

University of Colorado Boulder Police Department



2023 Annual Report



CONNECT WITH CUPD

Emergency
911

Non-Emergency
303-492-6666

Records
303-492-5115

Mailing address
1050 Regent Dr.
502 UCB
Boulder, CO 80309

On social media @CUBoulderPolice



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About CU Boulder Police

The University of Colorado Boulder Police Department is a full-service police agency providing community-based public safety services to a diverse community of approximately 36,000 affiliates 24 hours a day, seven days a week, all year long. Every year, the CUPD police officers and residential service officers engage in nearly 20,000 operational activities. This includes officer initiated activities like foot patrols and directed patrols, as well as general calls for service. Patrolling the campus by foot, bicycle, motorcycle and vehicle, the CU Boulder police work diligently with the university community and surrounding agencies to ensure a prompt and coordinated law enforcement response.

Vision

The University of Colorado Boulder Police Department is committed to being a leader among university police departments.

Mission

The members of the University of Colorado Boulder Police Department (CUPD) are dedicated to providing the highest quality services in order to enhance community safety, protect life and property, and reduce crime and the fear of crime. We pledge to develop a partnership with the greater campus community and to improve the overall safety and quality of life for all CU affiliates through fair and impartial, transparent and consistent policing.

Core Values

Collaboration: We value working together to create and maintain a culture of mutual trust and optimism for the future, with a goal of shared success and accomplishment.

Competence: We are skilled professionals, exhibiting a quiet confidence in the performance of our duties; demonstrating adaptability to all situations, accompanied by a desire for continuous improvement.

Humility: We serve the university in a respectful, compassionate and non-judgmental manner; remembering that we are members of the community we serve.

Integrity: We operate in a professional, ethical and honest manner towards our work, peers and the university community.

Passion: We demonstrate a personal enthusiasm that drives focus, a desire to excel, and a commitment to support and protect one another.

Purpose

The purpose of the University of Colorado Boulder Police Department is to support the university and its mission by providing public services that meet the unique needs of its constituents.

From the Chief



In this annual report, we are proud to share our discoveries and accomplishments, which we feel will help better serve this unique, vibrant community. Reaching our goals and envisioning new achievements takes ideas, energy and hard work. These accomplishments belong to everyone involved in this outstanding organization and I am grateful for the unwavering commitment to our mission.

In 2023, the CU Boulder Police Department became the first law enforcement agency in Boulder county to be nationally accredited. The award, from the [International Association of Campus Law Enforcement Administrators](#) (IACLEA), is a platform for excellence and aligns with [CUPD's mission and core values](#) to be the top university law enforcement agency in the nation. Accreditation is valid for four years. During that time, CUPD will continue to measure performance against the standards, demonstrating compliance to ensure the accreditation is renewed.

We adopted a previous pilot of an expanded alerts area, including areas of high student population in the city of Boulder. We continue to provide educational resources, including new video training content, geared toward emergency preparedness and familiarity with the university's emergency alerts website. Based on feedback from our community, we enacted an innovative program to translate alerts into languages other than English.

Although the recruiting environment remains challenging nationwide, we continue to evaluate our hiring practices and bolster our retention efforts. This includes a focus on the well-being of our officers and staff. In 2023, we engaged in a mental health and wellness survey. It showed department members are aware of resources and 74% participated in mental health and wellness activities offered through CUPD or CU Boulder. In addition, CUPD emergency dispatchers were designated as first responders, affording this crucial team access to the same mental health resources as officers.

Our officers and staff continue to embrace progressive training, focusing on Integrating Communications, Assessment and Tactics (ICAT) training and Active Bystandership for Law Enforcement (ABLE). This year we have continued our work to enhance Diversity, Equity and Inclusion (DEI) initiatives by hosting inclusive language courses and collaborating with DEI leaders on to focus on more inclusive, accurate language to describe suspects in emergency alerts.

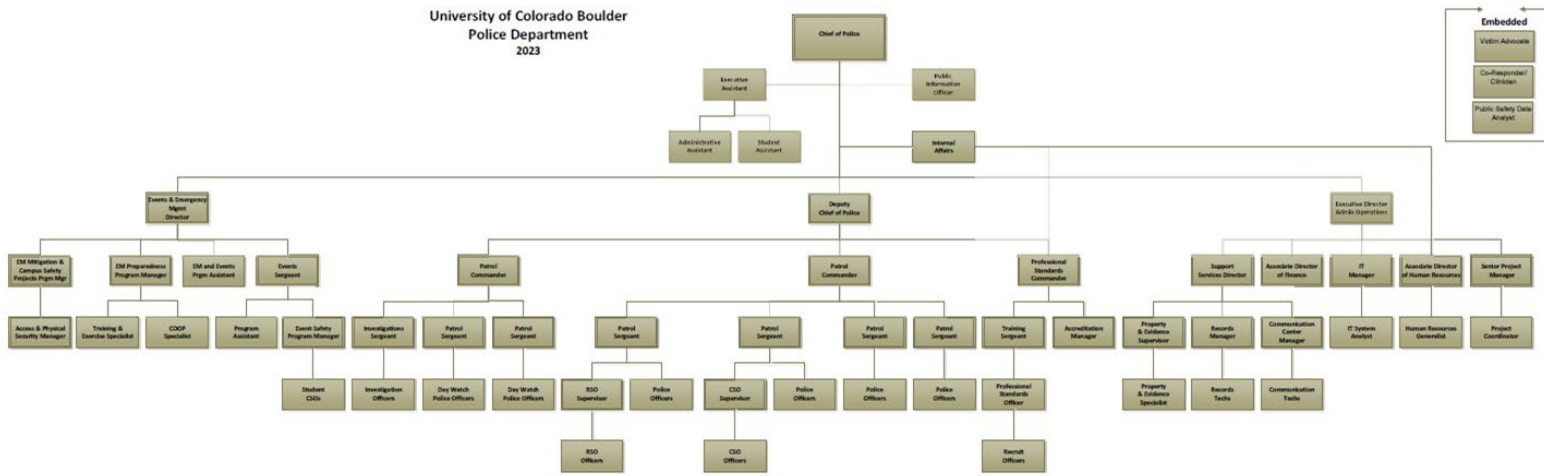
We continue to work closely with our partners at the Center for the Study and Prevention of Violence on research-based training to help officers better assess risks for violence and develop strategies to prevent violence.

CUPD remains a learning and growing organization, and we are always open to your feedback. Thank you for reading our annual report and please feel free to reach out to explore topics further..

