



UNIVERSITY OF TORONTO
STUDENTS' UNION

UTSU Report on Campus Police

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Mental Health Resources

Trigger Warning: This report mentions and contains information about mental health crises and sexual assault.

“If you're feeling distressed or need someone to talk to, please don't hesitate to reach out to these resources.”

HEALTH AND COUNSELLING CENTRE

U of T St. George

Koffler Building 2nd floor: 416-978-8030

U of T Scarborough

Environmental Building: 416-287-7065

UofT Mississauga

Davis Building basement: 905-828-5255

INTERNATIONAL STUDENTS



Helplines

My SSP for International Students

1-844-451-9700

INDIGENOUS SPECIFIC RESOURCES

Helplines

Anishnawbe Health Mental Health Crisis Line for Aboriginal Students

416-891-8606

MENTAL HEALTH

On-Campus Personal Counsellors

416-978-8030. (Drop in available)

OISE Psychology Clinic

416-978-0620

Helplines:

Good 2 Talk Student Helpline

1-866-925-5454

Ontario Mental Health Helpline

1-866-531-2600

Drug & Alcohol Helpline

1-800-565-8603

Gerstein Centre Mental Health Crisis Line

416-929-5200

HOSPITALS

Mount Sinai Hospital

416-586-4800

Toronto General Hospital

416-340-3131

Women's College Hospital

416-323-6400

LGBTQ2S+



On-Campus

The Centre for Women and Trans People

Tel: (416)-978-8201

Fax: (416)-978-1078

Off-Campus

The 519

416-392-6874

Helplines

LGBTQ Youthline (Peer Support; Open Sun-Fri 4:00PM-9:00PM)

1-800-268-9688

ACADEMIC DISTRESS

Academic Success

416-978-7970

SEXUAL ASSAULT/VIOLENCE AGAINST WOMEN

On-Campus Sexual Violence Prevention & Support Centre

416-978-2266

Off-Campus Emergency (24/7) Toronto Rape Crisis Centre

416-597-8808

Sexual Assault & Domestic Violence Care Centre

416-323-6040

Helplines

Assaulted Women's Helpline

416-863-0511

HOUSING DISTRESS

Off-Campus

Hostel Services - Central Intake (Emergency Shelter)

416-397-5637



My Student Support Program (SSP):

- *“You can access U of T My Student Support Program (U of T My SSP) 24/7 by calling 1-844-451-9700. Outside of North America, call 001-416-380-6578. (See instructions for accessing My SSP outside of Canada or the U.S. under Service Delivery.)”*
- *“U of T My SSP provides students with real-time and/or appointment-based confidential, 24-hour support for any school, health, or general life concern at no cost to you. You can call or chat with a counsellor directly from your phone whenever, wherever you are.”*
 - <https://apps.apple.com/us/app/my-ssp/id1112006222>
 - <https://play.google.com/store/apps/details?id=com.onetapsolution.s.morneau.myissp&hl=en>

For a full list of available mental health resources, please visit

- <https://www.utsu.ca/mental-health-directory>.

You can select resources that are specific to your needs.

For long term support, the UTSU Health plan covers the cost of a mental health practitioner for a maximum of \$100 per visit and up to 15 visits per policy year.

¹ <https://studentlife.utoronto.ca/service/myssp/>



Introduction

Background

The purpose of this research report is to compile information on the structure, functions, power, and funding of campus police as well as instances of discrimination perpetrated by university sector.. This comprehensive report outlines articles from The Varsity, annual reports from Campus Police, the Governing Council, external reports that discuss campus police, and information provided on the Campus Police website. As indicated in the UTSU's statement written in collaboration with the Black Students' Association (BSA), we called on the reevaluation of Campus Police services. As we have seen countless times, police do not work to create a safe environment, they harm students' wellbeing, notably BIPOC students, and actively contribute to unsafe conditions on campus. Moreover, within this report, we highlight certain tasks that campus police have carried out in the past, and how the reallocation and reassignment of certain tasks can be better performed by other sectors of the university.

Important Questions

- Who are campus police?
- What is the structure of campus police?
- Where do campus police get their power?
- Where does the funding for campus police come from?
- Who employs campus police?
- How has campus police responded to incidents of harassment, assault, and violence on campus?
- What training do campus police receive?
- Who handles complaints against campus police?
- What are the next steps after this report?

