

UNLV

Committee on Campus
Security and Safety



Final Report
November 2024

Table of Contents

Table of Contents	2
Executive Summary	4
Committee Charge	6
Committee Members	6
Introduction	7
Emergency Preparedness and Communication	8
Emergency Management Plans	8
Options for Consideration Chain of Command / Roles	8
Options for Consideration	9
Options for Consideration	9
University Police Services Resources and Staffing	9
Options for Consideration	9
Safety-Related Communications	10
Education and Awareness Strategies	10
Options for Consideration	10
Emergency Notification System	11
Options for Consideration	11
RebelSAFE Mobile Safety App	12
Options for Consideration	12
Facilities and Infrastructure	13
Access Control	13
Locks and Physical Access Infrastructure	13
Options for Consideration	14
Access Control Policies and Procedures	14
Options for Consideration	14
Improper Facility Use	15
Options for Consideration	15
Campus Lighting	15
Options for Consideration	15
Facility Wayfinding and Signage	15
Options for Consideration	16
Security Alarm Systems	16
Options for Consideration Telephony	16
Options for Consideration	16
Video Surveillance	17
Options for Consideration	17
Use of Wheeled Vehicles	17
Options for Consideration	17
Cybersecurity	17
Options for Consideration	18
Workplace Management System	18
Options for Consideration	18
	19
	2

Culture of Safety and Well-being	20
Training Offerings	20
Options for Consideration Training and Resource Awareness	20 21
Options for Consideration	21
Mental Health Support	22
Options for Consideration	22
Conclusion - Moving Forward, Future	23
Appendix	24

Executive Summary

After the events on December 6, 2023 at the University of Nevada, Las Vegas (UNLV), President Keith Whitfield formed a university committee to examine safety for the UNLV community. The UNLV Committee on Campus Safety and Security (CCSS or Committee) included broad representation from across the university. The Committee reviewed the institution's existing security measures and protocols, including physical infrastructure, communications and messaging, and emergency preparedness efforts. Through the review, the Committee found a resilient university community that fosters a culture of safety, and is focused on continued progress in key areas to strengthen our safety mindset and overall sense of safety. Yet additional work is recommended to improve the physical security and mental well-being of our university community.

The Committee formed subcommittees to obtain information from subject matter experts and feedback from the university community through focus groups and surveys. The subcommittees were Infrastructure Improvements, Safety-related Communications, and Training and Protocols. The subcommittees examined the current state of these areas and challenges in order to develop options for consideration. In addition, the Committee provided and responded to general email inquiries through its [website](#).

In June 2024, the Committee presented an [update](#) to President Whitfield that outlined the progress of discussions. The update report detailed the Committee's charge, membership, and the formation of subcommittees focused on infrastructure improvements, training and protocols, and safety-related communications. Key options of consideration at that time included integrating digital signage with emergency notification systems, improving campus lighting, security camera coverage, and enhancing emergency communication strategies. The update report also emphasized the importance of a culture of safety, inclusive training, and clear protocols for facility access and emergency response.

Additional consulting and feedback was deemed necessary. During Fall 2024, the Committee conducted a university [survey](#) to broaden the scope of options for consideration. The survey was complemented through discussions with key university governance groups such as the Faculty Senate, Administrative Faculty Council, Classified Staff Council, and Graduate and Professional Student Association. Over [900 responses](#) provided insights into how many in the university community perceived progress on safety improvements and what additional work may be necessary to strengthen safety. While the survey was not statistically significant, it provided the Committee with a better understanding of perceptions and practical ideas for consideration. The Committee also focused on mental well-being, considering ways that UNLV could create a culture of care and support for its students, faculty, and staff.

Based on the Committee's examination, approximately 75 options for consideration are included which cover the subjects of communication, chain of command, safety infrastructure, training, video surveillance, lighting, and support for mental well-being. In addition, policy and structure changes are also provided that would improve operations and communication within the university. Many of the options will require further analysis by university and external experts. An initial investment and ongoing funding will be necessary for some of the options being presented.

UNLV's commitment to safety is essential for fostering a bright future, where students can thrive in secure environments that enhance their learning, and employees can work more productively in spaces that prioritize their well-being. By encouraging its community to stay connected to one another and investing in safety, UNLV creates a foundation for success and continued growth. It is the Committee's hope that this report will guide ongoing dialogue and action to create the community which UNLV strives to be.

This Report is for informational purposes only and should not be considered legal, regulatory, or professional advice. UNLV assumes no liability for any damages, losses, or injuries resulting from the use or reliance upon this Report, the findings of the Committee or any of the options for consideration contained within the Report. This Report, or information contained therein, does not guarantee the safety and security of UNLV's students, employees, and visitors, each of whom must remain vigilant of their surroundings on campus at all times.

UNLV does not accept responsibility for any errors or omissions in the Report. The order in which the topics and options for consideration are presented in the Report does not imply greater significance or priority to any particular topic or option. Further, the listed order of the options for consideration do not guarantee a particular order in which any applicable funding necessary to implement that option will be earmarked or provided. The presented options for consideration are based upon the Committee's understanding of the various topics and may require adjustments as circumstances change.