Sincerely, 

Doreen Jokerst, Assistant Vice Chancellor for Public Safety and Chief of Police

CUPD Organization Chart



Diversity & Inclusion Statement

At the University of Colorado Police Department, we believe that diversity at every level of our organization will help us to better serve our community.

Therefore, we are dedicated to building a culture of inclusivity where our people feel safe expressing different viewpoints, life experiences and workstyles. Inclusion is a crucial part of building a workplace where our members' contributions are valued at all levels of the organization, so we can best fulfill our mission of public safety and service.

CUPD has a dynamic corps of employees with diverse backgrounds, unique skills and capabilities and vast knowledge and experience. The talent, dedication and integrity we possess inside our department is evident as we launch new initiatives and engage with our campus community, delivering high -caliber safety and prevention programs to our students, faculty and staff.

We embrace the diversity that our team members bring to every interaction with both the CU Boulder and broader community, and we feel that our differences in age, race and ethnicity, family and marital background, gender identity and expression, language, political affiliation, religion and socioeconomic status serve to enrich the department.

We are committed to continuous growth and development and offer an ever -evolving slate of professional and personal development opportunities to help our team members manage their careers and the intersection of their work and family lives. We lead with integrity, compassion and respect for one another and for those who rely on us for their safety and we expect respectful communication and cooperation among all members of the department.

We are committed to treating everyone with respect, dignity and fairness without regard to race, religion, ethnicity, gender identity, sexual orientation, age, disability or socioeconomic status. We do not and will not tolerate discrimination.

Communications

The communications center at CUPD provides a vital link between the university community and public safety services, including police, fire, ambulance, parking, security and more. The staff is dedicated to providing prompt and efficient emergency communications to the campus community.

We are creative and innovative with our resources, foster a positive work environment, and strive to meet the evolving challenges inherent in public safety communications. Our communications center staff consistently support our department with professionalism and courtesy.

The dispatchers in the communications center are responsible for logging all calls for police, fire and medical service in the computer-aided dispatch (CAD) system and then airing that information to the officers on patrol.



16,990
Total calls taken by
CUPD dispatch



632
Total 911
calls handled

In addition to these day -to-day activities, the dispatchers are responsible for staffing the command post during large events. This typically includes home football games and special events that take place on campus, including commencement and concerts.

The center works in conjunction with the City of Boulder's communications center for the dispatching of fire and medical assistance. We would like to say thank you to our partners at the city of Boulder's communications center for providing resources as needed.

Patrol

Patrol officers are the most public-facing part of any police department. In 2023, the CUPD Patrol Division completed many projects in addition to their day-to-day duties.

CUPD accomplished several major initiatives, including the selection of numerous additional trainers within firearms, arrest control and driving. The selected officers completed a certification course to obtain the instructor level certification.

Along with professional development efforts, patrol added several Working Out of Rank (WOOR) officers to enhance supervisor coverage and develop officers looking to advance in the profession. Selected WOOR officers completed an interview process and 120 hours of training with sergeants and commanders prior to taking on duties..

Patrol Training Officers (PTO) trained eight officers throughout the year, seven of whom successfully completed the PTO training program.

Patrol continued its strong partnership with the university's Counseling and Psychiatric Services (CAPS) office and its embedded co-responder, a licensed clinician. Co-responder completed 710 hours riding with officers and assisting with mental health-related calls, resulting in CAPS appointments, referrals to other on-campus resources and referrals to off-campus mental health providers.

Patrol also partnered with the Office of Victim Assistance (OVA) and its embedded victim advocate. The embedded advocate, a certified forensic interviewer, rode along with officers, assisting with calls. The embedded advocate position results in resource facilitation, safety planning, appointments, referrals to other on-campus resources and off-campus providers. This position continues to enhance victim care and support beyond initial response.

19,922

Total Operational Activities

59%

Officer Initiated Activities
(foot patrols, directed patrols, traffic stops, etc.)

8,490

General Calls for Service, including fire response

Top Calls for Service in 2022

669

Outside Agency Assist

549

Suspicious Activity

344

Welfare Checks

1,707

Traffic stops

16

DUI

Patrol (cont'd)

Body Worn Camera

18,135

Videos Uploaded

3,115

Hours of Footage

50

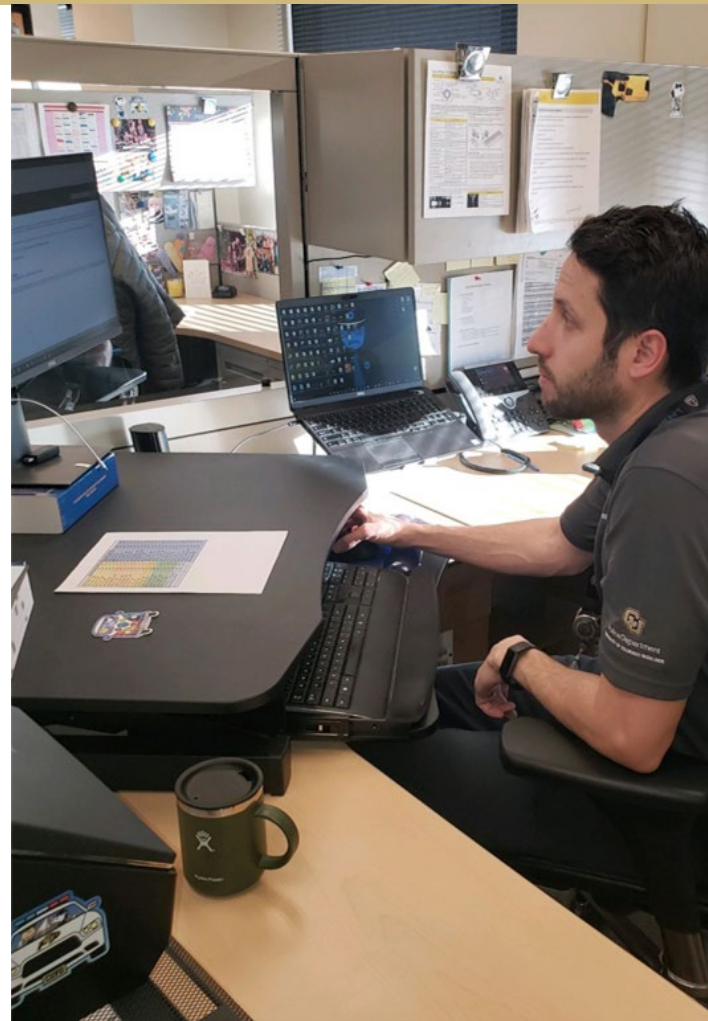
Videos per Day

223

Cases sent to Municipal Court/Boulder County
District Attorney

5,175

Individual pieces of media shared



Investigations

432

Case Reviews Conducted

Residential Service Officers

CUPD has a tiered approach when it comes to community safety oriented policing. The three tiers consist of fully commissioned law enforcement (police officers), partially commissioned personnel (residential services officers or RSOs), and non-commissioned safety officers (community safety officials or CSOs). **The RSO unit is a middle ground between the community and fully commissioned law enforcement personnel.**

