

Boulder Police Department

General Order 120

APPENDIX B

Corrective and Disciplinary Action Matrix

Public Trust/ Accountability to the Law	Corrective Action				
	A	B	C	D	E
Rule 3 Truthfulness					X
Rule 9 Cooperation in Investigations		X	X	X	X
Rule 2 Conformance with Laws (Misdemeanor or Felony)			X	X	X
Rule 2 Conformance with Laws (Minor Traffic/Pos)	X	X			
Tampering with Evidence					X
Corruption					X

Protection of Public or Private Property		Corrective Action				
		A	B	C	D	E
Lost Property	Negligence	X	X			
	Reckless		X	X	X	
Damage to Property	Negligence	X	X			
	Reckless		X	X	X	
Intentional Destruction of Property				X	X	X

Respect for Community and One Another		Corrective Action				
		A	B	C	D	E
Rule 4 Respect for Others		X	X	X		
Rule 7 Adherence to Orders	Minor *Impact	X	X			
	Significant *Impact			X	X	X
Perform Required Duty	Substandard	X	X			
	Dereliction			X	X	X
Rule 8 Conduct	Minor *Impact	X	X			
	Significant *Impact or Repeated Minor		X	X	X	X
Uniform, equipment, grooming and appearance		X	X			
Rule 1 Compliance with Rules, Values and GOs	Minor *Impact	X	X			
	Significant *Impact			X	X	X
Attendance (court, required training, etc.)		X	X			

The Rights of All People		Corrective Action				
		A	B	C	D	E
Sexual Harassment			X	X	X	X
Pursuit Violation	Minor	X	X	X		
	Egregious or repeated			X	X	X
Rule 6 Use of Force	Unnecessary	X	X			
	Excessive		X	X	X	X
In-Custody Care			X	X	X	X

Integrity		Corrective Action				
		A	B	C	D	E
Rule 5 Police Authority and Public Trust	Minor Impact	X	X			
	Significant *Impact			X	X	X
Rule 10 Security of Police Information	Minor Impact	X	X			
	Significant *Impact			X	X	X
GO 101 Civil Rights Racial Profiling Biased Policing			X	X	X	X

*Impact includes potential impact.

See Corrective Action key and application direction on the next page.

Corrective and Discipline Action:

- A **Training/re-education through supervisory counseling
- B Written reprimand or mediation
- C Transfer, demotion and/or 1- to 2-day suspension
- D Transfer, demotion and/or 3- to 5-day suspension
- E Termination

** Training/re-education may be mandated in addition to any other corrective or disciplinary action.

Second and subsequent similar violations within a 24-month period can be enhanced to the next highest category.

Mitigating and/or aggravating circumstances should be considered prior to imposing corrective or disciplinary action.