

**1317.00 SYSTEMWIDE RESPONSE TEAM**

Responsible Officer:	EVP-COO UC Operations
Responsible Office:	Systemwide Community Safety
Issuance Date:	[The date of issuance by the President]
Effective Date:	[The date that the Policy is first enforceable]
Scope:	The policies and procedures contained within constitute a directive for members of the University of California Police Department (UCPD). They were created to provide direction and guidance to the members of the UCPD and provide the framework of coordination for the protection of the population and resources of the University of California.

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I. POLICY SUMMARY

The Systemwide UCPD Systemwide Response Team (SRT) policy guides UCPD's structure and maintenance of a team of sworn personnel readily available to respond when large-scale or high-impact events occur on any university-owned or controlled property. It details the composition and chain of command of the SRT: UC Council of Chiefs, Liaisons, Coordinators, Commanders, Teams and Squads. Other items defined within the policy are SRT Deployment, the selection process, training, equipment, and

the incident command system. The SRT's purpose is to protect life and property, uphold constitutional rights, and maintain safety during major incidents, such as protests, natural disasters, or emergencies, while ensuring lawful activity can continue.

II. POLICY TEXT

MISSION STATEMENT

1317.1 The mission of the University of California Systemwide Response Team Policy is to maintain a team of sworn personnel with the skills and equipment readily available to respond to and:

- (a) Facilitate and protect the Constitutional Rights of all persons.
- (b) Keep the peace and protect life and property.
- (c) Protect lawful activity while identifying and isolating unlawful behavior.
- (d) Provide dignitary protection; Provide training and other assistance when requested and appropriate.
- (e) Assist other law enforcement agencies when mutual aid is requested.
- (f) Assist with unusual occurrences or natural disasters and assist with rescue operations, evacuations, and general law enforcement duties.

COMPOSITION AND CHAIN OF COMMAND OF THE SRT

The composition and chain of command of the SRT shall be as follows:

1317.2 The UC Council of Chiefs. The UC Council of Chiefs is a body consisting of the Chiefs of Police of the ten UC campuses. The Council meets on a regular basis for the purpose of establishing liaisons, reviewing University Police issues, and promulgating policy and procedures through the Office of Employee/Labor Relations. When requirements under the law apply, including HEERA, the UC Council of Chiefs will comply with the provisions to meet and confer with the bargaining unit.

1317.2.1 The SRT Chiefs' Liaison. The Council of Chiefs will appoint a UC Police Chief to serve as Chiefs' SRT Liaison. This SRT Liaison will provide general oversight and accountability to the SRT and will coordinate SRT deployment, regular reporting, program assessment, and liaison with the UC Council of Chiefs on behalf of the SRT. The UC Council of Chiefs will identify an alternate SRT Liaison to act in the absence of the SRT Liaison.

1317.2.2 SRT Regional Coordinators. The SRT Regional Coordinators will be sworn police officers, generally of the rank of Captain or higher, chosen by the Council of Chiefs in consultation with SRT Liaison, who report to the SRT Liaison. The SRT Regional Coordinators may serve as a resource for the Chief of Police or designee from the host UC campus to determine the appropriate deployment of SRT personnel. The

SRT Regional Coordinators may deploy as needed or requested with SRT personnel to serve as a liaison with the Police Incident Management Team of the host campus.

The Regions will be broken down into North and South as follows:

North: UCSF, UCSC, UCB, UCD, UCM

South: UCSB, UCLA, UCI, UCR, UCSD.

The SRT Regional Coordinators are responsible for ensuring training compliance with this policy. Individual training records will be maintained by the individual campus training coordinators/managers and will be made available for review by the SRT Regional Coordinators.

The SRT coordinators will maintain UC-hosted SRT training records including the lesson plans, attendance records, certificates of trainers, etc. The SRT Coordinators will work with the individual team SRT commanders to ensure training records are aligned with this policy. UC SRT lesson plans, attendance records and certification of instructors will be maintained by the Regional Coordinators.

The SRT Regional Coordinators will maintain statewide SRT mutual aid deployment records and can assist the host campus with debriefing and after-action reports, upon request.

The SRT Regional Coordinators are responsible for maintaining the list of required SRT equipment. The SRT Coordinators will work with the SRT liaison so planning and budgetary issues can be addressed.

1317.2.3 SRT Commanders. The SRT Commanders will be sworn police officers, generally of the rank of Lieutenant or higher, who report to the Regional Coordinators.

SRT Commanders may act as liaisons to the host Chief of Police or designee or may be deployed in the field to coordinate tactical deployments of the SRT members. The SRT Commanders are responsible for providing assignments and direction to the SRT members, consistent with the mission provided by the host campus. In the absence of both SRT Regional Coordinators, a Commander(s) may be assigned as acting SRT Regional Coordinator(s).

