

# 2024 Annual Report



## Division of Public Safety

UNIVERSITY OF COLORADO **BOULDER**



# Connect With the Division of Public Safety

## Division of Public Safety

- Phone: 303-735-0685
- Email: [dps@colorado.edu](mailto:dps@colorado.edu)
- Website: <https://www.colorado.edu/publicsafety/>

## **CU Boulder Police Department**

- Emergency: 911 (answered 24/7)
- Non-Emergency: 303-492-6666 (answered 24/7)
- Property and Evidence: 303-492-5116
- Records: 303-492-5115
- Email: [CUPD-DL-COMMANDSTAFF@colorado.edu](mailto:CUPD-DL-COMMANDSTAFF@colorado.edu)
- Website: <https://www.colorado.edu/police/>

## **Events & Emergency Management**

- Phone: 303-735-7950
- Email: [emergency.management@colorado.edu](mailto:emergency.management@colorado.edu) for Emergency Management
- Email: [dpsevents@colorado.edu](mailto:dpsevents@colorado.edu) for Events
- Website: <https://www.colorado.edu/emergencymanagement>

## **Flight Operations**

- Phone: 303-735-8112
- Email: [DPS\\_Flightops@colorado.edu](mailto:DPS_Flightops@colorado.edu)
- Website: <https://www.colorado.edu/publicsafety/flight-operations>

## **Threat Assessment**

- Phone: 303-735-9146
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- Website: <https://www.colorado.edu/publicsafety/threat-assessment>

## **Security Services**

- Phone: 303-492-2102
- Email: [DPS\\_SecurityServices@colorado.edu](mailto:DPS_SecurityServices@colorado.edu)
- Website: <https://www.colorado.edu/publicsafety/security-services>

On social media @CUBoulderPolice



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# From the Vice Chancellor for Public Safety



In this annual report, we are proud to share our discoveries and accomplishments, which we feel will help better serve our vibrant university 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.

The CU Boulder Division of Public Safety (DPS) launched in spring of 2024. DPS includes the CU Boulder Police Department, Operations (Events & Emergency Management, Flight Operations, Communications Center, Security Operations Center), Security Services, Finance & Administration and Threat Assessment. All services play an important role in integrating public safety tools and resources to meet the evolving needs of our campus community. In 2024, DPS focused on strengthening existing partnerships and procedures to foster a [culture of sharing concerns](#) as part of our holistic approach to public safety.

All DPS departments were actively involved in campus wide efforts to [Educate, Engage and Enforce](#) applicable policies around activism and free expression, which play important roles in the personal, academic and leadership development of all members of the campus community.

We supported large scale events, working with law enforcement partners from across the region to ensure these events were not only fun, but safe.

We remain 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,

**Marlon C. Lynch**, Vice Chancellor for Public Safety



# About the Division of Public Safety

## Vision and History

CU Boulder's Division of Public Safety (DPS) was formed in early 2024 to integrate the university's robust public safety resources under one umbrella, strengthening existing partnerships, policies and procedures.

## Mission Statement

Division of Public Safety seeks to facilitate and coordinate a culture that supports the Boulder campus' commitment to maintain the highest level of ethics, integrity and safety in the conduct of its operations. We do this through services to enhance community safety, protect life and property, and foster safe, secure and ethical practices.

The University of Colorado (CU) Boulder is one of America's leading research universities and the flagship of the CU System. As a comprehensive public doctoral Research University, CU Boulder is a member of the Association of American Universities and is classified as an R1 University. The university has eight schools and colleges offering over 150 academic programs and enrolling 38,000 degree-seeking undergraduate and graduate students.

At CU Boulder, we believe in supporting each other and valuing everyone who is part of our community. Our values are expected of all Buffs and lead our actions in the classroom, on campus and in our community. At CU Boulder, we commit to building a more diverse and inclusive campus community. We value different backgrounds, identities and perspectives and believe that engagement with a wide range of ideas and viewpoints can help students learn and grow.

