Bias Based

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PURPOSE

The purpose of this review is to examine Bias-Based Profiling issues for the University of Denver’s Department of Campus Safety between January 1, 2016 and December 31, 2016. The goal is to identify essential elements which may reveal patterns or trends that could be productive, or identify the need for additional training, equipment and policy modification.

The applicable CALEA standards is: 1.2.8(d)

DATA

<table>
<thead>
<tr>
<th>Biased Based Profiling Complaints</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Traffic Contacts</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Field Contacts</td>
<td>0</td>
<td>0</td>
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</tbody>
</table>

Source: ARMS Software

I have reviewed the ARMS database for bias based profiling complaints in association with self-initiated activity for the calendar year 2016 and have found no reported internal or external complaints for the calendar year 2016. Additionally, I checked with the Office of Equal Opportunity and the Center for Multi-Cultural Excellence and none were reported to those offices during the year 2016. During each of the prior noted years, there were 0 complaints from external sources for bias-based profiling based on self-initiated field and/or traffic contacts.

I reviewed all internal affairs investigations and determined there was one external bias-type complaint made against a CSO Officer. This incident was investigated and finding of “not sustained” was rendered.

In 2014, there were 3 reported internal bias-type complaints. The first two were against one DCS Sergeant in two separate incidents. Both were investigated and determined to be not sustained. The third was against a Sergeant with the Division’s Parking Enforcement. This investigation was conducted by the Office of Equal Opportunity Office and was determined to be not sustained.

There were no reported internal bias-type complaints against DCS employees in 2015.

During 2016, officers initiated or responded to over 65,000 calls for service and/or public contacts. There were no reported bias-based complaints initiated by a citizen.

POLICY REVIEW

All employees of the University of Denver, which includes the Department of Campus Safety are governed by the University’s policy on Discrimination/Equal Opportunity. This policy is also a Written Directive within the Division of Campus Safety. As part of this review, I reviewed the policy/directive and found them to be current.
PROCEDURE AND PRACTICE REVIEW

Review of the procedures and practices indicate that the Department of Campus Safety provides multiple avenues for citizens and staff to make complaints regarding any issue, including bias-based profiling. Complaint notification options include: business cards, walk-in, phone-in, email, web-based and in person. All complaints (including anonymous complaints) are received, documented and thoroughly investigated. Additionally, complaints of bias-based profiling, harassment, or discrimination are sent to the Office of Equal Opportunity for investigation. The Office of Equal Opportunity will impose interim measures for the individual and the community as deemed necessary, conduct a neutral investigation, promote accountability for violations of policies and procedures, and impose other remedies designed to eliminate prohibit conduct prevent its recurrence and address its effects.

TRAINING REVIEW

Cultural awareness along with bias-based profiling prevention training will continue on an annual basis. Newly hired officers will receive this training prior to the officer being released from the field training officer program. Those serving in a non-uniformed capacity receive in-service training from the Center for Multi-Cultural Excellence. All officers will receive annual in-service training on legal updates, ethical behavior as well as on the search and detention of persons through annual PPCT recertification.

CONCLUSIONS

The Department of Campus Safety conducted a thorough review of the department’s written directives, University policies and current practices as they pertain to bias-based profiling. The review determined that the Department was in compliance with all applicable laws and accreditation standards. There were no complaints submitted to the department that pertained to bias based profiling in 2016. Ongoing training and review will continue to support the department’s commitment to Bias Free Policing.