



University of Colorado  
Boulder

## **University of Colorado Boulder Police Department Community Oversight Review Board Bylaws**

### **I. Name and Purpose**

The University of Colorado Police Department (CUPD) Community Oversight Review Board was established in 2020 based upon the recommendations made by the CU Community Safety Task Force. During Fall Semester 2020, the task force, composed of representatives from student, faculty, and staff governance as well as members of the CUPD, met on six different occasions. Individual members of the task force solicited feedback from the constituencies they represented, and a dedicated email was created and publicized to gather additional community feedback. The task force reviewed several models of community oversight and decided that a community review board model most closely aligned with the objectives of the students and the needs of the CU Boulder Campus community. Using the framework of issues and recommendations developed by the students over the summer as a starting point, the task force developed a series of recommendations for the role and responsibilities of this recommended board.

The purpose of the Community Oversight Review Board (CORB) is to create a formalized structure to ensure accountability and to provide an avenue for continued community review, feedback, and regular communication with the police department.

### **II. Qualifications**

CORB members must: (1) commit the necessary time throughout the year for board training and meetings; (2) prepare and read the appropriate materials in connection with making recommendations; and (3) maintain ethical standards, including confidentiality.

In order to ensure independence, no voting member can be a current or former CUPD employee.

### **III. Composition**

The CORB shall be composed of ten (10) members who broadly represent the diversity of the CU Boulder community. The CORB shall include:

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1. Two (2) undergraduate students representing the University of Colorado Student Government (CUSG).
2. Two (2) graduate students representing the University of Colorado Graduate and Professional Student Government (GPSG).
3. Two (2) faculty members elected by the University of Colorado Boulder Faculty Assembly (BFA).
4. Two (2) staff members representing the University of Colorado Boulder Staff Council.
5. Two (2) at-large campus community members (who can be students, faculty or staff), nominated and elected by their respectable shared governance boards.

**IV. Co-Chair Identification and Responsibilities**

The Associate Vice Chancellor (AVC) of Integrity, Safety and Compliance, along with the Senior Vice Chancellor for Diversity, Equity and Inclusion will be the Co-Chairs of the CORB. The following responsibilities of the Co-Chairs include but are not limited to:

1. In collaboration with the elected Officers (if applicable) prepare the agenda for each meeting;
2. Facilitate the meetings;
3. Act as the primary communication conduit between the Chief of Police and members; and
4. Perform member responsibilities, as described below.

**v. Nominations and Selections**

The entities above may nominate a representative to the CORB through their governing groups, utilizing each entity's respective nomination process. These governing groups include: CU Student Government (CUSG), CU's Graduate and Professional Staff Government (GPSG), Boulder Faculty Assembly (BFA) and Boulder Staff Council. Each entity will provide at least two (2) nominees. The at-large members will be nominated by their respective organizations, which includes but is not limited to student organizations, clubs, teams, cohorts, or an additional member of the aforementioned governing groups.

The Co-Chairs, will select the members from the entities' nominees, which will result in ten (10) CORB members to maintain the composition identified above. All ten (10) representatives will participate in the required training.

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**VI. Terms**

Members will generally serve two (2) year terms except in circumstances where the member will not be a qualifying representative of his or her entity for the entire term. For example, a senior graduating mid-term or a faculty member retiring mid-term would not be eligible to serve for the entire two (2) year term. The Co-Chairs will work with the various entities to develop a pipeline of candidates in the event that a member can no longer serve on the CORB. The first year, to maintain continuity of the CORB, some may elect to serve one (1) years or (3) years, until the CORB can be established. Only half the members' positions will be vacant at one time, in addition to only member from each respective group, to ensure continuity of the CORB.

**VII. Officers**

As needed at the direction of the Co-Chairs, the CORB may elect one (1) of its members as the Chairperson and one (1) as the Vice-Chairperson (who shall preside only in the Chairperson's absence). Officers should be elected annually and hold office for one (1) year terms. Officers, however, may be reelected to serve consecutive terms. The elected Officers can also assist the Co-Chairs, with meetings, agendas, etc...and topics to be discussed.

**VIII. Code of Conduct and Ethics**

The CORB will abide by the University of Colorado Boulder Code of Conduct for employees (Administrative Policy Statement #2027), and the University of Colorado Boulder Student Code of Conduct Policies and Procedures for students.

**IX. Removal**

If a CORB member is no longer in good standing, the CORB member shall be removed at the discretion of the Co-Chairs.

The appointment of any CORB member who has been absent from three (3) consecutive regular or special meetings shall automatically terminate effective on the third such absence, unless a reason for continuance is granted by the Co-Chairs.

Any breach of the University of Colorado Boulder Code of Conduct or Student Conduct Policies and Procedures, violation of the Bylaws, or otherwise engages in misconduct, the member may be removed at the discretion of the Co-Chairs. It should be noted the Co-Chairs may remove a CORB member for cause, including transgressions of policy, confidentiality, or ethical standards.