The SRT Commanders are responsible for ensuring SRT members are properly equipped and trained, proficient with all assigned equipment, and that they maintain their equipment in good working order. SRT Commanders are responsible for maintaining their individual campus SRT equipment records and submitting them to the SRT Regional Coordinators on an annual basis. The SRT Commanders are also responsible for identifying, organizing, and planning team training for all SRT members.

SRT Commanders will serve as mobile field force leaders. A mobile field force will be two or more squads.

1317.2.4 SRT Teams and Squads. The SRT will be deployed in team/squad formations. The squads will generally consist of two sergeants and ten officers; a team will generally consist of a sergeant and five officers. However, based on circumstances, and with consultation of an SRT Commander, personnel may be assigned to other duties to meet operational needs (e.g., grenadiers). A Sergeant or Lieutenant may be the squad leader and report directly to the designated SRT Commander unless temporarily reassigned to another command element. A squad or team leader may also be an Officer in Charge (OIC).

SRT DEPLOYMENT

1317.3 SRT deployment will be in accordance with Systemwide Police Policies and Procedures Chapter 1318: Systemwide Mutual Aid.

1317.3.1 Requests for SRT Deployment.

Requests for SRT deployment should be made by the host Chief of Police or their designee to the Chiefs' SRT Liaison for initial approval. After obtaining approval, the host Chief of Police, or their designee should submit the request to each campus Chief of Police, both SRT Coordinators, and the designated mutual aid coordinator at each campus using the Systemwide Mutual Aid Request Form. In emergency situations, the host Chief of Police, or designee may submit an SRT request without the SRT liaison's approval.

Each campus's designated mutual aid coordinator is responsible for coordinating their campus' response to the request. If a requesting campus does not receive a sufficient response to their request, they may request assistance from the SRT Coordinator for that area (North/South) in facilitating an increased response for the host campus.

If they are unsuccessful, the SRT Chief's Liaison will be notified so a Chief's level meeting can take place to determine a course of action or resolution.

1317.3.2 Supervision and Command. Supervision and command of the SRT is the responsibility of the host campus Chief of Police or designee. Upon arrival to the host campus, the SRT Regional Coordinator or Commander should report directly to the host campus Chief of Police or designee for assignment and instructions.

SRT SELECTION PROCESS

1317.4 It is the desire of the UC Chiefs of Police to organize and staff the SRT with personnel who demonstrate an interest and aptitude in the SRT concept and who have received a minimum of **Meets Performance Expectations** in their last annual evaluation before appointment to SRT. Appointment to the SRT is done through a selection process, and the duration of the appointment is at the discretion of the individual member's Chief of Police. Performance and participation on the SRT shall be reviewed annually. After completing the duration of the appointment, the member may

reapply. The selection process remains a campus responsibility based on a competitive selection process. The criterion for application and selection is set forth in this section.

1317.4.1 SRT Regional Coordinators. The SRT Coordinators will be sworn police officers, generally of the rank of Captain or higher, who are selected by the UC Council of Chiefs. There will be two SRT Coordinators, one from each region (North and South), who serve at the discretion of the UC Council of Chiefs. Interested command officers shall obtain approval from their Chief of Police to be an SRT Coordinator and submit a letter of interest to the SRT Chiefs' Liaison. SRT Coordinators are selected by the UC Council of Chiefs.

1317.4.2 SRT Commanders. The SRT Commanders will be sworn police officers, generally of the rank of Lieutenant or higher. Interested command officers shall submit a letter of interest to their Chief of Police, which upon approval, shall be forwarded to the SRT Chiefs' Liaison for consideration. SRT Commanders are selected by the SRT Chiefs' Liaison with the recommendation of the SRT Coordinator in their region. Generally, there shall be a minimum of six SRT Commanders.

The SRT Commanders will serve at the discretion of the SRT Chiefs' Liaison and the members' campus Chief of Police.

1317.4.3 SRT Sergeants and Officers. The Chief of Police for the SRT members' campus will identify how many members of the department should be assigned to the SRT. SRT candidates will be selected by the SRT members' campus Chief of Police and command staff. Each campus will strive to commit at least 20 percent of their sworn personnel workforce as SRT members.

Each campus will conduct a selection process for the SRT members from the department. The process should include a command-level review of the applicant's qualifications, a supervisory recommendation, and a review of the SRT applicants' performance evaluations.

