



**SAN FRANCISCO
STATE UNIVERSITY**

2024 CAMPUS SAFETY PLAN



AVAILABILITY, LOCATION, AND METHODS TO SUMMON LAW ENFORCEMENT ASSISTANCE

Availability and Location of Law Enforcement Assistance

The San Francisco State University Police Department (UPD) is located on North State Drive, near the Lot 20 parking structure and Annex I - Student Event Center on the main campus. UPD provides police services 24 hours a day, seven days a week to our community. UPD Dispatch can be reached directly 24 hours a day by phone at (415) 338-7200.

Enforcement and Arrest Authority

The peace officers of San Francisco State have statewide police authority and are vested with law enforcement powers and responsibilities identical to local police or sheriff departments, per Penal Code 830.2 and Education Code 89560. UPD maintains primary jurisdiction over the campus community and SF State owned buildings and housing properties via a Memorandum of Understanding with the San Francisco Police Department.

In addition to the main campus, SF State maintains a teaching center in Downtown San Francisco and remote research facilities located in Tiburon and Calpine, California. While we do not employ University police officers at these locations, we maintain a collaborative relationship with the local law enforcement agencies that are responsible for the safety at these sites and will coordinate with agencies if a security issue arises.

Crime Reporting Procedures

The campus community is strongly encouraged to report all known or suspected incidents of criminal activity to UPD as soon as possible. When calling UPD be prepared to:

- Give your name, phone number, and location.
- Give clear and accurate information.
- Be prepared to supply suspect/vehicle descriptions, or directions of travel, if known.
- **DON'T HANG UP!** Follow the instructions of the dispatcher. You may be placed on hold in some instances due to emergency call volume.

Crime Reporting

- **9-1-1** from any campus phone
(NOTE: Dialing **9-1-1** from your cell phone in the area will connect you to SFPD who will still assist you or will forward the call to the University Police Department as needed)
- UPD Emergency Dispatch: **(415) 338-2222**
- UPD Non-Emergency Dispatch: **(415) 338-7200**
- Anonymous Crime Tip line: **(415) 338-3030**
- **Emergency Blue Light Phones** are located around various areas of SF State.
- Elevator phones are also available for assistance, and they will connect you to UPD.
- UPD Non-emergency e-mail: upd@sfsu.edu

In Person Contact

UPD is located at 100 North State Drive, near Lot 20 parking structure.

SPECIAL SAFEGUARDS FOR FACILITIES OR ACTIVITIES

Security of and Access to Campus Facilities

All buildings, except the library, are secured by UPD by 11 p.m. on weekdays and 5:30 p.m. on weekends, per [University Executive Order 94-17](#). We recognize that there will be some need for after hour and weekend access to buildings. After hours, a faculty or staff ID is required. Anyone working late or on weekends should notify UPD for safety awareness. Students working in a building after hours are required to have in their possession a student pass (authorized by college deans) along with photo identification. In the event of a campus closure due to an emergency response effort, access to buildings will be determined on a case-by-case basis and approved in writing to campus administrators and offices. Community members shall comply with authorized campus closure directives when provided. Holiday access is treated as weekend access.

Access to University Housing facilities is limited to residents, escorted guests, and University staff. Entry is monitored on a 24-hour basis through a combination of card-key security systems, hard keys, door prop alarms and on-duty Residential Life personnel. The campus facilities are maintained by Facilities Services and patrolled by UPD officers. The majority of campus buildings are equipped with card key access that is controlled by an access administrator. Many offices, labs, computer rooms and areas of campus have security alarms. All campus facilities have key and card key-access, most being open daily for scheduled campus community use. The Residential Life Department issues card key access for its residents. Campus key control and distribution is a function of Facilities Services. To provide for the security of campus facilities, UPD enforces Educational Code 89031 & Housing Policies. Campus facility access may be revoked, per California Penal Code Section 626.

Security Considerations Used in Maintenance of Campus Facilities

UPD is responsible for implementing the security of all campus facilities. Personnel perform daily building lock-up and provide information on maintenance issues with campus lighting, door locks and general environmental safety, in conjunction with Facilities Services. Monthly inspections and surveys of campus Emergency Blue Light Phones are conducted in collaboration between Facilities Services, UPD and Information Technology Services.

