

# CLEMSON UNIVERSITY POLICE DEPARTMENT 2021 ANNUAL REPORT



**POLICE DEPARTMENT**  
Public Safety

[CLEMSON.EDU/CUPD](http://CLEMSON.EDU/CUPD)

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# MISSION | VISION | CORE VALUES | GUIDING PRINCIPLES



## MISSION

Our mission is to enhance safety, reduce risk and prevent harm from affecting the Clemson University community.

## VISION

Clemson University Police Department (CUPD) is an organization setting the standard of excellence in law enforcement through integrity, compassion, service before self and honor above all.

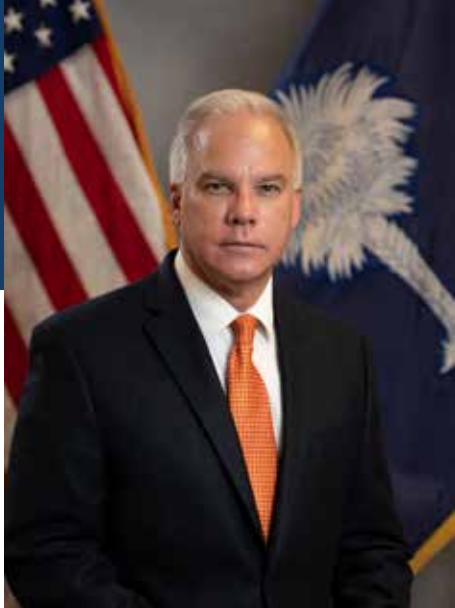
## CORE VALUES

Honor, Integrity, Courage, Inclusion and Respect

## GUIDING PRINCIPLES

We will collaborate with University partners to create and foster a safe, secure campus through education, community service and strategic enforcement. We will utilize innovative technology, specialized training, community policing strategies and strong partnerships to enhance the University's living and learning environment.

We will create an environment that champions the success and well-being of our students, faculty, staff and visitors through professionalism and a commitment to service. We will foster a climate of trust and respect through a commitment to diversity, equity and procedural justice principles.



## A MESSAGE FROM THE CHIEF

While we had hoped to say goodbye to COVID-19 in 2021, it continued to bring new challenges. Along with our new vernacular from 2020 — “new normal,” “quarantine,” “prevalence rates” and “N-95” — we became familiar with new terms for variants including Delta and Omicron. Even with these ongoing issues, Clemson University Police Department (CUPD) identified many opportunities to continue our efforts toward operational excellence, relationship building, and growth and development. We also reached some exciting milestones that demonstrated our commitment and dedication to making the Department and campus community the best it can be.

Throughout the year, we sustained our efforts to build and maintain public trust while partnering with the campus community to make Clemson University one of the safest places for our students, faculty, staff, and guests to live, visit, work, and play.

This year, our team developed deep and collaborative relationships across campus. One special relationship that grew during the year involved our partners in fraternity and

sorority life. Through presentations, open dialogue and direct partnerships, we expanded our engagement with these engaged students. We already have plans for 2022 to participate in several charity events and offer self-defense classes to continue strengthening these relationships. Additionally, we completed our first Citizens Police Academy, which provided the opportunity to share information about policy, practices and department training with a diverse group of campus and community members. This successful effort allowed police officers, citizens, and students to engage with one another, share experiences, and grow together. The connections that were created in 2021 have already paid major dividends, and we look forward to an even more successful 2022.

We made great strides in training and leadership development, which is a core value for the organization. We completed our first CUPD Leadership Series cohort that included commanders, sergeants and emerging leaders. Throughout this eight-month series, participants learned about leadership theory, engaged in individual and group discussion groups, explored their “WHY,” and developed

goals. Participants also had the opportunity to receive individual coaching and mentoring with a member of the command staff.

Because of the positive feedback received from this initiative, it is being expanded to frontline officers and other public safety partners in 2022. We also continued our focus on responding to mental health concerns and de-escalation. We reached our goal of 100 percent of our officers completing Crisis Intervention Training and implemented the Active Bystandership for Law Enforcement curriculum to teach officers specific intervention skills.

Finally, 2021 saw the culmination of a multiyear effort by every member of CUPD. In March 2021, the agency received its accreditation from the Commission on Accreditation for Law Enforcement Agencies (CALEA). This voluntary process demonstrates that CUPD is following national best practices related to policy, procedures and operational activities. CALEA is an accreditation earned by about 5 percent of all law enforcement agencies and the CALEA seal demonstrates a commitment to excellence and continuous improvement.

Many more of our accomplishments are shared within the pages of this year’s annual report. One of my favorite sections is Celebrating Bright Spots where we highlight staff who have gone above and beyond and have been recognized for those efforts. We share in our successful grant awards and walk you through what we’ve done with the opportunities. We talk about how we take pride in listening to our officers, doing the research and bringing new equipment on board. We brag on our wonderful student interns and more.

There are so many things I’d like to highlight, but instead I simply encourage you to flip through the pages of this report, review the information about our department, our accomplishments, and the major work that has been done this year by this fabulous team of professionals.

I am confident that you will quickly recognize that we do much more than enforce the law. We don’t just talk about community policing, we do it! We focus on education, crime prevention, professional development and training. We have a 24/7 Physical Security Operations Center and a 24/7 911 Dispatch Center and a team that loves Community Outreach.

In addition to the stories about our team, our easy-to-read charts will help you understand the data we capture and how it is used to solve problems, deploy staff and impact safety. We believe these charts tell a story that demonstrates our determination to enhance safety, reduce risk and prevent harm on Clemson’s campus and beyond.

It continues to be my honor and privilege to lead the men and women of the Clemson University Police Department. On behalf of the team, I thank you for your support and for the opportunity to serve.

**Gregory G. Mullen**

AVP for Public Safety | Chief of Police

CONGRATULATIONS TO  
CLEMSON UNIVERSITY  
POLICE DEPARTMENT  
FOR SUCCESSFULLY ATTAINING  
NATIONAL ACCREDITATION  
FROM THE COMMISSION  
ON ACREDITATION FOR LAW  
ENFORCEMENT AGENCIES (CALEA)



This seal is reserved for use by public safety agencies that have demonstrated compliance with CALEA standards and have been awarded CALEA Accreditation by the commission. The CALEA seal is the “Mark of Professional Excellence” and reflects the gold standard benchmark associated with CALEA.



# OUR TEAM

## PATROL OPERATIONS

Responds to the community's calls for service, enforces traffic and criminal laws, and addresses needs through relationship building and community policing

## PROFESSIONAL STANDARDS

Oversees the CALEA Accreditation process and maintenance. Receives, processes and supervises investigations that involve allegations of criminal conduct and acts of misconduct made against members of the department

## INVESTIGATIONS

Primary function is to conduct professional investigative services and to follow up on investigations of reported crimes; works closely with other local, state and federal law enforcement as needed

## CRIME PREVENTION

Prepares, disseminates and trains the community using strategies and measures that seek to reduce the risks of crimes occurring — as well as their potential harmful effects on individuals — by intervening to influence and educate the campus and surrounding communities

## ADMINISTRATIVE SUPPORT

Highly skilled and organized administrative team that helps keep the department running smoothly by handling the day-to-day administrative needs of the department

## K-9'S AND THEIR OFFICERS

Police officers who are trained to work closely with and train police dogs who are responsible for the specialized task of scanning for explosive devices

## SPECIAL RESPONSE TEAM

Performs same role as patrol operations, plus completes specialized training emphasizing sufficiency, speed and planning for tactical coordination in the event of an emergency

## PROFESSIONAL DEVELOPMENT and TRAINING

Responsible for the planning and execution of all mandatory and optional law enforcement training for the department. Assists the team with identifying goals and taking ownership of their professional development and planning for career progression

## EVIDENCE CUSTODIAN

Logs, ensures proper chain of custody and oversees all evidence submitted to or obtained by the department

## PHYSICAL SECURITY

Centralized headquarters for monitoring, detecting and responding to campus security issues and incidents

## COMMUNICATIONS/911 DISPATCH

Assists the community and visitors by answering emergency and non-emergency calls and obtaining information to properly serve those in their time of need

## STUDENT INTERNS

Our student interns gain experience in a variety of roles and responsibilities within a law enforcement agency. In return, they enjoy the benefits of mentoring, training and real-life work environment experiences



PATROL OPERATIONS



INVESTIGATIONS



CRIME PREVENTION



K-9'S AND THEIR OFFICERS



PROFESSIONAL DEVELOPMENT and TRAINING



EVIDENCE CUSTODIAN



PHYSICAL SECURITY



COMMUNICATIONS/911 DISPATCH



STUDENT INTERNS



# CELEBRATING THE BRIGHT SPOTS

## DEPARTMENT OVERVIEW

We believe a number of positive traits — including integrity, ethical behavior, trustworthiness, positivity, empathy, approachability and courage, to name a few — are critical to achieving our mission of enhancing safety, reducing risk and preventing harm. By combining positive character traits with positive passions, we are building a strong team that provides many services to our community and to each other. Our goal is to allow every employee to reach their full potential while creating trust and building legitimacy in the department and in the community.

CUPD graduated seven officers from South Carolina Criminal Justice Academy (SCCJA) with Class I Certification this year. **Officer Cole Freeman** received the highest academic honor awarded by SCCJA, the prestigious J.P. Strom Award, which is presented to the student in each class who maintains the highest cumulative academic score for all unit tests. This is a very competitive and tough recognition to receive given the number of candidates in each Academy class. In addition, Officer Freeman also received the Director’s Physical Fitness Award and came in first in the Academy Challenge Run. Officer Freeman is proud to bring this accomplishment back to the department, and he shares his story to motivate and inspire new recruits on their way to the Academy.

