



**SAN FRANCISCO
STATE UNIVERSITY**

2025 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, 2023 – December 31, 2024

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 (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 during the Fall 2023 Semester
 - One during the Fall 2024 Semester
- Conducted one 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 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.
- Collaborated with Housing to provide training to the Residential Advisory staff responding to calls for service involving noise complaints and medical assists.
- Collaborated with Time, Place, and Manner (TPM) Committee to maintain the safety and security of the campus community.
- Regular meetings conducted between UPD management and Housing management to discuss and collaborate on safety issues affecting the Housing community.
- 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.
- Completed minor structural repairs in the Lot 19/20 parking structure.

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 2023.
 - Workshops and events were offered to the campus community that provide skills, information and education to prevent sexual assault and negative outcomes associated with substance use reaching 8,268 students.
- HPW supported as a member of the Fall 2023 & 2024 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; Opioid Overdose/Naloxone Administration workshops trained community members on Narcan Administration. 53 staff, faculty, or students were reached with these workshops
- HPW’s Opioid Overdose Prevention program distributes Narcan and Fentanyl Testing Strips to community members. 878 Narcan units and 477 Fentanyl Testing Kits have been distributed to the campus community since July of 2023.
- HPW launched a Wellness Vending Machine program which makes Narcan & Fentanyl Testing strips and condoms available 24 hours a day, 7 days a week for only 25 cents.
- 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.
 - Sip & Tell, a student led support group that discusses mental health, stressors, coping and substance use harm reduction.
 - These programs reached 1,164 students.

Residential Life

- Conducted fire safety trainings and fire evacuation drills for all residential communities housing students each September/October, February/March and June.
- Changed the 295 Buckingham Way Office Door for greater visibility and security for the Community Desk.
- Re-keyed central stairwell of Mary Park Hall and Mary Ward Hall to resident key access, while re-keying side stairwells to egress only.
- Established evacuation protocols for West Campus Green community.
- Installed perimeter alarms on the side doors of West Grove Commons.
- Launched a culture campaign to establish shared responsibility with residents in maintaining a safe community by not propping doors or disengaging door locks.
- Re-activated the “guests and visitors” sign in protocol for first year communities post-Covid.
- Piloted a “Dean’s Team” afterhours rotation to support the Residential Life afterhours and weekend response team for elevation of campus-level events and incidents.

Office of Emergency Services

- Continued collaboration with the San Francisco Red Cross Leadership Council to strengthen relationships with outside responder agencies.
- San Francisco State University Emergency Operations Plan full revision completed in July 2024
- Supported fire drills and evacuation debriefs for academic, residential, and administration buildings (Fall 2023, Spring 2024, & Fall 2024)
- Transitioned campus to a centralized scheduling and fire drill communication for Fall 2024
- OES Annual Report ('23-24) completed and published
- Stop the Bleed – OES conducted monthly Stop the Bleed trainings to the SF State community.
- Work with CalOES and FEMA for 2023 Winter Storm damage reimbursement process.
- Participated in Bay Area UASI Active Attacker Tabletop Exercise with SFPD on March 27, 2024
- Supported Sonoma State University Active Shooter Tabletop Exercise on March 28, 2024
- Hosted SF Department of Public Health's Multi-Casualty Incident Full Scale Exercise on April 24, 2024
- Conducted site visit of Sierra Nevada Field Campus (May 2024), resulting in draft Observations & Recommendations document and draft Emergency Response Plan
- Evacuation program improvements, including:
 - BERC program website refresh
 - Update of BERC Handbook
 - Development of Floor Warden Handbook
 - Development of a Building Emergency Action Plan (EAP) template
 - Moved BERC Evacuation Evaluation Report form to DocuSign
 - Provided ResLife with six (6) additional red emergency backpacks to ensure a backpack for each of their residential desks
- Emergency Operations Center (EOC) accomplishments:
 - Staffing Fundamentals Guide update completed
 - Basic Information guide update completed
 - Virtual EOC space transition to MS Teams completed
 - Successfully recruited and onboarded nine (9) new team members
 - Conducted monthly EOC meetings with mini exercises to increase familiarity and knowledge of members
 - Conducted Cybersecurity Tabletop Exercise w/CISA on October 12, 2023
 - Acquired five (5) new laptops for EOC use
- AmeriCorps CERC (California Emergency Response Corps) partnership has seen great success and contributed to OES's effectiveness. The appointed members helped OES achieve multiple objectives throughout their term, including improvements in outreach and training, inventory management, marketing, social media and more.
- Development of IMT (Incident Management Team) as component of Time, Place, Manner committee
- Hosted tabletop exercise with Resilient Southwest San Francisco on October 31, 2023. This helps us strengthen our existing working relationships within the community.
- Collaborated with SF Department of Emergency Management planning and training processes, including: EOC 101 Training; Emergency Route Reopening Tabletop Exercise; Cybersecurity Tabletop Exercise; and Family Assistance Center Plan development.
- Completed continuing education training for professional development (CEM certification of OES Director in August 2024; MS in Emergency Management of OES Coordinator, expected Dec 2024)

