

## **MIT Police Department**

John DiFava, Chief of Police, leads the MIT Police Department. Assigned directly under the Chief Deputy Chief Steven DeMarco. The two remaining members of the command staff are Operations Captain, Craig Martin and Administrative Captain, Andrew Turco.

The administrative staff is comprised of Janice A. Barca, Senior Financial Assistant, and Mary Harrington, Senior Administrative Assistant.

The primary mission of the MIT Police is to provide for the safety and security to all members of the MIT community including students, faculty, staff and guests of the Institute. It is the responsibility of the MIT Police to provide a safe and secure environment. In addition, while keeping the main focus on the entire MIT community, department members continue to develop and maintain positive working relationships with other law enforcement agencies and universities through networking and collaboration.

### **Deputy Chief**

Steven J. DeMarco serves as the Deputy Chief of the MIT Police Department. The Deputy Chief is the second-highest rank in the police department and reports directly to the Chief of Police. Steven has three direct reports who include the Captain of the Operations Section, the Captain of the Administrative Section and the Sergeant of Compliance and Accreditation.

Deputy Chief DeMarco has several key leadership roles within the department. He is responsible for leading the police department's mission statement, and fostering the highest level of professional services and safety to the students, faculty, staff and visitors at MIT. He ensures effective coordination to support our internal police department members for their overall wellness, and for continually assessing personnel needs for guidance, training and professional development. He ensures effective coordination and communication with other agencies, internal and external to MIT. He recognizes and addresses perceptions of fear and other community crime concerns by reviewing and discussing crime data to identify emerging trends and patterns in criminal activity. He is answerable for the overall level of public trust and professional reputation of the department, transparency, and being an important facet in solving community challenges.

Administratively, Deputy Chief DeMarco is the department liaison for the Massachusetts Peace Officer Standards and Training (P.O.S.T.) Commission whose mission is "to improve policing and enhance public confidence in law enforcement by implementing a fair process for mandatory certification, discipline, and training for all peace officers in the Commonwealth". Deputy Chief DeMarco is responsible for communicating directly with the POST Commission's two Divisions. The Division of Police Certification, who certify our department law enforcement officers, and POST Division of Police Standards, who has oversight authority of our Internal Affairs investigations regarding certain complaints against our officers.

Deputy Chief DeMarco leads the department team through the process to be an accredited police agency in the Commonwealth of Massachusetts as they work through the certification and accreditation processes set forth by the Massachusetts Police Accreditation Commission.

Lastly, in consultation with the Chief of Police the Deputy Chief has administrative authority reviewing Internal Affairs investigations.

Deputy Chief DeMarco's Committees and Community Services:

- Member of the Community Campus Safety Council through June 30, 2025
- Member of the Evaluation Team to review Co-Response Models, Mental-Health-Related Calls, Community Service Officers for our MIT Community.
- Committee Member for the Working Group on Reimagining Public Safety at MIT.
- [Report of Working Group on Reimagining Public Safety at MIT](#)
- Member Bi-Weekly Police Reform Legislation Working Group.
- Lead the MIT Police Department Working Group Assessing Police Reform Legislation and Department Policy Development.
- Appointed Member of the Cambridge City Manager's Opiate Working Group since April 2018.
- Control Chief for the Greater Boston Critical Incident Stress Management (CISM) Team since 2016.

## **Operations Division**

The Operations Division is composed of the Patrol Division and Special Services. It is headed by Captain Craig Martin.

### **Patrol Division**

The Patrol Division is headed by Captain Craig Martin as the Operations Commander. The Patrol Division is directed by Captain Martin, and assisted by Staff Sergeant David Smith as the Aide to The Operations Commander. The Patrol Division is responsible for providing quality service and a uniformed presence throughout the Institute twenty-four hours a day, seven days a week. All MIT Police personnel are trained to focus on maintaining a safe and secure environment for faculty, students, employees, guests and visitors.

The day-to-day presence of cruiser, motorcycle, bicycle and foot patrols conveys the department's effort to work in partnership with MIT community members to foster a positive experience. This division is responsible for responding to all complaints, institute alarms, medical calls and reports of crime on campus. In addition, the MIT Police Department assists the Cambridge and Massachusetts State Police as necessary in areas adjacent to campus. All law enforcement personnel are first responders and respond to medical emergencies.

