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 up to (10) members who broadly represent the diversity of the CU Boulder community. The Co-directors will solicit nominations from:

- University of Colorado Student Government
- University of Colorado Graduate and Professional Staff Government
- University of Colorado Boulder Faculty Assembly
- University of Colorado Boulder Staff Council.

The Dean of Students will attend meetings as a non-voting ex-officio member.

The Chief of Police or designee will attend the meetings as directed by the Co-Directors and serve as a non-voting ex-officio member.

IV. Co-Director 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-Directors of the CORB. The following responsibilities of the Co-Directors 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 may provide up to 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-Directors will coordinate review of the at-large member nominees to be voted on by the shared governance representatives resulting no more than (10) CORB members to maintain the composition identified above.

VI. Terms
Members will generally serve two (2) year terms except for CUSG administrators who have annual terms and 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-Directors 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.

VII. Officers

As needed at the direction of the Co-Directors, 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-Directors, with meetings, agendas, 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-Directors.

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-Directors.

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-Directors. It should be noted the Co-Directors may remove a CORB member for cause, including transgressions of policy, confidentiality, or ethical standards.

X. Quorum and Voting

If the Co-Directors determine a vote is needed, a minimum of six (6) voting 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-Directors will have the final
decision. Votes may be conducted via electronic means (e.g., via email or a survey) outside of full board meetings.

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 they 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-Directors, 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 ad-hoc committees, as needed, to explore and make recommendations related to particular issues the committee is addressing; and are encouraged to:
   i. Participate in Ride Along Program with CUPD.
   ii. Participate in the body worn camera quality assurance program
   iii. Participate in hiring or promotional processes for CUPD per calendar year

Specifically, the full CORB will:

1. Review and provide feedback on CUPD annual reports such as the Annual Report, Anti-Bias Policing, Response to Resistance, and Recruitment Plan
2. Meet with the Chief of Police on a bi-annual basis to provide feedback and suggestions to assist CUPD service to community stakeholders
3. Review various high liability policies on a yearly basis or those policies as selected by the CORB
4. Review outcomes and dispositions on bias-based police community complaints to provide feedback to the Co-Directors
5. Assist, organize and participate in a community event with CUPD to engage our student, faculty, and staff population to build legitimacy and assist with transparency of the department
6. Approve meeting minutes and an annual report of activities drafted by the Co-Directors.

The CORB may also 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. The CORB may also request data of the CO-Directors that is necessary to respond to community concerns.

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

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-Directors 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-Directors. The ultimate decision to hold additional meetings will be the authority of the Co-Directors.

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

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-Directors 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-Directors.

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-Directors