Power & Jurisdiction

The University of Toronto Campus Police works directly for Toronto Police Services (TPS). University Toronto Campus Police Special Constables are sworn



in as Peace Officers through the Toronto Police and Peel Police Services Board after being approved by the provincial Ministry of Community Safety and Correctional Services. University of Toronto Campus Police Services have the same power as TPS and Peel Police Services. Campus police possess powers of arrest search and seizure. Additionally, they have the authority to lay criminal and provincial offence charges. Criminal circumstances and occurrences within the University community are investigated by Campus Police. Campus Police then puts together a report that is submitted to the Toronto or Peel Police Services. This is stipulated in the Special Constable Service Agreement.

University of Toronto Campus Police works in direct contact and affiliation with TPS whose actions have continued to target and create an unsafe environment for BIPOC and 2SLGBTQ+ communities.* Campus police services works under the jurisdiction of TPS and Peel Police Services.

Here are statistics outlined in the report: [**A Collective Impact: Interim report on the inquiry into racial profiling and racial discrimination of Black persons by the Toronto Police Service**](#)²

Although Black people make up only 8.8% of Toronto's population, they also represent:

- 36% of cases involving police use of pepper spray
- 36.7% of cases involving police strikes
- 45.5% of cases involving police taser use
- 32.2% of cases involving a firearm
- 41.1% of cases involving police grounding/other force
- 57.1% of cases involving a police dog

Data clearly shows that Black people were significantly more likely than white people to be charged or arrested. They were over-represented in every charge category examined due to inherent racism in the policing system.

2

<http://www.ohrc.on.ca/en/public-interest-inquiry-racial-profiling-and-discrimination-toronto-police-service/collective-impact-interim-report-inquiry-racial-profiling-and-racial-discrimination-black>



OPSEU519 = Campus Police

Structure and Services

Services:

Special Constables³

- Granted enhanced authority by the province through the TPS Board which gives them the authority of a police officer on campus
- Special constables are appointed by the Province of Ontario and managed by the Toronto Police Services Board
- Special constables have the authority of a police officer while on University Property
- Special Constables are able to deal with criminal and provincial offences, thereby requiring less Toronto Police presence on campus
- Special constables have the powers of arrest and release, have the discretion to act on criminal and provincial offences, and have the authority to transport prisoners within the City of Toronto.
- The University of Toronto Policy on Policing grants authority to enforce university policy, bringing infractions to the attention of the academic or departmental leaders
- Special Constables patrol the campus by foot, car and bicycle in order to *provide a visible presence on campus.*

Building Patrol⁴

- Uniformed personnel who provide security as required across campus

³ <https://campuspolice.utoronto.ca/special-constables/>

⁴ <https://campuspolice.utoronto.ca/building-patrol/>



Casual Building Patrol⁵

- When required, members of Building Patrol are called upon to provide static and roaming patrols of buildings on campus; manage access control; and provide security as required by clients

TravelSafer

- A safer alternative to walking alone on the St. George campus. Individuals can request a WalkSafe escort to and from any building on the St. George campus including TTC stations.⁶

Mandatory & Optional Training

[According to a recent article by The Varsity:](#)

- All security staff currently receive equity, diversity, inclusion, and anti-bias training. The UTSG Campus Police have an optional course on anti-racism and systemic racism while neither UTM nor UTSC Campus Police offer the same training.”⁷
- “In light of recent calls to abolish, defund, or reform the police, a U of T spokesperson told the Varsity that all three campuses have partnered with the Anti-Racism and Cultural Diversity Office to update their training as part of a continuous review of the training programs offered.”
- “All three campuses offer Campus Police some form of training on mental health or de-escalation practices.”

⁵ <https://campuspolice.utoronto.ca/building-patrol/>

⁶ <https://campuspolice.utoronto.ca/security-services/>

⁷

<https://thevarsity.ca/2020/07/17/2019-campus-police-reports-show-increase-in-reported-sexual-assault-at-utsg/>



Previous Reports on Campus Police & Training

Reports have been conducted by the University of Toronto Affairs, specifically, the University of Toronto Governing Council

The most recent report on the Campus Police website is the [2018 Campus Police Annual Report - University of Toronto Affairs Board](#).⁸

The most recent report available online is the [2018-2019 report by the Governing Council](#).⁹

This report highlights all the mandatory training campus police must go through. **There is no mandatory or even additional equity, anti-racism, and bias training indicated in these reports.** Further information on mandatory equity, diversity, inclusion, and anti-bias training has not been indicated within reports.

- Has EDI training even created a more equitable environment within police service
- What are the measurable results from EDI training?
 - If there are no measurable benefits to reform, this is clearly indicative of a reason to defund and reinvest in more important and beneficial resources at the university.

