstration Decision Response Checklist in place.	7/1/2013	Work completed
UC San Francisco	Reviewed. UCSF will assign the communication representative appropriate to the emergency, engaging the incident commander and Chancellor in the decision.	6/30/2013	Chancellor, Roskowski	100%	Following its incident command protocol, UCSF determines the communication liaison appropriate to the type of demonstration — sometimes it's a labor relations manager, other times it is a police representative, and still others a senior campus administrator — depending on the subject and nature of the demonstration. The existing protocol is practical and works for the campus.	2/14/2013	Work completed

University of California Civil Disobedience Initiative

Updated: 19-Nov-2013

Robinson/Edley   **Recommendation #28**   Campuses should choose to have senior administrators present and visible during protests unless the event response team believes the senior administrators' presence could exacerbate the situation.

<u>**Recommendation Disposition:**</u> [Central Lead]
1. Discuss with Steering Committee relative to role of the administrator.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Protest Response Team	100%	This is an established practice.		Work completed
UC Davis	This has been established as campus policy.	Completed	Senior Executive Director Gary Sandy	100%			Work completed
UC Irvine	The UCI Event Management Team directs this effort, and it is included as part of EMT policy.		Police and Student Affairs	100%		10/1/2012	Work completed
UCLA	One of the following individuals — Vice Chancellor for Student Affairs, Associate Vice Chancellor for Student and Campus Life, or Executive Director for Recreation and Campus Life — will be present during protests.		Campus admin and Student Affairs	100%		9/1/2013	Work completed
UC Merced			Student Affairs staff; HR if staff demonstration	100%	This has been our practice to date and is documented in the Campus Protocol for Peaceful Assembly or Protest. The Police Policy 317.2: Demonstrations has some references of assigning administrator.	07/17/2013	Work completed
UC Riverside	Current practice is to utilize members of the Chancellor's Office, VCSA or Labor Relations as liaisons with protestors. They have adequate understanding and overall sensitivity to the university's mission/values.		Chancellor's Office	100%	UCPD is also responsible for the safety of administrators/faculty who may be tasked with contacting protestors. Campus Event Response Team (CERT) document may be viewed at UCR Police Website.	CERT document finalized 10/2013	Work completed
UC Santa Barbara	It has been the longtime practice for senior administrators to be on the front line at demonstrations.	Long-standing practice	Vice Chancellor for Student Affairs and Vice Chancellor for Administration	100%	This is and has always been the case.	7/2013	Work completed
UC Santa	Completed by UC Council of Police Chiefs in response	8/1/2013	AVC Scott and	100%	Incorporated into UCSC Demonstration	9/1/2013	Work completed

Cruz	protocol. Current campus practice.	Chief Oweis		Operations Team charge.		
UC San Diego	In place	Gary Matthews	100%	Event Management Team charter developed; Demonstration Decision Response Checklist in place.	10/1/2012	Work completed
UC San Francisco	Implemented in November 2011 and part of regular protocol.	Chancellor, Plotts	100%	Threshold level of protest activity determined in consultation with the senior administrator, Chief of Police and Chancellor.	1/1/2012	Work completed

University of California Civil Disobedience Initiative   *Updated: 19-Nov-2013*

Robinson/Edley   **Recommendation #29**   Make every reasonable attempt to establish a communication link with identified leaders or sponsors of the event; for leaderless groups, communicate broadly to the group as a whole (through social media and otherwise) until relationships form.

Recommendation Disposition: [Campus Lead]
1. Campuses have made this a standard practice or are working to implement it as a standard practice.
2. UCOP to review to ensure compliance.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Protest Response Team/Chief of Police	100%	UCPD makes personal contact with groups as they assemble and throughout the demonstration. When leaderless groups form, UCPD monitors social media to determine if leaders emerge and to gather information about the purpose/intent of the demonstrators. On the Berkeley campus, we prefer to have the initial point of contact come from the Office of the Dean of Students. Communication with leaderless groups has been most effective using strong and clear PA systems, which UCPD has available 24/7. In addition, Public Affairs posts daily to the campus Facebook and Twitter accounts. They monitor and assess other social media outlets to scan the sentiments of campus stakeholders and then use the tools to respond, if appropriate.	Long-standing practice	Work completed
UC Davis	The Engagement Team engages with potential leaders, contacts members of specific organizations, performs extensive outreach to club members and individuals associated with certain groups, and engages through a broad range of methods that includes individual meetings and social and campus media.	Completed	Senior Executive Director Gary Sandy	100%			Work completed
UC Irvine	The UCI Event Management Team directs this effort, and it is included as part of EMT policy.		Police and Student Affairs	100%		10/1/2012	Work completed
UCLA	This is currently part of our protocols, but is only		Student Affairs	100%		Past practice for	Work completed

	effective when the demonstration group is willing to engage in a dialogue.					15-20 years	
UC Merced	Designated administrators or faculty deans will monitor any situations that might lead to a protest and will work to establish a communication link with the leaders.		Student Affairs staff; HR if staff demonstration; Provost and deans if faculty involved.	100%	This has been our practice to date.		Work completed
UC Riverside	Current practice		Chancellor's Office, VCSA, Labor Relations, UCPD	100%	For scheduled events, UCR has a time, place and manner procedure/process, including access to professional staff that enables faculty, staff and students to plan events in a fashion that accommodates protests within the law and campus policy. If possible, appropriate members of the Campus Event Response Team (CERT) will establish dialogue with organizers as soon as reasonably possible, to develop a common understanding of how the event can occur in a safe and peaceful manner. CERT document may be viewed at UCR Police Website.	CERT document finalized 10/2013	Work completed
UC Santa Barbara		Long-standing practice	Vice Chancellor for Student Affairs, Vice Chancellor for Administration, Chief of Police	100%	In addition to effective efforts made by Student Affairs, the UCPD also engages with students and groups to discuss alternatives to a demonstration. This is often done through routine meetings and opportunities on a frequent and consistent basis. This is outlined in the UCSBPD General Order (CMIC), section 2.2 and has been the long-standing practice.	7/2013	Work completed
UC Santa Cruz	Completed by UC Council of Police Chiefs in response protocol. Current campus practice.	8/1/2013	AVC Scott and Chief Oweis	100%	Incorporated into UCSC Demonstration Operations Team charge.	9/1/2013	Work completed
UC San Diego	Student Affairs, Labor Relations and/or campus ombuds handles this currently.		Gary Matthews	100%	Event Management Team charter developed; Demonstration Decision Response Checklist in place.	7/1/2013	Work completed
UC San Francisco	Standard UCSF Police Department protocol and practice		Roskowski	100%	Section 2.2 of Special Order #12-02 — Crowd Management, Intervention and Control lists meeting with event organizers, advocacy groups, stakeholders and potential protest groups as part of advance preparation for preplanned events. The Special Events Lieutenant, acting as a representative for the administration, contacts protesters in advance of the protest to open up dialogue. Most protests are formed by labor unions, which have leaders who are known and can be contacted through standard channels. When issues of concern such as student	1/1/2012	Work completed

	tuition hikes are the issue, the Special Events Lieutenant will track down protest leaders through social media forums and reach out to open up channels of communication.

University of California Civil Disobedience Initiative

Robinson/Edley   **Recommendation #30**   To the extent not already available, establish a communication mechanism for promptly informing the campus community at large about material developments in ongoing protests, for use when appropriate.

