

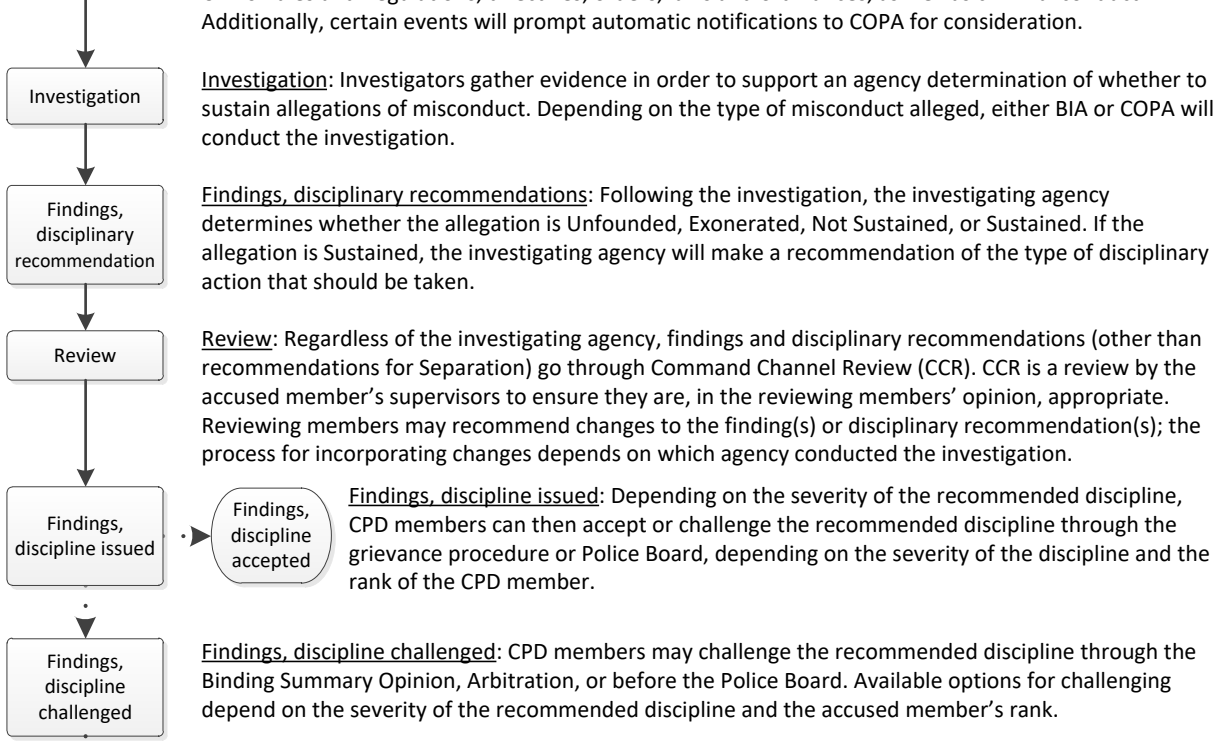
Disciplinary Process: Sworn Exempt Members, Separation

(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 subprocess 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:



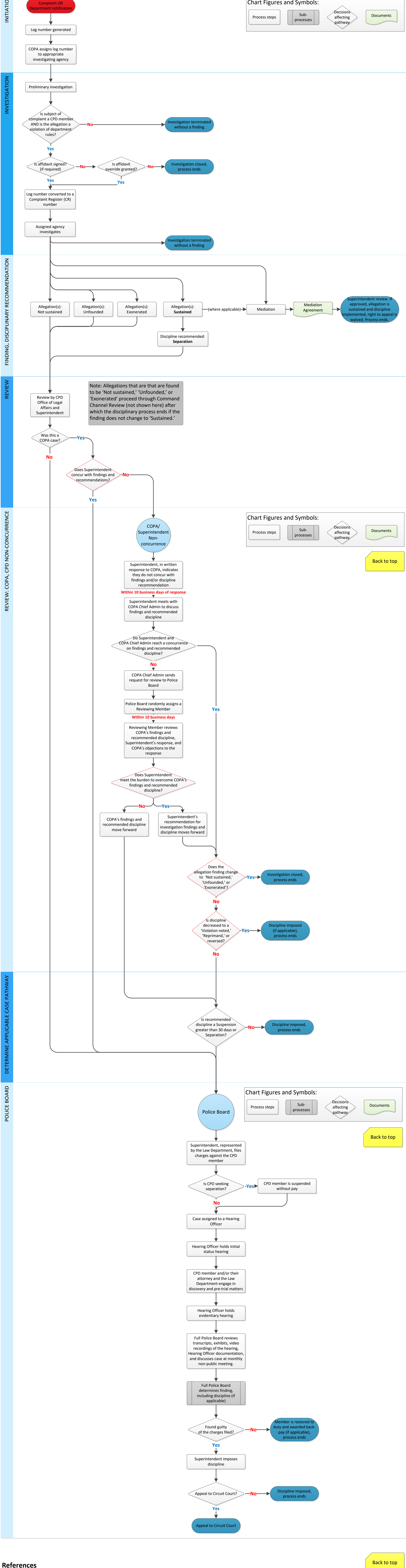
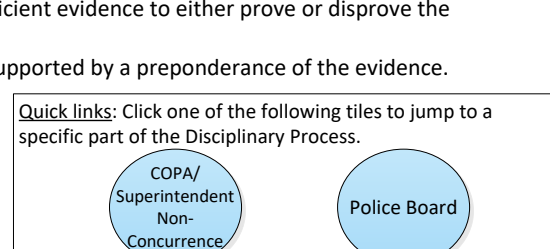
Acronyms & Terms:

- AFCME – 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.



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-cc27-4f9e4cc4978f17ea.html?ownapi=1>.
 - City of Chicago, Chicago Police Department, "General Order G08-12: Specific Responsibilities Regarding Allegations of Misconduct." May 2018, accessed April 15, 2021, <http://directives.chicagopolice.org/directives/data/a7a57be2-12cc274e-6a512-cc27-4f9e4cc4978f17ea.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/a7a57b0-12d7c186-4912-d7c1-8b12822c2ca106c4.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/a7a57b0-12d7c186-4912-d7c1-8b12822c2ca106c4.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/a91e0202-12ce5c17-7e612-ce5e-c9c4fbefbc626e7.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 Administrative Statutes
 - Illinois Administrative Review Law, [735 I.L.C.S. 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 I.L.C.S. 5/10-1-45.](http://www.chicagocopa.org/wp-content/uploads/2018/04/Final-COPA-Rules-and-Regulations-April-2018.pdf)

Back to top

Back to top

Back to top