⁸ <https://campuspolice.utoronto.ca/annual-report/>

⁹ <https://campuspolice.utoronto.ca/annual-report/>



Anti-racism, Equity & Mental Health training

Year-by-Year Overview

Year	Training	Number of staff trained	Facilitator	Training Duration
2016	Scenario-based mental health	11	Canadian Police Knowledge Network	2 hours
2019	LGBTQ+ issues	6	Canadian Police Knowledge Network	2 hours
2019	Aboriginal and First Nations Awareness	16	Canadian Police Knowledge Network	2 hours
2019	Islamophobia on University Campuses	1	Canadian Police Knowledge Network	2 hours
2020	Strengthening Racially Inclusive Practices: Training for Campus Police	N/A	UofT Anti-Racism & Cultural Diversity Office (ARCDO)	N/A

Source: Campus Police, Freedom of Information and Protection of Privacy Office



Equity Training Descriptions & Overview

- **Strengthening Racially Inclusive Practices: Training for Campus Police**
 - Facilitator: Anti-Racism & Cultural Diversity Office
 - Provide an overview of the race-related Ontario Human Rights Code grounds and definitions of relevant key equity terms
 - Explore the manifestations of racial discrimination and harassment with a specific focus on anti-Black racism and campus safety
 - Discuss best practices and tools to support a safer campus with diverse students and employees
 - (no available data on the number of hours or number of participants)

- **Preventing racial discrimination and harassment in the work environment**
 - Facilitator: Anti-Racism & Cultural Diversity Office
 - Provide an overview of race-related definitions of relevant key terms
 - Explore how racial discrimination and harassment manifest in the work
 - Share strategies and tools to effectively identify and respond to race-related conflicts in the workplace Explain the role of the Anti-racism and Cultural Diversity Office in the complaints resolution process at the University of Toronto
 - (no available data on the number of hours or number of participants)

- **Anti-Oppression & Microaggression Training TNT INC.**



- Facilitator: Justice, Management, and Educational Consultants | In Partner With Diversity CPR, Consulting, Publication and Research
 - Through interactive workshops, individuals will be asked to participate in shared experiences relating to stereotyping, colour blindness, and how these microaggressions manifest themselves in the workplace and on campus.
 - Topic include:
 - Dynamics of Oppression
 - Interlocking Oppressions
 - Power & Privilege
 - Microaggressions
 - Workplace Scenarios
- (no available data on the number of hours or number of participants)

Mental Health Training

- safeTALK (suicide-prevention and alertness) training
 - (no available data on the number of hours or number of participants)
- Scenario-based mental health training
 - (no available data on the number of hours or number of participants)

Effectiveness of Training

The information obtained from the FIPPA does not outline the effectiveness of the training. In addition to this, training is not mandated, and the number of individuals from Campus Police who attend training sessions is significantly low. Even with ensuring mandatory training, this training must be applied to various roles of officers on campus from special constables to security guards. Awareness of one's own power and the historical context of policing that continues to perpetuate racism and prejudice is meaningless without a reevaluation of titles, roles, and responsibilities.



Additionally, the vast majority of training facilitators were internal policing organizations, specifically, the Campus Police Knowledge Network. The dissemination and facilitation of training via internal stakeholders will undoubtedly uphold ingrained biases within policing systems that continue to harm marginalized communities.

There is an apparent sense of irony when a member of the police department facilitates anti-racism and mental health training for incoming officers. Considering the historical and ongoing context of discrimination within policing, it is important to reevaluate policy structures, internally and externally, within various departments.

As outlined in the Governing Council's Annual Report on Campus Police for 2019⁷, there is training for "scenario-based mental health and de-escalation training" (taught by the Canadian Police Knowledge Network) and "Trauma Informed De-Escalation for Safety (Centre for Addiction and Mental Health education Services. Combined, both training sessions total 17.5 hours with a total of 14 participants out of the 50 constables on Campus Police Services."⁷ Certainly, 16.5 hours of training along with a very low number of participants, would prove to be ineffective given the harm caused by Campus Police at the UTM mental health incident in 2019.

Instead of directing mental health situations towards Campus Police, it is important to invest in Crisis Responders, who are equipped with the necessary skills and training.

Filing a Complaint Against Campus Police¹⁰

- "Complaints against other members will be investigated and managed in accordance with the appropriate collective agreements. A concern is not a complaint and should be addressed to the Director, Campus Police Services for response."

