

# ADMINISTRATIVE REGULATION 3500

SOUTH ORANGE COUNTY  
COMMUNITY COLLEGE DISTRICT

BUSINESS AND FISCAL AFFAIRS

## CAMPUS POLICE AND SAFETY SERVICES

### I. STATEMENT OF PURPOSE

This regulation is to ensure the application of community and evidence-based policing models, and effective faculty, staff, and student participation in the governance of public safety services, including campus policing and security. Public safety services must adhere to principles of diversity, equity, inclusion, and accessibility, and in particular advance access to education, educational equity, and opportunities for student success by creating safe, secure, peaceful, and inclusive campus environments in which all persons may fully develop their individual potential without fear or undue risk of physical or emotional harm.

#### Definitions

- A. **Campus** – Locations on or near the campus of the community college and on or near other grounds or properties owned, operated, controlled, or administered by a community college district or by the state acting on behalf of a community college.
- B. **Campus police officer** – A sworn peace officer employed by a campus police department, or by a local law enforcement agency, to provide public safety services on a community college campus.
- C. **Campus security officer** – A person employed to provide security services as defined by Education Code section 72330.5, subdivision (c), on a community college campus.
- D. **Campus police department** – A police department operated by a community college district pursuant to Education Code Section 72330.
- E. **Campus Stakeholders** – Students, faculty, classified staff, and administrators, including public safety personnel.
- F. **Commission** – The Peace Officer Standards and Training Commission.
- G. **Community policing** – A philosophy that involves three principal elements:
  - 1. Collaborative partnerships between police and those they serve to develop solutions to problems and increase trust in police;
  - 2. Organizational transformation to align management, structure, personnel, and data systems to support partnerships and proactive problem solving; and
  - 3. Proactive engagement and systematic examination of problems to develop and evaluate effective responses.
- H. **District Public Safety Advisory Committee (Advisory Committee)** – A committee formed by the Chancellor with representatives from all constituent groups tasked with

developing a Public Safety Compact and monitoring progress of community policing principles, among other charges.

- I. **Equity** – The consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment.
- J. **Evidence-based policing** – An approach to the development of effective policing practices that involves ongoing evaluation of police agencies, units, and officers to connect the best available research to the implementation of public safety guidelines and practices to improve outcomes and to allow public safety agencies to move beyond reactive, response-driven approaches.
- K. **Sustained finding** – A final determination by an investigative agency, commission, board, hearing officer, or arbitrator following an investigation and opportunity for an administrative appeal pursuant to Government Code Sections 3304 and 3304.5, or equivalent process, that the actions of a peace officer were found to violate law or department policy.
- L. **Local law enforcement agency** – The city or county law enforcement agency with operational responsibility for police services in the community in which a campus is located.
- M. **Public safety personnel** – Campus police and security officers, and other first responders, including mental health and social services workers, crisis counselors, dispatchers, and others employed to provide related services on a community college district campus, including related support staff.
- N. **Public safety services** – Law enforcement, security, emergency response, mental health, social services, crisis counseling, and other related services.
- O. **Underserved communities** – Populations sharing a particular characteristic, as well as geographic communities, that have been systematically denied a full opportunity to participate in aspects of economic, educational, social, and civic life, such as Black, Latino, and indigenous and Native American persons, Asian Americans and Pacific Islanders, and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, queer, intersex, and asexual (LGBTQIA+) persons; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality.

## II. CAMPUS POLICING AND STUDENT SUCCESS

- A. Irvine Valley College and Saddleback College campus police departments will adhere to the community policing principles and evidence-based policing practices.
- B. Irvine Valley College and Saddleback College will have a “Public Safety Compact” developed with community college stakeholders, including campus police, that establishes the District’s requirements for the delivery of public-safety related services on campus, including the respective roles and responsibilities of administrators, faculty, campus police, mental health and social services workers, crisis counselors,

community non-profits, and other related service providers in responding to the public safety needs of the campus. The compact will be posted or otherwise made available to the campus community.

