

CAMPUS SPECIAL CONSTABLES

in Ontario



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UNIVERSITY OF GUELPH
CAMPUS COMMUNITY
SPECIAL CONSTABLE
POLICE

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Goals and scope of this report

1.0

This study of Ontario Campus Special Constables is undertaken by George S. Rigakos, Professor of the Political Economy of Policing, Carleton University and Samantha Ponting and is commissioned by the Ontario Association of College and University Security Administrators. It is based on a review of:

- (1) the existing legislative context of Canadian and Ontario campus special constabularies;
- (2) scholarly and government documents pertaining to campus policing in Ontario and elsewhere;
- (3) discussions with Ontario campus security directors;
- (4) reports to the Ministry of Corrections and Community Safety provided by campus security directors ("Special Constable Profile Forms" N=12) as part of a larger provincial study of special constables in Ontario.

The goal of this Report is to provide an up-to-date review of the legislative, operational, training and oversight mechanisms currently governing campus special constables in Ontario.



**The first campus
constable: J.P.
Christie, University
of Toronto, 1904**



Origins of the office of special constable


 2.0

The office of constable is as old as the English common-law system and pre-dates the Norman invasion of England of 1066, originally serving as a military rank within the Roman Empire. In England, the title replaced the older communal and tribal distinction known as the “tithingman” or “borsholder” which was tied to feudal-lord arrangements of the Medieval period. From the start, the duties of constables included patrol and safety responsibilities associated with both urban and countryside order as early as the 15th century. Originally, the position was a duty-bound and uncompensated obligation imposed by the Crown upon upstanding members of the community. With the advent of mass urbanization in England on the heels of the industrial revolution in the eighteenth century, these obligations became particularly onerous for local community leaders who also tended to be part of a rising merchant class.¹

The office of constable became a compensated position almost as soon as local industrialists and other emerging professionals were able to amass enough surplus to pay someone else to take on this policing responsibility. It is at this time that the English system, particularly in London,

also saw the rise of large-scale, organized criminality. Paid constables worked alongside “petty” constables, “deputy” constables, and an assortment of other police titles ranging from “night watchmen” to “marching watches” and, of course, special constables. In some cases, these offices were paid directly by the Crown but by the late eighteenth and early nineteenth century constables were largely locally and privately compensated as Londoners sought out the skills and connections necessary to recoup their stolen goods, often unwittingly looking to the same criminal organizations that stole from them in the first place. This gave rise to some famous instances of privately compensated “thief-takers” such as the infamous Jonathan Wild, Fielding’s “Bow Street Runners” or Patrick Colquhoun’s Thames River Police. All were, in whole or part, compensated by private sources.²

By the time of Sir Robert Peel’s first consolidated, salaried, centralized and professional police based out of Scotland Yard in 1830, both London and the English countryside were being policed by a wide assortment of public, private and hybrid policing organizations³ that included dozens of “petty”, “deputy” and “special” constables.

Indeed, the history of constables and special constables demonstrates that while policing has always been an office associated with the public good, its sponsorship has been both public and private depending on the circumstances.⁴ In some cases, constables were both publicly-funded but also took additional private compensation for conducting investigations and/or retrieving goods and persons. While we now typically associate the offices of constable and special constable as Crown-sponsored and centralized police authorities, quasi-public and hybrid agencies such as railways, universities, and other Crown and private corporations have continued to employ special constables in a manner consistent with English common-law since at least the seventeenth century.⁵



“ I fully endorse the University of Windsor Campus Community Police Special Constable Service... [they] play a vital role not only in the campus community, but the community at large by providing security and policing services that would otherwise be carried out by the Windsor Police Service. ”

- Al Frederick, Chief of Police, Windsor Police Service

Special constables in Canada



3.0

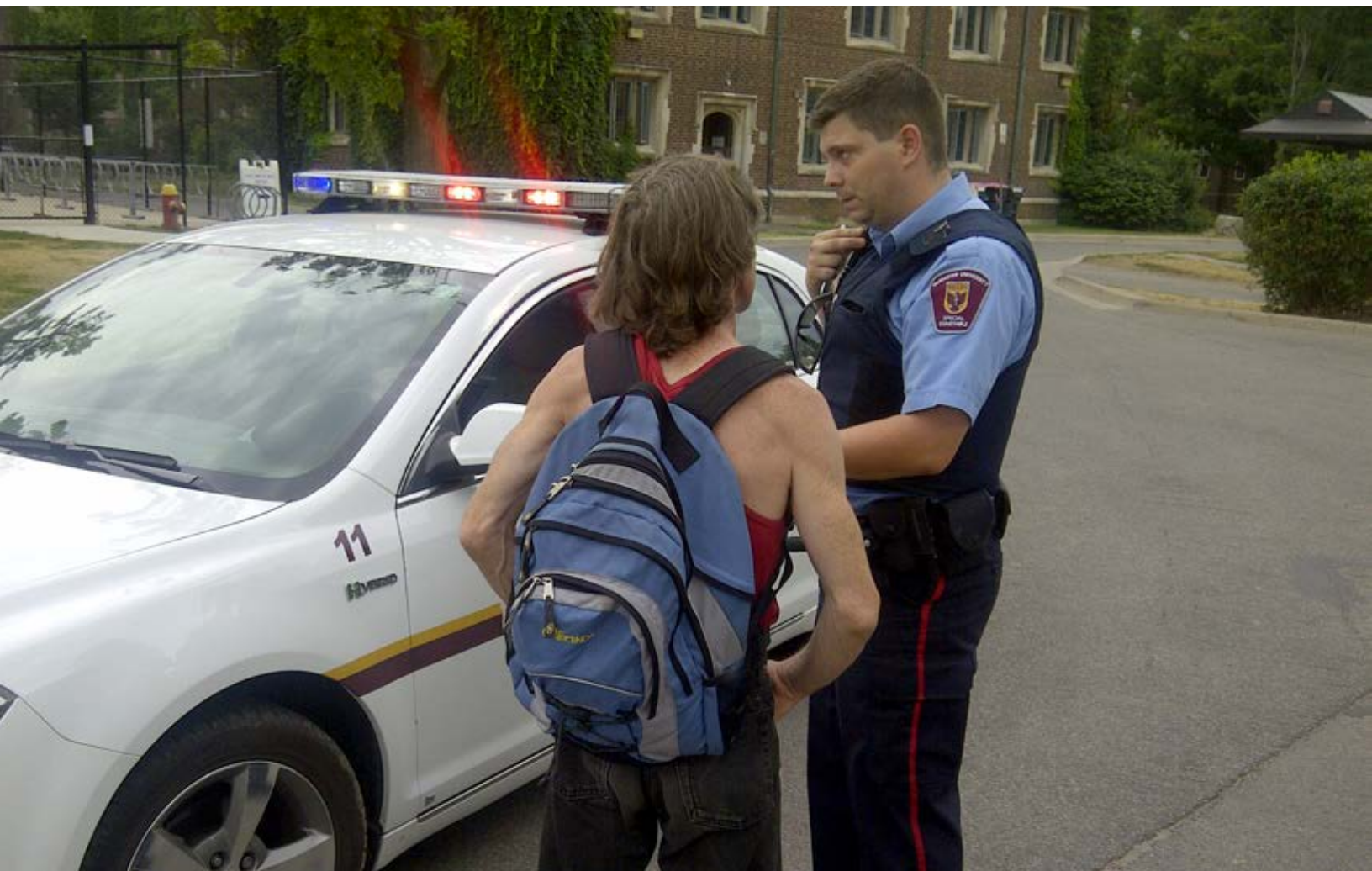
Across Canada, provinces have incorporated into policing legislation clauses that permit the establishment of special constables (SCs) who are considered peace officers granted all or some of the authority of police officers depending on how their roles are defined. While provincial legislation permits SCs to obtain the same powers as police constables, specific powers, territorial jurisdictions, and responsibilities are outlined within the terms of the individual appointment. In Ontario, SCs may be hired directly by the private sector. The parameters of SCs are then outlined in the contract between the employer and the provincial or municipal police service.