¹⁰ <https://campuspolice.utoronto.ca/complaints/>



- “Complaints may be based on service, policies, misconduct or allegations of a criminal act. To ensure that complaints made against University of Toronto Campus Police or any of its members are properly investigated, the following procedures will be followed:”
- “The member receiving the complaint will obtain the complainant’s name, address and telephone number and refer this information to a supervisor.”
 - The fact that campus police are enabled the power to handle a complaint against themselves is indicative of an apparent equity issue within the organization
- “The supervisor will interview the complainant and obtain details of the complaint. The complainant will be asked to provide the details in writing and to sign it. The supervisor will forward the complaint to the Director, Campus Police Services for investigation.”
- “The investigation into the complaint will be terminated if the complainant will not put the complaint in writing and sign it.”
- “If the member disagrees with the findings of the Director, they may seek redress in accordance with the Collective Agreement.”
- “If the complainant disagrees with the findings, they may contact the Vice-President, Business Affairs for a review of the investigation. If unsatisfied, an appeal may be made within the administration. If these channels have been exhausted, students, faculty and staff of the University may contact the Office of the University Ombudsperson.”

When complaints against a police officer are assessed by a member of the same department, there is an inherent bias that will neglect the severity of the complaint. The campus police officer receiving the complaint should not be given the complainant’s name, address and telephone number and refer this information to a supervisor. An individual handling a complaint against themselves would be unethical and a clear conflict of interest.



Campus Police Funding¹¹

- There is no publicly available University of Toronto Campus Police Budget

[Memorandum of Agreement entered into the City of Toronto in the Province of Ontario as of July 25, 2018 between the Governing Council of the University of Toronto \(the Employer\) and the Ontario Public Service Employees Union and its Local 519 \(the Union\).](#)

The only [publicly available data](#) campus police funding is regarding the wage rates of officers on campus, which increases every year.¹²

¹¹ See Freedom of Information Request on the Campus Police Budget

¹²

<https://hrandequity.utoronto.ca/wp-content/uploads/sites/36/2020/02/FINAL-CA-Campus-Police-2017-2020-Nov-2019-website.pdf>



Campus Police Budget: Freedom of Information Request

2020-2021

2020 to 2021

UTSG Campus Police Services, Original Budget May 1 2020 - January 1 2021 (8 months)

Category	Fund Ctr	FC Description	Commitment Item	CI Description		
Revenue	102096	Campus Police	IN-EXP-REC	Internal expense recovery	\$	(2,089,241.00)
Expenditur	102096	Campus Police	SUPPLIES	Supplies	\$	166,812.00
			SER-FEES	Services: Fees	\$	9,200.00
			TRAV-EMPL	Travel: Employee	\$	22,499.00
			SERVICES	Services general	\$	17,413.00
			SER-BLDG-REPAIRS	Services: building repairs	\$	4,000.00
			SER-PRINTING	Services: printing	\$	4,400.00
			SER-STAFFCOSTS	Services: Staff costs	\$	127,510.00
			SUP-OFFICE	Office supplies	\$	11,860.00
			EQUIP-PUR	Equipment purchase	\$	5,866.00
			FURN-PUR	Furniture purchase		
			POSTAGE	Postage		
			SER-HOSPITY	Hospitality services	\$	1,350.00
			TELEPHONE	Telephone costs	\$	9,635.00
			SER-PARK	Parking costs	\$	10,313.00
			SER-EQP-RPAIR	Equipment repairs	\$	95,553.00
			HR-APP-AD	Admin salaries	\$	1,210,361.00
			HR-APP-UN	Union salaries	\$	3,001,651.00
			HR-BEN-AP	Appointed staff benefits	\$	989,823.00
			SER-BUILDG	Building Services	\$	656,928.00
			SER-COURIER	Courier	\$	1,180.00
					\$	4,257,113.00

UTSG-TRICAMPUS Campus Police Services, Original Budget May 1 2020 - January 1 2021 (8 months)