Recommendation Disposition: [Campus Lead]
1. Campuses have developed and implemented communication mechanisms or are in the process of doing so.
2. UCOP to review for compliance.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			AVC Public Affairs and Community Relations	100%	For the campus community we use email, Newscenter postings, a building coordinator listserv, the WarnMe system and campus PA system (emergencies only). We also have used the local Patch publications for open letters to the community and addressed community meetings or City Council meetings when a protest is not on the central campus (e.g., protests adjacent to Albany).		Work completed
UC Davis	In addition to more conventional means of updates (posting on the campus website, press advisories, emails, etc.), the campus relies on decisions made by the Event and Crisis Management Team (ECMT) to utilize the WarnMe system for issuing messages associated with potential immediate and life safety concerns. WarnMe gives the campus the ability to deliver timely and rapid messages to the entire university community.	Completed	Chief Matt Carmichael	100%			Work completed
UC Irvine	The UCI Event Management Team directs this effort, and it is included as part of EMT policy.		Police and Student Affairs	100%	UCI uses a text and email messaging system called zotALERT. In addition, UCI Communications Department and the UCI Police Department both use Facebook, Twitter and Nixle to communicate important information to the campus community.	10/1/2012	Work completed
UCLA	Bruin Alert System reaches over 60,000 students, faculty and staff. UCLA homepage will be updated as necessary.		Emergency Management	100%		9/1/2013	Work completed

UC Merced	Campuswide emergency notification system in place (email, Web, text, phone, as well as UCM Alert and social media)		Patti Waid	100%	We have had a number of well-developed mechanisms for keeping the campus community informed. Campuswide emergency notification system in place (email, Web, text, phone, as well as UCM Alert and social media). Communications is the lead on this recommendation.	7/14/2013	Work completed
UC Riverside	Refer to the new UCR Emergency Management Plan, which includes a list of communication mechanisms: http://www.ehs.ucr.edu/services/emergency.html		Chancellor's Office, EH&S, Strategic Communications, C&C	100%	UCR's Emergency Management Plan enumerates UCR's comprehensive list of communication tools, including immediate notification through emergency text alerts. Other tools include campus portal alerts, emergency email capabilities, mass voicemail notifications and a campus emergency alert siren.		Work completed
UC Santa Barbara		Long-standing practice	Vice Chancellor for Student Affairs, Vice Chancellor for Public Information, Vice Chancellor for Administration	100%	The UCSB Police Department and Emergency Management utilize a plethora of campus emergency communication mechanisms.	7/2013	Work completed
UC Santa Cruz	Completed by UC Council of Police Chiefs in response protocol. Current campus practice.	8/1/2013	Chief Oweis	100%	Utilize Cruz Alert, Email Blasts, 459-INFO. Incorporated into UCSC Demonstration and Major Event Response Protocol.		Work completed
UC San Diego	Leverage existing MIR3, email and low-power radio systems. Integrated emergency broadcast capabilities. Advertise availability in advance.		Garry MacPherson	100%		7/1/2013	Work completed
UC San Francisco	Use of Incident Command System and establishment of a command post at large events are standard practice. WarnMe and safety alerts sent as needed.		Roskowski	100%	The UCSF Police Department Homeland Security and Emergency Management Division maintains two communications systems designed to provide timely warnings of anticipated or ongoing disruptions and distribute information on active situations to the campus community. The implementation of the Incident Command System and procedure for establishing a command post at large events are described in Section 7.1 of the UCSF PD General Orders.	1/1/2012	Work completed

University of California Civil Disobedience Initiative

Robinson/Edley   **Recommendation #31**   Establish an internal mediation function at the campus or regional level to assist in resolving issues likely to trigger protests or civil disobedience.

Recommendation Disposition: [Campus Lead]
1. Campuses to share best practices.
2. UCOP to determine the level of support at the regional level.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Provost, VC Admin and Finance (Protest Response Team cochairs)	100%	As noted above, UCB has successfully used faculty, deans and chairs to serve as informal mediators and plan to continue this practice. We find it has worked best to use faculty in the unit most relevant to the issue (e.g., Anthropology Department Chair for occupation of the Anthropology Library). It is not feasible to provide a training program for everyone, since one never knows where the next issue will emerge. The Protest Response Team discussed this recommendation at its February and July 2013 business meetings and decided it would be most effective to identify a core of individuals and use them to advise the local contact, or to mediate if the local contact does not have the ability. Faculty members of the PRT were identified as good prospects for this role since they have had significant experience interacting with protestors or potential protestors during or prior to events.		Work completed
UC Davis	The campus has established an Office of Campus Dialogue and Deliberation. The Office of Campus Dialogue and Deliberation will strengthen UC Davis as a civic-minded campus. It will serve all aspects of the campus community as a locus to support, create, convene, design and facilitate civic engagement for UC Davis. The office will work with campus partners such as Student Affairs, the Academic Senate and the	Completed	Senior Executive Director Gary Sandy	100%	(Continued from Actions) 3. Work as a member of the Engagement Response Team (ERT) to plan and prepare for campus demonstrations and protests with an emphasis on effective communication, identification of strategic issues, accepted negotiation techniques and emerging methods of addressing leaderless		Work completed

				movements. 4. Support ongoing success of the ERT by attending to its infrastructure needs such as training and documenting processes. 5. Assist the Freedom of Expression Committee to plan for and convene forums on freedom of expression and related issues. 6. Serve as a third-party neutral mediator for group-level conflicts on campus. 7. Perform preliminary work on scoping the establishment of an engagement office on campus to resolve disputes around difficult topics, improve relations between organizations and assist the campus community in negotiating difficult issues in an effective and productive manner. 8. Advise other campus offices, including Student Affairs, on implementing restorative justice and similar initiatives. 9. Provide regular reports to the Offices of the Chancellor and the Provost on engagement and dialogue efforts.		
	University Library to support and enhance civic engagement efforts underway as well as to pilot new and complementary programs. Programs for the Office of Campus Dialogue and Deliberation include the following: 1. Plan and initiate a series of training and capacity-building workshops to promote the use of skillful dialogue as a means to understand and appreciate varying viewpoints. Example topics may include freedom of expression, crucial conversations or interest-based negotiation. 2. Design custom workshops and dialogue processes for and among a range of campus partners including, for example, ASUCD, student groups, Academic Senate, Academic Federation and other campus entities. (Continued in Comments)					
UC Irvine	Any initial mediation function is conducted by the incident leadership team and may include Student Affairs leadership and/or Human Resources Labor Relations staff.	Student Affairs	100%	As a secondary internal process, the UCI Ombudsman Office provides mediation services to the campus. In addition, the Orange County Human Relations Commission provides mediation services, which are available to the campus in any such event.	7/1/2013	Work completed
UCLA	We have successfully utilized both internal and external (Department of Justice) mediation on occasion. We have expanded our Inter Group Dialogue Program as a strategy for engaging students in meaningful, facilitated discussions on hot-button issues as an alternative to protests. We are training student activity professional staff and others to be proactive in dealing with these kinds of issues as well.	Student Affairs	100%		9/1/2013	Work completed
UC Merced			100%	Merced College Professor Lyle Davis is a trained and experienced mediator. He recently retired and has agreed to contract with UC Merced so that if senior administrators or the Event Response Team decides that mediation would be helpful in a particular situation, he will be available to assist us.	10/2012	Work completed
UC Riverside	Our current practice is to utilize the Chancellor's Office, Vice Chancellor of Student Affairs Office and/or Labor Relations in the planning and as liaisons	Chancellor's Office	100%	UCR prefers this be implemented at a local level (not regional), due to concerns about timeliness of response and lack of familiarity	CERT document finalized 10/2013	Work completed

