



**Colorado Springs Police Department
General Order 815**

Section 8: Deadly Force Investigations -- Investigations and Evidence

Active Date: 4/4/2017

Supersedes Date: 11/18/2015

.01 Purpose

To specify procedures for investigating incidents in which Department personnel have used, or attempted to use, deadly force and incidents in which Department personnel have discharged firearms.

.02 Cross Reference

[GO 860, Interviews and Interrogations](#)

[GO 920, Firearms Regulations](#)

[GO 1110, Critical Incident Review Committee](#)

[GO 1131, Enhanced Tactical Communications System](#)

[GO 1620 Complaints and Internal Investigations](#)

[GO 1625, Investigative Rights](#)

.03 Discussion

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.04 Policy

The Department shall ensure that a neutral, impartial and thorough investigation of deadly force incidents is conducted. Such an investigation will be conducted in all incidents in which an officer or non-sworn employee discharges a firearm, except under the exclusions listed in subsection 815.06 of this General Order, and in all incidents involving the actual or attempted use of deadly force. The purpose of the investigation will be to reconstruct and determine the facts surrounding the incident.

Deadly Force incidents are investigated by the El Paso County Sheriff's Office (EPSO), in conjunction with the Liaison Deadly Force Investigation Team (LDFIT) comprised of members from the CSPD Violent Crimes Homicide Unit. The EPSO will be considered to have primary authority for directing the scope of the investigation into those facts necessary to reach a final decision relative to legal justifications for the use of deadly force. CSPD personnel will have primary authority regarding the investigation into any criminal violations not associated with law enforcement personnel. CSPD personnel will closely coordinate all significant investigative activities with assigned EPSO personnel.

As part of the response to an officer involved use of deadly force, not involving CSPD personnel, the Violent Crimes Homicide Unit may respond to the incident in the role of the Deadly Force Investigation Team (DFIT) as described in this policy.

.05 Definitions

DEADLY FORCE: Any use of force that creates a substantial risk of causing death or serious bodily injury.

SERIOUS BODILY INJURY: Serious bodily injury as defined in CRS 18-1-901 (3) (p), means bodily injury which, either at the time of the actual injury or at a later time, involves a substantial risk of death, a substantial risk of serious permanent disfigurement, a substantial risk of protracted loss or impairment of the function of any part or organ of the body, or breaks, fractures, or burns of the second or third degree.

INVOLVED OFFICER OR NON-SWORN EMPLOYEE: Any officer or non-sworn employee who directly uses or attempts to use deadly force as outlined above. This may include CSPD officers, CSPD non-sworn personnel, outside agency sworn officers or outside agency Federal Agents.

WITNESS OFFICER OR NON-SWORN EMPLOYEE: Any officer or non-sworn employee who is present or observes another employee use or attempt to use deadly force but does not use or attempt to use deadly force themselves.

INITIAL RESPONDING SUPERVISOR: Any initial responding supervisor to a deadly force incident who assumes command upon arrival.

LIAISON SUPERVISOR: A CSPD supervisor who, in a deadly force incident, is assigned liaison responsibilities to facilitate communications and coordinate activities between any involved employee and the LDFIT. The liaison supervisor will also accompany the involved employee to any scheduled follow up meetings with investigators, CSPD victim advocates, etc. Additionally, they will serve as a resource for the involved employee and the LDFIT as the deadly force investigation is progressing. Ideally, a supervisor fulfilling this role would be a direct supervisor for the involved employee. However, scheduling or other obstacles may be present and another shift supervisor or lieutenant may be utilized in this capacity. The liaison supervisor will be selected by the involved employee's commander or lieutenant.

DEADLY FORCE INVESTIGATIONS TEAM: The Deadly Force Investigations Team (DFIT) will be comprised of on-call EPSO Investigations Division personnel who have been identified to conduct deadly force investigations involving a CSPD officer or CSPD non-sworn employee. The makeup of the DFIT will be determined by the on-call Homicide Lieutenant from EPSO who will be the designated DFIT Commander.