2019-2020

2019 to 2020

UTSG Campus Police Services, Original Budget May 1 2019 - April 30 2020

CI Category	FC	FC Description	Com.Item	CI Description	Original Budget
Revenue	102096	Campus Police	IN-EXP-REC	Internal expense recovery	\$ (2,071,013.00)
Expenditur	102096	Campus Police	EQUIP-PUR	Equipment purchase	\$ 5,871.00
			FURN-PUR	Furniture purchase	
			HR-APP-AD	Admin salaries	\$ 1,288,223.00
			HR-APP-UN	Union salaries	\$ 2,936,650.00
			HR-BEN-AP	Appointed staff benefits	\$ 1,013,969.00
			POSTAGE	Postage	
			SER-BLDG-REPAIRS	Services: building repairs	\$ 5,000.00
			SER-BUILDG	Building Services	\$ 613,273.00
			SER-COURIER	Courier	\$ 500.00
			SER-EQP-RPAIR	Equipment repairs	\$ 159,189.00
			SER-FEES	Services: Fees	\$ 9,200.00
			SER-HOSPITY	Hospitality services	\$ 1,150.00
			SER-PARK	Parking	\$ 313.00
			SER-PRINTING	Services: printing	\$ 2,400.00
			SER-STAFFCOSTS	Services: Staff costs	\$ 32,510.00
			SERVICES	Services general	\$ 22,080.00
			SUP-OFFICE	Office supplies	\$ 8,860.00
			SUPPLIES	Supplies	\$ 93,022.00
			TELEPHONE	Telephone costs	\$ 10,092.00
			TRAV-EMPL	Travel: Employee	\$ 16,099.00
					\$ 4,147,388.00

2018-2019

2018-2019

UTSG Campus Police Services, Original Budget May 1 2018 - April 30 2019

CI Category	FC	FC Descri	Com.Item	CI Description	Original Budget
Revenue	102096	Campus P	IN-EXP-REC	Internal expense recovery	\$ (1,985,823)
Expenditur	102096	Campus P	EQUIP-PUR	Equipment purchase	\$ 13,195
			FURN-PUR	Furniture purchase	
			HR-APP-AD	Admin salaries	\$ 1,214,049
			HR-APP-UN	Union salaries	\$ 2,678,918
			HR-BEN-AP	Appointed staff benefits	\$ 934,312
			POSTAGE	Postage	
			SER-BLDG-REPAIRS	Services: building repairs	\$ 40,632
			SER-BUILDG	Building Services	\$ 665,735
			SER-COURIER	Courier	\$ 500
			SER-EQP-RPAIR	Equipment repairs	\$ 82,715
			SER-FEES	Services: Fees	\$ 2,200
			SER-HOSPITY	Hospitality services	\$ 150
			SER-INTRL	Services: internal-mtc	\$ 4,339
			SER-PARK	Parking	\$ 313
			SER-PRINTING	Services: printing	\$ 900
			SER-STAFFCOSTS	Services: Staff costs	\$ 40,510
			SERVICES	Services general	\$ 29,580
			SUP-OFFICE	Office supplies	\$ 8,860
			SUP-PRINTING	Printing supplies	
			SUPPLIES	Supplies	\$ 67,002
			TELEPHONE	Telephone costs	\$ 9,092
			TRAV-EMPL	Travel: Employee	\$ 10,599
					\$ 3,817,778



2017-2018

2017-2018

UTSG Campus Police Services, Original Budget May 1 2017 - April 30 2018

CI Category	FC	FC Description	Com.Item	CI Description	Original Budget
Revenue	102096	Campus Police	IN-EXP-REC	Internal expense recovery	\$ (1,500,076.00)
Expenditur	102096	Campus Police	SUP-OFFICE	Office supplies	\$ 10,560.00
			EQUIP-PUR	Equipment purchase	\$ 19,777.00
			FURN-PUR	Furniture purchase	
			HR-APP-AD	Admin salaries	\$ 1,121,649.00
			HR-APP-UN	Union salaries	\$ 2,662,049.00
			HR-BEN-AP	Appointed staff benefits	\$ 908,088.00
			POSTAGE	Postage	
			SER-BLDG-REPAIRS	Services: building repairs	\$ 197,106.00
			SER-COURIER	Courier	\$ 500.00
			SER-EQP-RPAIR	Equipment repairs	\$ 151,600.00
			SER-FEES	Services: Fees	\$ 11,034.00
			SER-HOSPTLTY	Hospitality services	\$ 150.00
			SER-INTRL	Services: internal	\$ 4,339.00
			SER-PARK	Parking	\$ 361.00
			SER-PRINTING	Services: printing	\$ 900.00
			SER-STAFFCOSTS	Services: Staff costs	\$ 48,310.00
			SERVICES	Services general	\$ 30,184.00
			SUP-PRINTING	Printing supplies	\$ 360.00
			SUPPLIES	Supplies	\$ 74,558.00
			TELEPHONE	Telephone costs	\$ 32,087.00
			TRAV-EMPL	Travel: Employee	\$ 22,546.00
					\$ 3,796,082.00

SCHEDULE I: WAGE RATES

OPSEU - F/T L519
Campus Police

Last revised: July 31, 2018

Personnel Area: **0001**
Personnel Subarea: **1400**
Pay Scale Type: **20**
Pay Scale Area: **01**