In Canada, special constables are commonly appointed to fulfill a specific role within government agencies. For example, in Nova Scotia, inspectors enforcing the *Elevator and Lifts Act* and the *Amusement Devices Safety Act* are appointed as special constables. In other cases, special constables are hired by for-profit or non-for-profit organizations to fulfill specific purposes. In British Columbia, Consumer Protection BC and the BC Society for the Prevention of Cruelty to Animals (SPCA)

hire special constables. Across provinces, special constables must be appointed on a term-delimited and conditional basis, and the minister or appointing body retains the right to terminate special constable status. SCs also work alongside provincial, municipal and federal police, performing a wide array of tertiary functions ranging from: detention centre security, court security and prison transport, and even bomb disposal.

3.1 Special constables on Canadian campuses

With the exception of Newfoundland, New Brunswick and British Columbia, every province in Canada has sworn SCs working on university campuses. Ontario has the highest concentration of universities in Canada and not coincidentally the largest number of campuses with SCs. Sometimes working alongside SCs, many universities either hire in-house or contract security providers. In many cases, universities hire By-law enforcement officers to issue parking tickets or have their security personnel certified to write municipal parking tickets as Municipal Law Enforcement Officers (MLEOs).



Generally speaking, larger campuses located in larger Canadian cities are far more likely to hire SCs than their smaller counterparts. Canadian campuses with SCs outside of Ontario include:

- University of Alberta, Edmonton AB
- University of Manitoba, Winnipeg MB
- Dalhousie University, Halifax, NS
- Université de Montréal, Montréal PQ
- Université de Sherbrooke, Sherbrooke PQ
- University of Prince Edward Island, Charlotte PEI
- University of Saskatchewan, Saskatoon, SK

3.2 Authority and oversight of campus special constables

Special constables are mandated to perform their functions on university campuses by provincial police legislation, the university that employs them and by the police of jurisdiction where the

campus is located. Table 3.2a (see Appendix) provides a comparative view of the different provincial legislation that governs SCs in their respective provinces. Generally, the authority of SCs on Canadian campuses is confined to university property and they are never granted full police status and authority. SCs are generally appointed by the Minister or by the Municipal Police Board or Regional Authority where the campus is situated. In this respect, SCs may have their appointment revoked by either the Minister, the Board or by termination by the university that employs them.

In other provinces, (Nova Scotia, Quebec, PEI, and Saskatchewan), special constables are incorporated into the purview of police oversight commissions. In Ontario, the provincial Special Investigations Unit (SIU) does not investigate incidents involving campus SCs as they are not considered “police”. Although campus SC services are on record that they do not oppose SIU oversight, in cases of suspected malfeasance the local police may conduct a criminal investigation. In 2004, the office of the Solicitor General and Public Security released a report and a series of recommendations in review of Alberta’s special constable program. From this report came the introduction of the *Alberta Peace Officer Act* (APOA). The *Police Act* remains the piece of legislation that establishes special constable status in Ontario where SCs are governed by Ministerial regulations⁶ and local police requirements.

In provinces across Canada, special constables perform specialized security functions on university campuses (see Table 3.2b, Appendix). These specialized functions involve the implementation of specific acts, particularly those relevant to campus communities, such as the acts that regulate traffic and liquor use. University special constables play a role in the enforcement of municipal by-laws, and also enforce particular elements of the *Criminal Code*. Campus SCs may perform investigations that relate to more minor criminal activity, and often act as a liaison between members of a campus community and a local police force. While legislated oversight mechanisms vary from province to province, the structural role of special constables remains consistent. Campus SCs are provincially-mandated, performing tertiary policing functions related to campus security, circumscribed by the boundaries of the university and by working agreements with the local police of jurisdiction.



Ontario campus special constables

4.0

There are 199 campus SCs in Ontario employed at 9 universities and one college. The University of Toronto campus police employ the largest number of SCs at 63 spread across three campuses: St. George, Mississauga, and Scarborough. Ontario universities with campus special constable units employ an average of 21.2 SCs. Brock University employs the smallest university-based special constabulary at eleven members (see Table 4.0, Appendix for more details). Almost all of these campus special constabularies are augmented by other security personnel including student patrols.

The oldest campus constabulary was founded in 1904 at the University of Toronto as it fell outside the geographic boundaries of the Toronto Police. Most campus SC services in North America, however, were instituted in the 1970s, including at Brock University in 1971, and the University of Guelph and Wilfrid Laurier University in 1976. This was a time of both rapid growth in university registrations as well as heightened student unrest and activism.

4.1 Training, qualifications and accountability

The required qualifications of special constables are generally consistent across campuses (see Table 4.1a below). Most campuses require some form of education within the field of law enforcement and policing, including the attainment of a community college diploma. While required work experience varies, most departments reported that previous experience is an asset. The clearance process required for special constables is fairly extensive, in all cases requiring a local records check and clearance with the Criminal Name Index, and employment and character references. In some instances, candidates are screened with the National Crime Information Centre or the Credit Bureau. All departments required First Aid and CPR certification, and in some cases, AED certification. In all cases, the candidate's driver's license history is screened, and competency interviews are conducted (see Table 4.1b, Appendix).

**Table 4.1a:
Summary
of Required
Qualifications of
Campus Special
Constables in
Ontario**

Qualification	Per cent required
Work Experience	0-3 years
First Aid/CPR	100
Criminal Name Index	100
Canadian Police Information Centre	100
Background Investigation	92
Local Records	100
Employment and Character References	100

Source: Special Constable Profile Forms (2012)

4.2 Use of force

Tactical communication and effecting arrest were highlighted as common uses of force employed by SCs. In all cases, campus security departments report that special constable use of force practices align with the current use of force model in Ontario (see Table 4.2a, Appendix). Use of force reports are commonly submitted to the special constables' sponsoring body, such as the Police Services Board.

