

# Campus Safety Services

ANNUAL REPORT 2024





## Land acknowledgement

McMaster University recognizes and acknowledges that it is located on the traditional territories of the Mississauga and Haudenosaunee nations, and within the lands protected by the “Dish with One Spoon” wampum agreement.





## Contents

- 4** Message from Campus Safety Services senior leadership
- 5** About the McMaster University community
- 6** About Campus Safety Services
  - Mission
  - About Campus Safety Services
  - Community partners
  - About the team
- 8** Emergency preparedness & notification system
- 8** Communication and the McMaster Safety App
  - Communication and technology
  - McMaster Safety App
- 9** 2024 statistical overview
  - Training & development
    - Mandatory McMaster employee training
    - Canadian Police Knowledge Network & Ontario Police College online training
    - Additional training
  - Incident reporting 2024 vs. 2023





## Message from Campus Safety Services senior leadership



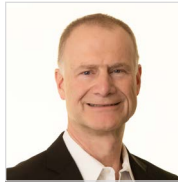
Supporting the students, faculty and staff who work, study, and live in the McMaster community is the top priority for Campus Safety Services. Our campus safety team embodies the University's values like respect, inclusion, trust, integrity, and service in their work and does so in some of the University's highest-risk settings.

In 2024 Campus Safety Services responded to major legislative changes with the introduction of the *Community Safety and Policing Act*, 2019 and became one of the first few universities in Ontario to solidify designation of our special constables. In addition to this, and in working with our campus partners, we saw major reductions in three criminal incident categories as noted in this report.

I am proud of and grateful for the entire Campus Safety Services team for their dedication and commitment to ensure the McMaster campus and McMaster buildings in Hamilton, off the main campus, are a safe and welcoming place for our entire community.

### **Wanda McKenna**

Chief Human Resources Officer and  
Associate Vice-President



As I enter my second year as the Campus Safety Services director, I am incredibly proud of the work our team has done to ensure our campuses and community spaces

remain safe for everyone. It has been through strong relationships, and dedicated service that we all keep our community safe and reflective of a space that is welcoming to all.

On April 1st of 2024, new legislation was introduced that governs the actions of police officers and special constables in Ontario, specifically, The Community Safety and Policing Act, 2019 (CSPA). The CSPA brought sweeping changes, specifically to the area of special constables in terms of the duties they are permitted to perform, accountability, reporting structure, training and development, and how they are appointed. The legislation mandates any employer currently utilizing special constables to become designated by the Ministry of the Solicitor General as a "Special Constable Employer". This designation allows the University to hire, train and seek special constable appointments directly from the Police Service Board of jurisdiction (Hamilton Police Service).

After a lengthy accreditation process, I'm very pleased to announce that McMaster University has been designated a "Special Constable Employer" by the Ministry of the Solicitor General.

This designation was of utmost importance to our community's safety and wellbeing as our special constables can maintain their authority to enforce selected Federal and Provincial Statutes and administer the McMaster Board of Governor's bylaws and regulations.

As we look ahead to next year, we will continue to advance and solidify our strategic plan, with a continued focus on proactive and positive community engagement including additional speaking opportunities, training sessions and meetings with various student groups to share advice, tips, and safety information, in addition to the day-to-day patrols and responses. We are looking forward to sharing our strategic plan with the community which will further our community-centered approach.

I would like to thank our community partners including the Hamilton Police Service, McMaster Students Union, faculty and staff members, and the students, for your collaboration and openness to work together to ensure our community is inclusive and safe. I also want to recognize all members of Campus Safety Services for diligently carrying out their duty to service as we continue our goal of enhancing campus safety and well-being.

### **Ivan L'Ortye, MPA**

Director of Campus Safety Services



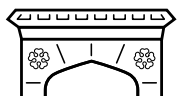
## About the McMaster University community

Building on our rich history, McMaster University is an innovative education and research community committed to discovery and improving the world around us.

McMaster is powered by impactful research, teaching and industry partnerships. Overall, McMaster ranked 30th in the world in this year's Times Higher Education (THE) Impact Rankings, which recognizes the contributions of universities worldwide as they work to make the world a safer, more sustainable place.

McMaster University's primary campus is situated in the west end of Hamilton, surrounded by inviting green spaces, residential living and is part of a vibrant community.