CUPD recognized several employees in 2021 who consistently go above and beyond in their daily work, always aiming to meet our mission to enhance safety, reduce risk and prevent harm from affecting the Clemson University community. These individuals were recognized for being team contributors, demonstrating consistent growth as leaders and colleagues, and modeling the positive attributes indicative of our core values of Honor, Integrity, Courage, Inclusion, and Respect.

We are proud as an agency to recognize **Sergeant Michelle Young** as the Pickens County Officer of the Year and **Police Officer Omar Arredondo** as the CUPD Employee of the Year.

We are very proud of the team members recognized as Employee of the Quarter: **Sergeant Michelle Young** (Q1), **Kira Grimes** (Q2), and **Detective Jason Allen** (Q3). Congratulations to them all on this much-deserved recognition and nomination by their peers.

Congratulations to all our staff members on these accomplishments and for their commitment of service to the department and our community!



## GRANTS

1. In February 2021, CUPD completed delivery and final report submission on the FY20 Bureau of Justice Assistance Coronavirus Emergency Supplemental Funding Program that resulted in \$31,604 from the Department of Public Safety’s Office of Highway Safety and Justice Programs (OHSJP) for PPE and COVID response equipment. Completion of this program, along with the final report, was well received by OHSJP with successful completion of proposed project objectives resulting in limited personnel having lost time from work due to COVID and no known intra-departmental transmissions in 2020 (grant-reporting period).
2. CUPD subsequently submitted a funding proposal in June 2021 for FY22 CESFP to support the delivery of advanced classroom and training technology. In October 2021, CUPD was notified of this proposal being awarded funding in the amount of \$91,269 to pay for conversion of the CUPD Multipurpose Room; a distance learning/Smart Classroom, and to procure a virtual training simulator to provide realistic de-escalation training for department personnel and mutual-aid needs.
3. CUPD, in partnership with CU Criminal Justice Department, completed training and a peer-to-peer site visit with the University of Florida Police Department as part of the final stages of the 2019 DOJ Justice and Mental Health Collaboration Planning Grant that concluded on September 30, 2021. This two-year program was funded with \$99,000 from the U.S. Department of Justice and successfully met all project goals and objectives related to:
  - training in mental health crisis response,
  - certifying departmental instructors in Mental Health First Aid, and
  - partnering with regional mental health service providers and researchers to evaluate best practices in law enforcement interaction with individuals in mental health crisis.

The final grant report was submitted in October 2021 and accepted by the DOJ as successful completion of programmatic goals.

4. The 2019 DOJ project has supported a subsequent submission to the DOJ Connect and Protect grant program in June 2021, which, if funded, would result in more than \$500,000 for program implementation of a joint co-responder model with the South Carolina Department of Mental Health’s Anderson, Oconee, Pickens regional office. Award notices for this program were also delayed and scheduled to occur on a rolling basis as announced by the Department of Justice.
5. CUPD applied for and received \$39,414 from the FY 2021 South Carolina DPS Body-worn Camera Program as reimbursement for expenses incurred related to equipping personnel with body-worn cameras and storage costs. In 2021, CUPD received final compliance notices indicating the agency had successfully demonstrated compliance with the program requirements to indicate appropriate expenditure of funds allocated.
6. CUPD was invited to participate in a National Institute of Justice research study focused on officer training programs on response to resistance/use-of-force. This national-level study solicited participant agencies from large metro-area agencies along with CUPD and mutual-aid partners representing rural/non-urban agencies and placed officers through a series of simulator-based use of force decision-making scenarios followed by a course of virtually delivered training sessions. The research will continue into 2022 with a follow-up scenario.



## CUPD DIVISION COMMANDER COMPLETES THE POLICE EXECUTIVE RESEARCH FORUM (PERF) SENIOR MANAGEMENT INSTITUTE

Lieutenant Rashad Murray completed the prestigious PERF Senior Management Institute. This program, spanning more than three weeks of residency training, provides executive leadership development and management skills for senior police leaders focusing on 21st-century policing concepts, research-supported best practices, and leadership theory from internationally recognized police leaders and renowned academics from the Harvard Kennedy School and MIT.

## STUDENT INTERNS

CUPD employed four student interns through the University Internship and Co-op (UPIC) program. Our interns assisted the agency in a variety of work assignments related to data analysis and graphic display, crime trends reporting, and Physical Security Program Operations.

Student interns assisted the agency in creating a Battle Buddy Initiative; a first-of-its-kind program for the Up-state. The initiative will provide CUPD personnel with training and program guidelines on response to Veterans in and around the University Community who may be experiencing situational or mental health crises. Based on a program concept originating in Joliet, Illinois, the Battle Buddy Initiative seeks to identify law enforcement personnel with prior military service who, through relevant training, can connect with fellow veterans through the bond of shared experiences and assist them in navigating crisis events and contribute to positive outcomes with law enforcement.

## LOAD-BEARING VESTS

In response to officer inquiry, extensive research was completed by members of the Special Response Team (SRT) to support the transition to Load-Bearing Vests (LBVs) for uniformed personnel. The evaluation included providing officers with the tools they need to complete their duties while also looking at ways to increase their health, both physically and emotionally. The medical and psychological research shows that officers recover more quickly from the impact of daily activities, with fewer long term detrimental effects, when wearing LBVs. It is a common finding that the public reports that it is easier to quickly identify officers as law enforcement professionals and view them as more capable to address their needs when outfitted in LBVs over a standard duty belt. Based on the results of an extensive study and information shared with and approved by the Command Staff, CUPD adopted LBVs and we will distribute the new LBVs in early 2022.

## SUCCESSFUL AUDIT

In 2021, the South Carolina Law Enforcement Division (SLED) selected CUPD for an Information Technology Security (ITS) audit. The objective of the audit is to protect the entire lifecycle of Criminal Justice Information (CJI) as it is accessed, processed or stored within our agency's CJIS secure network. The SLED IT team audits the CJIS and NCIC data security, policies, and procedures governing information security, including training, agreements, access control, the integrity of the system data, and network configuration management. CUPD is proud to announce we successfully passed the audit during the first round with a favorable rating.

## PATROL AND SRT DIVISIONS

The Clemson University Police Department Operations Bureau consists of the Patrol and SRT Divisions, currently staffed by 36 sworn personnel and provides 24-hour police services throughout campus. Uniformed patrol and SRT officers are responsible for the primary response to calls for service along with traffic enforcement, security assessments and directed patrols based on data collection and problem-identification.

We are dedicated to a community policing philosophy that strives to create partnerships that solve the issues unique to our campus environment. Patrol and SRT members work daily to develop community rapport with students, faculty and staff to increase awareness and a positive exchange of information. Patrol Operations is actively involved in the Residential Living Liaison Program and represents the department with many university organizations such as Affinity Liaisons.

The SRT consists of specially trained officers and Explosive Ordinance Detection (EOD) K-9 teams. Throughout the year, SRT developed and executed directed patrols and operational plans based on data analysis, crime patterns, citizen complaints and collision reports. Additionally, they conducted security assessments across campus to identify vulnerable and enhanced security procedures and practices.



Woodland Cemetery Tour

## BY THE NUMBERS

### CompStat360

CUPD is committed to enhancing security, reducing risk and preventing harm. To accomplish these important outcomes, the department is creating processes that utilize data gathered from a myriad of sources and community engagement and outreach to assist with resource deployment and problem-solving.

To assist the department with further refinement of this process and develop a model that will create a collaborative approach to problem-solving and public safety enhancements, we are working with experts in the field to implement a new, innovative community policing model that will assist in making decisions that reflect community values and public safety priorities.

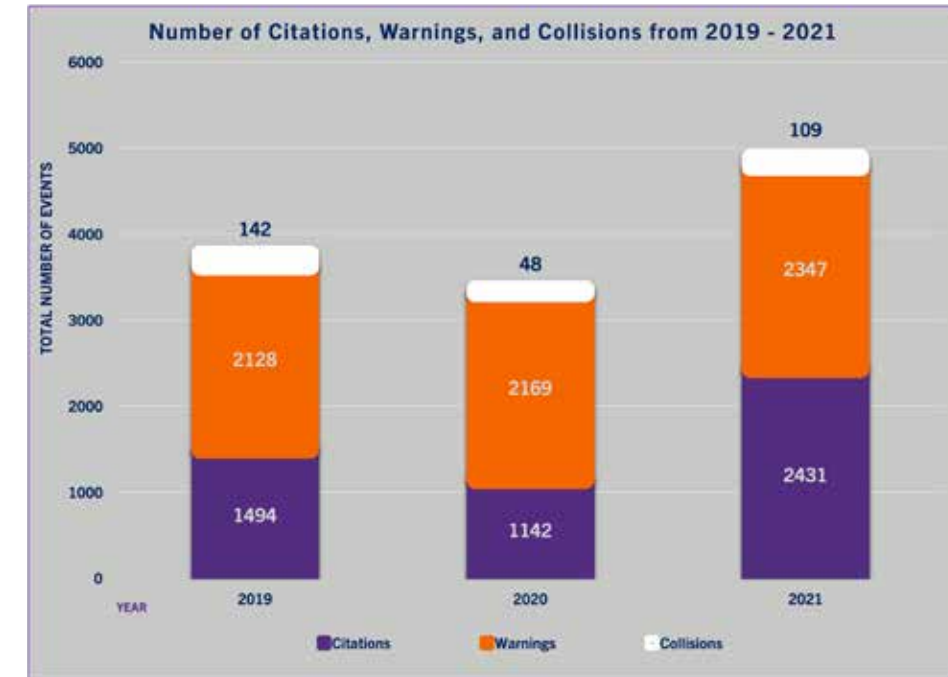
CUPD is teaming with outside partners to better inform collaborative public safety decision-making. This effort involves working with policing experts from the National Police Foundation and the Vera Institute of Justice to implement CompStat360. This is a new, innovative model that provides police with a more complete picture of public safety priorities and enables departments to make strategic decisions based on community needs and priorities. It centers on three key components:

- Prevent, interrupt, and solve crime
- Integrate community and governmental partners
- Maximize organizational effectiveness

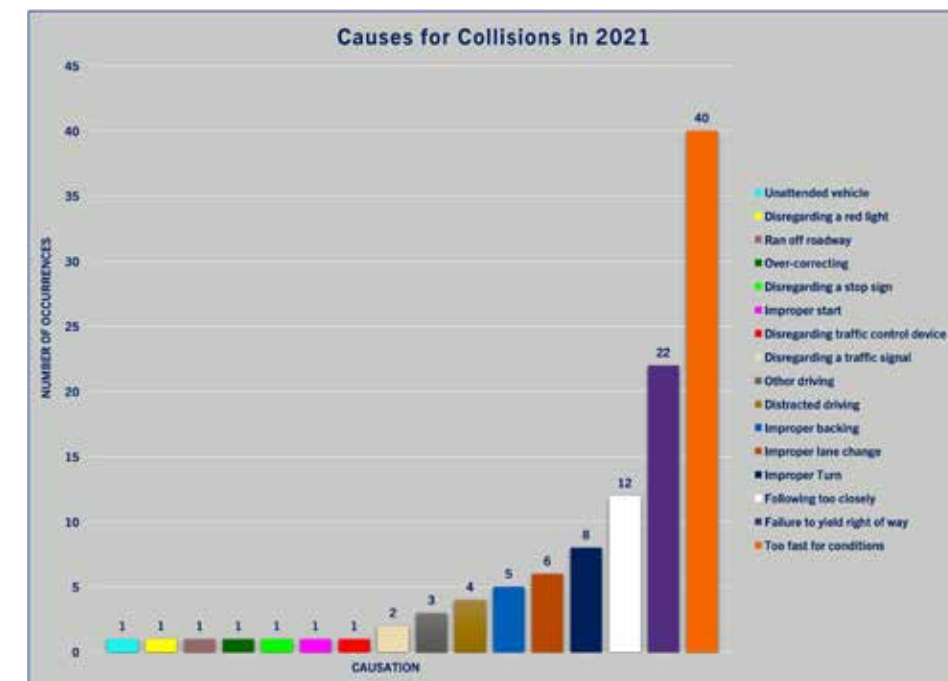
Clemson is the first university law enforcement agency to partner with the National Police Foundation and Vera Institute to explore the implementation of CompStat360 at an institution of higher education. This work is conducted with funding from the U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Assistance and the MacArthur Foundation. While work has been ongoing since 2020, this year saw the full implementation for the Compstat360 model with formal meetings held twice a month, to include various campus partners every other month. The inclusion of campus partners is critical in strategy development and collaborative initiatives to address community issues and identified trends.

### Traffic data and enforcement

As part of our data-driven enforcement initiatives, commanders utilized 2019 and 2020 data to determine that targeted traffic enforcement was needed in specific areas around campus. Key tasks for officers assigned to the targeted enforcement activities were to increase officer presence, enforce applicable state laws, have high visibility patrols to influence driving behaviors, educate community members on safe driving habits and mitigate the likelihood of speed-related vehicle collisions.



Enforcement outcomes based on targeted efforts resulting from the data collection and analysis

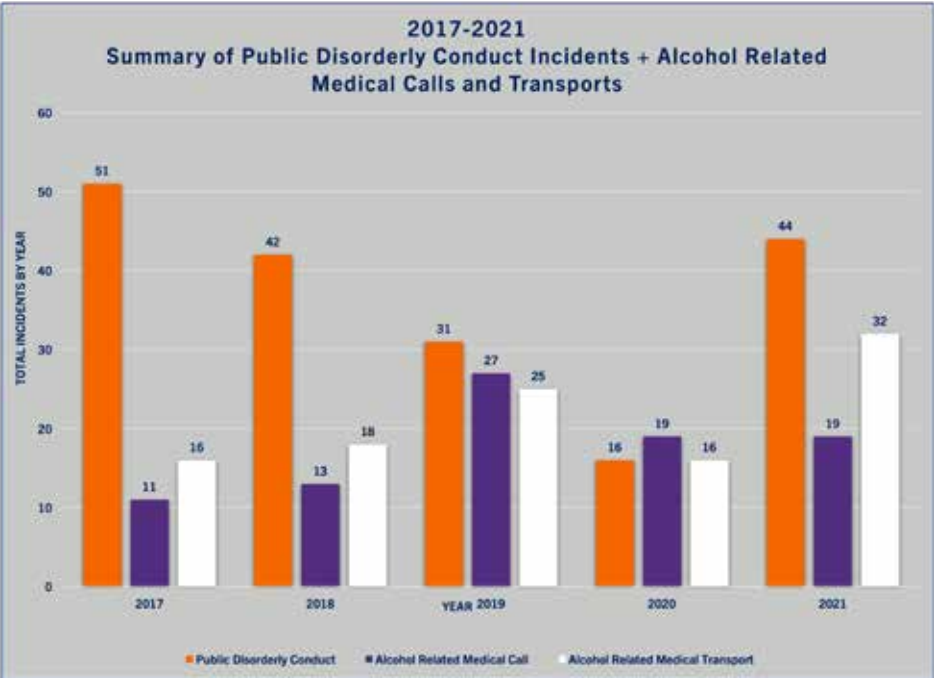


The predominant causation for collisions was “Too Fast For Conditions” which accounted for 37% of all collisions on campus. The second most common causation factor was “Failure to Yield Right of Way”, which accounted for 20% of all collisions.

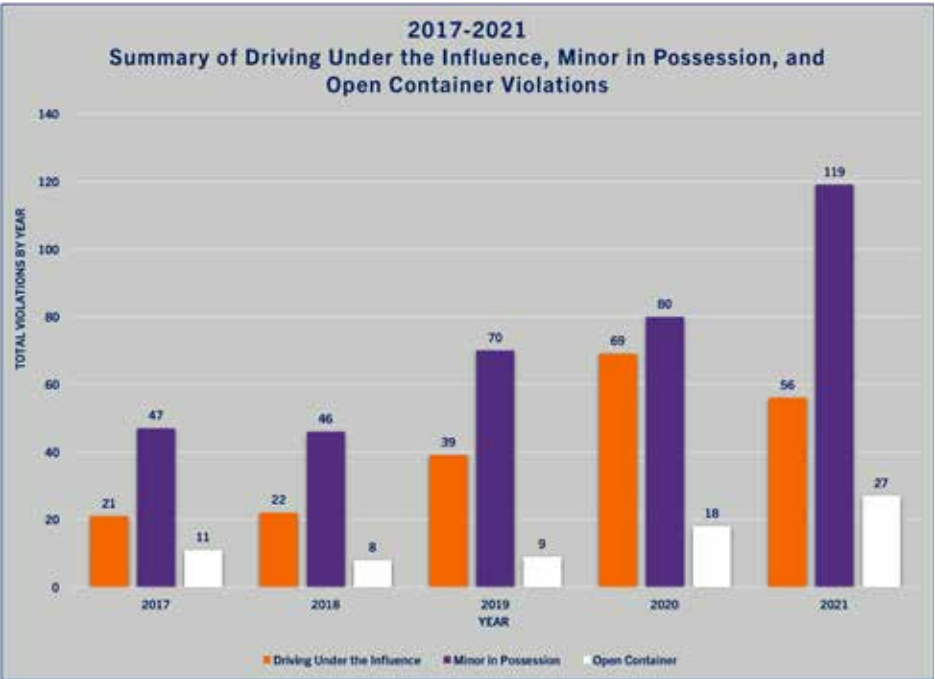


Alcohol Awareness

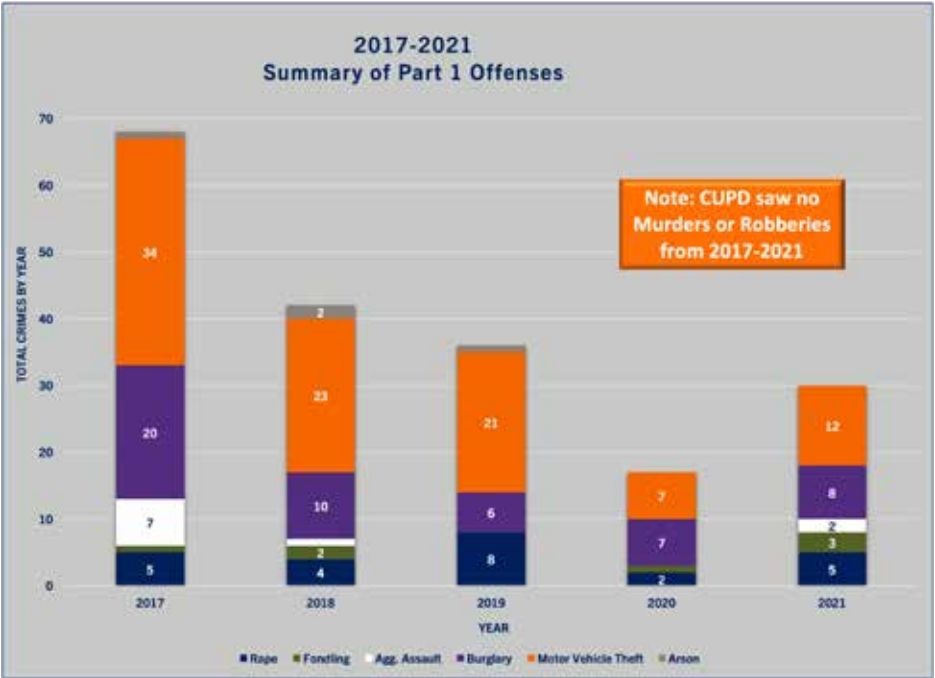
Utilizing the data, we were able to identify and prioritize a department goal of reducing unsafe alcohol consumption by 10 percent. We strategically developed strategies through data compilation and analysis for the purpose of deploying resources to target specific areas, providing educational efforts in collaboration with community partners, and creating a campuswide Alcohol Safety Workgroup. This group includes representatives from the Police Department, Office of Community and Ethical Standards, Residential Living, Healthy Campus, Counseling and Psychological Services, and Clemson University Fire and EMS.