- Successfully launched CSU Learn Emergency Procedures online training October 9, 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
- 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.
- Conducted training for MFA students for “After Hours Access” as part of key holder requirement
- Presented to Geography classes about hazard mitigation and emergency management on campus
- Conducted Personal Preparedness Workshop with FEMA and American Red Cross (October 16, 2024)

Environment, Health and Safety

- Continued to train students and staff in hands on use of fire extinguishers to extinguish live fires.
- Continued to deploy AEDs across campus to replace missing/stolen AEDs.
- Continued to provide First Aid / CPR / AED training (certification and re-certification) to current and new participants across the campus community.
- Continued to provide Respiratory Fit-testing to current and new School of Nursing students and Student Health Services employees.
- Continued to provide evacuation chair training to current and new employees.
- Created and assigned CSU Learn on-line safety training programs to all current and new employees:
 - HazCom Basic
 - Campus Emergency Action Plan Procedures
 - Injury Illness Prevention Program (IIPP)
 - Annual Asbestos Notification
 - Workplace Violence Prevention
- Created and assigned CSU Learn on-line safety training programs to current and new appropriate laboratory employees:
 - Principal Investigator Responsibilities
 - Lab Safety Fundamentals
 - Hazardous Waste Handler and Laboratory Waste Satellite Accumulation
 - Responding to Chemical Releases
- Continued to assign CSU Learn online training on Executive Order 1039 to new employees.
- Provided checklists for departmental (and laboratory) self-inspections called for in EO 1039.
- Created new format for comprehensive Annual EH&S Report and issued report for CY 23 describing the full scope of EH&S activities.
- Continued working 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 became available to students this year.
- Revised and updated required health & safety programs including the campus Chemical Hygiene Plan, Injury Illness Prevention Plan and Emergency Action Plan.
- Supported major new construction projects on site.
- EH&S staff began professional development leading to a 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.

Equity Programs and Compliance / Title IX

- More comprehensive intake process developed utilizing the Chancellor's Office comprehensive Intake and Initial Assessment Guidance and Checklist.
- Continued collaboration with Office of Emergency Services and University Police Department regarding Clery Act reporting protocols and timely warning notifications.
- Significant training completed by EPC staff members, including Violence Risk Assessments, Clery Act training, Analysis of Stalking, Investigation training with both the CSU and ATIXA, Title IX and DHR Training facilitated by CSU Civil Rights Programming and Services unit.
- Increased completion rates of Title IX/DHR training for students and employees.
- Conducted Title IX/DHR training with: all Student Affairs & Enrollment Management staff; professional staff, student leaders/resident assistants in Residential Life; all student athletes for AY 4-25; professional staff in Mashouf Wellness Center; sororities and fraternities; Educational Opportunity & Pathway Programs; and hundreds of employees in employee forums facilitated by Human Resources.
- Creation and co-chairing of cross-constituent implementation team for improving TIX/DHR programs and university response to other conduct of concern in response to July 2023 Cozen O'Connor Report.
- Creation of a Multi-Disciplinary Team who meet weekly during the school year to triage incoming reports to appropriate areas.
- Received training and certification for conducting threat assessments and coordinated with campus partners in Student Life, UPD, and Human Resources regarding threat assessment protocols and conducting individualized threat assessments.
- Collaborated with the Director of Safe Place on tabling and community outreach opportunities and co-presented trainings.

Enterprise Risk Management

- **Implementation of Crisis-24 International Traveler Safety Suite:** In 2023, CSU Systemwide Risk Management launched a suite of services to the CSU campuses designed to enrich safety and risk mitigation protocols for international travel. Services provided to faculty, staff and students travelling internationally include daily intelligence briefings for campus risk management professionals and travelers, monthly airline safety reports, traveler monitoring services, evacuation and repatriation support and crisis management planning. In addition to these extensive travel tools, Crisis-24 provides all travelers with access to the WorldCue mobile application. When travelers download the WorldCue

app, they are granted access to push notifications for real-time intelligence alerts, a crisis alarm, a hotline button and a check-in button.

