San Francisco State University
Audit, Risk and Compliance Committee

February 23, 2017
Agenda

• Introductions and Vision
• 2017 CO Risk Assessment Update
• Campus Claims Update
• Featured Speaker: Mary Ann Begley
  – Discussion Topic: Time, Place & Manner
• Business Continuity Update
• Campus Safety Week, April 17th – 21st
• Residential Housing Safety and Security
• 2017 ARC Committee Meeting Calendar & Wrap Up
Chancellor’s Office Risk Assessment Update
Campus Claim Update
Annex II Fire

- January 24, 2017 Fire in Annex II resulting in damage to fine art objects being prepped for exhibit
  - 41 pieces irreparably damaged
  - 73 objects to be restored
  - Over 1,000 boxes containing art and artifacts undergoing smoke and soot remediation
Workers’ Compensation and Employment Practices Liability Claims are historically our two biggest risk-related cost drivers

- Overview of campus EPL and WC claim trends
  - Data is current as of 12/31/2016

Next Steps:

- Data will be further broken down to present department trends
- Deans and Directors will be presented with the data for review and comment
Employment Practices Liability
Employment Practices Liability

Number of EPL Claims

- 2010: 3
- 2011: 3
- 2012: 5
- 2013: 4
- 2014: 6
- 2015: 2
- 2016: 0
Employment Practices Liability

Claim Costs Incurred

$0  $200,000  $400,000  $600,000  $800,000  $1,000,000  $1,200,000  $1,400,000

Employment Practices Liability

![Bar chart showing the amount paid from 2013 to 2016. The amounts paid are $200,000, $400,000, $600,000, $800,000, $1,000,000, $1,200,000, $1,400,000, and $1,600,000, with a significant increase in 2016.]
Workers’ Compensation
Ergonomic Evaluations

2015 2016
Workers’ Compensation

Work Comp Claims
Frequency

Years: 2015, 2016

- 2015 claims frequency: 110
- 2016 claims frequency: 90
Workers’ Compensation

Work Comp Claims
Severity

$1,500,000
$1,250,000
$1,000,000
$750,000
$500,000

2015 2016
Time, Place & Manner

Inclusive, Educational, Responsive, Empowering
Reconciling Equity & Inclusion with Freedom of Speech
Social injustice exists in our communities, regardless of whether or not they are stated explicitly.

The most important tool we have to combat speech we hate is more speech.

Empowering individuals to engage in dialogue, rather than silencing, is key to advancing justice.
Principled Response to Freedom of Expression Challenges

Our Choices

- Inclusive or protective
- Responsive or reactive
- Educational or emotional
- Empowering or controlling
Dispelling Myths & Misconceptions

Hate Speech, Hate Crimes, True Threat, Heckler’s Veto, Content Restrictions & the Brandenburg Test
Hate Speech

- Speech that offends, threatens, or insults groups based on race, color, religion, national origin, sexual orientation, disability, or other traits

- Hate Speech is still free speech and therefore protected speech
Neutral Restrictions

- Restrictions which are “justified without reference to the content of regulated speech...”.
- Restrictions which limit expression without regard to the content or communicative impact of the message conveyed.
Content Neutrality in Responding to Speech

- Consistent
- Disciplined
- Multipartial
- Reasonable
- Enforceable
Our Current TPM Executive Directive
Application & Enforcement

This is not a student policy. It applies to all community members at SF State as well as any guests and visitors of the University.
Activities on the SF State campuses are permitted during the University’s standard operation hours and may not interfere with or disrupt University business. Activities that are permitted include, but are not limited to, the following examples:

- Interference with classes in session or other scheduled academic, educational, cultural/arts programs or with use of the library;
- Obstruction to the free flow of pedestrian or vehicular traffic;
- Employing unauthorized sound amplification;
- Violating any federal, state, or local safety code, including regulations set by the State Fire Marshal;
- The visual blockage or the physical displacement of performers/programs that have reserved a venue;
- Activities that damage facilities or interfere with necessary facilities maintenance and repair activities or the function of campus utilities (sewer, water, power, etc.); Activities that create substantial unreimbursed cleanup costs;
- Outdoor Lodging/Camping on the campus, at any time, day or night; and
- The erection of any structure(s) on campus without University approval.
Amplification

• Amplified events are routinely scheduled through LEAD to take place in the Malcolm X Plaza Monday through Friday from 12 p.m. – 2 p.m. during the academic year, with the exception of the last week of classes and finals week for each semester. Amplification for any other location and/or time requires special permission through LEAD. Waivers must be requested in writing at least five (5) business days prior to the event unless necessitated by extraordinary circumstances.

