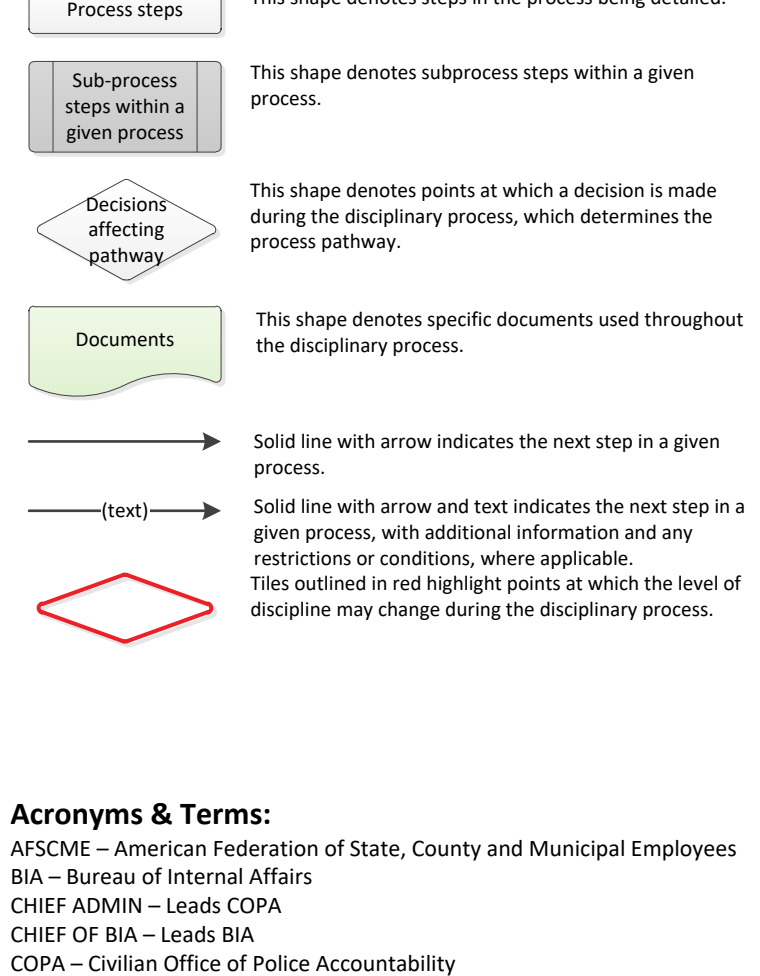


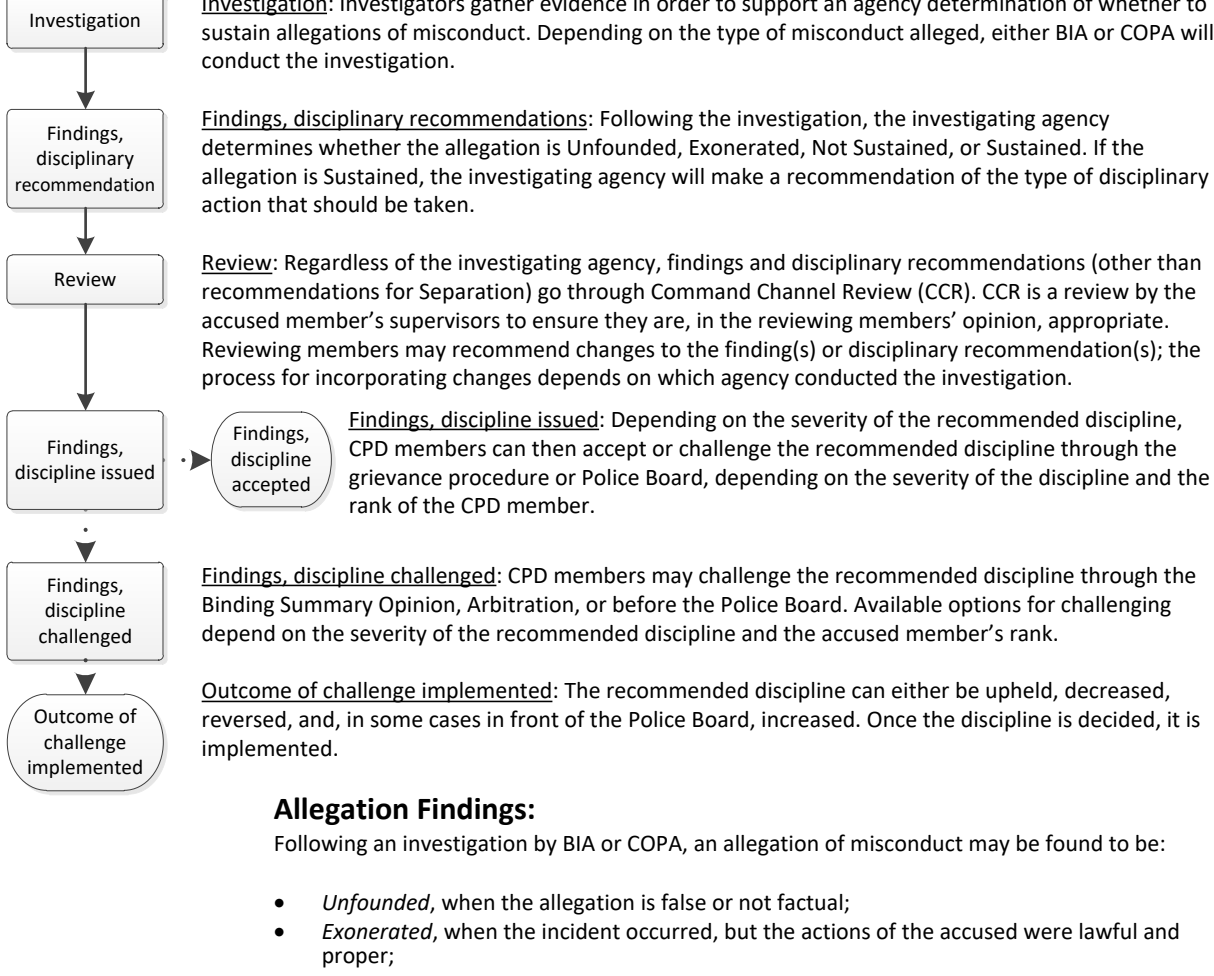
# Disciplinary Process: Civilian Members, Separation

(last updated: April 2021)

## Chart Figures and Symbols:



## Overview of Disciplinary Process:



## Acronyms & Terms:

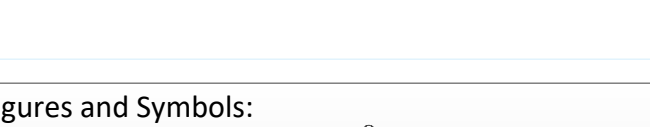
- AFSCME – American Federation of State, County and Municipal Employees
- BIA – Bureau of Internal Affairs
- CHIEF ADMIN – Leads COPA