	with protestors. Faculty members have been utilized (upon the request of the Chancellor) to assist. These sources have an adequate understanding and overall sensitivity to local issues and dynamics. UCR will formalize this use of internal mediators to assist in resolution of issues with a campus policy/procedures document.				with local campus dynamics and issues. Campus Event Response Team (CERT) document may be viewed at: UCR Police Website.		
UC Santa Barbara		Long-standing practice	Vice Chancellor for Student Affairs and Vice Chancellor for Administration	100%	The campus Demonstration Operations Team has been charged with several specific operational directives that utilize mediation support as appropriate for events and situations that may be mitigated by the use of internal or external resources to support and encourage positive outcomes.	7/2013	Work completed
UC Santa Cruz	Campus has informal mediation program/services available.	5/1/2013	UCOP and AVC Scott	100%	Incorporated into UCSC Demonstration Operations Team charge. The Campus Director, Conflict Resolution Program is a standing member of the Demonstration Operations Team.	9/1/2013	Work completed
UC San Diego	UCSD ombuds or similar entity, referred by campus counsel		Gary Matthews	100%		10/1/2012	Work completed
UC San Francisco	UCSF maintains a mediation function as part of the Office of the Ombudsperson. When needed and appropriate, mediators from this office will be made available as a resource to assist in defusing trigger issues.	6/30/2013	Marshall	100%	The Mediation and Conflict Management Services page at the Office of the Ombudsman website provides an overview of mediation services available and a link to the Mediation Fact Sheet, which provides more detailed information.	2/14/2013	Work completed

University of California Civil Disobedience Initiative

Updated: 19-Nov-2013

Robinson/Edley **Recommendation #32** Consider deploying this mediation function as an alternative to force, before and during a protest event.

Recommendation Disposition: [Campus Lead]
1. Campuses to share best practices.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Provost, VC Admin and Finance (Protest Response Team cochairs)	100%	See comments for Recommendations 31 and 27.		Work completed
UC Davis	A member of the Engagement Team (ET) is currently being considered to lead the campus mediation function work. As part of the ET, this person would be deployed as an alternative to force.	Completed	Senior Executive Director Gary Sandy	100%			Work completed
UC Irvine	The UCI Event Management Team directs this effort, and it is included as part of EMT policy.		Police and Student Affairs	100%		7/1/2013	Work completed
UCLA	Our student activities professionals are capable mediators and already do this to some extent. We are enhancing training. Staff will often play this role and, depending on the issue, will utilize other staff and/or faculty that could be helpful. We are retraining student activity professional staff and others to be proactive in dealing with these kinds of issues as well.		Student Affairs	100%		9/1/2013	Work completed
UC Merced				100%	See answer to Recommendation 31. The campus would prefer mediation to resolve concerns, and since we do not have any mediation services on campus we have contracted with a local, experienced mediator.	10/2013	Work completed
UC Riverside	Current practice		Chancellor's Office	100%	For scheduled events, UCR has a time, place and manner procedure/process, including access to professional staff, that enables faculty, staff and students to plan events in a fashion that accommodates protests within the law and campus policy. Campus Event	CERT document finalized 10/2013	Work completed

					Response Team (CERT) document may be viewed at the UCR Police Website.		
UC Santa Barbara		Long-standing practice	Vice Chancellor for Student Affairs and Vice Chancellor for Administration	100%	The campus Demonstration Operations Team has been charged with several specific operational directives that include utilize mediation support as appropriate for events and situations that may be mitigated by the use of internal or external resources to support and encourage positive outcomes.	7/2013	Work completed
UC Santa Cruz	Completed by UC Council of Police Chiefs in response protocol. Current campus practice.	8/1/2013	AVC Scott	100%	The campus Demonstration Operations Team has been charged with several specific operational directives that include utilize mediation support as appropriate for events and situations that may be mitigated by the use of internal or external resources to support and encourage positive outcomes.	9/1/2013	Work completed
UC San Diego	Student Affairs, Labor Relations and/or campus ombuds handles this currently.		Gary Matthews and Alan Houston	100%		7/1/2013	Work completed
UC San Francisco	UCSF maintains a mediation function as part of the Office of the Ombudsperson. When needed and appropriate, mediators from this office will be made available as a resource to assist in defusing trigger issues.	6/30/2013	Marshall and Roskowski	100%	The mediation function is addressed in the crowd management, intervention and control policy approved by Council of Police Chiefs and adopted at campus level. Per the Special Events Lieutenant, protest groups generally inform the UCPD, in advance, that they intend to commit civil disobedience or otherwise misbehave and cause themselves to be arrested. Their actions during an event will typically be limited to those preplanned activities, so minimal use of force by the police is needed to deal with the disruption. Mediation to avoid use of force is generally ineffective since their whole intention is to be arrested. However, unplanned use of force may be necessitated by the presence of anarchists at organized events. These individuals are characterized as not interested in using mediation to solve issues or bring about change, preferring to engage in disorderly conduct and/or rioting.	2/14/2013	Work completed

University of California Civil Disobedience Initiative

Robinson/Edley   **Recommendation #33**   Where possible, police should pursue tactics designed to defuse tensions and avoid tactics likely to increase tensions.

Recommendation Disposition: [Campus Lead]
1. Campuses have worked to make this a standard practice.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			UCOP		See notes on Recommendations 19 and 22.		Work completed
UC Davis	An Integrated Critical Incident Negotiations Team ensures effective communication with community well in advance of any event through honest and proactive communication. This is also consistent with the use-of-force policy currently under community and outside review.	Completed	Chief Matt Carmichael	100%			Work completed
UC Irvine	The Event Management Team and UCIPD engage in these tactics to defuse tensions when possible.		Police Department	100%	Refer to Event Management Team policy and to the UCPD crowd management, intervention and control policy.	10/1/2012	Work completed
UCLA	Current established practice. Use-of-force and demonstration crowd control policies provide for lowest levels of response, escalation and de-escalation.		Police Department	100%		9/1/2013	Work completed
UC Merced			Rita Spaur	100%	This has been our practice to date.	07/17/2013	Work completed
UC Riverside	UCR Police are trained in such tactics. Increased emphasis will be placed on such tactics in future training.		UCPD Chief	100%	Please note that tactics designated to defuse tension should not endanger officers (e.g., protective police gear and equipment can never be compromised).		Work completed

UC Santa Barbara	Campus police are aware of the administration's philosophy regarding student protests and demonstrations and training in de-escalation and verbal judo techniques.	1990s	Chief of Police	100%			Work completed
UC Santa Cruz	Completed by UC Council of Police Chiefs in response protocol. Need to adopt POST guidelines and conduct training. Current campus practice.	5/1/2013	Chief Oweis	100%	Implemented	5/1/2013	Work completed
UC San Diego	Current practice; work with Student Affairs/Ombuds/Labor Relations as appropriate, per UCSD PD Policy 423.		Orville King	100%		10/1/2012	Work completed
UC San Francisco	Addressed in crowd management, intervention and control policy approved by Council of Police Chiefs and adopted at campus level.		Roskowski	100%		10/12/2012	Work completed

University of California Civil Disobedience Initiative						Updated: 19-Nov-2013

Robinson/Edley **Recommendation #34** Develop or modify existing student discipline processes to ensure that, in appropriate circumstances, they are an available response option.

