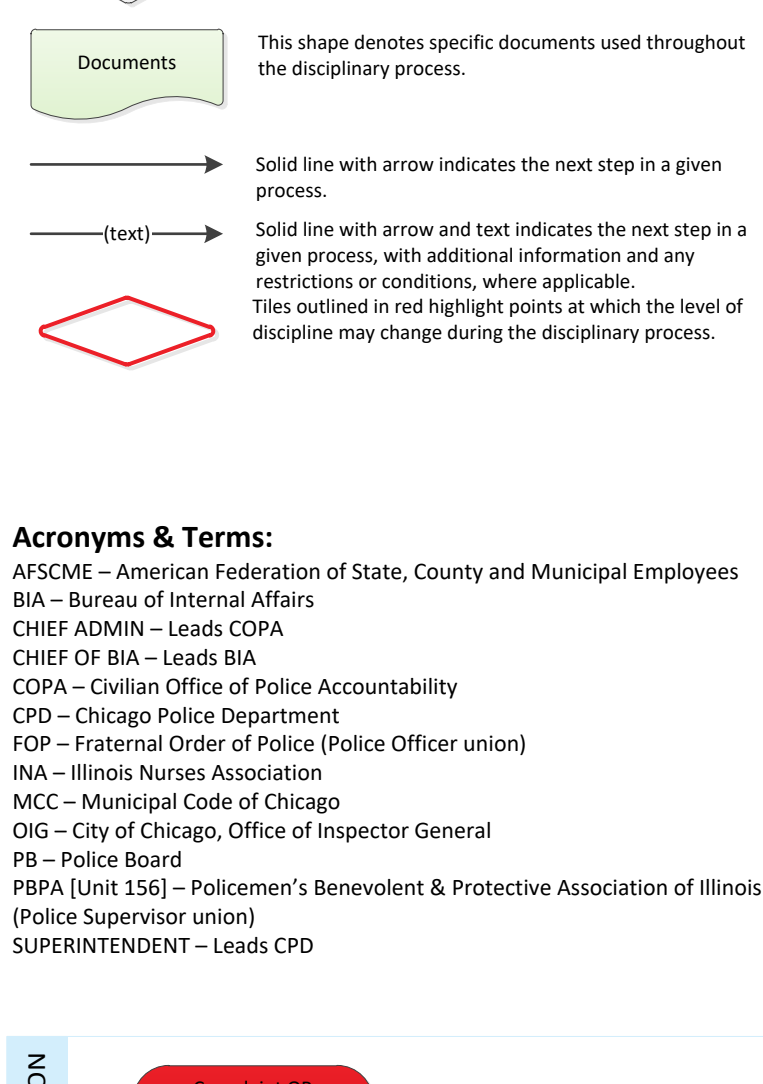


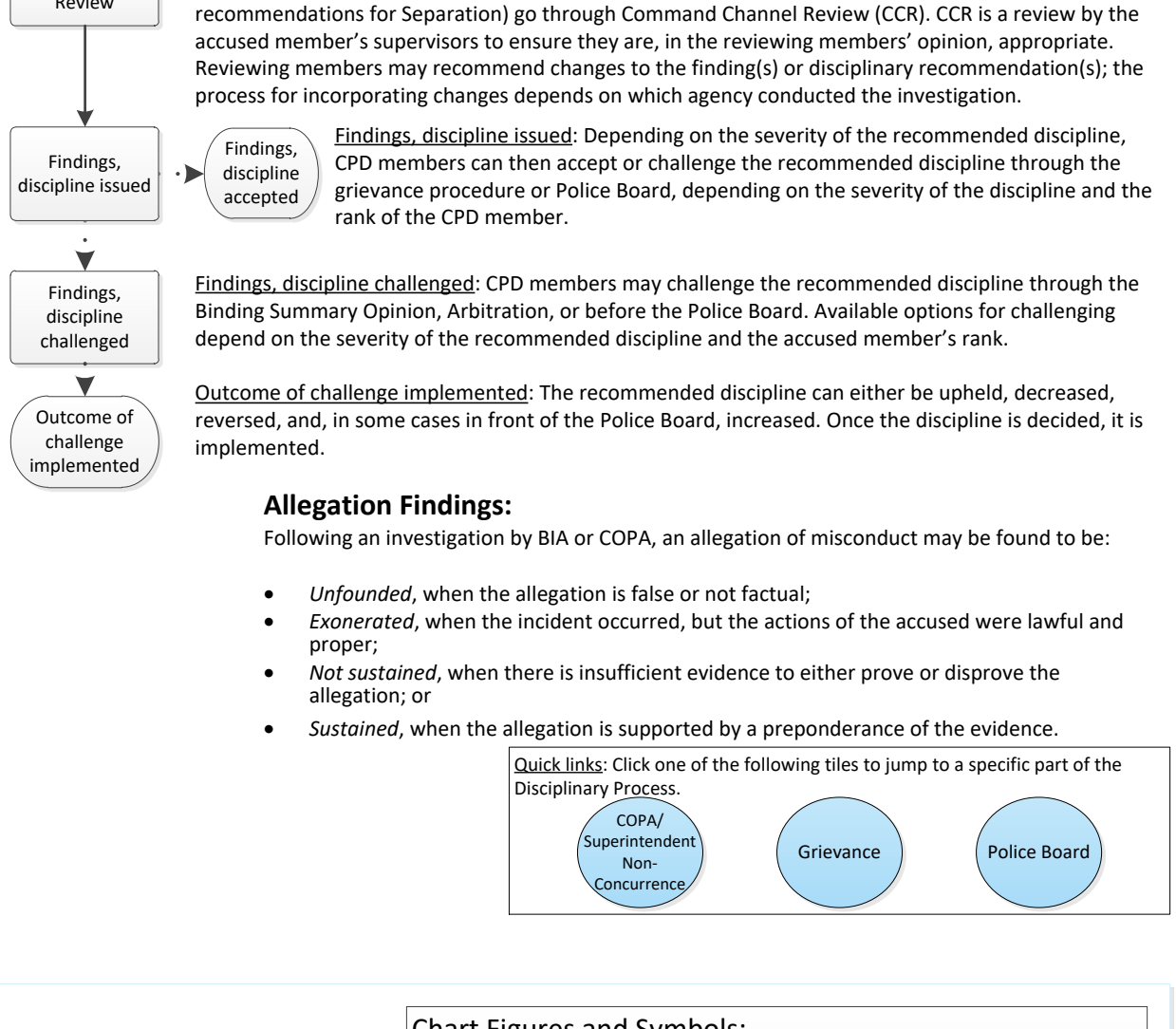
Disciplinary Process: Police Officers, Separation

(last updated: September 2022)

Chart Figures and Symbols:



Overview of Disciplinary Process:



Acronyms & Terms:

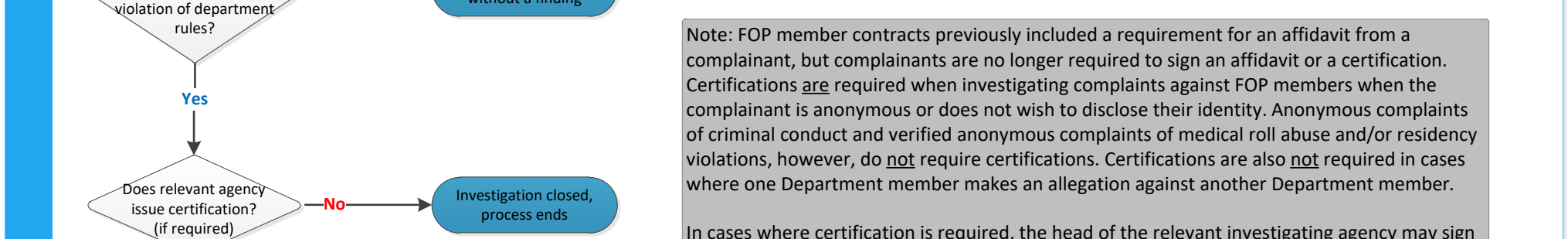
- AFCME – American Federation of State, County and Municipal Employees
- BIA – Bureau of Internal Affairs
- CHIEF ADMIN – Leads COPA
- COPA – Civilian Office of Police Accountability
- CPD – Chicago Police Department
- FOP – Fraternal Order of Police (Police Officer union)
- INA – Illinois Nurses Association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