Committee Charge

The work of the Committee began with a review of existing security measures and protocols. The Committee explored new safety measures and physical systems. The review and options for consideration focus on our university community (UNLV's Maryland Parkway, Medical District, and Harry Reid Research and Technology Park locations) but also consider the network of local community resources and stakeholders. The evaluations and options for consideration address the following:

- Infrastructure improvements (i.e., alert systems, door locks, video detection systems, and University Police Services' patrol officers).
- Responsibilities in the chain of command (i.e., personnel responsibilities and protocols for supervisors, chairs, deans, and senior leadership)
- Safety-related communications (i.e., messaging that includes timing, source, coordination, and origination of messaging).

Committee Members

A broad cross-section of the university community was included in the makeup of the CCSS to account for a variety of viewpoints and expertise in the security/safety area:

- Maggie Farrell, Committee Chair
- Jennifer McCarthy, Office of the Executive Vice President and Provost
- Heather Ortiz, Communications
- Mark Sakurada, University Police Services (UPD)
- Neil Opfer, Faculty Senate
- Ashley Stone, Administrative Faculty Committee (AFC)
- Bryan Hilbert, President's Advisory Council (PAC)
- Nakia Jackson-Hale, President's Advisory Council (PAC)
- Breann Wickson, Classified Staff Council
- Christopher Forepaugh, Graduate and Professional Student Association (GPSA)
- Alexis Loera, Consolidated Students of UNLV (CSUN)
- Allister Dias, Consolidated Students of UNLV (CSUN)
- Dominic Arellano, Consolidated Students of UNLV (CSUN)
- Musa Pam, Business Affairs
- Shauna Landis, Student Counseling and Psychological Services (CAPS)
- Alicia Rico, World Languages and Cultures
- Ian McDonough, Economics
- Bob Soulliere, Office of Information Technology (OIT)
- Kris Davidson, Vice President for Research Office
- Eddie Gulbenkian, Legal Advisor (Office of General Counsel)

Appreciation to Dr. Starr Hoffman and Flo Benincasa for their assistance on the university survey conducted October 2024.

Introduction

On December 6, 2023, The University of Nevada, Las Vegas (UNLV) experienced an active shooter on its Maryland campus in the Frank and Estella Beam Hall. University Police Services (UPD) issued an alert to shelter in place following a report of shots fired. In addition to tending to the victims, officers worked swiftly to identify and neutralize the suspect. As a result of this tragedy, UNLV lost three faculty members, Professor Cha-Jan (Jerry) Chang, Assistant Professor Patricia Navarro Velez, and Associate Professor Naoko Takemaru. A fourth faculty member, Professor Daraboth “Bot” Rith was critically injured.

Following the tragedy, UNLV President Keith E. Whitfield formed the Committee on Campus Safety and Security (CCSS or the Committee) to examine security measures and make recommendations to improve emergency preparedness and safety for the university community. The Committee complements existing university strategies and the Nevada System of Higher Education (NSHE) Chancellor’s ad hoc Committee on Public Safety.

The Committee met frequently from January through November 2024. Utilizing a subcommittee structure, Committee members focused on emergency preparedness, communications, facility infrastructure, training, and creating a culture of safety and well-being. During the fall semester, the Committee conducted a survey and focus groups that solicited perceptions of safety from university students, faculty, and staff. While the survey is not scientific, it provides deep insights into how our university perceives safety as well as provides a range of ideas for examination.

Committee members reviewed the current state of emergency preparedness and the challenges to achieve many of the ideas provided through the survey and focus groups. Based on the subcommittee work and surveys, the Committee developed a range of options for UNLV to examine. The options for consideration are broad and address the needs of all UNLV’s physical campuses. In some situations, the options are generalized to allow consultation with subject matter experts or protect sensitive information.

The Committee recognizes there are steps UNLV can take to enhance physical security and promote safe practices. The Committee hopes this work will engender more conversations, new or improved protocols, and a community commitment to care and support each other.

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Emergency Preparedness and Communication

Emergency preparedness and communication strategies strengthen the university's ability to respond to crises swiftly and effectively and facilitate a prompt recovery. Preparation involves proactive planning and coordination, while communication is essential to inform the university community of available resources as quickly and accurately as possible.

The Committee supports preparedness efforts that enhance the university's ability to navigate challenges and safeguard the university community.

Emergency Management Plans

UNLV currently has emergency preparedness plans that address different aspects of emergency response:

- UNLV's Emergency Operations Plan (EOP) is reviewed annually and validated every three years by internal and external stakeholders. It provides an outline for how UNLV can protect lives and property in response to an emergency or disaster.
- Integrated Marketing & Branding develops and maintains a Crisis Communication Plan for delivering vital information to the university community during emergencies.
- Various departments have Continuity of Operations Plans (COOPs) that outline how their respective area will continue essential operations during an emergency or disaster.

While some departments have COOPs, others either lack a COOP, have an outdated plan, or cannot access COOPs when needed. Additionally, the university experiences a high turnover rate at the start of each semester, which requires ongoing training and education to ensure all staff are aware, informed, and prepared to enact emergency plans.