The Residential Service Operations unit is a team of community-oriented, safety focused, professionally trained staff within CUPD. The RSOs provide students living in residence halls with professional and compassionate public safety services that reflect the mission, vision and values of CUPD and CU Boulder.

RSOs receive a limited municipal commission through the City of Boulder that allows them to write municipal summons such as minor in possession of alcohol and marijuana, among other violations. This year, RSOs continued building on the administrative citation model, delivering warnings for first violations and providing education about choices.

The focus of the RSO unit is to be a visible presence supporting the safety of on-campus residential communities through transparent communication. RSOs assist Residence Life staff in identifying and addressing policy violations and/or lower level violations through active and visible foot patrols of the residence halls.

1,481

Patrols in residence halls

143

Administrative Citations

51

Drug Violations

89

Alcohol Violations

3

Noise Violations

0

Other



Residential Service Officers (cont'd)

RSOs ensure residents' safety through routine security checks of buildings (including doors), annual building safety audits, and by maintaining positive relationships with residents and staff through collaborative community policing efforts. You will find our RSOs inviting students to midnight pancake breakfasts, book clubs, holiday celebrations and more. This year, RSOs hosted 9 community events in the residence halls and attended 20 events.

As part of their onboarding as new officers, RSOs are required to attend approximately 120 hours of program training officer (PTO) training on a variety of topics including property and evidence handling, verbal de-escalation, anti-bias enforcement and Fourth Amendment protections. One new RSO completed this training in 2023.

RSOs often partner with CUPD officers during normal operations and also engage in community events throughout the year to positively interact with the campus community. RSOs operate on the primary law enforcement radio channel which provides them a direct link to 911 dispatch which includes fire, EMS, and police services.

9

**Community
Engagement Events
Hosted in Residence
Halls**

20

**Student Engagement
Events Attended**



Events and Emergency Management

CUPD's Events and Emergency Management Division is tasked with updating emergency response protocols, analyzing and mitigating risk for events on our large, vibrant campus, hosting active harmer response trainings and conducting safety walkthroughs, among many other responsibilities.

Events and Emergency Management staffed more than 144 events in 2023, with an additional 65 events staffed by CSOs, partnering with many different regional police/fire agencies. Our personnel conducted site assessments and CPTED reports or general safety recommendations for 19 campus facilities.

We hosted 27 active harmer response presentations for campus partners, which is more than double the number of presentations from the previous year. We also participated in the development of a system -wide active harmer training video and Skillsoft training course.

Importantly, we completed the emergency alert language translation project, making alerts available in languages other than English to help keep all members of the campus community informed.



Events and Emergency Management (cont'd)

Emergency Management (EM) Team

The Emergency Management (EM) unit is responsible for development, promulgation, implementation, training, coordination and oversight of emergency management plans and programs for CU Boulder. The EM team is also responsible for the coordination of development of business continuity plans for the campus for developing and maintaining effective relationships with local, state and federal emergency management entities including OEM, the Colorado Division of Emergency Management, the Federal Emergency Management Agency's Region VIII Office, in support of effective emergency management planning and preparation for CU Boulder.

Our UAS team conducted drone flights in support of CUPD operations and patrol call-outs. Work on the CUPD Continuity of Operations plan continued, with plans finalized for 46 organizations, 34 in progress and 5 finalized plans exercised in 2023.



Events and Emergency Management (cont'd)

Events Team

The Events Team is responsible for security and traffic planning for special events that occur on the CU Boulder campus, including football games, concerts and commencement. The team processes, on average, 3,000 special event requests for the CU Boulder campus each year and helps event organizers determine security risks and requirements for events and assists in providing staffing for those needs with police officers .

144

Number of Events

65

With CSO Staffing



Community Safety Officials

The Community Safety Official (CSO) unit is something you may not find in a traditional municipal police department, and we are grateful for the support this unit provides. CSOs are non-commissioned personnel who provide safety and security services through positive engagement with CU campus constituents and affiliates.

Community Safety Officials conduct campus -wide patrols, participate in events and event security to further engage with the CU community. These duties ensure CU policy compliance for proper facility use of academic, administrative, research and recreational buildings and spaces.

In 2023, our CSO team members facilitated connections with the South Asian and Nepalese Student Associations, the Center for African and African American Students, and others. They walked 7,500 miles while patrolling campus, held 65 special events, including two cricket matches that resulted in a high level of engagement with our international students. This positive engagement between CSOs and the campus community focuses on education and collaboration that directly aligns with our mission to deter crime and the fear of crime.



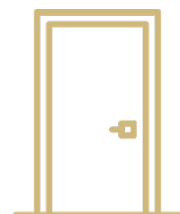
10,848

Building integrity
patrols/extra patrols
conducted



7,500

Miles walked while
patrolling campus



2,252

Special lock/unlock
assists

555

Calls for service and community engagement assists

Community Safety Officials (cont'd)

CSOs also provide holistic ambassadorship for the CU community and our campus affiliates.

The Community Safety unit provides services to ensure the academic mission of the university can be conducted without disruption and allow the CU community to have a safe and positive campus experience .



65

Special events fostering positive community engagement, including 2 cricket matches

Records

The University of Colorado Boulder Police Department Records section, staffed by a records manager, two records technicians and a media duplication specialist, fulfills all of the support functions found in other fully commissioned police departments around the state of Colorado. These include compiling, storing, and disseminating the agency's law enforcement records to the District Attorney's Office as well as County and Municipal Courts, submitting statistical data to the Colorado Bureau of Investigation for inclusion in the state's annual Colorado Uniform Crime Reporting Program, and the maintenance and validation of all entries into the Colorado Crime Information Computer and the National Crime Information Computer systems (CCIC/NCIC).

