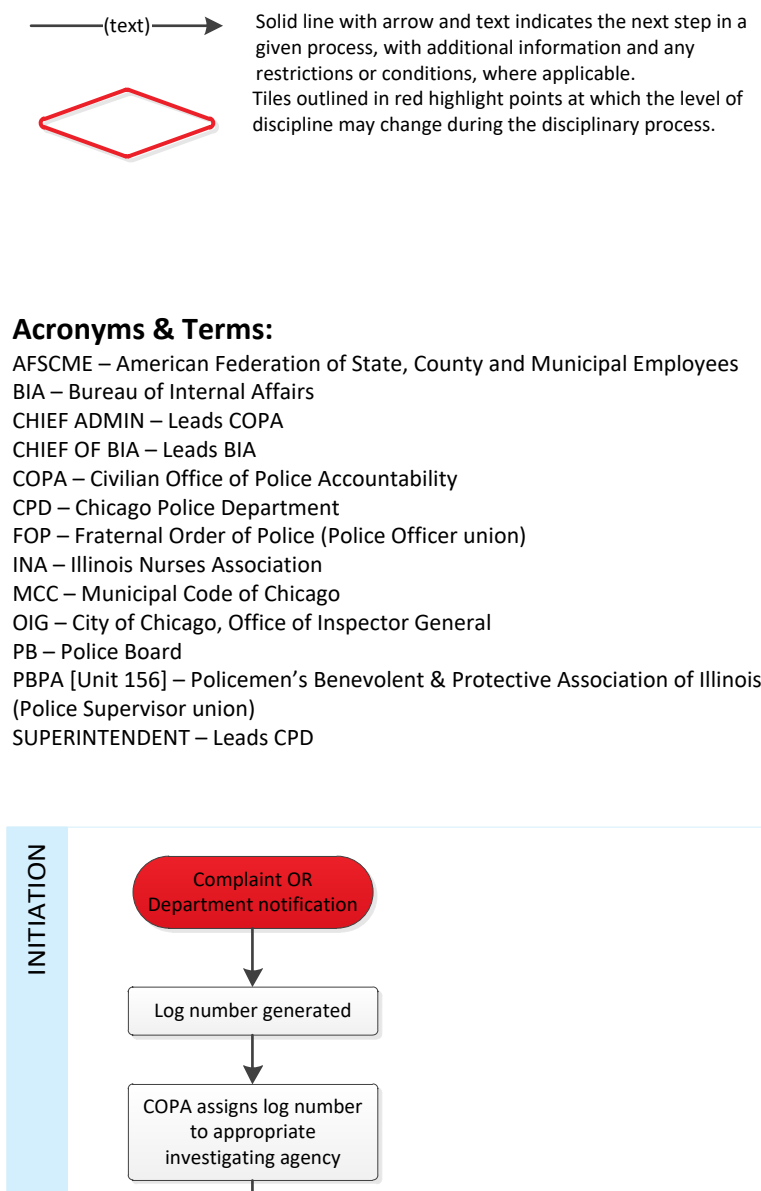


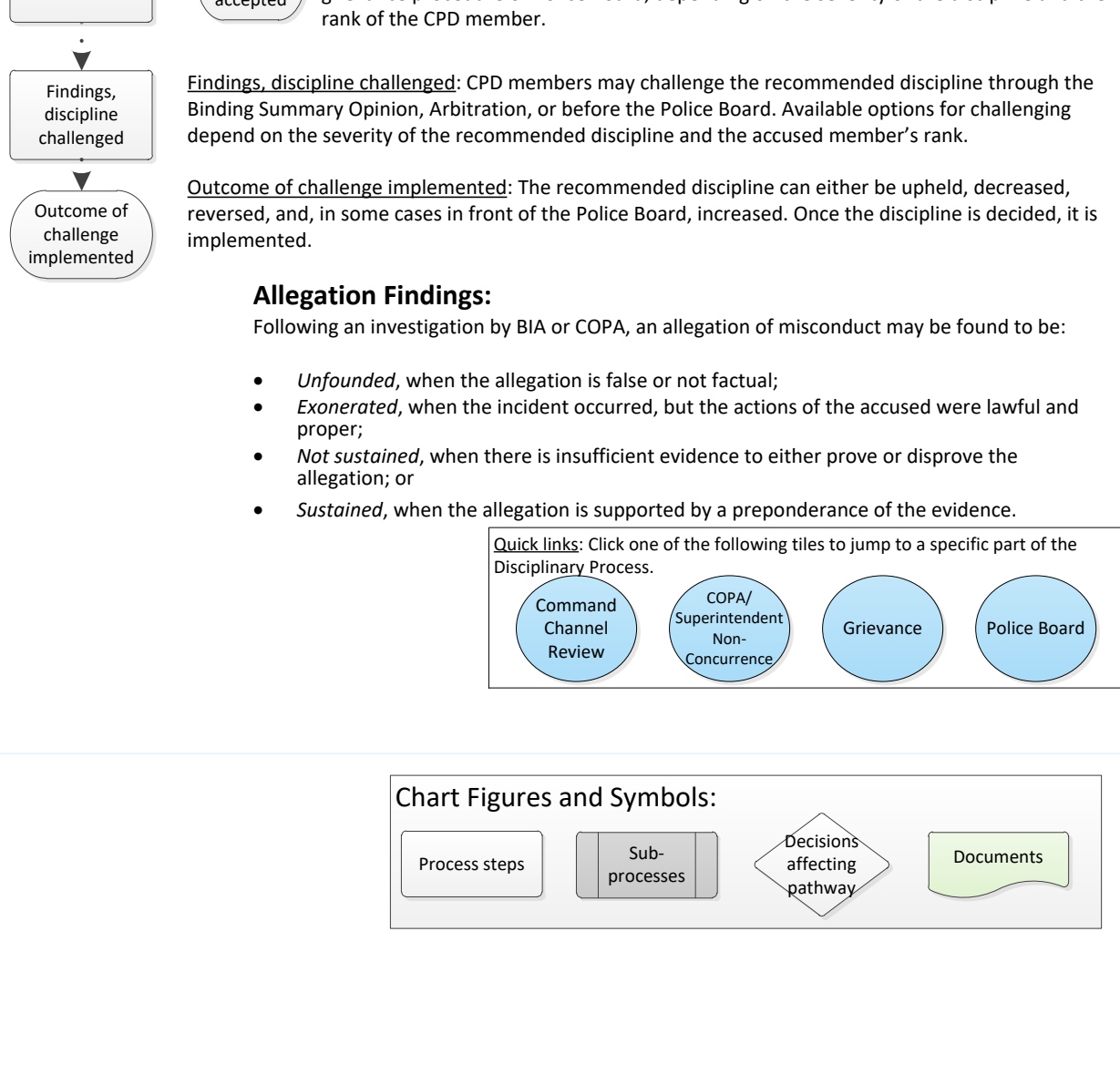
Disciplinary Process: Sworn Supervisors, Violation Noted

(last updated: April 2021)

Chart Figures and Symbols:



Overview of Disciplinary Process:



Acronyms & Terms:

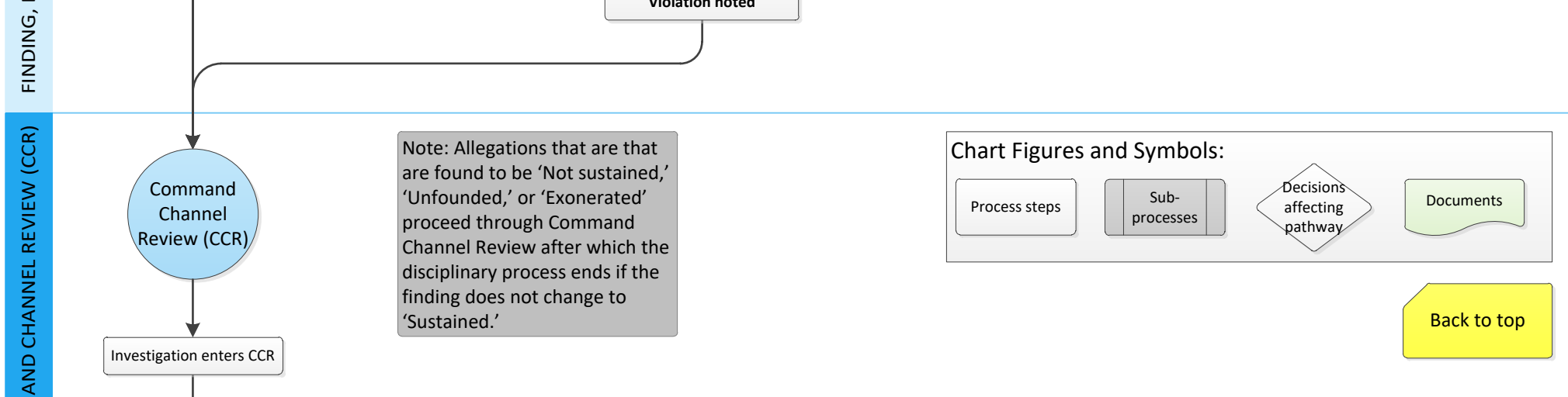
- AFSCME – American Federation of State, County and Municipal Employees
- BIA – Bureau of Internal Affairs
- CHIEF ADMIN – Leads COPA
- CHIEF OF BIA – Leads BIA
- COPA – Civilian Office of Police Accountability
- CPD – Chicago Police Department
- FOP – Fraternal Order of Police (Police Officer union)
- INA – Illinois Nurses Association
- MCC – Municipal Code of Chicago
- OIG – City of Chicago, Office of Inspector General
- PB – Police Board
- PBPA [Unit 156] – Policemen’s Benevolent & Protective Association of Illinois (Police Supervisor union)
- SUPERINTENDENT – Leads CPD

Allegation Findings:

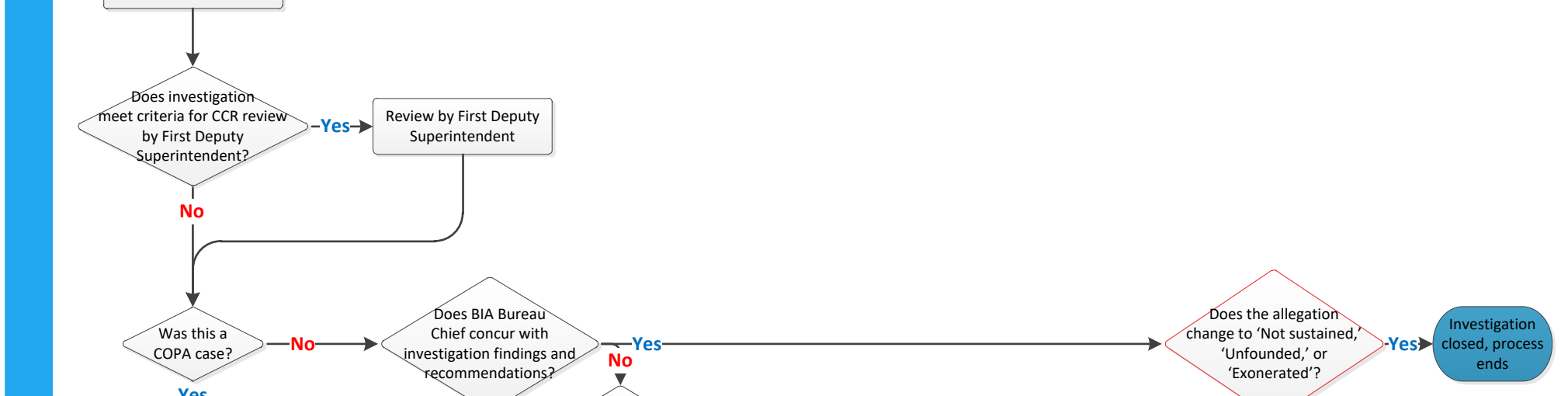
- Following an investigation by BIA or COPA, an allegation of misconduct may be found to be:
 - Unfounded, when the allegation is false or not factual;
 - Exonerated, when the incident occurred, but the actions of the accused were lawful and proper;
 - Not sustained, when there is insufficient evidence to either prove or disprove the allegation; or
 - Sustained, when the allegation is supported by a preponderance of the evidence.