Options for Consideration

- Continuity of Operations Plan (COOP)
 - Mandate all departments to update COOPs annually.
 - Include a Crisis Communication Plan detailing a method to contact all employees (e.g., phone numbers) and/or systems to use (e.g., Slack, Google Chat, WhatsApp) in all COOPs. Each area should determine the communication system that works best for their team.
 - Designate UPD's Office of Emergency Management (OEM) as the coordinator to support department COOP development and maintenance.
 - Develop an administrative protocol and system for updating COOPs.
 - Develop a protocol for employees to check-in with managers following an emergency.
 - Designate positions to be responsible for developing and maintaining the department COOP or other emergency responsibilities. Add language to position description questionnaires (PDQs).
- Strengthen lower-level communication protocols within the Crisis Communications Plan to ensure essential and timely information flow to all departments and units.
- Create an emergency preparedness and organizational resilience website as a single reference point to complement emergency planning and awareness of resources.

Chain of Command / Roles

A well-defined chain of command and roles of authority are essential for a coordinated response. It allows for swift decision-making, reduces confusion, and ensures that the right individuals are in charge of critical tasks. The current Emergency Operations Plan (EOP) includes the chain of command and the roles and responsibilities for key stakeholders. This information is kept confidential for security purposes.

University leadership participates in tabletop exercises that simulate emergency situations and includes Federal Emergency Management Agency (FEMA) training on Emergency Operations Center (EOC) best practices. Ongoing technical support through the FEMA National Exercise Program¹ will include additional tabletop exercises through 2025 to aid scenario-based decision making and improve coordination.

The Committee supports building a culture of readiness using lessons learned and incorporating those insights into future planning and continuous improvement.

Options for Consideration

- Examine current roles and responsibilities to ensure appropriate assignments.
- Increase training exercises with individuals who are a part of the university's emergency management plans (e.g., EOP, COOP, Incident Management Team, Crisis Communications).
- Establish applicable expectations for those who do not have a formal role in the emergency management plans, but may have a significant role in response and recovery.

University Police Services Resources and Staffing

University Police Services (UPD) is a visible and responsive service for the university community. In addition to traditional law enforcement services, UPD also provides security and threat assessments and makes recommendations for security and facility improvements. UPD is actively recruiting police officers and staff members who possess a community policing philosophy that aligns with NSHE and UNLV's mission and values. The Committee strongly supports funding to provide the appropriate number of qualified personnel to support the university community. Depending on individual experiences and perceptions, the presence of large groups of UPD officers or security on campus may be unsettling. UPD is committed to community engagement and has asked to be more involved with university groups, meetings, and events to build a sense of comfort with their presence.

Options for Consideration

- Staff UPD Office of Emergency Management adequately to support all NSHE southern institutions.
- Designate sufficient annual funding to support ongoing operational expenses (e.g., training, equipment), including strengthening support for increasing community engagement and outreach efforts.

¹ [FEMA National Exercise Program](#)

- Reinforce relationships between UPD officers and the university community. Strengthen UPD community engagement and perceived approachability through increased participation in campus events (e.g., student orientation, group meetings, meet and greets), decreasing anxiety for those that may be affected by the presence of a large group of uniformed officers.

Safety-Related Communications

Effective communication is crucial to emergency preparedness. Before an emergency occurs, communication raises awareness about safety plans and informs individuals about the actions they should take in various situations. This supports an effective response and successful recovery.

During an emergency and throughout the recovery phase, clear, reliable communication provides essential updates, guidance, and instructions that promote safety.

The Committee supports initiatives to offer clear instructions and consistent messaging that align with emergency preparedness and response efforts.

In an emergency, the university community will receive messaging in the following order:

1. Emergency notification(s) from UPD.
2. UNLV Official and Student Official messages from university leadership.
3. Messaging from division leadership to their respective departments or units.

Education and Awareness Strategies

UNLV uses the [Federal Bureau of Investigation's \(FBI\) 's Run, Hide, Fight strategy](#)² as the foundation to our active shooter protocol. Aligning with this national campaign comes with many benefits, including access to training sessions with [FEMA-certified trainers and alignment with other entities and resources](#).³

While many public and private sector entities have adopted Run, Hide, Fight, we cannot assume that it is common knowledge. Educating the university community about Run, Hide, Fight will cultivate a shared understanding of what to do during an active shooter event.

The Committee supports consistently enhancing methods of communication to include all stakeholders through various media. The messaging from leaders to their respective areas should align with the messaging from university leadership while also providing additional operational information pertaining to their respective areas.