New Student Orientations

UPD personnel conduct presentations on personal safety tips and emergency contact information to new students on a regular basis. Students are informed of policies, voluntary confidential crime reporting procedures and safety programs.

New Employee Orientations

UPD personnel present safety policies and procedures to new employees facilitated by the Human Resources Department. Employees are informed of injury and illness prevention, workplace violence, safety programs and voluntary confidential crime reporting procedures.

ACTIONS IN THE PRECEDING 18 MONTHS TO INCREASE SAFETY

July 1, 2022 – December 31, 2023

University Police Department

- Conducted directed enforcement operations to target specific identified crime trends within the community.
- Increased patrols in Housing areas (including University Park South, University Park North, core campus housing) and other specified areas around the campus community to address safety concerns.
- Conducted three Citizen's Academy sessions (virtual/hybrid) for campus community members.
- Active Threat Training program (in person and virtual) presented to campus staff and faculty upon request.
- Continued providing the [SafeWalk](#) service to campus community members while on campus.
- Conducted two Campus Night Safety Walks focused on identifying environmental areas of concerns around campus, such as lighting and landscaping. Coordinated with Facilities to have the identified areas of concern addressed.
 - One as part of Campus Safety Week 2022
 - One during the Fall 2023 Semester
- Conducted two Campus Day Safety Walks focused on providing safety tips and recommendations to community members who participated as they walked through campus.
 - One as part of Campus Safety Week 2022
 - One as part of Campus Safety Week 2023
- Provided Crime Prevention presentations to the campus community (in person and virtual), specifically with campus departments, classes and student groups.
- Conducted security assessments, upon request, for campus departments to identify potential safety concerns, to include assessments of safety procedures and providing recommendations for structural, lighting and alarm upgrades.
- Conducted monthly blue light emergency phone testing and coordinated with Telecommunications to address any issues identified.
- Collaborated with Facilities Services, Capital Planning Design and Construction and Information Technology Services on a work group to review and assess campus security infrastructure, security alarms and security cameras.
 - A vendor completed a campus security survey and recommendations from the report will be reviewed in consideration of an implementation plan.
- Parking Space Restripe Project to include speed limits, speed bumps and pedestrian walkways to enhance vehicular and pedestrian traffic safety on campus roadways and in campus parking lots.
- Collaborated with Housing to provide training to the Residential Advisory staff responding to calls for service involving noise complaints and medical assists.
- Regular meetings conducted between UPD management and Housing management to discuss and collaborate on safety issues affecting the Housing community.

Health Promotion & Wellness

- Health Promotion & Wellness (HPW) has provided a wide range of prevention and education programming focused on ending sexual violence. Examples include:

- “The Link-Up Series” a weekly program offering that weaves alcohol and drug, positive sexuality, and healthy relationship education implemented in the first eight weeks of the Fall semester to address a trend that research has shown that to be the time period within the academic year when campuses see spikes in rates of sexual assaults and substance related injuries. This series was held in August and September in 2022 and 2023.
- Workshops and events were offered to the campus community that provide skills, information and education to prevent sexual and dating violence and negative outcomes associated with substance use reaching 22,721 students.
- In October 2022, HPW launched its new sexual violence prevention workshop *Building Trust*, an expansion of its healthy relationship skills-building programs that emphasizes the importance of trust as a building block of healthy communication, connection and emotional wellness.
- In November 2022, HPW, in collaboration with Associated Students Queer & Trans Resource Center, hosted the Bystander Intervention Against Transphobia workshop. The workshop was hosted in observance of 2022 Transgender Day of Remembrance with the aim of combating transphobia and violence to foster safer environments and a healthy campus culture.
- On August 11, 2021, HPW conducted an updated Sexual Violence Prevention training to approximately 120 student leaders in Residential Life. Follow-up training was also conducted in Spring 2021 that served as a refresher training.
- HPW supported as a member of the Fall 2022 & 2023 Campus Safety Week planning committee, hosting two workshops that encompassed physical safety and harm reduction prevention. A self-defense workshops presented by Stephanie Cyr a Professor of Self Defense at San Francisco State University welcomed 27 students, staff, and faculty members. Opioid Overdose/Naloxone Administration workshops trained 41 community members on Narcan Administration.
- HPW launched its Opioid Overdose Prevention program distributing Narcan and Fentanyl Testing Strips. 300 Narcan units and 237 Fentanyl Testing Kits have been distributed to the campus community since February 2022
- Health Promotion and Wellness (HPW) has provided a wide range of prevention and education programming focused on safer substance use. Examples include:
 - Art Nights, late-night events focused on passively teaching students the importance of alcohol and drug safety. This program reached 721 during the time period.
 - Sip & Tell, a student led support group that discusses mental health, stressors, coping and substance use harm reduction.

