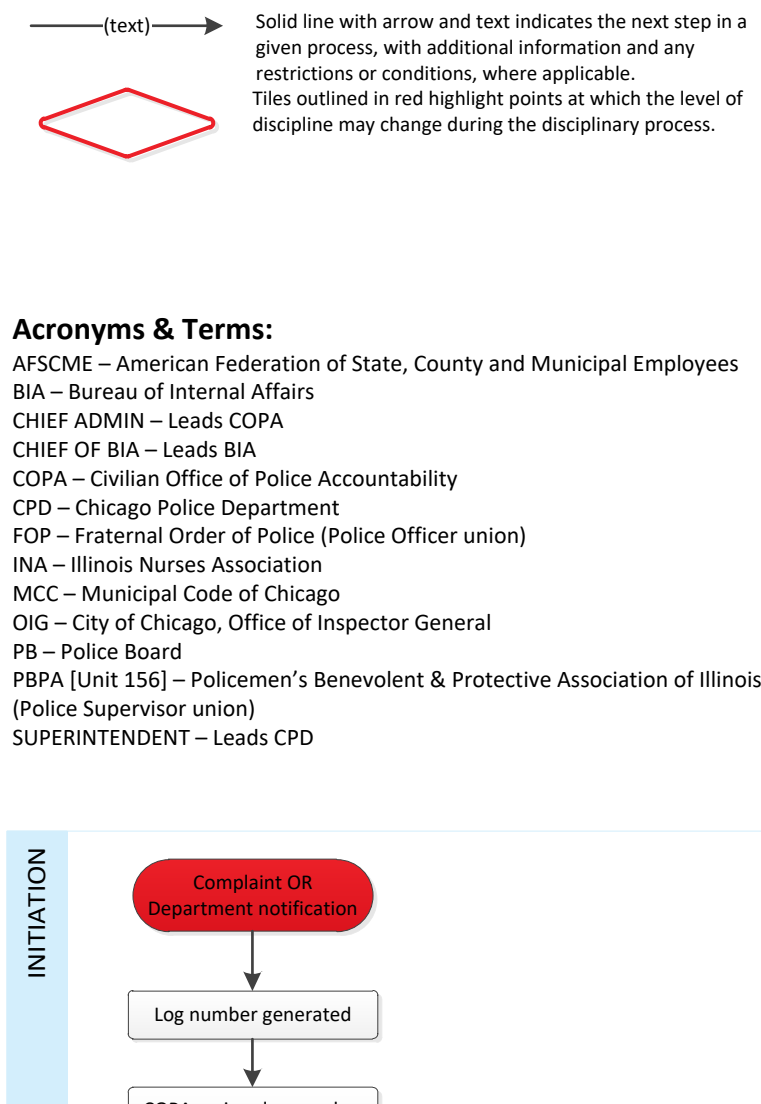


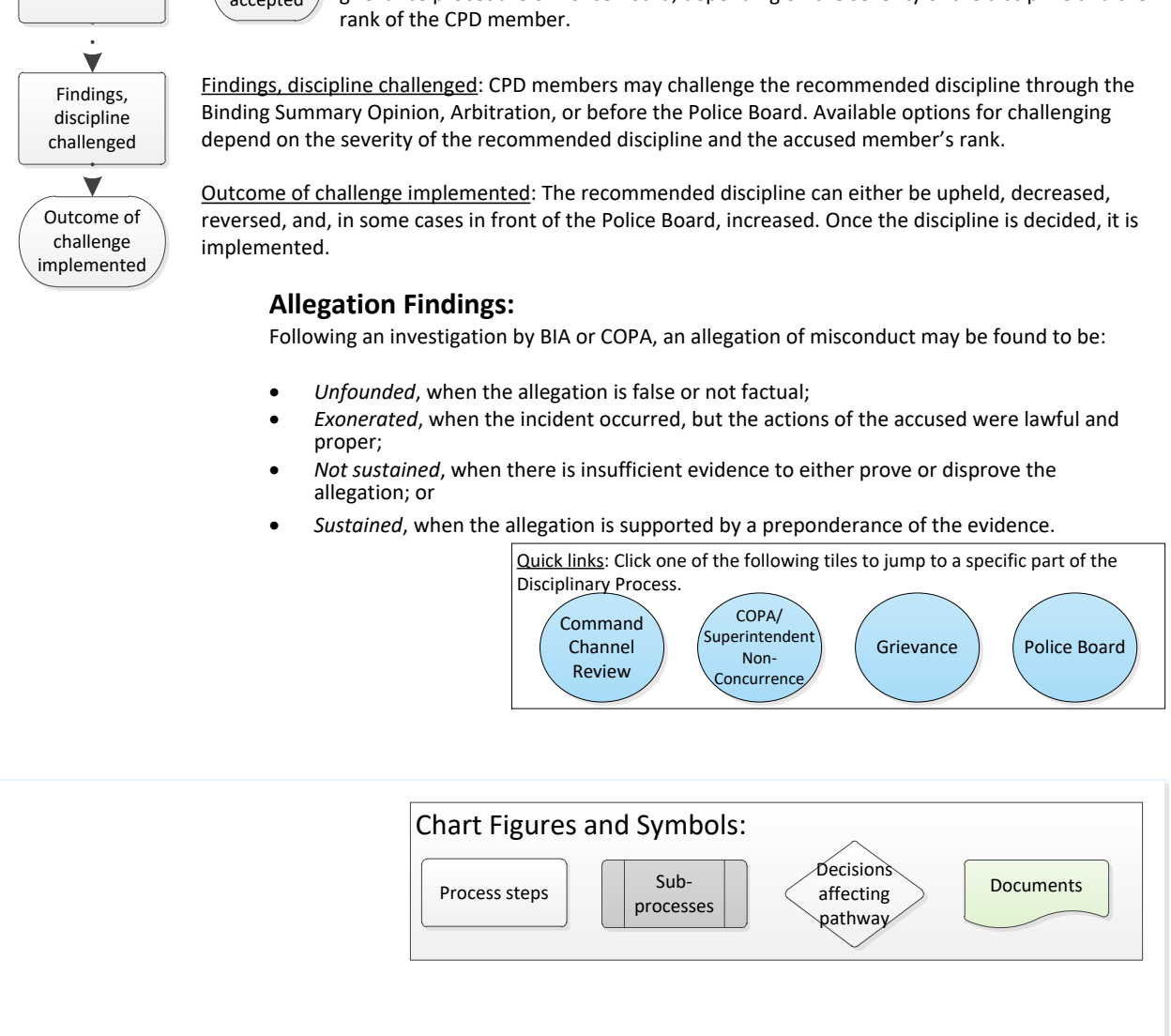
# Disciplinary Process: Police Officers, Reprimand

(last updated: September 2022)