Options for Consideration

- Create a communication strategy for Run, Hide, Fight
 - Include simple definitions that build understanding of what each word could mean in various circumstances (e.g., run = quickly find the nearest exit)

² [FBI Active Shooter Safety Resources](#)

³ [FEMA National Training and Education Division](#)

- Consider inclusiveness in our language and messaging. For example, incorporate ‘Avoid. Barricade. Confront.’ when unable to ‘Run. Hide. Fight.’
- Partner with the local media outlets to develop a strategy for communicating with nearby businesses and community members.
- Enhance the [Office of Information Technology’s existing “status” webpage](#)⁴ to allow faculty, staff, and students to sign-up to receive email notifications about repair work and outages for all university buildings.
- Educate the university community on terminology necessary to understand reporting and security systems. For example, “emergency notification” is a term required by the [Clery Act of the Higher Education Act of 1965](#)⁵ and details the procedure to rapidly communicate in an emergency situation when there is an immediate threat to the health or safety of students or employees occurring on the campus.
- Consideration should be given to an audio/visual system (in consideration of the hearing and visually impaired community) to provide an alert in the event of an active shooter.

Emergency Notification System

UNLV uses a one-way Emergency Notification System (ENS) to broadcast alerts to the university community during emergency situations. The system is continually evolving to meet the university’s ever-changing needs. It is important that changes are communicated so that everyone knows what actions they need to take to ensure they receive alerts. Employees and students must list up-to-date contact information in the Workday platform for employees or the MyUNLV student information system. In spring 2023, Human Resources began including reminders about updating cell phone numbers in Workday as part of open enrollment communications.

Options for Consideration

- Implement a common emergency notification system for all NSHE institutions, increasing awareness of situations for users of different institutions whose campuses are near one another.
- Tailor ENS training to segments or groups of the university community.
- Increase awareness about where individuals will receive emergency notifications (e.g., cell phones, desk phones, computers, etc.).
- Enhance emergency alert messaging with the goal of keeping people informed and reducing individual risk.
 - After the immediate threat has been cleared, tailor messaging to provide prompt, updated information as it becomes available.
- Examine and explore strategies to use ENS to counter misinformation and rumors.
- Integrate emergency messaging into digital signage across the university.
- Explore the use of public address mass notification within interior lobbies and gathering areas.
- Develop a short code text message capability to allow students who may attend a course at a different institution, vendors, visitors, preschool parents, and others to subscribe to receive ENS alerts and messages.

⁴ [UNLV OIT Status Page](#)

⁵ [U.S. Department of Education - Campus Security](#)

RebelSAFE Mobile Safety App

RebelSAFE Alert is the emergency notification system used for incidents that present an imminent threat to life, health, or safety to UNLV students, employees, faculty, and community members. RebelSAFE Alert messages provide emergency information and instructions during an emergency. In the event of an emergency, RebelSAFE Alert will send emails, text messages, post to UPD social media, push notifications to the RebelSAFE Mobile App, and provide audio and visual warnings to computer desktops and VOIP phones, digital advertising kiosks, RebelSAFE Emergency Phones, and UNLV websites. The RebelSAFE mobile safety app is the official safety app of UNLV and is available to every employee, student, and community member. The RebelSAFE app provides direct access to UPD. Its features include requesting safety escorts and receiving emergency notifications about current security situations. The app can also be used to report facility maintenance issues.

Options for Consideration

- Encourage non-degree seeking students and students from other NSHE institutions to download the RebelSAFE app and participate in safety training.
- Build awareness of RebelSAFE and its features through various mediums to reach all members of the university community. Including but not limited to:
 - Digital signage
 - Syllabi
 - Existing university newsletters
 - Direct emails to specific groups
 - Printed Rebel Ready Week materials
 - Orientation and required pre-orientation courses
 - Academic advisors
 - Existing enrollment messaging
 - Existing meetings (e.g., CSUN, GPSA)
- Build awareness that the RebelSAFE app will immediately connect users to UPD rather than the Las Vegas Metropolitan Police Department (LVMPD) which may decrease response times in an emergency.

Facilities and Infrastructure

University infrastructure supports emergency response and campus resilience. The Committee received feedback regarding physical security that covers a wide range of topics such as access control, lighting, wayfinding, security alarm systems, telephone access, and video surveillance.

As the university expands programs, increases student enrollment, and adds faculty, it must strengthen its infrastructure to meet future needs. A key priority is developing a layered system of safety and security that supports the university's mission and ensures the long-term effectiveness of its operations.

Departments across the university are continuously working to improve facility infrastructure. While more work is required, notable initiatives related to safety and security include repairs and improvements to doors, door frames, and locks. On the Maryland campus, light fixtures have been repaired and added. Additional video surveillance equipment has been installed and single-action locking mechanisms have been added to some classrooms, lecture halls, laboratories, and performance spaces. Across the university, there is a need to continue to invest in these measures, understanding that additional resources and contractors will be required to achieve the level of security that is desired.

Access Control

Access control systems help regulate who can enter a university space and when they can enter it. This prevents unauthorized access, reduces crime, improves accountability, and enhances safety. Four different departments manage access:

- Facilities Management
- Division of Student Affairs
- Intercollegiate Athletics
- Kirk Kerkorian School of Medicine

Policies, processes, and protocols for authorizing access to a space(s) and removing access to a space differ from area to area. Generally, employees are issued access credentials (i.e. keys, proximity cards, etc.) through their department upon hiring and return keys upon separation. Access cards are integrated into RebelCard identification cards.