LIAISON DEADLY FORCE INVESTIGATION TEAM: The Liaison Deadly Force Investigation Team (LDFIT) will be comprised of the on-call CSPD Investigations Division lieutenant, who will serve as the LDFIT commander; the on-call CSPD Homicide Unit sergeant,

who will serve as the LDFIT supervisor, and one detective from the on-call CSPD Homicide Unit. Other CSPD investigative personnel may be utilized at the discretion of the LDFIT commander.

.06 Exclusions

Provisions of this policy do not apply to the following, unless the incident involves injury, death, or allegations of employee misconduct:

- Not all forced stop methods are deadly force. Supervisors will consider the circumstances surrounding the use of the forced stop method to determine if it is a use of deadly force. A discussion may occur between the CSPD Violent Crimes lieutenant and the EPSO on-call Investigations lieutenant to discuss the specifics of the incident and determine the need for a response by a DFIT.
- Shots discharged by accident or shots fired under circumstances that constitute a mistake of fact.
- Shots fired properly at an approved target range.
- Shots fired in the necessary dispatch of a vicious or injured animal. Any such incident will be monitored by a supervisor who will notify the employee's lieutenant or the Duty Lieutenant as appropriate. Based upon the circumstances, the lieutenant will direct that the incident be documented in either a case report or a memorandum and will make further notifications as necessary.

.10 Responding Officers' Initial Responsibilities

When a CSPD officer, CSPD non-sworn employee, or outside agency officer/agent uses or attempts to use deadly force, within the City of Colorado Springs, certain activities should be considered. In conjunction with any necessary enforcement, investigative or medical actions, initially responding department personnel will take the following actions in the order deemed appropriate:

- Ensure the threats to employee's safety and the safety of others are over.
- Secure and separate suspects.
- Relay information on fleeing suspects to communications and other field units and work with them to establish a containment area.
- Request a supervisor and additional backup, emergency medical services, if necessary, and any other assistance required immediately.
- Administer emergency first aid to all persons who may be injured pending arrival of emergency medical assistance. If possible, an injured employee should also administer first aid to themselves.
- Coordinate with the responding patrol supervisor to secure any involved weapons when the environment is safe to do so, in a manner such as:
 - Holster handguns or secure them in place as evidence.
 - Secure long guns in the prescribed manner or in place as evidence.
 - Do *not* open, reload, remove shell casings or in any other manner tamper with involved firearms; except as necessary to render the weapon safe.

- Take note of the time. Also survey the entire area for relevant facts and individuals who are present or who have departed the scene; such as, witnesses, potential suspects and suspect vehicles.
- As time and capabilities permit before supervisory and other assistance arrives:
 - Secure the area, establish a perimeter with crime scene tape and limit access only to authorized persons necessary to investigate the shooting and assist the injured. Once all life-saving measures are complete, authorization to enter the immediate scene (inner perimeter) will be determined by the DFIT supervisor.
 - Protect evidence from loss, destruction or damage that is likely to occur before backup can arrive. Ensure evidentiary items are not moved or, if moved, note the original location and position of persons, weapons, and other relevant objects and evidence.
 - Record the names, addresses and phone numbers of all witnesses and other persons present at the shooting scene and request they remain on hand in order to make a brief statement. This statement should be obtained regardless of whether or not the witness professes to have seen anything. Separate witnesses as soon as possible.
- The involved employee will be required to provide basic information to the responding scene supervisor, as soon as practical. This basic information will be in the form of a Public Safety Statement and should include a brief synopsis as outlined in subsection 815.14 of this General Order.

.14 Responding Supervisor's Initial Responsibilities

Initial considerations for supervisors upon arrival in the order deemed appropriate:

- Assume Command of the incident.
- Identify and secure a command post area for incoming support personnel.
- Ensure the safety and determine the condition of the employee(s), suspect(s) and third parties and summon emergency medical service providers; if needed, and not yet summoned.
- Secure the involved employee in the command post area as able, and have them standby for further instructions. Assign another supervisor or officer to standby with the involved employee.
- Notify the liaison supervisor where the involved employee is located.
- Direct officers to secure the scene, utilizing barrier tape and blocking off routes into and out of the scene. Protect evidence as needed due to traffic, weather, or other factors.
- Direct officers to separate all suspects and coordinate with the responding DFIT or LDFIT supervisor about where to transport them. If the suspect is being transported to a local hospital, the supervisor will ensure the suspect is accompanied by an officer in the ambulance.
- Direct officers to identify, separate, and obtain initial statements from all witnesses.
- A media staging point should be designated as well. Do not release the involved employee's names to the media or unauthorized parties. Do not make any statements to the media regarding the incident. Statements to the Media will be handled by the EPSO PIO or DFIT Supervisor.

