

# Cornell University Police

Cornell University Employee Assembly

December 2, 2020

# The Mission of the Cornell Police is “Service”

The Cornell Police will perform the same basic activities as any municipal police department, in addition to the activities peculiar to the academic institution that this Department has been created to serve. Not only does it thus respond to required police services, preserve the peace, protect life and property, and recover lost and stolen property, but it also enforces, in a fair and impartial manner, the regulations which comprise the Cornell Campus Code of Conduct, as well as applicable local, State and Federal laws.

*We appreciate our role in enhancing the quality of life at Cornell by our contributions that foster a safe and secure environment, the cornerstone of academic freedom. We also recognize that justice is the foundation for peace, and to this end, our Department is built on a foundation of community service and crime prevention which respects and preserves the human dignity of all individuals served.*

*This mission statement was developed and formalized in 2005*



# Reimagining Public Safety

The Mission was established in 2005 – and CUPD continues to review and respond to the needs of our community and campus.

## Public Safety Advisory Committee

- Mandated by NYS Education Law (Article 129A – Section 6430...6438)
- Composed of students, staff and faculty appointed through the shared governance bodies to advise CUPD on issues of public safety and victims' advocacy, in accordance with NYS Education Law.
- Elevated by President Pollack with a charge to “Reimagine Public Safety at Cornell University”
- Representation through shared governance; appointments are made annually through the assemblies and Faculty Senate.
- Current work

# The Cornell Police are committed to diversity, fair, impartial, and anti-racist policing.

“....We serve as a vital link between those in need and many resources both on and off campus. I am proud to lead this group of dedicated professionals who are committed to providing a safe and secure environment for our diverse community of students, faculty, staff, and visitors. Our department promotes the concept that its employees are public-safety service providers and Cornell community members are our customers. The Cornell Police continually strive to be the police department you can be proud of.

***We are committed to anti-biased and anti-racist policing and pledge to be partners to ensure all are treated with dignity and respect, and to be here when you need us....”***

*- Chief David Honan*

# How the Cornell Police ensure we are meeting community expectations:

- People
- Policy
- Professionalism

# Professionalism

- Transparency
  - Internal Affairs Summary is a public document
  - Daily Crime Log
  - Annual Security Report
  - Ride alongs/Department Tours
- Accountability
  - High degree of internal and external accountability for staff and 24/7 supervision
    - Regular field visits and work review
    - Always a supervisor available to address concerns, receive complaints, correct issues in real time
  - Body Cameras
  - Added Non-lethal Use of Force Options
- Broad and Diverse Engagement on Campus
- Outside Audit and Partnership with University Audit
  - Accredited by IACLEA
  - Use of Force, Biased Policing, Internal Affairs reviews

## Annual Racial Profiling Review

- An annual administrative review of department policy and practices surrounding racial profiling shall be conducted and shall include any community concerns & feedback, department collected data and a summary of any Internal Affairs investigations

# Annual Internal Investigation Analysis

- Observable Trends
  - A downward trend continues with this year's review of Internal Affairs investigations with the fewest on record. There were no allegations which alleged any of the special categories of racial profiling/biased-based policing, excessive force or sexual harassment
  - Annual Comparisons:
    - Total IA Investigations:
      - 2015 - 9
      - 2016 - 6
      - 2017 - 5
      - 2018 - 3
      - 2019 - 2



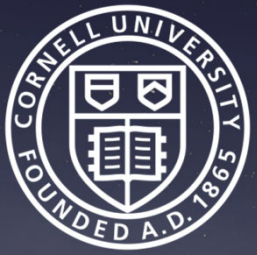
# Use of Force Policy and #8CantWait

- CUPD meets all benchmarks, in practice and in policy, that are outlined in Campaign Zero's #8CantWait project

Benchmark	Practice	Previous Policy	Updated Policy
Ban Chokeholds	✓	✓	✓
Require De-Escalation	✓	✓	✓
Warning Before Shooting	✓		✓
Exhaust Alternatives Before Shooting	✓	✓	✓
Duty to Intervene	✓		✓
Ban Shooting at Moving Vehicles	✓	✓	✓
Require Use of Force Continuum	✓	✓	✓
Require Comprehensive Reporting	✓	✓	✓

## Moving Forward

- Continued practical and classroom training for CUPD
- Posting information and data to CUPD website
- PSAC moved to EVP DeStefano
- Development of Community Response Team with VP Burgess and VP Lombardi



Questions?

