



Campus Safety Division
Department of Campus Safety
Parking & Transportation Services
Campus Safety Center
2130 S. High St.
Denver, CO 80208
303.871.3215
Fax 303.871.4234

To: University Community
Prepared by: Don Enloe, Director
Subject: Executive Summary - Use of Internal Affairs Complaints 2014
Date: February 9, 2015

As part of the Department's annual review process, a detailed analysis of any Internal Affairs Complaints was completed. Internal Affairs is a component within the Division of Campus Safety responsible for investigating allegations of employee activity that is in violation of policies, procedures, and/or directives of the Division of Campus Safety; policies and procedures of the University of Denver; policies and procedures and/or the laws of the State of Colorado or the United States.

An in-depth analysis was conducted on all complaints received in calendar year 2014. During this time period the Department received four (4) complaints regarding officer conduct.

These four complaints consisted of two complaints from the public; both of these incidents were investigated by Campus Safety command staff personnel. In both cases the officers' actions were found to have conducted themselves properly. There were also two internal complaints; one was investigated by Campus Safety Command staff and the other was forwarded to the University Title IX Office for investigation.

The internal complaint investigated by Campus Safety resulted in a finding of improper conduct leading to disciplinary action being taken against the officer involved. The other incident, referred to the Title IX office is still an open investigation; therefore there are no findings at this time.

The Director, Commander of Protective Services and the Patrol Lieutenant met and reviewed these incidents and determined that no changes are necessary to the Department's Written Directives or training program.

The Department strives for improvement through proper recruiting and hiring, personnel development, training and responsiveness to citizens in order to provide effective and efficient service to all.

If you wish to file a complaint, you can do so in two ways:

1. Informal complaints can be filed by calling the Commander of Patrol Services at 303.871.2139. Informal complaints are generally minor in nature. The Commander of Patrol Services may determine, based on the information you've provided, that the complaint you've submitted is of a nature that requires a formal complaint. In that situation, the Commander will initiate an investigation on your behalf.
2. Formal complaints can be filed by filling out the online complaint form. Formal complaints are generally used for serious misconduct on the part of a Campus Safety Employee. As part of our initiatives, community members are encouraged to report any complaints or concerns using the new online form available at <http://www.du.edu/campussafety/complaints/index.html>.

To: Don Enloe, Director of Campus Safety

From: Michael Holt, Commander Associate Director

Date: January 23, 2015

Subject: Annual Statistical Summary of Internal Affairs Complaints

The Division of Campus Safety at the University of Denver conducts an annual statistical summary of the investigations conducted throughout the year. Below is the 2014 Annual Statistical Internal Affairs

Summary:

COMPLAINTS AND INTERNAL AFFAIRS INVESTIGATIONS				
	2014	2015	2016	2017
EXTERNAL – Public Complaints	2			
OUTCOMES:				
Proper Conduct	2			
Improper Conduct				
Insufficient Evidence				
Unfounded				
INTERNAL – University Complaints	2*			
OUTCOMES:				
Proper Conduct				
Improper Conduct	1			
Insufficient Evidence				
Unfounded				
TOTAL COMPLAINTS	4*			

*Title IX is currently investigating one case involving racial profiling and there has been no determination on conduct.

Disseminated

cc: All University of Denver Staff, Faculty & Students (via internet posting)