## CU Boulder Safety Philosophy

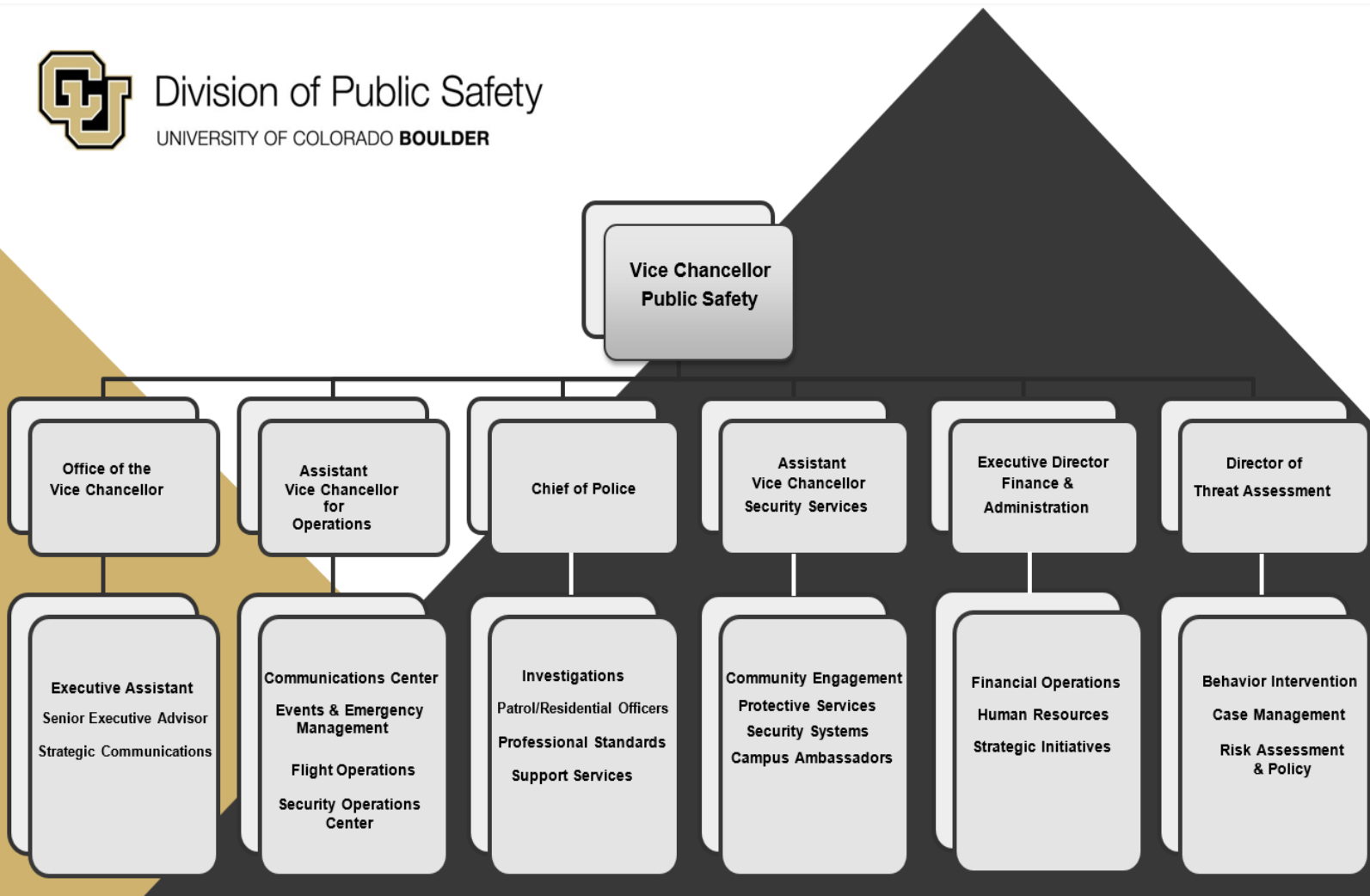
As part of our commitment to campus safety, CU provides comprehensive safety resources for faculty, staff, and students. We encourage you to learn about and make regular use of these resources and support a culture of personal responsibility, on campus and off, that will help us build an increasingly safe university community.

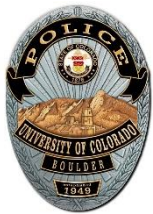


# Division of Public Safety Org Chart



Division of Public Safety  
UNIVERSITY OF COLORADO **BOULDER**





# 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 38,000 students and 12,000 faculty and staff members 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.





# Communications

Throughout 2024, the communications center at CUPD provided 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 members consistently support DPS and the public 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.



**15,313** Total calls taken by CUPD dispatch



**679** Total 911 calls handled

In addition to these day-to-day activities, the dispatchers are responsible for staffing the emergency operations center 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 2024, the CUPD Patrol 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 1,000 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 continued its strong partnership with the university's 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.

Patrol engaged in the High Visibility Enforcement (HVE) grant. The HVE grant covers 16 enforcement periods from July 1 through June 30 of the fiscal year, focusing on enforcement periods for impaired driving in conjunction with the *Driver Sober or Get Pulled Over* initiative through the Colorado Department of Transportation.

Patrol also created a more robust community engagement committee that meets monthly to identify, schedule and plan community engagement opportunities. This effort has resulted in numerous great funded events, partnerships with university groups to enhance the overall relationship within the campus community.



# Operations & Calls for Service

## 20,251 - Total Operational Activities

**63% - Officer Initiated Activities**

(foot patrols, directed patrols, traffic stops, etc.)

**7,771 - General Calls for Service, including fire response**

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## Top Calls for Service in 2024

**603 - Outside Agency Assist**

**441 - Suspicious Activity**

**345 - Welfare Checks**

**2,741 - Traffic stops**

**23 – DUI**

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## Body Worn Camera

**22,749 - Videos uploaded**

**4,825 - Hours of Footage**

**68 - Videos per day**

**222 - Cases sent to Municipal Court/Boulder County District Attorney**

**4,672 - Individual pieces of media shared**



# Residential Service Officers

**CUPD utilizes a tiered approach for community safety-oriented policing. The three tiers consist of fully commissioned law enforcement (CUPD officers), partially commissioned personnel (Residential Service 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 RSO team is a community-oriented, safety-focused, professionally trained team within CUPD. RSOs provide students living in residence halls with professional and compassionate public safety services that reflect the mission, vision and values of the Division of Public Safety.

RSOs receive a limited municipal commission through the City of Boulder that allows them to write certain summons such as minor in possession of alcohol and marijuana, among other violations. RSOs use an 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.

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 and more. RSOs hosted 24 community events in 2024, and attended another 4 student engagement events.

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.

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.



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**1,970 - Patrols in residence halls**

**230 - Administrative Citations**

89 - Drug Violations

137 - Alcohol Violations

0 - Noise Violations

2 - Other

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**24 – Community Engagement Events Hosted in Residence Halls**

**4 – Student Engagement Events Attended**





# Community Safety Officials

**The Community Safety Official (CSO) Program is something you may not find in a traditional municipal police department.** CSOs serve as the university's frontline for building access-related issues including providing assistance to campus affiliates who need help accessing their offices, labs and classrooms. 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, provide walking safety escorts, participate in events and work 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 2024, our CSO team members conducted 9,454 campus building integrity patrols and extra patrols, during which time they had positive interactions with countless students, faculty and staff members. This 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.

CSOs also provide holistic ambassadorship for the CU community and our campus affiliates. CSOs regularly stop by events organized by registered student organizations to engage with the campus community at a deeper level,

The Community Safety program provides these holistic ambassadorship 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.



**9,454**

Building integrity  
patrols/extra  
patrols  
conducted.