Recommendation Disposition: [Campus Lead]
1. Campuses to share best practices.
2. UCOP to follow up on more details of the how this has been implemented.
3. The legislative option has been considered, but no further action is required at this time.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			VC Student Affairs and Chief Campus Counsel	100%	The Center for Student Conduct is one of the original members of the Restorative Justice Steering Committee (formed during the spring of 2012), which is overseeing the implementation and use of restorative justice and practices across campus. Within the center itself, they are preparing to offer alternative resolution options to students who wish to take responsibility for their actions and forgo the traditional conduct process. These options include the possibility of participating in restorative justice conferences/circles (where the harmed party and the student who has caused the harm come to agreement about how best to address the issue), mediation and conflict coaching. In protest situations where someone takes responsibility for causing "harm" to either an individual or to the campus community in general, an alternative dispute resolution may be a possible avenue for addressing and de-escalating the situation, especially when the behavior in question is not a direct violation of the code.	Spring 2012	Work completed
UC Davis	The student conduct process has been reviewed. Acts of civil disobedience that violate the UC Standards of Conduct for Students can be referred to Student Judicial Affairs.	Completed	Associate Vice Chancellor Lora Jo Bossio	100%			Work completed

UC Irvine	This is part of our current practice.		Police and Student Affairs	100%	Student conduct violations are managed using administrative citations and forwarded to the Student Conduct Office. The Student Conduct Office uses the restorative justice program in appropriate incidents and events.	10/1/2012	Work completed
UCLA	Our current practice has been not to respond to acts of civil disobedience by groups by utilizing campus disciplinary processes. When, however, an individual's actions are so egregious as to violate other statutes of the Student Conduct Code, we may bring campus disciplinary charges against that student.		Student Affairs	100%		9/1/2013	Work completed
UC Merced	Existing student handbook policies allow UC Merced to extend jurisdiction or charge students with violations, if appropriate.		Jane Lawrence, Charles Nies, Le'Trice Curl	100%	Thus far UC Merced has not experienced a civil disobedience event.		Work completed
UC Riverside	In progress		VCSA	100%	Please refer to Dean of Students website at: http://deanofstudents.ucr.edu/policiesProcedures/Pages/default.aspx (then see link: Discipline, Grounds for).		Work completed
UC Santa Barbara	The UCSB campus has never used the student conduct system as a response to behavior during a protest; we have always allowed the criminal justice system to respond to and adjudicate illegal behavior. Using the student conduct system to respond to student protests has the potential to politicize the student conduct system. Thus, the student conduct system would be used to adjudicate violence, serious threats of violence, serious property destruction and serious disruptions of university business only, regardless of its relationship to a demonstration.	1990s	Vice Chancellor for Student Affairs	N/A			Work completed
UC Santa Cruz	Current practice	5/1/2013	AVC Sifuentes	100%	Incidents and behaviors that emerge during protest activities that are possible violations of the student code of conduct are referred to Student Judicial Affairs. Based on the investigation findings and the review process, if a student is found responsible for a violation of the code of student conduct, sanctions of an educational nature or other sanctions may be offered to the student as part of the voluntary resolution process.	9/1/2013	Work completed
UC San Diego	Consult with Student Affairs to formalize process.		Orville King	100%		7/25/2013	Work completed
UC San Francisco	Reviewed for viability. No change in student discipline process determined necessary.	6/30/2013	Castro	100%	UCSF reviewed the existing student discipline process for viability and determined that no change in process is necessary at this time.	2/14/2013	Work completed

University of California Civil Disobedience Initiative

Updated: 19-Nov-2013

Robinson/Edley   **Recommendation #35**   Establish and implement a systemwide framework that guides the officers' response to specific actions in crowd control situations, always using the appropriately reasonable level of force to meet the level of resistance offered and maintain overall safety and control. Officers should be trained on the framework, and its principles should be incorporated into operation plans.

Recommendation Disposition: [Central Lead]
1. Develop policy to establish framework. Explore if a graphic display can be developed.
2. UCOP to review policy.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Centrally addressed recommendation				No further action needed
UC Davis	N/A	N/A	UCOP	N/A			No further action needed
UC Irvine			UC Chiefs				No further action needed
UCLA			UCOP				No further action needed
UC Merced			UCOP		UCOP responsibility		No further action needed
UC Riverside	To be implemented at systemwide level.		UCPD Chiefs				No further action needed
UC Santa Barbara	No action required at the campus level.	N/A	UC Chiefs of Police	N/A			No further action needed
UC Santa Cruz	Completed by UC Council of Police Chiefs in response protocol.	5/1/2013	Chief Oweis	100%	Implemented	5/1/2013	No further action needed
UC San Diego			Lynn Tierney				No further action needed

UC San Francisco	Addressed in crowd management, intervention and control policy approved by Council of Police Chiefs and adopted at campus level.	Roskowski	100%	Systemwide use-of-force policy in review. Crowd management policy addresses escalation and resistance options.	10/12/2012	No further action needed

University of California Civil Disobedience Initiative

Robinson/Edley   **Recommendation #36**   Require that campus police and other authorities (to the extent controlled by the university) act in accordance with the response option framework, absent exigency or good cause.

Recommendation Disposition: [Central Lead]
1. Campus police chiefs need to roll out the policy developed in Recommendation 35 in training to their department/workforce/team.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Centrally addressed recommendation				No further action needed
UC Davis	N/A	N/A	UCOP	N/A			No further action needed
UC Irvine			UC Chiefs				No further action needed
UCLA			UCOP				No further action needed
UC Merced					This issue is addressed in our Event Response Team Charter.		No further action needed
UC Riverside	Training materials should include references to respond within published practices/guidelines/frameworks.		UCPD Chiefs				No further action needed
UC Santa Barbara	No action required at the campus level.	N/A	University of California Council of Police Chiefs	N/A			No further action needed
UC Santa Cruz	Completed by UC Council of Police Chiefs in response protocol.	5/1/2013	Chief Oweis	100%	Implemented	5/1/2013	No further action needed
UC San Diego	Always attempted. If non-UC mutual aid is used, they are typically tasked with a mission by UC personnel (standard statewide mutual aid protocol).		Orville King	100%		10/1/2012	No further action needed
UC San	Crowd management, intervention and control policy approved by Council of Police Chiefs and adopted at		Roskowski	100%		10/12/2012	No further action needed

Francisco	campus level. UCSF Police use-of-force policy also addresses issue.

| University of California Civil Disobedience Initiative | | | | | | | Updated: 19-Nov-2013 |

Robinson/Edley   **Recommendation #37**   Develop a systemwide process for determining which "less lethal" weapons may be utilized by UC police officers.