Handling involved employee:

- The involved employee's weapon(s) will be handled in accordance with subsection 815.16 of this General Order.
- Once the scene and conditions are stabilized, the first patrol supervisor to arrive should obtain a public safety statement from the involved employee(s) to ensure the supervisor has a good understanding of what happened. This statement should be obtained prior to notification of the CSPD LDFIT supervisor(s). The public safety statement will help identify any immediate public safety concerns and will give a better understanding of the facts and dynamics of the incident for the briefing to the responding investigative units. The public safety statement should include the following:
 - A brief synopsis of what occurred during the incident including the pertinent facts and circumstances leading up to the use of deadly force.
 - The initial description of any involved parties to assist in efforts to ensure the suspect(s) are accounted for or are apprehended if no longer on scene.
 - The possible location of critical evidence.
 - The delineation of the scope of the scene (e.g., direction where possible rounds were fired to ensure safety of the surrounding public)
 - The location and identity of any known witnesses to assist responding investigators.
- After obtaining the synopsis, direct the involved employee to refrain from discussing the events with anyone else until directed to do so by a members of the DFIT, except as otherwise authorized below:
 - The involved employee may at their discretion communicate with family members regarding the occurrence of the incident and their wellbeing. However, involved employees are not to discuss details of the incident until the conclusion of a thorough interview with a detective from the DFIT.
 - Involved employees may discuss the details of the incident with their attorney at any time.
- Except for assigned members of the DFIT, department personnel, regardless of rank, should avoid questioning the involved employee about the incident. Department members who during the initial response, have necessary conversations with the involved employee about the incident, may be interviewed by an investigator with the DFIT.

Removal of involved employee:

- Once the responding patrol supervisor understands the basic circumstances of the incident and the scope of the scene, he/she will remove the involved employee from the scene as soon as possible, consistent with safety and investigative needs.
- The involved employee will be removed from the scene prior to participating in any interviews, or a walk-through of the scene, with the DFIT members. The involved employee may return later to the scene if deemed necessary for investigative reasons by the DFIT Commander.
- Typically the involved employee will be transported to the EPSO Investigations Division Headquarters Building located at 27 E. Vermijo St., by a supervisor who could serve as a

liaison supervisor to the involved employee. When practical, the patrol supervisor will consult (by phone) with the responding DFIT or LDFIT supervisor prior to removing the employee from the scene. This will allow DFIT supervisor to be fully apprised of the location of the involved employee.

- The liaison supervisor will remain with the involved employee at least until all necessary evidence has been collected and the officer has been contacted by an investigator with the DFIT.
- No involved employee having used deadly force should be allowed to drive themselves from the scene.
- Further questioning of the involved employee should not occur at this point as an in-depth interview will take place at a scheduled time with investigators in the manner outlined below.

Handling of injured employee:

- If an employee has been seriously injured the patrol supervisor will ensure the employee's family is notified as soon as possible. Preferably, notification will be made in person.
- If the employee is able and would like to do so, allow the employee to contact their family via telephone as soon as possible.
- Ensure family members of the involved employee are provided transportation to the hospital or other location where they are needed as soon as possible if deemed appropriate.