Residential Life

- Conducted fire safety trainings and fire evacuation drills for all residential communities housing students each September/October, February/March and June.
- Established project to change the 295 Buckingham Way Office door for greater visibility and security for the Community Desk.
- Re-engaged project of completing locks on all garden-level entry doors in University Park North to secure floor landings for residents.
- Reduced door lag-time from automatic door openers in Mary Park Hall and Mary Ward Hall from 30 second pauses to 10 second pauses to reduce the opportunity for resident “tail gating”

- Established project to re-key central stairwell of Mary Park Hall and Mary Ward Hall to resident key access, while re-keying side-stairwells to egress only.
- Established a culture campaign to establish shared responsibility with residents in maintaining a safe community around not propping doors or disengaging door locks.
- Updated protocols for afterhours response and community desk teams around notifying a professional staff member on-duty whenever safety personnel (fire, police, rescue) enter an on-campus residence building.

Office of Emergency Services

- Successfully launched CSU Learn Emergency Procedures online training October 9, 2023.
- Successfully welcomed AmeriCorps CERC team member October 30, 2023 to focus on community education, engagement and outreach on emergency readiness.
- Collaborated with Administration & Finance team to update ICS Forms for SF State use.
- Continued collaboration with Children’s Campus to revise Emergency Action Plan and Reunification Plan.
- Supported in the planning and execution of Reunification Drill with Children’s Campus on May 31, 2023.
- Secured Witt O’Brien’s as consultant to support full Emergency Operations Plan (EOP) update.
- Conducted four Emergency Communication Workshops June 5, 2023 & June 6, 2023.
- Conducted four Campus Resilience for All Workshop June 6, 2023 & June 7, 2023.
- Conducted EOP Update Interview Sessions for focused discussions:
 - Tiburon Campus September 2, 2023
 - Downtown Campus September 11, 2023
 - Disabilities Access and Student Well-being Division September 28, 2023
- Resilient Southwest San Francisco Hub officially launched with SF State as the anchor institution. This community-based group brings together community leaders and first responders to prepare and plan how to support the Southwest San Francisco communities during a major incident/event.
 - Hosted hub launch meeting on June 27, 2023
 - Hosted discussion-based exercise on October 31, 2023
- Contracted with EMSAR to complete maintenance and repair work for all evacuation chairs June 2023.
- Served on the Campus Safety Week 2023 planning committee to help raise overall campus awareness on safety procedures and took the lead on the following components of Campus Safety Week:
 - Conducted Stop the Bleed training on October 16, 2023.
 - Secured FEMA for tabling at Campus Safety Fair and co-hosting You are the Help Until Help Arrives training on October 18, 2023.
 - Secured SF Fire Department for tabling event on October 18, 2023.
 - Secured a stop in the Cal OES Earthquake Simulator tour schedule October 12, 2023. This was the launch event for Campus Safety Week and helped engage the community with disaster preparedness.
- Ensured department continuing education completed to remain updated on industry best practices and procedures.
 - NERT Certification: April 4, 2023 – April 5, 2023
 - Putting the Pieces Together: April 10, 2023 – April 12, 2023
 - First Aid/CPR/AED Certification: April 28, 2023
 - EOC Section Overview: Management (611M): May 9, 2023