1317.4.3.1 Minimum Process for Selection of Sergeants and Officers. Applying members should refer to their campus Police Department's selection process which should minimally include:

- (a) Letter of interest to include relevant experience and training
- (b) Supervisor feedback as determined by the Chief of Police
- (c) Completion of probation

1317.4.3.2 Minimum Qualifications of Sergeants and Officers. Minimum qualifications include:

- (a) One year of experience as a police officer with a UC campus police department
- (b) Successful completion of probation
- (c) No sustained findings of excessive/unreasonable use of force in the last 5

years

1317.4.3.3 Review and Selection. Review, selection, and final approval of the team members will rest with the individual campus Chiefs. SRT Sergeants and Officers serve at the discretion of their Campus Chief of Police, the SRT Chiefs' Liaison, and the SRT Regional Coordinator.

1317.4.3.4 SRT Personnel Compensation. The Council of Chiefs has established SRT as a specialty assignment at all campuses owing to members' ongoing specialized training and commitment to respond to system-wide incidents and events. SRT specialty compensation for represented personnel is established through the applicable collective bargaining process. SRT specialty compensation rate for non-represented sworn personnel (i.e., Lieutenants, Captains, Assistant Chiefs, and Chiefs of Police) shall be established, for application uniformly, by the Council of Chiefs and reviewed at least annually by the Council.

TRAINING

1317.5 Training is an essential part of SRT operations and a fundamental responsibility of every member of SRT. All UCPD training, training instructors, and training curriculum shall be approved by the UC Council of Chiefs, SRT Chiefs' Liaison, or Regional Coordinator. All training shall be thoroughly documented.

The UC Council of Chiefs has approved the following training requirements for SRT:

- (a) All SRT Officers and Sergeants shall attend and complete the CHP Basic SRT/MFF course. SRT Lieutenants shall complete Day 1 of the CHP SRT/MFF course for crowd management, intervention, use of force, and team management training.
- (b) All SRT members shall attend and complete the annual CHP recertification course. Recertification courses will be held in Northern and Southern California.
- (c) SRT Coordinators should coordinate periodic co-hosted training with California State University (CSU) Critical Response Unit (CRU) and SRT members to develop and build coordination, communication, and tactics between the teams.
- (d) SRT will develop and submit to POST a one- or two-day UC SRT training course for certification. This course will focus on reinforcing previously learned skills and enhancing critical tactical competencies. Once POST certifies the course, it should be delivered on an annual or biennial basis and made a mandatory requirement for all SRT members.

1317.5.1 Physical Fitness. SRT members should note the importance of staying physically fit. It is reasonable to assume that SRT training or deployments may involve actions such as:

- (a) Running
- (b) Properly executing squad movements or formations

- (c) Standing for long periods of time
- (d) Properly performing various arrest or rescue techniques
- (e) The ability to use or retain duty weapons in a manner consistent with policy
- (f) Maintaining discipline and professionalism in a stressful environment

1317.5.2 Areas of Training. SRT training shall be based on a thorough assessment of the knowledge, skills, and abilities that SRT members need to possess in order to accomplish the missions of SRT. SRT Commanders are responsible for developing training guidelines in the following areas:

- (a) De-Escalation
- (b) Tactical Communication
- (c) Use of Force
- (d) Crowd Management
- (e) Intervention Strategies
- (f) Dignitary Protection
- (g) Incident Command System
- (h) Arrest Techniques
- (i) Authorized Equipment and Tools
- (j) Relevant Case Law
- (k) Command Level and Situational Awareness Training
- (l) Other Contemporary Best Practices

1317.5.3 Approved Lesson Plans. SRT training shall contain a curriculum based on approved lesson plans taught by approved, certified or expert instructors, hourly schedules, learning objectives, and performance-based testing.

1317.5.4 Initial Training Plan. SRT members are required to attend the POST approved CHP initial 24-hour SRT training course within 12 months of joining the team. Additionally, SRT supervisors and managers are required to attend the 8-hour POST approved CHP SRT supervisor/manager course within the same timeframe.

1317.5.5 Annual Training Plan. SRT members are required to attend the mandatory CHP annual SRT recertification course (16 hours) each year. The Regional Coordinator will work with SRT commanders to facilitate this. Additionally, the Regional Coordinators shall set forth an annual training plan which will include regional training with an approved core curriculum each campus must follow.

Each campus should also host annual training to check equipment, review policies, and discuss any key SRT incidents/deployments and to refine teamwork and

communication. The plan and schedule shall be distributed to the SRT Chiefs' Liaison for review.

1317.5.6 Removal for Lack of Attendance. SRT members are required to attend mandatory training and participate in SRT call-outs unless excused by their Chief of Police or SRT Commander. A recommendation to remove an SRT member who has a pattern of absences will be made by the SRT Chiefs' Liaison to the member's campus Chief of Police, who will address the issue.

1317.5.7 Consistent Systemwide Training. SRT Training shall be consistent system-wide, conforming to best practices and POST guidelines related to Crowd Management, Intervention, and Control. Mandatory SRT training for all members should occur as noted in this policy. If an SRT member misses mandatory training days (CHP or regional) within a calendar year, the SRT member may be removed from SRT.

