



Colorado Springs Police Department

General Order

1807 Domestic Violence and Sexual Misconduct Victims - Department Members

Section 1800 – Personnel Functions

Effective Date: 9/13/2021

Supersedes Date: N/A

.01 Purpose

The purpose of the policy is to describe the department's expectations for investigating incidents of domestic violence and sexual misconduct in which a department member is the reported victim.

.02 Cross Reference

[GO 122 Treatment of Victims/Witnesses & Victim Rights Notification](#)

[GO 400 Employee Conduct \(Sworn and Civilian\)](#)

[GO 600 Complaints and Internal Investigations](#)

[GO 1053 Domestic Disturbances & Violence](#)

[GO 1056 Protective Orders](#)

[GO 1820 Work Performance](#)

[Policies and Procedures Manual – Sworn Personnel](#)

[Policies and Procedures Manual – Civilian Personnel](#)

.03 Discussion

The department is committed to creating and maintaining a safe environment for all department members. This includes those who are the reported victim of domestic violence and sexual misconduct in workplace and non-workplace incidents.

.04 Policy

The department will thoroughly investigate all allegations of domestic violence or sexual misconduct. Such investigations will be conducted with a strict sense of confidentiality that includes the details only being provided to those associated with the investigation and if necessary, with members of the department member's chain of command.

The department will not discriminate or retaliate against any department member who reports an act of domestic violence or sexual misconduct.

The department will provide resources and make reasonable accommodations for department members who are the reported victim of domestic violence or sexual misconduct.

.05 Definitions

Department Member: Department employees, interns, volunteers, and consultants.

Non-Workplace Incidents: Incidents of domestic violence or sexual misconduct where the reported victim is a department member who was not being compensated by the department at the time of the act.

Sexual Harassment: Unlawful conduct such as unwelcome sexual advances, requests for sexual favors, verbal or physical conduct of a sexual nature, or any other unwelcome verbal or physical conduct based on a person's sex.

Sexual Misconduct: Sexual assault as defined in CRS § 18-3-402, Stalking as defined in CRS § 18-3-602, or sexual harassment.

Workplace Related Incidents: Incidents of domestic violence or sexual misconduct where the reported victim is a department member who was being compensated by the department at the time of the act.

.10 Duty to Investigate

Known or suspected acts of domestic violence and sexual misconduct involving a department member will be investigated in accordance with state law and department policy, to include providing resources afforded by the department's Victim Advocacy Unit (VAU).

.20 Discrimination and Retaliation Prohibited

The department nor any department member will not retaliate nor discriminate against any department member who reports an act of domestic violence or sexual misconduct.

.30 Reasonable Accommodations

The department will make reasonable accommodations to support department members who are the reported victim of domestic violence or sexual misconduct. Accommodations include but are possibly not limited to:

- Taking time off to participate in legal processes (e.g., obtain protective orders, attend court processes, etc.)
 - Department members who are employed by the department who request time off may use applicable accrued time off (e.g., vacation, sick, etc.). If an employee does not have accrued time, they may request unpaid leave.
- Developing safety measures in the workplace (e.g., changing the location of a workstation, changing work telephone numbers, etc.)

.40 Confidentiality

Employees will maintain a strict sense of confidentiality as it relates to a department members involvement in or association with an act of domestic violence or sexual misconduct. The details of any such act will only being provided to those associated with the investigation (e.g., officer, detective, supervisors) and if necessary, with members of the department member's chain of command.