



# School and Campus Safety Taskforce Meeting

East Reading Room, Patrick Henry Building - June 11, 2013

## AGENDA

- 1:00 pm – 1:15 pm**      **Introduction and Approval of Minutes**  
Marla Decker, *Secretary of Public Safety*
- 1:15 pm – 2:00 pm**      **Summary of Recommendations Passed at March 26 Workgroup Meeting**  
Donna Michaelis, *Manager, Department of Criminal Justice Services/  
Virginia Center for School Safety*
- 2:00 pm – 2:15 pm**      **Discussion of Final PS Workgroup Recommendations/Outstanding Issues**  
Marla Decker, *Secretary of Public Safety*
- **CAMPUS SAFETY (DCJS):** Review the recommendations as set forth in *HJR122 Final Report: Study on Campus Safety* to review strategies for implementation of relevant recommendations to enhance school or campus safety.
  - **TRAINING AND RESOURCES (DCJS):** Review and evaluate the Secure Virginia Panel recommendations from 2004 reports to determine relevancy of recommendations for school safety.
- 2:15 pm – 2:30 pm**      *Break*
- 2:30 pm – 3:00 pm**      **Module for Active Shooter Integrated Training Module for Fire/EMS and Non-Law Enforcement Personnel**  
Billy Shelton, *Department of Fire Programs*  
Michael Cline, *Virginia Department of Emergency Management*
- 3:00 pm – 3:30 pm**      **Update on the Age Discrimination Portion of Previous Recommendation**  
Colonel Kemmler, *Virginia State Police*
- **CRIMINAL OFFENSES (VSP):** Eliminate age designation, and adds additional disqualifying adjudications of forcible sodomy and object sexual penetration as prohibitions against possession or transportation of firearms, firearms ammunition, stun weapons, explosives or concealed weapons through proposed legislation.
- 3:30 pm – 4:15 pm**      **Higher Education Update on Challenges Related to Campus Safety**  
Dave McCoy, *Chief of Police, University of Richmond*  
Craig Branch, *Chief of Police, Germanna Community College*
- 4:15 pm – 4:30 pm**      **Certified Crime Prevention Campus**  
Rick Arrington, *Department of Criminal Justice Services*
- 4:30 pm – 4:45 pm**      **Public Comment**
- 4:45 pm – 5:00 pm**      **Next Steps**



## Training for Emergency First Responders that supports an Active Shooter Response

Susan Mongold  
Director, Training & Exercises  
Virginia Dept. of Emergency  
Management



## Training Resources

- VDEM delivers training through three vehicles
  - VDEM Office of Training & Exercises – delivers classroom training statewide for emergency managers, first responders
  - FEMA Emergency Management Institute – delivers on-site classroom training at the EMI facility (Maryland)
  - DHS Consortium – VDEM coordinates bringing the classes to Virginia or sending participants to the national programs

## Active Shooter Training



- VDEM does not conduct Active Shooter Training as this is done by DCJS for law enforcement personnel
- VDEM does offer Emergency Managers and first responders online and classroom topics that are foundational (prepare someone to manage an incident) or targeted (prepare someone specifically to plan for or manage an active shooter incident)

## Foundational Training



- Available to all Emergency Managers and First Responders
  - Independent Study Incident Command Systems series
    - 1-3 hours each from FEMA <http://training.fema.gov/is/>
  - Incident Command Systems/Emergency Operations Center (G191)
    - 8 hours course fundamental to ICS/EOC management
  - Incident Command Systems – Advanced (ICS400)
    - 14 hour course targeting a multidiscipline audience

## Targeted Topics



- Public Information Officer Awareness Course (G289)
  - 8 hours; provides understanding of PIO function
- Mass Fatalities Incident Response (G386)
  - 16 hours; preparation for managing an incident that results in more fatalities than can be handled by the locality alone
- Multi-Hazard Emergency Planning for Schools (G364)
  - 16 hours; learn to refine school EOP, train and exercise plan

## Active Shooter Exercises



- 2007-Senior Leader Seminar on School Shooters (K-12) (Fredericksburg)
- 2007-Elementary School Active Shooter with IED Full Scale Exercise (Fauquier)
- 2009-Elementary School Shooter TTX (Galax)
- 2010-Elementary School Shooter FSE (Galax)
- 2011-Mall Shooter Simulation part of Hampton Roads FSE (Suffolk)
- 2011-Public Venue (Baseball Stadium) Active Shooter Part of Hampton Roads FSE (Norfolk)
- 2012-Active Shooter-Community College Setting (Roanoke)
- 2012-Inmate Escape, Active Shooter/Hostage Situation (Elementary School) TTX (Independence)
- 2012-2013 – Localities managing their own Active Shooter exercise