Recommendation Disposition: [Central Lead]
1. Council of Police Chiefs needs to develop a systemwide list (menu) of all weapons. This would be the universe of potential weapons used on any UC campus.
2. Council of Police Chiefs will revisit the list annually. Draft under review by the Council of Police Chiefs.
3. Discussed with Steering Committee (Nov. 26, 2012), which recommended that the Council of Police Chiefs formulate policy and train to the policy.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Centrally addressed recommendation				No further action needed
UC Davis	N/A	N/A	UCOP	N/A			No further action needed
UC Irvine			UC Chiefs				No further action needed
UCLA	UC Council of Police Chiefs recently revised the systemwide crowd management policy and list of approved weapons and submitted to UCOP for review.		UCOP				No further action needed
UC Merced			OP		UCOP responsibility		No further action needed
UC Riverside	To be implemented at systemwide level.		UCPD Chiefs	N/A			No further action needed
UC Santa Barbara	No action required at the campus level.	N/A	University of California Council of Police Chiefs	N/A			No further action needed
UC Santa Cruz	Completed by UC Council of Police Chiefs in response protocol.	5/1/2013	Chief Oweis	100%	Implemented	5/1/2013	No further action needed
UC San	UCPD systemwide inventory of weapons in process.		Council of Chiefs	100%		6/12/2013	No further action needed

Diego						
UC San Francisco	Systemwide review of weapons inventory conducted in February 2013.	9/30/2013	Roskowski and Chiefs Council	100%	List of all current systemwide police weapons and options in development. Discussions with Council of Police Chiefs in progress. Systemwide use-of-force policy draft completed by Chiefs Council and under review.	No further action needed

Robinson/Edley   **Recommendation #38**   Require each campus Police Chief personally to approve the specific types of less lethal weapons available to officers in their department.

Recommendation Disposition: [Campus Lead]
1. Campus Police Chief is responsible for developing and approving the specific types of less lethal weapons. The weapons must be selected from the systemwide list. The list must be communicated to campus officers and UCOP. The campus Police Chief must ensure that all officers have been trained on approved weapons.
2. Discussed with Steering Committee.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Chief of Police	100%			No further action needed
UC Davis	N/A	N/A	UCOP	N/A			No further action needed
UC Irvine		3/31/2013	Police Department	100	The Police Department has conducted a full inventory of all types of devices.	8/7/2013	No further action needed
UCLA	Currently established practice		Police Department	100%		9/1/2013	No further action needed
UC Merced			Rita Spaur		Policy development under way at system level. See campus police policies 308, 309, 312.		No further action needed
UC Riverside	In progress		UCPD Chiefs	N/A			No further action needed
UC Santa Barbara	This has been the practice and is memorialized in policy and practice.	N/A	Chief of Police	N/A			No further action needed
UC Santa Cruz	Completed by Council of Police Chiefs in response protocol.	5/1/2013	Chief Oweis	100%	Implemented	5/1/2013	No further action needed
UC San Diego	In UCSD PD Policy		Orville King	100%		10/1/2012	No further action needed
UC San Francisco	Current UCSF Policy		Roskowski	100%		1/1/2012	No further action needed

University of California Civil Disobedience Initiative

Robinson/Edley   **Recommendation #39**   Create a systemwide list of approved weapons that police chiefs can choose from for use in their departments. Chiefs may use their discretion in assigning weapons for their campus. For any weapon selected by the campus, individual officers must be trained in the weapon's use prior to deployment.

Recommendation Disposition: [Central Lead]
1.   Discuss with Steering Committee.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Centrally addressed recommendation				No further action needed
UC Davis	N/A	N/A	UCOP	N/A			No further action needed
UC Irvine		3/31/2013	Police Department	100%	The UC Council of Chiefs has approved a weapons list for systemwide consideration. Pending UCOP approval UCIPD will post its approved list of weapons.	8/7/2013	No further action needed
UCLA	Weapons approved by the Chief of Police for use in response to demonstrations and civil disobedience are listed in our force policies. These policies are available on the UCPD website.		Police Department	100%		9/1/2013	No further action needed
UC Merced			Rita Spaur	100%	Finalized and approved by OP; See campus police department policy at		No further action needed
UC Riverside	In progress		UCPD Chiefs	N/A			No further action needed
UC Santa Barbara	No action required at the campus level.	N/A	University of California Council of Police Chiefs	N/A			No further action needed
UC Santa Cruz	Completed by UC Council of Police Chiefs in response protocol.	5/1/2013	Chief Oweis	100%	Implemented	5/1/2013	No further action needed
UC San Diego	In UCSD PD policy		Orville King	100%		10/1/2012	No further action needed

UC San Francisco	UCSF Police policy identifying authorized weapons and protocols. Systemwide approved weapons list is in development and UCSF policy will be amended as necessary to conform to the systemwide protocol.	6/30/2013	Roskowski and Chiefs Council	100%	List of all current systemwide police weapons and options in development. Discussions required in advance of development and implementation. Systemwide use-of-force policy in development. Weapons inventory is not subject to PRA due to security concerns and is not intended to be published publicly.	No further action needed

Robinson/Edley　　　**Recommendation #40**　　Recommend that appropriate authorities commission further studies on the effects of pepper spray on resisters as compared to the effects of other force options.

Recommendation Disposition: [Central Lead]
1. Identify existing comparative studies. Discussed with Advisory Group on Dec. 3, 2012, which advised that no further action is required since the report is essentially making the request.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			UCOP				No further action needed
UC Davis	N/A	N/A	UCOP	N/A			No further action needed
UC Irvine			UCOP				No further action needed
UCLA			UCOP				No further action needed
UC Merced			UCOP		UCOP responsibility		No further action needed
UC Riverside	To be implemented at systemwide level.		UCOP	N/A			No further action needed
UC Santa Barbara	No action required at the campus level.	N/A		N/A			No further action needed
UC Santa Cruz	UCOP		UCOP		No campus action		No further action needed
UC San Diego			Lynn Tierney				No further action needed
UC San Francisco			UCOP				No further action needed

University of California Civil Disobedience Initiative

| **Robinson/Edley** | **Recommendation #41** | Establish at each campus a formal program to allow designated, trained observers to gain access to the protest site for purposes of observing, documenting and reporting on the event. |

Recommendation Disposition: [Central Lead]
1. Would like the Steering Committee to provide guidance as to the purpose of this program. There are liability, reporting and resource issues associated with this recommendation. Is this an internal or external program?
2. Guidance from UCOP should be given to the campuses on program so there is consistency in implementation and guidance.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			VC Student Affairs and Chief Campus Counsel		The Observer Program originated in 1964 during the Free Speech movement, when campus faculty members acted as observers. Today, the Observer Program provides trained faculty and staff volunteers to serve as neutral witnesses at protests and demonstrations. Observers are present when there is the potential for police action, illegal activities or violations of campus regulations. Currently, 36 observers from 16 campus units serve.	Long-standing practice	Work completed
UC Davis	UC Davis is currently organizing a Neutral Observer Program (NOP). The mission of this program is to provide training to volunteers to serve as neutral witnesses at protests and demonstrations on campus where there is the potential for illegal activity, violation of campus regulations or police response. The role of the neutral observers is to watch and report impartially on acts observed. Observers do not interpret or evaluate actions or behaviors, give advice or mediate a conflict. The Office of Campus Community Relations (OCCR) manages the NOP and is responsible for recruiting, training and coordinating neutral observers. The NOP manager schedules neutral observers. The manager also provides neutral observer armbands for identification, supervises neutral observer placement on site, maintains the neutral observer log and	Completed	Chief Matt Carmichael	100%	(Continued from Actions) A six-hour neutral observer training is conducted once a year. When possible, the goal will be to have two or three neutral observers at an event and for those neutral observers to represent more than one role at UC Davis (student/academic/staff).		Work completed

