



2020

Department of Campus Safety
Bias Based Profiling Report

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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, 2019 and December 31, 2019. 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

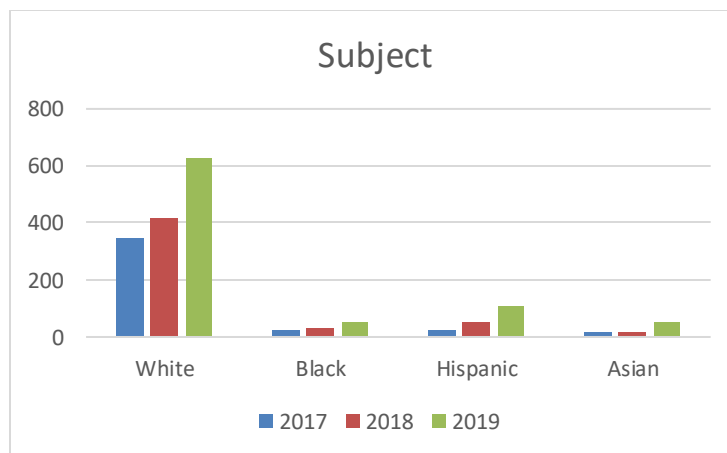
Biased Based Profiling Complaints			
Complaints from:	2017	2018	2019
Traffic Contacts	0	0	0
Field Contacts	0	0	0
Other	0	2	0

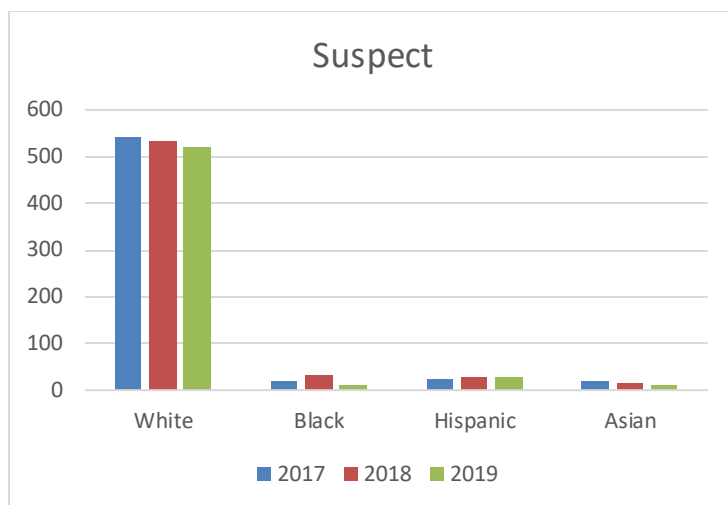
Source: ARMS Software/IEE/DEO

I have reviewed the ARMS database for bias based profiling complaints in association with self-initiated activity for the calendar year 2019 and have found no reported internal or external complaints for the calendar year 2019. Additionally, I checked with the Office of Diversity and Equal Opportunity and Inclusion and Equity Education.

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.

The chart below details contacts with subjects and suspects by race that Campus Safety officers encountered. Instances where subjects or suspects were contacted included but not limited to interviews, violator contacts and report taking. In 2019 Campus Safety officers contacted 850 total subjects and 594 suspects. No bias based complaints were reported regarding these contacts.





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 Diversity and Equal Opportunity for investigation. Diversity and Equal Opportunity will impose interim measures for the individual and the community as deemed necessary, conducts 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. Training for all Campus Safety personnel has moved to an on line platform to ensure consistent delivery. 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 2019. Ongoing training and review will continue to support the department's commitment to bias free policing.