- CHIEF OF BIA – Leads BIA
- COPA – Civilian Office of Police Accountability
- CPD – Chicago Police Department
- FOP – Fraternal Order of Police (Police Officer union)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

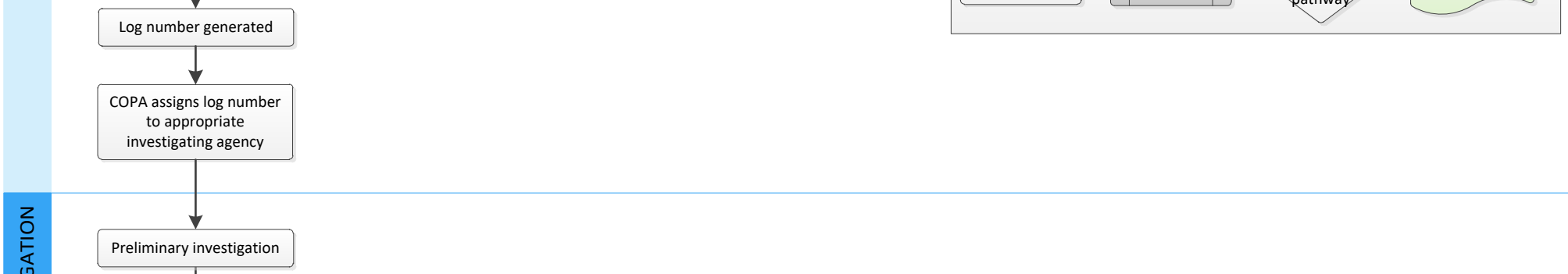
Following an investigation by BIA or COPA, an allegation of misconduct may be found to be:

- 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.

