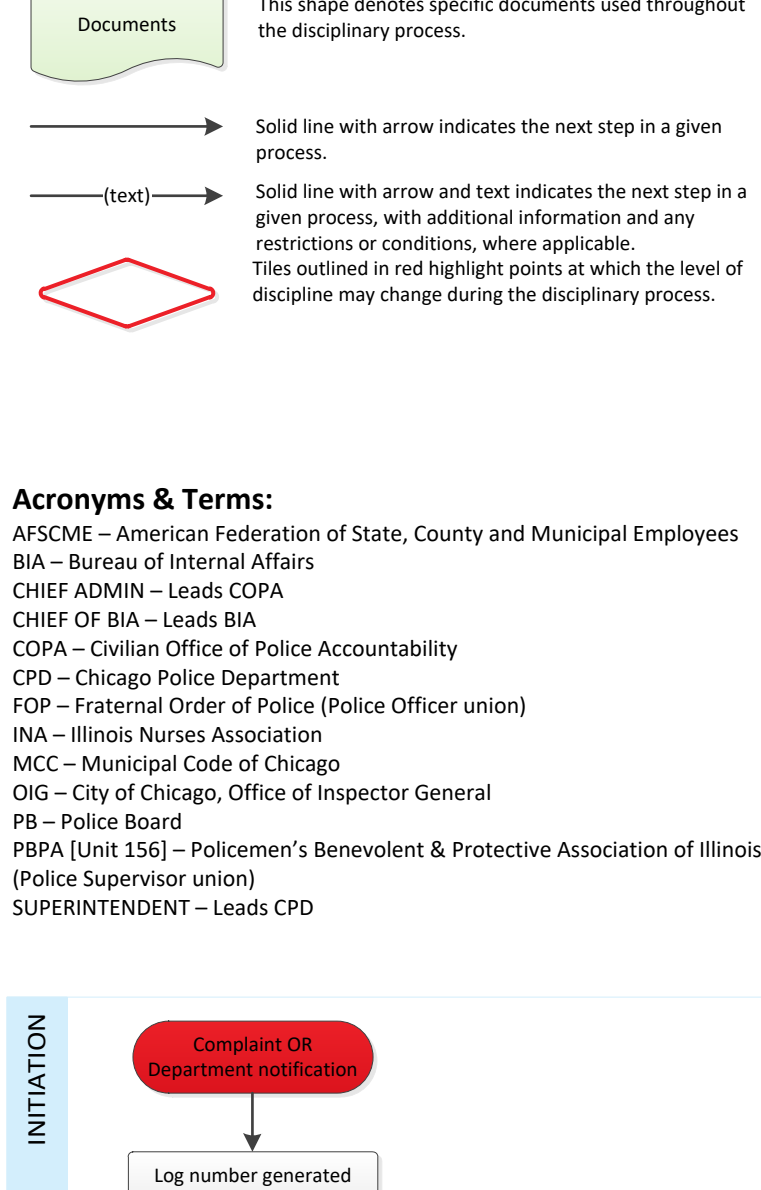


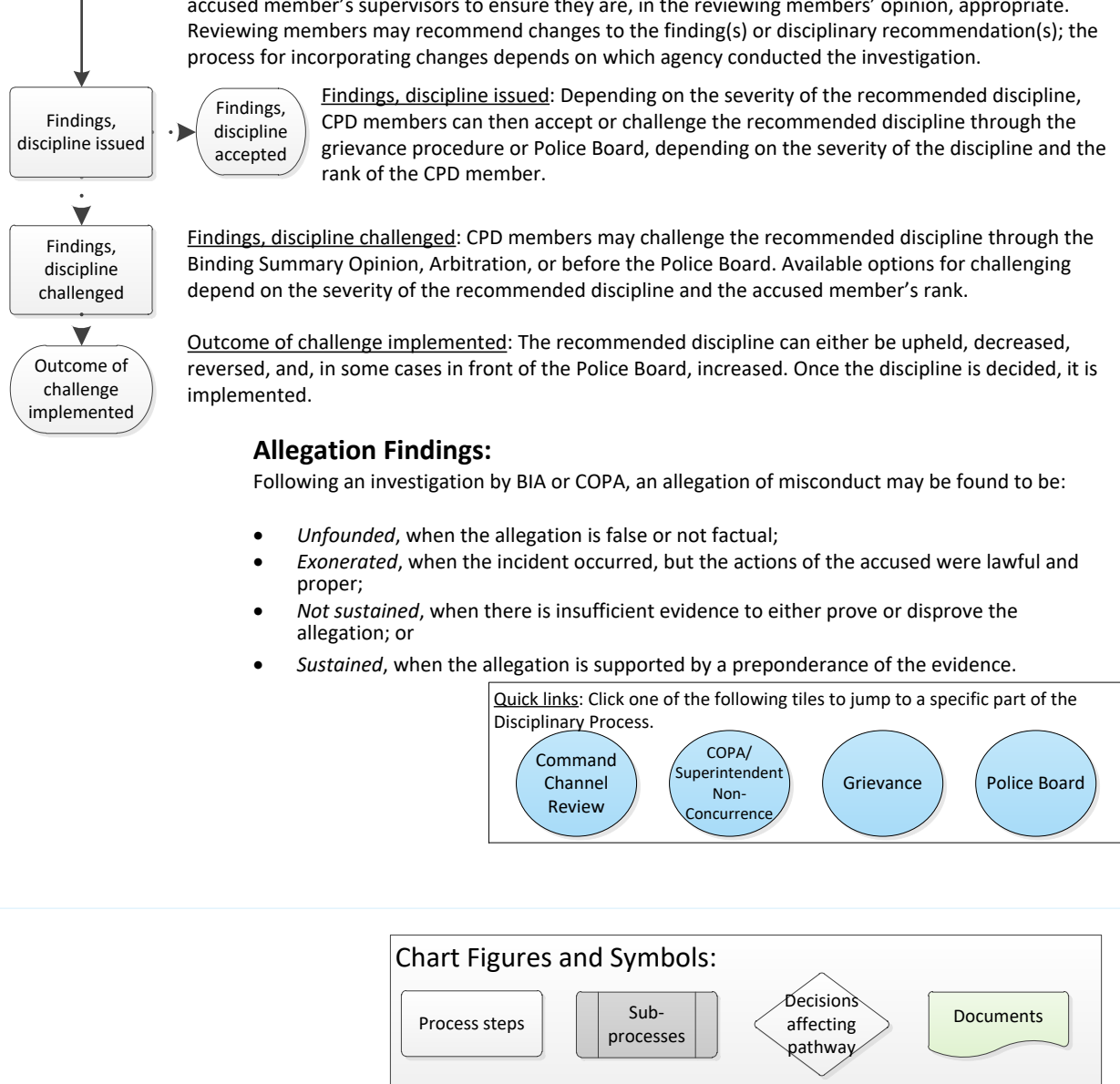
Disciplinary Process: Police Officers, Suspension

(last updated: September 2022)

Chart Figures and Symbols:



Overview of Disciplinary Process:

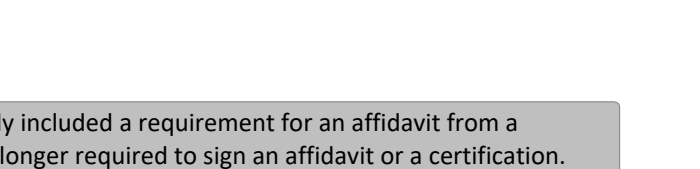


Acronyms & Terms:

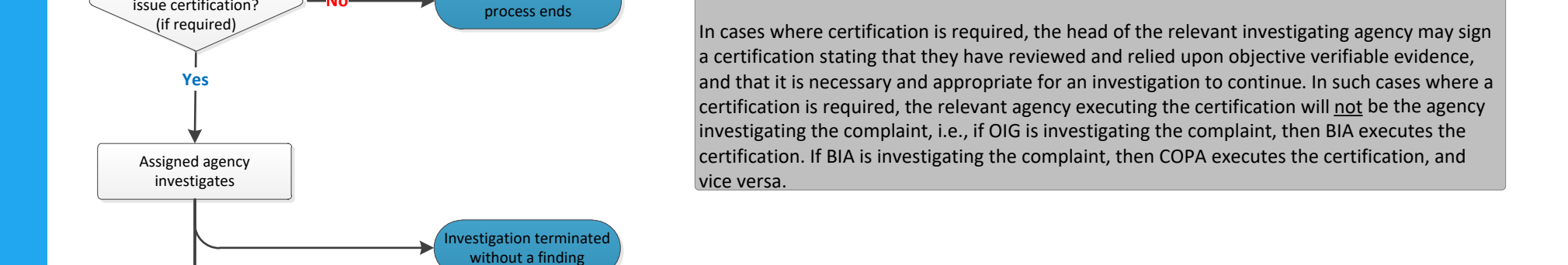
- AFSCME – American Federation of State, County and Municipal Employees
- BIA – Bureau of Internal Affairs
- CHIEF ADMIN – Leads COPA
- CHIEF OF BIA – Leads BIA
- COPA – Civilian Office of Police Accountability
- CPD – Chicago Police Department
- FOP – Fraternal Order of Police (Police Officer union)
- INA – Illinois Nurses Association
- MCC – Municipal Code of Chicago
- OIG – City of Chicago, Office of Inspector General
- PB – Police Board
- PBPA [Unit 156] – Policemen’s Benevolent & Protective Association of Illinois
- Police Supervisor Union
- SUPERINTENDENT – Leads CPD

Allegation Findings:

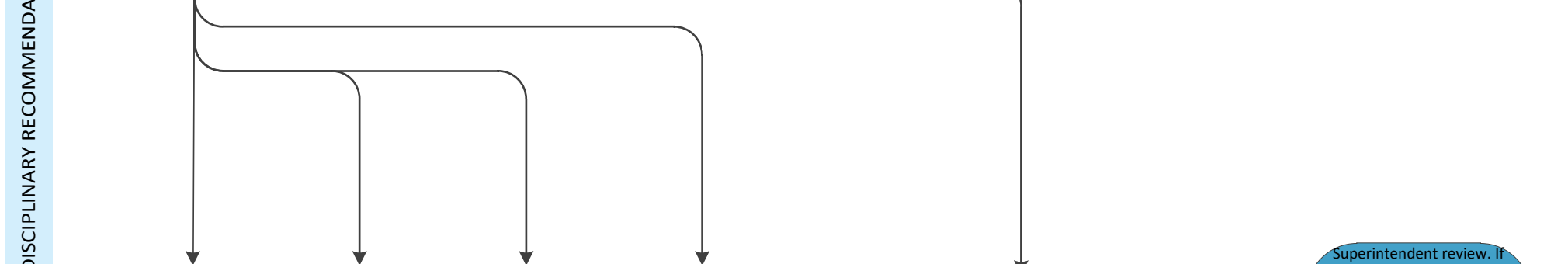
- Following an investigation by BIA or COPA, an allegation of misconduct may be found to be:
 - Unfounded, when the allegation is false or not factual;
 - Exonerated, when the incident occurred, but the actions of the accused were lawful and proper;
 - Not sustained, when there is insufficient evidence to either prove or disprove the allegation; or
 - Sustained, when the allegation is supported by a preponderance of the evidence.