- **Campuswide Risk Assessment Phase I:** ERM periodically performs a campus-wide risk assessment to identify risks to the campus and our operations. ERM began a new campus risk assessment in Spring 2023 which has continued throughout the academic year with a series of 15 interviews with 25 campus stakeholders designed to identify existing and new/emerging risks that might impact SF State's operations. Risks assessed included strategic, financial, operational, compliance and reputational risks.

Student Life

- Communication of campus resources are sent out by the Vice President for Student Affairs (VPSAEM) Office email account to all students in a timely manner when a local, regional, or national incident has occurred that directly impacts campus, 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 alerted (UPD, SHS, CAPS, DECI, Residential Life, and DOS) to prepare for student inquiry or referral to services and resources on campus.
- Streamlined emergency one-time/short term financial crisis resources for students to provide timely, holistic responses to students experiencing 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.
- 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 and communications with University Police Department during student organizations' activities and University/campus events to coordinate additional security and provide support with UPD presence or third party security personnel, both in uniform and in civilian attire when necessary.
- Partner with Enterprise Risk Management and Campus Safety Week – promoting programs, activities, freedom of expression, and other safety-related educational events via marketing, communications, A-frames, and social media content.
- Consultation to student organization officers 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 the 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 planning and facilitating programs and events on campus.
- Collaborate with Equity Programs and Compliance for Greek Title IX training.
- Revised registered student organization student leader orientation modules to better inform best practices, policies, and procedures for student organization leaders.
- **Training and Certification Process:** Administrators for the Division of Student Life, University Police Department (UPD), and Human Resources (HR) undergo formal training through the National

Association for Behavioral Intervention and Threat Assessment (NABITA) and Structured Interview for Violence Risk Assessment (SIVRA). These programs provide specialized education on identifying, assessing, and managing potential behavioral risks.

- Revision and continuation of **Action Care Team Collaboration**:
 - A multidisciplinary **Action Care Team (ACT)**, composed of representatives from the Division of Student Life, University Police Department (UPD), Counseling and Psychological Services (CAPS), Academic Affairs, and other campus partners, meets regularly to review and address student concerns.
 - **Supportive Measures**: Through collaboration, the ACT ensures students are connected to relevant resources and interventions that promote their well-being, academic success, and campus safety.
 - **Continuous Monitoring and Assessment**: The ACT follows up on cases as needed, adjusting support plans based on evolving circumstances to provide ongoing care and risk mitigation.

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

January 1, 2025 – December 31, 2026

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 and West Grove Commons.
- Expansion of UPD training with SFPD Taraval District Police Station.
- Reintroduce the 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.
- Collaborating with Housing to explore enhanced security features in common rooms in University Park North.
- Increasing campus awareness of [SafeWalk](#) service, on-campus walking partners, including but not limited to social media campaigns, 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.
- Parking Pavement Project to repave the Lot 19 parking lot near Seven Hills and Towers Conference Center.
- Lot 25 gates to be replaced and the parking lot to be fully enclosed.

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 overdose prevention will continue.
- Workshops about consent, sexual communication, and relationship abuse prevention will continue.
- HPW will work with campus partners such as Associated Students & Residential Life to make Narcan and Fentanyl testing strips available in more locations.

Residential Life

- Establish situational response manual for all housing units to respond to emergencies and afterhours concerns through Brailsford & Dunleavy.
- Continue 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 enhancement of security measures at all community desks and in key offices serving students of concern / student rights & responsibilities.
- Complete project to install locks on all garden-level entry doors in University Park North to secure floor landings for residents.
- Explore security enhancements for operation of the elevators in Towers, West Grove Commons, and Village C communities.
- Full activation of a “Dean’s Team” afterhours rotation to support the Residential Life afterhours and weekend response team for elevation of campus-level events and incidents.

Office of Emergency Services

- Bring RAVE Mobile Safety Systems online to test feasibility as Emergency Notification System.
- Ensure all buildings have assigned BERCs and backup BERCs.
- Complete disposal of remaining hand sanitizer and additional Covid PPE supplies.
- 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.
- Outreach to new departments for trainings on emergency procedures and preparedness.
- Work to integrate emergency procedures information into syllabi or offer as an optional addition.
- Establishment of physical EOC location to serve as ‘warm’ EOC for in-person activation readiness.
- Update mutual aid MOUs with external organizations.
- Increase reach of Campus Safety Week and partnerships with vendors, sponsors and participants to ensure whole community inclusivity.
- Host NERT training with SFFD on campus in Spring 2025.
- Continue to work with SF Department of Emergency Management and California Specialized Training Institute (CSTI) to host emergency management sessions on campus for SF State EOC members
- Work with Sierra Nevada Field Campus to assess AmeriCorps “Summer of Service” to support with possible fire protection/mitigation projects.

