

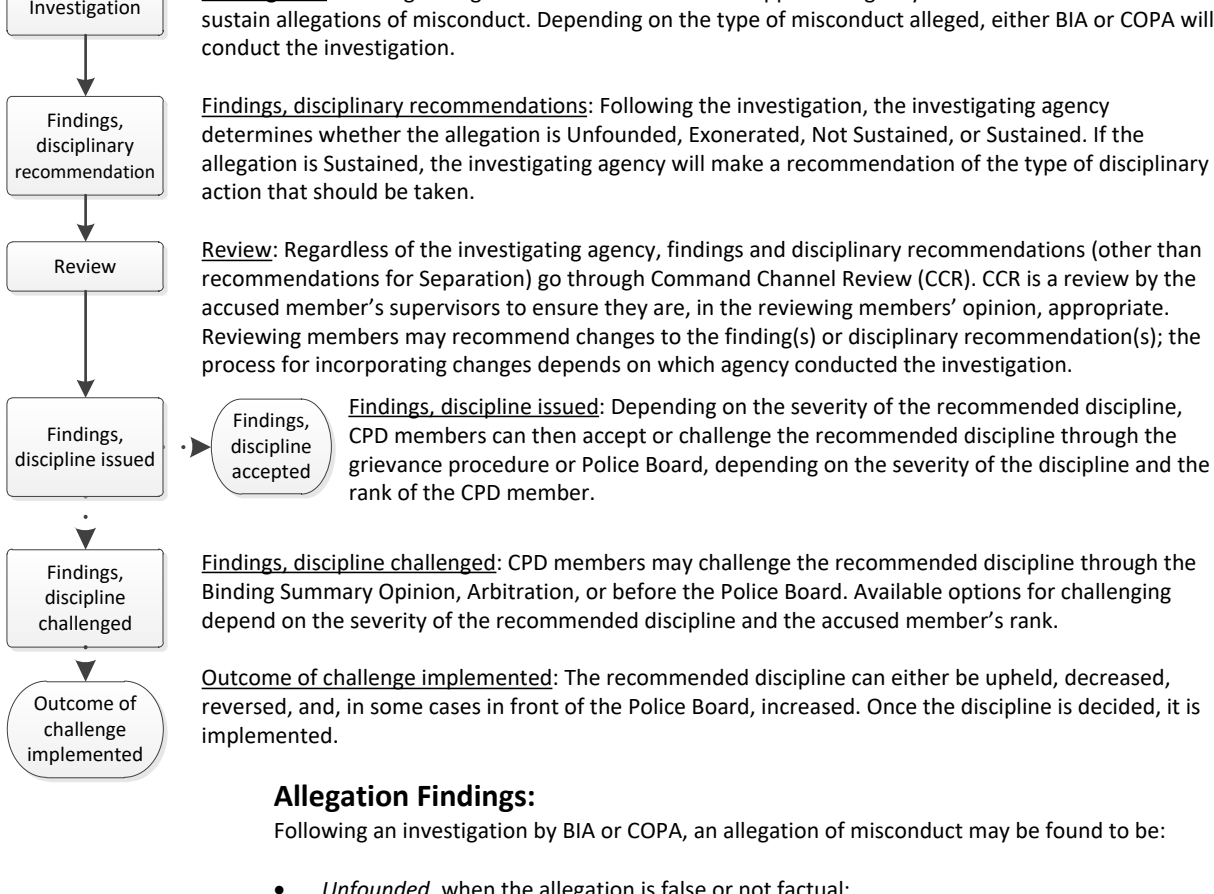
# Disciplinary Process: Sworn Exempt Members, Reprimand

(last updated: April 2021)

## Chart Figures and Symbols:

- Start of processes:** This shape and color denotes the initiation of the discipline process.
- End of processes:** This shape and color denotes the culmination of the discipline process along the different paths a complaint register (CR) file may take.
- Process steps:** This shape denotes steps in the process being detailed.
- Sub-process steps within a given process:** This shape denotes sub-process steps within a given process.
- Decisions affecting pathway:** This shape denotes points at which a decision is made during the disciplinary process, which determines the process pathway.
- Documents:** This shape denotes specific documents used throughout the disciplinary process.
- Solid line with arrow indicates the next step in a given process.
- Solid line with arrow and text indicates the next step in a given process, with additional information and any restrictions or conditions, where applicable.
- Tiles outlined in red highlight points at which the level of discipline may change during the disciplinary process.

