



SUBJECT	Campus Security Board Report
SUBMITTED TO	People, Community & International Committee
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REQUEST	For information only - No action requested

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PRIOR SUBMISSIONS

The subject matter of this submission has not previously been considered by the Board of Governors.

EXECUTIVE SUMMARY

The UBC Okanagan Campus Security team is pleased to present the 2022 annual report. This report highlights events that occurred within the campus community throughout 2022, with the direction for 2023 informed by learned experiences and the data captured over the last year.

The goal of Campus Security is to promote a safe and welcoming environment for the UBC community, embracing UBC's core values of integrity, mutual respect, equity and public interest. This includes implementing core programming, such as promoting education around personal safety and crime and loss prevention, maintaining the campus's emergency notification system, and monitoring life-safety alarm systems.

The death Harmandeep Kaur—a valued member of the Campus Security team and a contracted employee of Paladin Security—in February 2022 merits special mention and consideration. Her loss was felt profoundly by the campus community and in particular by her friends and colleagues within Campus Security. A trial for her accused attacker is scheduled to begin in May 2023.

Despite challenging circumstances, Campus Security realized a number of achievements in 2022, including:

- Continuing to support UBCO's pandemic response through operational programs (i.e. student ambassadors, security audits and education) until those programs were stood down in the spring of 2022.
- Participating in "EDI champion" training, facilitated by The Commons consulting and sponsored by Campus Operations and Risk Management, including training of EDI facilitators.
- Creating a position for, and successfully recruiting, a new student-facing Campus Security Manager, Community Safety.
- Chairing the core Threat Assessment Team (TAT), which provided 10 risk triages and 3 full risk assessments. These assessments resulted in well-researched recommendations to the TAT Advisory Committee for action.

As we look ahead, Campus Security is prepared to meet its challenges going into 2023, including:

- Addressing key takeaways from the 2022 emergency exercise, including gaining a better understanding of how to communicate nuances of emergency plans out to the community and reviewing the process for contacting staff and emergency.
- Expanding existing crucial services plans to explore additional scenarios such as loss of IT, loss of facility, and loss of third-party services or vendors.
- Reviewing pandemic response measures and survey responses in order to capture successes and lessons learned.
- Continuing review of the security guard service model in collaboration with HR to determine the best path forward.
- Supporting operational programming focusing on personal safety and security with a focus on student needs via the Manager, Community Safety. This includes preventative and educational initiatives to address incidents and continue to improve first aid programming, in collaboration with various campus and community partners.
- Increasing EDI literacy within Campus Security and the AVP Finance and Operations portfolio overall, by supporting the completion of 6 online EDI modules with discussions led by trained EDI facilitators, including 2 facilitators from Campus Security.
- Participating in the Safe Events Committee and working to improve event approval and review processes in collaboration with the committee and other stakeholders.

Through comprehensive educational initiatives, robust physical security measures, proactive patrols, and strategic partnerships, Campus Security remains deeply committed to fostering a culture of safety that empowers our community members to thrive. Although we recognize the tragedy of the last year, as well as the upward trend in some statistics, we will continue to adapt and evolve our security measures. Campus Security remains at the forefront of best practices and, overall, the campus the campus remains a safe and welcoming place to work and study.

APPENDICES

1. Campus Security Annual Report, 2022 – Okanagan campus

CAMPUS SECURITY ANNUAL REPORT 2022

UBC'S OKANAGAN CAMPUS



THE UNIVERSITY OF BRITISH COLUMBIA

Campus Operations and Risk Management
1060 Diversity Place
Kelowna, BC V1V 1V7

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MESSAGE FROM CAMPUS SECURITY

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- Participating in the Safe Events Committee and working to improve event approval and review processes in collaboration with the committee and other stakeholders.

In the spirit of the UBCO Memorandum of Understanding with the RCMP, Campus Security will work as part of the UBCO/RCMP working group to make recommendations to the Senior Leadership Committee aimed at improving our campus's relationship with the RCMP in order to improve community support and wellbeing.

This includes partnering in 'start by believing'; improving cultural literacy; proactively engaging youth officers to support students under 25 year of age, improving communication regarding high risk matters; building trust between law enforcement and the UBC community, especially those with diverse backgrounds; and improving overall emergency response and investigative standards.

Through comprehensive educational initiatives, robust physical security measures, proactive patrols, and strategic partnerships, Campus Security remains deeply committed to fostering a culture of safety that empowers our community members to thrive. Although we recognize the tragedy of the last year, as well as the upward trend in some statistics, we will continue to adapt and evolve our security measures. Campus Security remains at the forefront of best practices and, overall, the campus the campus remains safe and welcoming place to work and study.