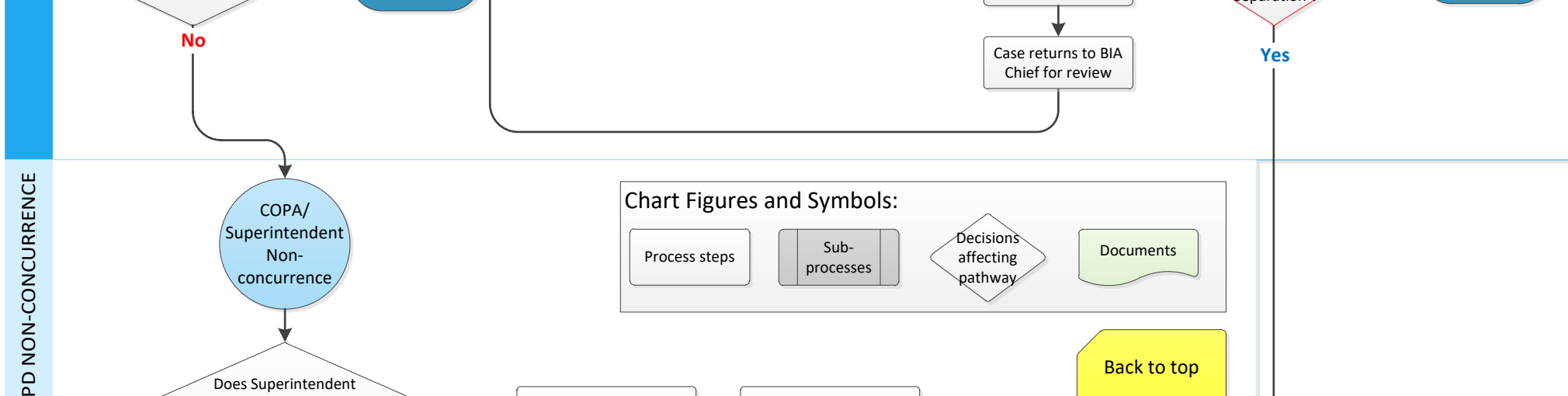
INITIATION



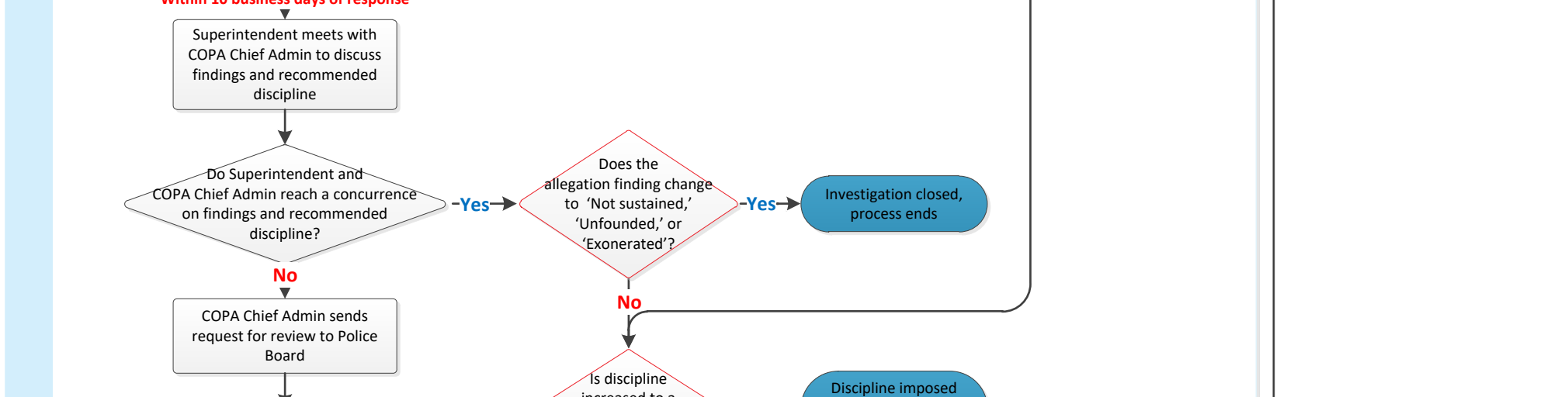
INVESTIGATION



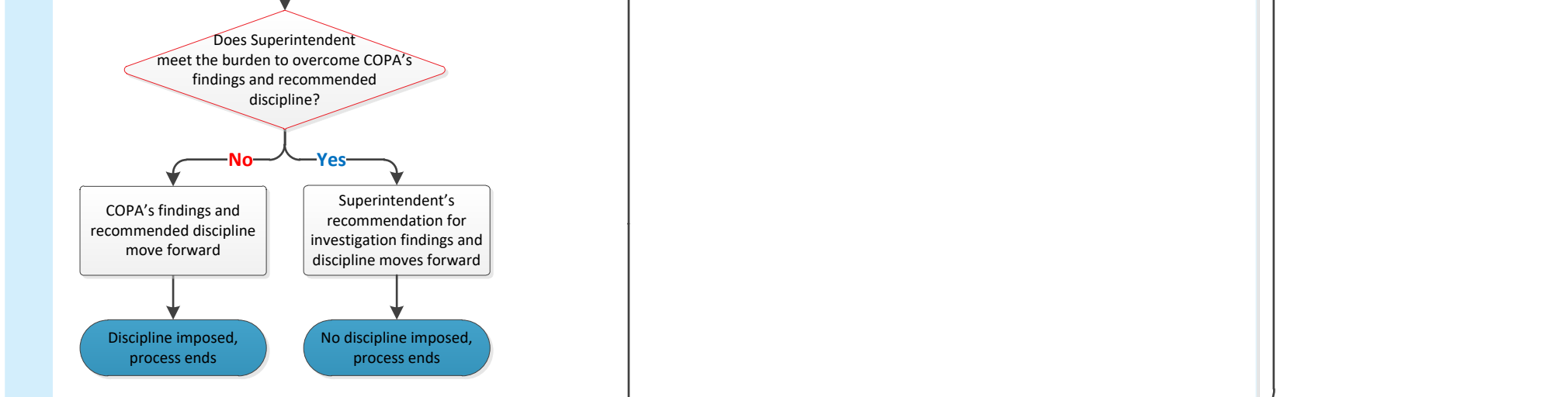