.16 Handling of Involved Weapons and Other Items

Handling of Involved Weapon(s) and other items:

- The weapon, holster, duty belt (and accessories), spare ammunition, and any auxiliary firearms in the possession of any employee directly involved in the use of deadly force may be taken under the control of a DFIT member. This will typically take place at a location designated by the DFIT team. Unusual circumstances may require the involved employee's weapon or other items be collected in the field. Supervisors should keep in mind the potential evidentiary value of the employee's weapon as well as clothing, uniform items, footwear, etc.
- If the weapon is a rifle or shotgun it should be secured by the responding supervisor immediately or as soon as practical. The weapon should be secured and un-tampered with inside of a locked police vehicle. The weapon will be turned over to either a member of the DFIT or CSPD Lab Personnel at the direction of the DFIT supervisor.
- For safety purposes, supervisors should avoid disarming employees in the field, but shall take immediate action to insure that involved weapons and equipment are not changed or tampered with prior to being placed into evidence. This may include ensuring that the weapon is holstered and not handled further unless necessary. Whenever possible, the employee's weapon and equipment shall be collected inside a law enforcement facility; if this is not possible then inside a cruiser or other place, which is safe and out of public view.

- The involved weapon(s) will not be opened, unloaded or tampered with in any manner; except as necessary to render the weapon safe. The supervisor obtaining the involved weapon and related equipment will be responsible for its preservation until he/she personally submits it into evidence, turns it over to a detective from the DFIT, or turns it over to a technician of the Metro Crime Lab for placement into evidence. All requests for further processing of this equipment will be the responsibility of assigned investigative personnel.
- Field supervisors will coordinate with on scene supervisors of the LDFIT, and/or representatives of the DFIT regarding the collection of other items of property and equipment, such as personally owned flashlights, handcuffs, clothing, etc.

Replacement of the Involved Weapon(s):

- The Internal Affairs Unit is responsible for coordinating the immediate replacement of any duty handgun which is collected as evidence relative to a deadly force investigation. Absent a compelling reason to the contrary, an appropriate replacement duty handgun will be issued to the employee prior to the employee being released from duty. Internal Affairs will advise the employee of the need to qualify with the replacement weapon at the CSPD range prior to returning to duty with it. As soon as practicable, Internal Affairs will also facilitate the replacement of other equipment placed into evidence, such as holsters, gun belts, and other standard issue items.
- The Department will assume responsibility for replacement of privately owned auxiliary weapons or other personal items of equipment collected from officers up to a maximum of \$500.00 incidental to a deadly force investigation, if it is anticipated the weapon and/or equipment will be retained as evidence by the District Attorney's Office.

Release of Equipment:

- Unless other arrangements are made, all items of evidence collected by the DFIT or Metro Crime Lab will be stored and maintained by the EPSO. CSPD officers who have collected items of evidence will place the evidence in CSPD evidence as normal. Members of the LDFIT will facilitate the movement of those items of evidence to the EPSO evidence facility.
- No items of evidence placed as a result of a deadly force investigation will be released without the approval of the District Attorney's Office in discussion with EPSO.
- Upon receiving approval from the District Attorney's Office and the EPSO Investigations Division Commander, the lieutenant of the LDFIT or designee shall coordinate the release from evidence of firearms and other equipment collected during the investigation. This shall include facilitating coordination between the involved employee and the Internal Affairs Unit regarding exchange or retention of any replacement firearms issued, and with Fiscal Services regarding exchange or retention of other duty equipment. The LDFIT Lieutenant will also coordinate the return of personally owned property to the employee from whom it was collected. If the department funded the replacement of a privately owned auxiliary weapon or other personal items of equipment, the disposition of the weapon and/or equipment previously held as evidence will be at the sole discretion of the Chief of Police.

- Under most circumstances, evidence placed as a result of a deadly force investigation will be held for a minimum 6 month time period. During this timeframe, the items will be evaluated for release taking into account considerations such as pending civil litigation, court orders, etc.

.20 Deadly Force Investigation Team (DFIT)

The DFIT is comprised of the on-call EPSO Homicide Unit lieutenant, sergeant and detectives. The DFIT commander is the on-call EPSO Investigations lieutenant who will respond with the team to all CSPD deadly force incidents. This team will investigate all deadly force incidents and compile appropriate reports.

Notifications to the EPSO DFIT will be made by the on-scene CSPD patrol supervisor contacting the on-call CSPD homicide sergeant or lieutenant from the LDFIT who will then coordinate the response of the EPSO DFIT.

The DFIT commander will coordinate notification with the District Attorney's Office. The District Attorney's Office may, at their discretion, respond to the incident. Generally, their response will consist of their Chief Investigator or designee, and a Deputy District Attorney.