The MIT Police substation in E25 is operated on the day and evening shifts until 11:00 PM, seven days a week, except on institute closings or during staffing shortages.

### ***Honor Guard***

MIT Police Department Honor Guard is the MIT Patrol Division's Honor Guard comprised of nine officers who participate in special institute events, invitational events, and local parades. SSgt Smith is the Honor Guard Unit Coordinator.

### ***Detail Office***

The Detail Office administers police details and overtime assignments, under the supervision of SSgt. Smith. This office works with Campus Activities, Conference Services, and other DLCs to accommodate the safety and security needs for all scheduled events. In addition, this office also works closely with the MIT Department of Facilities assigning police details to construction sites for the safety of the public.

### ***Special Services Division***

Detective Sergeant Brian Delaney leads the Special Services Division. Detective Loren Montgomery, Detective Marc Baldner and Detective William King comprise the remainder of the unit. Detective King is assigned to the FBI's Joint Terrorist Task Force in Boston, MA. Detective King was one of the first to be chosen from a university to be a member of this agency. Detective Sgt Delaney reports to Captain Martin. Special Services ensures that there is a detective on call 24 hours a day, seven days a week to assist the patrol division during major incidents.

This unit investigates all felonies, crimes of violence, and crimes of interpersonal violence, which include, but are not limited to rape, domestic violence, robbery, arson, drug offenses and assault and battery. This unit also investigates any incident resulting in a sudden death on campus.

In addition, any member of the MIT community needing assistance navigating and moving forward through the court system can contact this unit. Special Services continues to collaborate with numerous outside agencies to include Local, State, Homeland Security, United States Secret Service, State Department and Federal Law enforcement. Networking and communication with these agencies is extremely beneficial.

Members of this unit continuously enhance their investigative skills by attending specialized training. Some examples include:

- State Certified Sexual Assault Investigators
- Trauma Informed Certified
  - Trained in understanding the dynamics of trauma and its lifelong impact
  - Trained on the neurobiology of trauma and its effects on memory and investigate with this knowledge in mind

- Reid Interview and Technique Certifications
- Background Investigation Certified
- Collection and Preservation of Physical Evidence Certified
- Advanced Crime Scene Training
- Responding to and Investigating Internet Based Threats
- Abuse and Diversion of Prescription Drugs Training

The Special Services Unit maintains the Evidence Room for the department. Evidence is stored and maintained to be ready if it needs to be presented in court.

The Special Services Unit has a detective that acts as the court liaison. This detective handles the multitude interactions between the courts and MIT Police Department.

The Special Services Unit maintains an active membership in several groups. The Cambridge Sexual Assault Response Team (SART), The Boston Area Schools Information Network (BASIN) and The Committee on Sexual Misconduct Prevention and Response (CSMPR).

Some Specific Cases Investigated by the Special Services Division this year include:

***Case #22021357 - Defacing or Destroying Property, Attempt to Commit a Crime***

On July 12, 2022 MIT Patrol Units responded to 70 Pacific Street (NW86) for a larceny in progress. A suspect was reportedly attempting to remove a U-Lock from a bicycle with a length of 2X4 lumber. Upon the arrival of patrol units, the suspect was gone. Using MIT camera footage, Special Services collaborated with the Cambridge Police and identified a suspect. Detective Sergeant Delaney summonsed the suspect for MGL c266, s126A Defacing or Destroying Property and MGL c274, s6 Attempted Larceny.

***Case # 22023513 Larceny Under \$1200***

On August 8, 2022, a bicycle was stolen from the building 16 bike rack. Camera footage revealed a suspect stealing the bike and entering a vehicle, which was registered to an individual from Saugus, MA. Detective Sergeant Delaney and Detective Montgomery went to the home registered owner of the vehicle. It was determined that the registered owner of the vehicle was deceased and the vehicle was being operated by his son. A resident of the house identified the suspect from a screenshot from the video of the theft. The suspect was summonsed to Cambridge District Court for Larceny under \$1200.

***Case # 22032423 - Breaking and Entering Nighttime***

On Wednesday, November 11, 2022 a report was filed relative to a breaking and entering of an office located at building 14E, room 346. Video of the incident revealed that a suspected had entered the office three separate times and committed larcenies from within the office. Detective Montgomery applied for and was granted an arrest warrant for three 3 separate charges of Breaking and Entering Nighttime for a Felony MGL. 266 s. 16.