- 2023 CERT Conference: June 26, 2023 – June 30, 2023
- CSU EM Annual Conference: July 18, 2023 – July 21, 2023
- G235: Emergency Planning: August 15 & 16, 2023
- G393: Mitigation for Emergency Managers: September 19, 2023 – September 21, 2023
- Stop the Bleed Instructor Training and Certification: September 13, 2023
- Active participant in the 2023 CSU Functional Exercise: Storm Siberia June 1, 2023
- Department hosted SF State tabletop exercise (TTX) facilitated by Department of Homeland Security - CISA: Cybersecurity scenario with EOC Section Chiefs, Policy Group, Information Technology Services and Academic Technology
- Provided in-person support and engagement during campus building fire and building evacuation drills.
- Continued to work with the BERC team to identify areas for improvement.
- Successfully supported campus transition out of the pandemic through communication and in-person engagement. Transition work included the re-branding of the CINTAS Safety cabinets to SF State Safety Cabinets to house emergency supplies.
- Completed a realignment of EOC organization that moved the Residential Life Branch Director and Housing Branch Director under Operations under the “Campus Resident Group” and addition of a Transportation Lead role in Logistics.
- Established procedure for identifying Campus Security Authorities (CSAs) on campus and assigning CSU Learn training for CSAs and developed written protocols outlining process for identification and training.

Environment, Health and Safety

- Trained 241 students and staff in hands on use of fire extinguishers to extinguish live fires.
- Deployed three AEDs across campus to replace missing/stolen AEDs.
- Provided First Aid / CPR / AED training (certification and re-certification) to 33 participants across the campus community.
- Provided Respiratory Fit-testing to five School of Nursing students and 59 Student Health Services employees.
- Provided evacuation chair training for three employees.
- Provided Stop the Bleed Training for 21 students and employees.
- Created and assigned CSU Learn on-line safety training programs to all employees:
 - HazCom Basic
 - Campus Emergency Action Plan Procedures
 - Injury Illness Prevention Program (IIPP)
 - Annual Asbestos Notification
- Created and assigned CSU Learn on-line safety training programs to appropriate laboratory employees:
 - Principal Investigator Responsibilities
 - Lab Safety Fundamentals
 - Hazardous Waste Handler and Laboratory Waste Satellite Accumulation
 - Responding to Chemical Releases
- Created and assigned CSU Learn online training on Executive Order 1039.
- Provided checklist for departmental (and laboratory) self-inspections called for in EO 1039.
- Created new format for comprehensive Annual EH&S Report and issued report for FY 21-22 describing the full scope of EH&S activities.

- Worked with CSU HR on the new job classification for EH&S staff.
- Worked to make on-line training programs fully accessible to all community members. CSU Learn will become available to students next year.
- Revised and updated 18 of 18 required health & safety programs including the campus Chemical Hygiene Plan, Injury Illness Prevention Plan and Emergency Action Plan.
- Developed risk and safety guidance for the safe resumption of clinical placement field work during COVID-19.
- EH&S supported major new construction projects on site.
- EH&S staff completed professional development work leading to nationally recognized professional board certifications:
 - Two Certified Chemical Hygiene Officers (CHO),
 - One Certified Safety Professional (CSP)
 - One Certified Hazardous Materials Manager (CHMM)
 - One Certified Asbestos Building Inspector
- EH&S staff began professional development leading to two master's degrees in EH&S.
- Rolled out campuswide communications for CSU Student Activities Heat Illness Prevention Resource Guide, including the development of a pre-event/project student activity planning and site checklist. The purpose of the Student Activities Heat Illness Prevention Resource Guide is to develop a process for assessing environmental risk factors for heat illness during student activities to prevent heat illness. These guidelines apply to University, Club and Auxiliary sponsored, approved or authorized activities which may take place on campus or off campus.
- Secure funding for implementation of CSU Learn for Students initiative. The CSU Learn for Students project is a CSU-wide initiative to combine training efforts to one centralized learning management system (LMS). By integrating compliance training for everyone on campus, we can consolidate administrative tasks, reduce costs, and maximize training results. This initiative is NOT designed to replace current student registration systems and academic educational platforms, such as Canvas. Instead, it offers a unified learning management system to assign safety and other regulatory compliance training to both students and employees.

