



POLICE DEPARTMENT  
*Public Safety*



CLEMSON UNIVERSITY POLICE DEPARTMENT

2023

*Annual Report*

CLEMSON.EDU/CUPD

# Table of Contents

<b>Mission Statement, Vision, Core Values and Guiding Principles</b>	<b>4</b>
<b>Message From the Chief</b>	<b>6</b>
<b>Our Team</b>	<b>8</b>
<b>Community Collaborations and Outreach</b>	<b>9</b>
Public Safety Citizens Academy	9
RAD Training	9
CUPD Community Listening Session	9
<b>Celebrating Bright Spots</b>	<b>10</b>
Grants	10
Community Crisis Preparedness Training	10
Awards and Recognition	11
<b>Operations Bureau</b>	<b>12</b>
Enhanced Operations Activity	12
Site Assistance and Security Assessments	13
Department K-9 Operations	13
Special Events	14
Traffic Data and Enforcement	15
Alcohol Related Incidents and Enforcement	15
Crime Report	17
<b>Investigative and Support Services Bureau</b>	<b>18</b>
Investigations	18
Crime Prevention and Victim Services	19
Community Engagement	19
Physical Security Operations Center	20
Professional Development and Training	22
Technology Update	23
<b>Professional Standards</b>	<b>24</b>
Accreditation	24
Investigations	24
Fair and Impartial Policing	24
Response to Resistance	25
Vehicle Pursuit	26
<b>Administrative Bureau</b>	<b>28</b>
Communications, Records, and 911 Dispatch	29
<b>Leadership Series</b>	<b>30</b>





MASON UNIVERSITY

POLICE

University Police works closely with students, faculty and staff to create a safe living, learning and research environment on the Clemson campuses.

We work to provide professional, courteous and effective law enforcement service to our community.



### **Mission**

To enhance safety, reduce risk and prevent harm from affecting the Clemson University community.

### **Core Values**

Honor, Integrity, Courage, Inclusion, Respect

### **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.

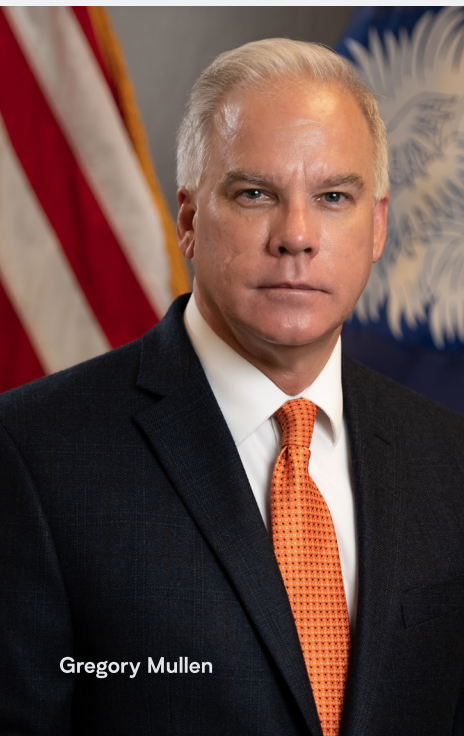


## Guiding Principles

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.

# Message from the Chief



Gregory Mullen

I am pleased to present the Clemson University Police Department's (CUPD) 2023 Annual Report. This publication features information about our agency and provides a summarized report of accomplishments and statistics for the year. I continue to be proud of the daily work achieved by members of the agency as they provide service to the Clemson community that directly impacts our ability to complete our mission — **Enhancing Safety, Reducing Risks, and Preventing Harm.**

## **Clemson continues to elevate safety and security of students, staff, faculty, and visitors as its highest priority.**

To achieve this, it is critical that everyone recognize the vital role they play in creating this outcome. While CUPD focuses daily on providing a safe and enjoyable campus, which creates an environment where learning and personal development can thrive, we cannot accomplish this alone.

In the following pages, you will learn about key innovations, training, partnerships, accomplishments and achievements of our outstanding staff. I am confident that you will recognize the commitment, dedication and service mindset that drives our members in their service to Clemson, as well as their drive to build respectful and trusting relationships, which is the cornerstone of any successful community.

**As we continuously strive for excellence,** our commitment to training, accountability and transparency grows. We completed our third Leadership Series with a cohort of 14 police officers, firefighters, and emergency management technicians. This eight-month series focuses on all aspects of leadership and incorporates theory and practical applications. We also expanded our commitment to well-being by continuing our work to embed mental health



clinicians into CUPD. We expect a full integration of our co-responder teams by Summer 2024. Our Professional Standards Office completed inspections, audits and administrative investigations to monitor performance, identify areas of improvement and correct deficiencies. We expanded our public-facing dashboard, which provides the community a view into the agency's operation, and implemented a collaboration with the student government to give and receive information and feedback to build a supportive partnership. Furthermore, we successfully completed our third annual CALEA compliance review.

**The Clemson University Police Department is committed to excellence.** Our shared purpose of enhancing safety, reducing risk and preventing harm continues to drive our daily operations. We believe that each staff member is a leader and can have influence. We are committed to being leaders in our profession and building strong, trusting relationships in all areas. We believe in balancing the all-important values of Public Safety and Individual Rights as we work daily to create a campus-wide environment that supports learning, personal growth and hope. With these principles leading us, we have undoubtedly achieved our goal of Serving with Purpose.



**Gregory G. Mullen**  
AVP for Public Safety | Chief of Police



# 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-9S 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.

## DIRECTED PATROL UNIT

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.



# Community Collaborations and Outreach

## PUBLIC SAFETY CITIZENS ACADEMY

CUPD conducted two eight-session Public Safety Citizens Academy programs in 2023 with a total of 36 participants graduating from the program. Attendees were comprised of Clemson University students, faculty and staff, Tri-County Technical College Criminal Justice program students and local community members. 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. Clemson University campus partners presented on topics such as Bystander Intervention, Title IX and student conduct. Participants were also allowed to participate in scenario-based incidents via CUPD's virtual de-escalation training simulator, fingerprinting techniques and traffic stop scenarios.

*If interested in attending a future Public Safety Citizens Academy, please contact Sergeant Michelle Young at [myoung@clemson.edu](mailto:myoung@clemson.edu).*

## RAD TRAINING

CUPD conducted Rage Aggression Defense (R.A.D.) self-defense for the campus community to empower participants through education and awareness. Participants learn about risk reduction, situational awareness and the dynamics of sexual violence. R.A.D. emphasizes techniques that are taught to help women effectively respond to and escape from physical threats. These techniques focus on utilizing leverage, body mechanics and simple movements.

## CUPD COMMUNITY LISTENING SESSION

The purpose of the listening session was to strengthen further citizen/police relationships grounded in trust and legitimacy. Ensuring public safety and protecting individual rights are at the heart of positive, productive relationships between police and the citizens they serve. The listening session aims to seek ideas and opportunities to improve relationships proactively between police and the citizens they serve through mutual support.



# *Celebrating the Bright Spots*

## **GRANTS**

In October 2022, CUPD, in partnership with the South Carolina Department of Mental Health (SCDMH), Clemson University Counseling and Psychological Services (CAPS), and the Clemson University Criminal Justice department launched a Mental Health Co-Responder project funded by Department of Justice Connect and Protect grant program in the amount of \$549,992. This project is supported by the Bureau of Justice Assistance for implementation of a joint co-responder model with the South Carolina Department of Mental Health's Anderson, Oconee, Pickens regional office. In 2023, the project team successfully completed the Department Of Justice (DOJ) budget approval process and began phase 1 of the grant period, which encompassed a required planning and implementation guide period to be submitted to DOJ before release of funds for the hiring, training and deployment of mental health clinicians. In October 2023, CUPD was informed by DOJ that phase 1 was successfully completed and the project moved into phase 2 with the Department of Mental Health initiating the solicitation of qualified applicants for two master's level clinicians to work with CUPD. Phase 2 continues into 2024 and CUPD is currently developing a training program for imbedded clinicians working alongside law enforcement while awaiting the hiring and onboarding of DMH staff.

CUPD successfully closed reporting periods for previously awarded funds from the FY 2023 South Carolina DPS Body-worn Camera Program as reimbursement for expenses incurred related to equipping personnel with body-worn cameras and storage costs. In 2023, CUPD applied for and received an additional \$57,514.53 from this program for FY 2024.

In 2023, CUPD continued its long-standing partnership with research faculty from Clemson University's Department of Sociology, Anthropology and Criminal Justice by participating in a response to the Bureau of Justice Assistance FY24 solicitation for a Virtual Reality De-escalation Site-Based Initiative, which proposed to conduct research on officer training on crisis response and de-escalation tactics and support the development of an immersive practical, scenario-based training program to serve as a companion piece to the Crisis Intervention Training (CIT) and Crisis Response and Intervention Training (CRIT) programs. This proposal sought \$772,000 in DOJ funds to support the project implementation. While not awarded, this proposal received a lot of positive feedback regarding the strength of submission. The project team will continue to pursue funding opportunities for this worthy program in the next cycle.

In an effort to further the development of the department's Health and Wellness programming, CUPD responded to the Office of Community Oriented Policing Services FY23 Law Enforcement Mental Health and Wellness Act solicitation, proposing the implementation of the Clemson University Public Safety Law Enforcement Mental Health and Wellness Act Program. This project sought \$63,809 in funding to support training and enhancement for the department's Peer Support Team, customized department health and wellness mobile application, and other mental and physical health and wellness programming support. While this project was part of a group of highly competitive submissions and subsequently not awarded, the department sought alternatives to grant funding to support some of these initiatives and launched a free mobile application site for staff along with developing the plans to host Peer Support Team training courses through the South Carolina Law Enforcement Assistance Program (SCLEAP) in 2024.