***Case # 23006863 B&E Nighttime / Destruction of Property***

On March 6, 2023, an individual reported a breaking and entering resulting in property damage at building W92. The main door was found propped open and damage from a discharged fire extinguisher was found within the building. Detective Montgomery observed the break on the Genetec Camera System and obtained an image of the suspect. The suspect was stopped and identified by MIT Police in the days following the incident by Officer Donofrio related to a separate incident. During the stop an image was taken of suspect. Detective Montgomery observed this image and was able to positively identify the suspect from the break in. Charges for B&E Nighttime and Destruction of Property were filed.

**Office of the President**

Sergeant Mary Beth Riley is assigned to the Office of the President. Her primary responsibility is in providing security and protection to the MIT President at on and off campus events. With this security role Sgt. Riley provides all transportation to on and off campus events as well as other obligations of the President.

Along with this responsibility, Sgt. Riley is in charge of arranging and overseeing all VIP and Dignitary visits to campus. In this role, she coordinates all protection related needs including advance site visits with the various state, local and federal agencies; schedules security sweeps; and determines the staffing needs that will need to come from the MIT Police Department.

In addition to these two responsibilities Sgt. Riley also works closely with the Corporation Office to support the monthly Executive Committee Meetings, the four quarterly Corporation Meetings, as well as the 16 Visiting Committee Meetings throughout the year. Sgt Riley is also responsible for coordinating the security needs for all Institute Events as well as other large-scale events held on campus, the most important and time consuming is MIT Commencement.

The Office of the President had a very busy 2022- 2023 academic year. The Institute transitioned from President Reif to President Kornbluth. Sgt Riley was integral in assisting with the transition at Gray House, working closely with the staff to ensure that the appropriate security was in place during this very busy time. In the fall there were several large-scale events held to celebrate President Reif and Sgt. Riley was in charge of the security, the logistics and the police aspect for all of those. In the spring Sgt. Riley worked closely with Institute Events again in order to coordinate the security and transportation needs for President Kornbluth and her family during the four-day Inauguration Celebration. Sgt. Riley spent the spring semester providing security and transportation for President Kornbluth as she embarked on an Institute wide tour of Departments, Labs and Centers.

The 2023 Commencement was in a new format and Sgt Riley worked closely with the staff at Institute Events to support the security needs and logistics of not only MIT Patrol Officers, but the Office of the President. Commencement was spread over three days with several large-scale events. She coordinated with the State Department of Conservation and Recreation to ensure that the appropriate permits were in place,

she worked closely with Allied Universal Security to acquire the metal detectors and additional security staff that was needed to support the events. Sgt Riley worked to secure the assistance of the Massachusetts State Police as well as the Cambridge Police Department including their K9 teams.

This year saw several high-level visits to the Institute. The visitors included but were not limited to, several US Senators, Cabinet Level Secretaries, multiple US Governors, Consulate Generals and foreign Heads of State. These visits all required advance site surveys with the appropriate agencies some of them on multiple occasions.

### **Training and Administration**

Captain Andrew Turco manages the Training Unit, Community Policing Unit, Crime Analysis, and the Administrative Staff. He coordinates with the Training Unit to monitor and post all required and elective Massachusetts State Police training, which includes online in-service training and exams. He also monitors certifications and licensing renewals for sworn staff.

Captain Turco also, in coordination with Suzanne Blake from Emergency Management, created and presented all Active Shooter / Violent Intruder Awareness workshops to MIT community members. In coordination with the Office of the First Year, Captain Turco and Suzanne Blake presented their awareness program to the entire class of first year students during orientation.

Captain Turco also serves on Bias Response Team (BRT). The BRT, comprised from offices across the Institute, meets bi-weekly to discuss responses to bias incidents on campus. This year the BRT has worked through a number of challenging incidents that pitted students sense of belonging with freedom of association. Other incidents challenged the bounds of first amendment freedoms in public spaces and less public spaces.

Captain Turco serve on Police Reform Compliance Committee. This past year he has reviewed and revised department policy to conform with the Peace Officer Standards and Training Commission requirements.