CUPD Records utilizes an advanced media records management hardware and software system for its law enforcement records and statistical management.

As part of the CU Boulder community, CUPD Records must comply with statutory requirements as defined by the Colorado Open Records Act and additional regulatory compliance mandates issued by the United States Department of Education. This includes the Family Educational Rights and Privacy Act (FERPA), Title IX of the Education Requirements Act of 1972 (Title IX), and the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Clery Act).

The Office of Student Conduct and Conflict Resolution, Office of Victim Assistance and Office of Institutional Equity and Compliance are just a few of the campus offices the Records section collaborates with, ensuring the needs and reporting requirements of the campus are being met.

In addition to the release of records, CUPD Records also processes a variety of law enforcement related paperwork and complies with various court orders, such as subpoenas, to produce documentation and orders to seal records. Records staff also answer a large variety of questions by phone and serve as the "face" of CUPD, greeting anyone coming to the police department.

Records (cont'd)

2,642

Case reports

1,109

Summons or warnings
through e-citation
program

1,125

Reports released to
campus partners

489

Administrative
violations



500

Records requests

263

Cases sent to District
Attorney's office

384

CopLogic Reports

690

Reports released to
Office of Student
Conduct

Property and Evidence



1,280

Items of evidence
processed



3,354

Items stored
(3119 items of
evidence)



164

Items returned to
respective owners



251

Items held for
destruction

In 2023, our Property and Evidence continued to maintain and uphold the highest of standards.

The CUBoulder Police Department's Property and Evidence unit, already the first university department to earn a prestigious [SCS Northwest Evidence Management Professional accreditation certificate](#), now boasts a certified evidence specialist.

The specialist underwent a yearlong process of education, training and testing to become certified through the International Association of Property and Evidence Inc., widely recognized as the industry leader in law enforcement standards for evidence collection, storage, maintenance and disposal.

Property and Evidence provides essential support to CUPD officers and command staff. The section continued its efforts to research and purge old evidence that is no longer needed for prosecution.

Finance

The Budget and Finance unit is responsible for overseeing all funding within the University Police Department. The primary fiscal responsibility of this team is to ensure financial stewardship. Business process components ensure alignment of spending in accordance with best business practices while also maintaining compliance with university budgetary policy.

Throughout 2023, the department conducted a three-year audit to identify spending trends and develop a budget template that can be used as the University transitions to a campus wide budget planning tool. Furthermore, throughout the year, the team was able to begin the process of identifying gaps and areas that can be supported through establishing business processes.

In 2023 through March 2024, the Budget and Finance unit oversaw all funding within the newly created Division of Public Safety, which included the University Police Department. Starting in March 2024, the Budget and Finance unit transitioned to be housed within the Office of Finance and Business Strategy. The responsibility of this unit remains the assurance of financial stewardship while ensuring alignment of spending following best business practices that align with the university budgetary policy.



Diversity, Equity and Inclusion

CUPD continues to lead the way amongst university police departments, pledging to increase the number of women in policing to 30% by the year 2030 through the 30x30 initiative.

We continue to work with students, faculty and staff on increasing transparency into our policing practices and hiring processes, presenting information on calls for services on our data dashboards and inviting members of the Community Oversight Review Board (CORB), which includes representatives from the student body as well as university faculty and staff, to provide feedback, sit in on CUPD interviews, attend trainings, go on ride alongs with CUPD officers and more.

In 2023, CUPD developed a strong partnership with the Center for African and African American Studies (also known as “The Cause”), attending events and collaborating on communication and relationship-building with law enforcement partners in the city of Boulder. We are better together!

We engaged in several anti-bias policing trainings and took a deep dive into discussions centered on ethics and integrity in leadership, completing the What You Do Matters: Lessons from the Holocaust course, helping department members learn from history so that it does not repeat itself.

CUPD ensures that programs, employment opportunities and all communication and publicity align with CU Boulder’s IDEA plan, the campus blueprint for diversity, equity and inclusive excellence.



Recruitment Evaluation

Objective

The objective of this evaluation is to analyze the CUPD recruitment processes that occurred in the 2023 calendar year. Specifically, this evaluation will explore the following:

- The proportions of candidates that were hired to those that applied, by race and gender
- The steps in the process and where applicants in certain groups were removed at greater rates
- Reasons for withdrawal
- Where candidates are finding job advertisements

The evaluation is broken down by Police Officer positions (recruit and lateral), Dispatcher positions, and Professional Staff positions.

Recruitment strategies

In 2023, the Professional Standards team continued to utilize strategies to attract applicants and improve the hiring process, including posting positions monthly for more exposure, active in-person recruitment at area police academies, participation in campus career fairs to attract graduating seniors, as well as nearby, regional job fairs to geographically interface with candidates who can commute to Boulder.

Other strategies included actively posting positions to social media outlets, ensuring that the job opportunities page of CUPD's website was updated to include hiring process timelines and incorporating personalized candidate care strategies. The department also implemented hiring bonuses, referral bonuses and years of service bonuses.

Police Officer positions

In 2023, CUPD hired 8 new commissioned employees to include the ranks of Recruit, Lateral Officer, and Commander. These numbers include 2 internal employees that applied to processes that were posted externally. The processes attracted a total of 173 applicants.

In exploring the proportions of candidates that were hired to those that applied by gender, 20% of new police hires were female and the percentage of females that applied was 19%. This data indicates these percentages are closely aligned.

Recruitment Evaluation (cont'd)

In a similar analysis for race, the percentage of Asian and Black or African American applicants that were hired was slightly below the percentage that applied. The difference in percentage of Hispanic applicants that were hired to those that applied was aligned at 20% each. In 2023, the difference between the percentage of white applicants that were hired and those that applied was 9%. In 2022, this was more closely aligned being within 6%.

In 2023, the percentage of female applicants hired for commissioned positions closely aligned with the percentage of female applicants that applied. In the police hiring process, the rate at which males and females were removed from the process closely aligned with exception to one item. Females were less likely to meet minimum qualifications.

Overall for police hiring processes, the number of candidates hired was proportional to those that applied by race and gender. It seemed that many candidates withdrew by way of not taking the assessment or the Frontline exam. It may be worth exploring the barriers to candidates when needing to complete the exam.

Indeed and referrals still represent the most popular places where candidates find the job ad.

Police Dispatcher positions

In 2023, a total of 2 dispatchers were hired. Both new dispatchers were female. One new dispatcher was Hispanic or Latina and one was white.

