



DENVER POLICE DEPARTMENT VOLUNTEERS IN POLICING UNIT

Gender or Sexual Orientation and Racial National Origin Discrimination and Intimidation Policy

Policy and Declaration: The Denver Police Department recognizes and declares that it is the right of every employee to work in a professional environment, free from any form of discrimination, harassment, retaliation, or intimidation based on actual or perceived race, color, national origin, religion, age, gender, or sexual orientation. Any allegation of conduct in violation of this policy will be thoroughly investigated and violators will be disciplined accordingly. The Department is committed to zero tolerance of violations of this policy, and therefore, all employees are subject to discipline for a single violation of any portion of this policy. Nothing in this policy is intended to limit a victim's right to pursue additional remedies outside the Denver Police Department.

Conduct Prohibited: Discrimination, harassment, retaliation, and intimidation based on actual or perceived race, color, national origin, religion, age, gender, or sexual orientation, includes but is not limited to:

- a. verbal conduct such as epithets, derogatory comments, slurs, jokes, sexual remarks, or audio recordings containing any such verbal conduct;
- b. visual conduct such as derogatory posters, photographs, writings, cartoons, drawings, gestures, or video recordings containing such conduct;
- c. physical conduct such as assault, unwelcome or inappropriate touching, blocking normal movement, or interfering with an employee's work because of the employee's sex or race or any status protected by this policy;
- d. threats or demands to submit to sexual requests in order to keep a job or avoid some other loss, and offers of job benefits in return for sexual favors;
- e. any act of retaliation against an employee for reporting or threatening to report a violation of this policy; and
- f. any act of intimidation against any employee to prevent or deter that employee from reporting any violation of this policy.

Reporting Procedures:

- a. Any employee who believes that he/she has knowledge of any violation of this policy shall report the incident to his/her supervisor, to the Internal Affairs Bureau, or to the Chief of Police immediately.
 1. A report may be made verbally or in writing.
 2. Anonymous complaints will also be accepted and evaluated for further investigation.
- b. All allegations of violations of this policy will be thoroughly and promptly investigated by the Internal Affairs Bureau, or the Chief's designee.
- c. The Commander of the Internal Affairs Bureau must advise the Chief of Police of all alleged violations of this policy, including anonymous reports, immediately.
- d. The reporting party and/or complainant will be advised in writing by IAB of the final disposition of the case.

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Volunteer's Signature

_____, 200__
Date