	follows up as needed on neutral observer reports. Volunteer neutral observers participate in a six-hour training session administered by OCCR. Training includes topics such as the neutral observer's role, neutrality, report writing, dealing with difficult people, police practices, complaint procedures, safety issues and site logistics. UC Davis Police Department, Student Judicial Affairs and the Engagement Response Team are involved in a portion of the training. Written neutral observer reports are provided directly to the NOP manager. These reports are accessible in accordance with the law and university policy. Submitted neutral observer reports are not edited. UC Davis students, faculty and staff are eligible to become neutral observers. (Continued in Comments)						
UC Irvine	The assignment of observers is directed under the Event Management Team (EMT) policy.	3/31/2013	Student Affairs	100%	Student Affairs has developed an observer program, coordinated through the Dean of Students Office, which includes staff from the Cross Cultural Center, LGBTQ Center, Student Conduct Office, and the Equal Opportunity and Diversity Office. The EMT may also engage the committee members of the Constructive Engagement, Policing and Crisis Response Work Group. In addition, if the event is labor related, Human Relations staff will participate in an observer role. Orange County Human Relations Commission also is available to provide external neutral observers if requested.	7/15/2013	Work completed
UCLA	UCLA is willing to accept and review all evidence that documents the details of occurrences at campus protests.		Student Affairs	100%		10/17/2013	Work completed
UC Merced	Our campus Protocol for Responding to Peaceful Assembly or Protests provides for independent observers to the Chancellor.				Both our campus Protocol for Responding to Peaceful Protests and the Event Response Team charter highlight the importance of having trained, independent observers at protests, especially when police have been or will be deployed. Our Event Response Team charter specifies that one of the group's responsibilities is to: *Identify the need for and deploy, when appropriate, independent observers who have been previously selected and trained.* The campus is in the process of identifying a group of independent	10/2013	Work completed

					observers. We expect to reach out to our sister campuses for best practices related to the training of observers. Our UC Merced context is important in relation to this recommendation. The campus is in the midst of a number of critical initiatives, and since we have a history of only small, peaceful protests and we don't anticipate any protests in the near future.		
UC Riverside	UCR has successfully employed the strategy of utilizing professional videographers to document events. Additionally, UCR's current practice is to utilize the Chancellor's Office, Vice Chancellor of Student Affairs Office and/or Labor Relations to witness the event and circumstances.		UCPD Chief	100%	Use of video teams is a preferred option. Additionally, UCR will be installing open-air cameras in strategic areas throughout campus. Campus Event Response Team (CERT) document may be viewed at: UCR Police Website	CERT document finalized 10/2013	Work completed
UC Santa Barbara	The UCSB campus has formalized an observer program utilizing trained Student Affairs staff members. Specific staff members are designated to observe demonstrations, while one observer is tasked with taking notes on the demonstration as it unfolds and on the response by the campus. All demonstrations are recorded in electronic logs (or databases) located in the PD's after-action reports and Student Affairs' notes, which not only become part of the database but which are reviewed immediately by the event response team.			N/A	The matrix has been updated since the July 18, 2013, meeting.	8/2013	Work completed
UC Santa Cruz	UCSC assigns staff and faculty observers to observe, document and report on events. Current practice.	5/1/2013	AVC Scott	100%	Campus established formal Demonstration Operations Team (DOT) several years ago. A standing operational protocol for this team is to assign staff and faculty to be on site at major demonstrations and events. Their role as observers is to observe, document and report on events. Observers serve a vital role in communicating with the DOT and inform the overall understanding of an event. The campus has trained over 65 staff and faculty to serve in an observer role. They have received training on roles and responsibilities, protest management and personal safety in crowds.	8/1/2013	Work completed
UC San Diego			Alan Houston	100%	As needed, the Event Management Team will designate neutral observers drawn from Student Affairs, Student Life, Campus Communications, Council of Deans, Student Legal Services, Student Conduct and Human Resources.	7/31/2013	Work completed
UC San	Waiver form and reporting form were created and	3/30/2013		100%	Observers were incorporated into Regents	12/14/2012	Work completed

| **Francisco** | are in use. Student observers are included in every Regents demonstration. | Roskowski | meeting plans in November 2011. Practice now includes observers at labor actions and large demonstrations. At UCSF, students are invited to observe but often decline due to academic workload. Systemwide student leaders are included as observers for Regents meetings when local students are unavailable. | |

University of California Civil Disobedience Initiative   *Updated: 19-Nov-2013*

Robinson/Edley   **Recommendation #42**   Establish a program for video recording protest events designed to develop a fair and complete record of event activity solely for evidentiary or training purposes.

Recommendation Disposition: [Campus Lead]
1. This should be a standard practice on every campus. Campuses need to ensure that their protocols are complete and up to date.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Chief of Police	100%	This is an established practice at UCB. UCPD is working to improve video recording equipment and skills.		Work completed
UC Davis	UC Davis Police Department has deployed five wearable video cameras to be used in various situations, including protest activity. The camera, a VIEVU PVR-LE2, is simple to use and contains video and audio recording devices that are pinned to the front of an officer's shirt. Each camera bears a clear, discernible label that reads: "CAMERA." This designation is meant to inform members of the public that an exchange with the police officer is being filmed and audio taped. UC Davis also developed a procedure to ensure that, during a large or potentially troublesome event, cameras are deployed into the field at specific locations. Typically this includes putting a camera on the field commander, arrest teams and line officers to provide a variety of views of the activity. Each significant incident then may be filmed from five different placements. This is to ensure that the full spectrum of interaction is recorded and available for subsequent viewing. This is a tremendous educational resource and will assist in resolving complaints and in determining how specific events were managed and/or how they might have benefitted from different approaches. The university also utilizes in-car cameras on police vehicles and ensures, as standard operating procedure, that they are activated when transporting prisoners or when near the scene of activity. All recording is covered	Completed	Chief Matt Carmichael	100%			Work completed