**7,500**

Miles walked  
while patrolling  
campus.



**1,005**

Special  
lock/unlock  
assists.

**594**

Calls for service





# Training

**CUPD utilized its training center 162 days throughout the year, hosting classes on everything from Crucial Conversations and Outward Mindset to ALERRT, Force Encounters Analysis, Simplify Language, SANE Examinations, Targeted Violence Lethality Assessment, Investigations and CUPD's Mini-Academy training.**

We also welcomed many law enforcement partners, including the Boulder Office of Disaster Management, to join us for emergency response and other multidisciplinary training topics.

We hosted a civil disturbance tabletop exercise with campus partners, Colorado State Patrol, the Boulder Police Department, Longmont Police Department and the Boulder County Sheriff's Office.

Online trainings included Ethics and Arrest, Search, Clery training, Anti-Bias training and Seizure.

In addition, CUPD's Training Center played host to university departmental trainings, human resources trainings and more.

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

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



**162** days reserved at CUPD training center.



# 2024 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. Trainings included:

- TV-LAP training
- DTAC, Driving, and Firearms Training per Rule 28
- Sergeant Led Training with Equipment, Importance of Community Policing, Responding to DV
- ALERRT Training organized by BFD, CUPD
- Coroner Investigations Training
- ICS 300, 400
- Training Methodologies: Train the Trainer
- Developing Professional Law Enforcement Services
- Clery training for Supervisors
- Respect in Reporting
- Detective Academy: Boulder DA's Office
- Northwestern Supervisor Class (2 weeks)
- Mindset Matters
- Armorer's Course
- Patrol Officers hosted and instructed NHTSA/IACP Standardized Field Sobriety Testing Training Class, NHTSA Advanced Roadside Impaired Driving Enforcement (ARIDE)





# 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 Data

**2,587**

Case reports

**2,183**

Summons or warnings through e-citation program

**1,020**

Reports released to campus partners

(720 Reports released to Office of Student Conduct)

**766**

Administrative violations

**555**

Records requests

**301**

Cases sent to District Attorney's office

**328**

CopLogic Reports



# Property and Evidence



**1,279**

Items of  
evidence  
processed



**3,537**

Items  
stored



**135**

Items  
returned to  
respective  
owners



**1,204**

Items  
purged

In 2024, our Property and Evidence continued to maintain and uphold the highest of standards. CUPD P&E earned accreditation through the SCS Northwest Evidence Management Professional Accreditation in June of 2021 and was reaccredited in May of 2024 after a thorough review of standards and best practices, which continue to evolve and improve.

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 Division of Public Safety's Budget and Finance unit manages the DPS budget and remains responsible for overseeing all funding within the CU Boulder Police Department, ensuring financial stewardship and compliance with university budget policies.

In 2024, CU Boulder implemented the new budgeting tool, ANAPLAN, focusing on refining financial processes to enhance budget transparency and operational efficiency. Additionally, efforts were made to identify funding gaps and submit proposal requests aimed at securing resources for campus safety enhancements.

As the university continues to evolve its budget planning approach, DPS remains committed to responsible financial management while ensuring CUPD's operational needs are met effectively.





# Community Building, Accountability and Transparency

We continue to work with students, faculty and staff to increase transparency about our policing practices and hiring processes. We post information about service calls on our data dashboards and invite members of the [Community Oversight Review Board](#) (CORB), which includes student, faculty and staff representatives to provide feedback, sit in on CUPD interviews, attend training sessions, ride along with CUPD officers and more.

In 2024, CUPD offered training sessions titled Respect in Reporting, Mindset Matters and De-escalation and Developing Professional Law Enforcement Services. You can learn more on the [Training page](#) of our website.



# Recruiting

## Recruitment Analysis

The 2024 recruitment analysis identifies trends in hiring processes, including applicant demographics, hiring outcomes and barriers to entry. Key areas of focus include:

- Points in the hiring process where applicants are removed at higher rates
- Common reasons for withdrawal
- Most effective recruitment channels

This analysis is broken down into Commissioned, and Professional Staff positions.

## Recruitment strategies

Throughout 2024, DPS continues to refine and expand recruitment strategies, including:

- Monthly job postings to maximize visibility
- Expanded social media presence and real-time job postings
- Enhanced candidate care strategies, providing personalized follow-ups to applicants
- Recruitment Sources: Indeed and referrals remained the top platforms where applicants discovered job postings. Other posting sources include:
  - The Chronicle of Higher Education
  - Inside Higher Ed
  - Higher Ed Jobs
  - The Direct Employers Network
  - Hispanics in Higher Ed
  - Native Americans in Higher Ed
  - Veterans in Higher Ed
- Process Observations: The lengthy and complex background process, along with interest from other agencies, were identified as common withdrawal points. This has prompted a review of potential barriers and opportunities to streamline the process for a more efficient and transparent experience.

## Commissioned Positions

In 2024, the CU Boulder Police Department welcomed 4 new commissioned staff, including recruits and lateral officers, comprised of 1 female and 3 males.





# Professional Staff positions

In 2024, CUPD welcomed 4 new professional staff members, comprised of 3 females and 1 male.

## Turnover and Retention

DPS closely tracks employee turnover and retention to assess workplace stability and career longevity. The 2024 data is as follows:

- Overall employee turnover rate: 10% (commissioned and professional staff)
- Overall retention rate: 90%

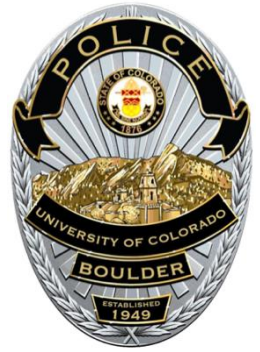
Notably, 1 retirement occurred within commissioned ranks in 2024, contributing to overall turnover rates. CUPD remains committed to enhancing retention through employee engagement initiatives, mentorship programs and career development opportunities.