In dispatch positions, a larger percentage of candidates were removed for not meeting minimum qualifications. It would be worth exploring the minimum qualifications themselves or how they are written in the job advertisement to be sure they are clear.

2023's recruitments focused on lateral candidates (experienced) and not recruits (no experience).

Professional Staff positions

In 2023, a total of 7 professional staff were hired, including 6 female and 1 male.

Within professional staff positions, there was a greater percentage of female and white candidates that were hired in proportion to the percentage that applied. The greatest number of candidates found CUPD professional staff positions on Indeed.

Recruitment Evaluation (cont'd)

Turnover and Retention

The final focus of the recruitment plan examines employee turnover at CUPD. The annual turnover rate reflects the rate at which employees entered and left CUPD in a given calendar year. It is calculated by dividing the number of employees that left in a year by the average number of employees in a year. The data below also provides the retention rates which is a metric that compliments the turnover rate giving a more complete view of worker movement. Retention reflects the number of employees that remained employed for the year divided by the number of employees at the beginning of the year. The information below provides employee turnover and retention for both commissioned and professional staff in 2023. It should be noted that there were 3 retirements from commissioned staff in 2023.

- Employee turnover rate in all employees was 17%, including commissioned and professional staff
- 86% of all employees were retained in their positions
- 83% of commissioned were retained
- 91% of professional staff were retained

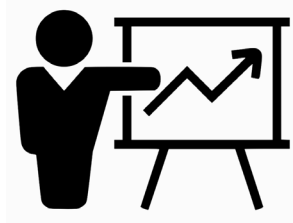
Training

CUPD utilized its training center 137 times throughout the year, hosting a mini-academy for new officers and maintaining an ongoing commitment to Integrating Communications, Assessment and Tactics (ICAT) training and Active Bystandership for Law Enforcement (ABLE). We also welcomed many law enforcement partners to join us for disaster management, emergency response and other training topics.

This year we have continued our work to enhance Diversity, Equity and Inclusion (DEI) initiatives to align with the university's IDEA plan by hosting What You Do Matters: Lessons from the Holocaust classes open to area law enforcement agencies, as well as Simplify Language and Inclusive Language training.

CUPD's many training offerings enhanced our officers' and staff members' skills in de-escalation, community policing, ICAT, ABLE, trauma-informed interview techniques, forensic analysis, crime scene management and more.

Please explore highlights on the [Training page](#) of our website.



137

Days reserved at CUPD training center

Training (cont'd)

2023 Training Highlights

- CUPD's many training offerings enhanced our officers' and staff members' skills in de-escalation, community policing, ICAT, ABLE, trauma-informed interview techniques, forensic analysis, crime scene management and more.
- Created and filmed training for TV-LAP for 2024 release
- DTAC, Driving, and Firearms Training per Rule 28
- Introduced Sergeant Led Training with Equipment, Importance of Community Policing, and Responding to DV
- Fingerprinting and Buccal Swab Training by P&E for Officers
- Co-Responder and Petition for Court-Ordered Mental Health Evaluation by CUPD Co-Responder
- Flock Safety Training
- Morphident Fingerprint Reader Training
- ALERRT Training organized by BFD
- ALERRT Training organized by CUPD
- Patrol Officers Hosted and instructed NHTSA/IACP Standardized Field Sobriety Testing Training Class, and NHTSA Advanced Roadside Impaired Driving Enforcement (ARIDE)
- Online Training included Ethics and Arrest, Search, and Seizure
- CU HR training on Discrimination and Misconduct and Information Security
- Supervisors received training from Boulder Strong, CU Legal, Co Division of Gaming, NFL, and on Simplifying Language, Inclusive Language and the Targeted Violence Lethality Assessment Protocol and warning signs of violence from CU Boulder CSPV
- 137 Days were scheduled at CUPD Training Center including classes on Crucial Conversations, NABITA, Outward Mindset, ICS, PTO, Force Encounters Analysis, Escaping Violent Encounters for AMR, BFD Training, Boulder ODM Training, Simplify Language, Inclusive Language, SANE Examinations, SFST, ARIDE, Investigations, Supervisor, TV-LAP and DHS Grant, SWAT, BRETSA, and Mini-Academy training

Response to Resistance, Anti-Bias Policing & Complaints

Commitment to Accountability

CUPD holds with the highest regard our commitment to be forthcoming with our community in all our contacts. Our policies encompassing use of force (300.1.), Law Enforcement Code of Ethics, Senate Bill 20-217, and [CUPD's Mission and Core Values](#), all provide footing to ensure our staff provide fair and impartial services.

Best Practice in Documentation and Early Intervention

The CU Boulder Police Department strives to be a leader amongst police departments. Aligned with best practice publications from The National Police Foundation and the Police Executive Research Foundation, CU Boulder's Police Department institutes an Early Intervention System (EIS), as outlined in department policy section 3.7 Early Intervention System, to identify performance indicators of interest. Just as CUPD strives to prevent crime from occurring in our community, CUPD takes a similar approach with our officers, and strives to address any performance issues before they impact the positive relationships we work so hard to foster with our community. It is important to note these Early Intervention Systems (EIS) do not serve as disciplinary tools, but serve to detect training deficiencies, challenging personal circumstances, excessive stress, underlying medical conditions, safety risks to officers, and to allow for early detection and intervention.

Body-Worn Cameras and In-Vehicle Cameras

Body worn cameras and in-car cameras provide documentary evidence for criminal investigations, internal or administrative investigations, and civil litigation; and provide for greater transparency and accountability in policing. Officers use these camera systems to maximize the effectiveness of the audio/video documentation to achieve operational objectives and to ensure evidence integrity. The use of body -worn cameras and in-car cameras is intended to enhance the mission of the police department by accurately capturing contacts between members of the police department and the public. They also serve to enhance the accuracy of officer reports and testimony in court.

Response to Resistance, Anti-Bias Policing & Complaints (cont'd)

Video Quality Assurance Program

CUPD's video quality assurance committee randomly audits recordings in coordination with the Department's Digital Media Specialist. This committee is composed of four CUPD members, two commissioned and two non-commissioned, and includes the Digital Media Specialist and the Support Services Director. The quality assurance committee looks to identify training issues, looks to identify use of force, effectiveness of resolving citizen complaints, and ensuring compliance with department policies and procedure as part of their review.