When assigning access, especially to shared spaces such as classrooms and public lobbies, we must balance accessibility with safety and security considerations.

Locks and Physical Access Infrastructure

Physical locks and electronic access control systems play a crucial role in restricting unauthorized entry, protecting valuable equipment, and ensuring that only those with proper credentials can access given areas. UNLV currently uses a variety of access control systems including physical (hard) keys and approximately four disparate electronic access control systems, making it difficult to effectively manage and monitor access.

The Committee strongly supports doors that are able to be secured by users, allow for immediate exit, and are accessible by first responders.

Options for Consideration

- Use single-action lock mechanisms to secure a door from the interior, with the ability for first responders to access spaces with the use of a key, keycard, or code as appropriate.
- Install emergency key boxes (Knox boxes) on the exterior of all buildings that allow first responders to enter buildings through exterior and interior doors. Knox boxes should be connected to an alarm system to prevent tampering/theft.
- Examine the feasibility of consolidating or integrating the disparate access control systems.
- Assess the current access control management software system. Research options for replacement, if necessary.
 - Explore the ability to administer and provide access control credentials for students.

Access Control Policies and Procedures

Facility access is a complex process that requires input from many entities. Currently, the university does not have a policy or protocol that designates an authority for determining building hours or assigning access to specific spaces. A majority of buildings are used by multiple departments with unique needs, which makes determining a single authority and a single access strategy challenging.

The Committee held discussions with various stakeholders and determined that buildings with a designated building manager had more cohesive and efficient access processes and procedures than those that did not.

When employees change departments or leave the university, access is not automatically removed from their RebelCards and/or proximity access cards. This may be a limitation with the current access control management software system(s).

Options for Consideration

- Create and standardize a Key Access Policy,⁶ including consolidation of key request and return processes.
- Form a Facility Access Task Force to create policies and protocols to bolster physical security and limit unauthorized access.
 - Determine a process for assigning vendor access.
 - Determine a process for disabling proximity card and RebelCard access and returning keys during offboarding.
- Assign a building manager / coordinator to oversee access for each building. Define differences in roles of building manager, space manager, and Facilities Management building liaison.

⁶ [KSOM Key Access Policy Example](#)

Improper Facility Use

Unwanted behavior within UNLV buildings by non-affiliated members of the public appears to be increasing. Focus group and survey respondents express increased concern on and surrounding UNLV property.

Options for Consideration

- Create a Facility Use Policy that governs hours of operation, designated public open areas versus private secure spaces, and defines inappropriate behavior (e.g., sleeping, loitering, littering, etc.).
- Consider a visitor management system for non-affiliated community members, with visible credentials to clearly identify legitimate visitors.
- Create an Identification Display Policy requiring all students, faculty, and staff on campus to visibly wear their university identification card at all times to quickly identify individuals on campus, deter unauthorized access, and facilitate response in emergency situations.
- Promote and increase services of UPD's Homeless Outreach Proactive Engagement (HOPE) team to assist unhoused individuals.

Campus Lighting

Consistent and effective lighting of pedestrian areas and walkways guides users through spaces, deters unwanted behavior, and reduces fear of criminal activity. UNLV conducts annual Campus Safety and Lighting walks on the Maryland and Medical District campuses to help identify lighting issues. UNLV Risk Management and Safety (RMS) conducts lighting assessments on areas of concern. Over the last year approximately \$1 million was invested in additional lighting near residence halls, the Paul McDermott Physical Education Complex (MPE), the Marjorie Barrick Museum of Art/Harry Reid Center (MSM-HRC), and the Xeriscape Garden. Facilities Management maintains existing lighting on academic areas of campus. Users can report lighting issues by calling the Facilities Management Help Desk (895-HELP) or through the RebelSAFE app.

Options for Consideration

- Continue to use the annual campus safety and lighting surveys to identify and correct security concerns.
- Increase awareness of the annual campus safety and lighting survey results and physical improvements.
- Develop a routine lighting maintenance and replacement schedule.

Facility Wayfinding and Signage

Appropriate wayfinding promotes a clear understanding of public versus private spaces and helps people to quickly and easily navigate facilities during an emergency. Easy to comprehend, well-marked signage helps people find entrances, exits, and routes of egress. Over the past year, landmark, building, directory kiosks, and directional signs have been installed across the Maryland campus.

The university has implemented initiatives to provide employees with the option to remove information that could compromise personal safety, such as personnel names and office locations, from public display. For example, those with a reserved parking space have the option of having their space identified by a number or identifying characteristic, and departments have the option of removing their office location from online directories.

Select instruction areas do not have signage that informs occupants of their building and room number. This is a challenge when reporting a location in an emergency. In some instances, the signage is outdated and does not align with the most recent building floor plans.

Options for Consideration

- Post standardized signage in all instructional areas that include building and room location, how to contact UPD, how to report a threat, and other critical student-focused safety information.
- Examine adding room signage in non-instructional rooms and offices noting emergency information and room location details to use in reporting situations to UPD.
- Ensure vendors (i.e., alarm company) follow a standard and consistent naming convention that aligns with UNLVs building and room numbers.
- Increase interior signage consistency, specifically room or office numbering that designates easy to be found floor and room number locations for first responders.
- Revise and update signage to align with floor plans of record.

