

All-Staff Initiatives:

- Mandatory interpersonal violence training for all staff.
- Launched the Safe Ride program in the fall of 2019 that allows students to request on-demand transportation on campus between 6 p.m. and 12:30 a.m.
- Management level staff trained to use Rave Emergency Alert (text notification) system for all residential students.
- Implemented updated guest policy requiring registration of overnight guests, and increase resident awareness about policy through a multi-channel advertising campaign.
- Mandatory active shooter training for all HRE staff members.
- Mandatory evacuation chair training for all HRE staff members.

Residential Education Team Initiatives:

- Safety information integrated into opening Community Meeting agendas.
- Streamlined process of responding to reports of potential policy violations.
- Resident Outreach Coordinators, Assistant Director of Conduct Management & Resident Outreach, and Director of Residential Education to attend all Behavioral Intervention Team (BIT) meetings.
- Associate Director of Conduct Management & Resident Outreach attends Racist and Bias Incident Response Team (RBIRT) meetings.
- Mandatory lethality and domestic violence training for new staff (to occur in October).
- Partnered with Office of Equal Opportunity to create magnets for residents with information on HRE and campus reporting options for sexual misconduct.
- Hired an Assistant Director of Conduct Management & Resident Outreach to enhance efficiency of case processing.
- Modified online reporting software to ensure cases reported as bias, racist, sexual harassment, or assault are immediately routed to the correct office(s) on campus.
- Hired an external consultant to review the HRE emergency procedures manual.

Facilities Team Initiatives:

- Installed new doors in all Officers Circle houses with shatter-resistant glass.
- Added thumb-turn locks to be used during a shelter-in-place. Locks added in PHC seminar 1 & 2, PHC Dance Room, PHC 2 A/B, 820 Equity Lounge, 820 Computer Lab, 822 North Conference Room, and Lasonde Mail Room.
- Installed additional tap-access doors to residential communities to add a second layer of security and another opportunity to engage with people entering your community.
- Addition of daily maintenance team door checks to confirm proper locking and closing.
- Addition of weekly maintenance team rounds to ensure exterior lights are working properly.

Housing Initiatives:

- Developed a new and updated annual safety communications plan. Communications elements include:
 - Additional safety information shared with all incoming students/families at orientation (guest policy, Safe UT, access to buildings, staff support).
 - Website updates: revised and reformatted safety content and added additional locations for residents to access incident report form.
 - No Tailgating vinyl signage added to all exterior door locations.
 - Launch of monthly safety educational campaign topics in partnership with HRE Conduct Management & Resident Outreach Team.
- Annual camera alignment audit.
- Safety section added to the Resident Satisfaction Survey to receive data related to resident safety
- Lock down processes implemented in the fall of 2019.
- Monthly testing of all C-Cure (lock down buttons).
- Updated and revised Desk Assistant handbook.
- Memo of Understanding at four front desks (MHC, Lassonde Studios, Kahlert Village, and PHC) in partnership with UPD. Campus Security Officers staff overnight shifts at the front desks.
- Security personnel final sweeps at 820 Computer Lab.
- Housing U System (Portal X) updates to break out safety and policy information. Required individuals to “agree, respond, or react” to each policy item rather than “scroll and agree”.
- Supported COVID-19 safety addendum and acknowledgment from residents at point of application to on-campus housing.
- Adjusted student housing software to cloud-hosting, increasing security for student records.

Dining Initiatives:

- Require background check of all food trucks prior to coming to campus.
- Mandatory active shooter training for dining staff members.