.21 Liaison Deadly Force Investigation Team (LDFIT)

The LDFIT is comprised of the CSPD on-call homicide unit sergeant and one detective. The LDFIT commander is the on-call investigations lieutenant who will respond with the team to all deadly force incidents. The LDFIT will assist the DFIT with any needs identified. Additionally, they will be afforded the opportunity to shadow the DFIT investigation and provide input or voice concerns about investigative direction or internal policy issues that arise. Ultimately, investigative direction will be decided by the DFIT Commander. The CSPD LDFIT will also conduct a parallel investigation into the criminal activity that led up to the use of force.

.22 Responsibilities of LDFIT Commander

Duties of the lieutenant commanding the LDFIT are:

- In conjunction with EPSO DFIT ensure a thorough and impartial investigation of all incidents within the scope of the LDFIT's responsibilities, in accordance with applicable laws and department policy.
- In conjunction with DFIT Commander, ensure that the DFIT, the LDFIT and the District Attorney's Office share information and collaborate on decisions regarding release of evidence, witness identification/interviews and all significant decisions that have bearing on the case.
- Make notifications to the commander of the Investigations Division and/or the Staff Duty Officer on the weekends.
- As soon as possible, provide a confidential briefing to the Chief of Police and other staff officers designated by the Chief, as requested regarding the deadly force incident.
- Facilitate the selection of a liaison supervisor with the involved officer's division commander or lieutenant.

- Ensure notification and coordination with the Victim Advocacy Unit to provide requisite services.
- Make certain the Internal Affairs Unit schedules an initial appointment for the involved employee with the CSPD staff psychologist.
- Ensure that follow-up meetings with involved employee(s) are conducted.
- Coordinate the release of information with the DFIT and EPSO Public Information Officer (PIO).
- Coordinate with the DFIT commander to provide the Internal Affairs Unit any necessary documents needed to provide a timely briefing for the Chief of Police. At the conclusion of the investigation and a finding from the District Attorney's Office, coordinate with the DFIT to provide any requested documents needed to compile a Critical Incident Review book to be used to conduct the Critical Incident Review Board.
- Whenever an employee directly involved in a deadly force incident is subpoenaed to appear in court as a victim or witness regarding the incident, the LDFIT lieutenant will ensure a detective from the Homicide/Assault Unit and the liaison supervisor accompanies the involved officer to court.

.24 Responsibilities of LDFIT Supervisor

As the LDFIT supervisor, the on-call CSPD Violent Crimes Unit sergeant will be the first point of contact, of an investigative unit, during an employee involved use of deadly force. The sergeant will be a responding member of the LDFIT. The sergeant's responsibilities will include:

- Notification to the on-call Violent Crimes Lieutenant.
- Responsibility to act as a liaison between the DFIT and CSPD personnel as determined by the DFIT and LDFIT Commanders.
- Notification to the on-call investigator from the Internal Affairs Unit.

.30 Interview of Involved Employee

Only the following persons will be present during questioning of an employee(s) directly involved in a deadly force incident:

- One assigned detective of the DFIT
- The involved employee
- The employee's attorney, at the employee discretion

Typically, the comprehensive interview of involved employee will not occur until a sufficient rest period and the employee have had time to collect themselves following the incident. This is to allow the employee time to recover from the immediate effects of traumatic stress associated with a deadly force incident prior to comprehensive questioning. This interview will normally occur the following day after the officer has had a sufficient rest period. The decision about the timing of the interview will be the result of discussion between the DFIT, the LDFIT supervisors and the involved employee and their attorney if applicable.

After taking the rest period and the consultation with the LDFIT and the involved employee and their attorney into consideration, the DFIT will determine a time for the interview to be conducted; however, best practice dictates that the interview of an involved employee should not be attempted until the investigation of the event is substantially complete. This allows investigators time to gather the necessary facts prior to questioning an involved employee.

This policy at no time supersedes the employee responsibility to provide the brief Public Safety Statement and any other details that may be needed to complete a thorough investigation.