All security departments require that special constables receive training in police powers, provincial legislation, and federal legislation, first aid and CPR training. All schools receive mandatory training on Use of Force Legislation, Use of Force Defensive Tactics, and Arrest. All schools receive mandatory training on Search and Seizure. All schools except Brock University receive mandatory training on Use of Force Legislation/Baton. However, special constables at Brock University are not authorized to use hard or soft impact weapons. At Brock, training on Use of Force Legislation/OC Spray is

mandatory (see Table 4.2b, Appendix for details).

Ten out of twelve campuses have mandatory training on the use of force delivered directly or indirectly by their respective local police. These campuses are:

- Brock University
- Carleton University
- Fanshawe College
- Guelph University
- McMaster University
- University of Toronto Mississauga
- University of Waterloo
- University of Windsor
- Western University
- Wilfrid Laurier University

Training is provided by the Peel Regional Police (PRP), Waterloo Regional Police Service (WRPS), Guelph Police Service (GPS), London Police Service (LPS), Hamilton Police Service (HPS), Windsor Police Service (WPS), Ottawa Police Service (OPS) personnel through Algonquin College or the Niagara Regional Police Service Training Unit (NRPSTU).



While the University of Guelph special constables receive mandatory training from the Guelph Police Service, the OACUSA and the firm J.E. Judd and Associates provide additional training. At the U of T St. George campus and U of T Scarborough, the Manager of Staff Development provides mandatory training on use of force. At Carleton University, use of force training, as well as training for Arrest and Search and Seizure, is provided by Algonquin College. At Brock University, the NRPSTU provides training for OC spray, handcuffs, tactical communications, judgment scenario, edged weapons, and defensive tactics. At U of T Mississauga, Peel Regional Police provide training on tactical communication,

ASP baton, and handcuffs. All universities require SCs receive recertification on the use of force at least annually.

4.3 Arrest, search and seizure

Training on Arrest and Search and Seizure is mandatory for all special constables across all campuses, although the frequency of required training recertification varies. The body responsible for training on Arrest and Search and Seizure also varies. Commonly, training is provided by local police, the firm J.E. Judd and Associates, or by organizations such as the Canadian Police Knowledge Network, the Ontario Police Video Training Alliance, or Algonquin College.

4.4 Oversight

A special constable under the *Police Services Act* must be appointed by a board, which is a municipal police services board.⁷ In all cases, agreements are formed between the local police services and the university, which outline procedures for the appointment, training, and oversight of special constables. In some instances, such as the University of Waterloo Campus Special constables, a police Staff Sergeant is seconded from Waterloo Regional Police to act as a campus supervisor for special constables. Special constables are given police powers based on the specific purpose of the appointment.⁸ SCs, unlike police officers, do not have specific legislative duties, and thus their powers are limited.⁹ They are generally sworn as police and are given the powers of arrest, but are generally unarmed. However, special constables may carry handcuffs, pepper spray and batons.¹⁰ The municipal board also has the power to suspend or terminate special constable status outside of the specific appointment.¹¹

Across campuses (see Table 4.4, Appendix for details), it is evident that SCs and the broader campus security offices have close relationships with local police forces. Local police services often provide training to special constables and review the curriculum of training courses. Local police become directly involved in campus policing when crimes of a serious nature occur. Campus



special constable services maintain statistics on service calls and criminal activity that is passed on to local police. In one case (The University of Waterloo), the Police Services Board and the OPP are involved in the application process for the selection of special constables. Oversight procedures are outlined in the agreement between the Police Services Board and the employer.

Special constables, as employees of the university, are required to abide by the institution's internal policies, including employee codes of conduct and anti-discrimination and harassment policies.

Policing the university community

5.0

University campuses, as special communities, deal with a variety of issues less common within the wider public. Theft is a common problem encountered by students. Interestingly, in a study of campus victimization by Bonnie Fisher and others (1998), students were 2.1 times more likely to experience theft on campus than off campus.¹² Various crime prevention initiatives can assist in combating campus-based theft.

Another growing concern for campuses are rates of sexual assault. When compared to crime in the general population, studies of sexual assault demonstrate that it is more common on college campuses than in the general population.¹³ Campus security can play a fundamental role in preventing sexual assaults on campuses. Educational workshops and anti-sexual assault campaigns increase awareness of the risks associated with campus life and change attitudes towards sexual assault.

Crime and safety issues related to the consumption of alcohol and illicit drugs are commonly witnessed on Ontario university campuses. As a result of specialized training and experience,

special constables can assist in the effective mitigation of the dangers, risks, and crimes commonly associated with these activities.

Campus security departments in Ontario with special constables have consistently adopted community policing models that seek to engage with a variety of campus partners in order to identify effective approaches to crime prevention. Resources have been made available to deliver programming pertaining to campus-specific issues, and special constables have received special training on topics relevant to student populations.

5.1 Specialized campus-based training

Special Constables are required to take a variety of training courses on subjects that pertain specifically to the types of crimes and safety issues commonly witnessed across university campuses. The following Table summarizes which universities implement mandatory training on issues pertinent to university communities.

**Table 5.1:
Specialized
Training
for Special
Constables
at Ontario
Campuses**

	Per cent Available	Windsor	Western	Waterloo	U of T (St. G.)	UTSC	UTM	McMaster	Guelph	Laurier	Fanshawe	Carleton	Brock	
Community Policing	92	M	M	n/a	M	M	M	M	M	O	O	M	M	
Conflict Management	92	M	M	M	M	M	M	M	n/a	O	O	M	O	
Diversity Training	100	M	M	M	M	M	M	M	M	M	O	M	M	
Liquor License Act	100	M	M	M	M	M	M	M	M	M	M	M	M	
Mental Health Act	100	M	M	M	M	M	M	M	M	M	M	M	M	
Young Offenders Act	92	M	M	M	O	O	M	n/a	M	M	M	M	O	
Crime Prevention	100	M	M	M	M	M	M	M	M	M	O	O	O	
Drug Awareness Procedures	92	n/a	M	M	M	M	M	M	M	O	O	O	M	
Sexual Assault	92	M	M	M	M	n/a	M	M	M	M	M	M	M	

Source: Special Constable Profile Forms (2012), O=Optional, M=Mandatory, n/a=not available

As is evident in Table 5.1, specialized training in a multiplicity of policing areas is either mandatory or optional at all Ontario campus SC services.

5.1.1 Theft

Students are often poor guardians of their property. They frequently leave their belongings unattended and they do not often lock dorm room doors.¹⁴ Burglaries are often not reported to the campus special constabularies because there is no evidence, as the entries are not forced, and the financial losses are relatively minor.¹⁵ Students also do not have an office on campus and often must carry around their belongings such as computers, purses, wallets and cell phones while attending classes. Doing so not only increases the number of suitable targets for theft, but also increases the likelihood that they will eventually leave their property unguarded in the presence of potential offenders.¹⁶

Table 5.1 shows that nine of twelve (75%) of university campuses require that special constables take mandatory crime prevention training: the University of Guelph, McMaster University, University of Toronto Scarborough, University of Toronto St. George, University of Toronto Mississauga, University of Waterloo, Wilfrid Laurier University, Western University and the University of Windsor.¹⁷ Property crime, including breaking and entering, theft, and vandalism, is probably the most common crime on campus.¹⁸ Crime prevention training can assist

security departments in the development of relevant programming and services to minimize theft.