This year the department hosted another uniform sergeant promotional process. Captain Turco coordinated to host an exam and oral assessment center to create a list of viable sergeant candidates.

Captain Turco chairs the MIT Police hiring committee. This year, after reviewing hundreds of applications, the committee was excited to welcome three new officers to the MIT Police Department.

### **Training Unit**

Sergeant Jamie DiGregorio is the department's firearm and training instructor. He oversees the combined training with the Cambridge Police Department for in-service training to include basic first responder and CPR training, legal updates and active shooter. The mandatory training of the MIT nuclear reactor and blood-borne pathogen is a requirement for all police personnel.

This unit also coordinates training in the area of: civil disobedience, command training, first line supervisor training, armorer training, Firearms Instructor and police report writing.

This year the Training Unit enhanced its instructor cadre with the addition of two firearms instructors, two Defensive Tactics Instructors and two First Responder/CPR Instructors. The current complement of instructors is:

- 4 Firearms Instructors
- 4 Defensive Tactics Instructors
- 3 First Responder / CPR Instructors
- 2 A.L.I.C.E. Active Shooter Response Instructors (Training for the MIT Community)

## **Firearms Training**

### ***New Pistol Program:***

The MIT Police Department completed an upgrade for the department service pistol. With the advent of new technology and a shift in training perspective, the upgrade made sense financially and most importantly, enables officers to create a safer environment for the MIT Community. The highlights of the update are:

- Shift to a smaller caliber pistol (from .45 to 9mm)
- Holographic pistol sight to enhance accuracy
- Pistol mounted flashlight to increase officer safety and accuracy

As part of this upgrade, all sworn MIT Police personnel completed 24 hours of training, which included classroom instruction, live fire, night fire, and qualification to the standard set forth by the Massachusetts Police Training Committee (MPTC).

### ***Active Shooter Training for Law Enforcement:***

All sworn members of the MIT Police Department completed refresher training in Active Shooter Response Tactics and Officer Rescue. This training was conducted at a military training facility which allowed officers to train in conditions that are as realistic as possible. Additionally, this training gave officers the opportunity to utilize the upgraded service pistol to gain practical experience as well as confidence in their abilities to the weapon effectively.

### ***ALICE Active Shooter Training for MIT DLCs:***

The “ALICE” model of community based active shooter response training was implemented in 2023. The MIT Police Department conducted 7 training sessions for MIT DLCs during FY2023. In all, 213 MIT faculty, staff and students were trained. It is anticipated that interest in this training will increase as awareness of this offering is increased throughout MIT.

## **Defensive Tactic Training:**

### ***Compliant Handcuffing Training***

The Defensive Tactics Training Unit conducted a training needs assessment of the department and determined that the biggest issue amongst officers and supervisors was compliant hand-cuffing. Through hands on training utilizing role players, officers were re-familiarized with the 6 components of compliant hand-cuffing; immobilize, control, handcuff, search, monitor and transport. Mastery of these technique greatly diminishes the possibility of injury to officer and suspect.

## **First Responder / CPR Training:**

### ***CPR / AED / First Responder Certification***

As required under Massachusetts law, all sworn police officers and dispatchers were re-certified in CPR, use of AEDs and updated on medical intervention techniques of First Responders (Narcan, tourniquets, supplemental oxygen)

## **MPTC Bridge Academy:**

In order to comply with recent Massachusetts regulations pertaining to police officers, MIT has had to send veteran officers through academy level training. The state has developed a “Bridge Academy” that is designed to meet the requirements of the law. Approximately 3,200 officers are affected by this legislation change statewide. At MIT Police, 6 officers were affected, 3 of which graduated in FY2023, 2 have graduated in FY2023 and 1 is on track to graduate in FY2024.

## **MPTC In-Service:**

All MIT Officers by law must complete annual In-Service Training offered by MPTC. This year’s In-Service theme was “Policing Through the Trauma Informed Prism” and included the following topics:

- Legal Updates
- Digital Evidence
- Trauma Informed Policing
- Officer Response to Interpersonal Violence
- Duty to Intervene (Excessive force intervention)
- Hate Crimes
- 212 Degrees: Preventing Officer Crises

## **Community Policing Division**

Sergeant David O’Connor heads the Community Policing Division. Officer Donald Miller, who is assigned to the Graduate Student Community reports to Sgt. O’Connor.



