

Denver Police Department

Disciplinary Process Flowchart

1. Complaint Received by DPD or OIM
2. IAB Investigation
3. OIM Certifies Investigation as Thorough and Complete or Returns it for More Investigation
4. CRO Review and Recommendation
5. OIM Review and Recommendation
6. Contemplation of Discipline Meeting
7. Chief's Hearing
8. Chief's Recommendation to EDOS
9. EDOS Office Independent Review
10. Final Order of Discipline Issued by EDOS Office

Appeal Process

1. Civil Service Hearing Office
2. Civil Service Commission Board
3. Denver District Court*
4. Colorado Court of Appeals
5. Colorado Supreme Court

**Appeals can be made directly to Denver District Court in some instances.*

Definitions

- DPD: Denver Police Department
- IAB: Internal Affairs Bureau
- OIM: Office of the Independent Monitor
- CRO: Conduct Review Office
- EDOS: Executive Director of Safety