	Job	Pay scale group	PS level	01.07.2017 Amount	01.07.2018 Amount	01.08.2018 Amount	01.07.2019 Amount
Corporal	147	02U		\$36.31	\$37.04	\$39.92	\$40.72
1st Class Constable	148	01U	01	\$34.30	\$34.99	\$37.72	\$38.47
2nd Class Constable	149		02	\$32.58	\$33.23	\$35.83	\$36.55
3rd Class Constable	565		03	\$28.96	\$29.54	\$31.84	\$32.48
4th Class Constable	566		04	\$25.47	\$25.98	\$28.01	\$28.57
Communications Operator I	489	07U	01	\$34.30	\$34.99	\$37.72	\$38.47
Communications Operator II	567		02	\$32.58	\$33.23	\$35.83	\$36.55
Communications Operator III	568		03	\$28.96	\$29.54	\$31.84	\$32.48
Communications Operator IV	1873		04	\$25.47	\$25.98	\$28.01	\$28.57



Nonetheless, as the Toronto Police Services Board operating budget is \$1.076 billion, and all officers are soon in by TPS, U of T Campus Police is part of an operation that is significantly overfunded.

Involvement of Campus Police

Police Presence at Student Events

In the past, campus police have been complicit in violence perpetrated at events, or the perpetrators of violence themselves. Even so, they create an uncomfortable and unsafe environment for marginalized student groups. In spite of calls to action from students in the past as well as the UTSU, annual reports have displayed little to no evidence of change. In an article written by The Varsity, they highlighted recommendations for review of the Campus Police complaints process, and further educating students. Nonetheless, review or not, the campus police complaints process remains stagnant and unchanged, which is indicative of an unwillingness to break down power dynamics between students and campus police.

Moreover, in 2017, the UofT Free Speech rally resulted in campus police aggression against transgender and Black students at the rally. Campus police “failed to protect transgender and Black students from verbal and physical aggression.”

These issues have been ongoing, and there is no data or indication of improvement within campus police services available on campus.

The UTSU 2016-2017 executive criticized campus police as campus police was complicit in their actions which allowed this violence to occur as a consequence.¹³ On the campus police website, it is stated that campus police works to create an equitable and safe environment

¹³ <https://thevarsity.ca/2016/10/24/utsu-calls-for-inquiry-into-campus-police/>



for students. Clearly, in this situation, campus police failed their duty to create a safe space on campus.

In a measurable data-based context, there is a lack of evidence as to how campus police contributes to the safety and wellbeing of students on campus.

Moreover, the UTSU for the 2016-2017 term also called an inquiry into Campus Police, and their inaction and complicity to violence at the rally as they failed to intervene when they saw trans students being assaulted at the event.²

The UTSU called “on an investigation into how Campus Police responds to situations in which students, especially marginalized students — need protection. Nonetheless, campus police have been complicit in violence on campus, actively creating an unsafe environment, particularly for marginalized students on campus.

In spite of calls to action, campus police reports preceding this have not indicated how Campus Police has actively worked to better respond to situations in which marginalized students need protection. They have highlighted an attempt to improve their presence at Pride and 2SLGBTQ+ events; however, there is no explicit, detailed information present as to how campus police have attempted to be inclusive of BIPOC students on campus.

Campus Police and Mental Health Crises

Presidential and Provostial Task Force Final Report

Since 2019, there has been a rise in the contention about the practice of handcuffing students who are apprehended by Campus Police under the Mental Health Act and taken to the local hospital for further assessment. The task force recommended this practice be reviewed by the University and that a trauma-informed protocol to support Campus Police in their evaluation of



the safety and risk of students transported to the hospital for further assessment be developed.

According to this report, “university faculty and staff are called upon to support students in serious mental health situations.”¹⁴ As this presents a strain on staff and faculty, the involvement of campus police in these situations increases presenting a barrier for several students who are uncomfortable with police assistance and not equipped to handle mental health crises. In the report, one of the key actions items was providing enhanced mental health training for Campus Police and increased collaboration between Campus Police and other on-campus first responders (e.g. crisis response team, residence life staff). There is no available data to showcase improvement within mental health training for campus police.