Public Disorderly Conduct charges result after an officer comes in contact with an individual who is grossly intoxicated. Alcohol-Related Medical Calls are calls that require an EMS response for evaluation but do not result in transport to a medical facility. Alcohol Transports are calls that require transport to a local hospital for further evaluation after EMS personnel have screened an intoxicated person.



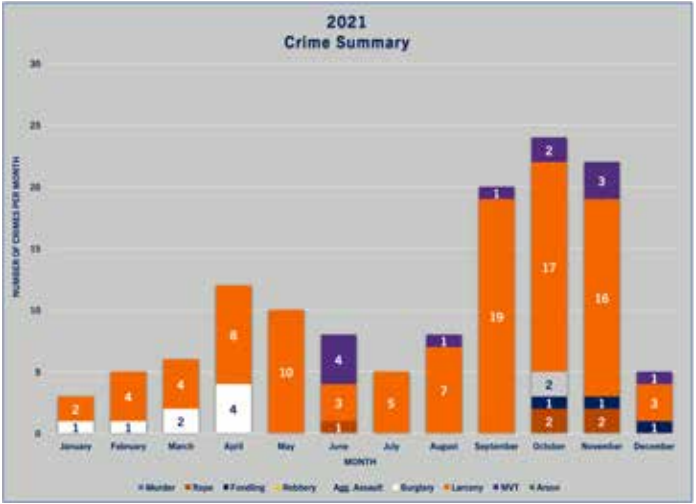
Liquor Law violations include possession of beer or liquor under age 21, and open container charges made by officers.



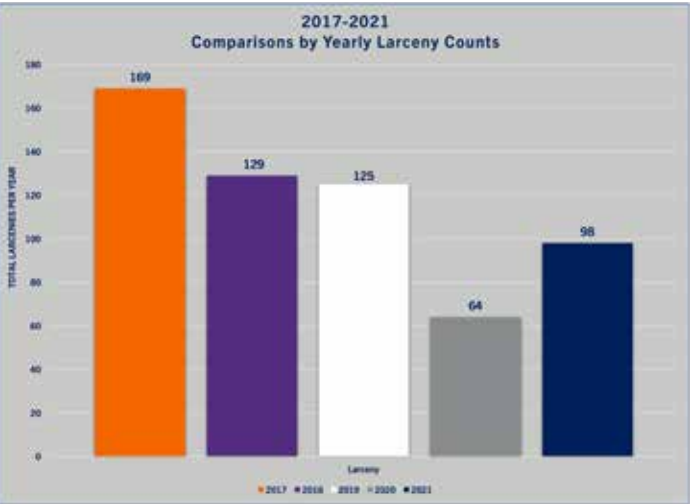
Five-year comparison of reported crimes by year

Crime Report

Last year (2020) saw a considerable reduction in all crimes due to COVID-19 protocols and limited campus population from March until August. It should also be noted that while students returned to campus in August, many employees continued to work from home. Statistics showed an increase in crime reporting from 2020 more consistent with pre-covid pandemic patterns. The chart below shares a month-by-month crime summary for the 2021 calendar year.



2021 CUPD Crime Summary



2017 - 2023 Comparisons by Yearly Larceny Counts

# THE INVESTIGATIVE AND SUPPORT SERVICES BUREAU

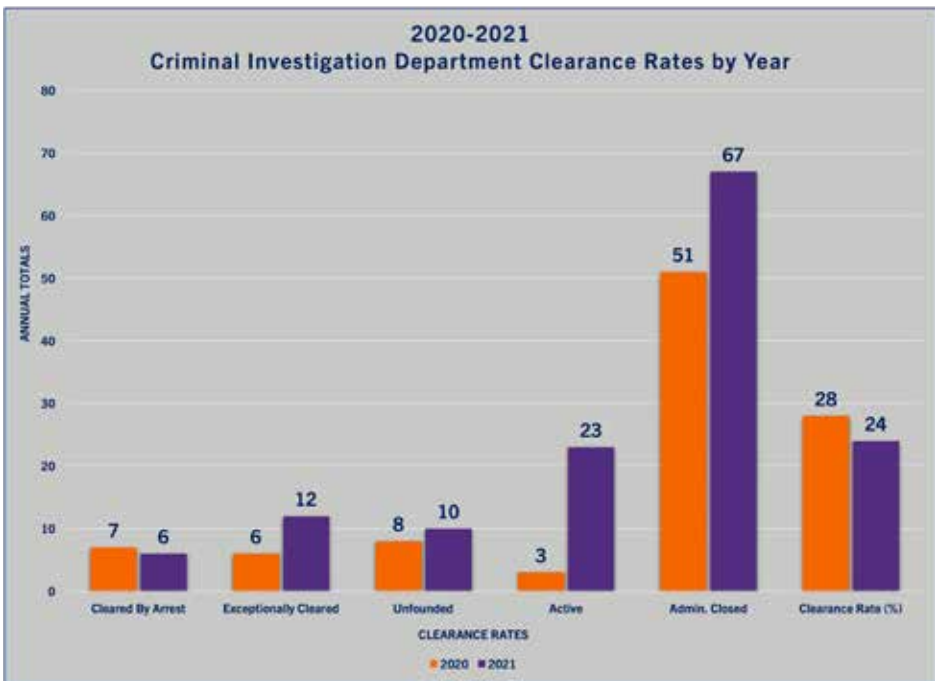
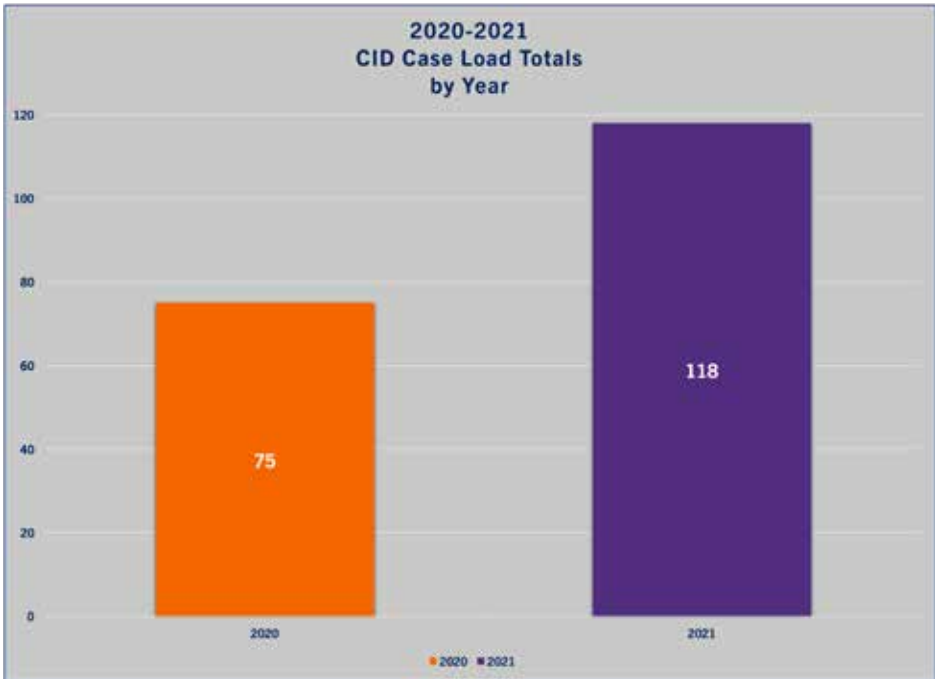
The Investigative and Support Services Bureau consists of the Criminal Investigations Division, which includes Crime Prevention/Victim Services and Evidence/Property Room, Professional Development and Training, and Physical Security Operations. Each of these functional units is managed by a Lieutenant or Program Coordinator reporting directly to the Bureau Commander. The Bureau staffs eight full-time sworn officers and 10 full-time professional staff. Additionally, the Investigative and Support Services utilizes the assistance of three to five student interns each academic semester who support data collection, analysis, programing work and graphical presentation of quantitative data.

## Criminal Investigations Division (CID)

CID is responsible for investigative follow-up of cases assigned, conducting interviews, evidence collection and property management, crime scene investigations, dignitary and VIP security, and maintaining liaison with other law enforcement investigative units.

As in-person activities and on-campus residency increased due to campus returning to a more traditional pattern of operations, so did calls for service and incidents reported to CUPD. The division experienced a 57 percent increase in cases assigned for follow-up investigation in 2021 over 2020.

Case closure status and clearance rates remained comparable in 2021 despite the 57 percent increase in case load. Most notable is the work toward successful accomplishment



of a departmentwide goal in 2021 of reducing larcenies and burglaries by 10 percent in comparison to our 2019 total. 157 total larcenies and burglaries were reported to CUPD in 2019, whereas through enhanced prevention and investigatory strategies, 2021 totaled 132 reported incidents, a 16 percent decrease, exceeding the target value of 141 incidents by 6 percent.

## Physical Security Operations Center (PSOC)

2021 saw significant expansion of the duties and staffing of the PSOC, the official designation of the 24/7 video and access control monitoring center.