## Additional DHS Resources



- DHS provides free Active Shooter Preparedness materials (<http://www.dhs.gov/active-shooter-preparedness>) designed for a variety of audiences
  - Independent Study – Active Shooter: What You Can Do (online; guidance for preparing for and responding to an active shooter)
  - Resource Materials - booklet, poster, pocket cards
  - Webinars & Video – includes conducting security assessments, actions to take when confronted with an active shooter



## Fire and EMS Response to Active Shooter Mass Victim Incidents

Donald E. Hansen, PhD  
Branch Chief Training and Operations  
Virginia Department of  
Fire Programs

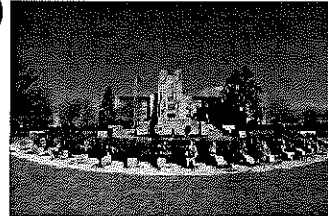
## History and Scope



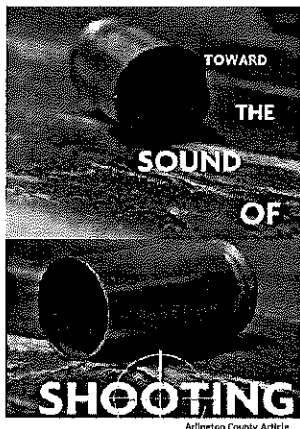
- Ten major multi-victim incidents since 2002

\*270 innocent victims lost lives

- Appalachian School of Law (**Virginia**)
- Beltway Sniper (Maryland/**Virginia**)
- Amish School Massacre (Pennsylvania)
- Weston High School (Wisconsin)
- Virginia Tech Massacre (**Virginia**)
- Northern Illinois University (Illinois)
- Tucson Shooting (Arizona)
- Century Movie Theater (Colorado)
- Sandy Hook Elementary (Connecticut)
- Santa Monica College (California)



## Response initiatives



- VDFP is currently working with localities to develop a standard Incident Action Plan/model for Fire/EMS response in the Commonwealth
- VDFP has identified several Fire/EMS organizations that have shared their plans and are willing to participate in Active Shooter training, drills and multi-agency response initiatives.

## Foundational Training



To further the knowledge base of Virginia's emergency response community, it is recommended to seek tier-level training through the current available sources.

- **The Run Hide Fight** - video produced by the Department of Homeland Security (6 minute presentation) to heighten awareness on attacks in the workplace.
- **Terrorism Response Operations for Public Safety (TROPS)** 4 hour program – offered through the Department of Defense to local Public Safety organizations.
- **Mass Shootings: Planning and Response** For fire and EMS services (V1.0) offered by the Firefighters Support Foundation - [www.ffsupport.org](http://www.ffsupport.org)
- **Active Shooter: What you can do** – 45 minute online program offered by the EMI (Emmitsburg, Maryland)

## Targeted Topics



- Beginning to identify and understand the perpetrators (Trench Coat Mafia 1994, Gamers, mentally deranged)
- Understanding the roles and responsibilities of the First Responder. (triage, treatment, extrication)
- Collaborative effort working with local, state and federal law enforcement to mitigate mass victim incident mortality. (ICS/Unified Command)
- Tactical Combat Causality Care (TCCC) working in teams of six in Active Shooter situations.

## Next Steps



- Identify the working group
- Evaluate local target area needs
- Collaborate with Law Enforcement
- Pre-incident planning
- Creating the emergency response check list
- Inter-agency - training the responders
- Post incident lessons learned
- Evaluate readiness

## Contact



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# Private Colleges

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## Challenges in Providing a Safe Campus Environment

