Disciplinary Process Flowchart

**DENVER POLICE DEPARTMENT**

1. **Complaint Received by DPD or OIM** → **IAB Investigation** → **OIM Certifies Investigation as Thorough & Complete or Returns it for More Investigation** → **CRO Review and Recommendation**

2. **OIM Review and Recommendation** → **Contemplation of Discipline Meeting** → **Chief’s Hearing** → **Chief’s Recommendation to EDOS**

3. **EDOS Office Independent Review** → **Final Order of Discipline Issued by EDOS Office**

**APPEAL PROCESS**

- **Civil Service Hearing Office**
- **Civil Service Commission Board**
- ***Denver District Court**
- **Colorado Court of Appeals**
- **Colorado Supreme Court**

**Disciplinary Process Flowchart**

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

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