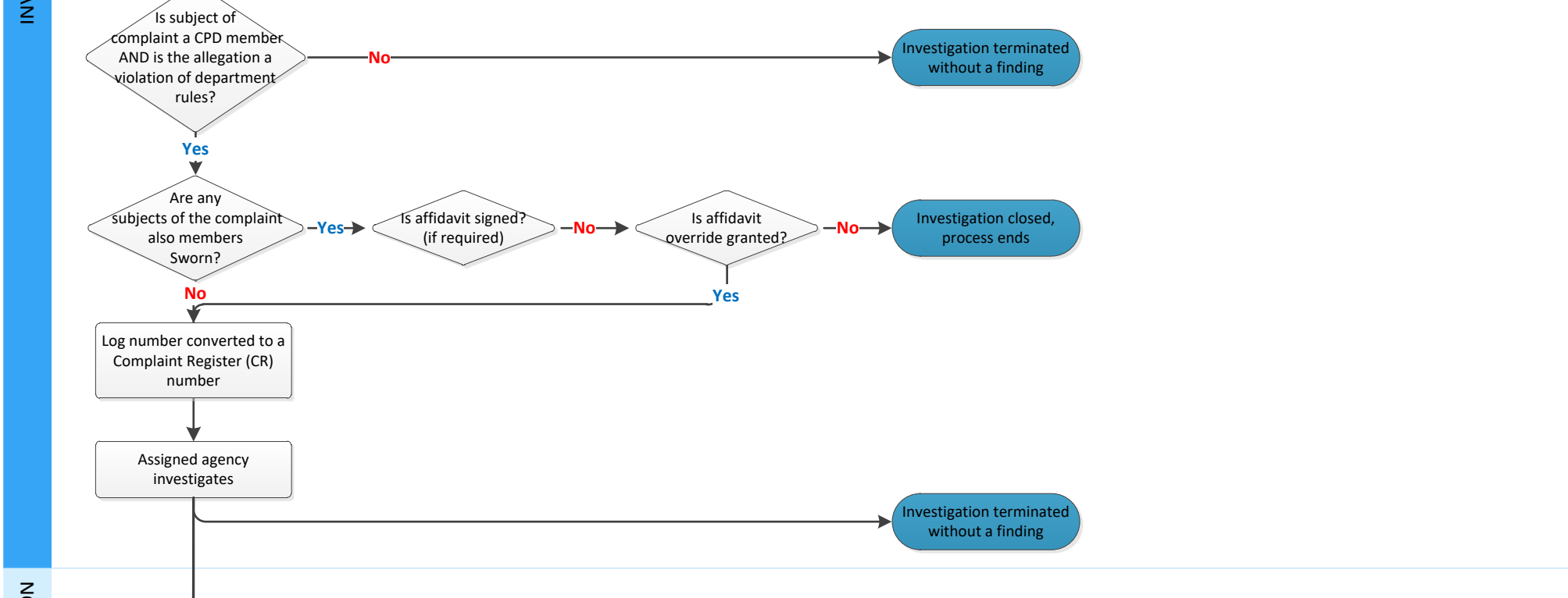
Quick links: Click one of the following tiles to jump to a specific part of the Disciplinary Process.



