



## Internal Affairs and Complaints Summary

Calendar Year (CY) 2022 Annual Summary

**Date of Summary:** January 24, 2023

**Summary Data Collection Period:** CY2022

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**Distribution:** Director, Associate Director, DU Campus Community and CALEA

## CALEA STANDARD 25.1.5

### 25.1.5 Summary of Investigations Available to Public

*The agency compiles annual statistical summaries of complaints and internal affairs investigation, which are made available to the public and agency employees.*

#### OVERVIEW

All received internal and external complaints were fully investigated by the Department of Campus Safety (DCS). In CY2022, the Department's Associate Director/Commander oversaw the Internal Affairs function and ensured all complaints against DCS personnel were investigated, either as an Internal Affairs Investigation, or at the supervisor level through a Supervisor Inquiry.

There were two citizen complaints in CY2022. There was 1 internal employee complaint lodged against a DCS employee by another DCS employee.

#### STATISTICAL DATA

The Department of Campus Safety utilized an electronic software program, Guardian Tracking, for the purpose of recording the intake, review, assignment and processing of both internal employee complaints and external citizen complaints against members of the Department or the Department as a whole. This software ensures accurate reporting of these types of incidents and the Department's response. Each case is reviewed by the Director of Campus Safety with conclusions and recommendations of corrective or disciplinary action, if applicable. The Director of Campus Safety determines the final outcome of the case.

The below tables contain statistical data for citizen complaints received and internal employee complaints initiated between CY2020 and CY2022.

	2020	2021	2022
<b>Citizen Complaint (External)</b>	<b>3</b>	<b>0</b>	<b>2</b>
<b>Sustained</b>	<b>2</b>	<b>0</b>	<b>0</b>
<b>Not Sustained</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>Unfounded</b>	<b>1</b>	<b>0</b>	<b>1</b>
<b>Exonerated</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Withdrawn</b>	<b>0</b>	<b>0</b>	<b>0</b>

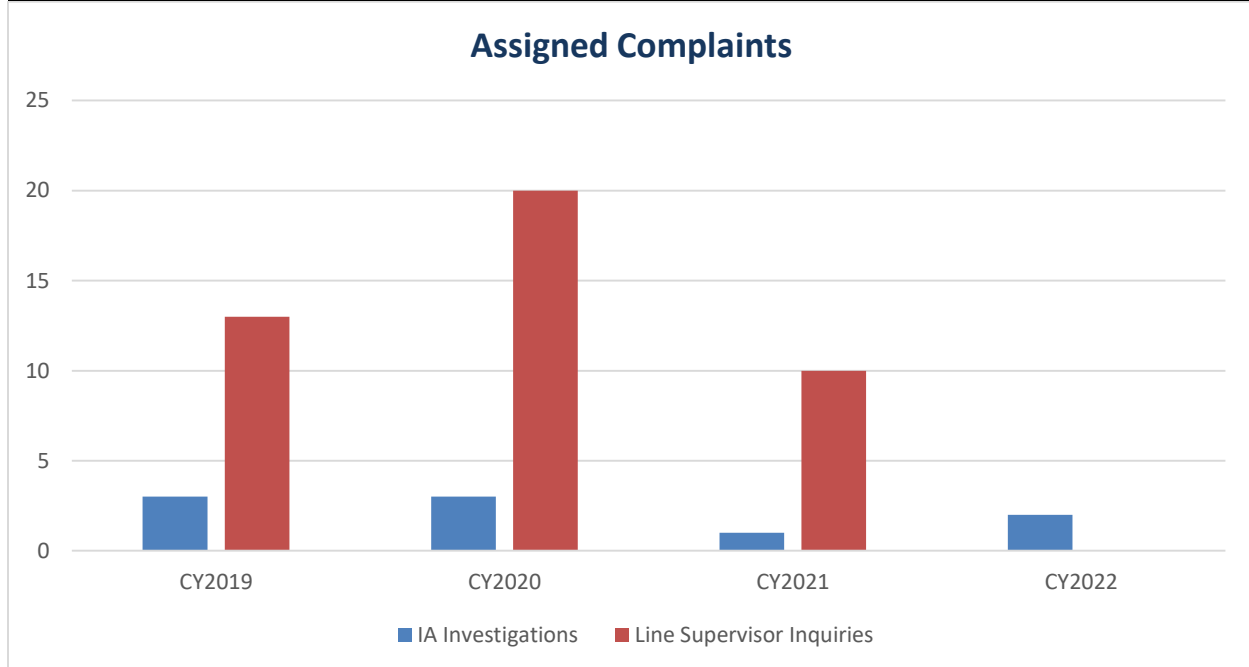
Complaints may have more than one employee involved. The chart reflects the total number of findings of fact for each employee for the complaints received and assigned for investigation or an inquiry.



Of the 1 internal employee complaints, the one was assigned to a line supervisor for investigation, and one was considered a misunderstanding between the two employees and that team building was needed.

### Assigned Complaints – Internal Affairs Investigations vs Line Supervisor Inquiries

	IA Investigations	Supervisor Inquiry
CY2020	3	20
CY2021	1	10
CY2022	2	0



### FINAL DISCIPLINARY OR CORRECTIVE ACTIONS

The below table provides the type of discipline or corrective action associated with the above investigated allegations. Some sustained investigations included multiple allegations and were combined into one final action.

Personnel Actions	2020	2021	2022
Termination	0	1	3
Resigned in Lieu of Termination	1	0	0
Suspension	1	2	0
Demotion	0	0	0
Written Warning	2	5	3
Written Counseling	2	0	24
Verbal Coaching	16	2	0

## POLICY REVIEW & CONCLUSION

Most of the written warnings were performance based. Officers using sick time, Officers having tardiness issues, and Officers handling of calls of service.

There were three terminations. One involved an Officer that had been late several times. This was from many counseling's to get the employee to understand the importance of arriving on time. The second this employee had several counseling's about response to calls for service and failure to follow directives. The third termination was due to an Officer being found using OC in an authorized use of force.

The Department is tracking unscheduled use of sick leave in Guardian tracking. We are finding that some Officers were using sick leave in conjunction with holidays and vacation. They were counseled on this use to ensure that they understand we are essential personnel and need to report for duty unless unfit.

The Internal Affairs policy has been placed under the responsibility of the Patrol Operations Captain.

This process has reviewed all complaints internal and external. The process works as intended involving the appropriate methods.