McMaster also includes buildings off-campus in Hamilton that are supported by Campus Safety Services special constables.



**60**

buildings

**300+**

acres on  
multiple  
campuses



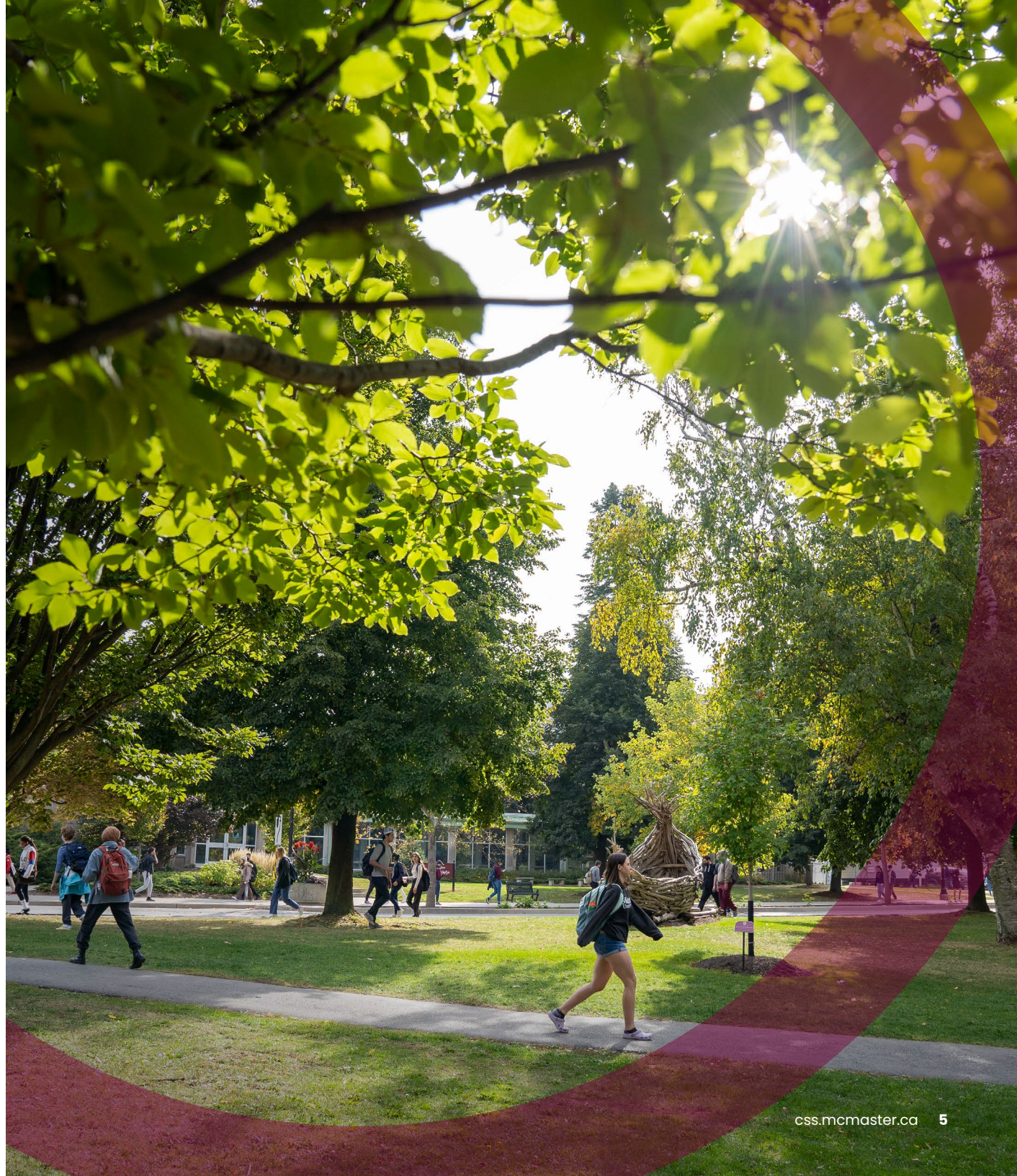
**37,000+**

students

**6K+**



continuing and  
long-term contract  
employees





## Mission

McMaster University Campus Safety Services special constables will protect lives and property on our campus, doing our part to create a safe, secure, and inclusive place to live, work, study, and conduct research.