### Chart Figures and Symbols:



### Overview of Disciplinary Process:

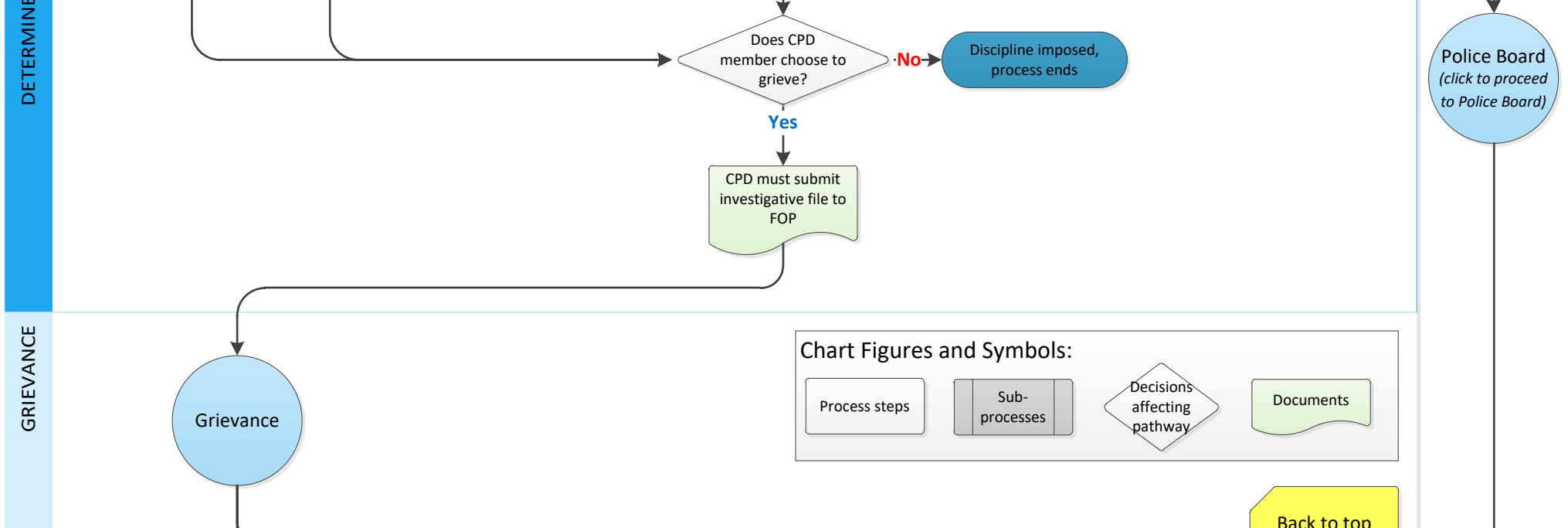
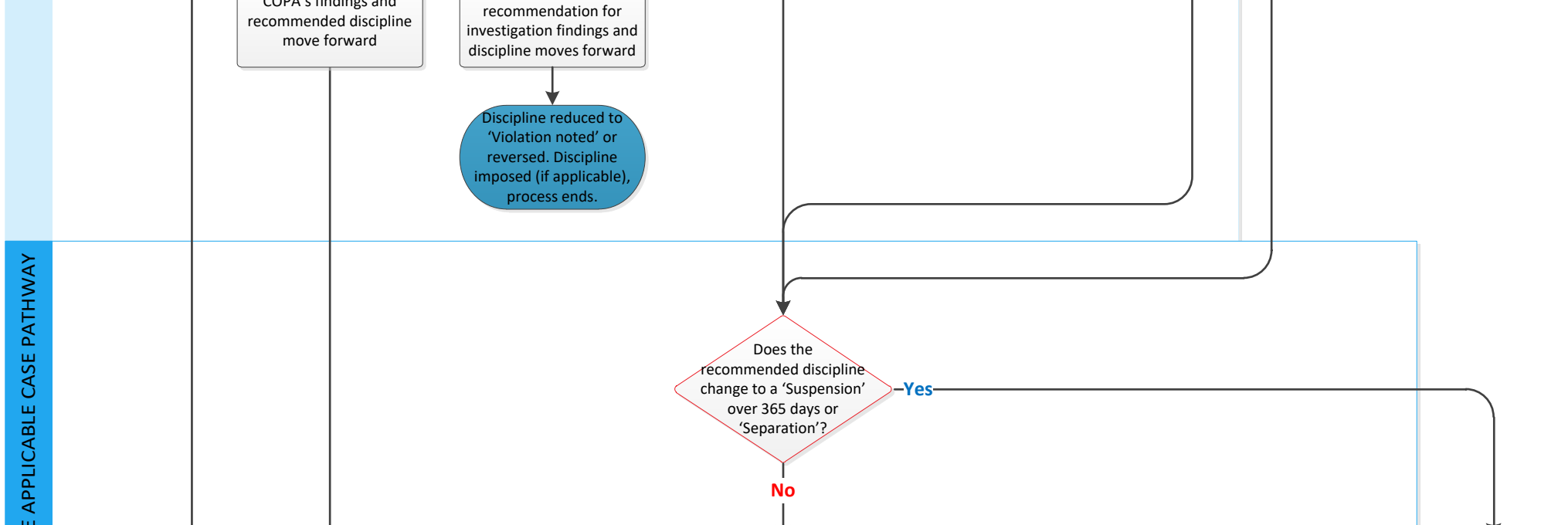
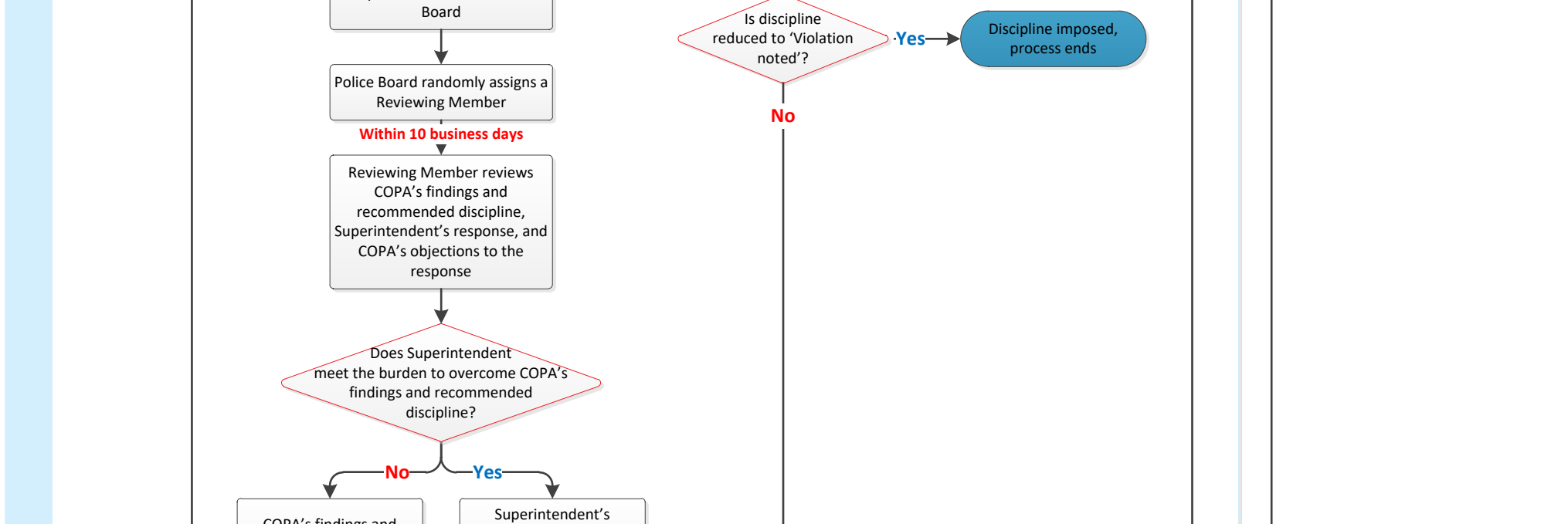
