



# Department of Campus Safety Internal Affairs Investigations Statistical Summary

Commander Mike Holt

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## PURPOSE

The purpose of this directive is to establish a protocol whereby alleged employee misconduct or complaints against employees of the Department of Campus Safety can be investigated with fairness and objectivity. In addition, this directive outlines procedures for the receipt of such complaints and the dissemination of information regarding such complaints to both the DU Community and DCS employees.

The applicable CALEA Standards are 25.1 1-5 and 25.2 1-8.

## DATA

The table below shows Internal Affairs and complaints that were received in 2014, 2015 and 2016. A review of the reported incidents revealed no trends; minor training and officer discipline were used as corrective action.

<b>Complaints &amp; Internal Affairs Investigations</b>			
<i>External</i>	<b>2014</b>	<b>2015</b>	<b>2016</b>
<b>Citizen Complaint</b>	<b>2</b>	<b>3</b>	<b>1</b>
<b>Sustained</b>	<b>0</b>	<b>1</b>	<b>1</b>
<b>Not Sustained</b>	<b>2</b>	<b>2</b>	<b>0</b>
<b>Unfounded</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Exonerated</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Withdrawn</b>	<b>0</b>	<b>0</b>	<b>0</b>
<i>Internal</i>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>
<b>Directed complaint</b>	<b>2</b>	<b>1</b>	<b>3</b>
<b>Sustained</b>	<b>1</b>	<b>0</b>	<b>1</b>
<b>Not Sustained</b>	<b>1</b>	<b>1</b>	<b>2</b>
<b>Unfounded</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Exonerated</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Cancelled</b>	<b>0</b>	<b>0</b>	<b>0</b>

## POLICY REVIEW

The Internal Affairs written directive is reviewed annually by the Commander/Associate Director to identify trends, training and written directive needs for revisions or updates. At the time of review, the written directive is in need of minor updates and revisions to be discussed in the recommendations section.

## PROCEDURE AND PRACTICE REVIEW

The review of the Internal Affairs written directive and statistical review revealed 4 total internal affairs investigations; 1 external and 3 internal. The external complaint was substantiated and resulted in disciplinary action to the employee and additional training. Two of the three internal IA investigations were unsubstantiated; one was substantiated and resulted in additional training for the officer involved. There were no trends discovered as the two substantiated investigations dealt with unrelated complaints (officer behavior and traffic).

## TRAINING REVIEW

Training was conducted regarding proper officer behavior and de-escalation techniques as well as proper use of the patrol vehicles. Ethics training for all staff is ongoing and is conducted on an annual basis.

## CONCLUSIONS

The review of the IA written directive revealed no patterns of improper conduct, significant policy violations or major complaints generated by the community. Outreach by all members of the division is encouraged and supported. This initiative has and will continue to drive complaints and IA investigations in a downward trend.

## RECOMMENDATIONS

Revision of the IA written directive to break out minor complaints and to review the entire document to ensure continued compliance with division and CALEA standards.