Complaint Management

Any complaint can be made at any time to a member of the CUPD team in writing, by email, phone or in person. The complaint summary will immediately be sent to the member's supervisor and captured in CUPD's complaint management system for reference. The immediate supervisor will evaluate the elements to discern what level of review appears applicable. Complaints that appear more serious in nature, including potential for criminal impacts, the supervisor will complete a memorandum and notify both the Patrol Division and Professional Standards & Training Division Commanders. Complaints will typically be reviewed at the lowest appropriate level to ensure timely and responsive resolution and documentation. In support of this process the department's performance management system includes Early Intervention Warning Data that each supervisor reviews for each employee to ensure appropriate adjustments can occur in a timely manner for proactive support or training. If the department becomes aware of a concern that appears higher level the process will be proactively elevated to a formal Internal Affairs investigation. Those investigative outcomes are additionally reviewed with our campus partners including human resources for appropriate resolution.

Response to Resistance, Anti-Bias Policing & Complaints (cont'd)

Anti-Bias Policing

The CU Boulder Police Department's Bias-Based Policing policy can be found in Section 1.10 of the Department's policy manual. Bias -Based Policing standards are based upon the United States Constitution, Colorado Revised Statutes, and University of Colorado discrimination policy directives. Based upon the information contained in department performance management databases, there were zero (0) allegations of Bias Based Policing made in the 2023 calendar year.

Statistical Snapshot

The University of Colorado Boulder Police Department's Response to Resistance policy (Use of Force) can be found in Section 1.1.1 of the Department's 2023 policy manual. Response to Resistance standards are based upon the United States Constitution, Colorado Revised Statutes and Department policy directives. The reporting and documentation required when a response is used are addressed in section 1.1.2 and 1.1.3 of the Department's policy.

Response to Resistance reports for 2023 were analyzed to identify trends, improve training, increase employee and community member safety, and provide information for the agency in addressing the Response to Resistance incidents. All reports were reviewed for policy compliance, statutory adherence, and individual rights standards. The Response to Resistance incidents included in this report are encompassing policy 1.1 Use of Force and includes 1.4 First Aid and Medical Attention pertaining to Response to Resistance use.

The analysis and application of evidence-based and data-driven strategies within the Department, specifically as it relates to significant policing -related occurrences, including Response to Resistance actions, enhances accountability and transparency for our department to examine training practices and personnel performance management and adjust, which better serve our community and the CU Boulder Police Department.

Response to Resistance, Anti-Bias Policing & Complaints (cont'd)

The data points captured in this report are based on national standards and requirements from the Federal Bureau of Investigation (FBI) and Colorado Bureau of Investigation (CBI) for Criminal Justice Information Systems (CJIS) reporting purposes. The information contained in this annual report has been obtained through a review of entries in CUPD's performance management database for 2023 Response to Resistance reports.

Pursuant to policy if an officer is involved in a Response to Resistance, each officer who applied force must complete their own report. Department personnel were involved in a total of twenty (20) Response to Resistance uses in calendar year 2023. Of the twenty (20) Response to Resistance incidents, three (3) of those were involving a CU Boulder Police Officer assigned to work a Folsom Stadium special event. The remainder of incidents occurred with police officers assigned to patrol operations. Additionally, in two (2) of these incidents the Response to Resistance reports by multiple officers were directly related to a [CUPD response to an active harmer incident](#) at a nearby hotel and responding to a fictitious "swatting" report of an active harmer incident at a nearby high school.

In review of the Response to Resistance reports department personnel displayed a TASER (conducted energy weapon) three (3) times to gain compliance of the individual without firing the weapon. In two (2) instances a long gun was displayed during an active harmer incident to gain compliance without firing the weapon. In five (5) instances a handgun was displayed to gain compliance from the subject without firing the weapon. In five (5) instances the department members used defensive control hold measures to take the individuals safely into custody. In five (5) more instances the defensive control hold measure involved a leg sweep to place the individual in a prone position before being safely taken into custody. In one (1) of the above defensive control measures the officer also completed a closed-hand strike to the subject who had bitten the officer and would not release their bite. In some of these instances, multiple officers were involved in the same call and assisted or deployed several types of weapons systems, including less lethal, to ensure that an appropriate response could occur at the lowest possible level of force.

Response to Resistance, Anti-Bias Policing & Complaints (cont'd)

In a review of subject data from the twenty (20) Response to Resistance incidents there were a total of twenty-one (21) individuals. Of those twenty-one (21) people, sixteen (16) individuals identified as white males, and five (5) individuals identified as white females.

Further examination of the subject data showed that of those individuals listed in the Response to Resistance reports five (5) were identified as university students and sixteen (16) were not affiliated with the university. Of the twenty-one (21) individuals listed in the Response to Resistance reports two (2) incurred minor abrasions or lacerations during the incident. One (1) of those due to the closed-hand strike and they were transported to the hospital by ambulance. In that same incident the police officer was also taken to the hospital for injuries associated with the human bite. An additional eleven (11) individuals were evaluated by medical personnel as a precautionary measure and in accordance with department policy. Eight (8) individuals were not evaluated by medical personnel due to not sustaining injury.

All twenty (20) instances, involving twenty-one (21) individuals, were reviewed by supervisors at several levels within the CU Boulder Police Department and captured in the department's compliance system.

A review of the circumstances further revealed that with nine (9) of the subjects it was unknown by the officer if the individual was under the influence of alcohol or drugs. An additional nine (9) subjects involved the officer reported the person appeared to be under the influence of alcohol and/or drugs.

Of the twenty (20) instances with Response to Resistance reports the location occurred seventeen (17) times within the university's Clery Act Geography and three (3) times outside of the university's Clery Act Geography.

Public Information - Social Media



Facebook

Followers: 8.1K
Reach: 253K
(^ 324%)



Instagram

Followers : 3.6K
Reach: 18.5K



X

Followers : 17.2K
(^ 2K)

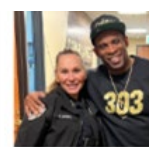
Top Social Posts and Reach



Dead & Co Show
7/3/23
152K reach



Football Home Game
9/15/23
7K each



CU Boulder Police @CUBoulderPolice
Building **#trust**, building a strong **#relationship** & challenging **@DeionSanders** to a cops vs. **@CUBuffsFootball** softball game! You in, **#CoachPrime**?! Looking forward to the season & being **#bettertogether!** ❤️❤️ **#communitypolicing**

CUPD/Coach Prime
2/24/23
312K impressions

Public Information - Media Links

CUPD's Public Information Office helps to disseminate emergency alert information, responds to media inquiries, manages content on the CUPD website and social media channels and shares information about CUPD's activities and accomplishments in publications including CU Boulder Today, local and national media outlets and on CUPD's social media channels .