If determined to be beneficial to the investigation, the involved employee may be brought to the scene in order to complete a walkthrough at the direction of the DFIT. This walkthrough will only occur after evidentiary items have been recovered and removed and prior to comprehensive questioning. The walkthrough may assist the employee in remembering more accurately and fully what occurred and be beneficial to the investigation. The determination regarding the need and timing of this walkthrough will be made through discussion with the DFIT and the LDFIT supervisors, members of the District Attorney's Office and the involved employee(s) and their attorney, if applicable.

At the direction of the DFIT, all comprehensive interviews of involved employees will be video/audio recorded and all interviews will be coordinated with the LDFIT and the legal representative of the officer if requested by the involved officer.

.35 Interview of Witness Employee

Interviews of Witness Officers will take place once coordinated through the DFIT and the LDFIT. These interviews should be audio and/or video recorded when possible. If a Witness Officer is unable to respond to immediate questioning due to the effects of traumatic stress, the interview may be delayed at the direction of the DFIT Commander.

.40 Responsibility to Disseminate Information

To limit the spread of rumors and misinformation concerning a deadly force incident among Department personnel. The responsibility to disseminate information to the media/public will be dependent on the type of information being released. The following communications procedures will be followed:

- When the field situation has stabilized, the Lieutenant commanding the DFIT will coordinate with the EPSO PIO in the preparation of a public press release. The DFIT commander will be responsible for the dissemination of information specific to the investigation. This will be completed through the EPSO PIO.
- The LDFIT Commander will be responsible for the release of the involved employee's name and any internal policy information after approval by the Chief of Police. As a rule, the employee who was involved in the application of deadly force will not be publicly identified for at least 72 hours after the incident barring unusual circumstances. Any decision to release employee names prior to this time must be approved by the Chief of Police on a case by case basis. Prior to the public release of the

District Attorney's Office ruling on the investigation, the LDFIT commander will coordinate the dissemination of the finding to the involved employee.

- As soon as practicable, the Lieutenant of the LDFIT, and the CSPD PIO, or designee will submit a "Not for Media Release" entry to the Department's Enhanced Tactical Communication System (ETACS) briefly summarizing those basic facts which are conclusively known at that point in the investigation.

.50 Responsibilities of Internal Affairs

The Internal Affairs Unit is responsible for the following actions:

- To respond to incidents involving the use of deadly force by Department members, observe the investigation, ensure compliance with Department policy, and report observations to the Chief of Police as requested.
- Internal Affairs Unit personnel may request certain questions be asked through the LDFIT supervisors. The decision to ask any suggested questions will be made through discussion with the DFIT supervisors. This process is in place to ensure there is a bifurcation of the administrative and criminal investigation.
- To facilitate the timely replacement of duty weapons and issued equipment collected as evidence from the involved employee.
- To facilitate an initial contact between involved employees and the CSPD psychologist.
- To initiate a Level Two personnel investigation if preliminary investigation at the scene indicates that significant violations of department policy other than criminal violations may have been committed by involved employees.
- To review all cases forwarded to it by the DFIT, and to conduct any needed additional investigation into non-criminal administrative or policy matters as may be directed by the commander of the Professional Standards Division.
- To monitor all deadly force incidents and unusual firearms discharge incidents, maintain summary records of such incidents, and present all such cases, with complete documentation, to the Critical Incident Review Committee when so directed by the Chief of Police. Internal Affairs Unit personnel will be provided copies of investigative information by the DFIT supervisor to include dispatch and 9-1-1 calls, copies of photographs and interviews, etc. for the purpose of briefing the Chief of Police as soon as feasible after a deadly force incident. Copies of the investigative case file will be provided to Internal Affairs after the case file has been submitted for review to the District Attorney's Office.
- To advise the Chief of Police on all such cases when requested.

.60 Placement on Administrative Leave

Employees directly involved in the use of deadly force will be placed on administrative leave immediately upon release from duty following the incident and preliminary investigation, but will continue to cooperate fully with the investigation during this leave period. As a general rule, arrangements will be made for involved employee to be off for three (3) full duty days following the date of the incident, which may be a combination of administrative leave and scheduled days off; however, the Chief of Police may modify the length of absence on a case by case basis.

Employees on administrative leave will be responsible for keeping their chain of command updated on their whereabouts in order that contact may be made when necessary. Administrative leave is not to be confused with suspension, and carries no punitive or disciplinary consequences.