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**X. Quorum and Voting**

If the Co-Chairs determine a vote is needed, a minimum of six (6) members present shall constitute a meeting quorum. Decisions of the CORB shall be made by vote of a majority of the members in attendance provided that a quorum exists. In the event of a “tie” vote, the Co-Chairs will have the final decision.

**XI. Recusal**

CORB members must recuse themselves from a matter when (1) an actual conflict of interest exists; (2) there is an appearance of impropriety; or (3) a member is concerned with whether he or she can participate objectively and in an unbiased manner.

**XII. Training and Confidentiality Commitments**

CORB members shall receive training coordinated by CUPD, and other members/entities as approved by the Co-Chairs, regarding police procedures, relevant legal issues, impartiality, the confidential nature of police misconduct investigations and discipline. Each member shall execute a confidentiality agreement upon ratification.

**XIII. CORB Responsibilities and Duties**

In general, members of the CORB shall:

1. Attend and actively participate in meetings;
2. Share information with CUPD about campus community experiences, needs, and perspectives;
3. Contribute ideas about how to enhance campus safety and CUPD 's relationships with CU constituencies;
4. Provide feedback on proposed and existing CUPD programs, practices, and initiatives;
5. Participate in adhoc committees, as needed, to explore and make recommendations related to particular issues the committee is addressing; and
6. Participate in at least one Ride Along Program with CUPD.

Specifically, the CORB will:

1. The responsibility to review and provide recommendations to the Chief of Police or the Chief’s designee on any current CUPD policies and protocols including internal affairs processes to ensure they are reflective of current community processes.

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2. The responsibility to review and provide recommendations to the Chief of Police or the Chief's designee on disciplinary actions taken against officers. The task force recommends this should occur at the conclusion of internal affairs processes but prior to actual disciplinary action being taken.
3. Access to CUPD data that is of interest to the board and the responsibility to advise on that data that is made available to the public.
4. The responsibility to collect and analyze data from the community on CUPD interactions with the public and general community sentiments toward CUPD to inform the general aims of the board.
5. The responsibility to actively participate in the hiring and promotional processes for CUPD officers to include participation in oral board interviews.
6. The responsibility to review and provide recommendations on CUPD's hiring and promotional processes to include recommendations on the composition of the department's oral boards and assessment processes.
7. The responsibility to review and provide recommendations on all CUPD training including but not limited to anti-racism and implicit bias training.
8. The responsibility to review and provide recommendations on CUPD's community engagement activities.
9. The ability to provide innovative recommendations independent of existing departmental structures, policies, or practices.

As the CORB begins their work, the above list may be modified or altered based upon the approval of the Co-Chairs.

**xiv. Meeting Cadence**

The CORB should meet every other month during the academic year (fall/spring), however no less than two (2) meetings a semester should occur. In addition, the Co-Chairs may call additional meetings as needed to discuss specific campus issues as they arise. The CORB members may also call additional meetings as needed, and will communicate this request through the elected Officer, if applicable, or directly to the Co-Chairs. The ultimate decision of holding additional meetings will be the authority of the Co-Chairs.

The Chief of Police or designee will attend the meetings as directed by the Co-Chairs.

**xv. Reporting**

In the interests of transparency and accountability, the CORB shall issue an annual, public report detailing summary information of the work that has been completed by the CORB. The annual report will be submitted to the Co-Chairs to ensure accuracy and approval, prior to dissemination to the University Community. This report should be made available to the University Community By April 1 of the following year, unless an extension is granted by the Co-Chairs.

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**XVI. Amendment**

These bylaws and any amendments or supplements thereto may be adopted, amended, altered, supplemented or repealed by the sitting CORB group with approval from the Co-Chairs.



**THE UNIVERSITY OF COLORADO BOULDER POLICE  
DEPARTMENT COMMUNITY OVERSIGHT REVIEW BOARD-  
APPLICATION**

The University of Colorado Boulder Police Department (CUPD) Community Oversight Review Board (CORB) serves as a bridge between CUPD and the campus community, in support of CUPD'S mission of advancing campus safety. CUPD values collaborative relationships with the campus community and seeks to be responsive to community concerns. The CORB is an avenue to help CUPD understand the experiences, needs, and perspectives of campus community members.

Name:

Phone Number:

Email Address:

1. What is your role at the University of Colorado Boulder?

<input type="checkbox"/> Undergraduate Student	<input type="checkbox"/> Faculty	<input type="checkbox"/> Administrator
<input type="checkbox"/> Graduate Student	<input type="checkbox"/> Staff	<input type="checkbox"/> Other:

2. If you work at the University of Colorado Boulder, please list your title and department. If you are a student, please list your year and area of study.

3. Why do you want to serve on the Police Advisory Board?

4. What skills, expertise, and background will you contribute to the Police Advisory Board?

5. What other service or volunteer commitments do you currently have?