School and Campus Safety Task Force  
Public Safety Workgroup

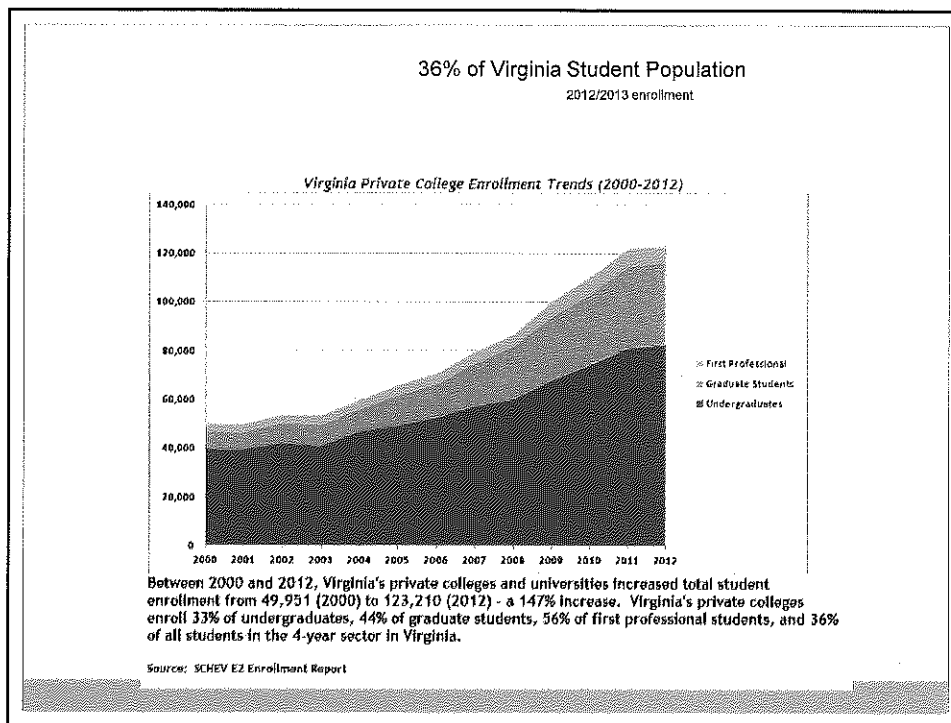
Dave McCoy  
Associate VP of Public Safety  
Chief of Police  
University of Richmond

June 11, 2013

# Private Colleges

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• 4/19/13	MIT	Boston	Campus P.O. killed
• 1/15/13	Stevens Institute	St. Louis	P.T. student shoots an administrator
• 10/31/12	USC	L.A.	4 people shot 1 killed
• 4/07/12	Oikos University	Oakland	10 students shot 7 killed
• 5/18/09	Harvard U	Cambridge	1 student killed
• 4/26/09	Hampton U	Hampton	2 shot by former student



## Private Colleges

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### Threat Assessment Teams

Established in 2008 under Va. Code 23- 9.2:10

Each public college/ university shall have in place policies and procedures for the prevention of violence on campus, including assessment and intervention with individuals whose behavior poses a threat to the safety of the campus community.

The board of visitors or other governing body shall determine a committee structure on campus of individuals charged with education and prevention of violence on campus, including representatives from:

*Student Affairs, Law Enforcement, Human Resources, Counseling Services, Residence Life, and Other Constituencies as needed.*

*Private institutions are not required under Virginia Law to have a Threat Assessment Team.*

## Private Colleges



### Threat Assessment Teams

10 Private Certified Police Departments

8 out of 10 participate in formal Threat Assessment Teams at their Institution

Remaining 2 Departments will have formal Threat Assessment Teams by Fall semester

21 4-year Institutions of Higher Learning (Nonprofit)

3 did not – 2 Seminaries and 1 small college

Virginia Private Colleges have been successful in implementing Threat Assessment Teams

## Private Colleges



### Training

Levels Vary in Virginia

**Police**

**Special Conservator of the Peace**

*Are Colleges and local L.E.'s aware of authority?*

**Security**

Should Police Department be defined in the Code of Virginia?

## Private Colleges



### Safe Campus Trends

#### Sexual Assaults

(15.2-1627.4) Participation in multidisciplinary response to sexual assault  
Are private universities engaged with their local Commonwealth  
Attorney S.A.R.T. ?

(9.1-1301) Do private universities maintain MOUs providing for or assisting  
with transportation or providing resource information to students

(23-234) Mutual Aid – Applicable to 10 private universities and encouraged for  
all private universities.

Violence Against Women Act – 2013 CLERY Amendments  
Domestic violence, Dating Violence, Stalking

## Private Colleges



### Guns on Campus

Located in every region of Virginia, private colleges offer a great variety of educational  
settings. There are single-sex and co-educational institutions, historically black campuses  
and religious colleges.

Each private college should continue to implement their own firearm/weapons policy  
based upon their own rich history and distinct character.

## Private Colleges



### Task Force Action

#### Immunity

**Civil immunity for certain persons; incidents on school property.** Provides that any person who, in good faith and without malice, reports, investigates, or causes an investigation to be made into the activities of any person relating to conduct involving bomb threats or other explosives or alcohol or drug use at a school or institution of higher learning or in connection with a school or institution activity shall be immune from all civil liability that might be incurred as a result of making such a report or investigation.