On a daily basis, the PSOC provides real-time monitoring and historical video investigation to assist department personnel in calls for service and investigative needs. In 2021, PSOC staff conducted 4,937 different activities associated with law enforcement, fire, and EMS calls for service, special events and video investigations. This is an increase of 2,104 activities over 2020's total of 2,104 (135 percent).

Throughout the course of 2021, PSOC staff have been successful in identifying suspects for varied cases and assisting in the location and recovery of stolen property. Notable occurrences were real-time assistance in a fugitive-from-justice incident that resulted in a successful and peaceful apprehension, suspect identification, and recovery of more than \$5,000 worth of stolen property from Residential Facilities. Also lead identification and recovery assistance for mutual aid in the grand larceny of a motorcycle from the CUICAR facility, along with numerous stolen vehicle and license calls from the FLOCK ALPR system.

The PSOC is responsible for the nightly staffing of residential physical security monitoring and conducts door security checks and property logging. The center reports suspicious activity and hazards to the Dispatch Center. As a component of this work, PSOC staff conduct regular inspections of lighting around campus and submit work orders to University Facilities.





### Professional Development and Training

This year, we experienced an anticipated increase in training hours as the delivery of courses returned to a more traditional pattern after prolonged impacts on course delivery by the COVID pandemic. Highlighted areas of training for this period include:

- hosting the Crime Prevention Through Environmental Design course,
- certification of three Mental Health First Aid (MHFA) Instructors,
- ballistic shield training,
- Advanced Assisting Individuals in Crisis,
- one new Active Bystandership for Law Enforcement (ABLE) Instructor,
- hosting the NCS4 Sport and Special Event Enhanced Risk Management Course,
- launching the department's inaugural Leadership Development Series,
- delivery of the first round of ABLE and MHFA practitioner training,
- Lessons Learned Case Studies,
- Trauma-informed Response,
- joint mechanical breaching training with CUFD/EMS and
- general department in-service training.

Additionally, CUPD gained the certification of two instructors in Crowd Management and Mobile Field Force.

CUPD participated in a public safety joint tabletop exercise training event that evaluated current SOPs and methodologies to identify strengths and areas of improvement. There were participants from all of CU Public Safety and some outside mutual-aid partners. The training focused on a simulated event with injections of activity



throughout the period that drove a variety of public safety responses/objectives. Participants served in various roles, from initial responders to Unified Command. CUPD's policies and procedures guided decision-making.

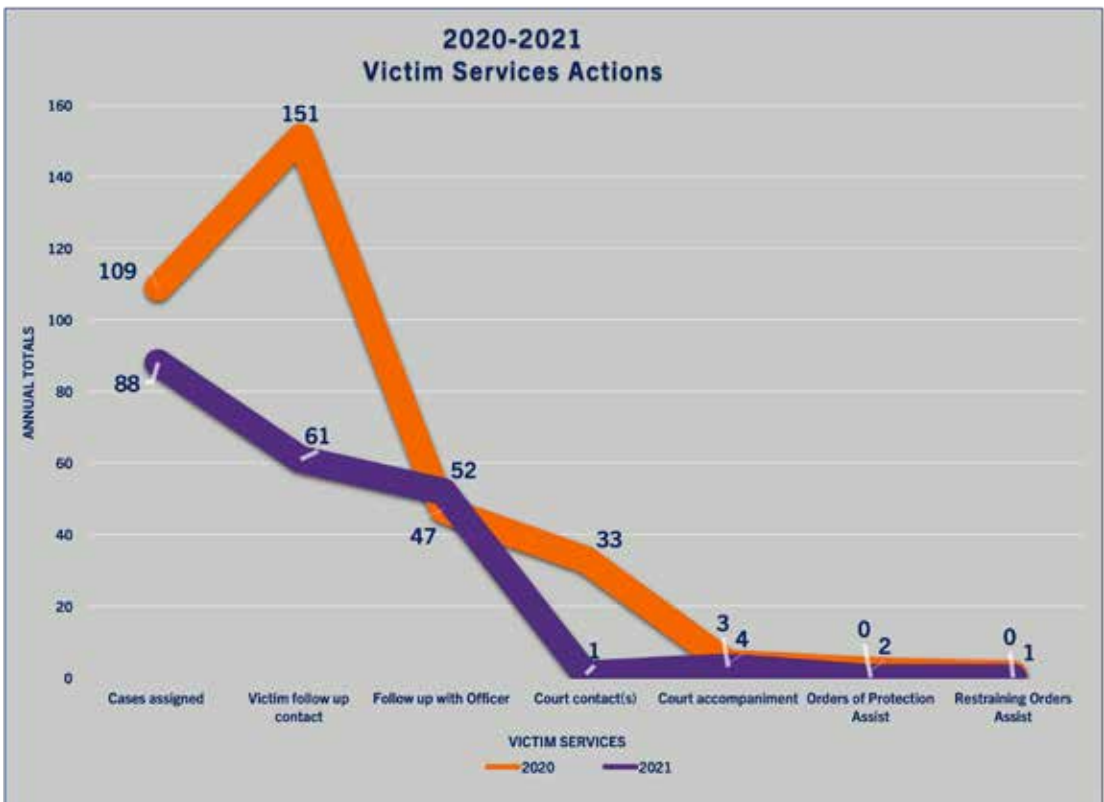
### Leadership Development Series

2021 saw the launch of a new annual professional development program focused on leadership, growth and development for current and aspiring supervisors. The CUPD Leadership Development Series launched in March 2021 with 15 participants in a cohort-based model designed to provide shared-experiential learning opportunities. All of CUPD's first-line supervisors along with newly promoted Division Commanders were required to participate. The remaining attendees were accepted based on applications detailing interest and goals for completion of the program. The eight-month series focused on leadership theory, self-reflection and assessment, practical

leadership conversations, identifying trends and future issues, and developing critical thinking strategies focused on 21st-century policing concepts. Participants were paired with members of the senior command staff to take part in a formal mentorship program that spanned the second half of the series.

### Victim Services and Advocacy

The professionals in this department are trained to help ensure that all rights of a crime victim are protected. CUPD Victim Advocates offer support to those campus and community members who have been a victim or witness to a crime by providing assistance, emotional support, victims' rights information, help in finding needed resources, and assistance in filling out crime victim related forms. In addition, they serve as the victim/witness liaison with social services agencies and the courts.



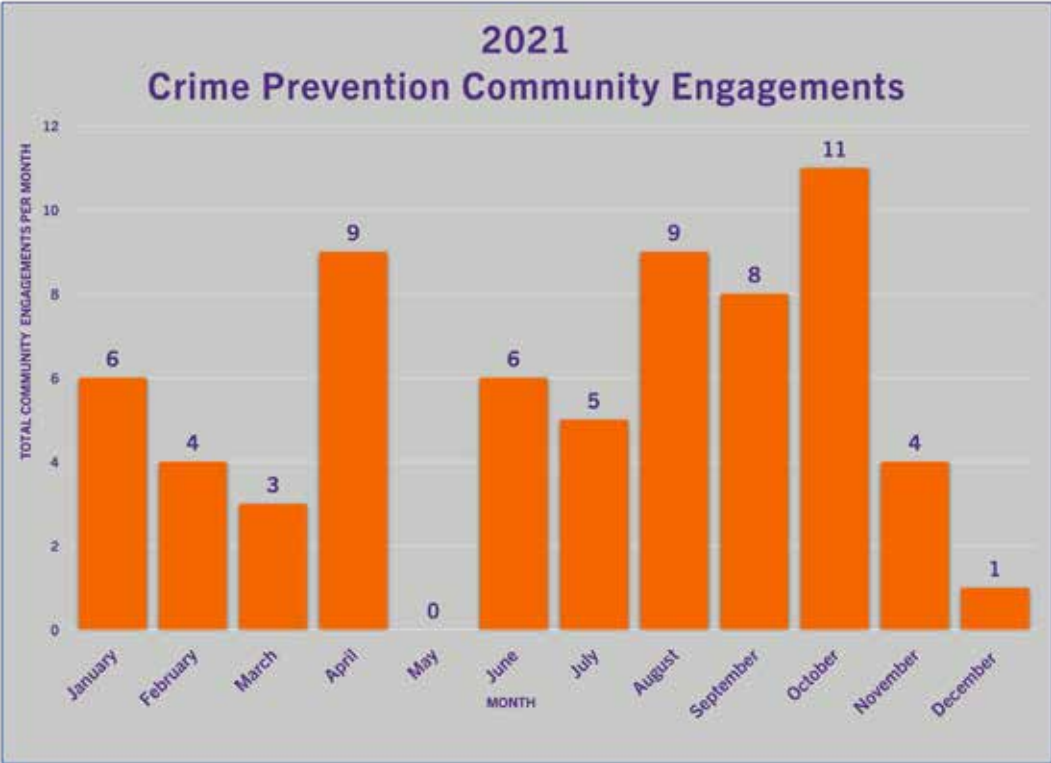
Crime Prevention

The first step in crime prevention is the realization that to prevent crime we must be aware of the risk factors and we must accept that crime prevention is a shared responsibility. Campus safety is an entire community priority, and CUPD will take the lead in keeping our campus a safe place to live, learn and play.

In-person community engagement and presentation activities continue to be impacted by reduced group gatherings and formal meetings as a result of the COVID pandemic, however public engagement activities were still planned and delivered. Crime Prevention engaged in alternative methods of reaching the community through virtual platforms.

- During the 2021 timeframe, Crime Prevention’s focus included:
- Working with building security coordinators on improved access control measures and implementation of Crime Prevention Through Environmental Design Principles (CPTED).