ABOUT CAMPUS SECURITY AT UBC OKANAGAN

Campus Security promotes a safe and welcoming environment for the UBC community, embracing UBC's core values of integrity, mutual respect, equity and public interest. The team serves approximately 12,000 students and 2,000 faculty and staff, with total capacity for 2,120 student residents, and over 151 hectares and 56 buildings on campus. Campus Security operates 365 days per year with 24-hour coverage and is responsible for core programming such as personal safety, crime and loss prevention through education and training, proactive patrols, the student Safewalk program, UBC Alert (emergency notification system), and monitoring critical controls and life-safety alarm systems, as well as managing CCTV systems and keyless building access control.

As there is no permanent RCMP presence on the Okanagan campus (except during the first few weekends in September when they are contracted to be present), there is a high expectation that Campus Security will respond to all emergencies. This includes, for example, Regional Transit requests resulting from activity at the transit exchange, after-hours calls from residences, and close collaboration with external emergency services, as well as other University departments as needed.

Campus Security operates structurally within Campus Operations and Risk Management (CORM), which is within the AVP Finance and Operations portfolio. This allows for a high



degree of short and long-term planning with regards to security measures and approaches at the Okanagan campus. In particular, regular interaction and planning with Student Residence operations, Information Technology, Campus Planning, and Infrastructure Development helps ensure a coordinated effort to design and operate a safe and secure environment. Campus Security also works very closely with the AVP Students portfolio and Human Resources with respect to both proactive programming and providing reactive and timely support.

Campus Security delivers services and executes programs and initiatives in four distinct areas:

- **Monitoring and Patrol Operations:** 24/7 proactive patrols of campus by foot, vehicle and bicycle; monitoring of critical controls and life-safety alarm systems; and after-hours coverage for power engineers.
- **Community Relations and Personal Safety:** community engagement; positive and proactive relationships with the Associate Vice-President Students portfolio, Human Resources, Business Operations, and the UBC Students' Union Okanagan (UBCSUO) based on understanding support needs; and crime prevention and safety planning through advice, education and training, i.e. basic self-defence training and the Safewalk program.
- **Access Services:** consultations, installations and technical support for alarm systems, Closed Circuit TV cameras, and keyless access control solutions.
- **Incident Management:** response to all calls for security service, including centralized first aid and automated defibrillator response, and fire response, including a dedicated Utility Terrain Vehicle and fire response training for security personnel.

Campus Security also maintains the UBC Safe app, which supports emergency calls and contacts and provides maps personal safety tips and safety tools, and provides safety updates and other items of interest to the campus community on its social media channels. Through the Director of Campus Operations and Risk Management, senior leadership is engaged in the overall direction of security on campus. Campus Security will continue to seek new opportunities to strengthen all-way communication both externally with our partners and neighbours, as well and internally with our students, faculty and staff.

UBCO UPDATES AND PRIORITIES

Campus Security is engaged in developing our priorities on a number of fronts in response to current needs and in alignment with the Campus Operations and Risk Management portfolio and the [Vice President Finance Operations \(VPFO\) Strategic Plan](#).

EMERGENCY RESPONSE AND RESILIENCY

In 2023, UBCO will focus on 4 areas in order to improve emergency response preparedness and overall resiliency, in order to manage institutional risk (VPFO strategic goal 3.3.3.) and enhance our sustainability and financial accountability as a campus.

Operation Kickstart – Key Takeaways

In fall 2022, UBCO offered a series of emergency training workshops to Emergency Operations Centre (EOC) command staff, extended EOC staff, and the Principal's Executive Committee (PEC). Workshops included familiarization with the revised UBCO Disaster Response Plan (DRP) as well as training on the function and operations of the EOC. On October 27, this training culminated in a real-time tabletop exercise for both the EOC command staff and select extended EOC staff, as well for PEC, facilitated by an external consultant. Subject matter experts from the RCMP were also invited to participate.

Key findings identified by the exercise include a need for a clearer understanding of the nuances of emergency plans like "Run, Hide, Fight" versus "Shelter in Place" and how best to communicate this information out to the UBC community, when to use UBC Alert, and the process for contacting staff and emergency contacts.

Continuity Planning for Crucial Services

Crucial services are functions that could not be interrupted or unavailable for more than a mandated or pre-determined timeframe without significantly jeopardizing the university. During the pandemic, crucial services including Campus Security were asked to create continuity plans based on a 1/3 staff absenteeism scenario.

Other units asked to create continuity plans included HR; Facilities Management; IT; Finance Operations; Food Services; Residences; the Provost's office, including the Library; the Registrar; essential research support; University Relations; Student Services; Health, Safety and Environment; and the SUO.

Moving forward, plans will be created for additional scenarios such as loss of IT, loss of facility, and loss of third-party services or vendors. These plans are required per UBC's *Disaster Management Policy SC10*.