## About Campus Safety Services

McMaster special constables are sworn peace officers, appointed by the Hamilton Police Services Board under the authority of the Community Safety and Policing Act, 2019. Their appointments endow them with the responsibilities and duties of a special constable and enable them to enforce the Criminal Code of Canada, Controlled Drugs and Substances Act, Federal and Provincial statutes and Municipal By-Laws on the University campus including off-campus university properties in Hamilton. The special constables also administer the McMaster Board of Governors' bylaws and regulations.

The primary responsibility of Campus Safety Services is the overall safety and protection of persons and property within the McMaster community. While this requires great diligence and a commitment to excellence, it also requires a proactive approach that helps to ensure that students, faculty, and staff feel safe, welcomed, valued and respected as individuals.

The team manages community safety for the main campus, all off-campus sites and is supplemented by private contract security services for several off-campus locations. The department's office is located on the 2nd floor of the E.T. Clarke Centre on McMaster University's campus. Campus Safety Services special constables travel in marked vehicles, bicycles and on foot on campus.

### Community partners

Special constables interact on a regular basis with many internal partners including student groups, Student Affairs, Housing and Conference Services, Campus Wellness, University Health and Safety, Facility Services, Parking Services, university faculties and departments, as well as external partners including Hamilton and Halton Police, Hamilton Fire Department and Paramedic Services.

### Hamilton Police Service

The Hamilton Police Service works closely with McMaster Campus Safety Services to investigate serious criminal incidents.

McMaster also continued to invest in the Mac 91/92 program working closely with the Hamilton Police Service to hire paid duty officers to patrol residential neighborhoods surrounding the University to enhance community safety.

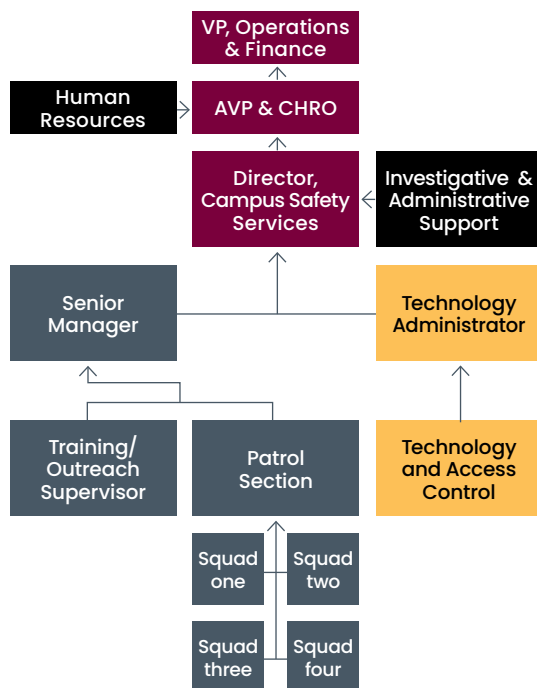
McMaster has a strong partnership with the Hamilton Police Service that is outlined in a formal Memorandum of Understanding (MOU) with the Hamilton Police Service Board (HPSB). McMaster University Campus Safety Services and the Halton Regional Police Service also have an official partnership, allowing the appointment of special constables in the Ron Joyce Centre in Burlington.



## About the team

McMaster Campus Safety Services consists of 34 staff which include 30 sworn peace officers, providing 24/7 support to the University, an administrative support member, and a technology group responsible for local IT infrastructure and access control.

In 2024, Campus Safety Services continued to advance inclusive excellence with a focus on employment equity by fostering equitable hiring processes and training focus. The service has a diverse staff complement reflective of the campus community, which follows leading hiring practices and is fully compliant with the Ontario Human Rights Code. The team works collaboratively with the Equity and Inclusion Office (EIO) on human-rights based approaches to campus safety, which aligns with the recommendations from the Ontario Human Rights Commission (OHRC).







## Emergency preparedness & notification system

McMaster University's emergency notification system consists of outdoor sirens throughout campus and indoor sirens in three high traffic buildings including the Student Centre, David Braley Athletic Centre (DBAC), and the Michael DeGroote Centre for Learning and Discovery (MDCL).