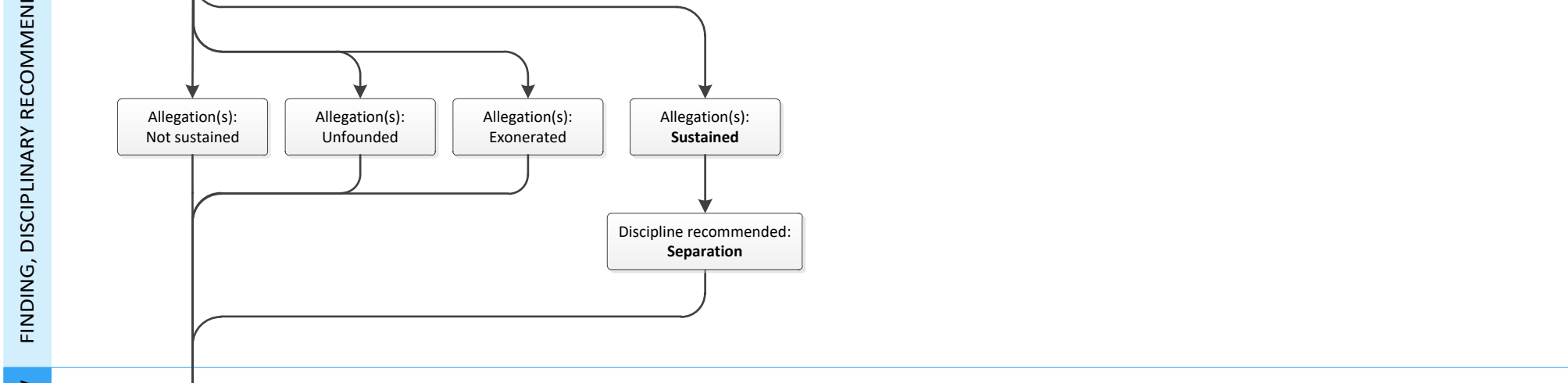
## INITIATION



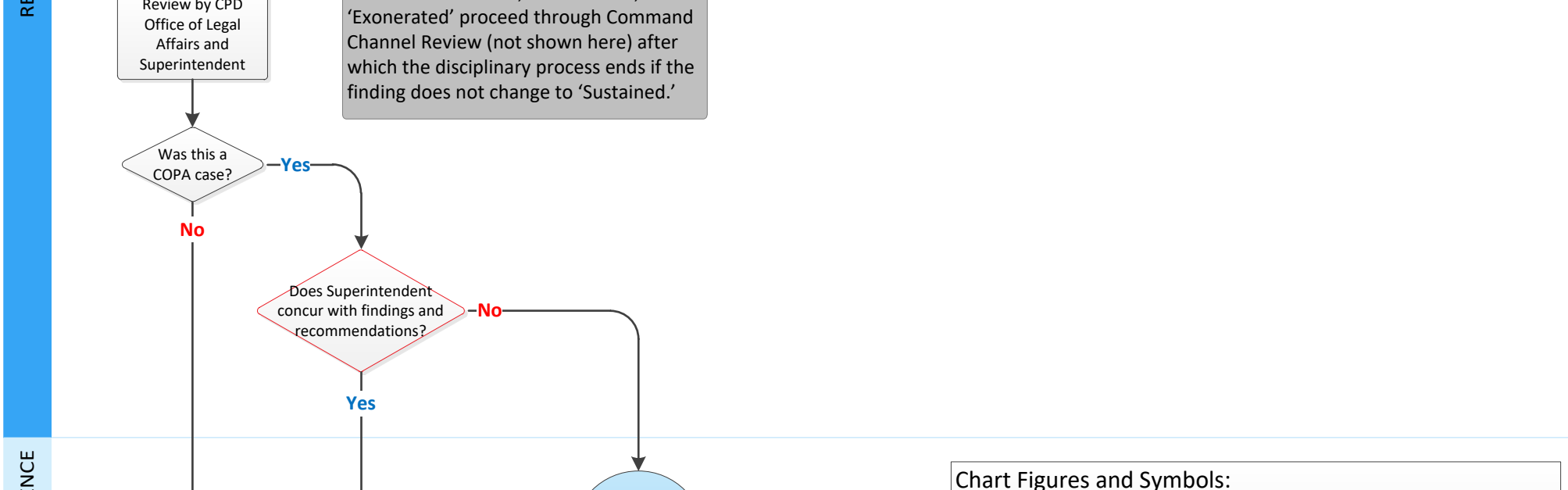
## INVESTIGATION