*Inform Private College and University Communities*

## Private Colleges



### Task Force Action

#### Mental Health Coordination

**Higher education; mental health treatment coordination.** Provides that the governing board of each public four-year institution of higher education shall establish written memoranda of understanding with its local community services board or behavioral health authority and with local hospitals and other local mental health facilities in order to expand the scope of services available to students seeking treatment. The bill requires each memorandum to designate a contact person to be notified when a student is involuntarily committed or when a student is discharged from a facility and consents to such notification. The bill also requires each memorandum to include the institution in the post-discharge planning of a student who has been committed and intends to return to campus, to the extent allowable under state and federal privacy laws.

*Similar to threat assessment legislation, private institutions should develop these M.O.U.s if the institution does not provide the services.*

Observations:

Private institutions replicate Va. Code applicable to Public Institutions

Department of Education – Campus Safety and Security Reporting Act (CLERY) requires any institution of higher learning receiving Title IV funds to maintain an emergency notification and timely warning policy.

Emergency Notification -

Triggered by an event that is currently occurring on or imminently threatening the campus. Initiate emergency notification procedures for **any significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees** occurring on the campus.

Timely Warning –

Triggered by crimes that have already occurred but represent an ongoing threat. Issue a timely warning for any **Clery crime** committed on your Clery geography that is reported to your campus security authorities or a local law enforcement agency and is considered by the institution to represent a serious or continuing threat to students and employees.

# **SAFETY & SECURITY CHALLENGES AND ISSUES FOR NON- RESIDENTIAL IHE'S**

Chief Craig Branch  
Germanna Community College PD

## **OVERVIEW**

The Virginia Community College System (VCCS) was established by the General Assembly in 1966 and is comprised of 23 non-residential Institutions of Higher Learning with a total of 40 campuses.

The VCCS serves and annual in credit student population of over 288,834 and a non-credit workforce training student enrollment of over 87,197.

The 23 colleges vary in size ranging from an annual headcount enrollment of 1,381 to 76,552.

## OVERVIEW

Since 1992, the VCCS has experienced an FTE growth of over 278.69%

12 of the 23 VCCS college's have campus police departments. In addition, 9 of the college's have some form of security (proprietary, contract security, or using facilities/other campus personnel to perform these functions).

## BUDGETS

**Many of my colleagues report that the size of their Institution of Higher Education (IHE's) and focus of their security and police budgets were mainly event driven. Some college Administrators often have a false sense of security and adopt a "Nothing Ever Happens Here" mindset.**



## **BUDGETS**

**One IHE colleague reported that it took a major event to occur at one of their campuses for his administration to recognize that their department was poorly under staffed and lacked essential equipment/resources.**

## **BUDGETS**

**Since the incident, the college has invested over 1 million dollars into the department.**

## **BUDGETS**

**Other IHE's reported that it took a critical incident to occur at another IHE in the state or nationally to trigger administrative interest in supporting the development and/or funding of programs, additional staffing, and the purchase of equipment. However, this interest slowly declined over a short period of time and things went back to the way they were.**

## **BUDGETS**

**Another budget concern expressed involved the requirements to provide programs and services that are unfunded mandates. Campus Police departments are among the most regulated police departments in the United States (i.e. Clery Compliance / DOE, Threat Assessments, Crime Prevention mandates, Title IX / DOJ, etc..)**

### **MULTI-CAMPUS CONSIDERATIONS**

**The majority of our two-year IHE's have more than one campus. In addition to the rapid growth we have seen with the VCCS, many of the college's have also expanded their campuses.**

**Other challenges include having multiple campuses that are open and easily accessible to the public.**

### **MULTI-CAMPUS CONSIDERATIONS**

**Providing staffing and security programs to multiple campuses that are miles apart and others in different jurisdictions present unique staffing, facility, communication, and organizational issues that leaves the VCCS security and police departments struggling to identify resources quickly enough to address the campus crime and service issues that have resulted from this growth.**

## **CAMPUS POLICE & SECURITY FACILITY RESOURCES**

Many of the campus police/security administrators indicated that they lacked sufficient office space, dispatch or central monitoring centers, locker space, and work space. In several cases, the space issues that were reported were not unique to the traditional space provided to our 4 year counter parts. Many reported relegated to a desk or booth in lobby entrance that lacked confidentiality.

## **POLICE & SECURITY VEHICLES**

Several of the campuses reported that they had an in adequate number of vehicles for the services they provide. Some reported that their police or security departments did not have any vehicles.