- C. The Chancellor shall form a District Public Safety Advisory Committee. The Advisory Committee can make recommendations to the Chancellor and Board related to District policies governing campus public safety services.
  - 1. Advisory Committee recommendations may relate to the following subject matter areas: budgets and fund allocations, governance, and public safety policies and practices related to classroom response practices, complaints, investigations, crisis response, detention, discipline, firearms, handcuffing, promotion, recruitment and hiring, restorative justice programs, retention, training, uniforms and attire, use of force, welfare checks, and other related subjects deemed appropriate by the Board or the Advisory Committee.
  - 2. District policies and regulations must ensure the disclosure of information and documents relevant to the development of recommendations by the District Advisory Committee. Advisory Committee recommendations shall be provided to the Chancellor and be reported to the Board at regularly noticed meetings.
  - 3. The Advisory Committee shall be composed of campus stakeholder representatives, and the Chancellor shall engage in active efforts to recruit Advisory Committee members from historically underserved groups.
- D. Public safety personnel shall offer contact information to individuals who are stopped or otherwise subject to a police officer-initiated interaction, in accordance with AB 953, except where doing so would pose a safety risk;
- E. To further the development of evidence-based practices, the Advisory Committee shall develop a process to encourage individuals who have interacted with campus public safety personnel to submit to the District a response related to the interaction. The process shall:
  - 1. solicit responses regarding the individual's perception of the interaction and district's public safety practices;
  - 2. provide to the Advisory Committee, an aggregated summary or otherwise anonymized version of the responses received;
  - 3. allow for the anonymous submission of responses;
  - 4. prohibit any retaliation against a responder, including a prohibition against the use of a response in any disciplinary proceeding against the responder; and
  - 5. provide an accessible method for all individuals to provide responses.
- F. The process described in this section II.E shall be separate from any disciplinary or personnel proceeding. It shall not be used in connection with any disciplinary proceeding against campus public safety personnel, including a peace officer disciplinary proceeding under Penal Code 832.5. Information, data, and records developed under this process shall not be maintained in any personnel file.

III. CAMPUS POLICE, COMMUNITY POLICING, AND EVIDENCE-BASED PRACTICES

- A. Campus police departments, and any local law enforcement agency that contracts with a community college district, must participate in the commission programs. Campus police officers must be certified by the Commission.
- B. To support the development of community policing practices, the Chancellor shall:
  - 1. Require campus police and security officers to participate in regular training related to the conduct and methods of community policing, anti-bias, cultural responsibility, conflict avoidance, and de-escalation;
  - 2. Provide campus police and security officers routine mental health services, and prompt referral to crisis counseling following any critical incident;
  - 3. Require in the hiring, retention, and promotion of campus police and security officers a demonstrated commitment to policing with a “guardian” rather than a “warrior” mindset;
  - 4. Prohibit the colleges or foundations from purchasing military equipment, unless authorized by the Board following standards required by law for the purchase of equipment for police agencies made with public funds; and
  - 5. Require campus police and security officers to attend and participate in campus activities not involving a “police response” or other formal public safety-related activities, such as participating in student events when invited, in town halls, convocations, and other similar events where informal or social interactions with other campus stakeholders is possible.
- C. To support the development of evidence-based practices, campus public safety services shall:
  - 1. Record policing data metrics, including key performance indicators;
  - 2. Track data related to traffic stops and other officer-initiated contacts, in accordance with AB 953; and
  - 3. Conduct stakeholder climate surveys focused on campus public safety services.
  - 4. Be equipped with body cameras, which shall be recording throughout any policing response or interaction.
- D. The Chancellor shall:
  - 1. Publish the scope of the data and metrics required by section III.C and the timing and manner of their reporting;
  - 2. Share development in policing practices, including innovations in technology; and
  - 3. Support the acquisition of equipment by the colleges to advance the purposes of this regulation.

IV. EMPLOYMENT OF CAMPUS PUBLIC SAFETY PERSONNEL

- A. The employment of campus public safety personnel will be subject to the equal employment opportunity regulations.
- B. District recruiting materials must prominently indicate that applicants for a campus public safety personnel position will be required to demonstrate a commitment to diversity, equity, and inclusion principals. The evaluation of public safety personnel during their term of employment shall include consideration of the employee's commitment to these principles and to their contributions to student success.
- C. Applicants who obtain a degree in modern policing from a California community college shall receive a hiring preference over other similarly qualified applicants for a position as a campus police officer.
- D. Campus police and security officers shall receive community college-specific training as required by the law, and as made available by the Commission. The District shall make any campus climate and public safety trainings or materials developed by the Chancellor's Office available to its public safety personnel.
- E. The District shall not hire as a campus police officer an individual with any sustained finding related to moral turpitude, harassment, discrimination, retaliation, abuse of authority or power, excessive use of force, or other misconduct incompatible with the role of a campus police officer under the requirements of, and District policies and regulations. The District shall review records related to the current or prior employment of campus police and security officers to the full extent authorized by law.

*References:*

*California Education Code Sections 66010.2, 66093, 66700, 67381, 67381.1, 70901, 72330, 72330.2, 72330.5, and 70901*  
*Penal Code Section 13511.1.*  
*Government Code Section 12525.5*  
*California Code of Regulations, Title 5, Sections 59700, 59701, 59702, 59703, and 59704*