## **COMMUNITY CRISIS PREPAREDNESS TRAINING**

CUPD continued the important work of community crisis preparedness training and awareness in 2023 by supporting the delivery of active threat preparedness based on the Department of Homeland Security's Run, Hide, Fight model. This program is typically delivered in one or 1.5-hour blocks of group instruction for any department, group or organization at Clemson University and facilitated by sworn personnel from CUPD trained to deliver community preparedness for active threat/targeted violence incidents. The course is free to all participants and provides an interactive lecture-style approach to understanding the key actions to take in the Run, Hide, Fight model to enhance individual and group safety.

Additionally, CUPD staff, in partnership with Clemson University Fire and EMS, also expanded the delivery of the American College of Surgeons Stop the Bleed program in 2023. Stop the Bleed, which provides bystander training on what to do in response to traumatic injury, supports education and practical understanding of how to utilize the tools contained in mass casualty/trauma kits located across the campus and empowers members of the Clemson University community to engage in active bystandership for traumatic injury situations. This training, previously conducted solely in-person via extended course sessions, was converted to a hybrid model utilizing online, self-paced training via the Tiger Training/Bridge portal to complete the asynchronous didactic training portions, followed by scheduled practical skills sessions to support learner skill development and testing. This model saw great success in 2023 and afforded an increase in



engagement opportunities which had previously been limited by scheduling demands. In 2023, CUPD conducted 57 different training events for these two programs and provided valuable lifesaving information to 784 individuals over 92 contact hours of training.

## 2022 DPS AGENCY OF THE YEAR

In March 2023, CUPD was awarded the 2022 Agency of the Year Award in its agency size category by the South Carolina Department of Public Safety for excelling in the area of DUI arrests, DUI victim services and anti-underage drinking programs in South Carolina. This marked the third time that CUPD has received this significant award recognizing the department for its work in this area.

## AWARDS AND RECOGNITION

CUPD utilizes a formal awards and recognition program with the delegation of a standing awards committee under the direction of the Commander of Professional Development and Training. Members of the department were chosen and tasked with recommending employees who have displayed exemplary performance throughout the year for various awards. The awards committee ensures fairness and consistency in rewarding deserving members.

CUPD recognized several employees in 2023 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. For 2023, the following individuals were recognized for their dedicated service to the organization and University Community:

- **Stephanie O'Shields**  
CUPD Employee of the Year  
CU Grow Participant
- **Officer Cameron Matthews**  
Pickens County Municipal Association Clemson  
University Police Officer of the Year  
Life-Saving Award
- **Officer Dawson Cress**  
Commendation Award
- **Sergeant Matthew Davis**  
Life-Saving Award
- **Officer Kirk Talley**  
Life-Saving Award



### 2023 CUPD Employee of the Year

CUPD Administrative Coordinator Stephanie O'Shields recently completed Clemson University's prestigious CU Grow professional development program. O'Shields was one of just 25 staff members selected from across the University to participate in CU Grow. She was selected as the 2023 CUPD Employee of the Year by her peers.

# Operations Bureau

The CUPD Operations Bureau consists of the Patrol Operations and Special Operations Divisions and provides the most publicly visible component of the agency in the form of uniformed personnel. Across the United States and abroad, uniformed officers represent the most common public interaction with the police and the staff of the Operations Bureau within CUPD remains committed to demonstrating a high degree of responsiveness to the needs of the community we serve.

In fulfilling CUPD's mission to enhance safety, reduce risk and prevent harm from affecting the Clemson University Community, our staff not only provides full-service law enforcement response to calls for service and enforcement of laws, but we also engage in a wide range of community interaction through special events, participation in community and student organization gatherings, and multiple liaison initiatives. The officers assigned to the Operations Bureau are fully invested in living out the pillars of 21st Century Policing in their daily duties and are routinely recognized by members of the Clemson community for the work they do and relationships they foster.

The Operations Bureau is currently comprised of 36 of the department's allocated staff of 48 sworn personnel and provides 24-hour delivery of police services throughout the campus of Clemson University. Uniformed patrol and special operations officers are responsible for the primary response to calls for service along with traffic enforcement, security assessments and directed patrols based on data analysis and problem identification.

Patrol Operations is responsible for the Residential Living CUPD Liaison Program, which provides officer liaisons to each residential community on campus to partner with Clemson University's Clemson Home staff and student residents to foster safe communities where students can thrive in their academic and student life pursuits. Officers representing both divisions serve as members of the CUPD Affinity Liaison Program, which partners officers with student organizations that assemble around social, ethnic, religious, racial, and gender identities to facilitate the sharing of community-specific concerns and areas in which CUPD can further assist in meeting community needs and challenges.

In 2023, the Patrol Operations Division launched a new initiative for personnel assigned to day watch teams to engage with faculty and staff, particularly those members with Building Security Coordinator program responsibilities, and build relationships with portions of the University

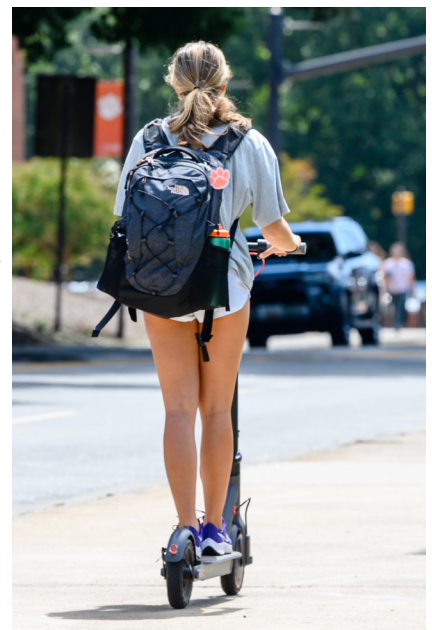
community that may not always have the benefit of community engagement with the police department. This initiative, known as the Community Oriented Policing Sector (COPS) program, geographically divides the main campus into four sectors with an officer assigned to each. As part of these community-based initiatives, members from the Directed Patrol Unit assisted with or conducted 40 different community-oriented events to provide 68 hours of community police engagement opportunities and community-based training initiatives in coordination with the Department's Crime Prevention Unit.

In 2023, the Operations Bureau completed the Police Training Officer (PTO) field training program for 11 new officers assigned to the Bureau.

## ENHANCED OPERATIONS ACTIVITIES

In 2023, the Operations Bureau developed and implemented 19 directed patrols and one operational plan targeting criminal activity trends and roadway safety initiatives. These plans were developed through the utilization of data analysis as part of monthly CompStat360 reporting, identified crime patterns, citizen complaints and collision report trends. Through monthly review and assessment, the Patrol and Special Operations Divisions identify patterns indicating recurring day and time trends for various issues that contribute to unsafe situations and develop detailed plans to address the contributing factors. These activities range in format and function from ongoing directed patrol operations that may enhance visibility and increase officer presence to traffic saturation patrols and public safety checkpoints.

As part of the department's 2023 annual goals, the Operations Bureau supported efforts to specifically increase pedestrian and micro-mobility device safety in response to observations of dangerous operation practices, violations of state law and University protocols developed to support pedestrian safe pathways.



Throughout 2023, officers remained observant of primary violations and dangerous operator behavior, particularly those factors contributing to collisions with injuries (Failure to Yield Right of Way, Disregarding Traffic Control Devices and Improper Lane Usage/Change). While observed violations declined after the first quarter of 2023, largely in response to targeted educational and enforcement campaigns, this work continued throughout 2023 and included initiatives aimed at pedestrian safety in the numerous areas impacted by roadway construction. Personnel from the Operations Bureau worked directly with University Facilities and their contract traffic safety engineering consultant to assess roadways and pedestrian crossings for concern and implement effective and safe measures to support pedestrian safety.

### **SITE ASSISTANCE AND SECURITY ASSESSMENTS**

As part of Clemson University Public Safety's commitment to enhancing the preparedness and physical security of the University community and its facilities, the Special Operations Division coordinates an inter-disciplinary team of representatives from Fire and EMS, Emergency Management, TigerONE and CUPD's Office of Physical Security to conduct security assessments and site safety visits for Clemson facilities and properties on the main campus and across the State. This team utilizes best practices in Crime Prevention Through Environmental Design (CPTED) and Threat/Hazard Identification and Risk Assessment (THIRA) to identify strengths, gaps and suggested improvements to physical security measures, procedures, lighting, landscaping, electronic surveillance and access control. In 2023, this team conducted 16 security assessments across the campus to identify vulnerable and enhanced security procedures and practices, presenting their findings to the building officials as part of an exit conference designed to provide facility staff with a completed document outlining the team's recommendations on sustaining improvement.

In support of this work, Special Operations Division staff continued a previously developed security and safety audit initiative, which involves random security audits on facilities throughout the Clemson campus. During the audits, officers utilize the same assessment criteria and findings from the initial security assessment reports to validate that the appropriate measures have been implemented to close gaps and support an enhanced physical security and safety posture. Forty-seven safety audits were conducted in 2023 and the findings were documented and provided to Building Security Coordinators for awareness and security enhancement.