Multi-hazards Risk Assessment and Resiliency Plan

The frequency and intensity of natural hazard events associated with climate change can impact critical campus infrastructure and therefore teaching and research continuity. As a first step to proactively mitigating these hazards, a resiliency study was undertaken to systematically identify and evaluate hazards and prioritize mitigation actions. A three-phase approach was proposed for this project, including establishing a UBCO risk profile (phase 1); developing a resiliency plan (phase 2); and prioritizing, scoping, costing and implementing the plan (phase 3).

Phase 1 was completed in 2022. Top risks for the Okanagan campus, including wildfire, extreme heat, and flooding, were shared with Campus Security, which will review and assess emergency monitoring and response programs to ensure campus resources are aligned with emergency response needs.

Pandemic Response Survey

Campus Security managed the campus Health Ambassador program, in which students provided peer COVID-19 education to other students and gathered data regarding compliance (i.e. physical distancing, face covering, room occupancy). This included educating the community on preventative measures such as masking and confirming that

those using informal learning spaces had completed health self-assessments prior to occupying buildings on-campus. This program was stood down in the spring of 2022.

At the end of 2022, a survey was created to gauge the effectiveness of the campus's academic and administrative pandemic response, including communication, governance processes, and collaboration tools, and distributed to the following groups:

- Infectious Disease and Pandemic Planning Committee
- Resumption Planning and Coordination Committee
- Resumption Working Group
- Principal's Executive Committee
- Dean's Council

30 respondents rated their satisfaction on a number of items, including tactical resources including student ambassador programs, Security audits and education, mask and rapid test distribution, immunization clinics, and safety planning and support.

A preliminary review of the results has indicated that of the tactical resources offered during the pandemic, respondents experienced the most dissatisfaction with the student ambassador program (9% indicating dissatisfaction) and Security audits and education (13%). These were some of the most complex and resource-heavy operations offered as part of pandemic response, with recruitment and retention posing a consistent challenge for the student ambassador program in particular.

Focus in 2023 will be on using these responses to guide further discussions around UBCO's pandemic response, in order to capture successes as well as lessons learned.

COMMUNITY SAFETY

Community safety will be a major focus in 2023, with 5 initiatives underway to promote VPFO strategic values and ensure that we are creating an inclusive, respectful, healthy, and safe environment for our campus community (VPFO strategic goal 1.1.1.).

Community Safety Manager

In 2022, the position of Manager, Community Safety, was created in Campus Security to better align existing management resources with the needs of the student population. The Manager is responsible for liaising with student-facing units (i.e. AVP Students, Residences, SUO), to maximize operational programming alignment specific to personal safety and security with a focus on student needs. The Manager is also responsible for crime prevention programs and targeted education with the aim of reducing loss, supporting investigations and reporting, and providing emergency response. Lastly, the manager will support student volunteer groups such as Emergency First Response Team (EFRT) and Safewalk to ensure these services continue to provide value to the campus community.

In-House Security Guards

Since 2005, UBC Okanagan's guard service model of contracting out has presented several persistent issues, including but not limited to:

- Unsatisfactory guard performance or fit (which drives the majority of security dept-related complaints from faculty, staff and students),
- Vendor non-compliance with contract (i.e. open shifts, unqualified guards, criminal records),



- Significant off-cycle budget increases to increase guard recruitment and retention, resulting in competitive guard wages (\$22.00-\$24.10/hr) but no notable improvement in retention or guard quality
- Non-compliance with regulatory authorities (i.e. WorkSafe BC, Ministry of Justice, BC Safety Authority).

These issues, coupled with two external reviews (operational 2016, EDI 2019) resulted in the recommendation for further review of the guard service model. An initial review of cost estimations, based on early assumptions, has anticipated an in-house model to be comparable in cost to contracting out. This analysis used a somewhat conservative growth in contract value compared to the reality of variable and volatile contract rate increases experienced at UBCO. Campus Security is working with Human Resources to determine the best path forward.

EDI Committee

The Associate Vice President Finance and Operations Okanagan (AVPFO) Equity, Diversity, & Inclusion (EDI) Committee was created in 2022, and strives to ensure an equitable, inclusive and diverse workplace culture by supporting the AVPFO to stay aligned with the vision and values of larger VPFO portfolio and the University. The committee is advisory to the AVPFO and the AVPFO's leadership team and is responsible for enabling the AVPFO portfolio to continually increase EDI literacy and support delivery on UBC's Inclusion Action Plans (IAP) and Indigenous Strategic Plan (ISP).