Allegation Findings:

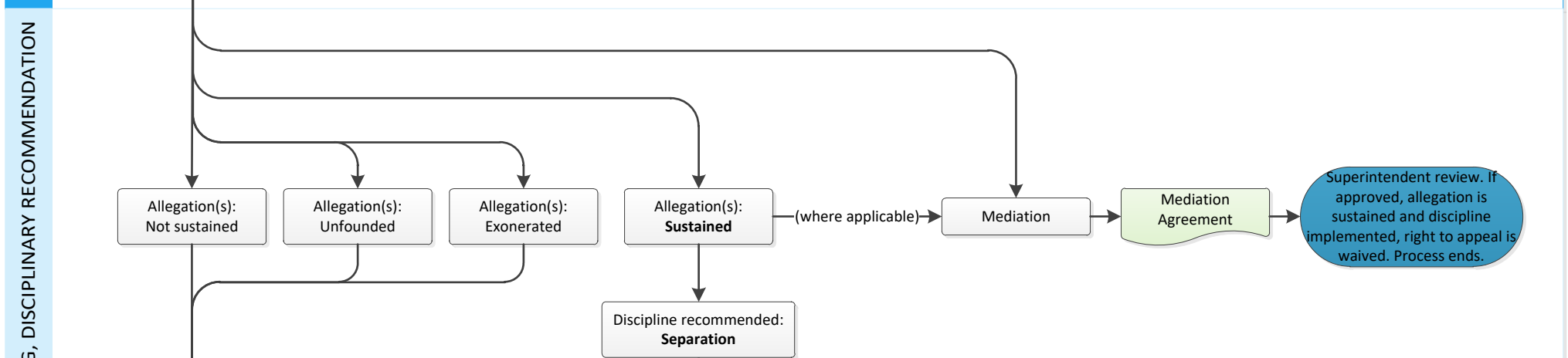
- Following an investigation by BIA or COPA, an allegation of misconduct may be found to be:
- Unfounded**, when the allegation is false or not factual;
 - Exonerated**, when the incident occurred, but the actions of the accused were lawful and proper;
 - Not sustained**, when there is insufficient evidence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