## **STAFFING**

**Many IHE's reported they were understaffed and would struggle to have the ability to immediately responded to an emergency situation at one of their campuses.**

## **STAFFING**

**Benchmarks of student to officer ratios-**

- ◎ **March 2008 Florida Gubernatorial Taskforce on university campus safety: Established a ratio of 1:600 (Longo, 2008)**
- ◎ **Univ of Wisconsin safe campus committee report: Established a ratio of 1:500 (Safe Campus Committee, 2007)**
- ◎ **Bureau of Justice Statistics Campus Law Enforcement Study 2004-2005: National Average: 3:1000 or 1 per 33 (Reaves, 2008)**
- ◎ **No fewer than (2) sworn officers should be on duty during any given shift. (Longo, 2008)**

## **STAFFING**

Several of our two year IHE's reported that a large portion of their staffing are part-time officers. As a result of new mandates/federal legislation, it has become increasingly harder for them to provide adequate staffing and services to the college community. Recruitment and retention is also a challenge. Many are losing officers to 4 year IHE departments or the local jurisdictions who offer better pay and equipment.

## **EMERGENCY PREPAREDNESS & OCCUPATIONAL SAFETY PROGRAMS**

A number of the IHE's incorporated emergency preparedness and occupational safety programs into their police/security departments who are already understaffed and lacked the appropriate resources.

## **MENTAL HEALTH/THREAT ASSESSMENT**

The VCCS IHE's do not have access to on campus clinical mental health counselors. However, the recent legislation requiring them to enter into MOU's with their local CSB's are very helpful.

Several of campus police departments reported that they are participating in their local Crisis Intervention Team (CIT) programs and have CIT trained police officers.

## **MENTAL HEALTH/THREAT ASSESSMENT**

Some of the IHE's without campus police departments reported a lack of mutual collaboration and information sharing with their local jurisdictions on threat assessment cases.

Where as all of the IHE's reported having threat assessment teams and attending training associated with them, several reported that they lack administrative support from college executives.

## **SECURITY TECHNOLOGY AND CRIME PREVENTION PROGRAMS**

All of the IHE's indicated they were dealing with trying to upgrade old technology resources. Some reported not having any in place and/or lacking funding support to acquire these resources. Several IHE's reported that they were currently designing and upgrading access control systems, CCTV systems, alarm systems, emergency notifications systems (ENS), and trying to address interoperability issues with local/state emergency responders.

## **SECURITY TECHNOLOGY AND CRIME PREVENTION PROGRAMS**

The challenges for those IHE's with multiple campuses is to have a central dispatch/monitoring center and the network capability to integrate or upgrade the different systems for a coordinated response.



## **SECURITY TECHNOLOGY AND CRIME PREVENTION PROGRAMS**

**Additional challenges would be to have the ability to manages events as they occur in a timely fashion. As systems are expanded, the need for identifying dedicated staff to manage and service the equipment is necessary. Budgets and the ability to maintain/upgrade equipment are needed. Moreover, partnerships need to be developed (Administrative Driven) between IT departments, campus Police/Security, and local responders.**

## **SECURITY TECHNOLOGY AND CRIME PREVENTION PROGRAMS**

**Many of the IHE's are seeking the ability to immediately secure at least exterior doors to campus facilities from a central and/or remote location. All have expressed a need to encourage administrators to incorporate this into future VCCS capital outlay projects.**

**SECURITY TECHNOLOGY AND CRIME  
PREVENTION PROGRAMS**

Several of my colleagues have expressed concerns that in most of their IHE's capital outlay projects police/security are not included in the planning phase and often times security staffing and technology are the first things to be cut when reductions are need for the projects.

**SECURITY TECHNOLOGY AND CRIME  
PREVENTION PROGRAMS**

Many of the IHE's are seeking the ability to immediately secure at least exterior doors to campus facilities. All have expressed a need to encourage administrators to incorporate this in to future VCCS capital outlay projects.

## **SECURITY TECHNOLOGY AND CRIME PREVENTION PROGRAMS**

**All of the IHE's reported having some form of crime prevention programs but lack the sufficient support to sustain such programs.**

**These programs are tailored to address the unique needs of dealing with commuter student based IHE's and a very diverse student population.**

## **SUMMARY**

**Many of our IHE's reported the largest safety and security challenges are with trying to maintain the balance between maintaining safety and security while maintaining an open and easily accessible campus environment.**

## **SUMMARY**

**Key concerns include:**

- ◎ **Support with staffing, facilities and resource needs to accommodate growth and added safety/security services.**
- ◎ **Ensure colleges earmark adequate funding for their police/security department's budgets to achieve its safety/security mission.**
- ◎ **Ensure police/security administrators are included in capital outlay planning projects.**