The committee will be focusing on five objectives for 2023:

- Utilizing UBC's Strategic Equity and Anti-Racism (StEAR) framework
- Support individual AVPFO departments in the implementation of the AVPFO Action Plan
- Liaise with other relevant Committees, including the VPFO, AVPS, and HR, and other relevant departments and committees
- Develop Key Performance Indicators to evaluate effectiveness and create continual improvement
- To continually increase inclusive excellence literacy and support delivery on the University of British Columbia's (UBC's) relevant plans

In addition to participating on the EDI committee, Campus Security will focus on increasing EDI literacy in the department, including completing the 6 EDI Canvas modules required for all members of the VPFO portfolio by the August 2023 deadline. The Canvas modules will be supported by facilitated discussions led by trained EDI facilitators, including two from Campus Security.

Safe Events Committee

The Safe Events Committee was established in 2022 and ensures that on-campus events are conducted in a way that promotes the health, safety, and security of the campus community, as well as teaching, research, and the student experience. The committee provides guidance and oversight to the organization and delivery of select events that have the potential to interfere with teaching, research, or campus culture, including all large events on campus. The committee reports to PEC, with core membership from key departments within the AVP Students and AVP Finance and Operations portfolios. The focus

for 2023 will be to finalize the How to Host a Safe Event document created by Student Wellness, streamline the event approval process, and garner lessons learned from event debriefs and embed these findings into process improvements.

Threat Assessment

UBCO’s threat assessment team continues to conduct in-house risk assessments and engaging specialized threat assessment services as needed. A summary of assessment details, including types of at-risk behavior, risk level, and outcomes (including costs) are provided in Appendix A. Focus for 2023 will be on building the team’s strength by providing specialized training by subject matter experts on topics of interest, including sharing information, sequencing parallel investigations, managing fear, risk communication, and risk management.

2022 SECURITY INCIDENT DATA

OVERVIEW

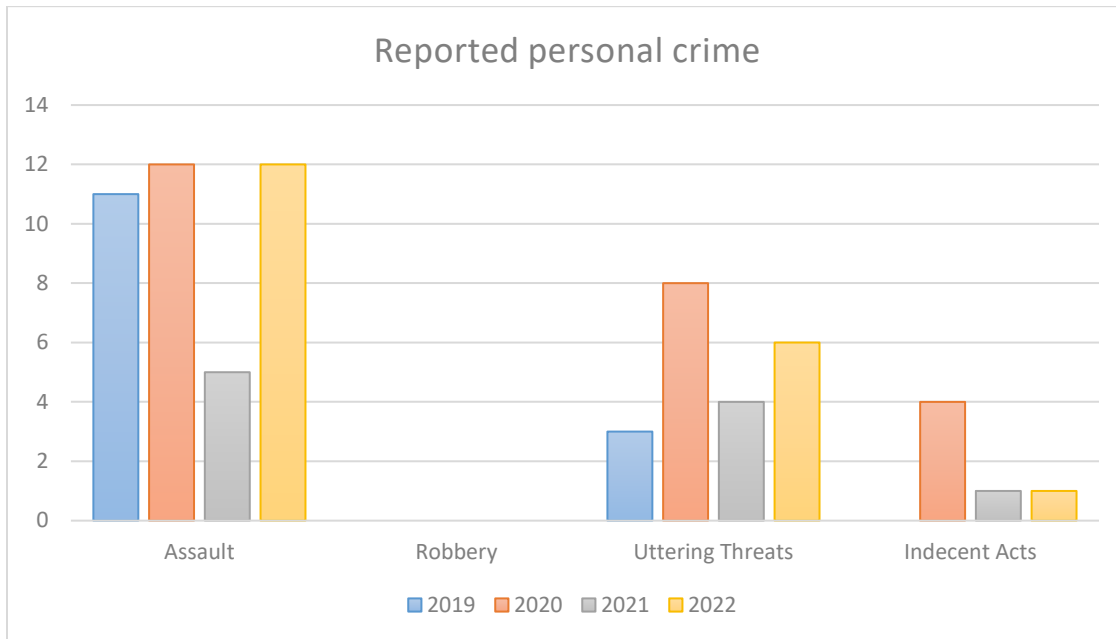
Campus Security received 6381 calls for service in 2022, slightly less than the 6313 calls received in 2021. Subscriptions to the UBCSAFE Okanagan app increased during 2022, from 6377 subscribers as of May 16, 2022 (as reported at the time of the 2021 Annual Campus Security report) to 7474 subscribers as of December 31, 2022.

The following table presents security incidents and events that occurred during the year as compared to the previous 3 years.

Campus Security Incidents Summary	2019	2020	2021	2022
Assault* (Physical Violence)	11	12	5	12
Robbery	0	0	0	0
Uttering Threats*	3	8	4	6
Indecent Acts*	0	4	1	1
Break and Enter*	7	5	7	9
Trespassing*	38	30	32	71
Theft*	54	34	34	68
Theft from Auto*	17	7	8	31
Bluephone Calls	2	2	1	2
Safewalk	130	37	47	146
Insecure Premises	819	1036	879	971
Alarm Response	374	418	592	448
First Aid*	247	91	190	422
Building Access	2176	1135	1533	1453

Categories in which significant events occurred have been marked with an asterisk and are described in more detail beginning on the next page.