CU Boulder Today and Other Campus Media:

Jan. 24 - [Campus emergency alerts now available in Spanish, Chinese and more](#) (Staff Council Newsletter)

Jan. 27 - [Joint Statement from Boulder County Law Enforcement on Death of Tyre Nichols](#)

Feb. 2 - [When faculty, staff notice behaviors of concern](#)

Feb. 2 - [When students, faculty and staff notice behaviors of concern](#)

Feb. 15 - [Expressing our condolences to Michigan State; emphasizing resources, preparedness](#)

Feb. 20 - [Police presence continues at Millennium Hotel](#)

Feb. 20 - [University and Boulder Police Respond to Shots Fired at Millennium Hotel](#) (CU Independent)

Feb. 22 - [CUPD Assists BPD in response to reported incident at Boulder High School](#)

Feb. 22 - [What to know about how campus emergency notifications work](#)

Feb. 22 - [Resources to navigate emergencies](#)

Feb. 23 - [Public safety agencies respond to east campus](#) (CU Independent)

Feb. 24/28 - [Test of CU Boulder alert system postponed](#)

Feb. 28 - [Download Guardian safety app with update](#)

March 1 - [CU Boulder and Boulder Police chiefs address recent off -campus incidents](#)

March 8 - [CU Boulder police leverage grant for recruiting, retaining officers](#) (also appeared in IACLEA News Bulletin)

Public Information - Media Links (cont'd)

CU Boulder Today and Other Campus Media (cont'd)

March 14 - [Emergency alerts updates, resources](#) (SRS Newsletter)

March 20 - [Alerts system test scheduled](#)

March 22 - [New Community Oversight Review Board member brings student voice to police](#)

April 4 - [CUPD alerts and trainings](#) (Staff Council Newsletter)

April 4 - [Emergency alerts now available to students in languages other than English](#)

April 12 - [New designation to recognize CU Boulder, system dispatchers](#) (also featured in CU Connections)

April 19 - [Safety and violence prevention partners to collaborate on stopping identity -based harm](#)

April 26 - [Use Safe2Tell as an anonymous option to report threats, potential violence](#)

April 25 - [CUPD issues alert after attempted armed robbery at Williams Village; no injuries](#) (CU Independent)

April 28 - [Plan for increased traffic, parking congestion May 11 -13](#)

May 1 - [Campus Kids Day comes with cuteness overload](#) (CUPD represented)

May 5 - [4 things everyone should know about xylazine](#)

May 8 - [Assessment team invites public comment as CUPD seeks national accreditation](#)

May 20 - [Campuswide building access updates](#)

June 5 - [All Clear: Project expands emergency alert language options](#) (System blog)

June 16 - [Recording of active harmer response class available](#)

June 21 - [Use caution when tubing, recreating in and around Boulder Creek](#)

June 26 - [Concerts, drone show July 1 -4 to bring excitement and crowds](#)

July 7 - [Police, researchers use grant to develop new tools to better assess the risk of targeted violence](#)

Public Information - Media Links (cont'd.)

CU Boulder Today and Other Campus Media (cont'd)

July 10 - [Colorado law student inspires change in CUPD](#) (Summer issue Coloradan Alumni Magazine)

July 12 - [Police to focus on more inclusive, accurate language to describe suspects](#)

July 17 - [Innovative license plate reader technology now in use on CU Boulder campus](#)

Aug. 24 - [Expanded Emergency Notification Area Moves Out of Pilot Phase](#)

Aug. 28 - [CUPD Provides 24/7 Support](#)

Aug. 29 - [Welcome from CU Boulder and Boulder Police Chiefs](#)

Aug. 30 - [Support When Traumatic Incidents Occur at Other Schools](#)

Sept. 3 - [CU Police Sent Out Safety Alert Regarding Burglaries](#) (CU Independent)

Sept. 5 - [CU Police First in County to Launch Text Message Satisfaction Survey Tool](#)

Sept. 15 - [CU Boulder Police First in County to Earn National Accreditation](#)

Oct. 5 - [Former Football Player Back on Field in Different Uniform](#)

Oct. 12 - [CU Boulder Researchers, Police Build Framework for Violence Prevention](#)

Oct. 17 - [Mother and Son Serve Together as CU Boulder Police Officers](#)

Oct. 23 - [CUPD Earns National Accreditation](#) (CU Independent)

Nov. 1: [CU Police Department Earns National Accreditation](#) (CU Independent - also appeared in IACLEA Weekly Bulletin)

Nov. 22: [Community Safety Event](#) (CU Boulder Today)

Dec. 1: [Test of CU Boulder Alert System Set for Dec. 5](#)

Dec. 6: [Office of Victim Assistance, CUPD Collaborate on Embedded Position](#)

Public Information - Media Links (cont'd.)

Local/CO News:

Jan. 30 - [Boulder County Law Enforcement Agencies Release Joint Statement](#) (Daily Camera)

Feb. 23 - [Boulder High Evacuated After Call to CUPD](#) (Daily Camera) Other mentions: [FOX31](#), [CPR](#), [Boulder Reporting Lab](#), [Denver Post](#), [Colorado Springs Gazette](#), [KRDO](#), [KOAA](#) and [CU Independent](#)

Feb. 27 - [Man taken to hospital after shooting near CU Boulder](#) Other mentions: [FOX31](#), [CBS Colorado](#) and [CU Independent](#)

April 14 - [911 Dispatchers at CU Boulder Designated as First Responders](#) (Daily Camera)

April 18 - [Regents committee discusses concealed carry on campus; Chiefs speak](#) (9News)

April 21 - [Memorial tree honoring CU Boulder student vandalized](#) (Daily Camera) Other mentions: Fox31 and [Yahoo](#)

April 25 - [Shots fired during attempted robbery at CU Boulder](#) (Fox 31) Other mentions: [9News](#), [Denver7](#), [CBS Colorado](#) and [Denver Post](#)

April 26 - [CU Boulder Police investigate attempted armed robbery](#) (Daily Camera)

May 16 - [CUPD receives grant to increase DEI training, mental wellness, community outreach](#) (Daily Camera)

June 19 - [CU Boulder Police warns about job scams impacting students and recent grads](#) (CBS4) Other mentions: [Daily Camera](#).