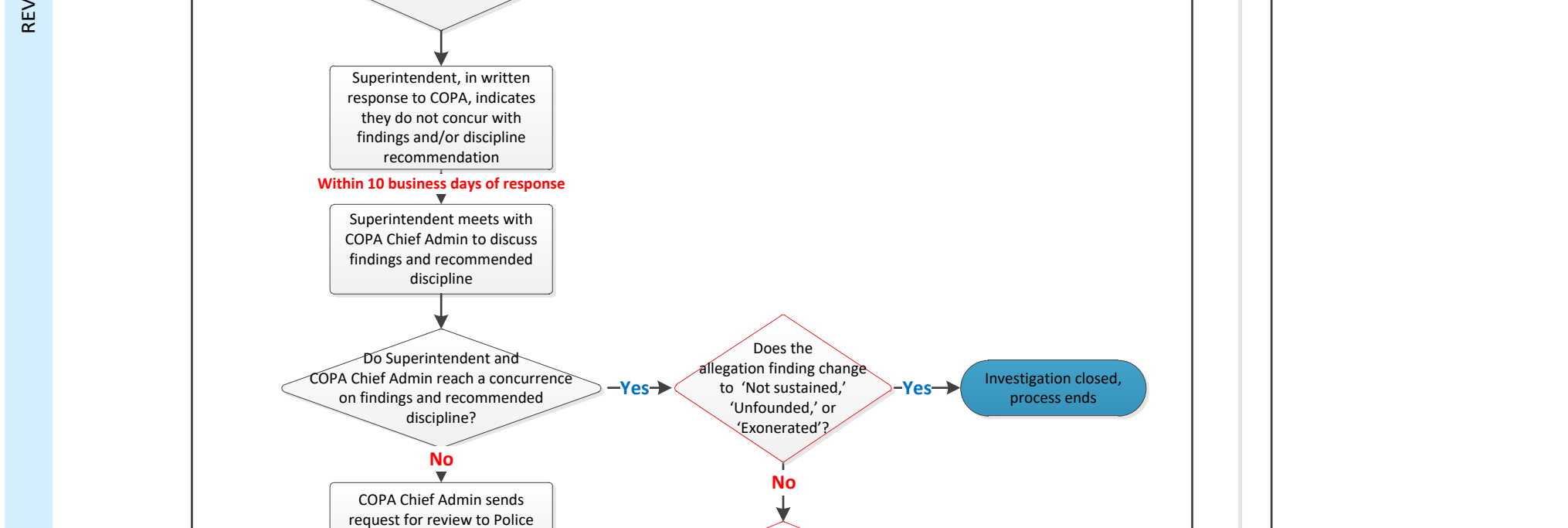
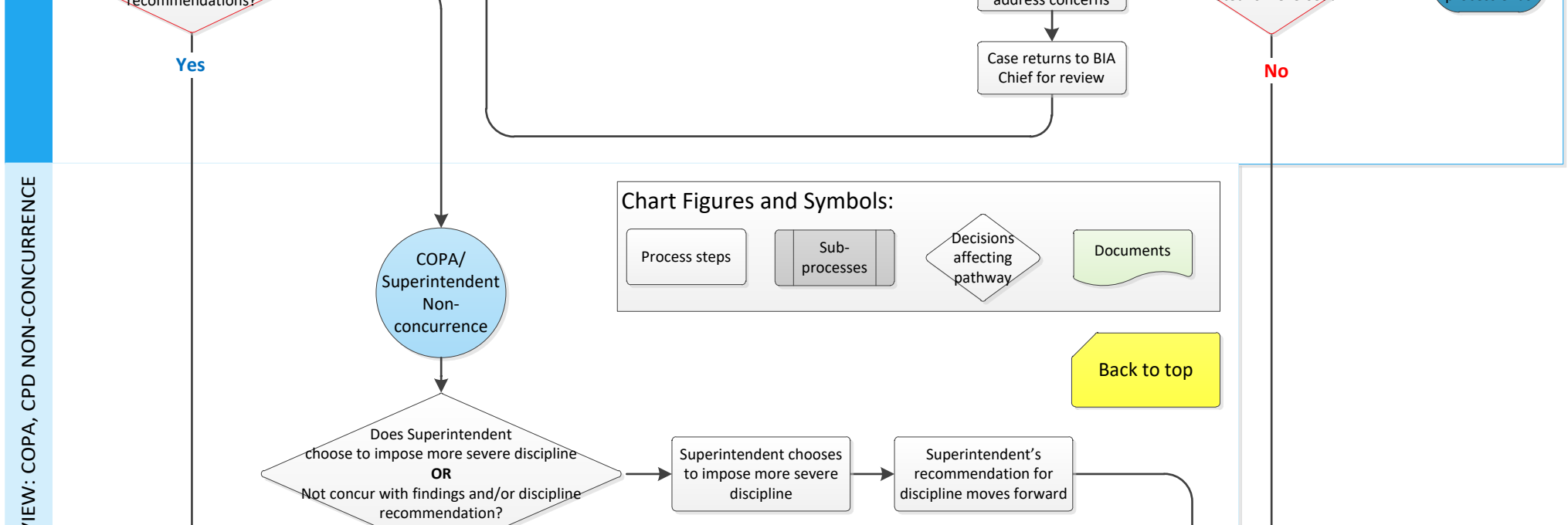