Carleton University offers several theft prevention programs including "project identification" which tracks registered valuables including laptops and bicycles, "lock it or lose it" which audits parked vehicles on campus and advises motorists of vulnerabilities, and "if I were a thief" bookmarks where special constables leave bookmarks on unattended valuables as an aid to crime prevention education. The University of Guelph, UTSC, the University of Windsor, McMaster University and other campus special constable and security services have also launched laptop anti-theft programs. The University of Windsor has a bike registration program to help prevent bicycle theft—a significant problem on university campuses as students commonly rely on bicycles as a mode of transportation.

5.1.2 Sexual assault and violence against women

Eleven out of twelve (92%) campuses require their special constables to take mandatory training on Sexual Assault prevention and response.¹⁹ These campuses are Brock University, Carleton University, Fanshawe College, University of Guelph, McMaster University, Wilfrid Laurier University, University of Toronto St. George, University of Toronto Mississauga, University of Waterloo, University of Windsor and Western University.



Some institutions, notably the University of Toronto and its satellite campuses, have engaged in unique training and programming opportunities around sexual assault and broader forms of power-based violence. In 2011, the Community Safety Office (CSO) at the University of Toronto focused on the implementation of the Green Dot Bystander Intervention Initiative across all three of its campuses. The Green Dot program seeks to reduce power-based violence and foster a safe, inclusive, and equitable environment. The program has been implemented at 50 post-secondary institutions in the United States. Its introduction at the University of Toronto marks the first Canadian campus to engage with this initiative.

The CSO is a founding partner in the Green Dot program, in collaboration with the Health and Wellness unit at U of T. In order to be effective partners in the facilitation of this campaign, members of the Community Safety Office underwent specialized training. In 2011, members

of Mississauga Campus Police received 24 hours of training on Train-the-Trainer Green Dot Violence Prevention, provided by the St. George Health and Wellness unit. This training increased the capacity of Mississauga Campus Police to facilitate Green Dot training with other groups across campus. Green Dot Violence Prevention Training for other Staff was also provided to a campus special constable. Two special constables at the Scarborough campus received 3.5 days of Green Dot training.

Other Ontario special constable services have initiated similar programs. At Carleton University, the Department of Safety works with the Coordinator of Sexual Assault Services to develop Public Service Announcements (PSAs) that involve students, staff, faculty and members from the greater Ottawa community. Special constables at Carleton University also lead the Rape Aggression Defense (RAD) women's self-defense course on campus staffed by both male and female SCs.

Other campus special constabularies engage in similar gender-sensitive training to better prepare them to deal with sexual violence, stalking and threatening behaviours. Depending on the nature of the behavior, these incidents can be dealt with either through criminal sanctions or via campus-based conduct policies. In this sense, SCs can act as both law enforcement officers signaling the gravity of gender-based violence or as custodians of university conduct policies that serve to educate and correct behaviour that may be perceived as threatening to women.

This unique position and the specialized training it involves helps foster a preventative approach to campus violence. At the University of Toronto, the nature of calls received by the CSO in 2011 reflects the nature of the dual role required of SCs:

- 23% stalking and harassment
- 15% intimate partner abuse/ violence
- 9% family conflict/violence
- 9% disputes/threatening and assault
- 7% sexual assault

Additionally, security personnel at a number of Ontario campuses have undergone training relating to domestic violence and workplace harassment. At the University Toronto Mississauga, two SCs completed the course Harassment and Violence in the Workplace. At U of T St.

George, four security personnel attended a conference on Canadian Domestic Violence, and two officers took the course “Verbal Abuse: The Hidden Side of Domestic Violence”. At Western University, officials have taken courses on “Violence and Domestic Violence”, and New Legislation on Workplace Harassment. Additionally, campus special constabularies have been involved in delivering educational sessions to campus employees on these topics. Western Campus Community Police report that approximately 5,000 faculty and staff received training on bullying, violence, threats, and domestic violence in 2011.²⁰ At the University of Guelph, Campus Community Police provide training on workplace violence and workplace harassment. Training is also provided on the university’s Domestic Violence and Sexual Assault Protocol.

At Brock University, special constables have received training from the University and the Niagara Regional Police on domestic violence and violence in the workplace. At McMaster University the special constable service has initiated a “Don’t be that guy” campaign and instituted a dedicated sexual assault prevention website.

5.1.3 Mental health

Mental health issues are very common on university campuses across North America. Students commonly practice poor stress management and face a variety of mental health issues. It is important that

those providing campus security services are equipped with knowledge on mental health issues in order to appropriately address campus security and safety issues that arise.

All twelve campuses require SCs to undergo mandatory training on the *Mental Health Act*.²¹ Various campuses have undergone additional specialized training on mental health issues. These campuses include Brock, Carleton, University of Toronto Mississauga, University of Toronto Scarborough and Western.

At Carleton University, the Ottawa Police Service delivered a “Mental Health Introductory Course” to 14 campus officers and a Mental Health Course to six personnel. At the University of Toronto Scarborough, training courses have been provided to officers on “Acute and Post-Traumatic Stress Intervention”, the “Mental Health Act and Mobile Crisis Team”, and “Mental Health Awareness”. At the University of Toronto Mississauga, the course “Stand Up for Mental Health” was delivered to campus special constabularies. At Western, a course on “Mental Health First Aid” was delivered. In 2011 at Brock University, a special constable and inspectors attended the course “Mental Health First Aid”, provided by Mental Health First Aid Canada.

Attempted suicide is an important concern facing university campuses. In 2011, Brock Campus Security Services received six service calls pertaining to attempted suicides.²² At UTSC and Brock

University, security personnel received “Applied Suicide Intervention Skills Training” (ASIST). This training builds the capacity of special constables to deal with suicide risks on campus as they arise.

5.1.4 Substance abuse

Eleven out of twelve (92%) campuses provide special constables with training on Drug Awareness and Procedures.²³ These campuses are Brock University, Carleton University, University of Guelph, McMaster University, University of Toronto Scarborough, University of Toronto St. George, University of Toronto Mississauga, University of Waterloo, Western University, Fanshawe College and Laurier University.

Based on available information, 5 campuses (Brock, Carleton, McMaster, UTM, Western) have been identified as offering additional training course for officers on the topic of substance abuse. At Carleton, a course on “Safer Bars and Smart Serve” was offered to six officers. The Peel Regional Police Service facilitated a Drug Education Conference for some of UTM’s officers. At Western University, officers received alcohol test training.

Community-oriented and region-based training initiatives enhance a department’s capacity to deal with common issues affecting the local campus community. In 2011, the Niagara Regional Police Service offered the course “Addiction Issues within the Community” to Brock’s security officers. The same



year, Brock Campus Security Services received 123 service calls pertaining to controlled drugs and substance abuse.²⁴ In 2010, the Hamilton Police Service trained McMaster special constables on “Drug Education and Law Enforcement”, educating officers on the different types of drugs commonly used in the region, how they’re sold, and how to enforce the *Controlled Drugs and Substances Act*.²⁵

At UTSC and the University of Windsor, campus community police have conducted educational programming for the broader community surrounding substance abuse. UTSC special constables have held “Alcohol Awareness” seminars, and the University of Windsor’s Crime Prevention Unit is directly involved in broader campus programming surrounding responsible drinking.