# Response to Resistance, Anti-Bias Policing and Complaints

## Commitment to Accountability

CUPD holds with the highest regard our commitment to be forthcoming with our community in all our work. Our policies encompassing use of force (1.1.), 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 Forum, CU Boulder's Police Department Institutes Early Warning Systems (EWS) 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 positive relationships that we work so hard to foster within our community. It is important to note these early warning systems (EWS) do not serve as disciplinary tools. They serve to help detect impactful areas such as training deficiencies, challenging personal circumstances, excessive stress, underlying medical conditions, safety risks, and to allow for early detection and intervention with our team members.

## 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.

## 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 members, one commissioned and three non-commissioned. 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, online, by phone or in person. The complaint summary will immediately be sent to the members 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. For complaints that appear more serious in nature, including any potential for criminal implications by an employee, the supervisor will complete a memorandum and notify both the Patrol Commander and Professional Standards & Training Division Commander. Complaints will typically be reviewed at the lowest appropriate level to ensure a 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.

In two (2) instances the department initiated a formal Internal Affairs Investigation into possible policy violations. In one of those instances the initial investigation found the allegations were not as they first appeared and were appropriate to be handled at the divisional commander and supervisory level. In the first instance areas of professional growth and development for the employee were recognized and training actions successfully completed with the employee. In the second instance, upon conclusion of an investigation initiated by a complaint process, it was determined the employee was in violation of department policy. The employee required additional skills and proficiency training but was unsuccessful and eventually separated employment with the department. In both instances the CU Office of Institutional Equity and Compliance (OIEC) was consulted along with Human Resources professionals to ensure a balanced and appropriate review was conducted.

CUPD receives a variety of complaints that range from general university issues to items specific to the police department. A total of eighteen (18) complaints were received in the 2024 calendar year. Of those reports, eight (8) were from individuals who had a complaint regarding issues outside of the police department's control such as parking situations or roadway surface conditions. Nine (9) complaints were police related and followed up on by commanders and first line supervisors. One (1) complaint occurred in another jurisdiction not involving CUPD and was sent to that police department.

## 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 two (2) allegations of



Bias Based Policing made in the 2024 calendar year. In both instances, the CU Office of Institutional Equity and Compliance (OIEC) was engaged to have an additional review of the circumstances, outcomes, and reporting.

## **Statistical Snapshot**

The University of Colorado Boulder Police Department's Vehicle Pursuit policy can be found in Section 1.3 of the department's 2024 policy manual. In 2024, there was one (1) incident categorized as a possible pursuit of a motor vehicle by a CUPD Officer. After further review, the incident did not meet the criteria to be categorized as a pursuit. Additionally, a supervisor took action to ensure all officers did not initiate a pursuit since the circumstances did not meet department policy. The incident was reviewed by supervisory personnel and clarification of department policies along with possible actions that could be reasonably undertaken were identified for future circumstances.

A total of two (2) foot pursuits occurred by CUPD Officers. In both instances, the officers involved correctly completed their reporting requirements. In both instances the suspects were taken safely into custody. It should be noted the first foot pursuit occurred as a component of a larger circumstance involving a Felony Menacing with a weapon and the vehicle's driver abandoned their vehicle. CUPD Officers chased the suspect and displayed their handguns while taking the individual into custody. This statistic is also captured in our Response to Resistance data.

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 2024 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 police department's policy.

Response to Resistance reports for 2024 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 encompass 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.

The data points captured in this report are based off 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 database for the calendar year 2024 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-two (22) Response to Resistance incidents in calendar year 2024. Of the twenty-two (22) Response to Resistance incidents, one (1) of those was involving a police officer assigned to work a concert special event. One (1) instance was a CUPD member of the Boulder Combined SWAT Team serving a high-risk search warrant. The remainder of the incidents occurred with police officers assigned to patrol operations.

In many of the below incidents, multiple officers were assigned to the same incident and assisted by deploying several types of weapons systems, including less lethal, or using hands-on techniques to ensure that an appropriate response could occur at the lowest possible level of force. In review of the Response to Resistance reports department personnel displayed a TASER (conducted energy weapon) eight (8) times to gain compliance of the individual without activating the weapon. In one (1) instance the officer activated the TASER on a suspect who was attempting to remove the officer's handgun from their holster. In five (5) instances a long gun was displayed during an incident to gain compliance without firing the weapon. In nineteen (19) instances an officer displayed their handgun to gain compliance from the subject without firing the weapon. In eight (8) instances the department members used hands-on control hold measures to take the individual safely into custody.

In a review of subject data from the twenty-two (22) Response to Resistance incidents there were a total of thirty-five (35) individuals. Of those thirty-five (35) people, thirty-four (34) identified as male, and one (1) individual identified as a White female. Of the thirty-four (34) identified as male, seventeen (17) individuals identified as White, nine (9) individuals identified as Hispanic, six (6) individuals identified as Black, one (1) individual identified as Native American, and one (1) individual identified as Asian.

Of the thirty-five (35) individuals listed in the Response to Resistance reports a total of six (6) individuals were evaluated by medical personnel as a precautionary measure and in accordance with department policy. Of those two (2) expressed a complaint of pain during the incident. One (1) of those complaints was of back pain and the other a complaint associated with handcuffs. One (1) male had TASER probes removed from their skin. One (1) individual was evaluated due to erratic behavior and suspected drug use. One (1) individual displayed erratic behavior with suspected drug use and was in an altercation before experiencing a medical condition in the ambulance.

A review of the circumstances further revealed that with twenty-nine (29) of the subjects it was unknown by the officer if the individual was under the influence of alcohol or drugs. With six (6) of the subjects, the officer reported the individual appeared to be under the influence of alcohol and/or drugs.