An employee does not need to have discharged their firearm to be considered for administrative leave. A witness employee may be considered for administrative leave based on the overall circumstances and proximity to the involved employee at the time of the incident.

.70 Reports by Department Officers

No employee who is directly involved in, or is the subject of an investigation into a deadly force incident shall be required to submit a written report of that incident. However, involved personnel must cooperate fully with the investigation. All other officers having any involvement in such an incident will prepare dictated reports detailing their involvement and submit them prior to going off shift that day, unless granted an exception by an involved supervisor or the LDFIT.

.80 Responsibilities of Involved Employee

To prepare the employee for possible post-traumatic reactions, as soon as practicable following any deadly force incident resulting in death or serious bodily injury, the Internal Affairs Unit investigator assigned to the case shall contact the department psychologist to provide a general overview of the circumstances and the names of involved employees so that appropriate psychological services can be offered in a timely fashion. Prior to being released from duty following the incident, a supervisor in the involved employee's chain of command will advise the employee of the availability of these services. Employees are required to contact the psychologist within 24 hours to arrange for a briefing on possible reactions to traumatic events. Thereafter, the department psychologist will contact the employee to arrange for a series of routine follow-up assessments at one-month, six-month, and twelve-month intervals (or more frequently if requested by the employee) to reduce the likelihood of post-traumatic complications.

.90 Responsibilities of Liaison Supervisor

As soon as practical, a liaison supervisor will be selected by the commander or lieutenant of the involved officer(s') or non-sworn employee(s') division. Ideally, a supervisor fulfilling this role would be a direct supervisor for the involved employee. However, scheduling or other obstacles may be present and another shift supervisor or lieutenant could be utilized in this capacity.

The liaison supervisor will accompany the involved employee to any scheduled follow-up meetings with investigators, the CSPD victim advocates, or the CSPD staff psychologist, etc. and serve as a resource for the involved employee as the deadly force investigation is progressing.

.95 Scheduled Investigative Meetings

The investigative process surrounding a deadly force investigation may be confusing and stressful for involved employee(s) and their families. In order to minimize this impact, the investigative process will be clearly communicated to involved employee(s). This may be done in the form of a family meeting which will be coordinated by the LDFIT members. Often times, employees involved in deadly force investigations are themselves victims of a crime such as felony assault or attempted murder. As outlined in C.R.S 24-4.1-302(1), victims of certain crimes are afforded specific rights in the State of Colorado. These rights include being informed of all critical stages in the criminal justice process and other statutory rights under the Victim Rights Act. In order to comply with Victim Rights Act requirements, LDFIT and DFIT investigators will conduct a meeting with the involved employee as soon as practical following the comprehensive investigative interview with the employee. The meetings will be conducted as follows:

- Typically, this meeting will be scheduled within a week following the comprehensive interview.
- If not already involved, a CSPD victim advocate will be assigned to the investigation and will be present at these meetings.
- During this meeting, investigators will not discuss facts of the investigation but rather general information surrounding how these investigations progress through the criminal justice process and the District Attorney's Office review system.
- In the event of a Grand Jury being utilized by the District Attorney's Office, involved employees will be provided information regarding this process but no information regarding facts of the case. No evidentiary determinations will be discussed with the involved employee without the consent of the District Attorney's Office.
- Involved employees are to be informed of the Grand Jury before information surrounding the use of the Grand Jury is made public by investigators. It should be noted, if a criminal prosecution is reasonably anticipated, investigators may deviate from this meeting protocol at the direction of the District Attorney's Office and the LDFIT Commander.
- Investigators will strive to keep the involved employees informed throughout this process and additional meetings may be scheduled as deemed necessary. At the conclusion of the District Attorney's Office review and final decision relative to legal justifications for the use of deadly force, a debriefing meeting will occur between LDFIT investigators and the involved employees. The LDFIT supervisors will coordinate with the DFIT supervisors to arrange all meetings with the involved employees and their families. During this meeting, investigators will be able to discuss the investigative findings with consideration for any pending criminal prosecution involving other parties. This debriefing will generally occur prior to the convening of the CSPD Critical Incident Review Committee.