The division offers training and workshops such as Streetwise & Safe, avoiding online scams, and bicycle safety. These trainings take place in labs, classroom, offices, and residence halls and are available upon request in person or virtually using the zoom network.

Sgt. O'Connor, meets weekly with the staff of the Fraternity, Sorority and Independent (FSILG) Office along with community members to promote risk reduction strategies at registered parties and student related events. Sergeant O'Connor attends and speaks at the FSILG President's Council meetings held during the Fall and Spring semesters.

The division has developed a Community Policing Committee of department members; Officers' Darren Deegan, Susan Fuller-DeAmato, Mike Monaco and Dominic Sardo. The Community Policing Committee will be co-sponsoring a Police and Ambulance visit to the MIT Childcare centers and participating in orientation events.

In addition to training, the Community Policing division also provides fingerprinting services for all MIT community members at the MIT Atlas Center.

Sgt. O'Connor participates in monthly safety and security meetings with our Cambridge community partners in the Kendall Square Security Network. Sgt. O'Connor is also responsible for attending the daily crime intelligence briefings conducted by the Boston Police department's Boston Regional Intelligence Center. The MIT Police department is a member of the LEARN network, which is comprised of University Police Department Community Policing Units from across the state who meet monthly to discuss community policing initiatives and outreach programs.

### **Community Policing Office**

Officer Donald Miller is assigned during the evening shift to a satellite office located in the Sydney and Pacific residence hall. He attends meetings and collaborates with graduate student leadership. He also presents safety workshops and programing at residence halls, labs, departments, and child care centers on campus. As part of our department's homeless outreach efforts, Officer Miller addresses the needs and concerns of the residents of the CASPAR shelter.

### **Crime Analysis**

Eliana Kafantis served department's Crime Analyst until December of 2022. Ms. Kafantis fostered relationships with the surrounding area Police Departments by attending virtual meetings with the Boston Regional Intelligence Center (BRIC) and monthly meetings with the Boston Area Schools Intelligence Network (BASIN). Ms. Kafantis created daily crime bulletins for the patrol division which include pertinent crime trends and office safety information.

She continued to hold a large role in the department's compliance with the Clery Act. She reviewed incidents to include in the daily crime log and annual security report submitted to the Department of Education. In addition, she also lent guidance on incidents that requiring Timely Warnings for the MIT community.

Ms. Kafantis also managed the department's social media presence. She worked with the Community Policing Sergeant to find new ways to engage with the MIT community.

Ms. Kafantis left the unit to go to the police academy fulfill her dream of becoming a Cambridge Police Officer. The position is currently vacant and will be posted in the fall of 2023.

## **Compliance & Accreditation**

Sergeant Robert Schroeder serves as the MIT Police Department's Compliance & Accreditation Manager. This position was created in the fall of 2022 with the goal of becoming accredited by the Massachusetts Police Accreditation Commission (MPAC). Sgt. Schroeder reports directly to the Deputy Chief of the department.

Compliance and Accreditation Manager monitors and reviews department policies and procedures to identify areas of potential improvement. Additionally, Sgt. Schroeder verifies that department audits and inspections are conducted and in compliance with department policy.

Sgt. Schroeder is currently involved in three ongoing major projects: First, Sgt. Schroeder works to maintain compliance with standards set forth by the Massachusetts Peace Officer Standards and Training (POST) Commission. Sgt. Schroeder is responsible for updating department leadership on any changes to POST requirements and regulations. Sgt. Schroeder works with leadership to implement any process or policy changes related to these updates along with assisting with the maintenance of officer certification.

Second, Sgt. Schroeder guides the department through the accreditation process at the state level. Additionally, he works to maintain this certification by reviewing standards and ensuring the department compliance. Certification, which requires compliance with 180 MPAC standards, is the first step towards accreditation. These standards include policy and procedure requirements, specific process changes, and infrastructure changes. The department is currently in the self-assessment phase of this process working on compliance with all of these standards.

Third, Sgt. Schroeder serves on the Community Campus Safety Council. This group was created in response to recommendations by the working group charged with interpreting the 2022 report entitled "Reimagining Public Safety at MIT". Sgt. Schroeder assists with implementation of council recommendations, maintains records documenting progress and assesses the implementation.

