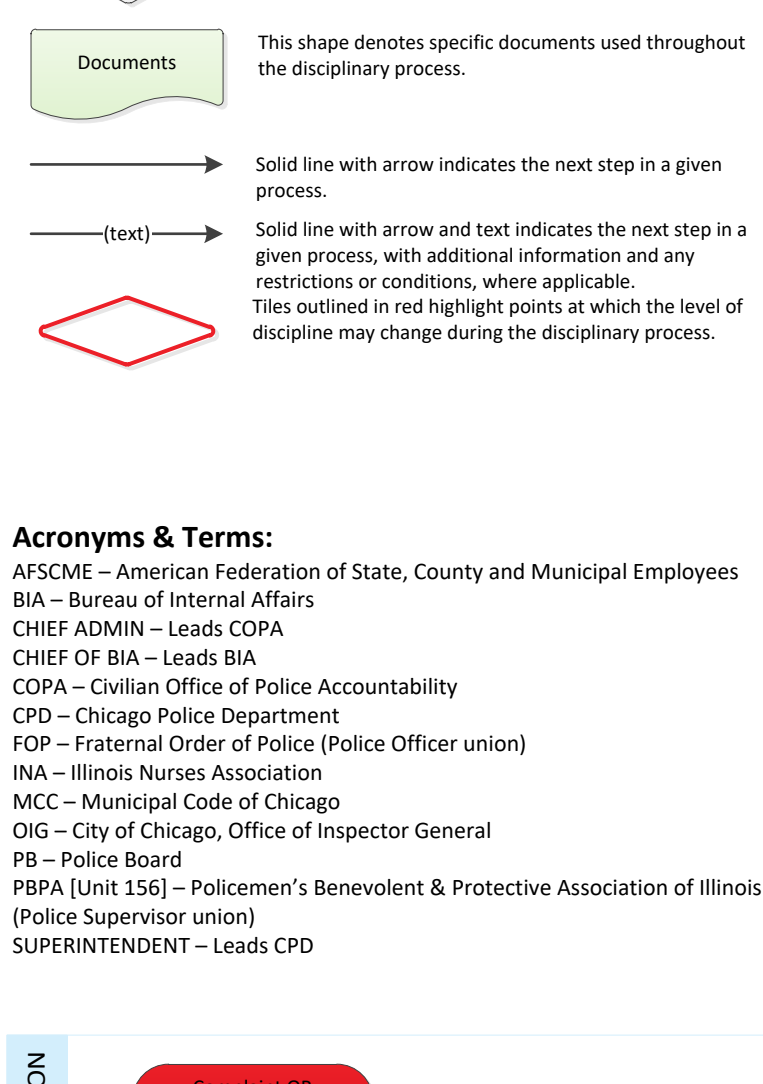


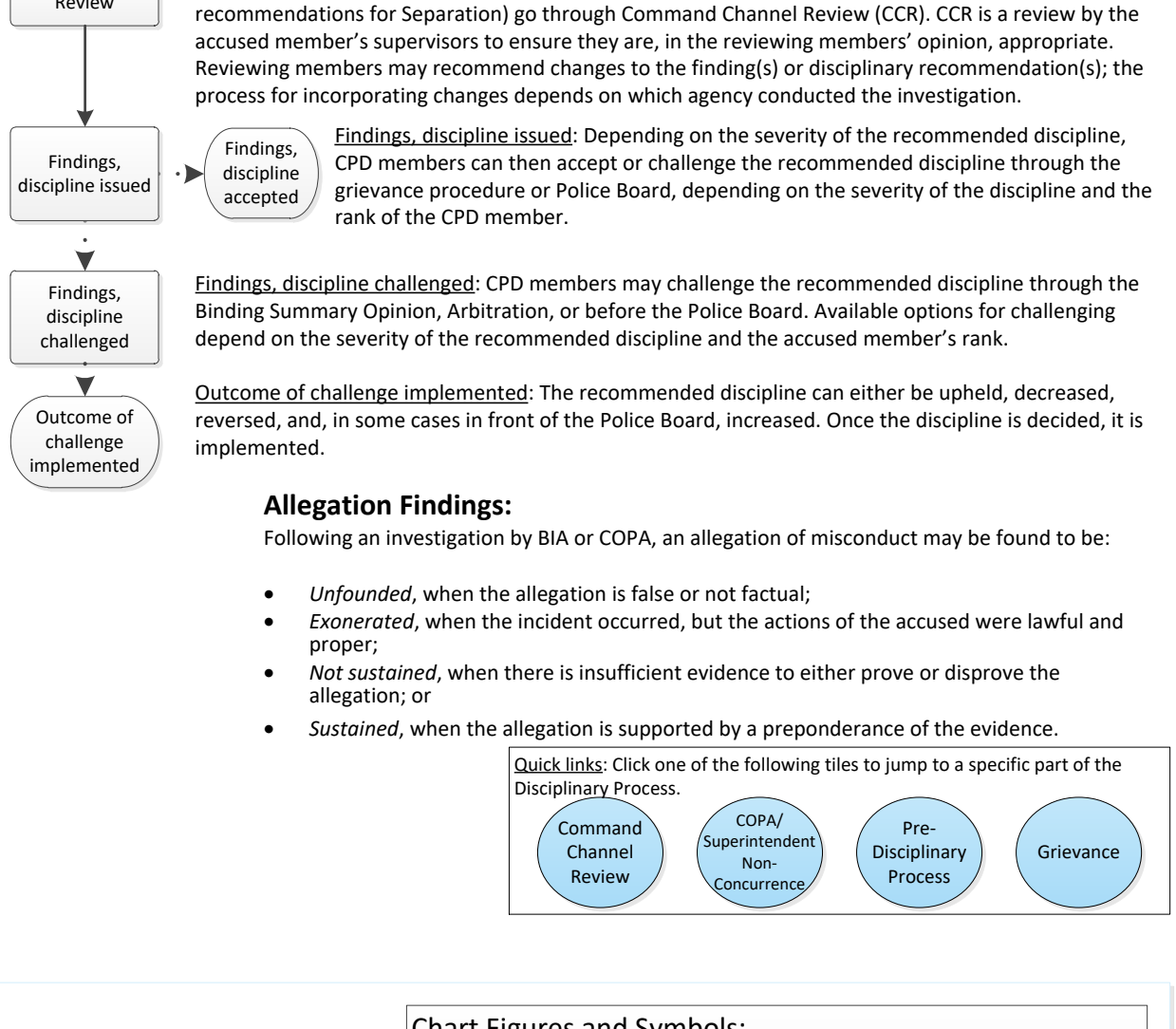
# Disciplinary Process: Civilian Members, Oral