- Public awareness campaigns and programming with the It’s On Us Clemson Student Organization.
- Alcohol safety and drug education partnerships with residential living.
- Data analysis and assessment for monthly Comp-Stat 360 reporting.
- Collaboration with the Clemson Community Coalition to establish educational and prevention partnerships with community organizations and business establishments.
- CU Diversity/Ethnicity-affiliated Organizations and re-developing the CUPD Affinity Group Liaison Program.
- Internship collaborations on data analysis and graphic presentation of findings.



The Administrative Bureau is responsible for the day-to-day operations of the administrative needs of the department and includes 911 telecommunications officers, police department records, human resources, payroll and timecards, and administrative specialists. Members of this team provide support to the community, the police chief and the command staff. The Bureau supports the department’s overall administrative needs and the needs of the community and citizens we serve.

Lobby services include walk-in reports, literature distribution, after-hours payment receipt for vehicles that have been towed and a waiting room for guests.

Personnel within the Administrative Bureau handle responsibilities such as human resource management, payroll management, budgetary involvement and data management, recruiting and retention support, records management, accreditation, report reviews, risk management, policy research and development, cash management, data entry, quality assurance and other duties and responsibilities as assigned or initiated.

The Clemson University Police Department is open 24/7, year-round. If you have an emergency please call 911. If it is not an emergency, please dial 864-656-2222 for Dispatch.

Communications, Records and 911 Dispatch

Clemson University thoroughly researched and purchased a new Common Operating Picture (COP) called Juavre to provide situational awareness for campus partners during large campus events, such as athletic events, parades, etc. Our team trained in the weeks prior to the first home football game, and the implementation of the new software was a smooth and successful process for

our team and proved to be a valuable resource for all constituents. This important addition to our software portfolio will continue to strengthen our communications, knowledge and response times during large campus events.

The Records Office is the depository for all original reports. In 2021, the office processed more than 500 legal documents and procedures and improved the current software for efficient management of the case filing system.

Our team created an informational document titled Communication’s Corner. This monthly newsletter disseminated to the department shares information related to National Crime Information Center (NCIC) policies, dispatch operations and other related topics for situational awareness. In addition, each month we highlight a Telecommunications Officer (TCO) allowing everyone in the department an opportunity to learn about the division and our people.

We led the agency through the successful upgrade, testing and implementation of a new Computer Aided Dispatch System (CAD), allowing our public safety operations and communication to be assisted by a system for optimization of rapid response times and system reliability.

A huge win for the division was working with University Facilities to transform our paper key inventory process to an electronic system. The new system allows authorized employees to electronically check out keys and receive email alerts regarding key return deadlines. This new system holds everyone involved accountable for timely key return, and, by default, increases our efficiency and inventory control.



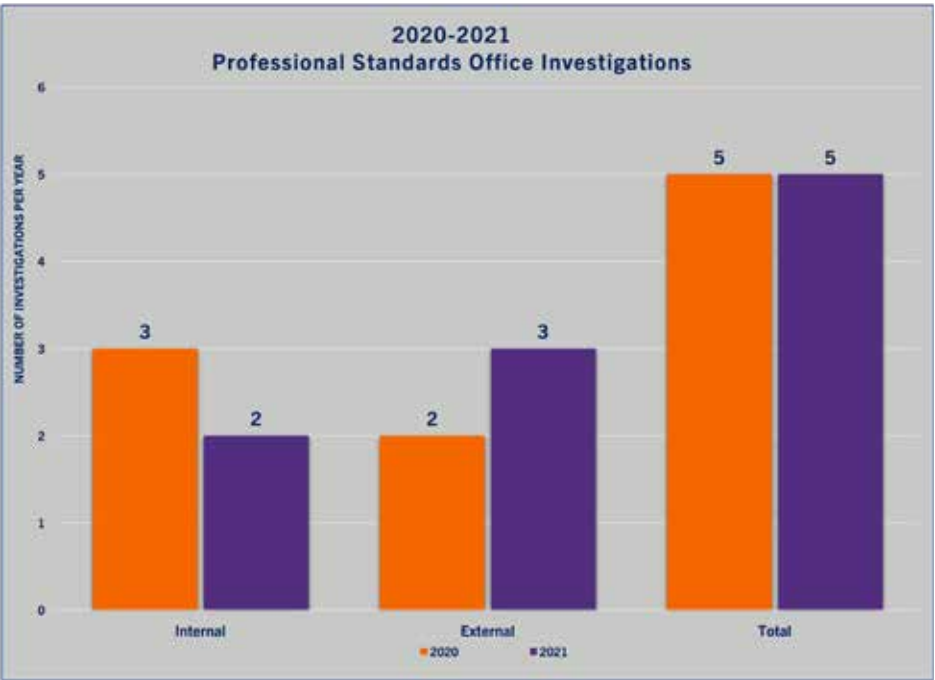
# PROFESSIONAL STANDARDS OFFICE

The Professional Standards Office is responsible for ensuring that the Clemson University Police Department is operating within the boundaries and established guidelines of public trust and confidence. The Department is committed to providing the highest standards of integrity and our administrative investigative process plays an integral role in building and maintaining that public trust.

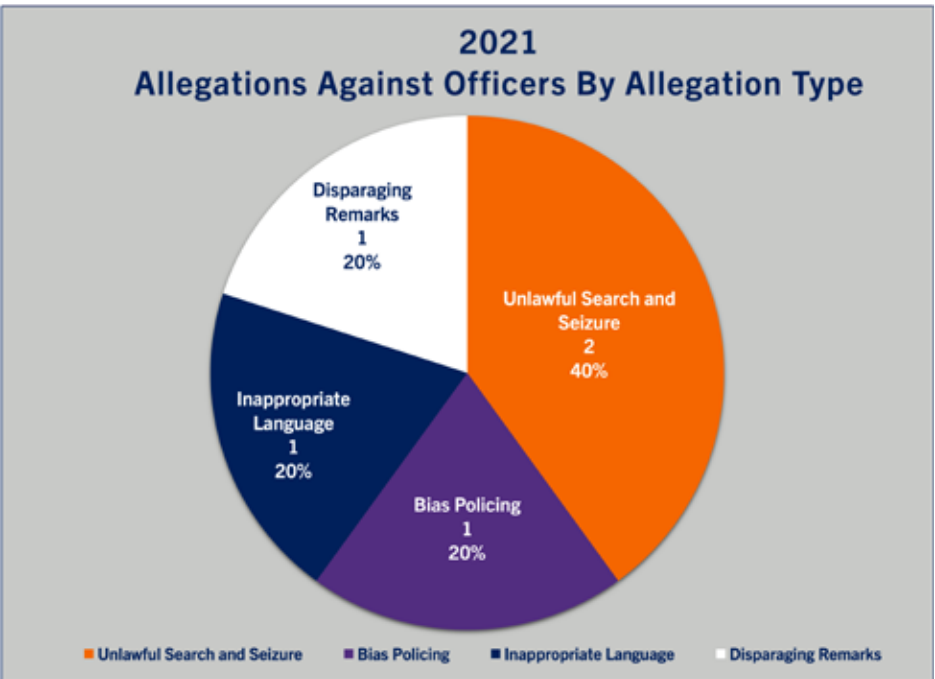
One of the functions of the Professional Standards Office includes the investigation, management and review of complaints and allegations of misconduct against department personnel, both sworn and professional staff.

The division manages the Commission on Accreditation for Law Enforcement Agencies (CALEA) accreditation process for Clemson University Police Department.

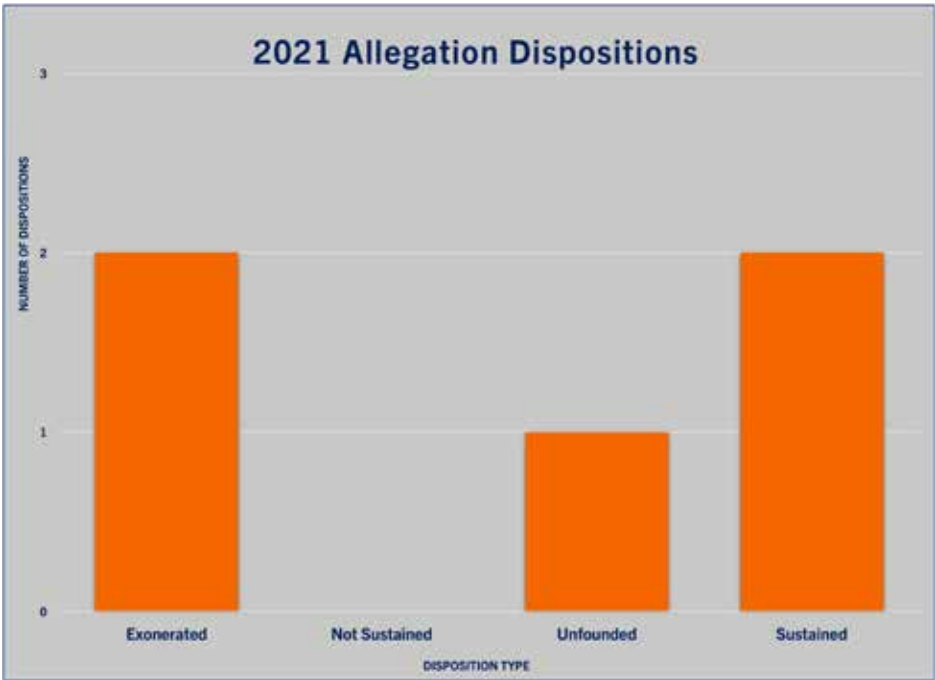
Throughout the calendar year of 2021, the Professional Standards Office documented, managed or handled five investigations. The number of cases remained the same for 2020 and 2021.



Number of investigations in 2021, as compared to the number in 2020, and the percentages of the cases that were generated internally by someone within the police department, and those cases generated externally by someone outside of the police department.