	under the various policies listed below. UC Davis is one of a few departments in the country that actually has a policy related to the public video recording of officers and how officers shall respond: Video Recording and Photographing of UCDPD Members by the Public. In addition, UC Davis provides officer training on all video devices, and the rules of evidence apply to video same as any other evidence. Even the campus Tasers have video recording devices built into them as safeguards for both officers and the public.						
UC Irvine	The Event Management Team conducts this effort, and it is included as part of UCI's operations plan.		Police and Student Affairs	100%		10/1/2012	Work completed
UCLA	This is a current practice of the PD.		Police Department	100%	UCLA PD Property Officer (civilian employee) is videographer.	9/1/2013	Work completed
UC Merced	Campus has identified a local video recording service and is moving to put them under contract.		Rita Spaur		Our Police Department has worked with Dan Hong to provide video recordings when we need them.	10/2013	Work completed
UC Riverside	See UCT in Recommendation #41.		UCPD	100%	UCR will be installing open-air cameras in strategic areas throughout campus. Campus Event Response Team (CERT) document may be viewed at: UCR Police Website	CERT document finalized 10/2013	Work completed
UC Santa Barbara	The UCSB Chief of Police utilizes a third-party vendor that can adequately provide services to videotape demonstrations and protests.		Chief of Police	100%		7/20113	Work completed
UC Santa Cruz	Completed by UC Council of Police Chiefs in response protocol.	5/1/2013	Chief Oweis	100%	UCSC PD has purchased video cameras and placed them in patrol vehicles. Contract has been entered into with a private firm for video camera teams for preplanned protests and rallies. Chief working with UCOP for on-person cameras. Lexipol policy has been adopted. Purchase of equipment and training in progress.	12/1/2013	Work completed
UC San Diego	UCSDPD videographers are at most major events. Using RMP-IT as videographers.		Orville King	100%		1/4/2013	Work completed
UC San Francisco	Current practice at all large events		Roskowski	100%	In the crowd management, intervention and control policy, videotaping is recommended for all levels of crowd activity, from lawful assembly to riot. The police department has maintained a program of videotaping proceedings and police action at major events, such as Regents meetings and organized protests, for many years. Videotapes of the demonstration at the Regents meeting in Sacramento on May 15,	1/1/2012	Work completed

	2013, capture the civil disobedience and subsequent arrest of protestors participating in the demonstration.

University of California Civil Disobedience Initiative

Updated: 19-Nov-2013

Robinson/Edley   **Recommendation #43**   Amend existing police department policies to require after-action reports for all protest events involving a police response, regardless of whether the response resulted in force, injury or civilian complaint.

<u>**Recommendation Disposition:**</u> [Central Lead]
1. Determine if campuses are in compliance.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Chief of Police	100%		2/2013	Work completed
UC Davis	All events, including protests and preplanned events not related to protests but out of the ordinary, require an after-action report. These after-action reports are stored for easy access in a simple computer database. See http://police.ucdavis.edu/departmental-policy-and-procedures.	Completed	Chief Matt Carmichael	100%			Work completed
UC Irvine	The Event Management Team conducts this effort, and it is included as part of UCI's operations plan.		Police and Student Affairs	100%	Post-event summary reports are completed only for events requiring a formal campus response.	10/1/2012	Work completed
UCLA	UCPD conducts this effort, and it is included as part of a police incident action plan when significant incidents occur.		Police Department and UCOP	100%		9/1/2013	Work completed
UC Merced	Campus Police will routinely provide after-action reports. Under campus protocol, the Chancellor can ask other offices to prepare an after-action report.		Rita Spaur	100%		7/17/2013	Work completed
UC Riverside	Standard practice for incidents involving police intervention. Where police are not required to respond, no after-action report is required. Thus, it is necessary to establish a set of criteria for when after-action reports or summary reports are necessary. (Riverside will establish such criteria for when after-action reports or summary reports are necessary.)		Chancellor's Office and UCPD	100%	The guidelines for reviewing post-event response summaries on a periodic basis are contained in the Campus Event Response Team (CERT) document, which can be viewed at UCR Police Website	CERT document finalized 10/2013	Work completed

UC Santa Barbara	The AAR is used as a standard practice.		Vice Chancellor of Student Affairs and Chief of Police	100%		7/2013	Work completed
UC Santa Cruz	Completed	8/1/2013	Chief Oweis	100%	Implemented	8/1/2013	Work completed
UC San Diego			Orville King	100%	After-action reports are completed only for events requiring a formal campus response.	10/1/2012	Work completed
UC San Francisco	As part of current practice of all after-action reports. Documented using Incident Command System (ICS) forms.		Roskowski	100%	An after-action report is prepared whenever there is a command activation. Information is gathered using the ICS After-Action Report Form.\nIn a meeting with Lynn Tierney on August 6, 2013, UC Police Chiefs recommended against the requirement for an after-action report after any protest event involving police response, on the basis that it is impractical to implement and would create unnecessary risk.	8/6/2013	Work completed

University of California Civil Disobedience Initiative

Updated: 19-Nov-2013

Robinson/Edley | **Recommendation #44** | Coordinate review of after-action reports on a periodic basis with campus event response teams and with the Office of the President.

Recommendation Disposition: [Central Lead]
1. For events that trigger the campus event response team, campus will use appropriate form.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Provost, VC Admin and Finance (Protest Response Team cochairs	100%	UCPD has implemented the after-action report for all significant rallies, demonstrations, protests and mutual aid requests. After-action reports are used by the Protest Response Team in the assessment of campus protest response and planning.		Work completed
UC Davis	All operations plans, effective March 2012, also are required to be completed and reviewed by the Provost or other designated campus executive prior to the police department implementing any plan. UCDPD has followed this process since March, utilizing the Provost and in his absence the Vice Chancellor of Student Affairs.	Completed	Chief Matt Carmichael	100%			Work completed
UC Irvine	Review of post-Event Summary Reports is conducted by the Event Management Team following every major event.		Police and Student Affairs	100%	Post-event summary reports will be reviewed and the events debriefed by the Event Management Team (EMT) following every major event. The EMT will review all events on a quarterly basis.	7/22/2015	Work completed
UCLA	After-action reports are forwarded to the Incident Response Team, which may then forward the reports to UCOP.		Police Department and UCOP	100%		9/1/2013	Work completed
UC Merced	After-action reports will be reviewed by the Event Response Team.				Event Response Team charter revised to include post-event summaries.	10/2013	Work completed

UC Riverside	UCR will implement as appropriate.		UCOP	100%	The guidelines for reviewing post-event response summaries on a periodic basis are contained in the Campus Event Response Team (CERT) document, which may be viewed at UCR Police Website	CERT document finalized 10/2013	Work completed
UC Santa Barbara	After-action reports and notes recorded by a Student Affairs staff person for larger protests are debriefed as soon as possible by the event response team. An annual summary of all demonstrations monitored by staff and recorded in the Student Life log is prepared by the Assistant Dean of Student Life and Activities and then submitted to the Vice Chancellor for Student Affairs. In addition, an after-action report is completed by the police department following any large demonstration by the Incident Commander and forwarded to the Chief of Police. An incident debriefing is completed as soon as possible following the demonstration.	Winter quarter 2013	Vice Chancellor of Student Affairs and Chief of Police	100%			Work completed
UC Santa Cruz	Completed	8/1/2013	Chief Oweis	100%	Implemented	8/1/2013	Work completed
UC San Diego	Review of after-action reports is conducted by the Event Management Team following every major event.		Orville King				Work completed
UC San Francisco	Standard practice for campus review. After-action reports following Regent meeting demonstrations to be shared with Regents Secretary.	12/30/2012	Roskowski	100%	After-action reports are reviewed by the Chief of Police, together with the Senior Vice Chancellor of Finance and Administration and the Regents Secretary.	12/20/2013	Work completed

University of California Civil Disobedience Initiative

Updated: 19-Nov-2013

Robinson/Edley   **Recommendation #45**   Establish a structure and process at the system level for discretionary review of campus responses to protest activity, consistent with existing legal limitations.