In 2022, the security assessment program was expanded to provide the same service, in coordination with site assistance, to Clemson University's Innovation campuses and Research and Education Centers (RECs) across the State. This expansion began with four sites in the Low Country region of the State in 2022 and continued in 2023 with the inclusion of five additional sites (CU School of Nursing Greenville, Edisto REC, Sandhill REC, Livestock/Poultry Health Columbia, Pee Dee REC). During these visits, team members assessed the current safety and security policies and procedures for each location from an all-hazards approach. Due to this outreach, the team identified areas for improvement in the safety and security of each facility. The result of these assessments led to a second visit to deliver training in active threat and traumatic injury response and mitigation. The team also delivered trauma kits and AEDs to each campus. Plans for camera and access control systems at each facility to be upgraded and integrated into the current access control system monitored by CUPD's Physical Security Operations Center (PSOC) have begun.

### **DEPARTMENT K-9 OPERATIONS**

The Special Operations Division maintains two Explosive Detection K-9 Teams, each comprised of handler and working dog, that specialize in the detection of explosive materials. These teams staff major events in the jurisdiction and provide pre-event sweeps and standby operations to ensure that large gatherings on the Clemson University campus are safe for attendees. The teams respond to suspicious package/item calls for service and support regional mutual aid needs through an on-call rotation, ensuring that at least one team is always available to respond if needed. The handlers and their K-9 partners train each month and routinely work alongside special operations teams from across the region to support the needs of Clemson University and the citizens of the Upstate of South Carolina.



In 2023, the Special Operations Division underwent a review and assessment of resource utilization and scope of work. The formerly titled Special Response Team was rebranded under the designation of Directed Patrol Unit, better capturing the function, scope of work and utilization of this team. In conjunction with this adjustment, the department's K-9 teams were reassigned back to Special Operations after staffing shift support in the Patrol Operations Division for a period in 2022.

In 2023, K-9 officers recertified their National American Police Work Dog Association (NAPWDA) K-9 certifications, completed various levels of community-based active threat response training with mutual aid agencies, attended various explosives response level trainings through federal grant training programs and achieved a Crisis / Hostage Negotiators certification. The EOD K-9 teams assisted in the safe execution of over 70 special and large-scale events by providing pre-event EOD sweeps and 136 hours of event coverage to counter EOD threats. The K-9s responded to eight bomb threat and/or suspicious package calls, six of which were out of CUPD's jurisdiction and were requested by mutual aid partners. The team also completed 15 different mutual aid K-9 training events that accounted for over 90 hours of valuable training for the department and our surrounding agencies.

## SPECIAL EVENTS

Clemson University plays host to a myriad of special events annually ranging from large spectator events, which draw up to as many as 100,000 fans, to small, organized gatherings and student events. In each case, CUPD and its partners assess risk and implement appropriate planning specific to the needs of the events. We recognize security measures may vary widely based on the characteristics of the event and the availability of resources. Events of varying size and complexity require tailored planning that incorporate known

threat levels, as appropriate based on available intelligence. To address these variations, part of the process involves the review of events and activities by the University's Special Event Review Board (SERB). This committee consists of staff members from all Public Safety entities along with Student Affairs, Facilities, Athletics and other affected parties. The committee evaluates requests based on key areas of focus: Alcohol, transportation, physical activity, environmental impact and operational impact. Due to the large number of events that occur on Clemson's campus, this central entity has been tasked with receiving all event requests within the last three years. Additionally, the Clemson University Public Safety team has created a matrix to assist with the planning of events to determine the level of plan and staffing needed for each event.

The Special Operations Division Commander is CUPD's designated special events coordinator and serves on both the Special Event Review Board and the Public Safety Event Planning Team. The Special Operations Commander serves in a variety of roles for different events throughout the year as either Incident Commander, Operations, Logistics or Planning Section Chief within the Incident Command System, based on the event scope. The Commander serves as the principal liaison for CUPD to varied University stakeholders for event planning and coordinates the planning and operation of an ever-increasing lineup of events that impact the campus of Clemson University.

Since 2019, event staffing needs at Clemson University have seen CU Public Safety continuously increase the number of events where a public safety presence is required. In 2023, CUPD staffed 315 total events with billable hours, not including events where CUPD engaged in standby or staffed internal campus needs for events that were not billed to specific organizations/host entities. This reflects an overall increase of 49% in the number of events staffed from 2019



to 2023, a 101% increase over 2021 (156), when campus events returned following the COVID-19 pandemic, and a 20% increase over 2022 (262).

To meet the security and safety needs of so many events throughout the year, CUPD coordinates with and is supported by more than 20 law enforcement and special mission agencies through mutual aid and law enforcement service agreements to help staff events. For the 315 events staffed on Clemson's campus in 2023, a total of 3,234 officer assignments from CUPD and mutual aid partners staffed these events. As part of the event planning and management process, formal Incident Action Plans (IAPs) are developed for events that, by their scope and nature, necessitate more than a staffing and duties roster. A total of 50 individual IAPs were created in 2023 that supported more than 90 separate events.

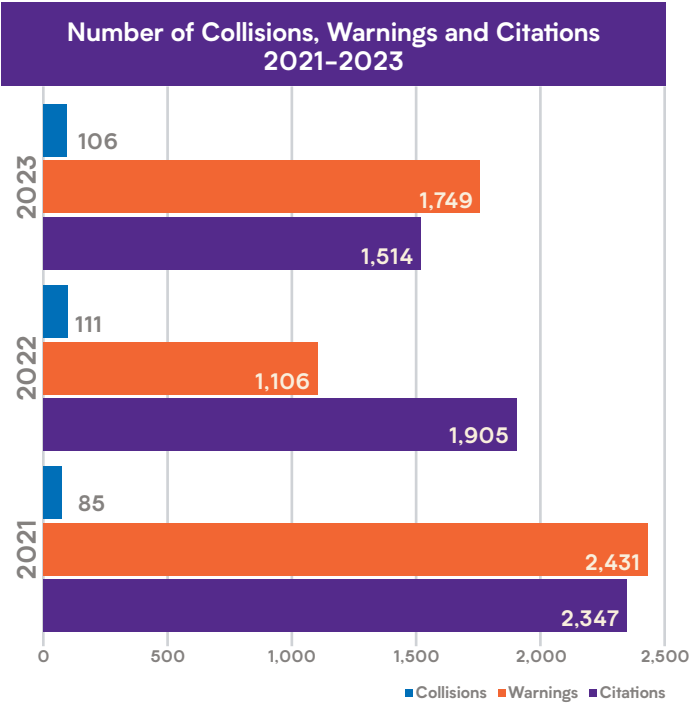
TRAFFIC DATA AND ENFORCEMENT

As part of our data-driven enforcement efforts, the Operations Bureau analyzes data on a monthly, quarterly and annual basis to develop safety initiatives that target roadway and pedestrian safety needs in various locations. Information utilized in this process includes collision data, citizen complaints and data collected via the department's portable speed display trailers. Key tasks for officers assigned to the targeted enforcement activities during any specific directed initiative 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.

In efforts to increase roadway safety on campus using targeted traffic enforcement and education campaigns, CUPD continuously sets one of the department's annual goals to focus on observed trends in traffic safety. In 2023, the Operations Bureau established a goal focused on addressing a growing concern regarding vehicle and pedestrian conflicts with micro-mobility devices, in particular E-scooters. Personnel from the Operations Bureau conducted three directed patrol operations in 2023 focusing on the utilization of e-scooters in high pedestrian areas and addressing violations of applicable traffic law with specific attention to violations of Failure to Yield Right of Way, Disregarding Traffic Control Devices and Improper Lane Usage. By conducting historical video analysis and collection of data, officers were able to identify the need for enforcement and education actions in specific locations and deploy resources accordingly.

Through collaboration with multiple stakeholders across the University, CUPD was able to support the implementation of University policy and guidelines around the use, operation and storage of micro-mobility devices along with several community-wide education campaigns. Throughout 2023, Operations personnel completed department-developed training on the application of traffic law to these devices to ensure that personnel were properly trained. In 2023, Operations personnel completed 456 hours of traffic-related enforcement training.

The **Number of Collisions, Warnings and Citations** graph provides enforcement outcomes based on targeted efforts resulting from the data collection and analysis conducted throughout 2023 in addition to proactive and self-initiated law enforcement activity in response to officer observed violations.