## Overview of Disciplinary Process:

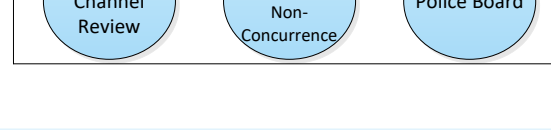


## Acronyms & Terms:

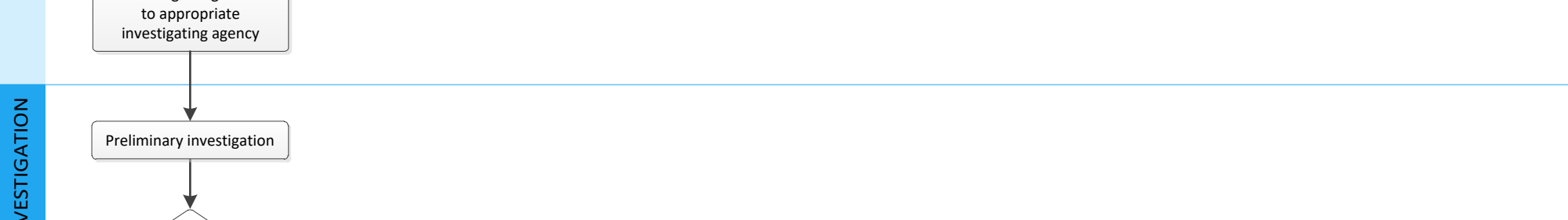
- AFSCME – American Federation of State, County and Municipal Employees
- BIA – Bureau of Internal Affairs
- CHIEF ADMIN – Leads COPA
- CHIEF OF BIA – Leads BIA
- COPA – Civilian Office of Police Accountability
- CPD – Chicago Police Department
- FOP – Fraternal Order of Police (Police Officer union)
- 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:

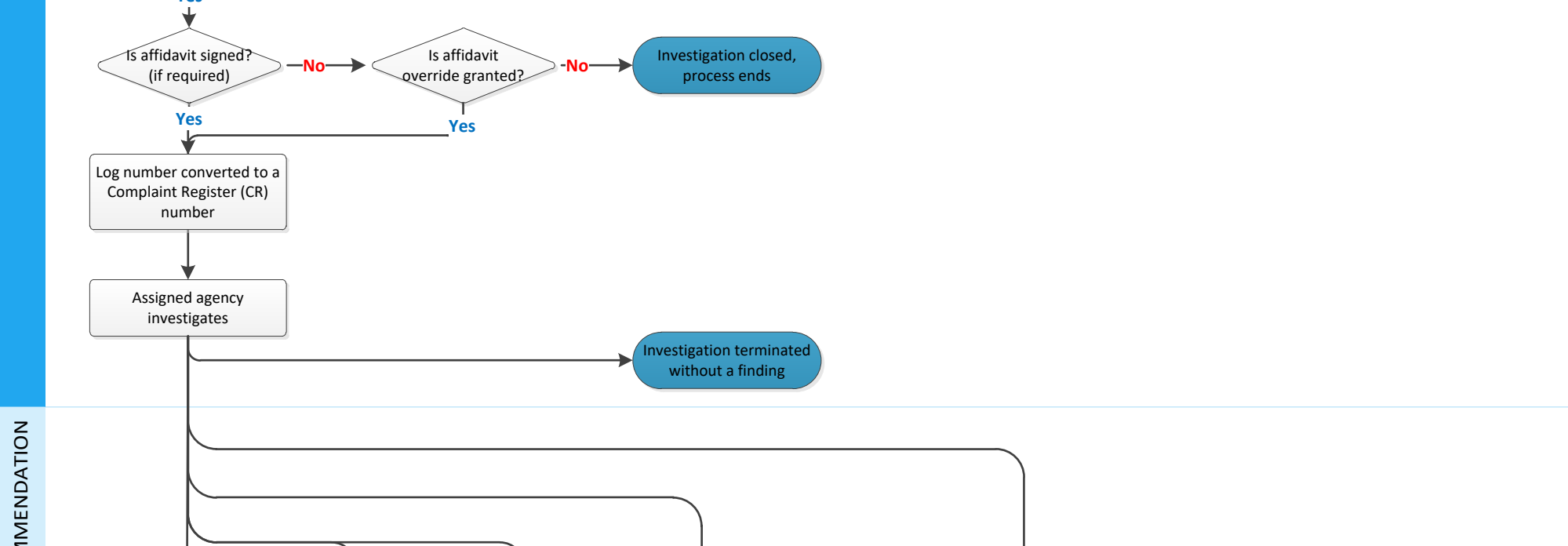
- Following an investigation by BIA or COPA, an allegation of misconduct may be found to be:
- Unfounded**, when the allegation is false or not factual;
  - Exonerated**, when the incident occurred, but the actions of the accused were lawful and proper;
  - Not sustained**, when there is insufficient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



