What is the complaint procedure?
The complaint will be courteously accepted by any employee and promptly given to the appropriate supervisor. The Chief of Police will review all formal complaints to determine the appropriate course of action for that individual complaint.

How long will the investigation take?
Unless there are extraordinary circumstances, complaint investigations will be completed within 30 days. The investigating officer will notify the complainant of the disposition of the investigation within 30 days of the final review by the Chief of Police.

What are the possible dispositions?

Unfounded – the investigation discloses that the alleged act did not occur or did not involve Department personnel. Complaints determined to be frivolous will fall within this classification.

No Misconduct – the investigation discloses that the alleged act occurred, but that the act was justified, lawful, and/or proper.

Not Sustained – the investigation discloses that there is insufficient evidence to sustain the complaint or fully exonerate the employee.

Sustained – the investigation discloses sufficient evidence to establish that the act occurred and that it con-

What happens if the complaint is upheld?
If, after a complete investigation, it is determined that the allegation is substantiated, the discipline or corrective action will be dependent on the seriousness of the infraction. Disciplinary/corrective actions may range from remedial training, oral reprimand, written reprimand, suspension, or in extreme cases, termination.

What types of complaints will not be taken?
Complaints regarding traffic tickets, parking tickets, or probable cause for an arrest are examples of complaints that may not be taken. These decisions are for the courts to make and not formally subject to review by the Englewood Police Department.

If you have further questions, please contact:

Sgt. Chad Read
Professional Standards Bureau
303-762-2458
cread@englewoodco.gov

Investigator Scot Allen
Professional Standards Bureau
303-762-2436
sallen@englewoodco.gov

If your complaint is in regards to a violation of the American with Disabilities Act (ADA), please contact the ADA Coordinator for Law Enforcement at 303-762-2494.
It is the mission of the Englewood Police Department to protect life and property; enforce the law in a fair and impartial manner; preserve the peace, order and safety of the community; safeguard rights guaranteed by the constitution; and to provide the highest quality of service to the community.

The public has a right to expect efficient, fair, and impartial law enforcement.

The Englewood Police Department would like to know when their employees are not serving the public appropriately. All complaints will be investigated in a fair and thorough manner.

The Englewood Police Department also encourages positive feedback in order to recognize the superior performance of its employees.

COMMENDATION

Commendations are a great way of recognizing the exceptional service provided by our department. You can file a commendation several ways:

- Contact the Professional Standards Bureau at 303-762-2458.
- If you desire to speak with someone immediately, contact Communications at 303-761-7410 and ask to speak with the on-duty supervisor.
- Mail your commendation to the Englewood Police Department, attention “Professional Standards Bureau.”

Who can make a complaint?
Any person who witnesses or has direct knowledge of police misconduct or improper job performance against any department employee that, if true, would constitute a violation of department policy, federal, state or local law.

When should a complaint be made?
You should notify the Englewood Police Department as soon as possible of any alleged misconduct.

Protection of the employee.

Employees must be protected against false allegations of misconduct. This can only be accomplished by a thorough investigative process. Furthermore, individuals who file false or malicious allegations of employee misconduct may be prosecuted.

How do I file a complaint?
You may file a complaint several different ways:

- Contact the Professional Standards Bureau at 303-762-2458.
- If you desire to speak with someone immediately, contact Communications at 303-761-7410 and ask to speak with the on-duty supervisor.
- Mail your complaint to the Englewood Police Department, attention “Professional Standards Bureau.”
- Email your complaint to Sergeant Chad Read at cread@englewoodco.gov

Will the officer be notified of the complaint?
Yes, the department employee has the right to know the nature of the charges alleged and the identity of the person making the allegation.