In four (4) instances involving twelve (12) individuals the Response to Resistance occurred during a High-Risk Traffic Stop where multiple occupants were inside the stopped vehicle. Each person was counted as being involved in the incident because weapons were displayed by officers to gain compliance from each person.

Further examination of the subject data showed that of those individuals listed in the Response to Resistance reports ten (10) were affiliated with the university and twenty-five (25) were not affiliated with the university. Of the twenty (22) total instances with Response to Resistance reports the location occurred ten (10) times within the university's Clery Act geography and twelve (12) times outside of the university's Clery Act geography.

All twenty-two (22) instances, involving thirty-five (35) individuals, were reviewed by supervisors at several levels within the CUPD and captured in the department's compliance system. In many instances first line supervisors conducted team debrief sessions to assist with individual and team performance improvement.

## **Recommendations**

In review of the 2024 Response to Resistance incidents, the following recommendations are made to provide clarity to department processes as they relate to Response to Resistance:

1. Additional training should occur with supervisory personnel on the workflow within the new department software implemented at the start of the 2024 calendar year. That should include requirements as it pertains to findings and actions in a report as well as completion of all required categories.
2. Within the department database it is recommended that the categories for demographic information be reviewed by CUPD's Professional Standards Division to ensure complete information is being solicited at the time of reporting.
3. Develop policy and implement the live view capability of the department's newest generation of body-worn cameras. This would allow a supervisor or emergency dispatcher to login to an officer's body-worn camera and see in real time what is occurring during a critical incident. By doing so during the initial minutes of a serious situation, they can send more support to the officer(s) before it becomes necessary to use a higher level of force.
4. Continue to develop and refine with the Department of Public Safety Events team the capability to safely manage and respond to incidents during signature events such as football games and concerts. This should include a focus on accurate data collection and reporting and the process to coordinate post-event across numerous police agencies and systems.



# Events & Emergency Management

The DPS Department of Events and Emergency Management 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

The Events team is responsible for coordination and planning of our large scale, high visibility events to include items such as security and traffic planning for those special events that occur on the CU Boulder campus, including football games, concerts and commencement. The team assists event organizers in determining security risks and requirements for events and assists in providing staffing for those needs with police officers or other public safety support.

Events staffed 100 events in 2024, including 15 activations of the Emergency Operations Center, partnering with 15 different regional police/fire agencies on large events. Our personnel processed more than 1200 campus event requests. In fall of 2024, a new Emergency Operations Center debuted mid-football season.

In addition, we processed over 200 building access adjustments to support campus events and operations.

## Emergency Management

The Emergency Management team 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 the Boulder Office of Disaster Management, the Colorado Division of Emergency Management, and the Federal Emergency Management Agency's Region VIII Office, in support of effective emergency management planning and preparation for CU Boulder.

We hosted 4 active harmer response presentations for campus partners. We continue to promote participation in a system-wide active harmer training video and Skillsoft training course, which we helped to develop. Our team also conducted 5 tabletop exercises. We attended and/or presented at 4 conferences in 2024.

Our team produced Continuity of operations (COOP) plans for 12 organizations with 20 in progress and 6 finalized plans executed in 2024.

We are proud to support campus wide public safety efforts and initiatives.





# Flight Operations

The Division of Public Safety Flight Operations Department provides up to date training regarding safe and legal UAS operations, while helping campus units (e.g., PICs) understand safety and compliance requirements.

In 2024, Flight Ops collaborated with approximately 21 campus units, including departments, colleges and centers, to understand their objectives and provide guidance regarding how to accomplish their goals safely and legally. Those units included:

- Biology, Chemistry, Geography and Geology (College of Arts and Sciences)
- Colleges of Engineering, Business, Education, Environmental Design, CMCI
- Colorado Law
- INSTARR
- LASP
- Facilities Management, Housing and Dining
- Athletics
- Strategic Relations and Communications

Flight Ops also helps campus leadership understand risk and provides guidance on mitigating risk. We report recommendations on policy and procedure changes or individual exceptions to the Unmanned Aircraft System Advisory Committee.

We seek to provide an unbiased view of UAS safety and compliance. In addition to training to certify UAS pilots for a wide variety of aircraft, we evaluate UAS for airworthiness certification, help other university departments plan or fly missions and interface with other regulatory agencies such as the Federal Aviation Administration and much more.

CU Boulder has flown drones in over a dozen countries and on all seven continents.

The Division of Public Safety's Flight Operations department plays a critical UAS support role in many important research projects conducted by CU Boulder scientists. Read more about one of our recent support missions.





# Threat Assessment

## Mission

The Department of Threat Assessment ensures continuous monitoring and mitigation, provides consultation and intervention methods and maintains a comprehensive documentation repository for any instances of threatening or concerning behavior exhibited by faculty, staff, or non-affiliates to safeguard the well-being of our students, faculty, staff and entire university community and ensure a secure and supportive environment for all.

It is important to note that the Threat Assessment data provided below includes information from fall semester 2024 only, as that is the first full semester of Threat Assessment's operation on the CU Boulder campus.