Warning

(last updated: April 2021)

### Chart Figures and Symbols:



### Overview of Disciplinary Process:

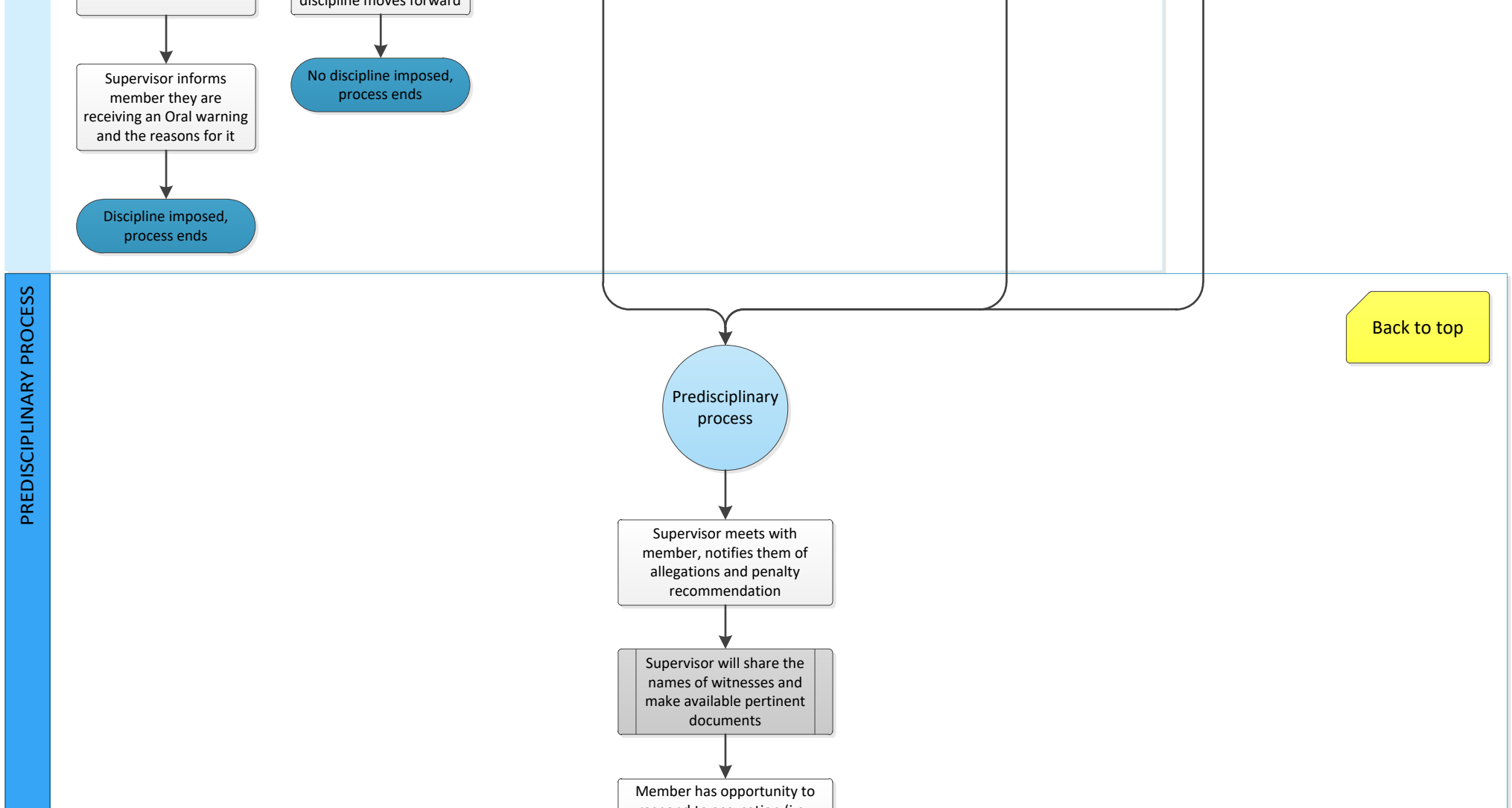
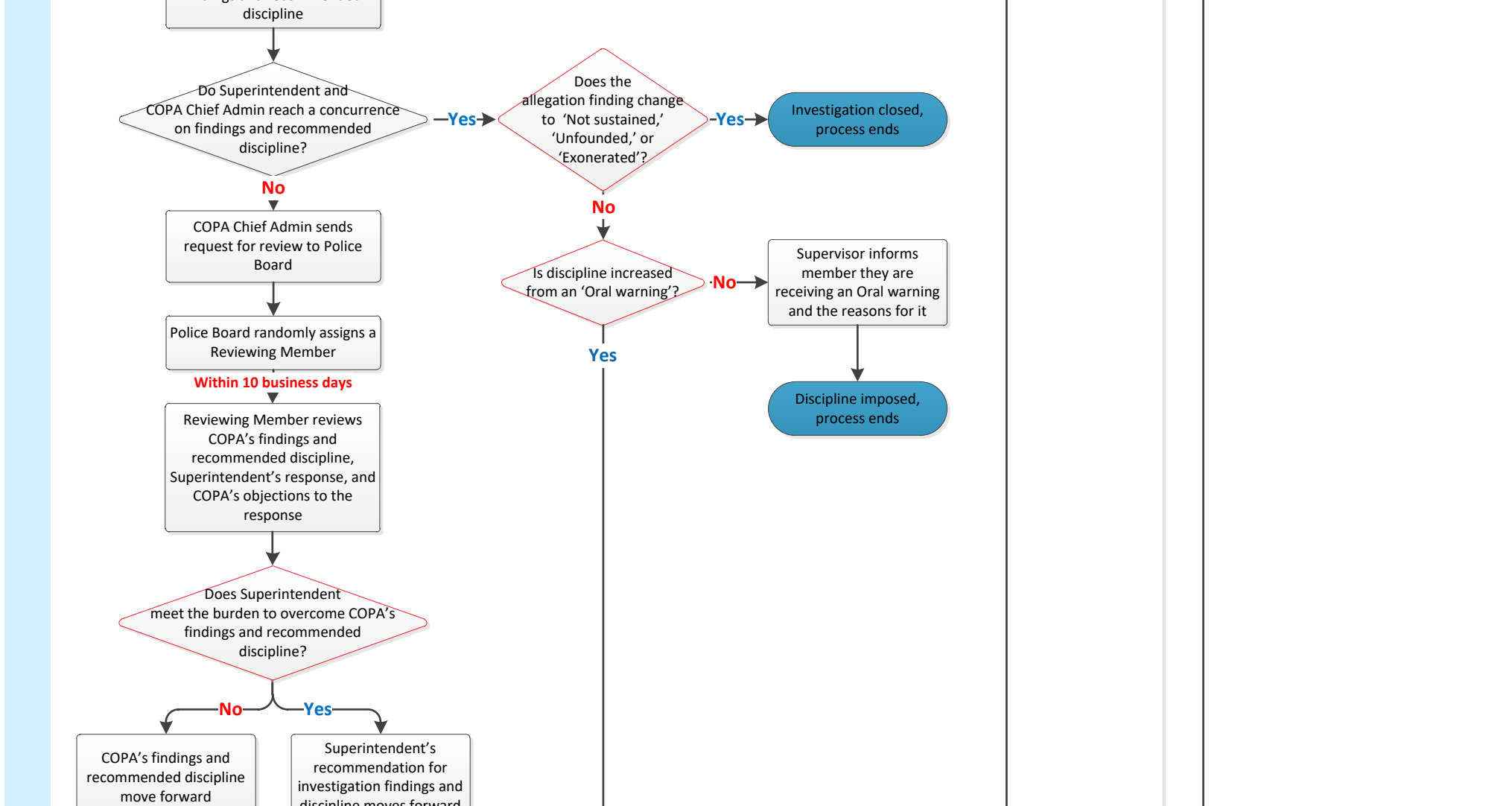
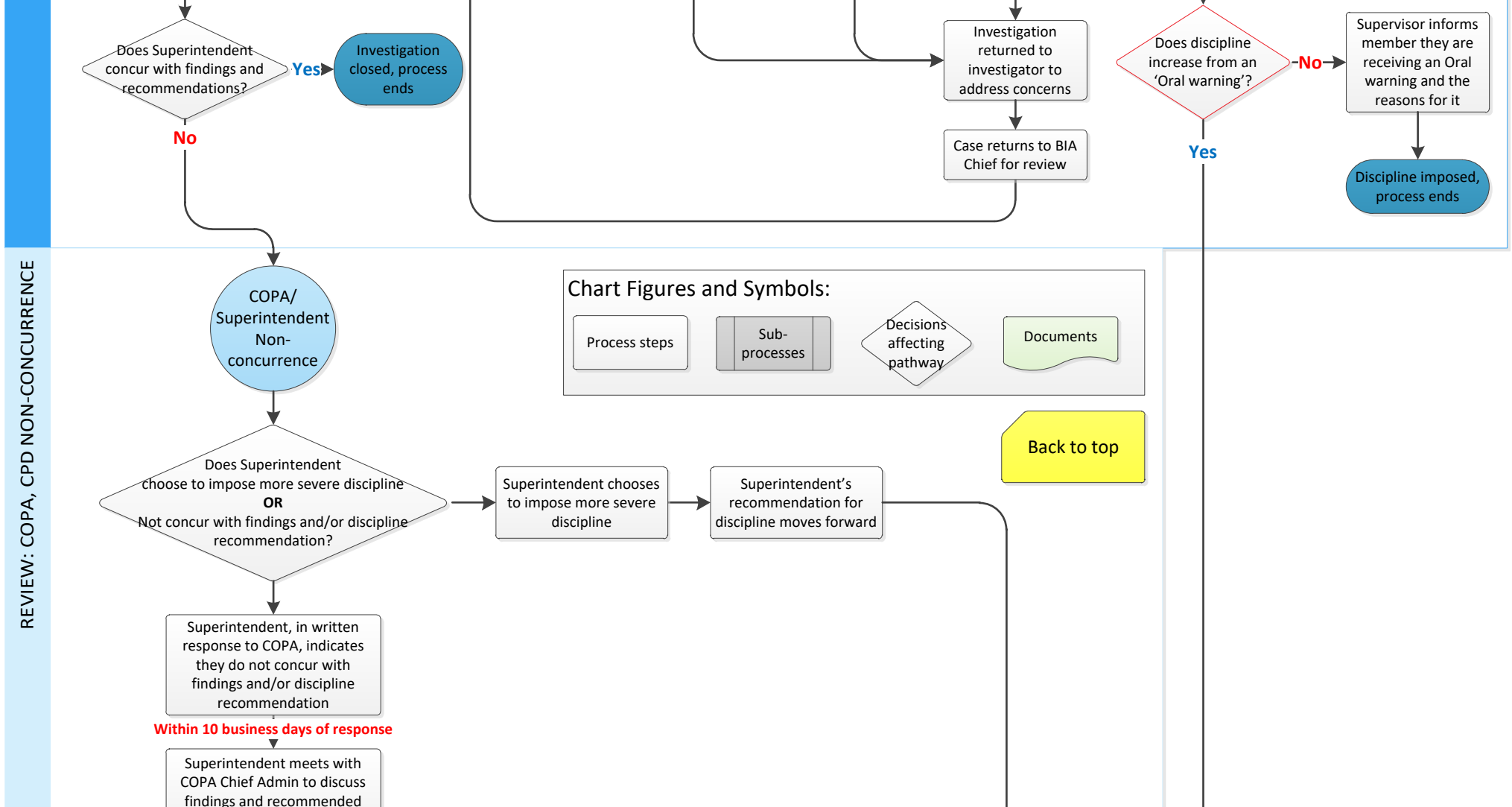