REPORTED PERSONAL CRIME



ASSAULT (12 occurrences)

There were 12 assault incidents reported to Campus Security in 2022, as compared to 5 assaults in 2021. This increase mostly relates to a number of incidents occurring in/around campus residence spaces. In addition to the 12 occurrences on-campus, 3 off-campus incidents were reported to Campus Security by a community member.

The death of Harmandeep Kaur—a valued member of the Campus Security team and a contracted employee of Paladin Security—was felt profoundly by the campus community and in particular by her friends and colleagues within Campus Security. A trial for her accused attacker is scheduled to begin in April 2023.

UTTERING THREATS (6 occurrences)

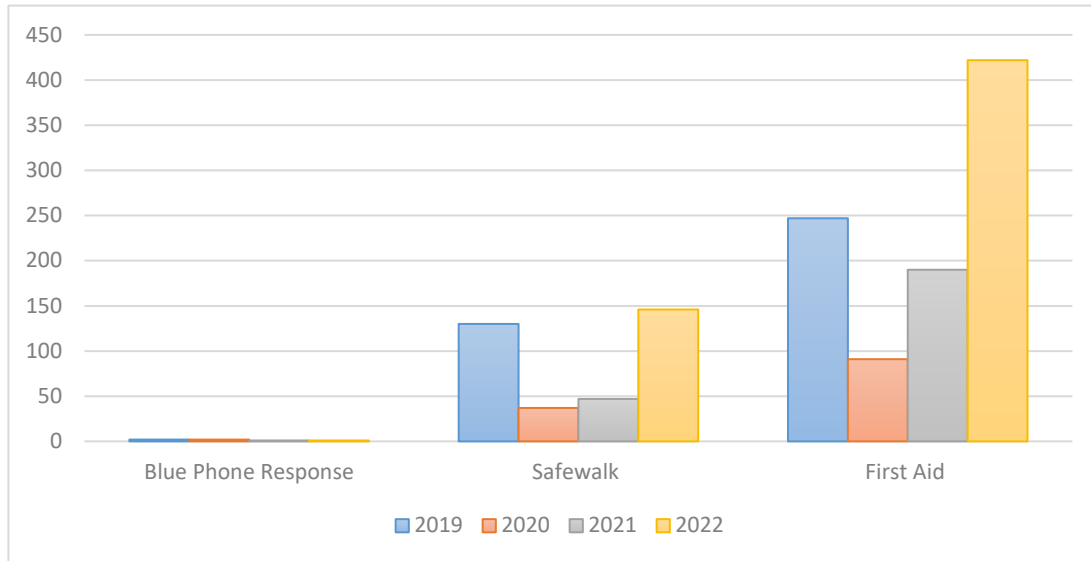
Incidents of uttering threats are physical threats where the victim has reason to believe that the threat can and may be acted upon. Campus Security supports complainants by conducting safety planning with them and providing safety escorts and referrals to other support services on Campus.

There were 6 incidents of uttering threats in 2022. One incident involved a non-affiliate at the transit exchange, one incident involved online threats, one occurred off-campus, and one incident involved threats against an entity (i.e. Campus Security or the campus as a whole) rather than being directed at an individual. The other two incidents occurred on campus.

INDECENT ACTS (1 occurrences)

In 2022 there was 1 incident of indecent acts, or persons engaging in sexual or lewd acts in a public place that would be considered offensive to public: a person un-affiliated with the campus defecated in a parking lot after exiting a bus.