FINDING, DISCIPLINARY RECOMMENDATION



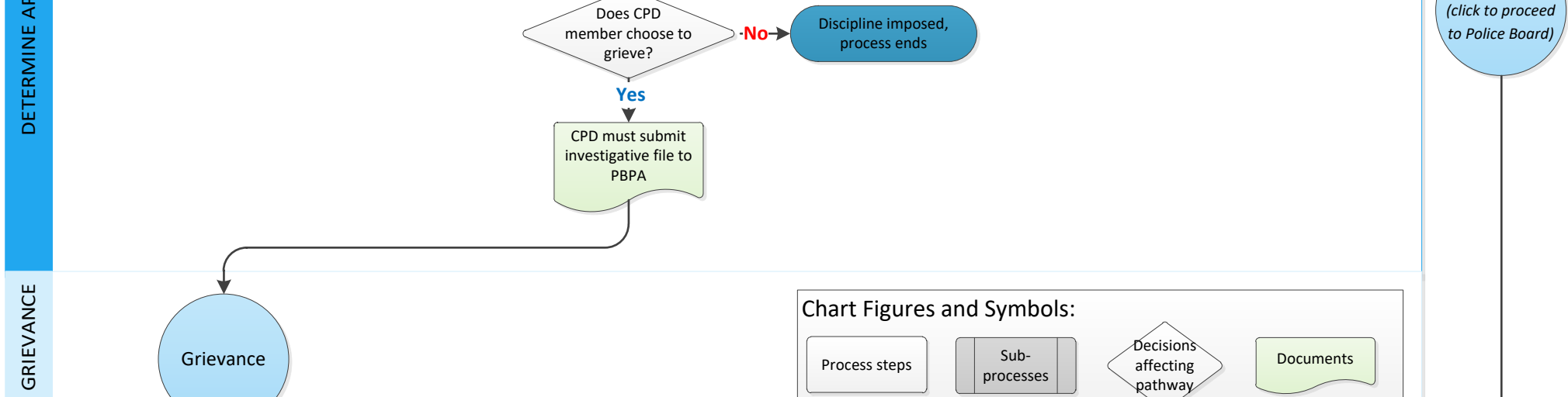
REVIEW: COMMAND CHANNEL REVIEW (CCR)