There were five (5) allegations linked to the five (5) cases in 2021



A review of the dispositions for the five (5) allegations from the cases in 2021

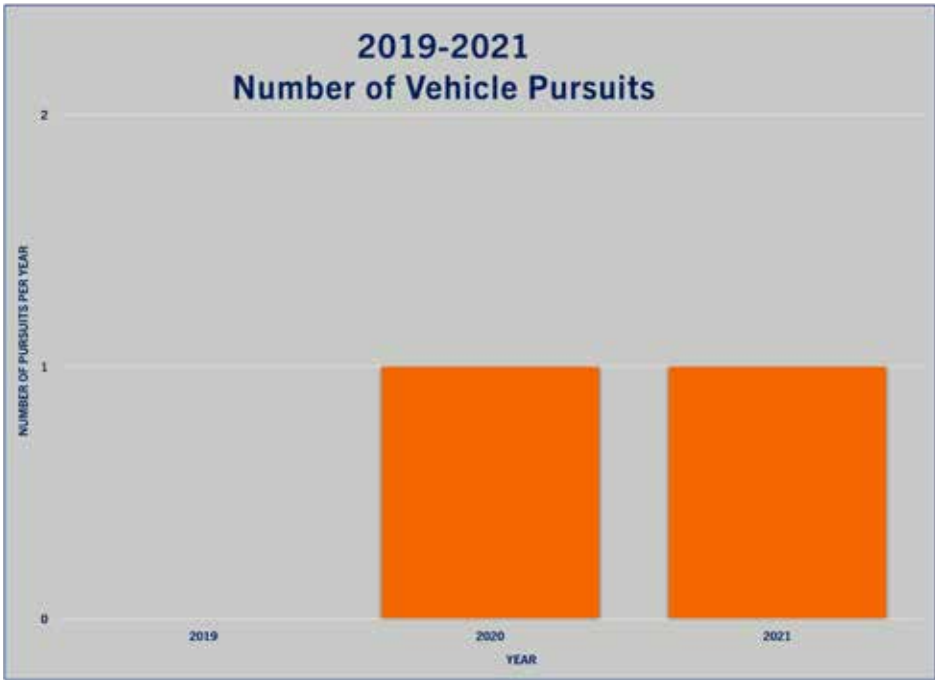


Summary of all actions taken in response to both sustained allegations from cases that were received and completed during 2021

# BIASED-BASED POLICING

## Vehicle Pursuit Analysis

There were no documented vehicle pursuits during 2019. In 2020, one vehicle pursuit took place that resulted in the initiating officer terminating the pursuit due to reckless and erratic driving by the driver of the suspect vehicle. No persons were harmed/injured, and there was no property damage documented during the short pursuit. In 2021, the vehicle pursuit concluded when the pursued vehicle pulled in the front yard within a residential community and then ran on foot until apprehended moments later. There were no injuries reported upon the conclusion of this pursuit on behalf of the officer(s) involved and/or the subject apprehended.



In accordance with General Order IV-21 (vehicle pursuits), an annual review and analysis of the incidents involving a vehicle pursuit was conducted.

Bias-based profiling/discrimination is one of the most complex and controversial issues facing law enforcement professionals, especially in today's climate. To build trust and support of community members and to limit civil liability often associated with allegations of bias-based policing, law enforcement agencies must first develop written policies specifically prohibiting bias-based policing and condemning any conduct by an employee that leads to the disparate treatment of any person based on race, gender, sexual orientation or ethnicity. In addition, it is essential for police departments, just as the Clemson University Police Department has, to establish a comprehensive approach that includes:

- Increased education and training in racial diversity and cultural awareness for all personnel.
- Community outreach.
- A citizen complaint system that is both fair and effective.

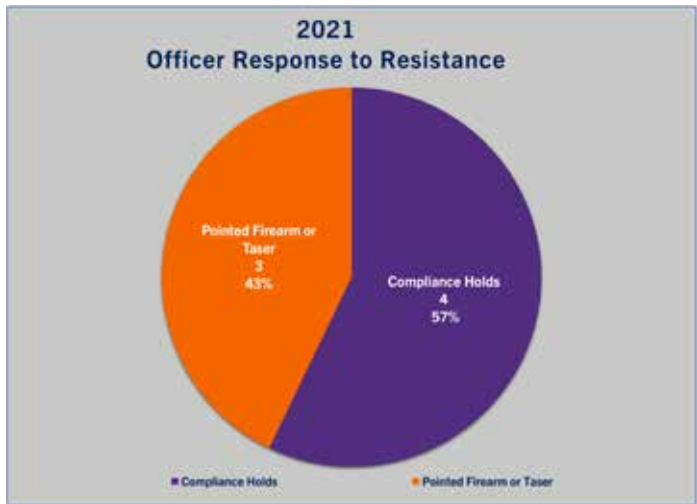
There was one investigation in 2021 dealing with bias-based profiling or discrimination that was cleared by body camera footage and exonerated. The national spotlight on recent incidents across the country has highlighted the issue. It is an extremely complex and controversial matter facing law enforcement professionals today, and it is an issue that provokes an impassioned debate.

Clemson University Police Department conducts training on issues that pertain to bias-based profiling in accordance with guidelines. Moreover, the in-service training, Fair and Impartial Policing, has been incorporated as a mandatory block of instruction for all officers, regardless of rank.

As previously thought, 2021 showed an increase of contacts with members of the community, which resulted in a higher number of responses to resistance incidents. Despite the increase, officers are continuously displaying best practices and using lessons learned while taking enforcement action. This can be attributed to continuous internal training through professional development and training and numerous external resources such as Crisis Intervention Training (CIT).

All incidents, regardless of year, were reviewed by the involved officer's supervisor, the division's commanding officer, the Professional Standards Division Commander, the Deputy Chief of Police and the Chief of Police. Upon conclusion, it was determined that each incident involving an officer and citizen encounter was found to be a proportionate and an objectively reasonable response to resistance in 2021.

An analysis/comparison was made using 2018, 2019, and 2021 data in an effort to observe potential trends, identify how to improve the effectiveness and efficiency of our officers, improve training, increase employee safety, and provide information for agency management to address resistance to police response issues within the community served by the Clemson University Police Department.



The 2021 data shows that response to resistance were spread rather evenly and not limited to just one shift. As mentioned previously, upon administrative review, in all reported incidents the amount of force used was determined to be appropriate given the level of resistance by the subject. Two of the incidents reported revolved around felony traffic stops in which officers unholstered and presented their firearms during the incidents. A third incident involved the apprehension of a wanted fugitive from another state. Verbal commands and de-escalation techniques were used as needed in each incident resulting in no injuries for the officers or subject(s) involved.



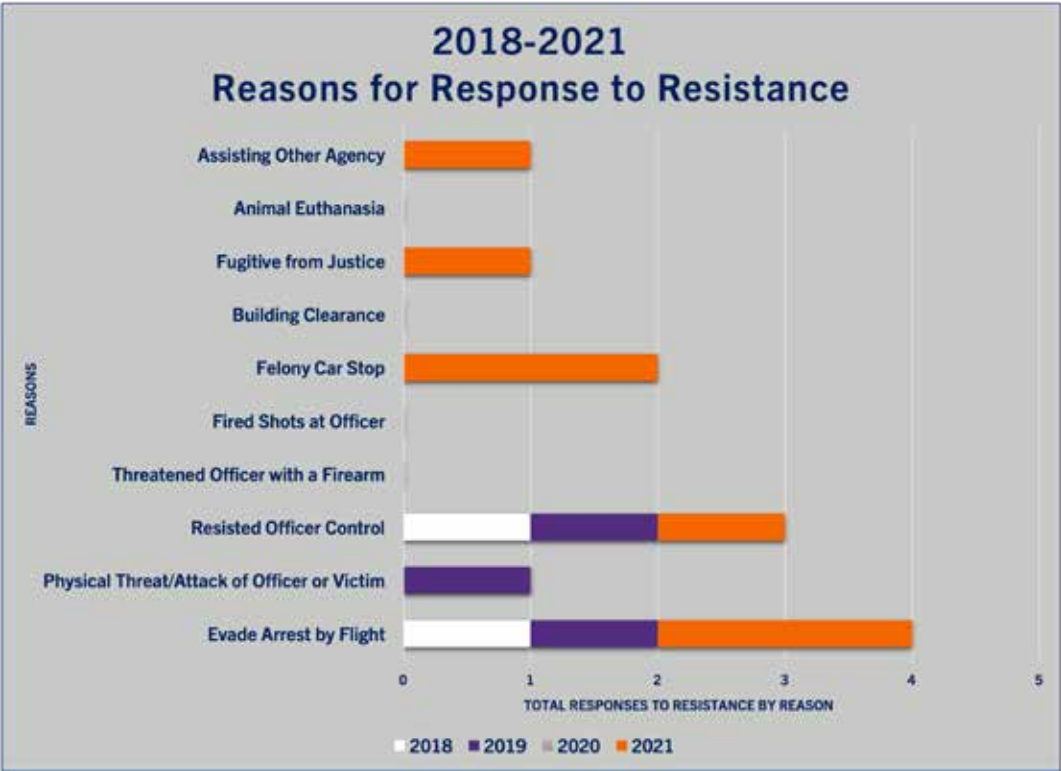
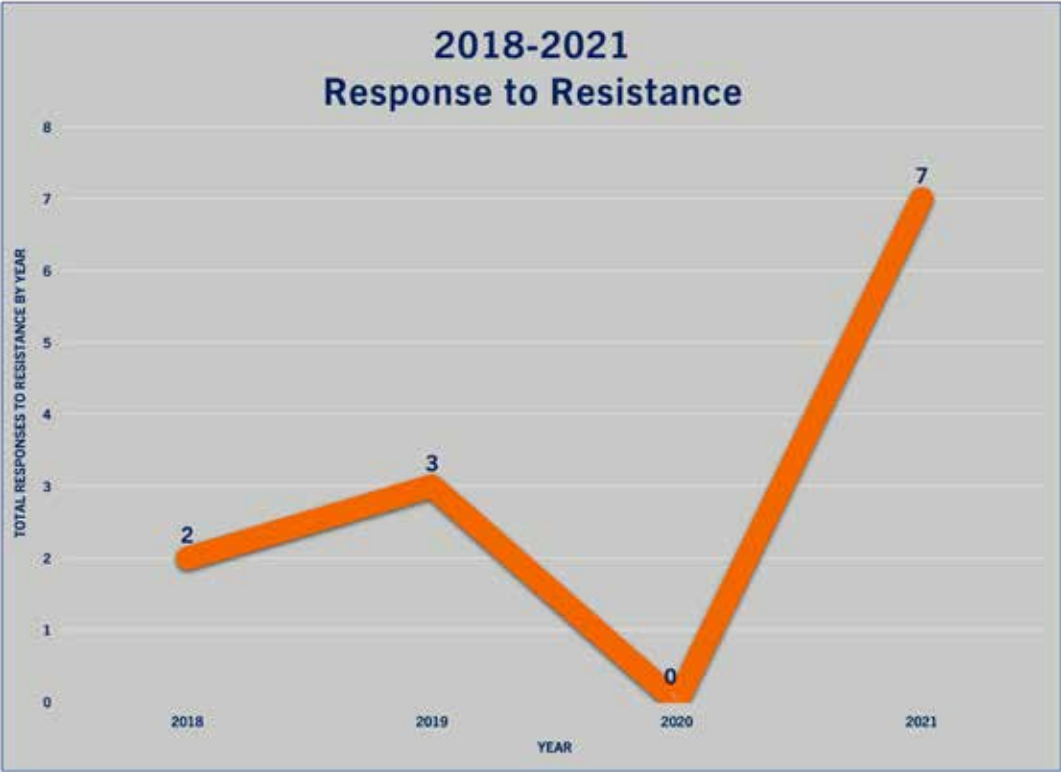
Post initial COVID-19 lockdown procedures began to lift this year, allowing for more interactions with the public. This resulted in more potential incidents as community members emerged from their residences and took to the streets in the attempt to adapt to their “new normal” within the community. As expected, citizens and students were excited to be able to interact with each other and meet in person versus a virtual atmosphere.