Campus Safety Services has access to an alerting system called Alertus which can interrupt the content on digital screens in campus buildings including residences, libraries, DBAC, and computer labs. Alertus can also be downloaded by any user, free of charge, on departmental and personal computers to receive emergency notifications.

As part of maintaining McMaster's emergency systems, Campus Safety Services team members are trained on the systems, partake in weekly testing, and the systems are fully tested at least twice annually.

## Communication and the McMaster Safety App

### Communication and technology

Assistance phones are located throughout campus and checked weekly to maintain the safety and security of everyone that uses the campus. They include panic buttons and have a supporting LED to indicate an alarm has been sent.

Closed circuit television (CCTV) cameras and swipe access doors accessible by McMaster ID cards are other technological security devices used on campus.

Campus Safety Services connects with the campus community via the website, the campus safety mobile application, social networking, safety seminars, posters, and referrals.

### McMaster Safety App

McMaster Campus Safety Services mobile app, called the McMaster Safety App, provides both important safety alerts and access to campus safety resources. The McMaster Safety App features safety alerts, including campus closures and emergency instructions, a list of contact information for emergency and non-emergency security concerns and ways to report a concern, and support resources and emergency plans.

It is available for free download on the Apple App Store and on Google Play.





## 2024 statistical overview

McMaster Campus Safety Services is a unique department within the University composed of special constables empowered to enforce selected Federal and Provincial statutes under the authority of the Community Safety and Policing Act, 2019 and under an agreement with the Hamilton Police Service Board. Special constables at McMaster Campus Safety Services are required to be in compliance with all mandatory McMaster University training for employees. Campus Safety Services special constables are further required by the Hamilton Police Service Board to report all federal and provincial enforcement actions to the Hamilton Police Service in an expedient manner and to the board annually.

As a requirement of that accountability, McMaster provides this annual report with statistical and evaluative information including, amongst other requirements, enforcement activity.





## Training & development

The following is a summary of the training programs that Campus Safety Services special constables completed in 2024. The unique position of special constables and the associated regulations under the new Community Safety and Policing Act, 2019 requires consistent training and development. Beyond the formal education process, a considerable amount of learning takes place on the job.

In 2024, Campus Safety Services active-duty special constables completed legislated thematic training on human rights and systemic racism, the diverse, multiracial, and multicultural character of Ontario society and the rights and cultures of the First Nation, Inuit, and Metis Peoples. This important training, as prescribed by the Ministry of the Solicitor General was completed years ahead of schedule.

Further training focused in the areas of dealing with persons with mental health and addiction, de-escalation, supervision, and health and safety.

### Mandatory McMaster employee training

All special constables are in full compliance with Privacy, Health & Safety, and AODA training requirements as employees of the University. Attendees in 2024 have significantly decreased from 2023 due to decreased turnover and high compliance rates, effectively fewer individuals have needed to complete the courses. The mandatory McMaster employee training resulted in 86 training sessions.

## Asbestos Awareness Training Fire Safety Training

Ergonomic Awareness Training

**WHIMIS – Core** Violence and Harassment Prevention Training

Health and Safety Orientation Hydrogen Fluoride

**Heat Stress** Tunnel Orientation

Radiation Safety Training

Dispatcher Training

**AODA & Human Rights Code**

Golf Cart Safety

SAFE Training

Primer on Privacy

Slips, Trips and Falls

Due Diligence

Accident Investigation Training





### Canadian Police Knowledge Network & Ontario Police College online training

Campus Safety Services continues to partner with the Canadian Police Knowledge Network (CPKN) and the Ontario Police Video Training Alliance (OPVTA). Courses from CPKN are derived from accredited police training institutions from across Canada including the Ontario Police College in Ontario.

CPKN and OPVTA continue to provide courses in the areas of leadership development, diversity, coaching, senior special constable development, and investigative skills.

Further training with the Office of Equity and Inclusion focusing on anti-racism and case studies from the Ontario Human Rights Tribunal of Ontario are scheduled for 2025.