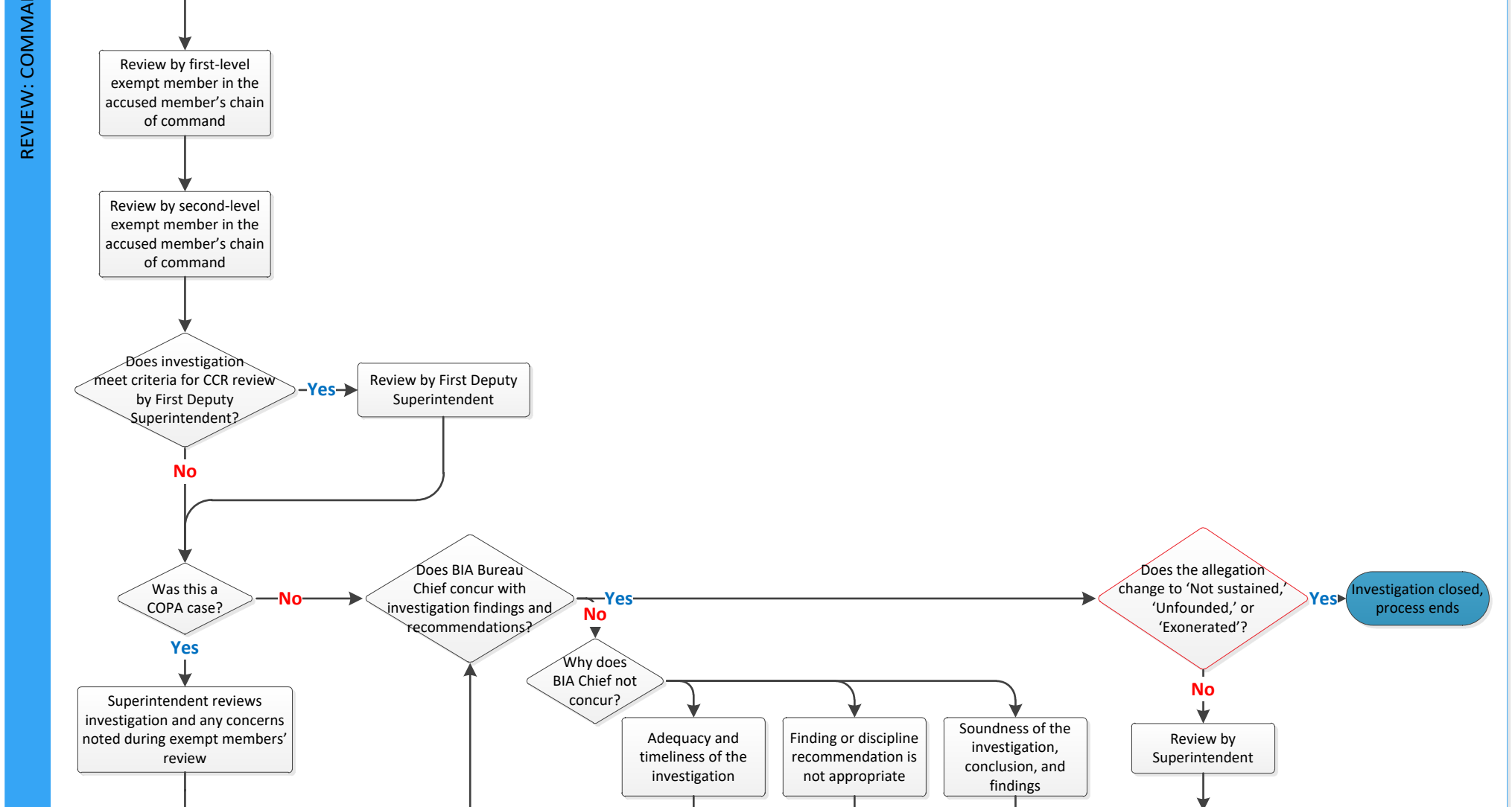
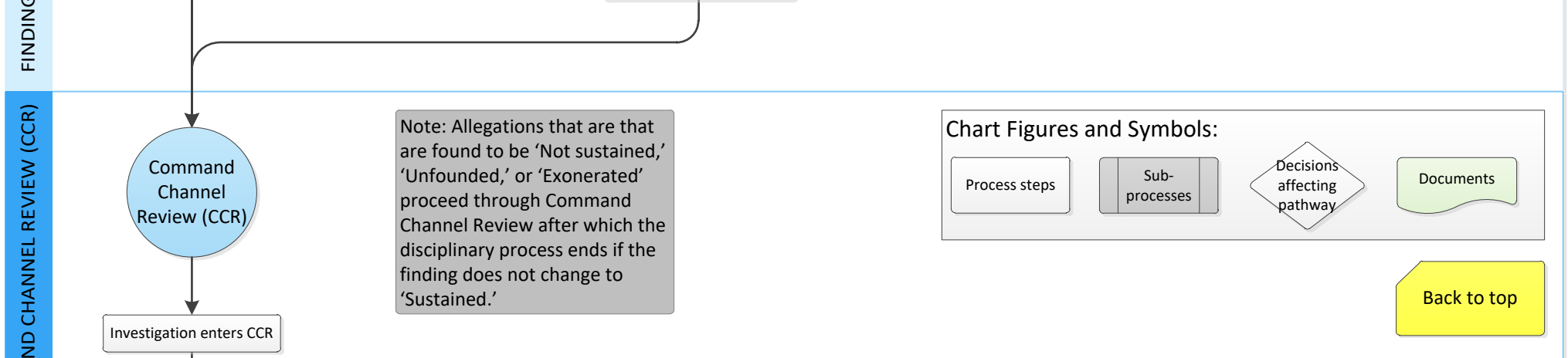
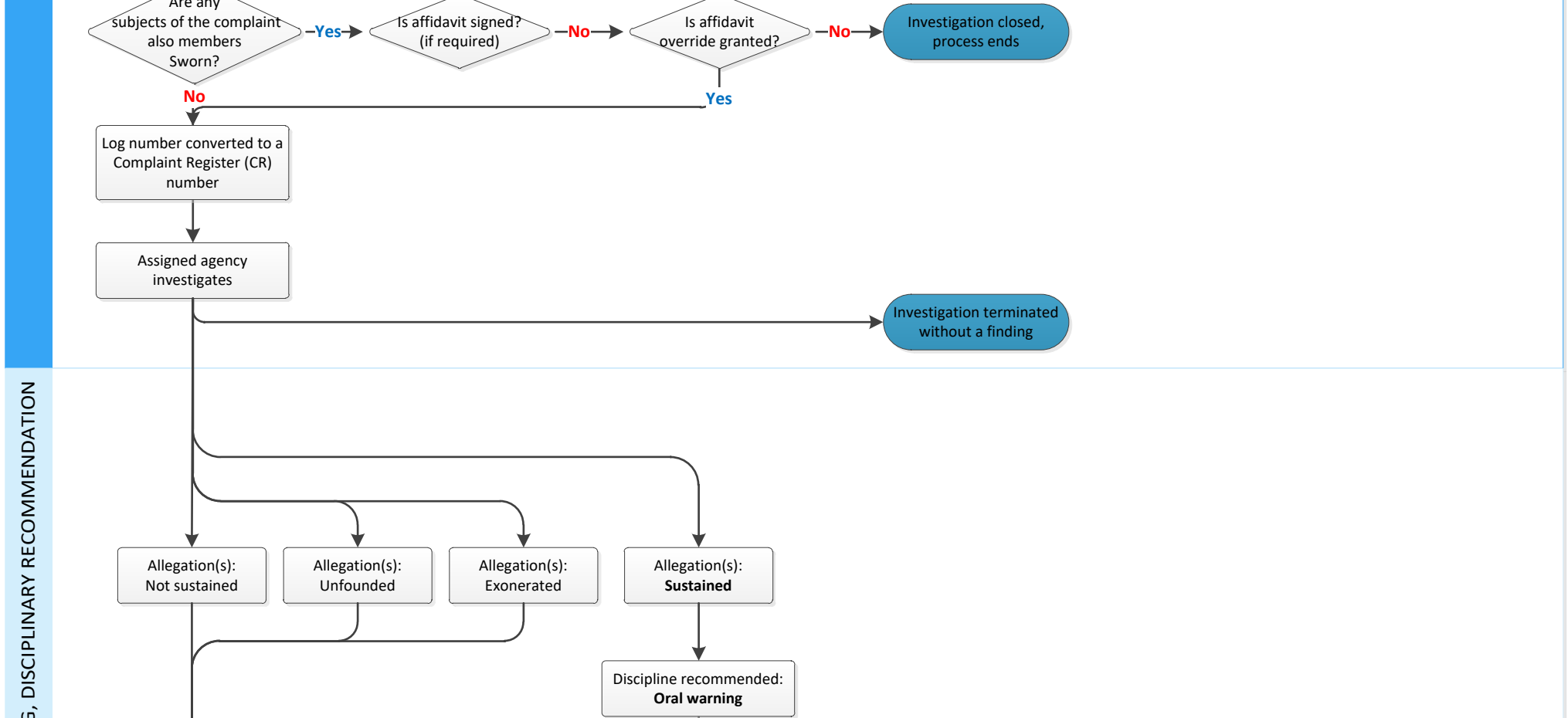