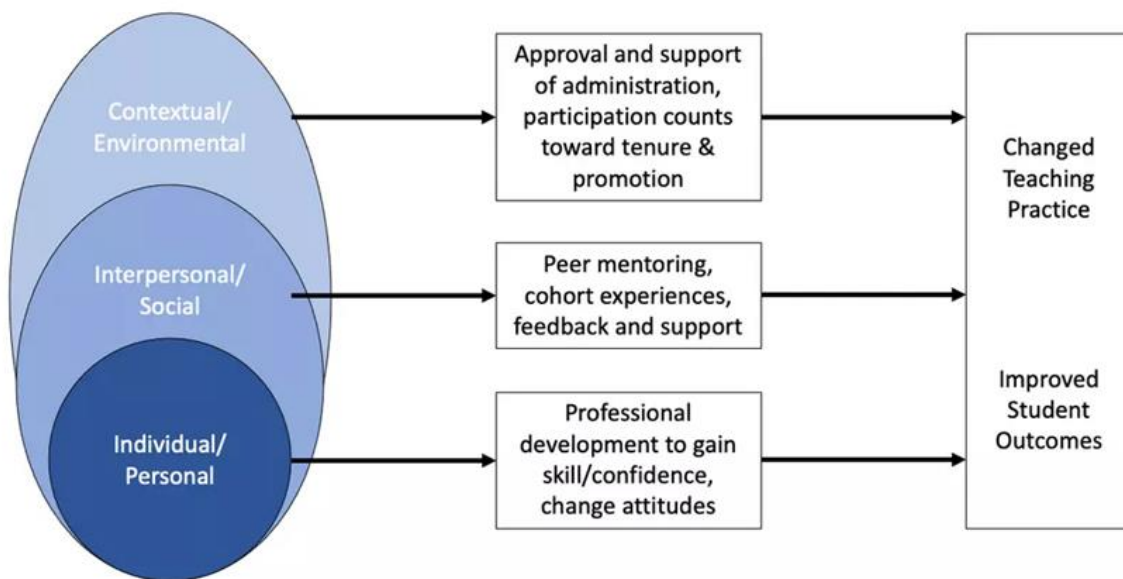
## Framework

When assessing the concerns raised with the Department of Threat Assessment, our team employs the Pathways to Violence framework (Calhoun & Weston, 2003). This model helps us understand the various stages an individual may pass through leading up to an act of violence. It provides a structured approach for identifying key behaviors that might indicate the escalation of intent. Furthermore, Calhoun and Weston emphasize that attacks are not impulsive events but rather deliberate actions that are typically planned. They also highlight that these behaviors often manifest in observable patterns, which can aid in early identification and intervention. This comprehensive approach allows us to better recognize and evaluate potential threats, enabling more effective risk management and prevention strategies.



# Model

In Threat Assessment, we apply the ecological model (Sansom, 2019) as a key framework to develop impactful training programs for the CU Boulder community. This model guides our efforts in addressing any incidents of threatening or concerning behaviors displayed by faculty, staff, students, or non-affiliates. A critical part of our approach involves encouraging individuals to consider the personal, social, and contextual factors that may influence how they respond to such behaviors. By taking these influences into account, we ensure that our practices are comprehensive and tailored to the unique circumstances surrounding each case. This holistic understanding shapes the development of our interactive training sessions, which are designed to address not only individual behaviors but also the broader social dynamics and environmental contexts that may contribute to these issues. Ultimately, our goal is to create a well-rounded, informed community capable of recognizing, responding to, and preventing potential threats in a thoughtful and effective manner.



Caption: Individuals exist within social and contextual environments. Project activities can target multiple levels of the system to achieve the desired outcomes.

## Programs Facilitated

### Multidisciplinary Teams

- The Threat Assessment Team is situational, and activation based; engaging in a process by which they examine the threat, the motivations behind the threat, and the presence of any plans to carry out the threat. TAT serves to learn as much as possible about the individual who poses a threat to the campus community and



then develops an intervention plan to mitigate the risk of that person committing an act of violence.

- The [Behavioral Intervention Team](#) (BIT) evaluates concerns about faculty, staff and non-affiliates including alumni and former students who have been unenrolled for at least three semesters, as well as guests and incoming students. BIT may work with Human Resources to conduct workplace violence risk assessments for current employees based on information from non-confidential sources.
- The Students of Concern Team is a proactive and collaborative group that reviews cases of concerning student behavior that cause concern to the student or others on campus, working towards a safer campus through intervention and crisis prevention.

## **Training and Education**

- Through tailored training for academic leaders, supervisors, faculty and staff, we equip our community with the tools to navigate and mitigate potentially harmful situations. Our aim is to identify, deescalate and reduce threatening and concerning activity.

## **Structured Professional Judgement Instruments**

- Risk Assessments are a research-based structured professional judgment tool useful for the initial triaging of the potential for threat. Risk Assessments may include but are not limited to: Structured Interview for Violence Risk Assessment (SIVRA-35) and Workplace Assessment of Violence Risk (WAVR-21).

## **How to Share Concerns**

CU Boulder has several robust processes for individuals to share concerns and request support, including several reporting options through CUPD, the Don't Ignore It website and anonymously through CU Boulder Safe2Tell. When concerns are reported, they are evaluated and addressed through tailored processes depending on the involved populations.



# Statistics from fall semester 2024

Threat Assessment by the numbers

## Semester Review

Fall 2024



### ANALYTIC OVERVIEW

Threat Assessment Cases

107

Created

Cases by Role Type  
Students

33%

Faculty, Staff, Non-affiliate

67%

Role Type by Month



Number of Cases by the Month





# Public Information

The Division of Public Safety's Director of Communications, who also serves as CUPD's Public Information Officer, helps to disseminate emergency alert and other safety information, responds to media inquiries, manages content on the DPS, CUPD and Events & Emergency Management websites and shares information about DPS activities and accomplishments in publications including CU Boulder Today, local and national media outlets and on CUPD's social media channels @cuboulderpolice.



**Followers:** 8.6K  
(up from 8.1K in 2023)  
**Reach:** 172K  
(8.1K increase)



**Followers:** 4.3K  
(up from 3.6K in 2023)  
**Reach:** 81.3K  
(up 345% from 2023)



**Followers:** 17.6K  
(524 increase)

## Top Social Posts and Reach (non-alert)

**#CUBoulder**  
**#FallWelcome**  
**8/21/24**  
**20.5K reach**

University of Colorado Police Department  
Published by Christine Mahoney  
August 21, 2024

Wow! 🌈 A stunning view of #CUBoulder (and for many of you, your new home) during a #fallwelcome rain shower! 🌈

This was shared by our friends City of Boulder Open Space & Mountain Parks, who encourage you to enjoy Boulder's beauty safely.