5.2 Community policing initiatives

A community-oriented policing model appears to be the dominant model for policing on campus, and for good reason. It allows for community partnerships that address safety concerns of community members, rather than responding to crime data. This is important when victimization surveys demonstrate that much of the crime occurring on campuses in Canada is going unreported. For police to be effective on campus, they need to address the particular norms and institutional regulations of the college or university.

While it may be said that all of campus policing is *de facto* community policing by its structure, form of service delivery, reliance on diversion and its location, 11 of 12 (92%) campuses nonetheless provide special constables with specialized



training on Community Policing. This training is mandatory at: Carleton University, University of Guelph, McMaster University, University of Toronto St. George, University of Toronto Mississauga, University of Toronto Scarborough, University of Windsor and Western University.²⁶

A variety of universities have developed programs that place emphasis on the unique needs of the respective campus community and entail the development of community partnerships. Examples of such programming are numerous, however select examples are worth highlighting.

Various campus security departments, including those at the University of Guelph, McMaster University and Wilfrid Laurier University, have developed relationships with residence personnel. McMaster University has a “Constable in Residence” program, and at Wilfrid Laurier University, “Residence Life” and the Special Constable Service (SCS) have formed a Residence Security Partnership. A special constable is placed in each residence to provide familiar support to its dons and residents. Special constables are able to attend residence meetings, and additional meetings between Residence Services and special constables address specific security and safety concerns. At UTSC, campus police participate in “Residence Advisor Training”, placing emphasis on common issues facing residence communities, including sexual assault response and alcohol abuse.

At Wilfrid Laurier University, a student liaison officer is appointed annually to assist in the development of relations between students and the SCs. The Campus Safety and Support Team organizes members of the campus community and community agencies to address situations involving threatening or harmful behaviour. Another interesting example of community policing at Wilfrid Laurier University is the “Community Door Knocker” program. In association with the Waterloo Regional Police Service, Wilfrid Laurier University’s SCs visit approximately 1,500 homes to engage with students and community members about safety and security issues.²⁷ Through the University of Guelph’s “House Calls” and “Best Foot Forward” programs, campus community police knock on residence doors and visit densely populated student neighbourhoods.

These types of campus-based initiatives are quite common, reflecting the specialized needs of the campus community that includes faculty, students, staff and contractors, students in residence and visitors. Campus policing is by its very nature community-based policing and this has promoted a plethora of specialized services and strategic partnerships between campus SC services and the wider university and college community.



“When McMaster students indicated that they wished to have a confidential/anonymous peer-based support phone line, Security Services could not have been more accommodating... our Special Constables have repeatedly proven themselves to be dedicated campus partners, working collaboratively with numerous student services, including the multiple licensed establishments at McMaster, as well as our campus' Emergency First Response Team (EFRT), our Student Walk Home Attendant Team (SWHAT), our Campus Events department, sporting events and the hundreds (if not thousands) of student and/or club events that take place each year.”

- Siobhan Stewart, President, McMaster Student's Union

The special constable advantage



6.0

After several high-profile violent events on North American college campuses, college and university police agencies have now become the most important department ensuring campus safety.²⁸ Unlike a local police force, campus security departments are mandated to serve the special security needs of the student community, and can focus expressly on protecting the property of the university while maintaining an image of safety necessary to the recruitment of new students. Campus crime, while uncommon, still leads to physical or psychological injury or loss of property. Not protecting the members of a university can result in expensive court proceedings and tarnished reputations.²⁹ A sense of security, imperative to an academic environment, can be lost when students and faculty fear for their safety.³⁰ Furthermore, if the members of a campus community fear victimization, the school may have difficulty attracting and retaining students and personnel.³¹ Thus, the employment of special constables on university campuses, working directly with the campus community, can have numerous financial and social benefits.

Special constables, for example, have the time, training and can prioritize incidents that would be a very low

priority for the overburdened local police. A stolen laptop is a minor crime for a municipal police department but campus SCs would be more likely to prioritize its recovery. Indeed, the cost to the student, its importance for conducting research and completing assignments is well-understood by a campus special constable service that may have more incentive and time to interview witnesses, follow-up on leads and take time to assist the student in getting a replacement laptop and tracking down the missing item.

6.1 Special constables as a cost-saving measure

In the province of Ontario, Justice spending increased by an average of 5.6 per cent annually from 2001–02 to 2010–11.³² It has been identified as one of the fastest growing areas of public spending in Canada.³³ According to the 2012 report released by the Commission on the Reform of Ontario Public Services (i.e. the Drummond Report), compensation is the primary factor driving costs in the justice sector.³⁴ With the aim of reducing provincial spending, the report recommends reviewing alternative models for policing

that “eliminate the use of police officers for non-core policing duties.” These models “could include increasing use of private security and expanding the role of special constables, in circumstances deemed appropriate.”³⁵

By hiring special constables to work within campus safety departments, universities finance the policing needs of the campus community and offload policing costs from municipalities. Through the development of specialized policing services, resources are made available for valuable programming that may fall outside the purview of “core policing duties,” particularly programming that is centered around education and crime prevention. Such strategies can protect property through potential crime reduction. University special constables are well situated to develop community networks instrumental to crime prevention.

Situated on campus property, special constables are likely to reduce response time to service calls and can more efficiently protect the assets of the university. For example, University of

Toronto Scarborough campus police report a four-minute response time to urgent calls.³⁶ They are the first respondents to all calls that do not involve a weapon. This can furthermore increase the effectiveness of the Toronto Police. Other campuses, such as Wilfrid Laurier University, also boast of increased response times, enabling the Waterloo Regional Police to allocate further resources to serving the community at large.

Salary figures vary from campus to campus and region to region. Salaries for a 4th class constable –the class obtained following graduation from training –range from \$45,644 to \$60,456. University special constables' 1st year salaries range from \$45,656 to \$53,896. Top salaries for university special constables range from \$52,589 to \$81,363 though this figure also includes SCs who are managers. Top salaries for first class police constables range from \$82,415 to \$88,080.

Based on available data, the average rank-salary of campus special constables in fourth year is \$59,780.20 while the average rank-salary of 1st class constable municipal police is \$80,665.25

“...campus police staff provide a community-based policing service... They work out solutions to problems with the community and provide law enforcement when that is necessary.”

- Alastair J. Summerlee, Chair of the Council of Ontario Universities



in comparative jurisdictions. This is a difference of \$20,885.05 which amounts to a cost savings of 35 per cent along with unknown additional savings to local police based on call-outs and the investigation of low-level and summary conviction offences on campus including ethical diversion (see section 6.4 below).