## **Emergency Management**

MIT Emergency Management (EM) is led by Suzanne Blake, the Director of Emergency Management. MIT EM comprises three functions: Emergency Management, which handles preparedness, response, recovery, mitigation, continuity, and communications (including the MIT Alert program) in the context of emergencies and pre-planned events at MIT; the Background Check Program, which manages the background check process for new-hires, promotions, transfers, and anyone working with minors on campus; and

MIT EMS, MIT's student-run ambulance service. To manage these functions for MIT, the office includes the director (Suzanne Blake), an assistant director (Michelle Carestia) who was newly hired this year, three full time staff members (David Barber, Steve Taddonio, and Andrea Finnin), and one temporary employee.

In addition, MIT EM leads and coordinates the Emergency Operations Center (EOC) team, which activates for complex, long-duration emergencies as well as pre-planned events. The EOC is activated to ensure resource coordination, streamlined communications, and coordination with partners (Cambridge Fire, Cambridge Police, Cambridge Emergency Communications Center, Professional Ambulance, and local and Commonwealth emergency management agencies). The EOC team comprises staff members from several MIT departments to ensure varied expertise is available in an emergency situation. This year, the EOC activated three times for special events: Rafael Reif's Thank You, MIT campus party; the Inauguration celebration and associated events for President Sally Kornbluth; and Commencement, which took place over three days.

Within the Emergency Management function, MIT Emergency Management worked this year to ramp down and then close out remaining COVID-19 policies and procedures as the pandemic reached an endemic phase and MIT returned to near-normal operations. To do this, the Director of MIT Emergency Management coordinated and facilitated meetings of the COVID Decision Team (CDT) and COVID Monitoring Team (CMT), the management structure used throughout the pandemic, and worked with MIT News to manage the MIT Now website and disseminate pertinent communications to the community. Sunsetting the final COVID policies for MIT meant concluding a momentous, historical three-year effort for the Institute with MIT Emergency Management at the helm for the duration.

MIT EM also manages the MIT Alert program, which comprises all the tools, systems, and processes necessary to disseminate messages to the community in an emergency. This includes leading the Emergency Notification Team (ENT), which is activated by MIT Police, led by MIT EM, and rapidly meets during times of emergencies or disruptions on or near campus that may impact the MIT community. This year, the ENT was activated 10 times and disseminated MIT Alerts or advisories to the community for eight different emergencies. In addition, MIT EM leads the Closure Advisory Team (CAT), which meets to formulate recommendations to the Executive Vice President and Treasurer (EVPT) regarding closures for severe weather. This year, MIT EM engaged the CAT for two different winter storms and issued a campus closure for one of the storms.

The Background Check program evolved substantially this year with the decision to expand the program to include all new hires, promotions, and transfers across campus starting on August 14, 2023. The preparation for this transition began early in the year and was led by the Chief of Police, the Director of Emergency Management, and the Background Check Program Administrator in coordination with the Office of the General Counsel and the Office of the Provost. Preparation included evaluating new background check vendors, educating the community on the expansion and background check process, training human resource and administrative officers, and hiring a new employee to support the Background Check Program Administrator.

MIT EMS continued its success this year as one of the premier student-run campus ambulance services in the country. MIT EM worked with the student leaders of the organization to ensure good relationships with partners across campus and externally, manage the organization's finances and contractual agreements, provide critical incident stress debriefing sessions when crews responded to traumatic calls, and coach MIT EMS members in their journey to becoming good leaders and successful EMTs. MIT EM also worked with MIT EMS members to design and acquire a brand new, state-of-the-art ambulance, which will be delivered and go into service in September of 2023. This new ambulance will replace 10-year-old Roxanne, the organization's current ambulance that will enter a well-deserved retirement and become a driver training vehicle. MIT EMS also worked with MIT Police and Pro Ambulance to add an additional vehicle to the fleet: an SUV that serves as quick-response vehicle and can respond to emergencies to provide immediate medical care if the ambulance is occupied on another call during times of high call volume. This "fly car" has helped build coordination with MIT Police on scene and has successfully increased MIT EMS's ability to tend to MIT community members in need of medical assistance.

**John DiFava**  
**Chief of MIT Police**