Thanks for helping us frame our campus! ... See more



**25 Years Since**  
**Columbine**  
**4/20/24**  
**56.3K reach**

cuboulderpolice  
University of Colorado Boulder



**CUPD/Coach Prime**  
**#cowboyhats**  
**7/8/24**  
**17.6K engagements**

Thanks for the fashion tip @DeionSanders! Our dress code now allows for certain #CowboyHats! Ofc. Simon is sporting one here, while out on patrol. We bet you'll see more hats on...



# Media Clips 2024:

## CU Boulder Today and Other Campus Media:

- Jan. 5: [CU/BVSD Safety Presentation](#) (Buff Bulletin)
- Jan. 12, 23: [Virtual Course Shares Violence Prevention Strategies](#) (CU Boulder Today and Staff Council newsletter)
- Jan. 12: [Winter Weather Info from Emergency Management](#) (Buff Bulletin)
- Jan. 17: [Campus delays and closures; what you need to know](#) (CU Boulder Today)
- Jan. 31: [Marlon Lynch to lead new Division of Public Safety](#) (CU Boulder Today)
- Feb. 7: [Learn more about CU Boulder's alert system](#) (CU Boulder Today)
- Feb. 16: [We are here to support you regarding this morning's incident at UCCS](#) (CU Boulder Today)
- March 4: [It's a family affair: mother and son serve together at CUPD](#) (Coloradan Alumni Magazine)
- March 8: [Be in the know: CU Boulder will test the alert system March 12](#) (CU Boulder Today)
- March 13: [Campus closures and delays: what you need to know](#) (CU Boulder Today)
- April 17: [CUPD, victim advocate train together on communication, de-escalation](#) (CU Boulder Today)
- April 19: [New virtual course outlines best practices for active harmer response](#) (CU Boulder Today)
- May 1: [Commencement 2024: Know before you go](#) (CU Boulder Today)
- May 9: [Five questions for Marlon Lynch](#) (CU Connections)
- May 14: [New virtual course for active harmer response](#) (Staff Council Bulletin)
- May 22: [CUPD commemorates 75 years of continuous public safety service](#) (CU Boulder Today)
- May 23: [Sgt. reflects on department's 75 year history and his own inspiration to serve](#) (CU Boulder Today)
- June 3: [Safety in Pride: CUPD engages in training, advocacy during Pride Month and beyond](#) (CU Boulder Today)
- June 11: [Public safety practitioners focus on mindset in serving others](#) (CU Boulder Today)
- June 13: [Use caution when tubing, recreating in Boulder Creek](#) (CU Boulder Today)
- June 21: [CU Regents consider budget, concealed carry](#) (CU Boulder Today)
- June 24: [5 tips for 4th of July weekend, including safety tips](#) (CU Boulder Today)
- June 25: [CUPD shares data from camera technology](#) (CU Boulder Today)
- June 26: [Odesza concert: know before you go](#) (CU Boulder Today)
- July 5: [Assault reported on Broadway and Baseline](#) (CU Independent)
- July 10: [Some CU Boulder police sporting new look](#) (CU Boulder Today)
- July 15: [CUPD assist city law enforcement in investigating alleged stabbing](#) (CU Independent)
- Aug. 1: [Supporting our campus through wildfires, recovery](#) (CU Boulder Today)
- Aug. 13: [New bus lanes on Colorado Avenue](#) (CU Boulder Today)
- Aug. 15: [Tyler Childers concert: what you need to know](#) (CU Boulder Today)
- Aug. 21: [Tips and reminders for a safe fall semester](#) (CU Boulder Today)
- Aug. 26: [Welcome from your public safety leader](#) (CU Boulder Today)



- Aug. 28: [Be informed: what you need to know about alerts](#) (CU Boulder Today)
- Aug. 28: [CU Boulder police chief takes job in Kansas](#) (CU Boulder Today)
- Aug. 30: [Alert system test set for Sept. 3](#) (CU Boulder Today)
- Sept. 3: [When you notice behaviors of concern](#) (CU Boulder Today)
- Sept. 5: [5 reasons to download the Guardian app](#) (CU Boulder Today)
- Sept. 6: [When emergencies occur off campus: what you need to know](#) (CU Boulder Today)
- Sept. 9: [Emergency alerts available in multiple languages](#) (CU Boulder Today)
- Sept. 11: [Be more aware when CU Boulder sends alerts](#) (CU Boulder Today)
- Sept. 13: [More people using Safe2Tell to report safety concerns](#) (CU Boulder Today)
- Sept. 19: [Learn best practices for active harmer response](#) (CU Boulder Today)
- Sept. 20: [Campus delays and closures: what you need to know](#) (CU Boulder Today)
- Sept. 26: [Be more aware of emergencies, off-campus incidents](#) (CU Boulder Today)
- Sept. 30: [Familiarize yourself with the Division of Public Safety](#) (CU Boulder Today)
- Oct. 1: [Use these resources to get around safely at night](#) (Be Mobile Newsletter)
- Oct. 2: [Preventing targeted violence is everyone's responsibility](#) (CU Boulder Today)
- Oct. 7: [Campus Safety: Get to know DPS](#) (Staff Council Newsletter)
- Oct. 9: Educate, [Engage, Enforce: CU Boulder's philosophy of engaging with free expression](#) (CU Boulder Today)
- Oct. 9: [Public safety personnel delve deeper to better understand bias and inequities](#) (CU Boulder Today)
- Oct. 17: [Violence prevention partners awarded grant to expand safety messaging](#) (CU Boulder Today)
- Oct. 22: [Bike theft prevention tips](#) (CU Boulder Today)
- Oct. 23: [How DPS enhances public safety at large events on campus](#) (CU Boulder Today)
- Nov. 1: [Vandalism on campus: a university statement](#) (CU Boulder Today)
- Nov. 4: [Measuring community satisfaction with first-responder response](#) (CU Boulder Today)
- Nov. 21: [Congratulations to CUPD and CU Boulder's Prevention Science Program for winning a U.S. Department of Justice grant to partner on strategic messaging for hate crime prevention and bystander reporting](#)(SRS Insights)
- Dec. 18: [An important update to the Alertus mobile safety app](#) (CU Boulder Today)