INITIATION



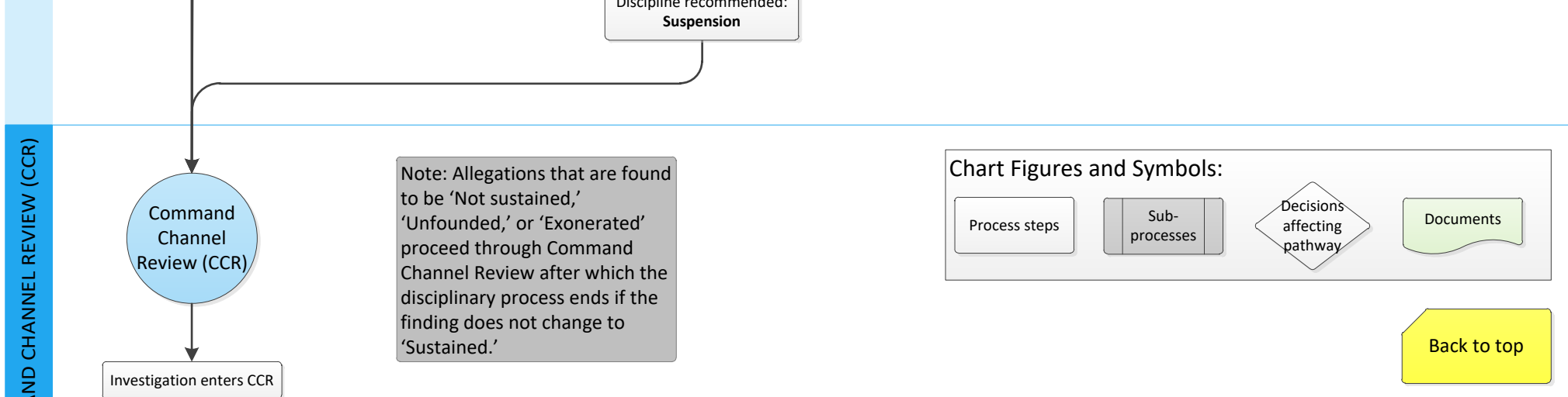
INVESTIGATION



Note: FOP member contracts previously included a requirement for an affidavit from a complainant, but complainants are no longer required to sign an affidavit or a certification. Certifications are required when investigating complainants against FOP members when the complainant is anonymous or does not wish to disclose their identity. Anonymous complaints of criminal conduct and verified anonymous complaints of medical roll abuse and/or residency violations, however, do not require certifications. Certifications are also not required in cases where one Department member makes an allegation against another Department member.

In cases where certification is required, the head of the relevant investigating agency may sign a certification stating that they have reviewed and relied upon objective verifiable evidence, and that it is necessary and appropriate for an investigation to continue. In such cases where a certification is required, the relevant agency executing the certification will not be the agency investigating the complaint, i.e., if OIG is investigating the complaint, then BIA executes the certification. If BIA is investigating the complaint, then COPA executes the certification, and vice versa.