Hamilton police training	
Training session	2024 attendees
Police Public Interaction Recertification (Formerly Use of Force)	33
First Aid & CPR (HPS)	33
Hamilton Police IPV (Intimate Partner Violence)	4
Crisis Intervention Training (HPS)	5
Coach Officer Training	1
Block Training (HPS)	33
Block Training – McMaster Specific Content (produced locally)	33

Canadian Police Knowledge Network	
Training session	2024 attendees
Acting Supervisor Program	20
Police Ethics and Accountability	9
Using a Trauma Informed Approach	5
Introduction to Trauma Informed Investigations	9
OPVTA Video – De-Escalation	11
Coach Officer Training	1
Crisis Intervention and De-Escalation	11
Critical Incident Stress Management	9
Hybrid and Electric Vehicle Safety for Police	19
Ontario Public-Police Interactions Training Aid	19

Ontario Police College online training	
Training session	2024 attendees
OPC Thematic Training (New in 2024)	30

### Additional training

Campus Safety Services recognizes the importance of ensuring special constables remain committed to training related to mental health, diversity, cultural competency, and sensitivity broadly. With the daily interactions special constables have with our community such courses like Mental Health for First Responders, and Training on Hate Crimes and Incidents for Frontline Officers remains front and center to our training focus.

Mental health focus	
Training session	2024 attendees
Mental Health for First Responders (CPKN)	9
Professor Hippo-on-Campus Mental Health (8 Modules)	3
McMaster – Mental Health Response (Incorporated in McMaster Specific Content of 2021 Block Training)	8
Recognition of Emotionally Disturbed Persons	7
OPVTA Video – Mental Health Apprehensions	12

Training focused on diversity, cultural competence, sensitivity	
Training session	2024 attendees
CPKN course – 2SLGBTQ+	7
Call It Out – eLearning on Racism, Racial Discrimination and Human Rights	11
OPVTA Video – Faith and Diversity	11
Training on Hate Crimes and Incidents for Frontline Officers	24
Autism Spectrum Disorder	6

# Four hundred and sixty-nine

total training sessions



Incident reporting 2024 vs. 2023

See Page 13 for related tables

5,234

A total of 428 less incident reports were filed – an 8% decrease. In 2024, **5,234 incidents were reported** compared to 5,662 in 2023.

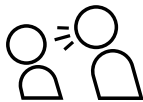
Total reported criminal incidents **decreased by 19%.**

19%



Incident reports of theft & possession of stolen property **down to 195 from 296** the previous year.

Incident reports of harassment/sexual harassment **down to 19 from 29** the previous year.



Incident reports of threatening **down to 10 from 20** the previous year.

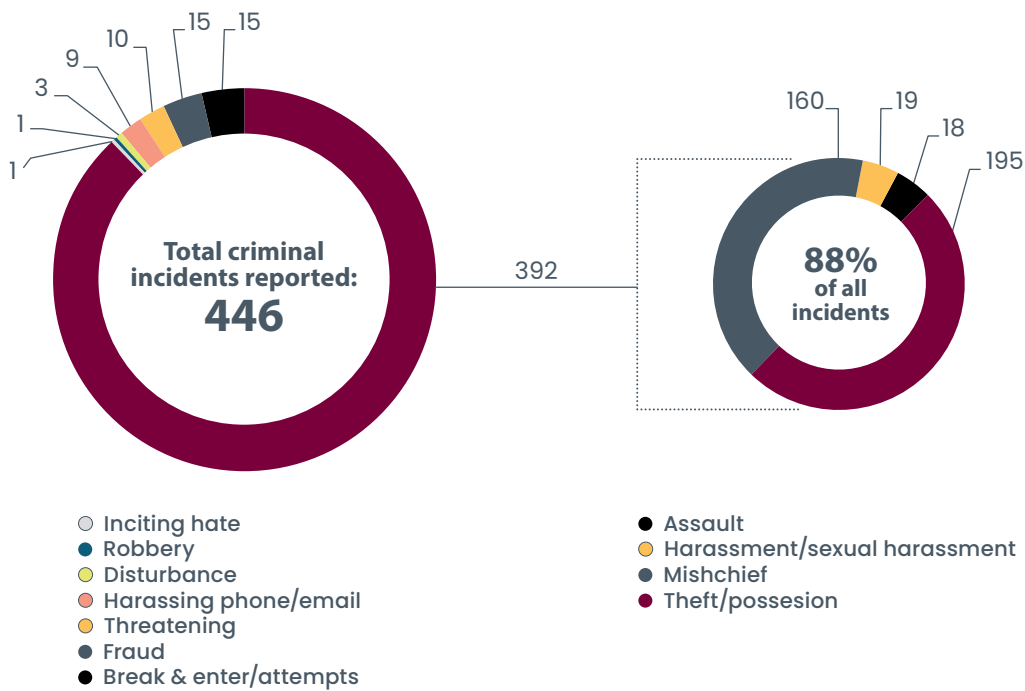
Total criminal incidents

In total, Campus Safety Services saw 446 criminal incidents in 2024. A number of reported incidents occurred in other jurisdictions and involved Campus Safety Services investigators liaising with representatives of several police jurisdictions to assist in evidence gathering and risk mitigation strategies.