## Local/CO Media:

- Jan. 26: [CU Boulder Offers Online Course to Prevent Violence](#) (Daily Camera)
- Feb. 1: [CU Boulder Police warn students about scam advertising fake internships](#) (Daily Camera) Also featured on [Fox31](#)
- Feb. 22: [Second suspect arrested in April CU Boulder shooting](#) (Daily Camera)
- March 12: [CU Boulder testing alert system today](#) (Daily Camera)
- April 4: [CU Boulder hosts sexual assault awareness panel](#) (Daily Camera)
- April 29: [Shelter-in-place lifted after shots fired incident on CU Boulder campus](#) (Fox 31) (Other mentions: [Denver Post](#), [9News](#), [Denver7](#), [Denver Gazette](#), [Daily Camera](#) and [CU Independent](#))
- April 30: [4, including 3 juveniles, face charges after shots fired on CU Boulder campus](#) (Fox 31) (Other mentions: [Daily Camera](#))
- June 7: [CU Boulder Police engage in LGBTQ advocacy](#) (Daily Camera)



- June 13: [CUPD commemorates 75th anniversary](#) (Daily Camera)
- July 1: [CU police investigate assault](#) (Daily Camera)
- July 2: [Boulder sees 29% reduction in crime on University Hill](#) (Daily Camera)
- July 5: [CU Boulder police share data from Flock camera system](#) (Daily Camera)
- July 20: [CU Boulder's new chancellor talks tuition, safety, football and diversity](#) (Denver Gazette)
- July 26: [Suspects wanted in connection with theft of rare poster from CU Boulder auditorium](#) (Fox 31)
- July 29: [CUPD seeking public's assistance to ID suspects accused of stealing vintage poster](#) (Daily Camera)
- July 31: [Coroner rules that boy found dead on Boulder construction site fell from crane](#) (Daily Camera)
- Aug. 1: [Scout member reports armed robbery on CU Boulder campus](#) (Daily Camera)
- Aug. 6: [Suspects accused of stealing vintage power arrested, poster recovered](#) (Daily Camera)
- Aug. 6: ['Rare' poster returned to CU Boulder, suspects arrested](#) (Fox 31)
- Aug. 8: [CUPD warns students about bike thefts on campus](#) (Fox 31)
- Aug. 8: [Former CU student found guilty, CUPD detective work lauded](#) (Daily Camera)
- Aug. 12: [University Hill neighbors, partygoers react to Friday night shooting in Boulder](#) (Daily Camera)
- Aug. 28: [Chief Doreen Jokerst leaving CU Boulder for job in Kansas](#) (Daily Camera)
- Aug. 28: [Structure fire extinguished near CU Boulder](#) (Fox 31)
- Aug. 29: [CUPD investigates report of unlawful sexual contact](#) (Daily Camera)
- Sept. 10: [Chief Jokerst leaves her mark on CU Boulder Police](#) (Daily Camera)
- Sept. 13: [Police nab hit-and-run suspect at Folsom Field](#) (Daily Camera)
- Sept. 13: [CU football field damaged by man driving crashed pickup, police say](#) (Associated Press) (picked up by [ABC News](#), [Newsday](#), [Fox Sports](#), +18 others)
- Oct. 4: [University of Colorado gets \\$2M to prevent and address hate crimes](#) (Colorado Public Radio)
- Oct. 9: [CU Boulder appoints interim police chief](#) (Daily Camera)
- Oct. 21: [Police alert public of possible scam](#) (Daily Camera)
- Nov. 1: [CU Boulder Police investigate graffiti on several campus buildings](#) (Daily Camera)
- Nov. 16: [CUPD investigates reported unlawful sexual contact at Farrand Field](#) (Daily Camera)
- Nov. 21: [New Boulder ordinance aims to crack down on excessive noise, partying](#) (Daily Camera)

## National/Industry News:

- Feb. 21: [Marlon Lynch to lead new Division of Public Safety](#) (IACLEA Bulletin article, pointing to full announcement in CU Boulder Today)
- March 20: [It's a family affair: mother and son serve together as CU Boulder Police Officers](#) (IACLEA Weekly Bulletin, sharing Coloradan Alumni Magazine story)
- April 10: [Thanks for coming out to our Sexual Assault Awareness Month event!](#) (PERF Clips featured CUPD)
- May 9: [Now this is what we call a productive dinner break!](#) (PERF Clips featured CUPD)
- July 8: [Deion Sanders fashion tips adopted by Colorado cops](#) (Essentially Sports)





- July 29: [Thanks, Deion Sanders, for inviting CUPD to fall football camp](#) (CUPD Instagram post featured in PERF Daily Clips)
- Oct. 2: Roll Call - [Why I joined the IACP](#) (Police Chief Magazine)
- Oct. 3: [U.S. Department of Justice awards CU Boulder nearly \\$2M grant](#) (DOJ)
- Oct. 14: [Sometimes, it's the little things that make a big difference](#) (CUPD X post shared by PERF)

Media releases are shared on [CUPD's website](#).



# What's Ahead in 2025?

- Expansion of CU Boulder's physical security technology and security services.
- Increased collaboration between multidisciplinary teams focused on positive public safety outcomes.
- Adoption of a convenient and accessible public safety app.
- Continued focus on creating a culture of sharing concerns.