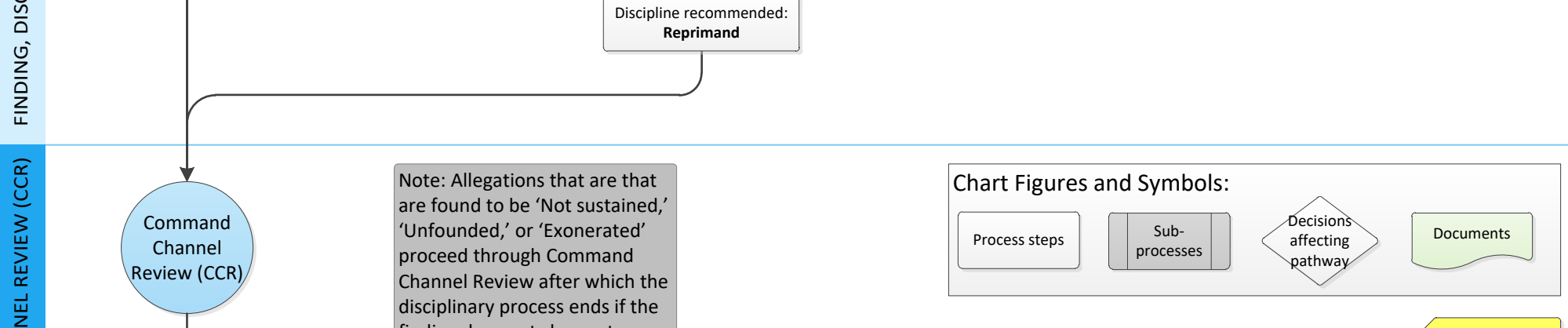
## INITIATION



## INVESTIGATION



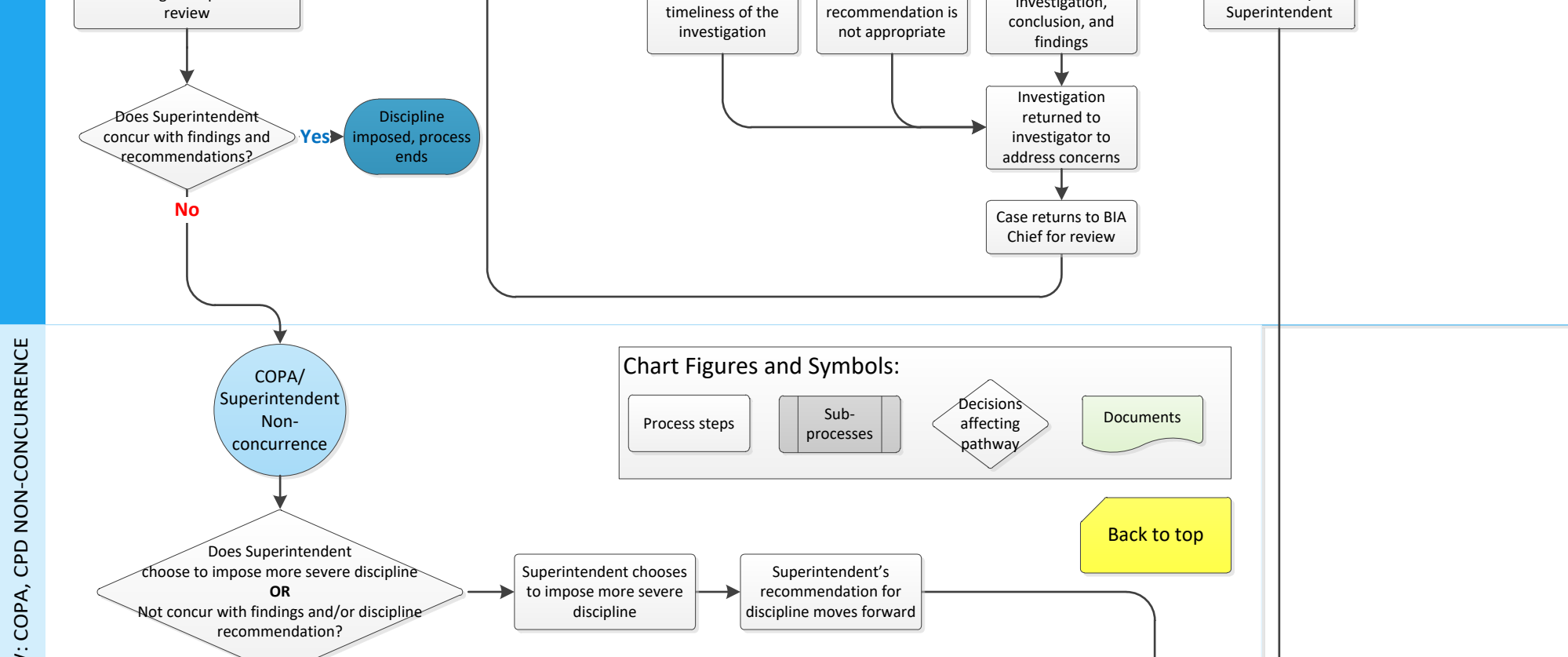