Recommendation Disposition: [All Central]
1. Discuss with Advisory Group. Need to determine what the legal limitations are related to the information.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			UCOP				No further action needed
UC Davis	N/A	N/A	UCOP	N/A			No further action needed
UC Irvine			UCOP				No further action needed
UCLA			UCOP				No further action needed
UC Merced			UCOP		UCOP responsibility		No further action needed
UC Riverside	To be implemented at a systemwide level (must determine what the legal limitations are related to information sharing).		UCOP	N/A			No further action needed
UC Santa Barbara	No action required at the campus level.	N/A					No further action needed
UC Santa Cruz	Completed	8/1/2013	Chief Oweis	100%	Implemented per Council of Police Chiefs and UCOP standards	8/1/2013	No further action needed
UC San Diego			Lynn Tierney				No further action needed
UC San Francisco			UCOP				No further action needed

Robinson/Edley	**Recommendation #46**	Establish a systemwide implementation manager to develop specific policy language in those areas where recommendations call for common or system policies or practices, and to track campus-level measures.

Recommendation Disposition: [Central Lead]

1. Lynn Tierney was appointed on September 17, 2012, as the implementation manager.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley	Lynn Tierney appointed		UCOP			9/17/2012	No further action needed
UC Davis	Appointed Lynn Tierney.	N/A	UCOP	100%		9/17/2012	No further action needed
UC Irvine			UCOP			9/17/2012	No further action needed
UCLA	Appointed Lynn Tierney		UCOP	100%		9/17/2012	No further action needed
UC Merced			UCOP		UCOP responsibility		No further action needed
UC Riverside	Appointed Lynn Tierney.		UCOP	100%		9/17/2012	No further action needed
UC Santa Barbara	No action required at the campus level.	N/A					No further action needed
UC Santa Cruz	Appointed Lynn Tierney	10/2012	UCOP	100%	No campus action.	9/17/2012	No further action needed
UC San Diego	Appointed Lynn Tierney		UCOP	100%	Lynn Tierney appointed by UCOP to handle.	9/17/2012	No further action needed
UC San Francisco	Appointed Lynn Tierney		UCOP				No further action needed

	University of California Civil Disobedience Initiative						Updated: 19-Nov-2013

Robinson/Edley **Recommendation #47** Require status reports from each campus six months following the President's acceptance of this Report's recommendations concerning progress on implementation of the recommendations.

Recommendation Disposition: [Central Lead]
1. The campuses will update the CDI matrix and fill it in completely (links, citations). Campuses need to highlight any issues or barriers in completing the recommendations by the end of the 12-month period.
2. The six-month report will be organized and issued centrally.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Ann Jeffrey		Six-month report submitted.	2/28/2013	Work completed
UC Davis	Report submitted to UCOP on Feb. 28, 2013.	Completed	Senior Executive Director Gary Sandy	100%			Work completed
UC Irvine			UCOP				Work completed
UCLA	Six-month status report completed.		Campus administration	100%		2/27/2013	Work completed
UC Merced			Jane Lawrence	100%			Work completed
UC Riverside			UCOP	100%	UCR has submitted all required status reports.		Work completed
UC Santa Barbara	Ongoing progress. UCSB will be prepared to meet the first deadline and reporting requirement scheduled for February 28, 2013.	2/28/2013					Work completed
UC Santa Cruz	Initial report submitted by campus.	2/28/2013	Chancellor	100%	Complete; no further action necessary.	2/28/2013	Work completed
UC San Diego			Lynn Tierney				Work completed
UC San Francisco			UCOP				Work completed

<table>
<tr><td colspan="2">University of California Civil Disobedience Initiative</td><td align="right">Updated: 19-Nov-2013</td></tr>
<tr><td>Robinson/Edley</td><td>Recommendation #48</td><td>Require a final report and certification from each Chancellor one year following the President's acceptance of this Report's recommendations confirming that all recommendations so accepted have been implemented.</td></tr>
<tr><td colspan="3">Recommendation Disposition: [Central Lead]
1. This will be addressed at the issuance of the six-month report. Obtain input from the Advisory Group and Steering Committee.
2. The campuses will need to develop a final report for certification by the Chancellor. More guidance will be provided.</td></tr>
</table>

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley			Ann Jeffrey				Work completed
UC Davis			Senior Executive Director Gary Sandy	100%			Work completed
UC Irvine			UCOP				Work completed
UCLA			Campus administration	100%	Meeting with Chancellor on 10/23/13.	10/23/2013	Work completed
UC Merced			Jane Lawrence	100%	Our campus submitted a report, including certification from Chancellor Leland, on October 30, 2013.		Work completed
UC Riverside			UCOP	100%	UCR has periodically updated the Chancellor, Provost and the Chancellor's Cabinet concerning the Robinson/Edley recommendations and UCR's responses. This was done formally prior to UCR's six-month update. UCR has obtained the Chancellor's endorsement/certification concerning the recommendations and local implementation. Our 12-month final report has been submitted.	10/24/2013	Work completed
UC Santa Barbara	No action required at the campus level.	N/A					Work completed

UC Santa Cruz	Certification and final report submitted.	10/2013	AVC Scott	100%	Certification letter complete. Executive Summary complete.	10/28/2013	Work completed
UC San Diego			Lynn Tierney				Work completed
UC San Francisco		9/26/2013	UCOP	100%			Work completed

University of California Civil Disobedience Initiative   *Updated: 19-Nov-2013*

Robinson/Edley   **Recommendation #49**   Establish similar reporting and certification requirements for future recommendations arising out of the event review process described above.

Recommendation Disposition: [Central Lead]
1. Further guidance will be developed closer to the 12-month period. Seek guidance from the Advisory Group and the Steering Committee.

Campus	Actions	Due Date	Responsible	% Measure Completed	Comments	Completed Date	Assessment
UC Berkeley	If further recommendations arise, UCB will collaborate to implement using a similar structure developed to implement the Robinson/Edley Report recommendations.		Provost, VC Admin and Finance (Protest Response Team cochairs)				Work completed
UC Davis	UC Davis will follow a similar reporting structure for any future recommendations. This structure includes centralized management, campus contacts and a steering committee (assigned by UCOP).	Completed	Senior Executive Director Gary Sandy	100%			Work completed
UC Irvine	If further recommendations arise, UCI will collaborate and implement improvements through its established Constructive Engagement, Policing and Crisis Response Workgroup.		UCOP		The Constructive Engagement, Policing and Crisis Management Workgroup will continue to meet on at least a quarterly basis to review and assess actions on the campus and make recommendations as appropriate.		Work completed
UCLA	If further recommendations arise, UCLA will collaborate and implement using a similar structure developed to implement the Robinson/Edley Report recommendations.		UCOP	100%		10/17/2013	Work completed
UC Merced				100%	If further recommendations arise, UC Merced will implement recommendations as specified by the Office of the President.		Work completed
UC Riverside			UCOP	100%	UCR affirms that future recommendations will be considered and implemented in a manner consistent with the campus process utilized to implement the Robinson/Edley recommendations.		Work completed
UC Santa Barbara	The UCSB campus anticipates and expects that it will continue to recertify and implement CDI recommendations in the future.	N/A					Work completed

UC Santa Cruz	UCOP		9/1/2013	UCOP	100%	Campus will submit as requested.	9/1/2013	Work completed
UC San Diego				Lynn Tierney		Should further recommendations arise, UCSD will continue to collaboratively review and, when appropriate, implement the recommendations.		Work completed
UC San Francisco				UCOP	100%	If further recommendations arise, UCSF will collaborate and implement using a similar structure to that developed to implement the Robinson/Edley Report recommendations.		Work completed