Environment, Health and Safety

- Extend record of six consecutive years without a regulatory fine or penalty.
- Create and assign CSU Learn online safety training programs to current and new appropriate laboratory employees:
 - a. Principal Investigator Responsibilities
 - b. Lab Safety Fundamentals
 - c. Hazardous Waste Handler and Laboratory Waste Satellite Accumulation
 - d. Responding to Chemical Releases
- Create a new format for comprehensive Annual EH&S Report and issue report for CY 23 describing the full scope of EH&S activities.
- Continue work with CSU HR to finalize new job classification for EH&S staff.
- Work to make online training programs fully accessible to all community members, including students.
- Revise and update required health and safety programs including the campus Chemical Hygiene Plan, Injury Illness Prevention Plan and Emergency Action Plan.
- Implement new Facilities Employees' and Contractor's Safety Handbook.
- Roll out formal permit processes for performing hazardous work.
- Collaborate with Chancellor's Office to develop a systemwide process for defining and assigning EHS training on an individual employee basis determined by a hazard assessment questionnaire, as well as a way for faculty to monitor the training of staff and students they supervise.
- Implement a lockout procedures writing process using Brady or RSS software tools.
- Monitor 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. A key role in this recruitment is the Prevention Education Coordinator Role whose primary role will be to conduct university training related to the Title IX and DHR, Responsible Employee's duty to report, bystander intervention techniques, tabling and outreach on campus, and the creation and coordination of specialized prevention programming related to sexual misconduct, discrimination, harassment, and retaliation.
- Continue to build partnerships with campus offices in Faculty Affairs, Human Resources, and Student Life and other CSU campuses to more effectively present prevention and training programs.
- Continuation of co-chairing cross-constituent implementation team for continued improvement of TIX/DHR processes and referrals of other conduct of concern.
- Will convene a University-wide Prevention and Education Oversight Committee to coordinate and align programming across the University. The Committee will include all departments who provide training, prevention and education.
- Continued development of processes 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 and employee Title IX and DHR training.
- Continuing to build partnerships with Residential Life, Dean of Students, Student Conduct, UPD, Human Resources and Faculty Affairs to more efficiently process referrals.
- Continue to strengthen internal intake, outreach, and case management protocols including improving initial assessments and protocols for responding to immediate health and safety concerns.

Enterprise Risk Management

- **Campuswide Risk Assessment Phase II:** ERM has completed Phase I of the campuswide risk assessment and identified strategic, financial, operational, compliance and reputational risks to SF State’s strategic mission. With the identification of the risks completed, the assessment has entered its Phase II of the campuswide risk assessment which will include the identification of mitigation strategies currently in place and the effectiveness of those strategies to develop a numerical ranking of the risks. The resulting “risk scorecard” will allow for campus leadership to allocate resources for addressing the more significant risks. It is expected that the process will be completed in academic year 2024-25.

Student Life

- Expansion and revision 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 concerning freedom of expression.
- Student staff and student leader training for emergency response (i.e. orientation programming, GatorFest!, office emergency plans); expanding peer-to-peer care and support and referral to campus staff and offices.
- Development of parent and family resources for promoting safe choice, healthy living, and supporting their student to report (Family handbook-like publication + website).
- Revise parent and family presentation at orientation (Top 5 Things to Know) to review common new student transitions, choices, safety, health, wellness topics and college student freedom of expression rights and responsibilities.
- Regular curricular approaches for student organizations and the fraternity and sorority community to engage in preventative education on Title IX safety and reporting and hazing education and reporting.
- Regular curricular approaches for student organizations and the fraternity and sorority community to understand reporting protocols for observation of suspicious activity (not Title IX related).
- **Campus-Wide Education and Training:** Enhance training for the Action Care Team (ACT) and other stakeholders, offering comprehensive campus-wide education on NABITA and SIVRA frameworks to strengthen understanding, consistency, and effectiveness in managing student concerns.
- **Development of a SIVRA-Specific Protocol:** Create and implement a unique, standardized protocol for SIVRA to provide clear, actionable guidelines for assessing and mitigating behavioral risks, tailored to the specific needs of the campus community.
- **Expanded Support Measures and Coordination:** Establish robust, coordinated support systems to address student needs through tailored interventions, mediation, and resource alignment, ensuring seamless collaboration across campus departments for effective and compassionate outcomes.

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 hannahirssch@sfsu.edu.