I. INTRODUCTION

The University of Colorado recognizes that the University of Colorado employs commissioned police officers that are designated as university staff per C.R.S. 24-50-135 and APS 5022. The justification and support to this designation is outlined in the memo entitled “Justification for Police Positions as University Staff,” referred to herein as Exhibit A. Furthermore, the University of Colorado recognizes that each campus police department has a progressive discipline policy for University staff. This policy is referred to as “Internal Disciplinary Matters-University Staff Members” and is referred to herein as Exhibit B.

II. POLICY STATEMENT

A. The University of Colorado recognizes that campus police departments employ commissioned officers that are designated as university staff. As such, a policy to create and define the process for correcting single and repeat incidences of employee failure to comply with rules and/or to meet specific workplace expectations for conduct is needed. Therefore,

B. Each campus chancellor, or designee, shall be responsible for providing a progressive disciplinary process for the university staff members of their respective campus police departments as laid out in Exhibit B. Should a university campus police department not have one, this will apply.

C. Severe steps measures

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1 The system administration is considered a campus for the purposes of this policy and is required to adopt any campus requirements herein.
D. This policy is solely for university staff members of campus police departments. It has no effect on the disciplinary process of any other university staff members in other departments.

II. RELATED GUIDELINES, AND OTHER RESOURCES

Exhibit A.

1. University Staff Police Justification

Exhibit B.

2. Internal Disciplinary Matters-University Staff Members

III. HISTORY

- Adopted: July 1, 2019. (Pending)
- Last Reviewed: July 1, 2019. (Pending)