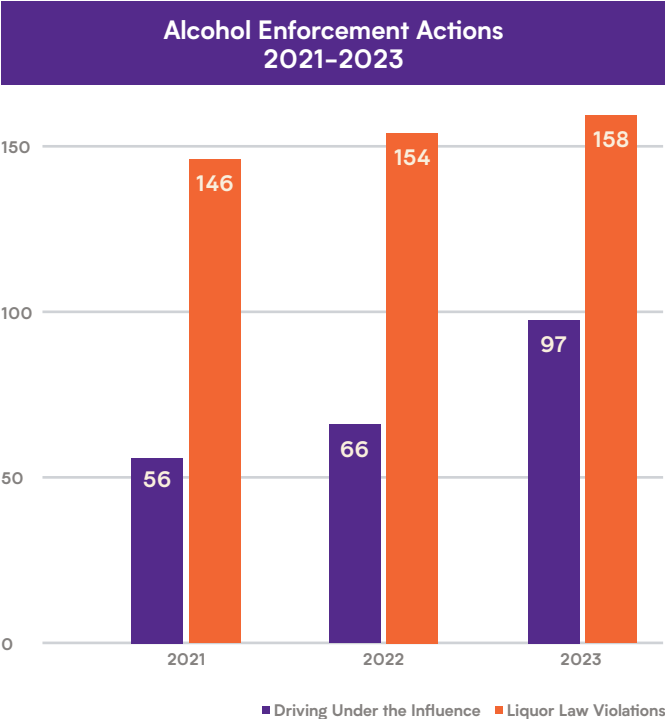
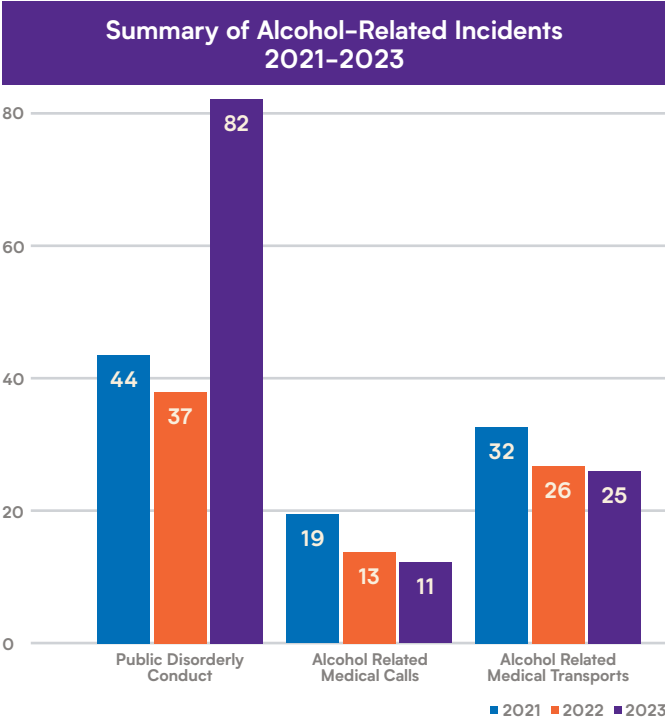
ALCOHOL RELATED INCIDENTS AND ENFORCEMENT

The **Summary of Alcohol-Related Incidents** graph provides a visual representation of Public Disorderly Conduct arrests (PDC), Alcohol-Related Medical Calls (AMC) and Alcohol Transports (AT) that occurred during 2023 in comparison with the previous two years. 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.

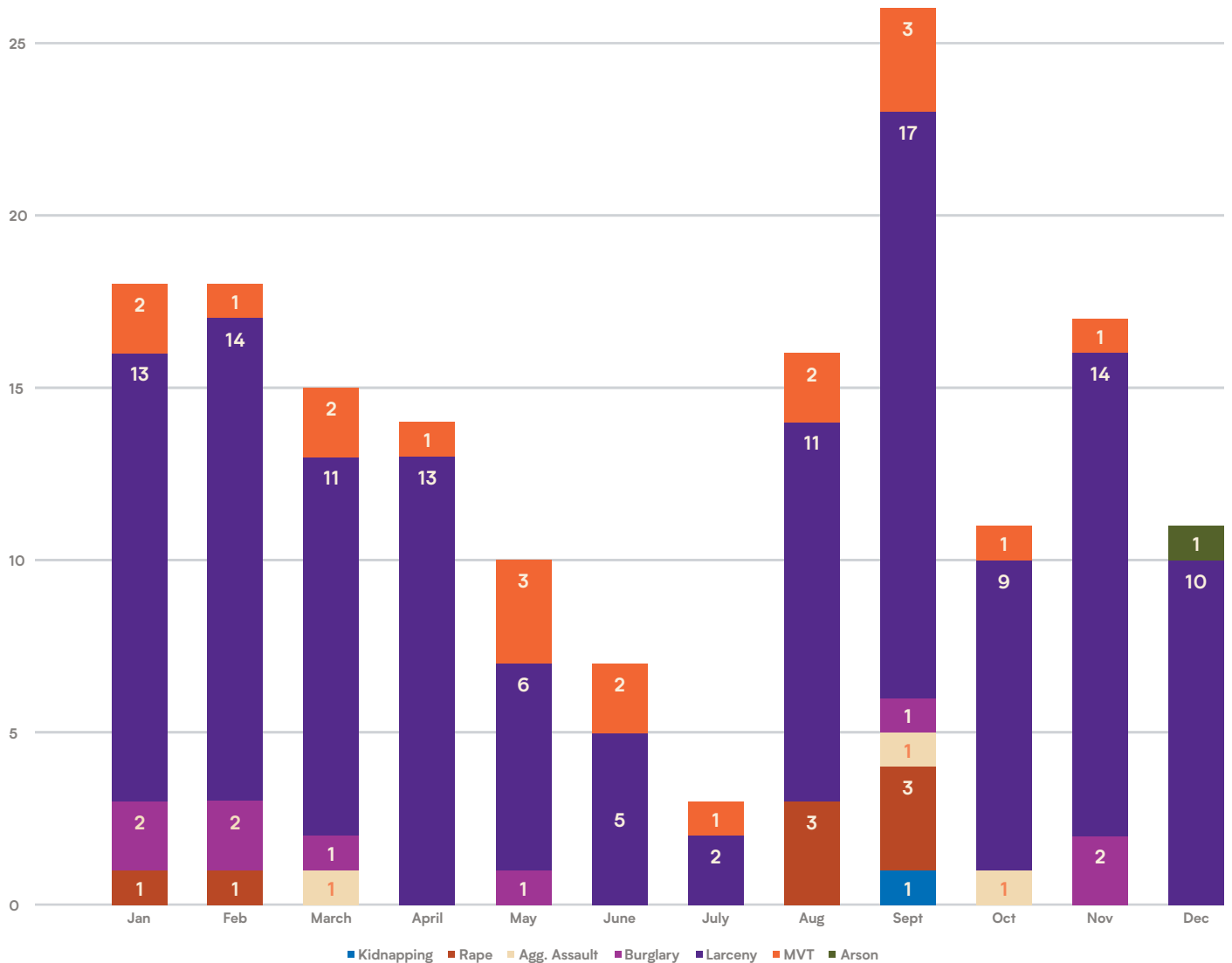
The Summary of Alcohol-Related Incidents highlights that while alcohol-related medical calls and medical transports have seen a slight decline over the past three years, Public Disorderly Conduct offenses increased by 122% in 2023 over 2022 and 86% over the past three years. While enforcement actions are not directly demonstrable of occurrence rates, as increases in proactive measures will generally result in corresponding increases in reported activity, the observations of officers in analyzing these incidents indicate that a general rise in occurrence rate is contributing to the frequency in which officers identify these activities and initiate action. It is also assessed that without the proactive work of Operations personnel in identifying issues of gross intoxication, most frequently being situations where another person would not be capable of caring for themselves due to their altered state, medical calls and transports for alcohol related issues would have a significant corresponding increase.

The **Alcohol Enforcement Actions** graph depicts the number of criminal citations issued, or alcohol enforcement, for Driving Under the Influence (DUI) and Liquor Law Violations (LLV) for the aforementioned years. Liquor Law Violations include Possession of Beer or Liquor Under Age 21 and Open Container charges made by officers. Enforcement for Driving Under the Influence offenses increased 47% during the 2023 calendar year and enforcement for Liquor Law Violations increased 2.6%.

Significant to 2023 enforcement observations is a notable increase in the prevalence of false identification associated with each category of alcohol-related offense. While not in and of itself a category of alcohol offense, the possession and corresponding utilization of “fake IDs” is a notable companion of underage alcohol utilization, a practice which has been observed to increase significantly over the past few years. In 2021, CUPD made 73 charges for fake IDs. The cases increased by 31.5% in 2022 with 96 charges. 2023 saw the most significant occurrence rate to date with an increase in charges by 71.88% to 165 cases of possession of false identification made by CUPD. This represents a 126% total increase since 2021. The possession of false identification, while utilized extensively to acquire alcohol underage or obtain access to alcohol establishments with age restrictions for the purpose of consumption, has been regularly tied to non-alcohol related offenses where officers confiscate the false ID as a result of some other contact. During field interviews with these individuals, officers are regularly reporting back that many students obtain false identification cards as much for gaining access to age restricted establishments due to socialization norms than for the ability to consume or purchase underage.



## Crime Summary by Month 2023



### CRIME REPORT

The categories presented in the above chart represent Part I Crimes as defined under the FBI's Uniform Crime Reporting (UCR) standards and include Murder, Kidnapping, Rape, Fondling, Robbery, Aggravated Assault (Agg Assault), Burglary, Larceny, Motor Vehicle Theft (MVT) and Arson.

The FBI's Uniform Crime Reporting (UCR) Program is a nationwide, cooperative statistical effort of city, university and college, county, state, tribal and federal law enforcement agencies voluntarily reporting data on crimes reported in their jurisdictions. The following data provides Clemson's Part I Offenses and represents the most accurate data available at the time of this report.

In the cases of motor vehicle theft, most thefts involved mopeds and golf carts, which by definition are categorized the same as traditional motor vehicles under Uniform

Crime Reporting standards. Again, these thefts occurred when owners left vehicles unsecured and, in many cases, with the key in the ignition. CUPD has implemented active campaigns to educate students, staff and faculty about the importance of securing property to prevent thefts and other losses. In addition to crime prevention bulletins, tips and education, CUPD has also invested in technology to address these issues. The department currently utilizes an anti-theft tracking system, as well as a robust electronic surveillance system, as proactive measures to deter crime and identify offenders.