Campus Police & Cases of Sexual Assault & Violence

Silence is Violence Report 2019

The most commonly known sector of the university to report a case of sexual violence or assault is campus police. To further understand the history of reporting, we read through Silence is Violence’s 60 page report. The report took a much-needed intersectional approach to their findings. The study found that marginalized students believe that their identities -- whether racial, gendered, sexual, or regarding disabilities -- affected their perpetrator’s actions.¹⁵ According to the report, marginalized students experience a disproportionately high rate of sexual violence.¹⁵ - “It is imperative that the university recognizes that sexual violence disproportionately affects marginalize people and that survivors of sexual violence can never be effectively supported by a universal ‘one-size-fits-all response.’”¹⁵ Intersectional

¹⁴

<https://www.provost.utoronto.ca/wp-content/uploads/sites/155/2020/01/Presidential-and-Provostial-Task-Force-Final-Report-and-Recommendations-Dec-2019.pdf>

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<https://thevarsity.ca/2019/02/03/silence-is-violence-releases-years-long-report-on-sexual-violence-at-u-of-t/>



reponses to addressing sexual assault on campus are imperative, and it is important that we analyze the ways in which the university handles cases, specifically campus police, and the lack of intersectionality in their reponses.

Respondents were asked about their comfort level in reporting sexual violence to Campus Police. Participants rated it a 5.47 out of 10 average. When asked the same regarding university staff, the average score was 5.09 out of 10. Survivors have criticized campus authorities and their handling of sexual violence cases, “questioning both the training and experience of officials and their commitment to prevention and adequate response efforts.”

Majority of respondents stated that campus police would be their primary point of contact for sexual assault cases. However, this is a significant barrier for marginalized students on campus when seeking assistance as campus police creates an unsafe environment for many students on campus. Sexual Violence & Support services are still significantly underfunded and it is an imperative to allocate funding from other sectors of the university to improve prevention efforts and increase support for survivors.

Services such as these as well as mental health services at U of T are significantly underfunded. An explanation for the underfunding is the burden of improperly handled tasks by Campus Police. Campus police are tasked with handling sexual violence cases and well as mental health crises. Nonetheless, the low reporting rate of cases to campus police compounded by the abuse perpetrated by campus police in mental health crises and against BIPOC communities is indicative of the need to reallocate certain tasks and functions of their service to areas where they can be better performed. Thus, the reallocation of various services and tasks would be better performed by other sectors of the university.

U of T must be more intentional in its response to sexual violence on campus if it is to ever legitimately support survivors at U of T; there must be a move to transparent, accessible, well-advertised, and survivor-driven sexual violence resources. Campus police, historically, has not taken a survivor-driven, trauma-informed approach.



In their report, SIV stated that the university must prioritize the safety of survivors. The university must provide “complainants” information about each step taken by the university, and parties representing the university, e.g. externalities investigator, **campus police**, etc.) during the investigation process in a timely manner.

Moreover, in one of their recommendations, on approaches to policies and programs, SIV stated the need to articulate the difference between formal reporting and formal disclosure to students in a clear and accessible manner. Students have outlined their desire to be better informed about where and how a formal report can be made at the university. If there are spaces in which an informal disclosure cannot be made without triggering an investigation, students must be informed about such processes (e.g., **disclosing to campus police**, etc.).

Survivors are terrified of not being taken seriously, and are in the midst of a healing process/trying to figure out their healing process. The last thing survivors need is to be scrutinized by campus police. “Respondents also stated that they were doubtful that police would help them because of their membership in marginalized communities. Police have a history of scrutinizing, criticizing, and ignoring the survivors words. Other individuals wrote that “reporting to campus police seemed inaccessible and that they were unsure how to do so”¹⁶

- “Having campus police be most widely known first point of contact for sexual violence assistance on campus may pose a barrier to racialized members of the community seeking assistance.”⁵
- “Campus police may not be an option for racialized students in crisis. This is due to the ongoing racist, sexist, ableist, classist violence at the hands of the police, which police officers are not largely held accountable for.”⁵

¹⁶ https://docs.wixstatic.com/ugd/91a6ee_ec2ef42eb4354d2a84e8d7f3ff5700cb.pdf



Not only are rates of sexual violence higher amongst marginalized populations, but seeking justice is significantly more difficult. For individuals navigating intersecting systems of marginalization, this is even more harmful. **Having campus police as the primary point of contact for sexual assault and violence cases presents a barrier for numerous students from marginalized communities.**⁴

Moreover, participants in this survey identified campus police as being a main influence in their lack of confidence in the University. They stated that campus police are not properly trained, or educated, especially male guards.

Recently, the Varsity published an article regarding Campus Police's annual report, highlighting the increase in reported sexual assault cases.

Far too often, police services and university administration neglect the significance of sexual assault cases which further exacerbates a culture of violence and victimization.

"UTSC offers Campus Police an optional course on Sexual Violence Education, and UTM has partnered with the Sexual Violence Prevention and Support Centre, which serves all three campuses and helps Campus Police handle reports of sexual assault appropriately." **However, UTSG does not have any information regarding Sexual Violence Prevention & Survivor Support Training.**

The primary function of campus police as indicated in their reports and through articles, is the development of theft prevention programs and community policing projects.