June 19 - [CU Boulder Police re-accredited for evidence management certificate](#) (Daily Camera)

June 23 - [CU Boulder Police search for assault suspect Friday morning](#) (Denver 7) Other mentions: [Fox31](#)

June 26 - [Police holding high school active shooter training this week in Boulder](#) (Daily Camera)

June 28 - [Expect 4th of July traffic at CU Boulder for Dead & Company concert, drone show](#) (Daily Camera)

July 5 - [Boulder to hold international police summit](#) (BizWest)

July 11 - [CU Boulder Police develop new violence prevention tool](#) (Daily Camera)

Public Information - Media Links (cont'd)

Local/CO News (cont'd)

July 12 - [Bear tranquilized, relocated from CU Boulder campus](#) (Daily Camera) Other mentions: [CBS Colorado](#), [Fox31](#), [9News](#) and [UPI](#)

July 18 - [CU Boulder Police training to improve inclusivity, accuracy in suspect descriptions](#) (Daily Camera)

July 20 - [License plate reader technology utilized on CU Boulder campus](#) (Daily Camera)

July 26 - [CU Boulder Police launching license plate reader technology](#) (9News)

Aug. 3 - [Boulder Fire-Rescue conducting mock rescue with crane on University Hill](#) (Daily Camera)

Aug. 9 - [Boulder Hosts International Police Conference](#) (9News)

Aug. 10 - [Bike Theft Safety Tips](#) (Fox 31)

Aug. 12 - [Editorial Board: CU Police Training to Use More Inclusive Language](#) (Daily Camera)

Aug. 3 - [Boulder Fire-Rescue Conducts Mock Rescue with Crane on University Hill](#) (Daily Camera)

Aug. 9 - [Boulder Hosts International Policing Conference](#) (9News)

Aug. 10 - [CU Boulder Police Offer Tips to Prevent Bike Theft](#) (Fox 31)

Aug. 12 - [Training CU Police to Use More Inclusive Language](#) (Daily Camera - Editorial Board Opinion Section)

Aug. 25 - [CU Boulder Expands Emergency Notifications to Certain Off -Campus Neighborhoods](#) (Daily Camera)

Sept. 27 - [CU Police Earns National Accreditation](#) (Daily Camera)

Nov. 29: [All in the Family: Mother and Son Join CUPD](#) (Daily Camera)

Dec. 10: ["That Builds Trust." CU Boulder Police Chief Embodies Public Service](#) (Daily Camera)

Dec. 18: [Advocate in CU Boulder Police Department Supports Crime Victims](#) (Daily Camera and CU Connections)

Public Information - Media Links (cont'd)

National/Industry News:

Feb. 13 - [CU Boulder Police Chief: 8 Tips on Campus Security Upgrades, Communication](#)

Feb. 21 - [1 Arrested AftEr Shots Fired at Colorado Hotel; No Injuries](#)

April 13 - [Agencies support 30x30 initiative](#) (Police Magazine)

April 17 - [CUPD Hosts Coffee with Cop; Meets Future Buff](#) (PERF Clips Photo of the Day):

July 26 - [CU Police use new protocol to help with violence prevention](#) (IACLEA News Bulletin share of Daily Camera story)

July 26 - [CU Police launching new program to help deter and investigate crime](#) (IACLEA News Bulletin share of CU Boulder Today story)

July 26 - [CU Police will soon train officers on how to use more inclusive, accurate language in emergency alerts and suspect descriptions](#) (IACLEA News Bulletin share of Daily Camera story)

Aug. 2 - [The Snowball Effect](#) (Police Chief Magazine)

Aug. 2 - [Colorado Law Student Inspires Change in CUPD](#) (IACLEA News Bulletin share of Coloradan Alumni Magazine story, also shared by CU Boulder Law School)

Aug. 11 - [CU Boulder Police develop new violence prevention tool](#) (IACLEA News Bulletin share of Daily Camera story)

Aug. 11 - [CU Boulder Police launch new program to help deter and investigate crime](#) (IACLEA News Bulletin share of CU Boulder Today story)

Aug. 11 - [CU Boulder Police train on more inclusive, accurate language in emergency alerts, suspect descriptions](#) (IACLEA News Bulletin share of Daily Camera story)

Aug. 11 - [CUPD and the Culture of Trust](#) (Chapman Foundation for Caring Communities Podcast)

Aug. 28 - [Welcome Week at CU Boulder](#) (PERF Clips Photo of the Day)

Sept. 7 - [Transforming Police Culture](#) (Police Chief Magazine)

Public Information - Media Links (cont'd)

National/Industry News (cont'd)

Sept. 19 - [Mitigating Risk at Large Events - CU Police Feature](#) (Police Magazine)

Sept. 27 - [Combatting Recruiting Challenges with Increased Training, Mental Health Resources, Outreach Efforts](#) (FBI-Leeda Insider Magazine, page 18)

Oct. 18 - [Mother/Son Duo Join CU Boulder Police Force, Enhancing Campus Safety](#) (NewsBreak)

Oct. 24 - [CU Boulder Police Focus on Ethics, Role of Law Enforcement in New Training](#)

Nov. 1: [What You Do Matters Training](#) (IACLEA News Bulletin share of CU Boulder Today story)

Nov. 1: [CUPD Earns National Accreditation](#) (IACLEA News Bulletin share of CU Independent story)

Nov. 15: [CUPD Community Engagement: Diwali](#) (X and PERF Clips)

Nov. 27: [IACLEA Welcomes Newly-Accredited Agencies](#) (p. 14, IACLEA Journal, Fall 2023)

Dec. 20: [Perspectives: How Does Your Agency Partner with Key Stakeholders to Serve the Community?](#) (Police Chief Magazine, Dec. 2023)

Media releases and advisories are shared on the [CUPD's Public Information Office website](#).



What's ahead in 2024?

CUPD is a learning organization that never rests on its laurels. We engage in constant conversations with our community to inform our plans and goals for the future.

- Uphold and exceed national accreditation standards through International Association of Campus Law Enforcement Administrators (IACLEA).
- Update of 2024-2029 Strategic Plan.
- Transition to Division of Public Safety strategic initiatives.
- Commemorate CUPD's 75th anniversary.



Thank you for reading our annual report! We invite you to engage with us further. Please reach out to CUPD with any questions or comments:

303-492-6666 (non-emergency)

[www.Colorado.EDU/ Police](http://www.Colorado.EDU/Police)