Eight sexual assault cases and three aggravated assaults were reported across campus in 2023. Three of the reported sexual assault cases occurred previously in 2016. Three of the reported 2023 sexual assault cases occurred between the same victim and violator. In all reported cases, the victims and offenders were known to each other.

# Investigative and Support Services Bureau

The CUPD 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 is staffed by eight full-time sworn staff and 10 full-time professional staff.

Additionally, the Investigative and Support Services utilizes the assistance of 3-5 student interns each academic semester who support data collection, analysis, programing work and graphical presentation of quantitative data.

## INVESTIGATIONS

The Criminal Investigations Division is comprised of three full-time detectives and the Crime Prevention/Victim Services Sergeant, overseen by the Criminal Investigations Lieutenant. This Division 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.

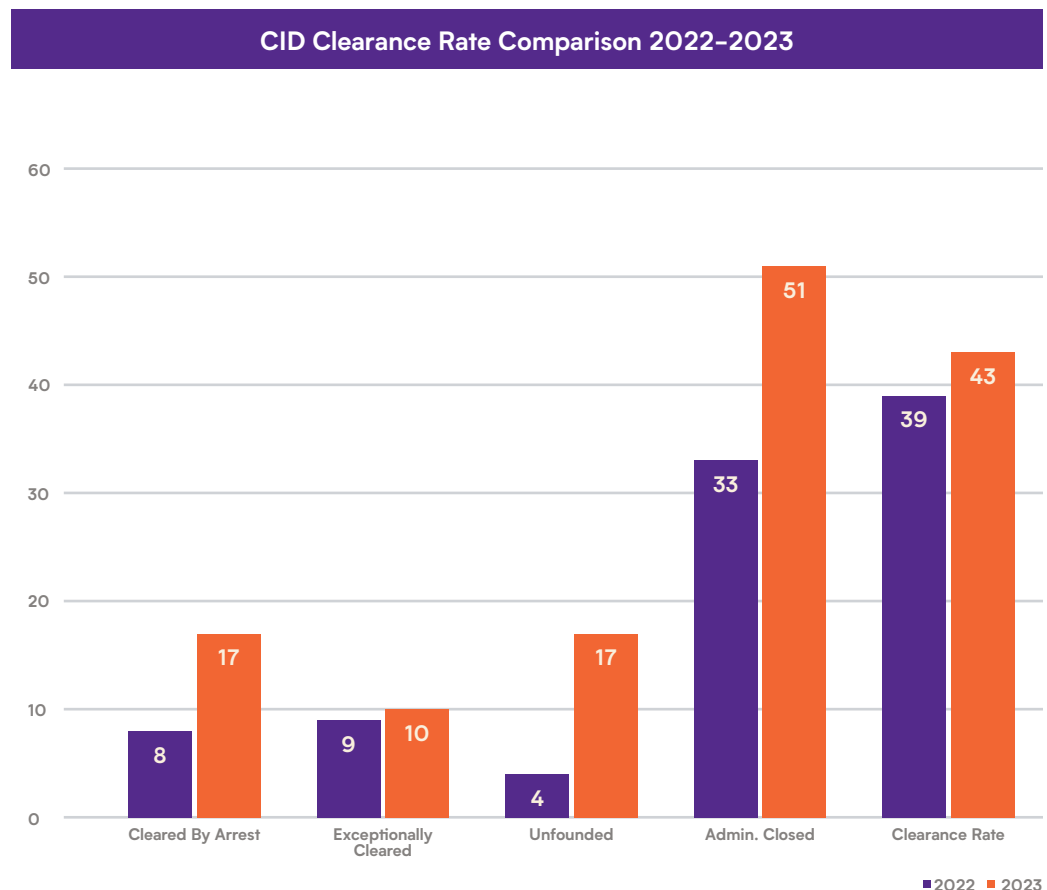
In the context of the Criminal Investigations Division clearance rate comparisons between 2022 and 2023, several notable trends emerge. From 2022 to 2023, CID saw an almost 89% increase in cases assigned. First and foremost, there is a significant increase in cases cleared by arrest, with the number jumping from 8 in 2022 to 17 in 2023. This indicates a commendable effort by the division in successfully resolving more cases through the apprehension of suspects, highlighting a proactive approach to criminal investigations.

Another key observation is the consistency in the number of exceptionally cleared cases, remaining relatively stable at 9 in 2022 and 10 in 2023.

A substantial increase is seen in the number of unfounded cases, rising from 4 in 2022 to 17 in 2023. While this increase may raise questions about the validity of cases, it could also reflect a more thorough and diligent investigative process, resulting in the identification of reports that do not meet the elements of the crime reported.

Lastly, the clearance rate, which is a critical metric for evaluating the division's overall performance, experienced a modest increase from 39% in 2022 to 43% in 2023. All detectives maintained at least a 40% clearance rate, which, while this may not represent a substantial change, signifies an upward trajectory in the division's effectiveness in resolving cases within the given timeframe.

In summary, the data suggests that the Criminal Investigations Division in 2023 displayed a proactive and dedicated approach to its work, leading to an increase in cases cleared by arrest, improved administrative closure procedures and a slightly higher clearance rate. These trends indicate a commitment to enhancing the division's efficiency and effectiveness in addressing criminal cases.



CRIME PREVENTION AND VICTIM SERVICES

In comparing the data for victim services between 2022 and 2023, we can observe some noteworthy trends:

Cases Assigned: There was a slight increase in the number of cases assigned, from 91 in 2022 to 97 in 2023. This indicates a growing demand for victim services, as more cases required attention and support during the latter year.

Victim Follow-Ups: The number of victim follow-ups also saw a moderate increase, rising from 130 in 2022 to 138 in 2023. This suggests an enhanced effort in maintaining contact with victims to provide ongoing support and assistance.

Officer Follow-Ups: Officer follow-ups experienced a notable increase, almost doubling from 18 in 2022 to 27 in 2023. This points to a heightened focus on collaboration between officers and victims, indicating a more comprehensive approach to victim services.

Court Contacts: The number of court contacts significantly increased from 25 in 2022 to 47 in 2023. This substantial rise suggests a greater involvement of victim services personnel in court proceedings, possibly to offer support to victims during legal processes.

Court Appearances: Court appearances also saw a notable increase, tripling from 3 in 2022 to 10 in 2023. This indicates a heightened level of involvement in legal proceedings, with victim services personnel appearing in court to provide assistance and support to victims.

Orders of Protection and Restraining Orders: While there was no recorded assistance with Orders of Protection in either year, there was one recorded instance of assistance with Restraining Orders in 2023. This demonstrates a broader range of services provided by victim services personnel to address the specific needs of victims.

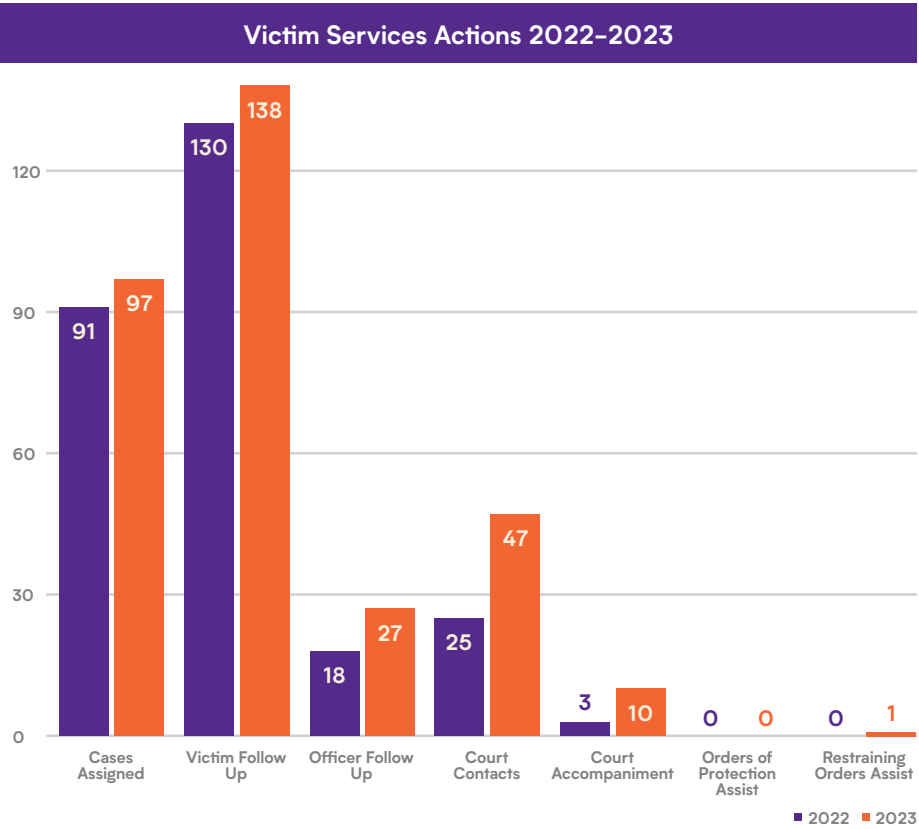
Overall, the data reflects a growing commitment to victim services, with increased case assignments, follow-ups and active participation in court-related activities. This suggests an evolving and more comprehensive approach to supporting and assisting victims in 2023 compared to the previous year.