Equity Programs and Compliance / Title IX

- More comprehensive intake process developed.
- Significant training completed by EPC, including Violence Risk Assessment, Clery Act training, Analysis of Stalking, Investigation training with both the CSU and ATIXA.
- Increased completion rates of Title IX/DHR training.
- Creation and co-chairing of initial phases of cross-constituent implementation team for improving TIX/DHR processes and referrals.
- Regular coordination with Safe Place Manager to ensure appropriate communication between offices.
- Full participation in Cozen O'Connor review and CA state audit, with the goal of receiving recommendations for increased performance.

Enterprise Risk Management

- Youth Protection Program (YPP), signed by President Mahoney in February 2021, was designed to ensure that youth in our programs are adequately safeguarded. Requirements of the directive include a formal youth program registration process, youth program personnel background check

requirements, suspected abuse reporting guidelines, a youth program personnel code of conduct and youth protection training requirements for all program personnel (including volunteers). In FY 22/23, 55 youth programs with 3,153 minor participants successfully completed YPP requirements and were granted approval. 390 youth program staff successfully completed the required online YPP training.

- Enterprise Risk Management sponsored the CSU's first Youth Protection Summit on October 20, 2022. The all-day workshop was attended by over 50 professionals from SF State, the Chancellor's Office and other CSU campuses. Presenters included subject matter experts from SF State ERM and Human Resources, Praesidium, CSURMA, and Alliant Insurance Services. Topics included:
 - Chancellor's Office audit findings that resulted in the implementation of SF State's youth protection program, and the current state of SF State's YPP
 - Tips for screening and hiring the right people for your youth program.
 - Safe Social Media Use Guidelines
 - Good practices for responding to allegations.
- **E-cart Insurance Program.** Implemented e-cart insurance program following series of three electric car thefts from campus during Summer of 2022. Worked with Facilities and Property Office to develop comprehensive roster of electric carts owned by business units across campus for underwriter consideration, performed cost benefit analysis to determine acceptable deductible level, and implemented e-cart insurance program on August 2, 2022. (Physical damage to / theft of vehicles are now covered at annual cost of less than \$6,000. No vehicles were stolen from campus since August 2022.
- **SB-24 Implementation – Student Health Center Readiness Assessment.** Recent legislation requires UC and CSU health centers to provide medical abortion services beginning January 1, 2023. Due to potential for disruption by those against such practices, SF State engaged a consultant, Stephen Beckley from Hodgkins Beckley & Lyon, to perform a security assessment (December 2022) of our Student Health Center and recommend measures designed to safeguard our students, staff and property.
- **Campus Safety Week 2023.** SF State resumed its annual Campus Safety Week after a two-year hiatus brought on by the pandemic. Campus Safety Week featured 18 informational training sessions (229 attendees).
- **Development of Student Insurance Coverage White Paper.** Enterprise Risk Management has drafted a comprehensive overview of insurance coverages related to various student activities. The purpose of this document is to inform students, faculty and deans of the risks associated with performance of activities related to their academic pursuits so they can appropriately prepare for and mitigate these risks.

Student Life

- Communication of campus resources are sent out by the Dean of Students email account to all students in a timely manner when a local, regional, national, or global incident has occurred, including resources on campus departments, offices, and people to support students during and after incidents.
- Via the TPM Committee Chairs: when a formal program or spontaneous event may cause confrontation or student distress, various Student Life areas are now alerted (UPD, SHS, CAPS and DOS) to prepare for student inquiry or needs.
- Streamlined emergency one-time/short term financial crisis resources for students to provide timely, holistic responses to students experience financial crisis (Hope Crisis Fund).

