

Our Division Values

The Division of Campus Safety strives to do our very best in every aspect of our operations, providing exceptional service to the DU campus community. Our Value Statement defines the heart of our organization and conveys our promise to the DU campus community we serve.

INTEGRITY

To embrace a culture of accountability, honor and trustworthiness

DEDICATION

To recognize the exceptional diversity within the campus community we serve and commit to treat all individuals with tolerance, respect and dignity

COMMUNITY

To foster our partnership with the DU campus community in problem-solving and crime prevention

SERVICE

To commit to providing excellent safety services with professionalism

VISION STATEMENT

The Vision of the Division of Campus Safety is to exemplify our commitment to the DU campus community we serve by fostering a culture of accountability, professionalism, and a standard of excellence.

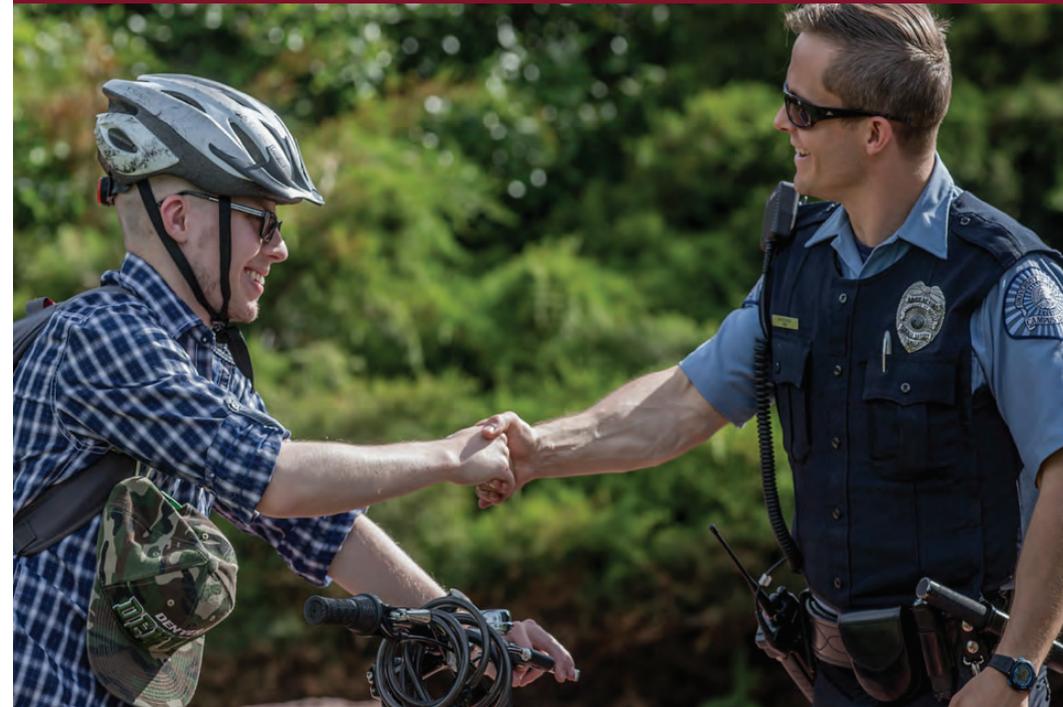


Division of Campus Safety
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Understanding and Eliminating Bias-Based Profiling

COMMUNITY EDUCATION AND AWARENESS GUIDE



What is biased-based profiling?

The selection of individual(s) based solely on a trait common to a group for enforcement action.

This includes, but is not limited to, race, color, national origin, ethnicity, age, religion, disability, sex, sexual orientation,

gender identity or gender expression.

What should I do when a campus safety officer stops me?

If you are stopped by a Campus Safety Officer (CSO), you may feel confused, anxious or even angry. These are natural feelings, but these types of contacts can be stressful for the CSO. Understand that each situation is unique, and the CSO must alter their response to fit the

circumstances. Generally, however, a CSO will provide their name upon request, inform a person of the reason for being stopped, and will only detain a person for law enforcement officials when a crime is committed in their presence or for the physical safety of themselves, the

individual being stopped or others in the area.

As we perform our duties, we will afford everyone their fundamental right to equal protection under the law.

Do campus safety officers receive biased-based profiling training?

Yes. All Campus Safety Officers receive initial and annual training that emphasizes respecting the rights of every person.

Topics include, but are not be limited to, field contacts, search issues, interview techniques, cultural diversity, courtesy,

discrimination, and interpersonal communication to avoid bias-based profiling issues.

What do I do if I feel I have been subjected to bias-based profiling by a campus safety officer?

Any individual may file a complaint if they feel they have been the subject of a bias-based profiling incident involving a Campus Safety Officer or DU employee. A complaint may be filed directly with any of the following University Departments:

DIVISION OF CAMPUS SAFETY
303.871.2334
du.edu/campussafety/complaints/

OFFICE OF EQUAL OPPORTUNITY AND TITLE IX:
303.871.7016
TitleIX@du.edu
du.edu/equalopportunity/titleix/

HUMAN RESOURCES AND INCLUSIVE COMMUNITY
303.871.3931
employeeservices@du.edu
du.edu/humanresources

When filing a complaint in writing, please include as many details about the situation as possible.

Serving with excellence

We want to do the right thing. The mission of the Division of Campus Safety (DCS) is to enhance the quality of life at DU by providing a safe and secure environment that is conducive to learning while building collaborative community partnerships based on inclusivity, mutual respect and trust.

It is DCS's policy to patrol in a proactive manner, to investigate suspicious circumstances or unusual occurrences and to actively enforce University policies and the Student Honor Code. DCS explicitly prohibits the use of bias-based

profiling when stopping and contacting individual's during the course of their official duties.

DCS does not condone the use of any bias-based profiling in its enforcement programs. The DCS Bias-Based Profiling Directives is available at du.edu/campussafety/reports/ Remember: Be courteous and cooperative, remain calm, keep your hands visible, comply with the CSO's requests and provide truthful answers to any questions

We are here to protect the University, its campus community and its visitors. DCS will respond to community needs through a combined strategy of preventative and proactive and reactive safety programs and patrol measures. It is through sound crime prevention programs and proactive patrol measures that Campus Safety Officers reduce opportunities for violations of University policies or crime to occur and contribute to making the campus a safer environment.