Department of Campus Safety
Internal Affairs Investigations Summary
2019

Commander Mike Holt
February 27, 2019
PURPOSE

The purpose of this report 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 report 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 2016, 2017 and 2018. A review of the reported incidents revealed that the reporting avenue for filing complaints or generating internal affairs investigations is working.

Three external complaints were received; neighbor complained on an officer (sustained), HRE complained regarding officer response (not sustained) and a person was contacted in a building and was trespassed complained about officer response (unfounded).

Three internal affairs investigations were conducted; 1 use of force IA initiated by me (exonerated) and 2 IAs dealing with employee integrity (sustained). There was also an employee dispute that was run through the internal complaint process (not sustained).

<table>
<thead>
<tr>
<th>External Complaints</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Citizen Complaint</td>
<td>1</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>Sustained</td>
<td>1</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Not Sustained</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Unfounded</td>
<td>1</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Exonerated</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Withdrawn</td>
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</table>

<table>
<thead>
<tr>
<th>Internal Complaints</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Directed complaint</td>
<td>3</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>Sustained</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Not Sustained</td>
<td>2</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Unfounded</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Exonerated</td>
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<td>1</td>
</tr>
<tr>
<td>Cancelled</td>
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</table>
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 relating to line supervisors handling minor complaints and revisions to be discussed in the recommendations section.

PROCEDURE AND PRACTICE REVIEW

The procedure and practice of receiving and reviewing/investigating complaints shows that the system is working.

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 internal affairs investigations and complaints revealed one officer that will needed to be monitored as he is mentioned in 2 of the 7 total IAs/complaints. The supervisor is well aware of his behavior and it is listed in his annual performance review.

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. The implementation of the Guardian Tracking software for 2019 will help in documenting, tracking and securing complaints in one place as well as identifying officers who are need of additional training and monitoring.