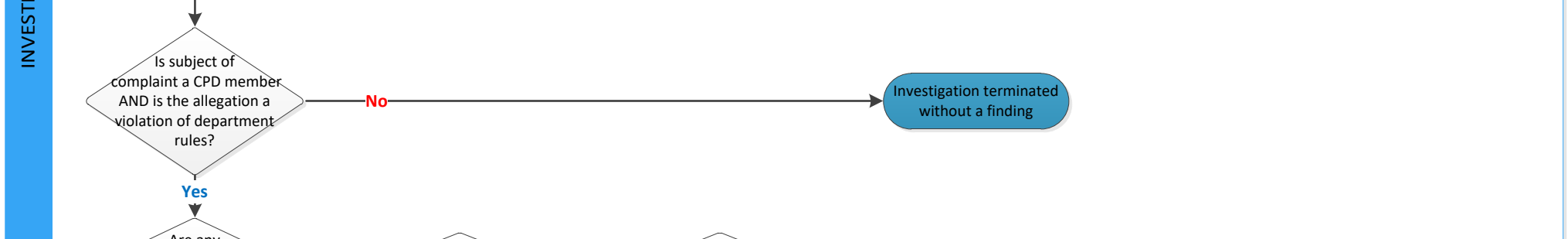
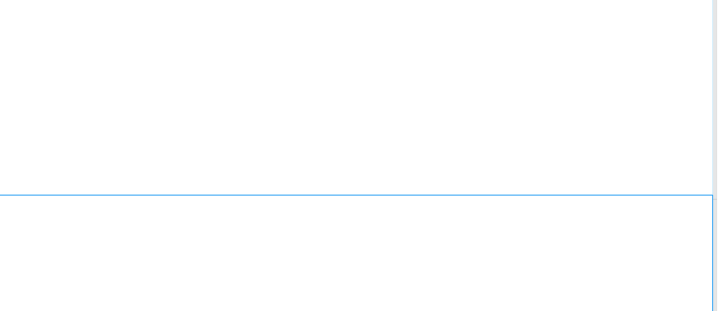


### Acronyms & Terms:

- AFCSCME – 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
- MCA – Municipal Code of Chicago
- OIG – City of Chicago, Office of Inspector General
- PB – Police Board
- BPBA (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.



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