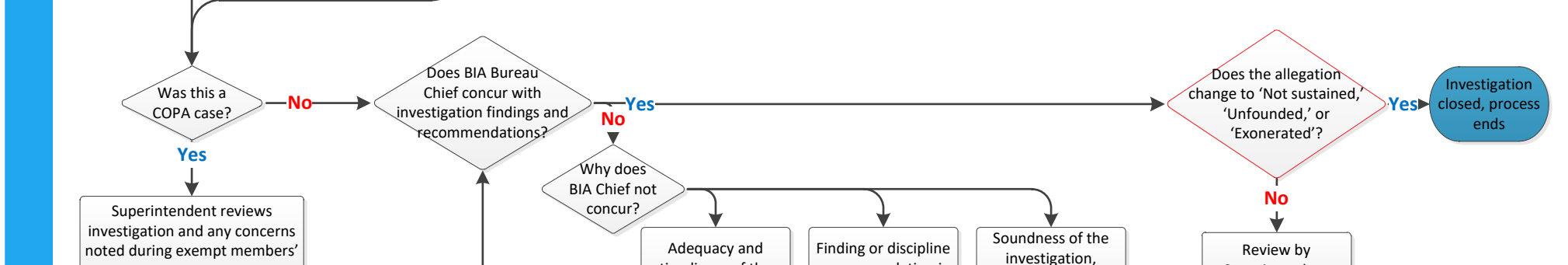
FINDING, DISCIPLINARY RECOMMENDATION



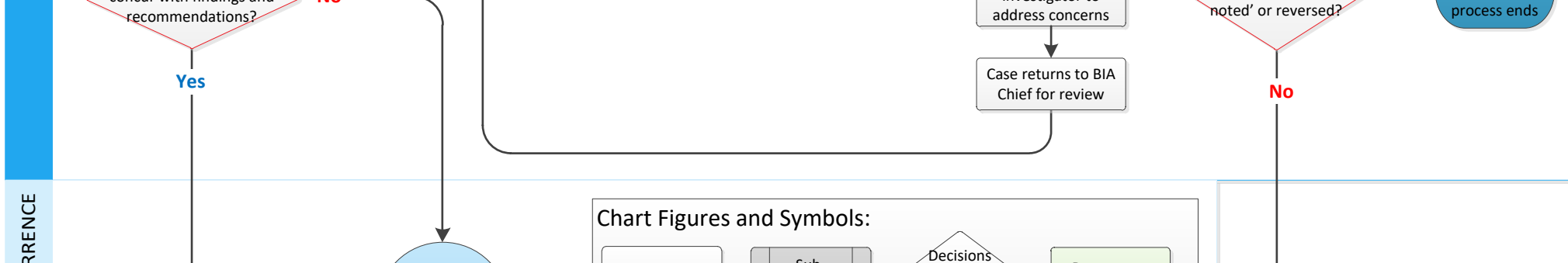
REVIEW: COMMAND CHANNEL REVIEW (CCR)



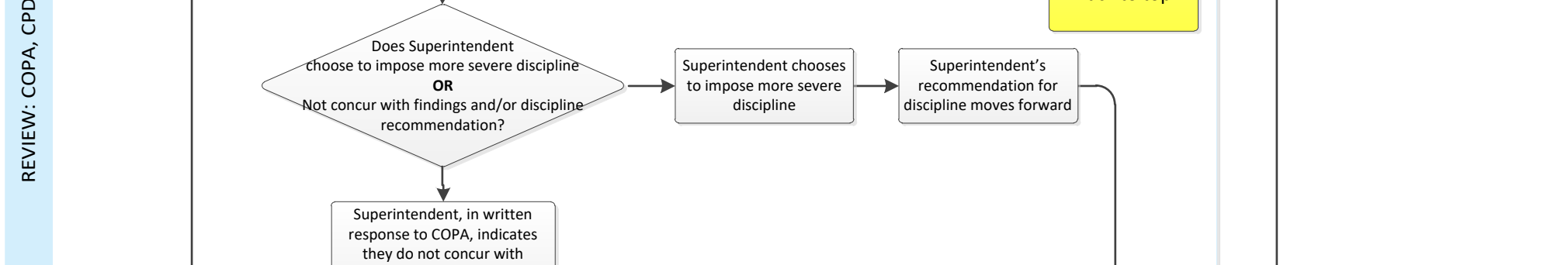
REVIEW: COPA, CPD NON-CONCURRENCE



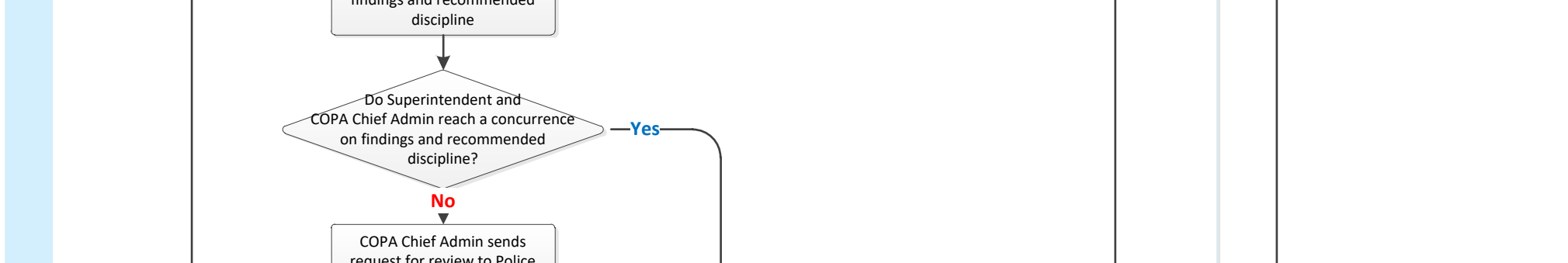
DETERMINE APPLICABLE CASE PATHWAY



GRIEVANCE



POLICE BOARD



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Civilian Office of Police Accountability, *M.C.C. ch. 2-78*.

Department of Police, *M.C.C. ch. 2-84*.

Illinois Compiled Statutes

Illinois Administrative Review Law, *735 ILCS 5/3-101 et seq.*

Illinois Municipal Code, *65 ILCS 5/10-1-45*.