EQUIPMENT

1317.6 The SRT will be supplied with equipment approved by the UC Council of Chiefs. The SRT Chiefs' Liaison, with the assistance of the SRT Coordinators and SRT Commanders, will recommend the equipment to be utilized by the members of the SRT.

The SRT Commanders and Sergeants will ensure that all equipment is inspected and ready for field use prior to deployment of the SRT.

SRT equipment, tools, and their use shall be evaluated at least annually by that campus' SRT sergeant. SRT members are required to train with issued equipment at every scheduled training event, as appropriate. (Appendix B, Proposed List of SRT Standard Equipment.) All training shall be documented by the members' respective departments.

1317.6.1 Issuance of Equipment. SRT Sergeants and officers will use their department-issued equipment, and its deployment will be authorized based on their particular assignment. Replacement equipment or newly issued equipment is purchased by the individual member's department. Each SRT member will be issued:

- (1) Helmet with face shield and 36" baton
- (2) Gas mask with extra filter and mask carrier
- (3) Soft riot armor
- (4) Flex cuffs
- (5) Peltor headset
- (6) Additional equipment as approved (Annex B)

1317.6.2 Deployment of Equipment. SRT personnel shall only use authorized equipment. This includes those items deemed to be military equipment, denoted in Government Code section [7071](#) and approved by the [UC Regents](#). Additionally, SRT

members shall only use equipment they are currently trained on and qualified to use. All training shall be documented.

Deployment of SRT equipment includes, but is not limited to:

(a) **Weapons:**

- (1) Authorized kinetic energy weapons/projectiles
- (2) Authorized chemical agents

(b) **Non-Weapons:**

- (1) Camelbak M.U.L.E. 100oz hydration backpack & Individual First Aid Kit (I.F.A.K.)
- (2) Arrest kits
- (3) Specialized equipment for defeating protestor devices
- (4) Bullhorns/LRAD
- (5) Gloves
- (6) Load Bearing Vest worn over the standard Class C uniform. The vest will include a departmental cloth badge, worn on the front, left side of the chest and a Velcro name tape, black in color, with gold lettering "UC" followed by the officers ID# in gold numbers. To be worn on the front right side of the vest. Affixed to the back of the vest by Velcro shall be the word "Police" in 6" x 11" patch.
- (7) SRT members may utilize the Class C uniform with the same Velcro attached badge, name tape, and "Police" patch as described in (b)(6).

1317.6.3 Discretion of Host Campus Chief. The use of SRT weapons will remain at the discretion of the host campus Chief or designee. Factors outlining deployment conditions, use, or restrictions shall be clearly noted in the Operations Plan. Whenever practicable, the host campus Chief or designee should discuss the use of SRT weapons with SRT Commander(s) before deployment. SRT personnel will not be prevented from carrying and/or using non-SRT weapons that have been issued or approved by their home campus.

INCIDENT COMMAND SYSTEM

1317.7 During an SRT call-out and prior to the team's arrival, the host agency is expected to manage the response to critical incidents using the principles of the Incident Command System. To the extent possible, written operations plans shall be supplied in advance to SRT Commanders by the host campus and written on ICS-compliant forms.

The host campus is responsible for debriefing, developing, and submitting the after-action reports, including a summary of SRT resources used for the event, to the SRT Chiefs' Liaison or Regional Coordinator within thirty days.

Standardized operations plans and after-action reports will be used by all campuses, which should minimally include a summary of the events, significant actions taken, training needs identified, and equipment needs identified with associated costs.

MEDIA RELATIONS

1317.8 Media Relations

All media relations are the responsibility of the Chief of Police of the host campus or their designee in consultation with campus media relations. It is recommended each SRT deployment have a campus-designated public information officer designated to be the point of contact for the media if the need arises.

III. COMPLIANCE / RESPONSIBILITIES

Each Chief of Police has the responsibility to adopt and publish policies and procedures for the assistance and guidance of the members of their individual campus police departments. Policies and Procedures for campus police departments issued by authority of the Chief of Police shall have the same authority as these Policies.

Local regulations, including General and Special Orders, Procedural Memoranda and instructions may be written more restrictively than Policies Applying to University of California Police Department, however they may not be written to supplant or diminish the Policies and Procedures contained within this Systemwide document.

IV. RELATED INFORMATION

Not applicable

V. FREQUENTLY ASKED QUESTIONS

Not applicable

VI. REVISION HISTORY

January 2, 2026: Original policy. This Policy is also reformatted to meet Web Content Accessibility Guidelines (WCAG) 2.0

January 7, 2011: Revised