COMMUNITY ENGAGEMENT

In 2023, Crime Prevention and Victim Services achieved significant success by conducting a total of 140 in-person community engagement and presentation activities. These efforts played a crucial role in increasing awareness about

crime prevention strategies and the availability of victim services within our community. Through these engagements and presentations, CUPD provides valuable education to community members on various aspects of crime prevention, safety measures and how to access support services in the event of victimization.

By effectively disseminating information on crime prevention, these activities contribute to a reduction in the likelihood of criminal incidents, empowering individuals to proactively safeguard themselves and their communities. Recognizing the importance of ongoing impact assessment, CUPD remains committed to evaluating the effectiveness of these initiatives

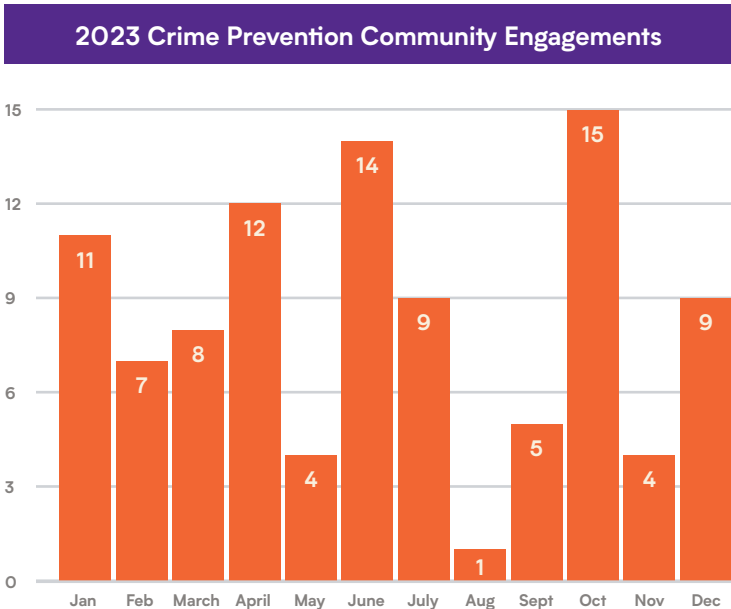


and adjusting our strategies as needed. Furthermore, as the department adapts to the evolving landscape of communication and community engagement, we are exploring the integration of a combination of in-person and digital outreach methods. This approach aims to further enhance the reach and overall effectiveness of our crime prevention and victim services initiatives, ensuring CUPD continues to meet the evolving needs of our community in a positive and professional manner.

In 2023, major crime prevention initiatives included:

- Actively engaged in a wide range of initiatives aimed at enhancing public safety and community well-being, collaborating with campus partners on impactful public awareness campaigns to combat hazing, fostering a culture of respect and responsibility among students.
- Alcohol Safety and Drug Education Partnerships targeted property crimes, working diligently to raise community awareness about common property crime risks and preventive measures. This included educating residents on securing their residence halls, safeguarding valuables and promptly reporting suspicious activities.
- Conducted rigorous monthly CompStat 360 reporting, enhancing the department's efforts in data analysis and assessment. This comprehensive analysis provided a holistic view of crime and public safety within the jurisdiction, enabling data-driven decision-making.
- In partnership with the University's Interpersonal Violence Coordinators, CUPD established the Interpersonal Violence Alliance. This collaborative initiative consolidates information and resources for survivors of interpersonal violence, ensuring comprehensive support from all relevant University offices.
- Prioritized diversity and inclusivity, affiliating with CU Diversity/Ethnicity Organizations and revitalizing the CUPD Affinity Group Liaison Program. The department established clear priorities, monthly reporting criteria and ensured our personnel met set goals, demonstrating our commitment to fostering an inclusive environment.
- Community engagement remained strong, with the continuation of our successful Public Safety Citizens Academies. In 2023, CUPD hosted two in-person cohorts, comprising eight sessions each, and graduating a total of 36 participants, further strengthening police-community relationships.
- In collaboration with Clemson University Emergency Management, CUPD developed a comprehensive Friends and Family Assistance Center plan for critical incident support. The Victim Services unit also provided training for regional advocates on mass casualties and Family

- and Friends reunification, reinforcing our dedication to community well-being.
- Actively managed trespass notices, upholding property rights and community safety through a systematic process.
  - The Crime Prevention team, in partnership with the Public Information Officer, leveraged social media outreach to promote personal safety awareness, crime prevention initiatives and national campaigns, keeping our community informed and empowered.
  - Public Safety hosted National Night Out (NNO) for the second time, aligning with the national campaign. NNO is an annual community-building initiative that fosters police-community partnerships and strengthens neighborhood bonds, making our communities safer and more caring places to live. These collective efforts reflect our unwavering commitment to public safety and



community cohesion.

**PHYSICAL SECURITY OPERATIONS CENTER (PSOC)**

In 2023, our Physical Security Operations Center (PSOC) played a pivotal supportive role in various critical aspects of community safety. The center, equipped with video surveillance capabilities, contributed significantly to officer safety and video evidence review with 1,606 traffic stops. Additionally, it facilitated law enforcement support with 838 police responses and aided in emergency situations by reviewing 131 fire calls and 146 EMS responses. The PSOC also provided essential support during public events with 152 instances of event standby video surveillance services, ensuring the security of gatherings. Preservation of



cultural heritage was a priority, with 527 historical property checks conducted, demonstrating the PSOC's commitment to safeguarding community assets. Furthermore, the center effectively utilized License Plate Recognition (LPR) technology in 156 instances, aiding investigations and enhancing security measures. The utilization of Briefcam, a video analytics tool, in 17 cases further showcased the PSOC's dedication to employing innovative solutions for operational efficiency. In summary, the PSOC played an integral and multifaceted role in bolstering community security by providing crucial support across a spectrum of activities in 2023.

Throughout the year, significant advancements were made in expanding our surveillance capabilities with the addition of new cameras online. In total, 92 new devices were deployed, comprising a total of 307 new camera views across campus. The most substantial increase occurred in August, with 21 new devices contributing to a substantial 69 new camera views. September also saw a notable boost, as 10 new devices led to the addition of 37 camera views. December rounded off the year impressively with 15 new devices resulting in 45 new camera views. These additions reflect a dedicated effort to enhance our surveillance infrastructure, bolstering our ability to monitor and ensure security in various areas of interest. The steady deployment of new cameras throughout the year underscores our commitment to staying at the forefront of technological advancements in the field of surveillance.

This year, PSOC undertook a comprehensive redesign of our training program to align it with the structure of the police officers' Police Training Officer (PTO) program. This strategic adjustment has significantly improved the efficiency and documentation of our training processes, enhancing the team's overall productivity and reliability. As

a result of the experience and training within PSOC, the unit consistently plays a pivotal role in providing essential leads for criminal investigations. The staff empowers officers to approach traffic collisions armed with the most comprehensive information available, and excels in clarifying and validating the facts of investigations, even when the circumstances may not necessarily constitute a criminal offense. Particularly noteworthy are PSOC's contributions to investigations involving multi-victim property crimes and a serious assault case, where the staff was able to provide invaluable suspect information.

PSOC's commitment to talent development extends to our ongoing partnership with the University Professional Internship and Co-op (UPIC) program, wherein the unit continues to host and mentor interns. In the current year, PSOC had the opportunity to guide and nurture eight interns, with the majority pursuing degrees in Criminal Justice. This immersive experience within CUPD significantly enriches their academic journey and practical knowledge. It's worth highlighting that, similar to previous years, one of our interns secured a position as a police officer, while another, upon her imminent graduation, is poised to embark on a promising law enforcement career. Additionally, in collaboration with the Crime Prevention Unit, the staff actively contributes to providing training to participants in the Public Safety Citizen Academy, imparting valuable insights into our department's functions and responsibilities.

The PSOC is also responsible for the nightly staffing of residential environmental safety monitoring and conducts door security checks and property logging along with reporting of suspicious activity or 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**

In 2023, the Professional Development and Training department at CUPD embarked on a transformative journey marked by subtle shifts in training dynamics. Despite a nominal two percent decrease in total training hours compared to 2022, this decline serves as a reflection of the challenges currently affecting police agencies nationwide in terms of recruitment and retention, impacting investment in professional development. However, this reduction in training hours, upon closer examination, unveils a strategic commitment by the agency to elevate the quality and efficiency of training programs, all while navigating staffing challenges. On a positive note, the department proactively responded to these challenges by notching up the total number of training sessions conducted and attended, surging from 101 in 2022 to an impressive 112 in 2023. This surge serves as a testament to the agency's strategic focus on optimizing the quality and efficiency of training programs, showcasing their commitment to overcoming staffing challenges through skill enhancement initiatives. This upward trend also demonstrates a proactive stance in adapting to the evolving demands of law enforcement. The training landscape in 2023 was enriched with a diverse array of specialized programs aimed at tackling contemporary law enforcement challenges.

Highlights from the 2023 training calendar included notable sessions like the National Alliance on Mental Illness Crisis Intervention Training, a pivotal component in equipping officers with the skills needed to navigate mental health crises effectively. Furthermore, the inclusion

of the Advanced Law Enforcement Rapid Response Training, Active Integrated Response Course emphasized the agency's dedication to staying at the forefront of rapid response tactics and furnishing personnel with advanced strategies for swift and effective responses.

Among the noteworthy additions to the training curriculum were courses such as Field Training Officer, Run, Hide, Fight and Specific Skills Instructor, showcasing a comprehensive approach to skill development. A significant milestone was achieved with the acquisition of a Defensive Tactics and Ground Defense Instructor, bolstering the department's proficiency in physical techniques and proper use of force methods. This underscores their commitment to ensuring officers possess the necessary skills to handle diverse and dynamic situations.