The unwanted presence of campus police at events has been an ongoing issue at the University. Certain tasks carried out by campus police should not be handled by campus police.

The Reallocation of Certain Tasks performed by Campus Police



As stated by University of sociology professor Akwasi Owusu-Bempah, defunding police means redistributing some of their funding elsewhere.¹⁷ This means reallocating certain tasks and duties to other sectors of the university. Police are not trained to handle mental health crises. No level of training would amount to this as it is not the primary function of campus police. Reallocating a portion of the campus police budget towards mental health services would not only take away the power of campus police to interfere and abuse mental health crises, but improve the mental health and wellbeing of students across campus .

Moreover, Owusu-Bempah states that the budget and finances of police services are not very detailed.¹⁸ They do not highlight key roles, functions, and tasks of the service — some of which could be better served by other sectors.

Defunding the police means reallocating tasks towards other sectors of the university that are best equipped and trained to handle certain situations. It means reallocating funds towards important services that have been underfunded for decades. **Defunding campus police and reinvesting in services that advance mental health and wellbeing is a start at creating a space that strives to be inclusive of 2SLGBTQ+ and BIPOC communities.**

Conclusion

Combined, all of these intersecting topics on campus police showcase the need for a further, in-depth analysis from the university pertaining to the power, structure, funding, and functions of campus police. To begin, campus police, specifically special constables who “patrol the campus in order to provide presence” have the same power and authority as Toronto Police

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<https://www.ctvnews.ca/canada/what-defunding-the-police-could-look-like-in-canada-s-largest-city-1.4977969>

¹⁸

<https://www.ctvnews.ca/canada/what-defunding-the-police-could-look-like-in-canada-s-largest-city-1.4977969>



Services (TPS). Campus Police work directly with TPS. Taking into serious consideration the harmful actions perpetrated by TPS against BIPOC and 2SLGBTQ+ communities, it is our collective responsibility to create a space inclusive and welcoming of all individuals. Special constables “have the powers of arrest and release, have the discretion to act on criminal and provincial offences, and have the authority to transport prisoners within the City of Toronto.” It is an imperative that we assess the authority and power of campus police as they are parallel to TPS.

Moreover, this report also highlighted the training Campus police must undergo in order to take on their position. In spite of calls to action and mentions of implementation to further expand training for campus police officers, there has been little to no evidence of reform in annual campus police reports. This indicates that any previous attempts at change are unseen or immeasurable. The information on training from the FIPPA request also indicates poor engagement in training that is already insufficient and ineffective due to a lack of evidenced improvement. It also does not indicate whether or not this training is mandatory as of this year.

Additionally, the report also discussed the complaint process against campus police, indicating inherent bias and serious issues within the process. Police officers should not be receiving any information regarding the individual who is filing a complaint against them, and campus police as a whole should not be in charge of investigating complaints against their own service as this would be a clear conflict of interest.

In terms of funding, Campus Police received their funding from the university and are directly employed by them. The Campus Police budget has increased every year as well in spite of a lack of evidence of improvement. Wages have also increased as indicated from the Memorandum of Agreement between the University of Toronto (the Employer) and the Ontario Public Service Employees Union (Local 519- Campus Police).

Moreover, countless events on campus have indicated the need to diminish police presence. Campus police have remained complicit in violence



perpetrated against the 2SLGBTQ+ and BIPOC community. They have improperly handled mental health crises, and survivors of assault and violence avoid reporting to campus police as campus police has historically created an unsafe and unwelcoming environment for survivors on campus.

Researching and analyzing the structure, practices, and policies of campus police is not solely restricted to campus police. It expands to broader areas of the university that provide integral services for students to improve their mental health and wellbeing. This is not simply a one-sided report as it touches on a myriad of other issues that continue to affect students on campus.

Despite a reduction in crime, the number of campus officers have continued to expand—as have their responsibilities. Campus police have increasingly gained the ability to arrest and patrol outside jurisdictions. Additionally, they have numerous functions such as handling mental health crises and sexual assault cases that would be better managed by other sectors of the university. The University of Toronto Campus Police has typically acted as law-enforcement agencies with expanding authorities and responsibilities. Despite attempts to reform and better train campus police, there has been little to no data on this training from annual campus police reports and no indicators of improvement and performance. It is imperative that the university reconsiders the structure, funding, power, and functions of police in order to foster an environment that is inclusive of all individuals on campus.



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