Security Alarm Systems

Security alarm systems provide layers of protection and improve safety by detecting threats early, thus enabling quick responses, and deterring potential criminal activity. Currently, security alarm systems, including duress (panic) alarms are used in many areas of the university. Locations are withheld for security reasons. Departments are responsible for all costs related to use of security alarm systems.

Duress buttons have limitations and are recommended in select cases within appropriate university spaces. Duress button assessments and training are available through UPD.

Options for Consideration

- Create a Physical Security Alarm or Duress Button Policy to standardize security alarm systems across the university to ensure consistent application of systems based on best practices and a consistent naming convention that aligns with UNLV building and room numbers.
- Examine the need for additional security alarm system use on campuses, including the need for additional infrastructure and strengthening of real-time monitoring.

Telephony

Telephones provide accessible, reliable, and real-time communication in times of crisis. Telephones are installed in many classrooms and a majority of offices on our campuses. In addition, there are one hundred thirty-five (135) emergency phones located throughout campus, including near residence halls and pedestrian and vehicle pathways. All university managed telephones, including emergency phones, are integrated with the UNLV Emergency Notification System to receive emergency alerts, warnings, and advisories.

Options for Consideration

- Examine blue light emergency phone locations and install additional emergency phones near pedestrian intersections and areas of pedestrian activity.
- Upgrade and install telephones in classrooms and laboratories used for instruction, mounting them on walls for easy accessibility near a path of egress.

Video Surveillance

Video surveillance deters crime, enables incident response, provides evidence for investigations, and enhances the overall sense of security. Numerous security cameras are located throughout the university, including within parking garages, exterior areas, and buildings. All cameras are installed in plain sight and clearly visible to users. Video surveillance is governed by the [Audio and Video Recording Policy](#).⁷ The Committee on Video Surveillance provides guidance on surveillance-related requests to ensure alignment with the policy.

Video surveillance systems require a layered approach that integrates advanced technologies such as video analytics and security alarm systems, while ensuring seamless coordination, scalability, real-time monitoring, and user privacy protection.

Options for Consideration

- Increase security cameras to provide greater surveillance and investigate security incidents. Prioritization of security cameras should follow UPD designation of high-risk areas, public spaces, and other considerations. UPD will follow privacy guidelines and should consult with building occupants on known issues and concerns to determine final placement.
- Explore the use of video analytics to increase effectiveness of video surveillance that might provide early alert to potential security issues.
- Ensure that the use of video and other security devices include appropriate privacy considerations following Federal and State legal requirements and [UNLV Policy](#).

Use of Wheeled Vehicles

The growing use of electric wheeled recreational vehicles (scooters, skateboards, etc.) mixing with or near pedestrian traffic is seen as an increasing safety issue. Several respondents to the survey expressed concern regarding use and/or speed of electric wheeled vehicles on campuses.

Options for Consideration

- Revise the [Use of Wheeled Conveyance Policy](#)⁸ to limit wheeled vehicles to those approved and/or supported by the Disability Resource Center (DRC).
- Revise the [Use of Wheeled Conveyance Policy](#)⁹ to strengthen pedestrian priority along interior walkways and limit wheeled vehicles to designated thoroughfares.

⁷ [UNLV Audio and Video Recording Policy](#)

⁸ [Use of Wheeled Conveyance on UNLV Property](#)

⁹ [Use of Wheeled Conveyance on UNLV Property](#)

- Create a “Walk Only Zone” around high pedestrian traffic areas, reinforced with signage, appropriate marketing, and guidance to users from UPD.
- Continue initiatives to increase awareness of pedestrian priority.
- Revise and add use guidelines to student orientation, including safety best practices, securing vehicles when not in use, registering vehicles with UPD, and use responsibilities.
- Examine benefits of strengthening vehicle barriers for pedestrian protection to surround main high-traffic pedestrian walkways, including the Alumni Walk and the Academic Mall on the Maryland campus.

Cybersecurity

In today's increasingly interconnected world, the importance of cybersecurity in emergency preparedness cannot be overstated. As UNLV teams rely heavily on technology systems to support daily operations, the need for robust cybersecurity measures is paramount. The Office of Information Technology (OIT) plays a central role in ensuring systems are secure, resilient, and able to withstand potential cyber threats. Effective emergency management plans must incorporate cybersecurity strategies to protect sensitive data, maintain communication, and prevent cyberattacks that could disrupt operations or compromise critical systems.

While cybersecurity is a common talking point, many users are concerned with or unaware of actions to be taken during or following the discovery of a cybersecurity threat or attack. Respondents to the survey requested increased communication on cybersecurity threats, specifically information on protecting personal data.

Options for Consideration

- Increase and strengthen messaging in the existing annual cybersecurity training on actions users should take in the event of a cybersecurity attack, along with appropriate mitigation strategies prior to and following an event.
- Include cybersecurity in all emergency management plans (e.g., EOP, COOP, Incident Management Team, Crisis Communication). Clearly address the role each person plays in preparing for and responding to an attack.