## FINDING, DISCIPLINARY RECOMMENDATION



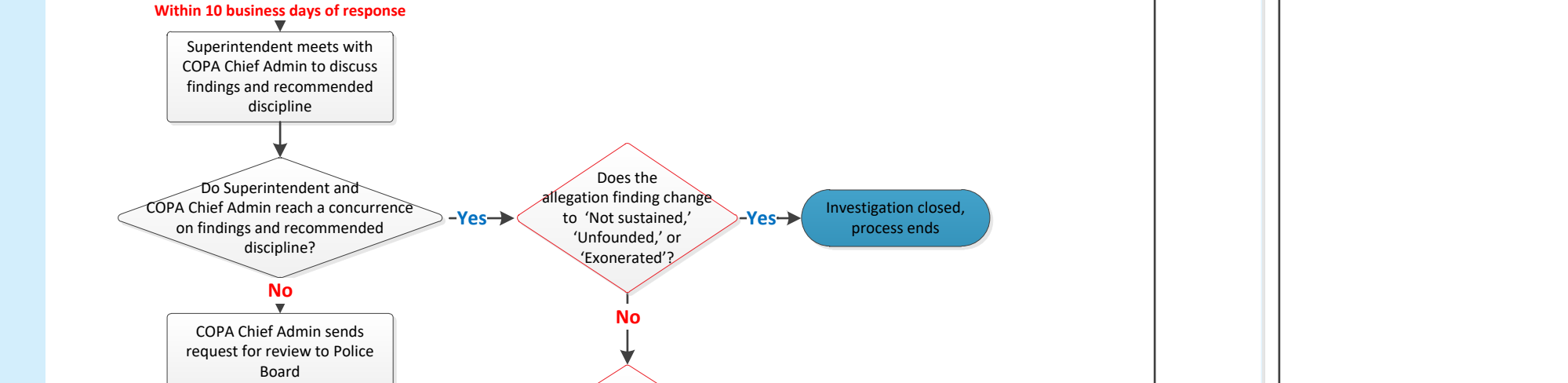
## REVIEW: COMMAND CHANNEL REVIEW (CCR)