Approximately 88% of criminal incidents fall within the following categories:

- Theft/possession: 195**
- Mischief: 160**
- Harassment/sexual harassment: 19**
- Assault: 18**

Total Criminal Incidents 2024



Training and education efforts continue in relation to harassment and sexual harassment. Such incidents in 2024 saw a 34% decrease from 2023, and a 57% decrease since a high of 44 incidents in 2019. McMaster’s Sexual Violence Prevention and Response Office has greatly extended its outreach to students with a video module focusing on consent. This work will continue into 2025.

All departments on campus are committed to being well-versed on policies regarding harassment. As noted in the decreasing outcomes, these departments remain important aspects of creating and supporting a safe environment for the McMaster community.

One hate crime incident was reported which was successfully followed up by the Hamilton Police Service. Three categories, breach of recognizance/probation, obstruct peace officer, sexual assaults had no criminal incidents to report.

Campus Safety Services remain committed to crime prevention initiatives and incident trend analysis will continue into 2025 to identify new opportunities to enhance community safety.



Total criminal incidents since 2015										
Criminal incidents	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Breach of recognizance/probation	1	-	1	1	-	-	4	1	-	-
Obstruct peace officer	1	-	2	1	1	-	-	1	-	-
Sexual assaults	N/A	N/A	-	-	-	-	17	4	4	-
Inciting hate	3	2	3	10	11	3	5	8	-	1
Robbery	1	-	3	-	3	-	-	1	-	1
Disturbance	11	12	22	10	9	3	1	4	4	3
Harassing phone calls and email	8	1	8	6	1	4	8	2	12	9
Threatening	6	5	10	11	16	8	10	22	20	10
Break and enter/attempts	5	17	11	22	15	26	20	19	9	15
Fraud	4	14	21	14	13	15	18	17	14	15
Assault	12	27	29	21	38	23	21	23	10	18
Harassment/sexual harassment	22	27	37	29	44	42	28	35	29	19
Mischief	80	85	100	128	126	133	105	144	155	160
Theft/possession	146	234	258	266	285	100	59	174	296	195
<b>Total (all categories above)</b>	<b>300</b>	<b>424</b>	<b>505</b>	<b>519</b>	<b>562</b>	<b>357</b>	<b>296</b>	<b>455</b>	<b>553</b>	<b>446</b>

Incidents reported for criminal, Provincial, and Federal offences since 2015										
Statutes	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Criminal	300	436	531	557	602	383	296	498	589	446
Provincial	103	209	215	209	195	244	150	151	178	168
Other (CDSA)	86	95	108	108	9	-	-	6	2	1
<b>Total</b>	<b>489</b>	<b>740</b>	<b>854</b>	<b>874</b>	<b>806</b>	<b>627</b>	<b>446</b>	<b>655</b>	<b>769</b>	<b>615</b>

## Summary

In 2024, McMaster University's Campus Safety Services continued to prioritize the safety and security of our campus community. Our team executed a wide range of activities aimed at maintaining a secure environment for students, faculty, staff, and visitors. Some examples included 24/7 campus patrols, medical assistance and transportation, lost and found operations and safety and security reviews. Through these comprehensive efforts, Campus Security Services remains dedicated to creating a secure and supportive environment for everyone on campus.

## Contact

- Phone: (905) 525-9140 Ext. 24281 or (905) 522-4135
- McMaster University campus telephone extension: 88
- McMaster Safety App direct-dial button
- Red assistance poles, located throughout campus, have a 'security' call button
- Elevators on campus have direct-connection phones
- Learn more about Campus Safety Services at: [css.mcmaster.ca](https://css.mcmaster.ca)

Campus Safety  
Services