PUBLIC SAFETY

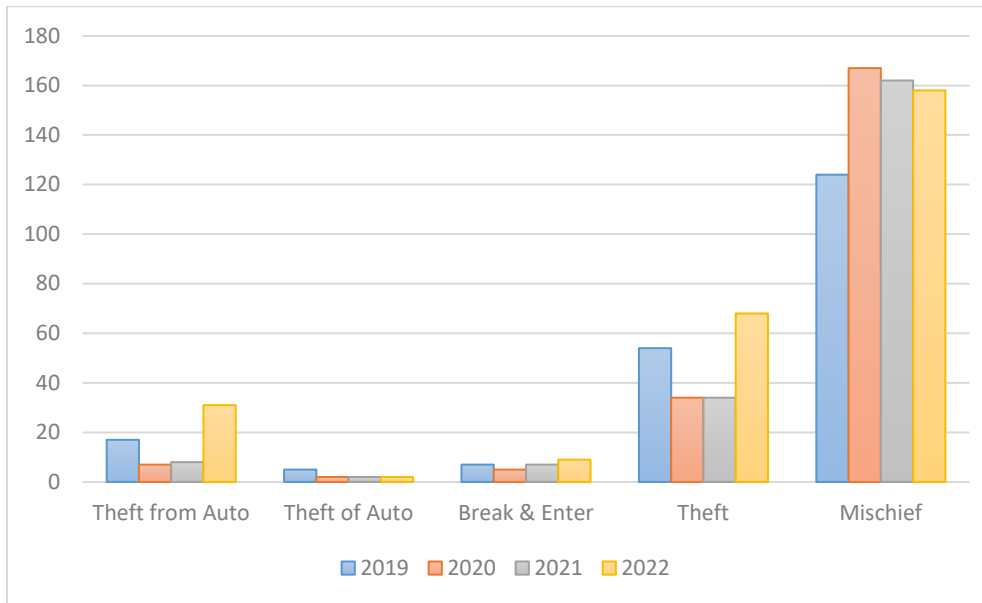


FIRST AID RESPONSE (422 occurrences)

Campus Security responded to 422 First Aid calls in 2022, up from 190 calls in 2021. 18% or 74 of the 422 first-aid incidents in 2022 were for the same student who suffers from a chronic medical condition. Incidents related to party culture, sports injuries, mental health, and minor workplace injuries comprised the majority of remaining first aid calls in 2022.

Campus Security partners closely with Health & Wellness, Health, Safety & Environment, and AVP Students to provide first aid service on campus. To address the increase in calls for service, Campus Security brings on M&P staff in addition to the existing complement (contracted OFA2 security guards), and is reviewing a first aid model for SUO events with recommendations forthcoming.

REPORTED PROPERTY CRIME



Campus Security saw a significant increase in thefts and thefts from auto in 2022. This increase is attributed to an increase in non-affiliates accessing the campus, as well as an overall increase in population as the community returned to campus in 2022. The overwhelming majority of thefts on campus in 2022 involved persons unknown to campus security.

In response to the increase in incidents, Campus Security is enhancing existing preventative and education initiatives to address bicycle theft, theft from vehicles, and theft of unattended property. This includes partnering with the City of Kelowna Crime Prevention team, Kelowna RCMP, Crime Stoppers, and Project 529 (bicycle registration/theft alerts) on social media and in-person initiatives such as bicycle lock audits. Heat maps of frequently targeted areas have also been developed and are subject to increased patrols and CCTV coverage.

THEFT FROM AUTO (31 occurrences) AND THEFT OF AUTO (2 occurrences)

There were 31 incidents of theft from auto in 2022, compared to 8 in 2021. This increase is largely attributed to prolific offenders unaffiliated with the university who targeted vehicles parked in Parking Lot R.

TRESSPASSING (71 occurrences)

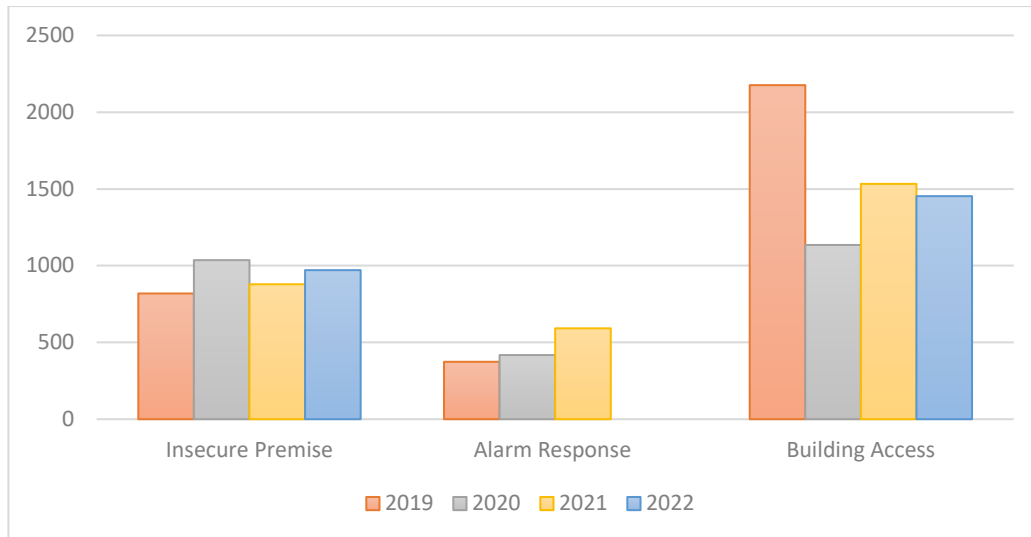
There were 71 incidents of trespassing in 2022. This increase in trespassing incidents compared to previous years is directly correlated with the number of non-affiliates accessing campus via the rail trail and public transit, and is suspected to be partially a reflection of wider societal issues. Trespassing generally involves persons unaffiliated to the University attempting to seek refuge buildings after-hours or make use of after-trip facilities for bathing, primarily in EME common areas and washrooms. The observed increase in

incidents may also partially be increased reporting by the campus community, as well as better documentation by Campus Security.