- Increased content and communications around safety practices to new first-year and transfer students during new student orientation programs via traditional communications, presentations, and workshops and related programming.
- Coordinate semi-regular “Family Forums” to answer common questions about student experiences, safety, and resources to support students.
- Increased content and communications around safety practices to student supporters during orientation programs, semi-regular webinars, newsletters, and website content for student parents/supporters/families.
- Partnerships with University Police Department during student organizations’ activities and GatorFest! events to facilitate student comfort with UPD presence, both in uniform and in civilian attire.
- Partner with Enterprise Risk Management and Campus Safety Week – promoting programs, activities, and events via marketing, communications, A-frames, and social media content.
- Empowerment of student organization councils to implement a variety of safety protocols at their events and encourage face covering, RSVP management, safety officers/consultation with UPD or TPM, and crowd management within organizations and at organization-led events and programs.
- Facilitation of partnerships with strategic partners, including Safe Place, Equity Programs & Compliance, Health Promotion & Wellness, New Student & Family Programs, Campus Recreation, UPD and Residential Life to support a safe repopulation of in-person campus activities & events.
- Designed and implemented educational sessions, small group workshops, and one-on-one advising to support student organizations (including their staff or faculty advisors) in hosting programs and events on campus.
- Collaborate with Equity Programs and Compliance for Greek Title IX training.

CHANGES IN SAFETY PRECAUTIONS EXPECTED TO BE MADE DURING THE NEXT 24 MONTHS

January 1, 2024 – December 31, 2025

University Police

- Further collaborations with EPC and campus partners to further violence prevention efforts.
- Expansion of alternative solutions for securing campus, buildings, classrooms and offices.
- Expansion of community-wide crime prevention/safety programs and services (including virtual training programs).
- Expansion of emergency Blue light (emergency) phone coverage on campus community, including installation of Blue Light Phone Stations in University Park South.
- Expansion of UPD training with SFPD Taraval District Police Station.
- Increase offerings of R.A.D. classes to the campus community.
- Fostering authentic relationships between student organizations and UPD by co-programming with officers and inviting UPD officers and staff to attend programs and events.
- Fostering authentic relationships between the greater SF State community and UPD by inviting UPD to attend campus-wide programs and events and building power-free zones where students can meet the people who staff the UPD office.
- Increasing police presence within the University community and campus properties.
- Installation of security/surveillance cameras in common rooms in University Park North.

- Increasing campus awareness of [SafeWalk](#) service, providing on-campus walking partners, including but not limited to through social media campaigns and in partnership with Equity Programs and Compliance (Title IX office).
- Engagement of Residential Life and Mashouf Wellness Center (campus recreational facility) staff to help increase awareness of [SafeWalk](#) service on campus.
- Installation of parking garage generators for use during campus power outages.
- Lot 20 garage plumbing upgrade to maintain the integrity of the structure.

Health Promotion and Wellness

There are a number of programs planned to improve campus safety by providing a wide range of prevention and education programming focused on preventing harm related to substance use. Examples include:

- Workshops on harm reduction that include Naloxone Administration, and Alcohol and Other Drug Harm Reduction Education will continue.
- “Linked Up” Series will continue during the Red Zone period in the academic year.
- Quit Kits for Tobacco and Nicotine cessation or moderation support.

Residential Life

- Exploration of program to assist residents who are transported to the hospital and who do not have access to transportation to return to campus.
- Explore possibility of installing panic buttons at all community desks and in key offices serving students of concern/student rights & responsibilities.
- Change the 295 Buckingham Way Office door for greater visibility and security for the Community Desk.
- Complete installing locks on all garden-level entry doors in University Park North to secure floor landings for residents.
- Re-keying central stairwell of Mary Park Hall and Mary Ward Hall to resident key access, while re-keying side-stairwells to egress only.
- Establish evacuation protocols for West Campus Green community.

Office of Emergency Services

- Bring RAVE Mobile Safety Systems online to test feasibility for Emergency Notification System applicability to SF State.
- Co-host SF DPH Full Scale Exercise (FSE) April 25, 2024.
- Host Resilient SWSF community meeting Spring 2024.
- Conclude EOP update project with Witt O’Brien’s by January 31, 2024.
- Rollout of new training materials and program resources for Building Emergency Response Coordinator (BERC) Program.
- Evaluate alternate platforms for EOC use during emergency event/incident.
- Collaborate with Sierra Nevada Field Campus (SNFC) Director to conduct trainings and information session during their orientation week.
- Collaborate with Campus Recreation Director to present during semester training day.
- Allocation of dedicated spaces across campus for multiple emergency supply caches.
- Collaboration with Sodexo on restocking emergency food and water supplies in Housing Containers.