One standout training initiative in 2023 was the Public Safety's Active Shooter Full-Scale exercise, a comprehensive endeavor that involved collaborative efforts with mutual aid agencies such as the Pickens County Sheriff's Office, Anderson County Sheriff's Office, Easley Police, Tri-County Technical Campus Police, State Law Enforcement Division and the Bureau of Alcohol, Tobacco, Firearms, and Explosives. This collaborative endeavor exemplifies an unwavering commitment to readiness and effective response, highlighting the department's dedication to public safety even in challenging scenarios. This exercise also underscored the department's commitment to preparedness and fostered an atmosphere of collaboration. The participation of these agencies in a coordinated effort speaks volumes about the dedication of the broader law enforcement community to ensuring public safety.



## TECHNOLOGY UPDATE

In 2023, Clemson University Public Safety engaged in the research and development of a formal Request for Proposal (RFP) bid process with Clemson University Procurement Services to solicit bids for the upgrade of the current Public Safety communications system. The planned upgrades would convert the current stand-alone repeater sites into a three-site simulcast 800Mhz conventional system supporting three operations channels for CU Public Safety. These channels will serve as the daily operations and primary dispatch channels for CUPD, CUFD and a common operations channel for all CU Public Safety for events and/or incidents. The current inventory of standalone repeaters and tactical channels would remain in place for scaling and redundancy in the event of a significant incident or any other public safety purpose.

After acquiring equipment and initial training and utilization in the fall of 2022, CU Public Safety fully launched its Unmanned Ariel Vehicle program (UAV/Drones) in 2023 conducting event support in the form of static and manned flight overwatch for situational awareness and scene observation. A key component of this program was the partnership with Clemson Computing and Information Technology's Public Safety support team to integrate live camera feeds from the UAV to the Unified Command Post. This resource served to enhance and expand situational awareness for major events by placing live camera coverage in areas that otherwise would not support video observation. The 2023 home football season also brought about the integration of mutual aid partners into the UAV support plans and resulted in each of the seven home games having a dedicated team of UAV pilots and observers to supporting operations.

Physical Security Operations led an initiative in 2022 to acquire and program a new video analytics system. This project resulted in 100 camera views being programmed in 2023 with analytics software, which assists in historical video investigations and reducing labor hours of manually searching video data for information of evidentiary value.

The PSOC staff has taken significant steps to enhance the department's operations and facilities, including:

- Implemented the use of evidence.com to effectively manage evidence generated by our team, streamlining

our processes.

- Improved the physical PSOC facility by installing three additional monitors, enhancing accessibility to critical information.
- Collaborated with Clemson Facilities project managers to specify camera coverage for numerous capital projects, encompassing new building construction, road development and facility renovations both on campus and throughout the state.
- Engaged with the team assembled by the Board of Trustees to design security measures for the Woodland Cemetery redesign and archaeological preservation project.
- Participated in team security assessment visits to various Clemson facilities statewide, resulting in substantial improvements in video surveillance capabilities at these locations.
- Collaborated with Athletics and other campus partners to extend camera coverage to previously underserved areas and enhance existing coverage, encompassing 11 facilities.
- Conducted site visits with TigerOne and A3 to design camera coverage for all university farms at the request of the Dean.
- Expanded camera coverage to under-equipped Clemson facilities in Pendleton, S.C.
- Collaborated with CU Research Park to install and manage a Flock Safety License Plate Reader.

In the second phase of the department's body worn camera upgrade plan that began in 2022, the newest generation body worn cameras fielded by CUPD provide capabilities to conduct live-stream video. CUPD supervisors are capable of accessing the live stream for any currently recording body worn camera and the ability to integrate this feature into Unified Command Post operations was validated during the 2023 home football season and demonstrated great value in gaining real-time understanding of incidents with officers responding.

CUPD finalized the contract renewal for planned fleet camera upgrades that will replace the current prior generation in-car camera systems with the newest generation technology that also supports live streaming. CUPD also executed the acquisition of signal devices for duty sidearm holsters that will automatically trigger the recording sequence on any department body worn camera in range any time a sidearm is drawn from the holster. Both of these systems will be completed and fully implemented in the first quarter of 2024.

# Professional Standards

The Professional Standards Office is responsible for ensuring that CUPD 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 Professional Standards Office also manages the reporting of all "Response to Resistance / Aggression" reports submitted by Clemson University Police Department officers throughout the year, the reporting of all employee-involved vehicle collisions, and the reporting of all vehicle pursuits.

## ACCREDITATION

CUPD was awarded national accreditation on March 26, 2021, by the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA). The purpose of CALEA accreditation is to establish a foundation within public safety agencies that focuses on achieving the best outcomes in the delivery of services. Consistent internal and external review, combined with third-party validation of an agency's policies and procedures, is critical in the delivery of high-quality public safety services and promotes accountability.

Maintenance is an ongoing process in accreditation. CUPD is preparing for its annual review, which will occur in March 2024 and an on-site assessment in December 2024.

## INVESTIGATIONS

Investigations are conducted either at the Sergeant Level, Command Level, or by the Professional Standards Office. The nature of the complaint determines the investigating entity.

Throughout the calendar year of 2023, the Professional Standards Office documented, managed or handled 12 investigations. The number of cases increased from 2022 to 2023.

Depicted in the following table are the number of investigations in 2023, as compared to the number in 2022, and the percentages of the cases that were generated internally, by someone within the police department, and those cases generated externally, by a community member.

PSO INVESTIGATIONS	2022		2023	
<b>Total Cases</b>	<b>2</b>	<b>100%</b>	<b>12</b>	<b>100%</b>
Internally Generated	1	50.0%	7	58.3%
Externally Generated	1	50.0%	5	41.7%

## 2023 Allegations

There were twelve (12) allegations linked to twelve (12) cases in 2023. A closer review of the type of allegations that were investigated during 2023 is depicted in the following table.

ALLEGATION TYPES — 2023	Employees involved in Allegations
Unlawful Arrest	1
Code of Conduct	7
Inappropriate Communication	1
Bias Policing	1
Rudeness	1
Unlawful Search & Seizure	1
<b>Total</b>	<b>12</b>

## 2023 Allegation Findings

A review of the dispositions for the twelve (12) allegations from the cases in 2023 is depicted in the following table.

ALLEGATION DISPOSITIONS — 2023		
Disposition	Count	Percent of Total
Exonerated	0	0%
Not Sustained	2	16.7%
Unfounded	3	25.0%
Sustained	7	58.3%
<b>Total</b>	<b>12</b>	<b>100%</b>

## FAIR AND IMPARTIAL POLICING

Fair and impartial policing is crucial for maintaining trust and confidence in law enforcement within a society and foundational to the overall success and effectiveness of law enforcement. It promotes trust, collaboration, and a sense of justice within communities, contributing to safer and more harmonious societies.

During 2023, there was one reported investigation of potential misconduct related to fair and impartial policing. After completing a thorough investigation, the allegations were unfounded. In 2022, there were no documented allegations of misconduct regarding fair and impartial policing. However, in 2021, there was one investigation involving the allegation of bias-based profiling or discrimination, which was cleared by body camera footage and exonerated.

CUPD conducts annual roll call and in-service training on issues that pertain to Fair and Impartial Policing in accordance with guidelines. All documentation related to the completed training is housed within Professional Development and Training (PD&T). The department continues to add training and build partnerships, like those with the Gantt Multi-Cultural Center, to enhance officer's knowledge and understanding.

RESPONSE TO RESISTANCE

As previously shown, 2023 showed an increase of contacts with members of the community, which resulted in a higher number of response to resistance incidents. Despite the increase, officers are continuously displaying best practices and using lessons learned when taking enforcement action. Professional Development and Training can be credited for their continuous internal training efforts, while including external programs such as Crisis Intervention Training.

Each reported incident, regardless of year, was reviewed by the involved officer's supervisor, division's commander, Professional Standards Division Commander, Deputy Chief of Police and Chief of Police. Upon conclusion, it was determined that each incident involving an officer and citizen encounter was found to be proportionate and objectively reasonable.

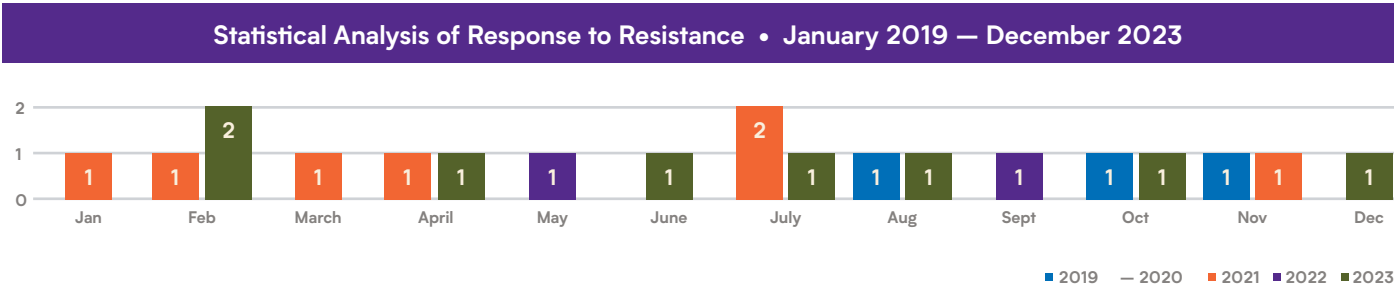
A comparative analysis was conducted using 2019, 2021, 2022 and 2023 data to observe potential trends, identify how to improve the effectiveness and efficiency of our officers, improve training, increase employee safety and provide information for agency management to address resistance to police response issues within the community served by CUPD.