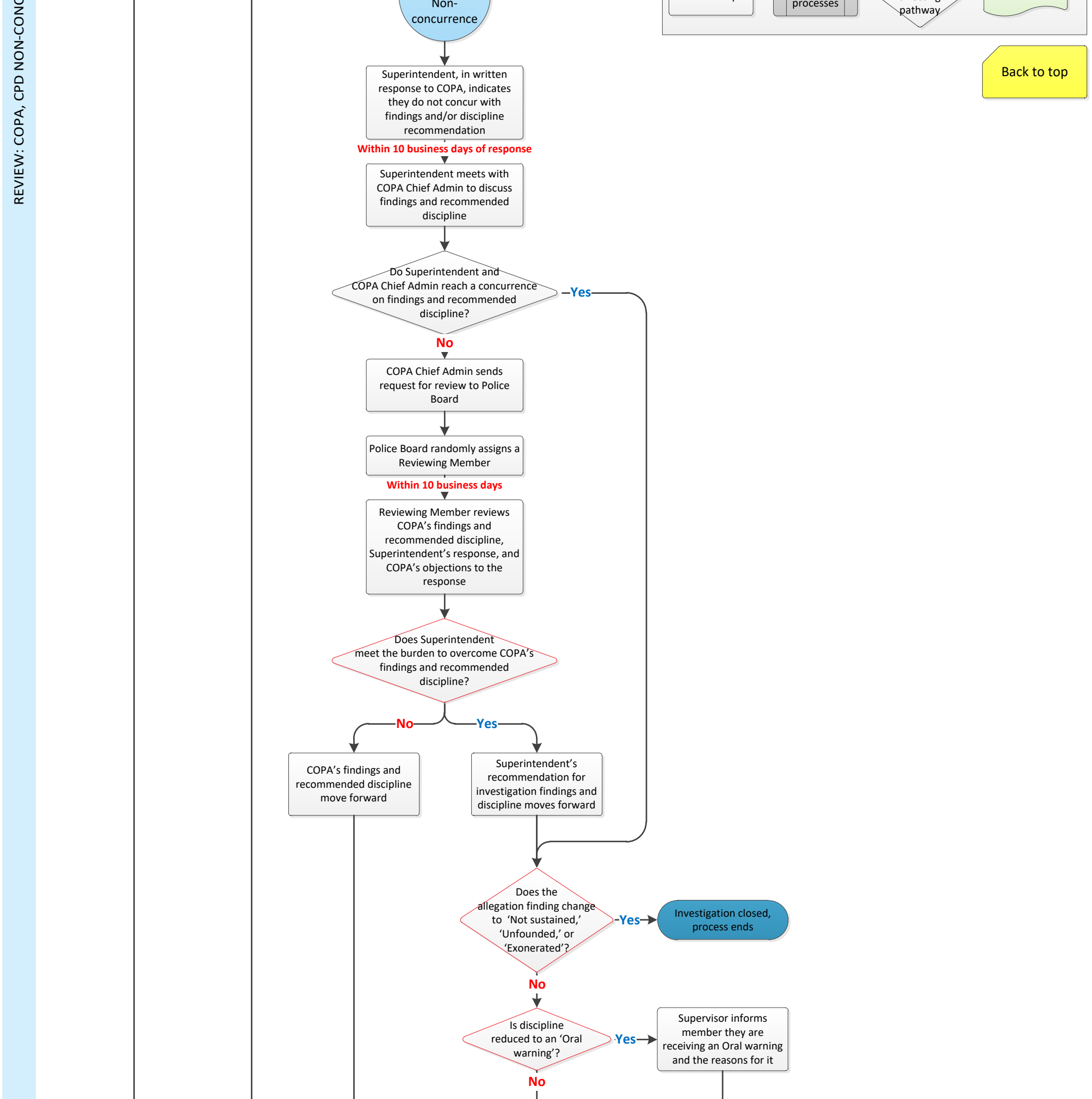
## FINDING, DISCIPLINARY RECOMMENDATION



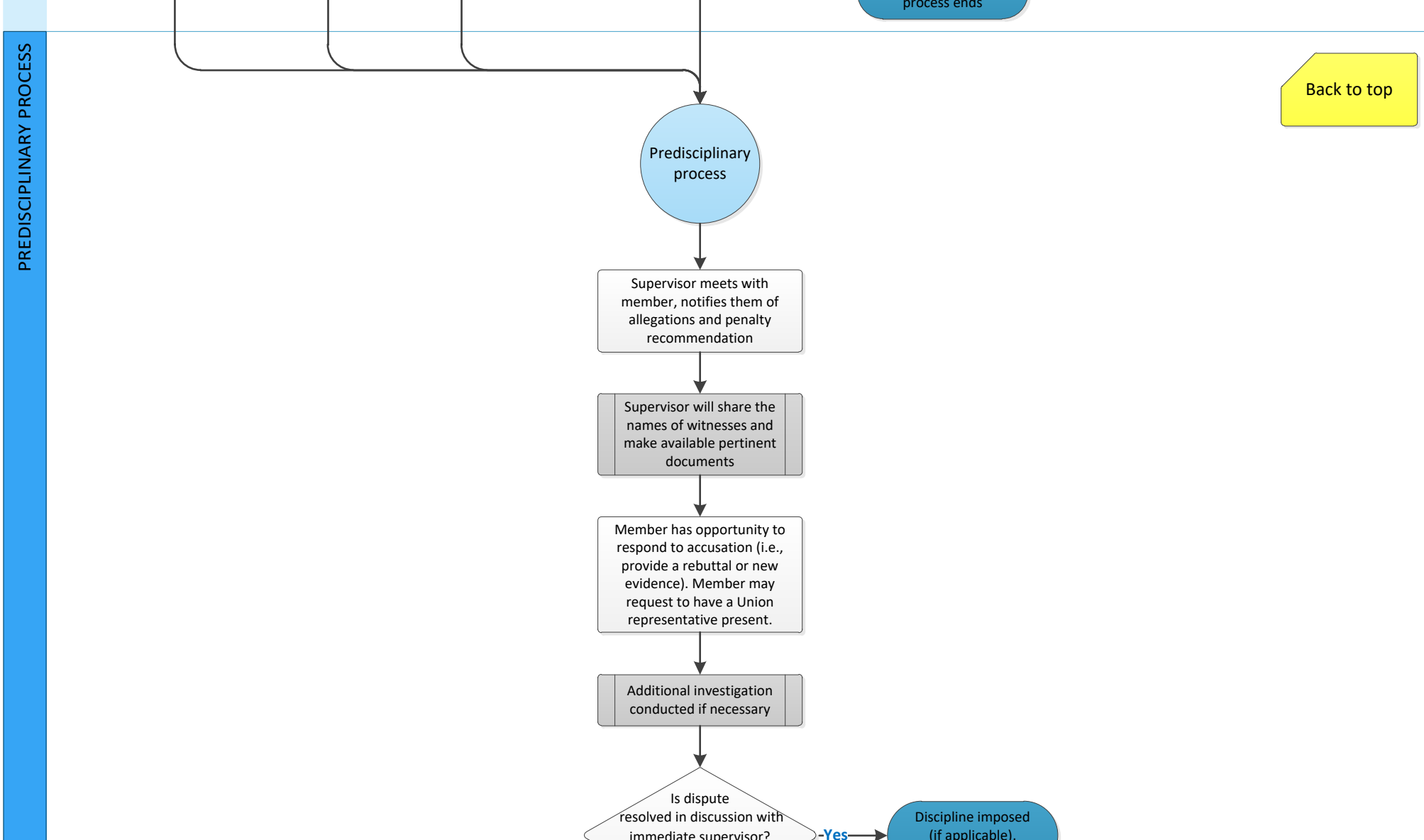