- Collaboration with Housing, Dining, and Conference Services on stocking and distributing emergency supplies for all residents and residential staff.
- Department trainings on emergency procedures and preparedness, including Campus and Staff Leadership Forums, Human Resources and CPaGE.
- Establishment of physical EOC location to serve as 'warm' EOC for in-person activation readiness.
- Updating mutual aid MOUs with external organizations.
- Update emergency procedures posters to increase accessibility and engage with students on design.

Environment, Health and Safety

- Finishing implementation of Sharps disposal plan.
- Implementation of Accessibility reviews of on-line EH&S programs.
- Completion of EH&S's website overhaul, focusing on format and content.
- Increase support for professional development and certification of EH&S staff.
- Support safe move into new Science building.
- Support safe construction activities for West Campus Green.
- Complete Annual EH&S Reports for FY 22-23 and FY 23-24.
- Finalize a hazard questionnaire that defines hazard-based EH&S training requirements to enable the creation of individualized EHS education plans for employees.
- Work with CSU-HR, Learning and Development and CSU-Risk Management to include hazard-based characteristics in the new CSU-HRMIS to enable individualized EH&S education plans for all employees
- Support repatriation of Native American artifacts.
- Complete implementation of CSU Learn for Students initiative by June 30, 2024.
- Complete rollout of Facilities' and Contractors' Safety Handbook.
- Complete rollout of Hazardous Work Permit System.
- Complete rollout of Safe Work Authorization process.
- Assist Improvement of Facilities Control of Hazardous Energy Program.
- Assist CPDC with implementation of Arc Flash program.

Equity Programs and Compliance / Title IX

- Recruitment of additional positions and restructuring of existing positions to more effectively manage incoming and ongoing cases.
- Partnership with campus offices and other CSU campuses to more effectively present prevention and training programs.
- Continuation of co-chairing cross-constituent implementation team for continued improving of TIX/DHR processes and referrals of other conduct of concern.
- Development of process for addressing other conduct of concern (i.e. behavior that does not fall within the scope of the Nondiscrimination Policy).
- Re-evaluation of mandatory student Title IX training.
- Increased partnership with Residential Life, Dean of Students, Student Conduct, UPD, Human Resources and Faculty Affairs to more efficiently process referrals.

Enterprise Risk Management

- **Campuswide Risk Assessment.** Enterprise Risk Management (ERM) periodically performs a campus-wide risk assessment to identify risks to the campus and its operations. ERM began a new another campus risk assessment in the spring of 23 and continued throughout the calendar year with a series of 15 interviews of campus stakeholders designed to identify existing and new/emerging risks that might impact SF State's operations including strategic, financial, operational, compliance or risks to SF State's reputation. The report is scheduled for completion in January 2024.

Student Life

- Expansion of online resources for new students and families view the department websites to connect individuals to on-and-off-campus resources.
- Increasing awareness to new student rights, responsibilities, and community participation during and after all new student orientation programming.
- First-year mentor training for emergency response (orientation program); peer-to-peer care and support and intervention.
- Development of parent and family resources for promoting safe choice, healthy living, and supporting their student to report (Family handbook-like publication + website).
- Parent and family presentation at orientation (Top 5 Things to Know) to review common new student transitions, choices, safety, health, and wellness topics.
- Regular curricular approaches for student organizations and the Greek community to engage in preventative education around Title IX safety and report.
- Regular curricular approaches for student organizations and the Greek community to understand reporting protocols for observation of suspicious activity (not Title IX related).

RECORDS OF ON-CAMPUS CRIME

California Education Code 67380(a)(1)(A)

California State University campuses are required by California Education Code 67380(a)(1)(A) to compile records of all occurrences reported to campus police, campus security personnel, or campus safety authorities of, and arrests for, crimes that are committed on campus and that involve violence, hate violence, theft, destruction of property, illegal drugs, or alcohol intoxication, and to make this information available within two business days if requested by students, prospective students, employees, or the media. If you wish to request crime information, please contact: The UPD Records Supervisor at hannahhirssch@sfsu.edu.