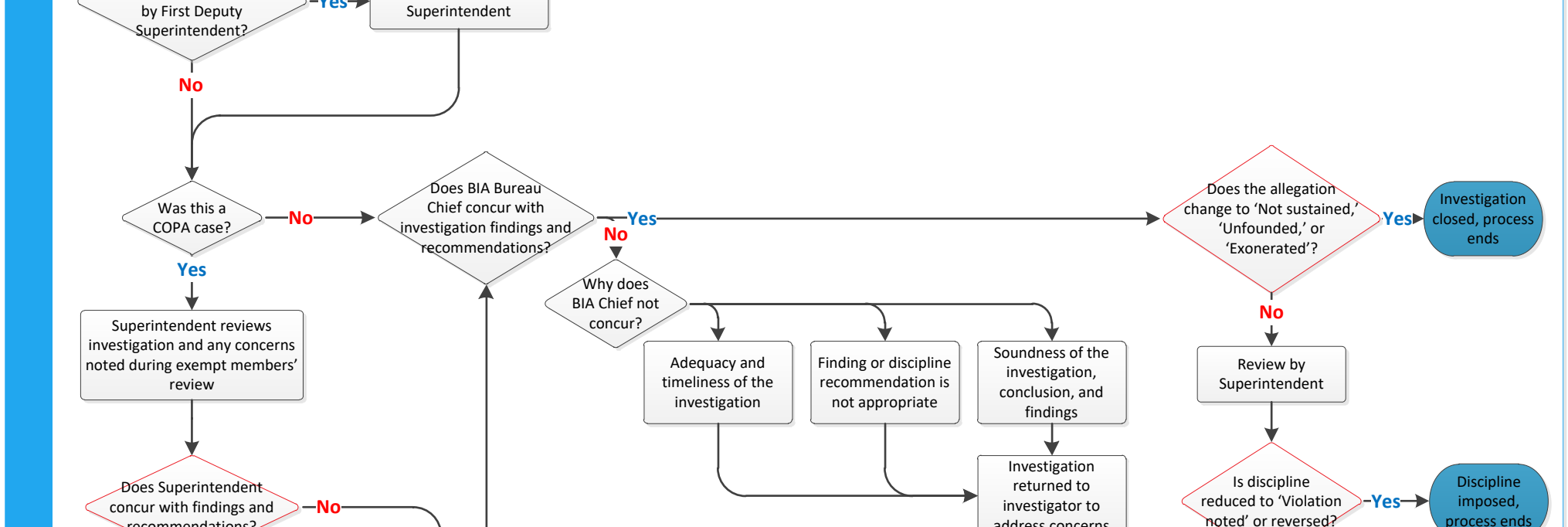
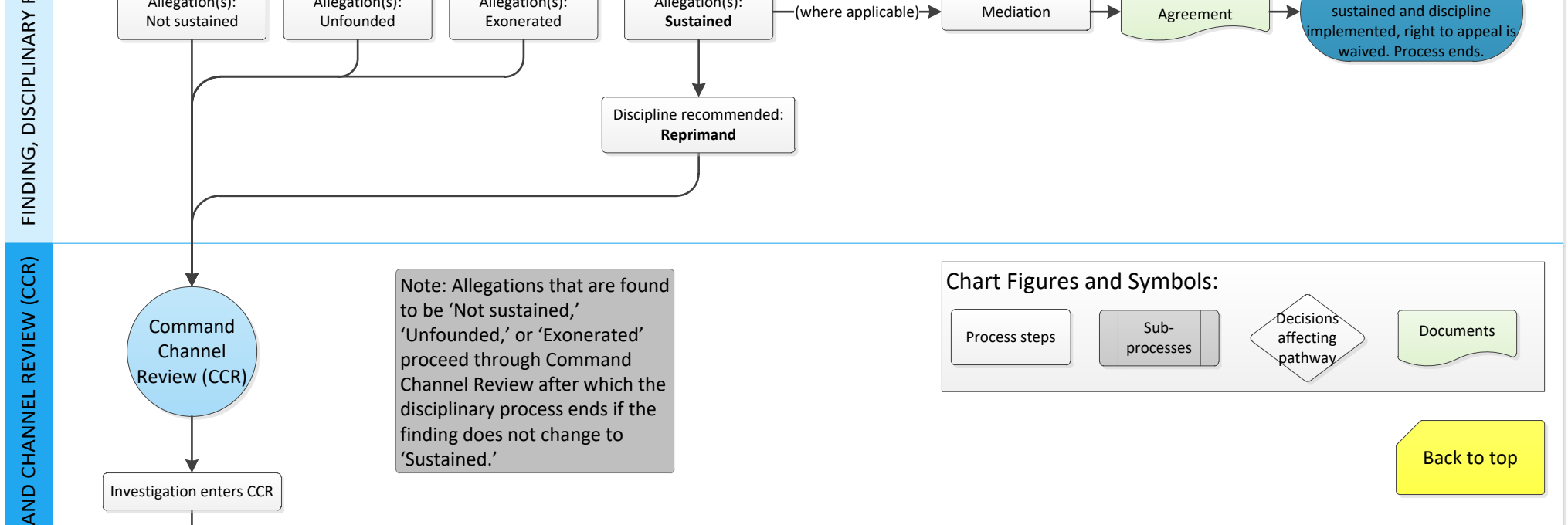