6.2 Critical incident response

One of the more unfortunate developments of the last two decades has been the emergence of campus-based critical incidents such as targeted shootings in North America.³⁷ Canada has experienced its fair share of bloodshed³⁸ in this regard and recent geopolitical threats after 9/11 seem to have amplified concerns among the public.³⁹ Most Ontario campuses have now developed emergency management

and communications strategies to alert the campus community about ongoing emergency situations. Carleton University, for example, uses a text, email, computer-capture, campus-wide announcements through public address and display screen notices that can be flashed throughout campus. Campuses across Ontario are also implementing Critical Incident Response protocols including lock-down procedures and evacuation plans.

Response preparation for Critical Incidents requires advanced planning and coordination with local law enforcement and other emergency services including but not limited to rehearsals. Campus SC services also work directly with university administrators and the student population to create warning and contingency plans.



6.3 Specialized service delivery and innovation

This report has already detailed the wide array of specialized programming and training made available to special constables on Ontario campuses. These programs are aimed at dealing with the specific threats to student life and learning.

Special constables must deal with an educated, younger population that often lacks the life skills necessary to make an adjustment to independent living.

In the last forty years universities and colleges have also become equated with seeking liminal experiences associated with experimentation with drug use or binge drinking.⁴⁰ These social trends pose particular challenges to campus security services because student deviant activity is mostly transient and part of the cultural expectations of “coming of age.” The associated challenges these developments pose to campus security services are significant requiring specialized training.

Moreover, since at least the 1960s, university campuses have become centres for contentious debates about civil rights and world affairs which has necessitated a sensitivity and collaboration with on-campus movements to ensure that learning is possible. For example, recent tensions between pro-Israeli speakers and protesters⁴¹ in the context of global developments creates pressure on universities to have established action plans and security contingencies in place to safeguard all parties.

Most university campuses today are, at least demographically, very different than they were forty years ago. Women now outnumber men on campus⁴² and visible minority students are becoming a larger proportion of registered students. The university is a traditionally important facilitator of upward mobility and campus special constables are confronted with new challenges dealing with sexism and racism that may encompass behavioural issues that can variably be criminal, workplace-related conduct concerns⁴³, human rights violations, or violations of student codes of conduct. This requires professionals who have good institutional knowledge, law enforcement expertise and a keen sensitivity to the student community they represent.

6.4 Ethical diversion

As the first responders to campus crime, SCs are often able to resolve what would otherwise be labeled criminal behaviour through alternative forms of discipline.

At Wilfrid Laurier University, and many other Ontario universities, disciplinary committees such as judicial affairs councils have been established to address campus issues internally when appropriate. Not only does this help reduce financial strain on the judicial system (as per 6.1 above), it more adequately deals with the nature of the offence, allowing students an opportunity to correct their conduct, make amends with any affected parties, and continue with their studies while they are placed under closer scrutiny.

Ethical diversion measures would be difficult under a more formalized legal process or if outside police agencies responded to all campus calls for service. Indeed, campus values often differ from those of the wider community. Infractions that may seem trivial off-campus such as copying text and using it as your own is considered a serious academic offence (plagiarism) on campus that could lead to suspension. Remarks or actions that make women feel unsafe or uncomfortable are often not criminal and would be a very low priority response off campus. On campus, however, conduct that makes another student feel alienated or creates an environment that is not conducive to learning would certainly warrant the attention of SCs who could use campus-based conduct measures and coordinate with university administrators to remedy the behaviour. For instance, the university could make a student's

progress through their program of study contingent on some form of service or require that they successfully complete a sensitivity workshop.

The additional authority of campus special constables to access national or local criminal information databases could uncover information about a student or visitor that would not be available to private security personnel. As a result, a minor infraction on campus may be revealed to be part of a wider record of criminal activity that would warrant immediate police intervention. There are indeed many such examples on university campuses. In short, SCs understand that the aim of the a university is to help students get a degree and not a criminal record if it can be avoided.

6.5 Information sharing with police

In the late evening hours of December 10, 2010 on the University of Toronto Scarborough campus, two SCs investigated a male engaging in “suspicious” behaviour in a common area of the university. They conducted a Canadian Police Information Centre (CPIC) check and found that the male was on the Sexual Offender Registry and was in breach of conditions imposed on him by the court. The male was immediately arrested and held in custody for the Toronto Police Service. A rather mundane arrest by any measure except for the potential consequences had the man not been identified as a predator. The arrest would have not been possible

without CPIC access and the suspect would likely have been issued a trespass notice and sent on his way.

The above incident has played itself out in various forms and in different contexts hundreds of times on university campuses across Ontario. On the same University of Toronto Scarborough campus alone in the past year, SCs responded to 134 criminal offences. Accessing CPIC or local police information systems has proven to be a vital resource to campus SCs across Ontario. At the relatively small Fanshawe College, SCs made 71 CPIC queries in the last year, in one case culminating in the arrest of two males who were sexually assaulting female students.

The special status of SCs as both law enforcement agents and university employees allows them to act in ways simply not possible by contract private security or the local public police. Their special status gives them wide discretion to resolve both seemingly trivial matters that would bog down local police resources as well as to respond to suspects and incidents that pose a direct threat to the safety and security of the campus community. A major contributing factor facilitating this dual role is access to the CPIC system by campus SCs - a type of access that cannot be granted to non-police personnel.





“I don't know of any other university town where the relationship between students and security services (including special constables and police) is as positive as we find in Waterloo. The overwhelming majority of students are respectful, polite and courteous be it during Frosh week, at Homecoming or during St. Patrick's Day celebrations. This is a function of trust and respect that takes root with the students' initial exposure, and follow up relationship, with the Special Constable Service.”

- Superintendent Kevin A. Chalk, Waterloo Regional Police Service

Conclusions: Moving Forward

Ontario campus special constabularies are generally well-trained, cost-effective, specialized policing services delivering security and safety to thousands of university and college students, faculty and staff on a daily basis. Their duties are in keeping with the function of the position of “special constable” as it has developed in the Anglo-Saxon legal tradition since at least the mid-1800s.

Over the last number of decades developments including more standardized local policing agreements, the advent of the Ontario Association of College and University Security Administrators and a more active role by the Ministry of Community Safety and Correctional Services has resulted in relatively homogeneous levels of training and expertise among SC campus services in Ontario. This training often far exceeds the minimum mandated training and oversight mechanisms required by provincial or local police service standards.

Special constables must be re-qualified every five years, are subject to oversight by their local police services board, the local police and the Ministry of Community Safety and Correctional Services as well as their direct employer:

the Ontario college or university who pays their salary.

By virtue of the challenging environment they are tasked with policing, Ontario campus SC services have developed innovative programs to deal with campus-related problems including gender-based violence, drug, alcohol and mental health problems, critical incident response and student conduct issues of every sort. In some cases on-campus security and prevention programming likely exceeds that offered to the general public as SCs liaise with on-campus sexual assault centres, mental health services and operate within the general framework of university conduct policies.

