

Acronyms and Terms Related to Denver's Law Enforcement Discipline Processes

Created by the Denver Citizen Oversight Board

Acronyms:

- **AIU:** Administrative Investigations Unit, the part of the Public Integrity Division (under the Department of Public Safety) which investigates complaints against Sheriff Department deputies
- **CAO:** City Attorney's Office
- **CRB/CRO:** Conduct Review Bureau/Office, the internal Police Department team that reviews internal investigations and then makes specific discipline recommendations (Police policies use "Bureau," not "Office")
- **CRU:** Conduct Review Unit, the part of the Public Integrity Division (under the Department of Public Safety), which reviews investigations and makes disciplinary recommendations for Sheriff Department deputies.
- **DFD:** Denver Fire Department
- **DOS:** Department of Public Safety (contains the 911 Call Center and Police, Sheriff, and Fire Departments)
- **DPD:** Denver Police Department
- **DSD:** Denver Sheriff Department
- **EDOS:** Executive Director of Public Safety, head of the Department of Public Safety
- **GIRT:** Grievance and Incident Response Team, a non-disciplinary Sheriff Department unit that reviews uses of force and inmate grievances. Cases involving potential misconduct are referred out.
- **IAB:** Internal Affairs Bureau, the Police Department office that investigates complaints against Police officers
- **OIM:** Office of the Independent Monitor
- **PID:** Public Integrity Division, the Department of Public Safety office responsible for processing disciplinary cases involving Sheriff Department deputies (contains the Administrative Investigations Unit & Conduct Review Unit)

Disciplinary Outcomes:

- **Unfounded:** The available evidence demonstrates that the alleged actions did not occur.
- **Exonerated:** The alleged action did occur, but the action was reasonable, lawful, and proper.
- **Not Sustained:** There is insufficient evidence available to either prove or disprove the allegation.
- **Sustained:** The alleged action occurred and was a violation of law or policy.
- **Informal:** Any misconduct either alleged or found is minor enough to be resolved by a conversation or debriefing with the relevant supervisor and does not warrant a formal reprimand.
- **Service Complaint:** The complaint was about the services or policies of the department, rather than an allegation of misconduct by specific individuals.
- **Declined:** The case was closed during the preliminary review and intake process, prior to a full investigation.
- **Mediation:** All parties agreed to fully resolve the complaint through a professionally facilitated mediation.

Other Terms:

- **Critical Incident:** An incident where the subject suffers a potentially life-threatening injury or death resulting from, or in relation to, a law enforcement action. This includes all in-custody deaths.
- **Chief's Meeting:** Referred to in policy documents as the "Chief's Conduct Review Meeting," this is a meeting where the DPD Chief consults with internal staff, DOS, and the OIM about appropriate discipline to determine the department's position. This precedes a "contemplation of discipline"-style meeting.
- **Contemplation of Discipline Meeting:** A DSD gathering of all involved parties (subject, OIM, CAO, EDOS, CRU, Sheriff, etc.) to ensure everyone has a say prior to imposition of discipline. The DPD's "**Chief's Pre-Disciplinary Hearing**" serves a similar function within the DPD and is often referred to by the same name.
- **Scheduled Discipline:** An abbreviated disciplinary process with set outcomes for certain straightforward and low-level offenses (late to work, personal cell phone usage, body-worn camera activation, etc.).
- **Use of Force Review Board:** A five-member DPD Board tasked with reviewing all DPD firearm discharges and any use of force resulting in serious injury or death and whether the officer's conduct violated DPD policies.