Workplace Management System

A workplace management system can be an important emergency management tool. It provides a centralized platform for tracking resources, personnel, and operational status during a crisis. In emergency situations, it provides the ability to quickly access up-to-date information, including employee locations, critical assets, and operational support. By maintaining real-time data on personnel availability, safety, and response activities, a workplace management system enhances situational awareness, minimizes delays, and supports better decision-making.

Department managers are currently responsible for updating locations for all of their employees in the integrated workplace management system, Archibus Web Central (Archibus). Employees' primary and secondary locations are maintained in Archibus. The information can be used to determine which employees are assigned to a particular area of campus. The location information is also used for building-specific communication from Facilities Management, Planning & Construction, and Risk Management & Safety.

Archibus also includes the floorplans for all university owned and many leased buildings. Processes are in place to update floorplans when there has been a structural or room use change. There are some challenges with this process when the projects are not managed by Planning & Construction or approved by the University Space Committee.

The university currently owns the Archibus Emergency Management module, however it has not been fully implemented due to the lack of human and financial resources to enhance some features of the product.

Options for Consideration

- Examine and strengthen protocols for querying department lists and emergency contact information from Workday and/or Archibus to contact employees in an emergency.
- Require that all university construction projects submit final drawings to Planning & Construction.
- Review the Archibus Emergency Management module to determine its potential use for security needs.
- Examine expansion of the Archibus integrated workplace management system to all NSHE institutions.

Culture of Safety and Well-being

Workplace safety is everyone's right and responsibility. To create a culture of safety, the university community must stay informed and engaged and be mindful of one another's physical and mental well-being.

A key component of creating a culture of safety and well-being is providing faculty, staff, and students with access to resources and training that equips them with the knowledge and skills they need to feel empowered to act in an emergency. It is also important that the university communicates effectively with stakeholders about the availability of resources.

When individuals are equipped with the knowledge, skills, and resources to handle an emergency situation, they are able to make informed decisions to protect themselves and others. Individual university members play a vital role in supporting institutional efforts in preparing and responding to emergencies. Those who are well-prepared are more likely to follow safety-related communications, respond to emergency alerts efficiently, and assist others, contributing to the resilience of the entire community.

Training Offerings

Currently, individual university departments offer diverse training opportunities and resources including, but not limited to:

- Risk Management & Safety (e.g., cardiopulmonary resuscitation (CPR) & automated external defibrillator (AED), chemical hygiene / laboratory safety)
- University Police Services (e.g., self-defense, active assailant)
- Disability Resource Center (e.g., best practices for interacting with and supporting individuals with disabilities)
- Human Resources (e.g., new-hire orientation that includes a comprehensive safety section)

Options for Consideration

- Develop an annual, required safety training for all UNLV employees.
 - Address areas of concern such as Good Samaritan laws.
 - Include information about access and functional needs.
 - Tailor training with information about classroom safety protocols for instructors, with consideration for regular faculty, visiting lecturers, and graduate assistants fulfilling teaching and support roles.
 - Include information about how to create a plan to alert colleagues that one is not safe, for instance using a pre-planned message or signal.
- Develop de-escalation and conflict prevention training for faculty and staff to learn to recognize warning signs, assess situations, manage conflict, and report concerns. The course should include building confidence in how we navigate risk and support the creation of a safe and inclusive learning environment where students feel valued and understood.

- Examine safety training tailored to international students who may be unaware of U.S. resources and culture. Include contact information and what to do in emergency and non-emergency situations.
- Utilize the [FEMA](#)¹⁰ and [State of Nevada Department of Emergency Management's](#)¹¹ (NDEM) free training and resources.

Training and Resource Awareness

The Committee surveyed faculty, staff, and students to assess their awareness of current training opportunities. The Committee received more than nine hundred (900) responses.¹² The results showed that approximately 59% of respondents knew about the training opportunities, however, 75% stated that they were unsure where to find information about available training opportunities and resources.

Information regarding these training opportunities is typically only listed on the respective department's webpage. Therefore, the user must know which department is in charge of the training or browse through websites to locate the information they are looking for.

Options for Consideration

- Create a single resource safety website where all university community members can access support resources and learn how to report any safety or security issue ([example](#)¹³).
- Create a marketing campaign to increase awareness of the safety website.
- Ensure that onboarding processes include information about training resources.
- Build awareness of safety training through various mediums to reach all members of the university community. Including but not limited to:
 - Digital signage
 - Syllabi
 - Existing university newsletters
 - Direct emails to specific groups
 - Printed Rebel Ready Week materials
 - Orientation and required pre-orientation courses
 - Academic advisors
 - Existing enrollment messaging
 - Existing meetings (e.g., Graduate and Professional Student Association)

¹⁰ [Federal Emergency Management Agency Training Resources](#)

¹¹ [Nevada Department of Emergency Management Training Resources](#)

¹² [UNLV CCSS Survey Summary](#)

¹³ [University of Utah #SafeU](#)

Mental Health Support

Mental health support resources for students include programming and training in the areas of outreach and prevention, wellness education, suicide prevention, and more. Clinical services include same-day crisis services, evaluation assessments, counseling, and referrals for additional services.