Additionally, CUPD has implemented the requirement that NAMI Crisis Intervention Training (CIT) be afforded to all personnel to provide additional tools to better respond and address incidents involving potential mental health crisis.

Recently, CUPD begun a partnership with the Department of Mental Health. This partnership, along with grant funding, has resulted in the approval to hire two mental health clinicians, which will assist officers during calls for service when some form of mental health crisis is suspected. Most of the initial incidents involving a response to resistance in 2023 involved the subject being under the influence of alcohol or narcotics. Two incidents involved officers responding to falsely reported active threats on campus. The other involved the restraint of a student suffering from a mental break while attempting to receive medical treatment.

Compared to past years, 2023 saw an increase in reported response to resistance organizationally. In total, there were eight response to resistance incidences. None of which resulted in injury to the subject and officer(s) involved. Although 2023 saw an increase, once broken down by individual cases, one can see that the force used was appropriate to the level of resistance being encountered at that time. Due to ongoing training such as EPIC, ABLE and CIT, officers are more equipped to handle situations using de-escalation techniques over physical force. However, there are incidents in which all means of de-escalation were exhausted and physical force was required.

Response to incidents involving "Public Disorderly Conduct" was the leading precursor to an officer using force on a suspect in 2019-2023. In each incident, the suspect was under the influence of an intoxicant or had mental illness. While available data to analyze remained low, it can still be inferred that alcohol use remained a primary and/or secondary factor in citizen encounters where a response to resistance occurred between January 2019 through December 2023.



## VEHICLE PURSUIT

The 2023 Vehicle Pursuit Analysis was prepared from a compilation of the data collected from reports submitted by officers of the Clemson University Police Department (CUPD). The data was analyzed and reviewed independently for each category to determine if any patterns or significant trends exist. In order to identify significant trends, data from 2019 through 2023 was collected and compared.

CUPD participated in one vehicle pursuit in 2020, and one vehicle pursuit in 2021. In 2019, 2022 and 2023 there were no vehicle pursuits documented.

In recent months, during traffic stops, and other encounters, officers have experienced an increase of the following: the operator of the vehicle would initially stop then as the officer attempts first contact, the operator would accelerate away from the officer and flee the scene.

During these documented incidents, officers notified communications of the action and returned to their vehicle. Once in their vehicle, officers turn around and travel in the opposite direction. All of these incidents have been captured on Axon body and in-car cameras, which confirm that officers are adhering to policy and demonstrating that our training and supervision is positively impacting officer performance.

It's important to note that while a "limited pursuit" policy has benefits, law enforcement agencies must also have effective alternative strategies in place to apprehend suspects and maintain public safety. Regular training, evaluation and updates to policies are crucial to ensuring that personnel can adapt to evolving circumstances while minimizing risks.





*Class of 1939*



# CLEMSON UNIVERSITY

ESTABLISHED 1889

## *Administrative Bureau*

The CUPD Administrative Bureau oversees a variety of critical activities and functions within the department. Its central mission is to provide robust business, operational and administrative support to enable the department to serve the community efficiently, effectively and with high quality across all areas. Specifically, the Bureau ensures that the department has the necessary infrastructure and services to provide outstanding public safety and service to the University community. This is achieved by constantly developing creative solutions tailored to achieving the department's specific goals, objectives and desired outcomes.

The Bureau includes a team responsible for the day-to-day administrative operations that the department relies on, including 911 telecommunications, records management, human resources, payroll and specialized administrative support. Bureau staff provide invaluable assistance to the department and to community members. In addition to supporting the department's administrative needs, the Bureau directly serves the needs of the broader community and citizens.

This past year, the Administrative Bureau played a crucial role in assisting the department in reaching key goals and milestones. Some highlights include:

- Ensured all supervisors successfully completed annual performance reviews for their direct reports, with regular check-ins to enhance two-way communication and feedback
- Participated in updating the department's Advancement and Promotion Policy
- Collaborated with the Chief of Police and Human Resource personnel on market adjustments for law enforcement staff

- Helped prepare, plan and execute the department's inaugural Awards and Recognition Ceremony, which was very positively received by staff
- Guided the transition to a new University-adopted travel and reimbursement process
- Enabled the hiring of the department's first part-time telecommunications officers to address staffing gaps
- Partnered with other campus departments to develop improved special events staffing procedures to increase payroll, timekeeping and billing efficiencies
- Supported the department's growing Organizational Citizenship initiative
- Assisted in organizing a hugely successful annual Holiday Party at the Littlejohn Community Center; establishing record-high attendance and participation

In addition, the Bureau oversees numerous other vital services on an ongoing basis. This includes fielding walk-in reports, distributing informational materials, facilitating after-hours payments for towed vehicles and providing a waiting area for guests. Bureau personnel also handle key functions, including human resources, payroll, budget management, recruiting, records maintenance, accreditation compliance, cash handling, data management, quality assurance, research initiatives and special projects.

By skillfully managing essential administrative operations, the Bureau enables CUPD to serve the campus community with excellence around the clock. In an emergency, community members should dial 911. For non-emergency questions or assistance, please call 864-656-2222.

## COMMUNICATIONS, RECORDS AND 911 DISPATCH

The past year yielded significant improvements in the Communications Division to enhance response times and capabilities for the Clemson University Fire Department (CUFD). A critical achievement was implementing a new Computer-Aided Dispatch (CAD) unit recommendation process to expedite dispatching the appropriate emergency apparatus.

The key elements of this new process included:

- Configured the CAD system with updated incident type codes
- Created response cards that map specific incidents to the required CUFD apparatus
- Uploaded custom map layers tailored to CUFD's jurisdiction
- Integrated critical box alarm data into the mapping system to swiftly notify neighboring stations of fire emergencies

Another major milestone was the design and installation of an upgraded radio layout at each Communications workstation. This one-touch radio setup allows for instant transmission of calls to CUFD units and seamless channel changing during emergencies.

On the training front, the entire Communications team completed an intensive three-day Active Shooter Incident Management course and implemented an emergency threat protocol to enable rapid coordinated responses. Moreover, expansion of call-taker positions significantly increased capacity to handle high volumes of non-emergency calls and supported overall operations.

Community outreach efforts underscored our commitment to public education and engagement. Staff conducted

informative presentations explaining 911 dispatch protocols, the types of questions asked on emergency calls and the benefits of smart device apps, including the Rave Guardian safety application available to all Clemson students and employees. Additionally, each team member completed monthly skills training focused on trending 911 issues like customer service, social media use and de-escalating road rage incidents.

The Records Division organized a regional South Carolina Incident Base Reporting System (SCIBRS) training, enabling participation across multiple agencies to reinforce proper incident classification procedures and ensure successful records audit processes. Ongoing attendance at the quarterly SCIBRS information sessions kept the Records staff current on reporting methodology changes and emerging issues. A two-day course on the National Instant Criminal Background Check System equipped the team to accurately evaluate firearms eligibility, based on existing records.

Utilizing available technology created more opportunities to enhance community service. The adoption of the Field Ops mobile data delivery platform pushed real-time CAD alerts to devices used by Command Staff, elevating emergency situational awareness. An online trespass notice dashboard was launched to increase transparency and public access.

Through process refinements, expanded training initiatives and strategic technology implementations, the Communications and Records Divisions realized vital improvements across critical performance areas in 2023. Supporting capabilities and community connections in this manner continues to drive our mission of delivering efficient, effective services with high levels of accountability.





## *Leadership Series*

Originally launched in 2021, the Public Safety Leadership Development Series has become an integral part of the department's ongoing professional development programming. With the expansion of the program in 2022 to include representatives from Clemson University Fire and EMS and Clemson University Emergency Management, the program saw great success in integrating representatives from across the various "first responder" disciplines in CU Public Safety resulting in enhanced collaboration and group learn through the cohort-based model.

The program was expanded again in 2023 to include Clemson University's TigerOne department, with a representative of that team taking part in the program alongside fellow emerging leaders from across CU Public Safety. This program, focused on leadership growth and development for current and aspiring supervisors, immerses participants in a cohort-based model designed to provide shared-experiential learning opportunities. Attendees are accepted based on applications detailing interest and goals for completion of the program.

Seven members of CU Public Safety completed 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 concepts in Public Safety. Participants were paired with members of the senior command staffs of all three first responder oriented Public Safety departments to take part in a formal mentorship program that spanned the second half of the series. The program concluded in October 2023 with participants completing a capstone exercise in incident response and management.

With 2023 marking the completion of the third iteration of the Public Safety Leadership Development Series, leadership from across CU Public Safety has seen the need for staff who have previously completed the program to further enhance their knowledge, skills and abilities and provide for continuous learning opportunities. With this in mind, the program will follow a modified format in 2024, focusing on seminar style sessions throughout the year on varied topics that are applicable to the practical skills needed by formal leaders. The cohort-based model will continue to be a functional part of the CU Public Safety leader development programming for future years.





## **POLICE DEPARTMENT**

*Public Safety*

### **CLEMSON UNIVERSITY POLICE DEPARTMENT**

124 Ravenel Center Place  
Seneca, SC 29678

864-656-2222  
[police@clemson.edu](mailto:police@clemson.edu)