## REVIEW



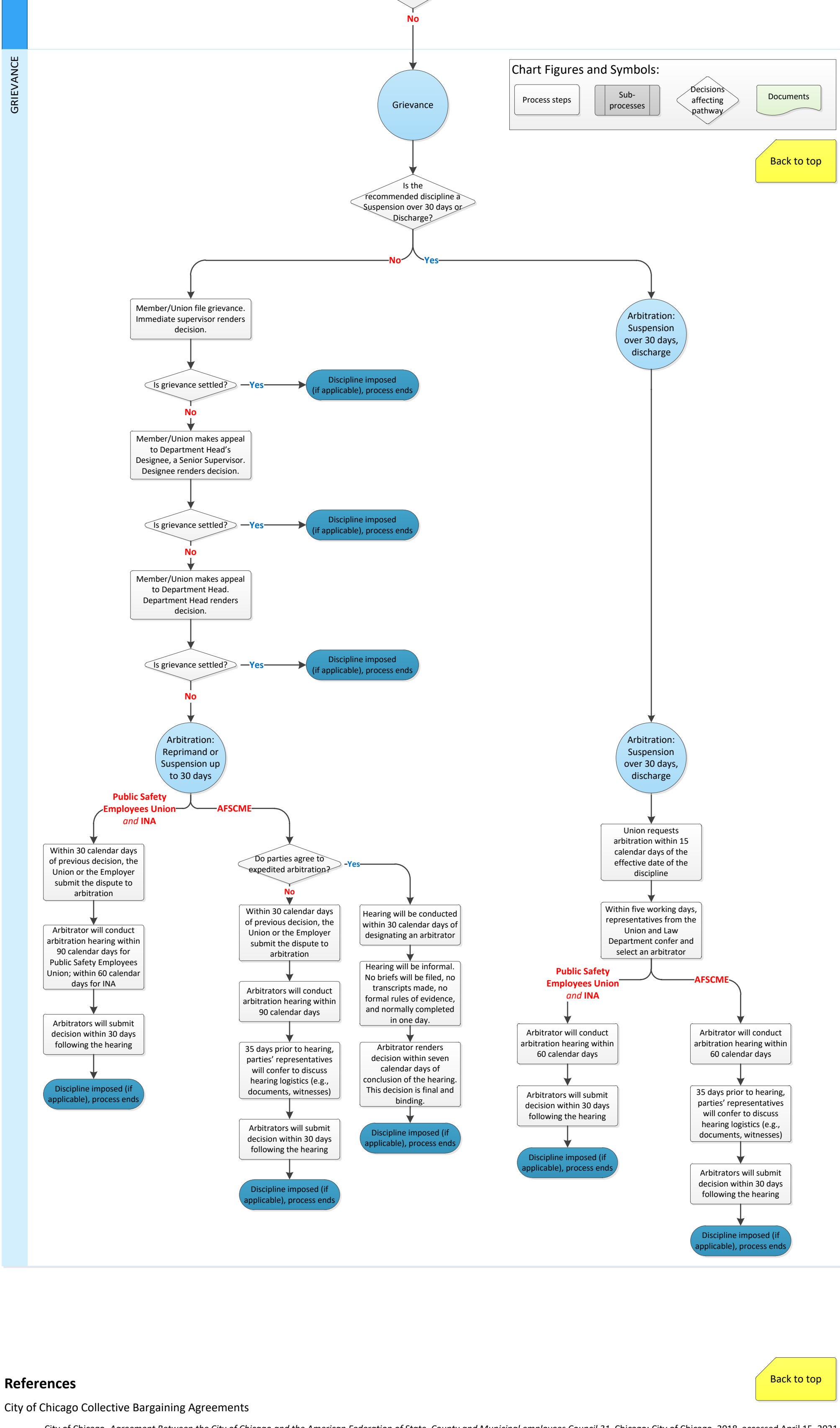
## REVIEW: COPA, CPD NON-CONCURRENCE



## PREDISCIPLINARY PROCESS



## GRIEVANCE



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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>.