Since SC campus services are university-sponsored bodies while simultaneously provincially mandated and locally governed, they have come to occupy an important bridge between general public policing and the requirements of a demanding campus setting. In this way, campus SC services are in function if not by definition community policing entities that have evolved ethical diversion practices in line with college and university standards that save municipal taxpayers millions

of dollars annually and better serve the interests of the campus community.

In short, campus SCs in Ontario serve a vital function, provide cost-effective

service, are highly trained, and are subject to ongoing oversight and accountability on multiple levels.

In order to build on these successes, OACUSA will strive to improve service delivery to the campus community by attending itself to the following:

- **Continued pursuit of specialized training related to campus challenges;**
- **Reinforce links to local police in order to improve information sharing concerning risks including Critical Incidents and other threats;**
- **Work to develop and promote Adequacy Standards for Campus Special Constables in Ontario;**
- **Work to develop and promote a standard of consistent Oversight and Accountability for Campus Special Constables at the local and provincial level;**
- **Promote the recognition of Campus Special Constables as a unique, efficient and specialized policing entity in Ontario;**
- **Work with the Ontario Police College to oversee the content and delivery of campus Special Constable training in Ontario.**

APPENDIX

Table 3.1: Campus Special Constables outside of Ontario

	AB	BC	MB	NFLD	NB	NS	QB	PEI	SK
University Campus SCs?	✓	None identified	✓	None identified	None identified	✓	✓	✓	✓
Campuses with SCs	University of Alberta		University of Manitoba			Dalhousie University	Université de Montréal -Université de Sherbrooke	University of Prince Edward Island	University of Saskatchewan
Campus Student Populations ¹	38,500		27,880			16,000	61,000 and 22,140	4,590	19,880

**Table 3.2a:
Summary
of Authority
of Special
Constables
on Canadian
campuses outside
of Ontario**

	Dalhousie U	U of Manitoba	U of Saskatchewan	U de Montréal	UPEI
Summary of Authorities	Under the authority of the Halifax Regional Municipality, security officers enforce parking regulations on university property.	Patrol officers at U of M with SC status have the authority to enforce university regulations, and a variety of municipal by-laws and federal and provincial statutes.	SCs at the U of S are able to enforce the University Act, the Traffic Safety Act, the Saskatchewan Alcohol and Gaming Regulations Act, and sections of the Criminal Code of Canada.	SC are responsible for keeping the peace, order and public safety, and perform investigations. Limits are defined with the appointment. Authority is within the territorial limits of the University of Montreal.	Security Services can conduct criminal investigations. SCs are able to enforce on campus the Highway Traffic Act, Liquor Control Act, and sections of the Criminal Code pertaining to: <ul style="list-style-type: none"> • Theft under and property damage under \$5,000 • Impaired Driving offences • Common Assault • Mischief

Source: Association of Universities and Colleges Canada (2011). Canadian University Profiles.
Available: <http://www.aucc.ca/canadian-universities/our-universities>.

	AB	BC	MB	NFLD	NB
Legislation	Police Act Peace Officer Act	Police Act Police Amendment Act, 1997	Police Services Act	Constabulary Act, 1992 Memorial University Act	Police Act
Highlights	-According to the POA, the Minister must grant authorization to employers seeking to hire peace officers, and to individuals seeking status. The POA outlines the peace officer's responsibilities, territorial jurisdiction and authorized equipment	-Municipal Police Board or minister may appoint SCs Section (4) of the Police Act states: "subject to the restrictions the municipal police board specifies in the appointment, a special municipal constable has, while carrying out the duties of his or her appointment, the powers, duties and immunities of a municipal constable."	-Director of Policing appoints SCs -SC has status, powers, and protections of a Peace Officer -The duties, responsibilities, territorial jurisdiction, term of appointment, and any other terms and conditions are outlined in writing upon appointment (section 78(4) of PSA).	- Section 1 of the Constabulary Act dictates that special constables are not designated "police officers." Section 16 of the Constabulary Act outlines how chiefs may appoint SC for a designated term, area, and purpose, conferring the powers of a police officer to the extent of the appointment.	- The Minister may appoint SC. The appointment must outline the responsibilities, powers, and territorial jurisdiction of SCs Section 14.1 (3) states that: "No person shall be appointed as a special constable who does not satisfy qualifications as to training, experience and other qualifications established by the employer of the special constable and approved by the Minister."
Oversight/ Accountability	- POA outlines complaint and disciplinary procedures -The employer remains liable for the actions and omissions of the peace officer	Police Amendment Act outlines process for dealing with complaints of a provincial SC, including the review, investigation, and disciplining and corrective measures	-As outlined in PSA, the employer of a SC is responsible and liable for the actions of SCs	The Act does not outline oversight measures for SCs.	14.1 (4) of the Police Act specifies that the employer is responsible for the discipline of the SC, and must ensure "that the special constable discharges the responsibilities and exercises the powers of a special constable in a proper manner."

Table 3.2b:
Provincial
Legislation
governing
Campus Special
Constables

	NS	ON	QB	PEI	SK
Legislation	Police Act and Regulations	Police Services Act	Police Act	Police Act	Police Act
Highlights	<ul style="list-style-type: none"> -The Solicitor General may appoint persons as SCs - Section 14(3) of the Police Act states that SCs "shall be appointed, promoted, suspended, dismissed or reinstated by the board on the recommendation of the chief officer, or by the chief officer in accordance with a by-law made by the municipality for that purpose." 	<ul style="list-style-type: none"> - PSA states that SCs are not police officers but can possess full police powers within a given territory 	<ul style="list-style-type: none"> - Minister may appoint SCs -limits are set out in deed of appointment -Section 105 states, "The mission of special constables is to maintain peace, order and public security, to prevent and repress crime and, according to the jurisdiction specified in their deeds of appointment, to enforce the law and municipal by-laws, and to apprehend offenders." 	<ul style="list-style-type: none"> - A chief officer may appoint SCs to assist police in the execution of their duties. Conditions and restrictions are outlined in the appointment, specifically those pertaining to territorial jurisdiction and powers of authority -The Act outlines terms for auxiliary constables pertaining to qualifications, expiry, oath of affirmation, proof, production of identification card, powers, liability, and supervision 	<p>The Act legislates the Saskatchewan Police Commission, which, under section 12.1 (h) of the Act, may make regulations "prescribing the procedures, requirements and forms for the appointment of special constables."</p> <ul style="list-style-type: none"> -The Minister may appoint SCs specifying the terms of their authority
Oversight/ Accountability	<p>Police Act stipulates: (2) The Commission or any member thereof designated by the Chairman may investigate, inquire into and report upon (a) the conduct of or the performance of duties by any chief of police, other police officer, constable, special constable or municipal by-law enforcement officer.</p> <ul style="list-style-type: none"> -The Solicitor General and the employer are liable for the actions of SCs while on duty 	<p>SCs are not subject to police public complaints system, and are not within the mandate of SIU</p> <ul style="list-style-type: none"> -Contracted security officers must be licensed by the province and much obtain criminal clearance -In 2003, the Ministry of Public Safety and Security released the booklet Special Constables: A Practitioner's Handbook, establishing new guidelines for SCs 	<ul style="list-style-type: none"> -Police Act sets out detailed guidelines regarding the ethical code, investigation and inspection of SCs. -Some of the Act's provisions pertaining to the penal provisions of police officers also explicitly pertain to SCs 	<p>The Prince Edward Island Police Commission, an independent statutory office, investigates public complaints against most police bodies, excluding the RCMP.</p>	<ul style="list-style-type: none"> -According to Police Act, the commission must be advised of all appointments -SCs appointed by the Minister are subject to a public complaint process, as outlined in Part IV of the Act. -Section 80(2) of the Act states that where the minister has not specified in the appointment of a SC, the complaint shall be forwarded to the Minister, and the Minister is responsible for handling the complaint - Section 77 states that the employer of a SC is responsible for ensuring "special constables fulfill the duties imposed by this Act and exercises the powers conferred by this Act in a proper manner."