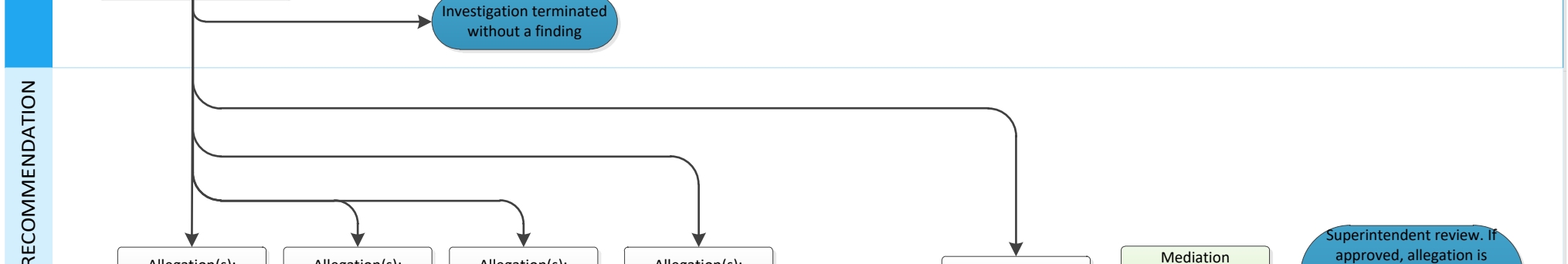
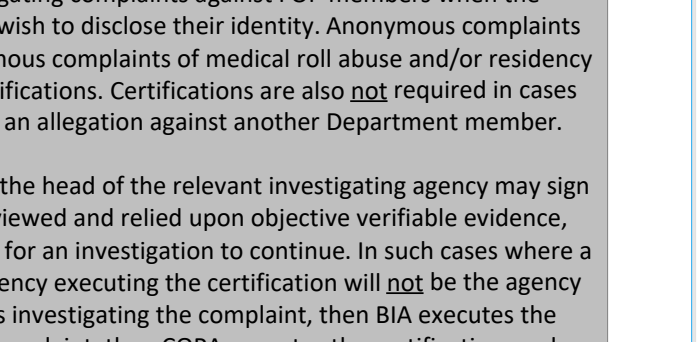


