UNIVERSITY OF CINCINNATI

RESOLUTION ON SAFETY AND REFORM

WHEREAS, the University of Cincinnati is committed to creating a campus environment that promotes safety and well-being via service-driven, problem-oriented policing; and

WHEREAS, the University’s goal is to engage in fair and impartial policing, to enhance community trust and, ultimately, to create a national model for excellence in urban campus law enforcement; and

WHEREAS, the University created an Office of Safety and Reform, led by a vice president who is a recognized expert in the field, to actively manage its safety and reform agenda; and

WHEREAS, the University’s safety and reform agenda will be guided by the following six principles developed in collaboration with the Community Advisory Council:

I. TRANSPARENCY
Confidence in policing is based on transparency. The UCPD’s policies, procedures and practices must withstand public scrutiny. The UCPD will be transparent, with openness and accountability to the public. All information and data gathered regarding the UCPD’s policies, procedures and practices will be made available to the public, unless prohibited by law.

II. LEGITIMACY
Legitimacy is the foundation of policing. To promote legitimacy, the UCPD must demonstrate that officers’ actions comply with constitutional and professional standards and are procedurally just. To enhance legitimacy, the UCPD personnel must sufficiently reflect the diverse population that it serves. Initiatives that encourage and track the recruitment, hiring, promotion and retention of qualified minority candidates will be developed and implemented. Based on these strategic efforts, the UCPD will create a culture of excellence through equity and inclusion.

III. ACCOUNTABILITY
Accountability mechanisms—both internal and external to the UCPD—will be developed and implemented based on best practices and guided by community expectations. Any deviation from established professional and legal standards will be investigated appropriately and, if necessary, disciplinary action will follow. Additionally, citizen review of police accountability will be developed and implemented.

IV. FAIRNESS
To achieve the UCPD’s goal of treating all citizens with dignity and respect, officers’ actions will be based on applied legal principles, facts of an incident and input from all involved during police-citizen encounters—regardless of the individuals’ race and