

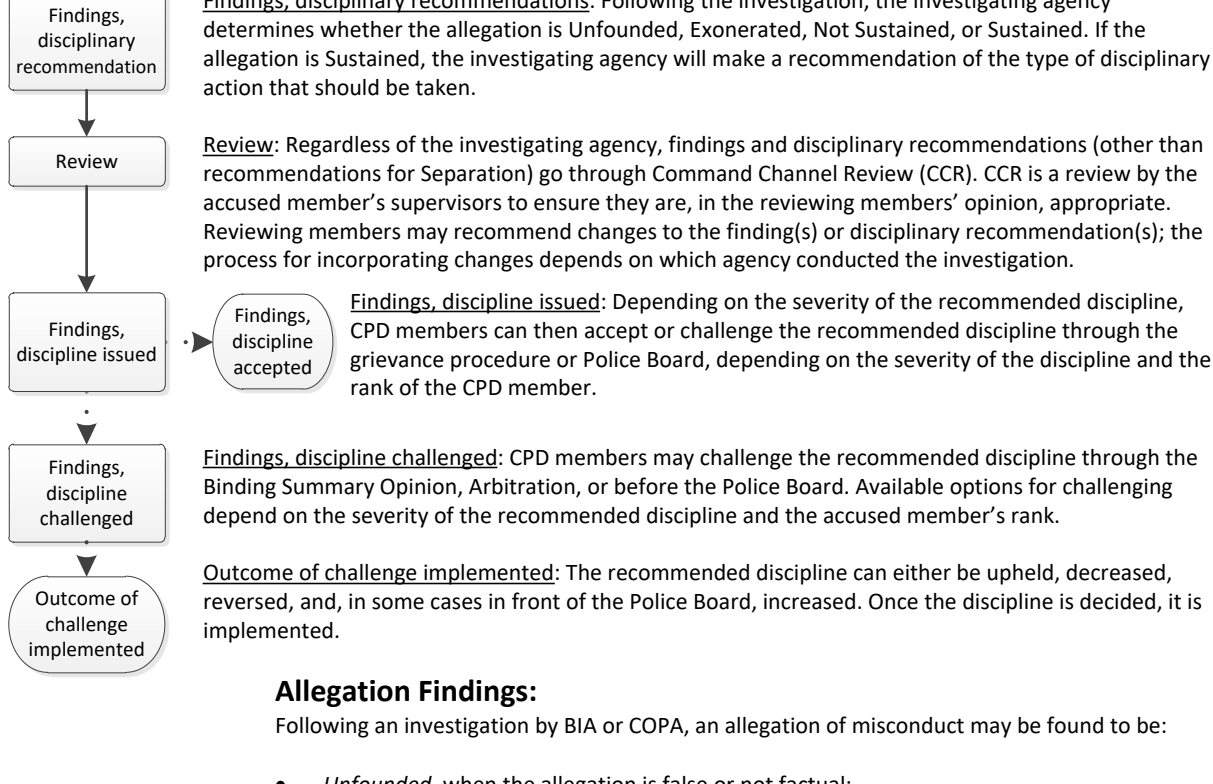
Disciplinary Process: Civilian Exempt Members, Separation

(last updated: April 2021)

Chart Figures and Symbols:

- Start of processes** (Red circle): This shape and color denotes the initiation of the discipline process.
- End of processes** (Blue circle): This shape and color denotes the culmination of the discipline process along the different paths a complaint register (CR) file may take.
- Process steps** (White rounded rectangle): This shape denotes steps in the process being detailed.
- Sub-process steps within a given process** (Grey rounded rectangle): This shape denotes subprocess steps within a given process.
- Decisions affecting pathway** (White diamond): This shape denotes points at which a decision is made during the disciplinary process, which determines the process pathway.
- Documents** (Green document icon): 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:

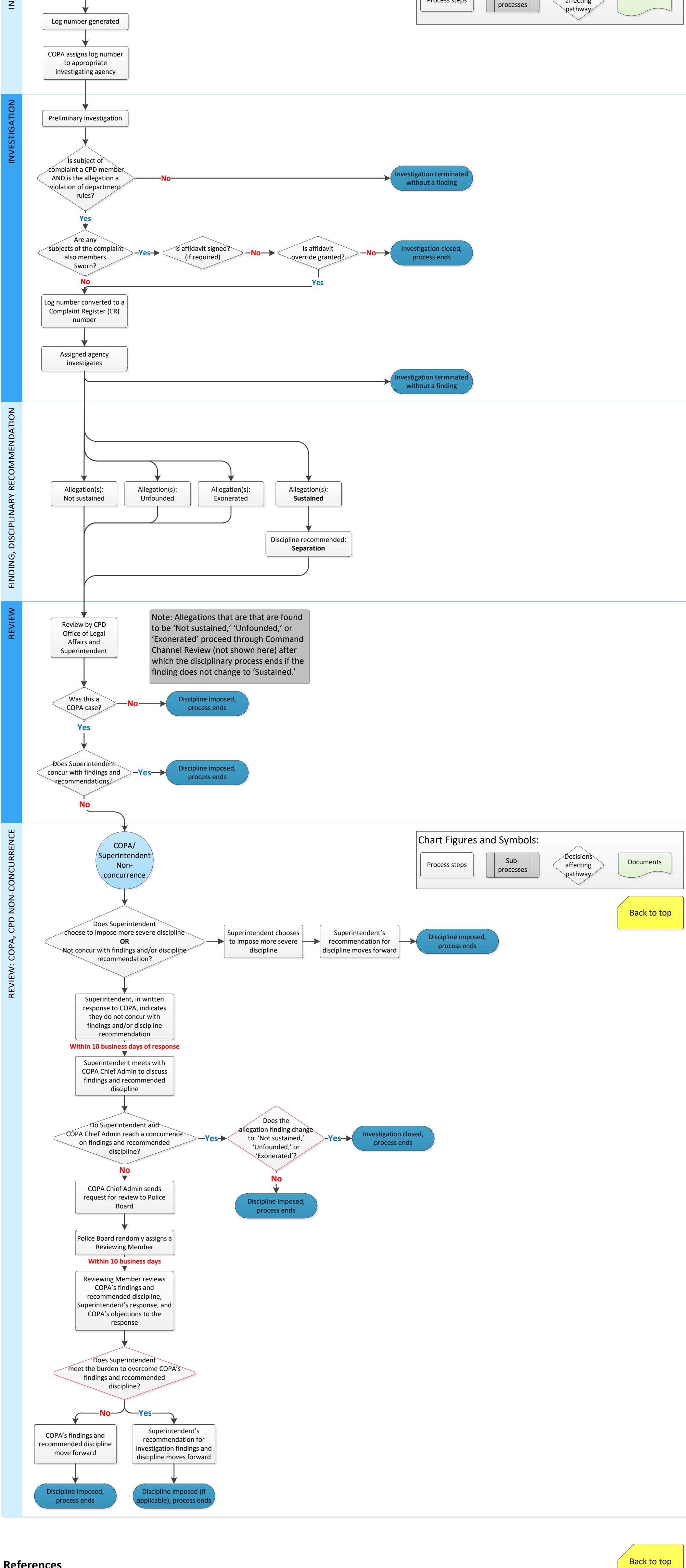
- AFSCME – American Federation of State, County and Municipal Employees
- BIA – Bureau of Internal Affairs
- CHIEF ADMIN – Leads COPA
- CHIEF OF BIA – Leads BIA
- COPA – Civilian Office of Police Accountability
- CPD – Chicago Police Department
- FOP – Fraternal Order of Police (Police Officer union)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

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



References

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- 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 G08-01-02: Specific Responsibilities Regarding Allegations of Misconduct." May 2018, accessed April 15, 2021, <http://directives.chicagopolice.org/directives/data/a7a57be2-12ce5918-9f612-ce69-05188cb6d4d6c72.html?ownapi=1>.
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- 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-33a7953b833b1c1e.html?ownapi=1>.

City of Chicago, Department of Human Resources

- City of Chicago. City of Chicago Personnel Rules. Chicago: City of Chicago, 2014. Accessed April 15, 2021, https://www.chicago.gov/content/dam/city/depts/dhr/supp_info/HRPolicies/2014_PERSONNEL_RULES-FINAL_2014_v3.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>.

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