This gave way to more face-to-face contact with law enforcement and other public safety personnel. Two of the incidents reported for 2021 can be attributed to CUPD’s investment into the FLOCK system. This system advises law enforcement of potential stolen motor vehicles and/or registration tags on motor vehicles. Physical Security Operations Center (PSOC) notifies officers of the hit notifications, direction of travel, and make/model of the vehicle. During these incidents, officers were able to locate the vehicle(s) identified, which initiated felony traffic stops and resulted in the recovery of stolen property and several physical arrests. Another incident occurred in 2021 in which PSOC was once again utilized with the apprehension of a wanted fugitive from another state. This incident included de-escalation techniques used by officers and the pointing of firearms upon entry into an unknown/high risk situation. Again, all incidents resulted in no injuries for officers and the subject(s) detained. There were no response to resistance incidents reported during 2020.

The data for 2019 indicates that different types of response to resistance were used for suspect compliance. In 2019, officers pointed their taser during one incident (34 percent). Officers used grounding techniques during one incident where a suspect bit an officer (33 percent). Officers used holding techniques during one incident where a suspect fled on foot (33 percent).

The data for 2018 shows that holds accounted for 50 percent (1 incident) of all response to resistance incidents and Grounding Techniques accounted for 50 percent (1 incident).

Conducted Electrical Weapons (CEWs) were implemented as a less lethal weapon during 2018 and went into service on June 15, 2018. There were no deployments involving aggressive citizen encounters from the time of issuance through 2021.



# COMMUNITY COLLABORATIONS AND OUTREACH

## Public Safety Citizens Academy

CUPD lead a seven session Public Safety Citizens Academy program that transitioned from online delivery to in-person for the first time this year. Attendees were comprised of students, faculty, and staff of Clemson University and students from the Tri-County Technical College Criminal Justice program. Participants learned about, Fire/EMS, 911 Dispatch, Physical Security Operations, Emergency Management, search and seizure, objective reasonableness, de-escalation, proportionality, duty to intervene, traffic stops, fingerprinting, and officer training programs. Due to the overwhelming positive feedback, the department will continue to host the Citizens Police Academy in 2022.

## Call Me MISTER

CUPD met with local Call Me MISTER® educators at Littlejohn Community center and discussed topics such as Police Legitimacy and Law Enforcement race relations. This outreach was a collaborative effort at developing a deeper understanding of underlying community concerns, trust and legitimacy issues, and strengthening partnerships within underrepresented and underserved communities.

## Woodland Cemetery

Members of Public Safety participated in a guided Call My Name Walking Tour of Clemson’s African American burial site in Woodland Cemetery. The tour is designed to inform the Clemson University community and others about one of the most important African American burial grounds in South Carolina while also honoring African Americans’ contributions to the University’s history. This tour was exceptionally important to Public Safety because of the intricate ties this sacred site has to Clemson University and the community.

## Rape Aggression Defense (RAD)

CUPD maintains instructors in the nationally delivered Rape Aggression Defense (RAD) self-defense program. This year we delivered two full RAD classes for 28 students and sent two additional officers through the instructor certification process. We are partnering with the national RAD organization to host an instructor development program in 2022 to further this training for the campus and surrounding community.

## Black History Month

In honor of Black History Month, Littlejohn Community Center hosted a virtual reading of diverse children’s books authored by Black authors for elementary school youth. The readings celebrated the lives and contributions of African Americans. Deputy Chief of Police Gregory Whitaker and Sergeant Michelle Young had the opportunity to share with the kids on this very special day.

## ClemsonLIFE

The ClemsonLIFE program offers a collegiate experience that prepares young men and women with intellectual disabilities for competitive employment and independent living through a combination of academic coursework and career explorations. As part of their learning experience, CUPD hosted two ClemsonLIFE interns giving them a real glimpse of the day-to-day operations and personal interactions with law enforcement officers and department staff. The students spent time with each division within the department and had the opportunity to be hands on and to ask questions. They learned about investigations and forensic evidence, engaged in simulations to help detectives identify and lift latent fingerprints, experienced ride-alongs with officers, walked and checked buildings for open or unlocked doors, reviewed cameras for any unusual situations, spent time with our 911 dispatchers, and even did some administrative work.

## Sorority partnerships

Sworn and professional staff members of the department focused on building stronger relationships with our Greek Life students this year. One team member has gone above and beyond the regular expectations of her role as a Dispatcher. Nicole Rife has a passion for students and has used her very personal story to build relationships and offer educational workshops on various topics surrounding campus and student safety. Nicole partners with several sworn team members, and together they have provided numerous educational seminars, attended a variety of Greek Life events, offered their time and resources, attended sorority meetings to answer questions, and have demonstrated their genuine desire for mutual trust and collaboration across our campus and community. We have huge plans for 2022 to continue to build strong relationships and bring educational opportunities.

## Cindy and Gary Hipps Present \$15K Check

CUPD and Fraternity & Sorority Life partner with Tucker W. Hipps Memorial Foundation to create a hazing awareness campaign at Clemson.



Public Safety Citizens Academy



Call Me Mister



Holiday Food Drive for Paw Pantry



Tucker W. Hipps Memorial Foundation Partnership





# TECHNOLOGY UPDATE

Clemson University Public Safety completed the rollout of all components of a newly developed joint CU Public Safety conventional 800Mhz radio system. This system combines CUPD, CUFD/EMS and CU Emergency Management on a mutually accessible platform.

Expansion with the Computer Aided Dispatch (CAD) system provided the PSOC Security Specialists access to real-time CAD information related to calls for service, which increased the efficiency of incident response monitoring and investigative video recovery.

PSOC staff completed major project work in conjunction with the TigerONE office on programming the camera-to-camera search features, enabling a more efficient, real-time and historical investigation of incidents where campus security cameras are present.

CUPD's work as part of the campuswide camera system and legacy lifecycle replacement program resulted in the installation of 80 new and replacement devices. This work continues annually to ensure the campus system remains in operational condition and utilizes the best approaches in resource management to meet our mission.

CUPD replaced legacy in-car scanning devices with new equipment to enhance operational efficiency in mobile electronic citation and collision reporting. These devices

scan the bar and scatter codes on driver's licenses and vehicle registration cards to decrease manual input time when generating reports in the field, thereby decreasing time on the side of the roadway for officers and drivers and increasing overall safety related to the hazards of motor vehicle collision investigations.

The department completed the evaluation and procurement process replacement of the agency's body-worn cameras and conducted electrical weapons. This replacement and enhancement plan will update all devices currently in use by the department to the newest technology for both platforms.

Our aged, handheld speed measurement devices have been upgraded with the newest generation technology for safer and faster operation and increased accuracy.

# CLERY ACT REPORTING

The Clery Act requires colleges and universities to report campus crime data, support victims of violence, and publicly outline the policies and procedures they have put into place to improve campus safety. CUPD led a multi-disciplinary team of campus partners to complete the Annual Security and Fire Safety Report to meet Clery Act compliance. This annual project requires the collaboration with multiple campus partners to ensure that all policy statements are accurate and relevant. It requires great communication and partnership to gather data surrounding crime statistics, institutional procedures and educational efforts to improve campus safety.







## CUPD FACTS AND FIGURES

**49**

Allocated Sworn Personnel

**24**

Professional Staff

**762**

Calls for Service

**98**

Community Engagement  
and Outreach Events

**\$15,000**

Tucker W. Hipps  
Memorial Foundation





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