	Brock	Carleton	Fanshawe	Laurier	McMaster	Guelph	U of T	Waterloo	Windsor	Western
Number of SCs	11	21	8	15	19	15	63	18	23	20
Student Pop. (approx.)	18,000	27,000	15,000	16,000	27,000	28,000	85,000	34,000	16,000	28,000
Number of SCs per student	1636:1	1286:1	1875:1	1067:1	1421:1	1867:1	1349:1	1889:1	696:1	1400:1

Source: Special Constable Profile Forms (2012)

Table 4.0:
Campus Special
Constables in
Ontario

**Table 4.1b:
Required
Qualifications of
Campus Special
Constables in
Ontario**

Windsor	Relative work preferred						
Western	1 year or less						
Waterloo	none						
U of T St. G.	1-3 years						
UTSC	1-3 years						
UTM	1-3 years						
McMaster	none						
Guelph	none						
Laurier	none						
Fanshawe	1-3 years						
Carleton	More than 3 years						
Brock	none						
Work Experience							
First Aid/CPR							
Criminal Name Index							
Canadian Police Information Centre							
Background Investigation							
Local Records							
Employment and Character References							

	Windsor	✓	✓		✓			✓	
	Western	✓	✓	✓	✓			✓	✓
	Waterloo	✓	✓		✓			✓	
	U of T St. G.	✓	✓		✓	✓	✓	✓	✓
	UTSC	✓	✓		✓	✓	✓	✓	✓
	UTM	✓	✓		✓			✓	✓
	McMaster	✓	✓	✓	✓	✓	✓	✓	✓
	Guelph	✓	✓	✓	✓			✓	✓
	Laurier	✓			✓	✓	✓	✓	✓
	Carleton	✓	✓		✓			✓	
	Brock	✓	✓	✓	✓	✓			
Tactical Communication									
Empty Hand Techniques									
OC Spray									
Handcuffs									
Soft Physical Control									
Hard Physical Control									
Hard Impact Weapon									
Soft Impact Weapon									

Table 4.2a: Use of Force Training by Ontario Campus Special Constables

Source: Special Constable Profile Forms (2012)

**Table 4.2b:
Use of Force
Legislation and
Tactics Training
by Ontario
Campus Special
Constables**

	Windsor	Western	Waterloo	U of T St. G.	UTSC	UTM	McMaster	Guelph	Laurier	Fanshawe	Carleton	Brock	
Use of Force Legislation	✓											✓	Use of Force Legislation
Use of Force Defensive Tactics	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Use of Force Defensive Tactics
Use of Force Legislation/Baton	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓		Use of Force Legislation/Baton
Use of Force Legislation OC Spray		✓					✓		✓	✓		✓	Use of Force Legislation OC Spray
Tactical Communication				✓	✓	✓	✓		✓			✓	Tactical Communication
Handcuffs				✓	✓	✓	✓		✓			✓	Handcuffs
Edged Weapons		✓		✓	✓		✓		✓			✓	Edged Weapons
Judgment Scenario				✓	✓		✓		✓			✓	Judgment Scenario
Arrest	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Arrest
Search and Seizure		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Search and Seizure

Source: Special Constable Profile Forms (2012)

Brock	Carleton	Fanshawe	Laurier	Guelph	McMaster
<ul style="list-style-type: none"> Complaints of a serious nature are forwarded to NRPS Quarterly Reports are submitted to the NRPSB Yearly performance review conducted by the university's HR department 	<ul style="list-style-type: none"> Complaints of a serious nature or alleged criminal offences are forwarded to the OPS for investigation Breach of orders and public complaints are investigated by the director or designate in accordance with departmental directives and university policies. 	<ul style="list-style-type: none"> public complaints are investigated by the Manager of the Security Management Team When a complaint alleges a criminal act, occurrence reports are forwarded to the LPS Chief of Police for classification and investigation 	<ul style="list-style-type: none"> Results on internal complaint investigation of SCs are provided to the PSB Allegations of criminal conduct are investigated by the appropriate police service Incident reports are sent to WRPS 	<ul style="list-style-type: none"> PSB informed of all complaints against SCs Board determines who will conduct the investigation All allegations of criminal nature investigated by the Police Service Incident reports are submitted to PSB 	<ul style="list-style-type: none"> public complaints are first addressed by the relevant supervisor. If a resolution cannot be obtained and further investigation is required, the report is forwarded to the Director of Security Services. HPS are informed of public complaints.

Source: Special Constable Profile Forms (2012)

**Table 4.4:
Oversight
Practices
Pertaining to
the Conduct of
Campus Special
Constables**

UTM	UTSC	U of T St. George	Waterloo	Western	Windsor
<ul style="list-style-type: none"> Complaints of criminal nature are immediately referred to local police division Administration Sergeant at the local police division is responsible for providing a degree of localized oversight 	<ul style="list-style-type: none"> Complaints of a criminal nature are immediately referred to local police division Complaints of misconduct are referred to Toronto Police Services Professional Standards Unit 	<ul style="list-style-type: none"> Public complaints are referred to Toronto Police Service 	<ul style="list-style-type: none"> University Police annual report submitted to WRPSB Staff Sergeant from WRP serves as Operational Commander, performs oversight within department, investigates public complaints 	<ul style="list-style-type: none"> The management and direction of employees are the exclusive responsibility of the employer All allegations of misconduct must be investigated and serious matters must be reported by the Director to the Chief of LPS and to the Associate Vice-President of Human Resources at Western 	<ul style="list-style-type: none"> The University must investigate all complaints concerning the conduct of a SC. All complaints containing criminal allegations are investigated by the Windsor Police Service Breaches of order are investigated by the Director of Campus Community Police.

Source: Special Constable Profile Forms (2012)

Notes

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- 21 Special Constables Profile Forms (2012)
- 22 "Campus Security Services 2011 Annual Report," Brock University Campus Security Services, pg. 13.
- 23 Special Constables Profile Forms (2012)
- 24 "Campus Security Services 2011 Annual Report," Brock University Campus Security Services, pg. 13.
- 25 "McMaster Security Services 2010 Annual Report," McMaster University, p. 11.
- 26 Special Constables Profile Forms (2012)
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