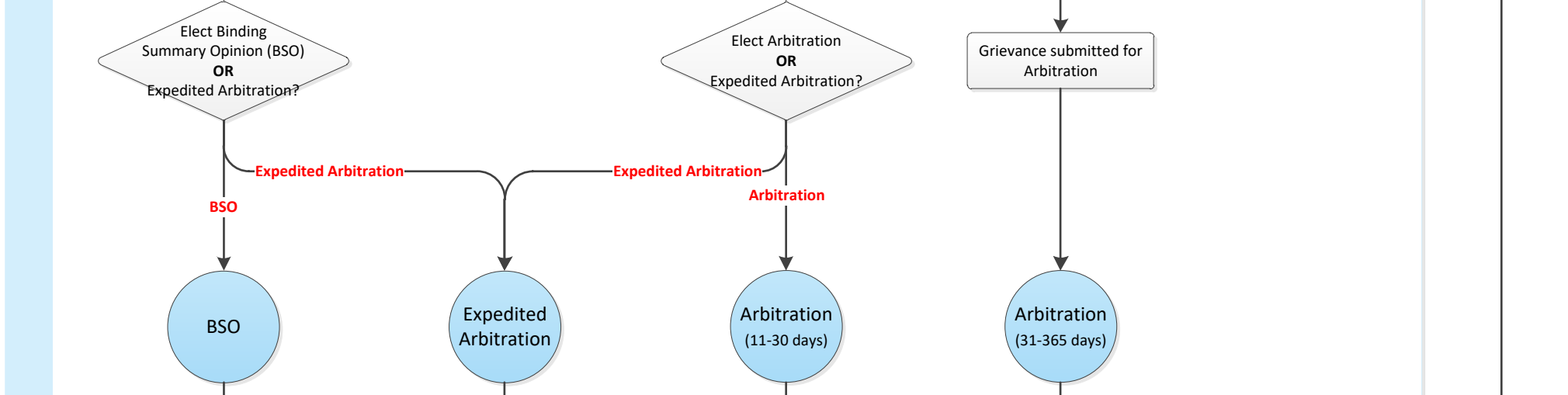
REVIEW: COPA, CPD NON-CONCURRENCE



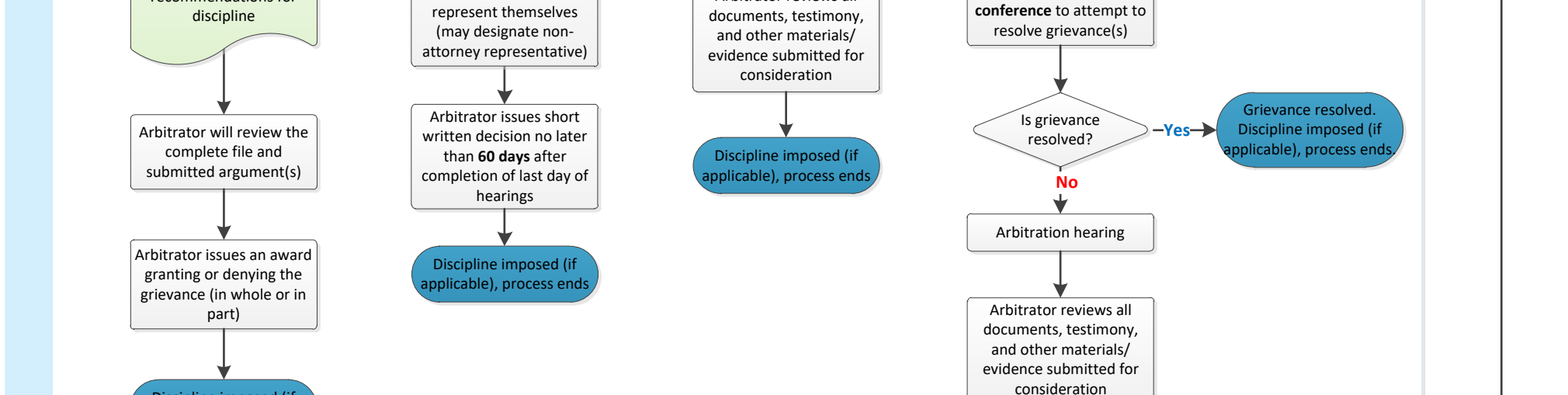
DETERMINE APPLICABLE CASE PATHWAY



GRIEVANCE



POLICE BOARD



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