More significant acts of trespassing are addressed using UBC’s [At-Risk Behaviour Policy \(SC13\)](#) and the [BC Trespass Act](#). In these circumstances, persons engaging in trespassing are issued a formal notice due to aggravating factors such as engaging in property crime, threatened or actual violence towards Campus Security, or repeat offenses (i.e. multiple instances of the same person sleeping in buildings and refusing to comply with direction). 4 persons were issued formal notices in 2022.

Campus Security works closely with the RCMP, BC Transit, and the Director of Campus Operations and Risk Management to address habitual trespassers.

PROPERTY PROTECTION AND ACCESS CONTROL



APPENDIX A – THREAT ASSESSMENT TEAM

Introduction

The following is a summary of the incidents that the UBC Okanagan *Threat Assessment Team* (TAT) has triaged and/or conducted an assessment of At-Risk Behaviour. Also includes a summary of type of behaviour and case management strategies implemented per the recommendation of the TAT. The team is a multidisciplinary team with membership from Campus Security, Health & Wellness, Human Resources, and the SVPRO (in instances of when there are elements of Sexual Misconduct). Given that the team is multidisciplinary and has representation from both AVP Students and Campus Operations, it is able to leverage their experience with multiple campus stakeholders and navigate through various University processes efficiently. The TAT has oversight from the TAT Advisor Committee with membership from Director of Campus Operations, Director of Human Resources, and AVP Students.

Training and support

The TAT, the Advisory Committee and stakeholders (e.g. SHHS, University Counsel) receive training from a 3rd party subject matter expert Protect International. Triage training is provided to these groups as an orientation to TAT process. The TAT receives additional training on Assessments, Report Writing and Documentation, Case Management, Sexualized Violence and Risk Factors (RSVP), Bi-annually booster sessions and training, and allow for an opportunity to discuss issues that arise for the TAT while reviewing files. The TAT has defined protocol in accordance with best practice established by other Post-Secondary Institutions and consultation from Protect International.

(see next page for Table 8 – Threat Assessment Spending)



Threat Assessment Spending

	Funding	Type of service	Results
2018	\$23,000	Training	<ul style="list-style-type: none"> 1 day triage training – 41 people including stakeholders* 2 days additional foundational training – 18 people 1 day case review – 24 people
2019	\$2500	Assessment* *	<ul style="list-style-type: none"> Reporting, interviewing, and consulting support for complex threat assessment cases (approx. 4.25 hours)
2020	\$5,800	Training	<ul style="list-style-type: none"> 6 hours topic-specific training sessions – 10 team members plus stakeholders
	\$20,000	Assessment* *	<ul style="list-style-type: none"> Reporting, interviewing, and consulting support for complex threat assessment cases (approx. 37.25 hours)
2021	\$21,000	Training	<ul style="list-style-type: none"> 5 days foundational training – 9 participants 2 days foundational training *** – 9 participants 8 hours topic-specific training sessions - 18 participants
	\$23,000	Assessment* *	<ul style="list-style-type: none"> Reporting, interviewing, and consulting support for complex threat assessment cases
2022	\$19,000	Assessment* *	<ul style="list-style-type: none"> Reporting, interviewing, and consulting support for complex threat assessment cases
	\$8,000	Training ****	<ul style="list-style-type: none"> Foundational training - 5 participants

* Stakeholders outside the core TAT team and advisory included staff members from the offices of university counsel and AVPS, as well as the RCMP and other local agencies.

** "Assessment" refers to detailed threat assessment services (excluding triage) contracted out to [Protect International. 2 were contracted out while 4 were performed in house. See summary of incidents on p26 for details.]

*** Foundational training was 5 days. New TAT members attended all 5 days, while current members participated in 2 days (prior training received in 2018).

**** Foundational training for new TAT members as of 2022. Training to be conducted early April 2023.

Contributing Risk Factors

Generally, the TAT has been involved in triaging/assessing At-Risk Behaviour that was heavily influenced by multiple factors:

- Mental health disorders.
- Antisocial perceptions or beliefs that were normalized.
- Grievances towards a person or the University.
- Substance use or addiction.
- When actions were either misconstrued or the intent was unknown.



Type of At-Risk Behaviour

To date the following behaviours have been assessed by the UBCO TAT:

- Preoccupation with violent themes or weapons
- Threats, Stalking, or Harassment
- Other Criminal Acts or Ideation
- Actual or Attempted Physical Violence
- Sexual Violence and Ideation
- Violent and/or Homicidal Ideation
- Fixated with revenge and lost honour

Management Strategies

- Mental Health and/or Substance Use Counselling
- Referral Non-Academic Misconduct
- Safety Planning
- Policy SC13 Restrictions
- Referral to RCMP
- HR investigations
- Follow-up with Subject of Complaint
- Behavioural Contracts and Expectations

Affiliation to University

6 triages were completed during the reporting period: 5 on students, 1 on visitors, 1 on contractors, 0 for staff and faculty.