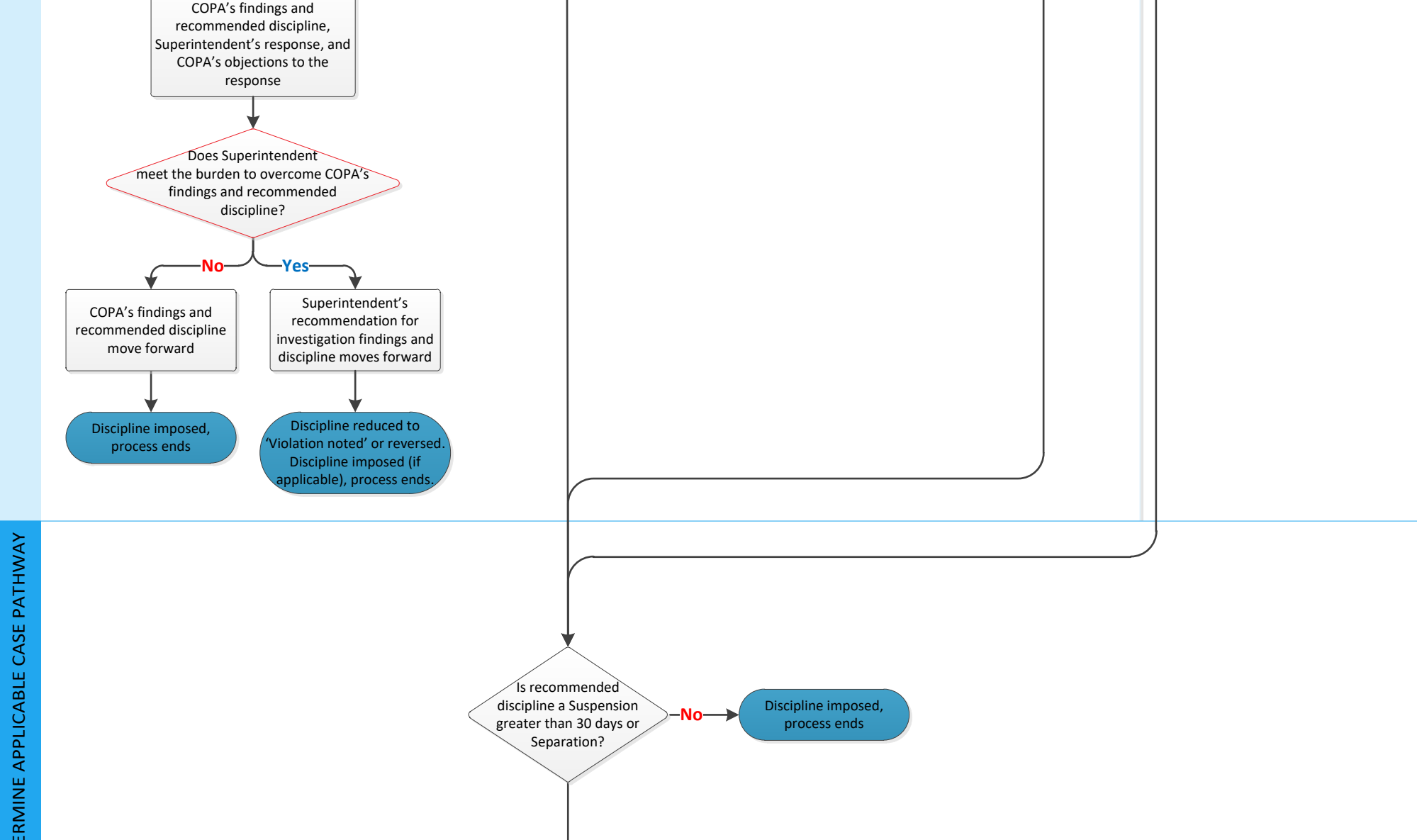
## REVIEW: COPA, CPD NON-CONCURRENCE



## DETERMINE APPLICABLE CASE PATHWAY



## POLICE BOARD



## References

**Chicago Police Department Directives System**

- City of Chicago, Chicago Police Department, "General Order G08-01: Complaint and Disciplinary Procedures." May 2018, accessed April 15, 2021, <http://directives.chicagopolice.org/directives/data/a7a57be2-12cc274e-6a512-c27-4f9e4cc497817ea.html?ownapi=1>.
- City of Chicago, Chicago Police Department, "General Order G08-01-02: Specific Responsibilities Regarding Allegations of Misconduct." May 2018, accessed April 15, 2021, <http://directives.chicagopolice.org/directives/data/a7a57be2-12ce5918-9f612-ce69-05188cb64da6c72.html?ownapi=1>.
- City of Chicago, Chicago Police Department, "Resources: Rules and Regulations of the Chicago Police Department." April 2015, accessed April 15, 2021, <http://directives.chicagopolice.org/directives/data/a7a57be2-12ce5918-9f612-ce5e-33a7953b883b1c1e.html?ownapi=1>.
- City of Chicago, Chicago Police Department, "Special Order S08-01-01: Conduct of Complaint Investigations." November 2017, accessed April 15, 2021, <http://directives.chicagopolice.org/directives/data/a7a57be2-12ce5918-9f612-ce5e-33a7953b883b1c1e.html?ownapi=1>.
- City of Chicago, Chicago Police Department, "Special Order S08-01-03: Command Channel Review." March 2020, accessed April 15, 2021, <http://directives.chicagopolice.org/directives/data/a9fe0202-12ce5c17-7e612-ce5e-c9c4bfeffbc626e7.html?ownapi=1>.