### Acronyms & Terms:

- 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
- PBA (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

City of Chicago. [Collective Bargaining Agreement](#)

City of Chicago. [Agreement Between the City of Chicago Department of Police and the Fraternal Order of Police Chicago Lodge No. 7](#). Chicago: City of Chicago, 2021, accessed January 28, 2022, [https://chicago.org/wp-content/uploads/2022/03/Combined-2021-Redline-FOP-Contract-Amendments\\_2012-2017-Contract.pdf](https://chicago.org/wp-content/uploads/2022/03/Combined-2021-Redline-FOP-Contract-Amendments_2012-2017-Contract.pdf).

Chicago Police Department Directives System

City of Chicago. Chicago Police Department, "General Order G08-01: Complaint and Disciplinary System." December 2021, accessed January 28, 2022, <http://directives.chicagopolice.org/#directve/public/6362>.

City of Chicago. Chicago Police Department, "General Order G08-01-02: Complaint Initiation and Log Number Investigation Assignment." December 2021, accessed January 28, 2022, <http://directives.chicagopolice.org/#directve/public/6376>.

City of Chicago. Chicago Police Department, "Resources: Rules and Regulations of the Chicago Police Department." April 2015, accessed January 28, 2022, <http://directives.chicagopolice.org/#directve/public/6312>.

City of Chicago. Chicago Police Department, "Special Order S08-01-01: Conduct of Complaint Investigations." November 2017, accessed January 28, 2022, <http://directives.chicagopolice.org/#directve/public/6275>.

City of Chicago. Chicago Police Department, "Special Order S08-01-03: Command Channel Review." March 2020, accessed January 28, 2022, <http://directives.chicagopolice.org/#directve/public/6856>.

Chicago Police Board

City of Chicago, Police Board, "Allegations of Police Misconduct: A Guide to the Complaint and Disciplinary Process." April 2021, accessed January 28, 2022, <https://www.chicago.gov/content/dam/city/depts/cpb/PoliceDiscipline/Alleg%20Disc%2020210401.pdf>.

City of Chicago, Police Board, "Rules of Procedure." February 2021, accessed September 29, 2022, <https://www.chicago.gov/content/dam/city/depts/cpb/PoliceDiscipline/RulesProcedure20210218.pdf>.

Civilian Office of Police Accountability

Civilian Office of Police Accountability, "Rules and Regulations." April 2018, accessed January 28, 2022, <http://www.chicagocopa.org/wp-content/uploads/2018/04/Final-COPA-Rules-and-Regulations-2018.pdf>.

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

Civilian Office of Police Accountability, [M.C.C. ch. 2-78](#).

Department of Police, [M.C.C. ch. 2-84](#).

Illinois Compiled Statutes

Illinois Statute Review Law, [735 ILCS 5/3-101 et seq.](#)

Illinois Municipal Code, [65 ILCS 5/10-1-45](#).