

#CareNotCops Demands

1. We demand that the University fully fund mental health resources for both University affiliates and the broader community.
 - a. Improved Counseling. The University must invest in the Student Counseling Service to hire more counselors trained in multicultural sensitivity and increase the duration of emergency walk-in hours.
 - i. The University must hire sufficient staff to reduce wait times to no longer than two weeks for all counseling services, specifically psychiatric evaluation.
 - ii. Make all Student Counseling Service policies transparent and publically available.
 - iii. Detailed bios about SCS staff should be made publically available online for students to be able to request specific counselors based on specialization and personal preference after initial intake.
 - iv. The University must redesign the Emergency Walk-in Program of Student Counseling in conjunction with student representatives.
 - v. Fund more working groups for particular student identities, experiences, needs.
 - vi. Create an online appointment scheduling system for appointments.
 - b. End Forced Leaves. The University counselors and administrations must end the practice of forcing students experiencing mental health issues to take leaves of absence as this discourages students from seeking to help.
 - c. Trauma-Informed Intervention. The University must establish a crisis intervention and response team, separate from the University Police Department, to respond to emergency mental health situation. These responders shall be trained specifically in crisis intervention and trauma-informed mediation.
2. We demand greater transparency of the UCPD actions and policies, both voluntarily and as required by law. The UCPD must be subject to the Freedom of Information Act. We demand that the University support the passage of legislation like [HB3932](#) that the University had previously stonewalled.
3. We demand the institution of an Independent Review Committee that acts independently of the University administration. This board should be community-directed, and community-appointed.
 - a. Expansion of Powers. As is, the IRC is responsible only to the Provost's Office. The IRC has the power to make disciplinary recommendation, but such recommendations are not publicly reported nor are they enforceable. We demand the IRC have the power to change the disposition of the complaint, have the

power to determine disciplinary actions, and to determine how officers are disciplined. We further demand that the IRC must publicly release those disciplinary decision.

- b. Member Selection and Appointment. We demand an all-elected Independent Review Committee with real decision-making powers. The composition of the Committee must be representative of the body policed by the UCPD, namely more community members on the IRC and fewer affiliated with UChicago. No more Board of Trustees control of UCPD.
 - c. Transparency. The policies, processes, and functions of the IRC should be made entirely transparent to the public. A log of current and past members of the IRC shall be publicly available and there should transparency on which cases are reviewed, which are not, why those decisions are made, and by whom.
4. We demand the University to reduce the funding and capacity of the world's second largest private police force.
- a. Disarm the UCPD. We demand the immediate disarmament of the University of Chicago Police Department (UCPD). The availability of firearms and tasers has repeatedly led to the excessive use of violence against individuals.
 - b. Reduced Jurisdiction. We demand that the UCPD reduce its jurisdiction as it currently extends well beyond the confines of the University's main campus. Ultimately, we ask the University administration to reduce the funding and capacity of the world's second largest private police force.

UChicago United and UChicago Student Action