3 assessments were done on students, 0 for faculty, 0 for staff and visitors.

Reporting Method

Concerns were reported to the University either in response to an incident that was reported to Campus Security, Non-Academic Misconduct, Health & Wellness via Early Alert or in a counselling session, students disclosing their concerns about another student to University Representative.

(see next page for Table 9 – Summary of Incidents)



Threat Assessment Team - Summary of Incidents

No.	Summary of At-Risk Behaviour	Initial Response and Risk Level	Management Plan
1	Triage: January 2022 - Sexual Violence and Ideation – student alleged to have engaged in non-consensual sexual touching in Student Housing.	Refer to Independent Investigations Office and SVPRO to develop safety planning in consultation with Campus Security and SHCS - Medium	SVPRO reviewed safety plan and met with POI regularly. Student was found responsible for violating Sexual Misconduct Policy.
2	Triage: February 2022 – Physical Assault/Homicide: Contractor assaulted contract security guard resulting in death.	Contact RCMP - High	POI in-custody and matter is before the courts. University Health & Safety Committee along and Work Safe BC completed separate investigations. Further review required upon conclusion of court process.
3	Triage: March 2022 – Sexual Violence and Ideation – student allegedly to have engaged in non-consensual sexual touching in Student Housing.	Refer to Independent Investigations Office and SVPRO to develop safety planning in consultation with Campus Security and SHCS – Medium	SVPRO reviewed safety plan and met with POI regularly. Student was found responsible for violating Sexual Misconduct Policy.
4	Triage: March 2022 - Sexual Violence and Ideation – student allegedly to have engaged in non-consensual sexual touching in Student Housing.	Refer to Independent Investigations Office and SVPRO to develop safety planning in consultation with Campus Security and SHCS - Medium	SVPRO reviewed safety plan and met with POI regularly. Student was found responsible for violating Sexual Misconduct Policy.
6	Triage: March 2022 – Harassment and Uttering Threats. Visitor that arrived to campus via public transit chased after contract security and made threats toward Campus Security that they were going “kill” them without provocation. Campus Security kept their distance while luring them away from Campus Core (e.g. H Lot) for public safety. RCMP attended and arrested the person.	Contact RCMP - High	RCMP issued no-go UBCO, UBC issued trespass notice, RCMP shared identity with BC Transit and Campus Security.



7	Triage: October 2022 – Physical Assault: Student physically assaulted contractor and 2 other students. Each incident was without prior interaction and seemingly random. Student arrested under the Mental Health Act by RCMP and transported to hospital.	Student was restricted from UBC Premises under the At-Risk Behaviour Policy. Student may be able to resume studies when they demonstrate fit for study/reside per medical professional in collaboration with Student Support Services/AVP Students- High	Developed safety planning with persons affected. Referral to community mental health services, as well as UBCO Health & Wellness
8	Assessment: October 2022 – Sexual Violence Student physically (POI) carried a student impaired by substances back to their Residence. Upon arrival, student engaged in non-consensual sexual touching while student was unconscious.	Student restricted from UBC Premises under the At-Risk Behaviour Policy. Refer to Independent Investigations Office and SVPRO to develop safety planning in consultation with Campus Security and SHCS - High	Student restricted from UBC Premises under the At-Risk Behaviour Policy. .POI Suspended and prohibited from attending campus per President of UBC.
9	Assessment: November 2022 – Property Damage/Possession of Weapons. Student slashed tires of parked vehicle, and when questioned by Campus Security he disclosed that they were in possession numerous knives at the time of the interview, and several other knives and pellet rifles/handguns in room in Student Housing. Student disclosed in Assessment that they are an anarchist and had extreme views of North America, specifically Canada and the United States.	Contact RCMP - High	Student restricted from UBC Premises under the At-Risk Behaviour Policy. RCMP seized weapons and issued no-go UBCO. Student was referred to non-academic misconduct process and was found responsible for violating Student Code; Suspended and prohibited from attending campus per President of UBC.
10	Assessment: December 2022 – Sexual Violence: Graduate Student invited student to their shared office space during the evening, and upon arrival engaged in non-consensual sexual touching and physical violence. Learned that student had several other disclosures about them to SVPRO.	Student restricted from UBC Premises under the At-Risk Behaviour Policy - High	RCMP collaborated with Campus Security/SVPRO in developing and implementing safety plan for survivor. RCMP issued no-go UBC and survivor’s place of residence. POI’s key access credentials, vehicle, and unique login credentials flagged with intent to notify Campus Security if POI attends campus.