**Chicago Police Board**

- City of Chicago, Police Board, "Allegations of Police Misconduct: A Guide to the Complaint and Disciplinary Process." April 2021, accessed April 15, 2021, <https://www.chicago.gov/content/dam/city/depts/cpb/PoliceDiscipline/AllegMiscond20210401.pdf>.
- City of Chicago, Police Board, "Rules of Procedure." July 2019, accessed April 15, 2021, <https://www.chicago.gov/content/dam/city/depts/cpb/PoliceDiscipline/RulesofProcedure20190718.pdf>.

**Civilian Office of Police Accountability**

- Civilian Office of Police Accountability, "Rules and Regulations." April 2018, accessed April 15, 2021, <http://www.chicagocopa.org/wp-content/uploads/2018/04/Final-COPA-Rules-and-Regulations-April-2018.pdf>.

**Municipal Code of Chicago (M.C.C.)**

- Civilian Office of Police Accountability, [M.C.C. ch. 2-78](http://www.chicagocopa.org/wp-content/uploads/2018/04/Final-COPA-Rules-and-Regulations-April-2018.pdf).
- Department of Police, [M.C.C. ch. 2-84](http://www.chicagocopa.org/wp-content/uploads/2018/04/Final-COPA-Rules-and-Regulations-April-2018.pdf).

**Illinois Compiled Statutes**

- Illinois Administrative Review Law, [735 ILCS 5/3-101 et seq.](http://www.chicagocopa.org/wp-content/uploads/2018/04/Final-COPA-Rules-and-Regulations-April-2018.pdf)
- Illinois Municipal Code, [65 ILCS 5/10-1-45](http://www.chicagocopa.org/wp-content/uploads/2018/04/Final-COPA-Rules-and-Regulations-April-2018.pdf).