• At outdoor events on campus, the amount of amplification is controlled through the use of a sound meter to ensure that sound does not exceed 75 decibels 25 feet from the amplified sound source.
Handbills & Circulars

• No person or persons shall, upon any of the grounds on campus cast, throw, deposit, or distribute any advertising handbills or circulars which contain false, misleading, or illegal advertising.

• Distribution of literature may occur in University outdoor areas as long as pedestrian traffic is not impeded.

• Materials may be posted only on indoor campus bulletin boards not identified for specific purposes or functions and authorization must be obtained from the individual college/school/department within the building.

• Outdoor signs may be posted in appropriate locations as designated by Facilities and Services Enterprises.
Reserving University Venues

- University departments should work directly with the appropriate venue scheduling office regarding reservation requests and/or questions. Departments hosting large campus events should also notify the Director of Special Events.

- All student organization events must be approved by LEAD ten (10) business days prior to the proposed event date. Recognized student organizations should submit reservation requests directly to the appropriate venue scheduling office, but confirmation is not complete until LEAD approval is granted. Student organizations hosting events in a large campus venue will also be required to attend a University partners meeting. During the meeting, all event details will be discussed and based on the event information recommendations will be provided concerning event needs and University expectations.
Reserving University Venues

• All events being hosted by off-campus sponsors must work directly with the Director of Special Events. The Director serves as a liaison between the event sponsor and the University.

• Spontaneous events occasioned by news or issues coming into public knowledge may be held on campus without advance permission so long as they adhere to all University policies and the restrictions outlined above (see section IV). Student organizations and departments are strongly encouraged to work in collaboration with LEAD and UPD to assist with event coordination.
SAEM & A&F Response

• Make necessary Notifications

• Initiate Contact with Leaders
  Determine a Campus Point of Contact
  *(Students- possibly DOS, Faculty & staff- A&F)*
  Initiate a Dialogue
  Assist with Needs
  Establish/Maintain Communications

• Liaison w/ Policy Group & EOC Leaders
  Present Demands/Options
  Return Dialogue
  Work with the EOC to draft & prepare messaging for campus community
Five point engagement protocol

• The following incremental interventions will take place should disruption occur:
  • First instance – Campus Point of Contact will make a verbal request to cease the disruption.
  • Second instance – Campus Point of Contact, accompanied by a University Police Department (UPD) officer, will reiterate the verbal request to cease the disruption and also inform students that failure to comply may result in a charge of Code of Student Conduct violation and possible removal under CA Penal Code Section 403.
  • Third instance – Campus Point of Contact, again accompanied by a UPD officer, will reiterate again the verbal request to cease the disruption and notify them again of potential administrative and/or legal consequences.
  • Fourth instance - Failure to comply will result in removal by UPD and documentation of behavior for referral to Office of Student Conduct or HR (as applicable) for investigation and sanctioning, as warranted.
  • Fifth instance - Continued disruption thereafter may result in arrest/citizen’s arrest.
Business Continuity Update

- Most A&F divisions have completed at least a first draft of their plans.

- Business Continuity Scenario-Based Workshop (late March or early April)
  - Provoke thoughtful discussion around campus-wide common solutions
  - Identify areas for improvement and possible resource allocation
  - Prepare for EOC tabletop exercise hosted by UPD during the week of April 17th

More details to follow shortly
Campus Safety Week
April 17 - 21

• Campus Safety Week – Daily Training Sessions

  • Tentative Training Sessions:
    • First Aid, CPR, AED Training
    • Active Shooter Training
    • Back Safety Training
    • Natural Disaster Preparedness Training

Note: Open to all faculty, staff, and students
Campus Safety Week
April 17 - 21

• Campus Safety Day: Wednesday, April 19th
  • Safety Training and Tabling
  • American Heart Association – Hands Only CPR
  • SFFD – NERT Information
  • Personal Emergency Preparedness Kits
  • UPD Campus Safety

Suggestions for trainings or booths?
Volunteers Needed

Contact Solinna: solinnak@sfsu.edu
Let’s Talk Risk Schedule

March 2, LIB 244 1 pm – 2 pm
Time, Place & Manner
Speakers: Michael Beatty, Mary Ann Begley, Jason Wu

April 6, Location TBD 1 pm – 2 pm
Information Security: Data is Forever, Don’t Give it Away
Speaker: Julianne Tolson

Suggestions?

Contact Solinna: solinnak@sfsu.edu
Residential Housing
Safety & Security
2017 ARC Meeting Schedule

- Wednesday, April 19, 2017
- Wednesday, June 14, 2017
- Wednesday, August 23, 2017
- Wednesday, October 18, 2017
- Wednesday, December 13, 2017