All employees have access to mental health resources through the Employee Assistance Program (EAP). This service connects individuals with a service provider for up to three free sessions. After the sessions end, the employee has the option to continue services directly with the provider. Fees apply. Employees who participate in the Public Employees Benefits Program (PEBP) have access to counseling and mental health resources through the Member Assistance Program (MAP) and Doctor on Demand. In 2023, UNLV Human Resources added a wellness manager position to their division. This position develops and maintains a comprehensive wellness program for employees.

The university is applying for the [Antiterrorism and Emergency Assistance Program](#) (AEAP)¹⁴ grant to support students and employees.

The university does not currently provide mental health clinical services for employees due to staffing. All counties in Nevada are federally designated as having a mental health care professional shortage. If and when an employee can get an appointment with a mental health care provider they often have to pay out of pocket for services since many mental health providers accept only cash.

Options for Consideration

- Create a reporting portal to increase coordination and strengthen reporting to the Behavioral Intervention Team to connect faculty and staff with mental health support and resources. The reporting portal should be aligned with the Support Team for students, with a single, easy to find and use, point of contact for all university community members.
 - Include reporting portal on any future classroom safety signage.
- Continue support for Mental Health First Aid (MHFA) training for the university community including marketing and messaging campaigns to increase awareness.
- Increase the Student Counseling and Psychological Services (CAPS) program personnel to provide timely appointments to reduce the waiting time for a consultation.
- Examine the existing protocol that first appointments to CAPS resources are scheduled over the phone or in person, which may cause additional anxiety. Consider an online scheduling option for first appointments and inclusion in the RebelSAFE mobile safety app.
- Reduce the stigma associated with mental health programs by decreasing wait times for assistance and providing quicker assistance in emergencies or time-sensitive situations.

¹⁴ [US Department of Justice Antiterrorism and Emergency Assistance Program](#)

Conclusion - Moving Forward, Future

Safety and security are a shared responsibility with all members of the university community contributing to a strong culture of safety. While the availability of resources, both in terms of financial and personnel, may remain an ongoing challenge in implementing many of the options noted by the Committee, there is clear recognition of the long-term benefits for university safety and preparedness. As safety measures and physical security are continually evolving, the Committee encourages the Legislature, NSHE, and UNLV to make strategic investments in safety measures. Security investments must go beyond initial improvements to sustained funding that ensures that technology, training, and equipment is maintained and constantly improved. This long-range investment should be an ever-present focus for our community.

Providing a safe and secure environment enables students to focus on academic pursuits. This also creates a culture of support and care for university faculty and staff. Creating an environment of physical and psychological safety is critical to promote mental health and well-being across our university. UNLV is integral to the Southern Nevada community; it also improves the quality of life for our community. Safety and security impact all aspects of human life. UNLV should continue to focus on ways to create a healthy and productive environment in which every individual is supported and valued.

Acronyms

- AEAP - Antiterrorism and Emergency Assistance Program
- AED - Automated External Defibrillator
- AFC - Administrative Faculty Committee
- CAPS - [Student Counseling and Psychological Services](#)
- CCSS - [Committee on Campus Safety and Security](#)
- CPR - Cardiopulmonary Resuscitation
- COOP - Continuity of Operations Plan
- CSUN - [Consolidated Students of UNLV](#)
- DRC - [Disability Resource Center](#)
- EAP - Employee Assistance Program
- ENS - Emergency Notification System
- EOC - Emergency Operations Center
- EOP - Emergency Operations Plan
- FEMA - [Federal Emergency Management Agency](#)
- FBI - [Federal Bureau of Investigation](#)
- GPSA - [Graduate and Professional Student Association](#)
- HOPE - Homeless Outreach Proactive Engagement
- LVMPD - Las Vegas Metropolitan Police Department
- MAP - Member Assistance Program
- MHFA - Mental Health First Aid
- MSM-HRC - Marjorie Barrick Museum of Art / Harry Reid Center
- MPE - Paul McDermott Physical Education Complex
- NDEM - [Nevada Department of Emergency Management](#)
- NSHE - [Nevada System of Higher Education](#)
- PEBP - [Public Employees Benefits Program](#)
- OEM - [Office of Emergency Management](#)
- OIT - [Office of Information Technology](#)
- PAC - [President's Advisory Council](#)
- PDQ - Position Description Questionnaires
- RMS - [Risk Management and Safety](#)
- UNLV - [University of Nevada, Las Vegas](#)
- UPD - [University Police Services](#)

Appendix

- [CCSS - Safety Training Survey Results](#), May 2024.
- FEMA, 14 Points of Inequity in the Disaster Cycle "[Avoid. Barricade. Confront](#)" Flier.
- UNLV, [Video and Audio Recording Policy](#), April 2021.
- UNLV, [CCSS Survey and Summary Results](#), October 2024.