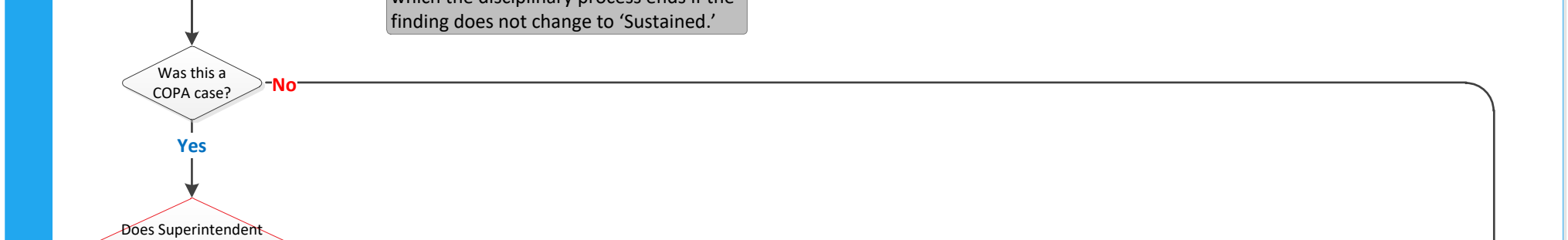
INITIATION



INVESTIGATION



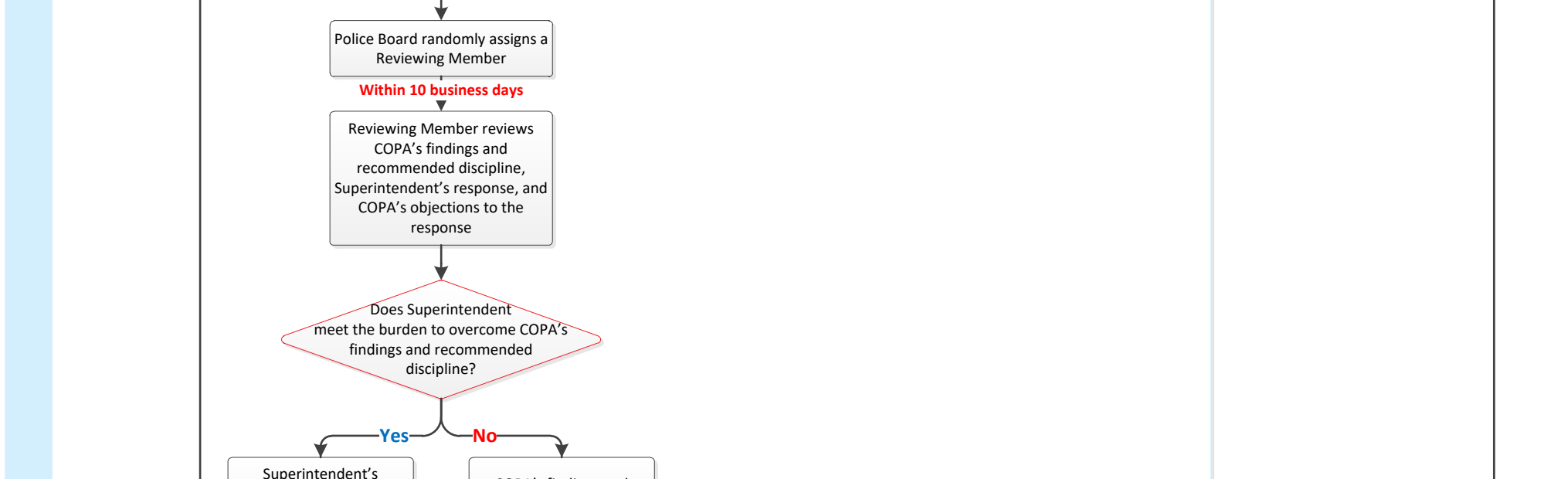
FINDING, DISCIPLINARY RECOMMENDATION



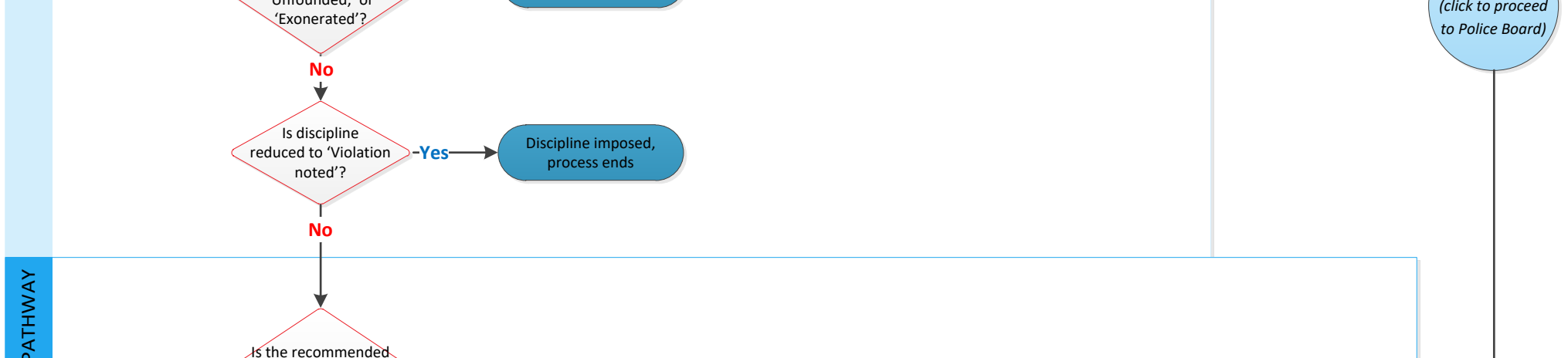
REVIEW



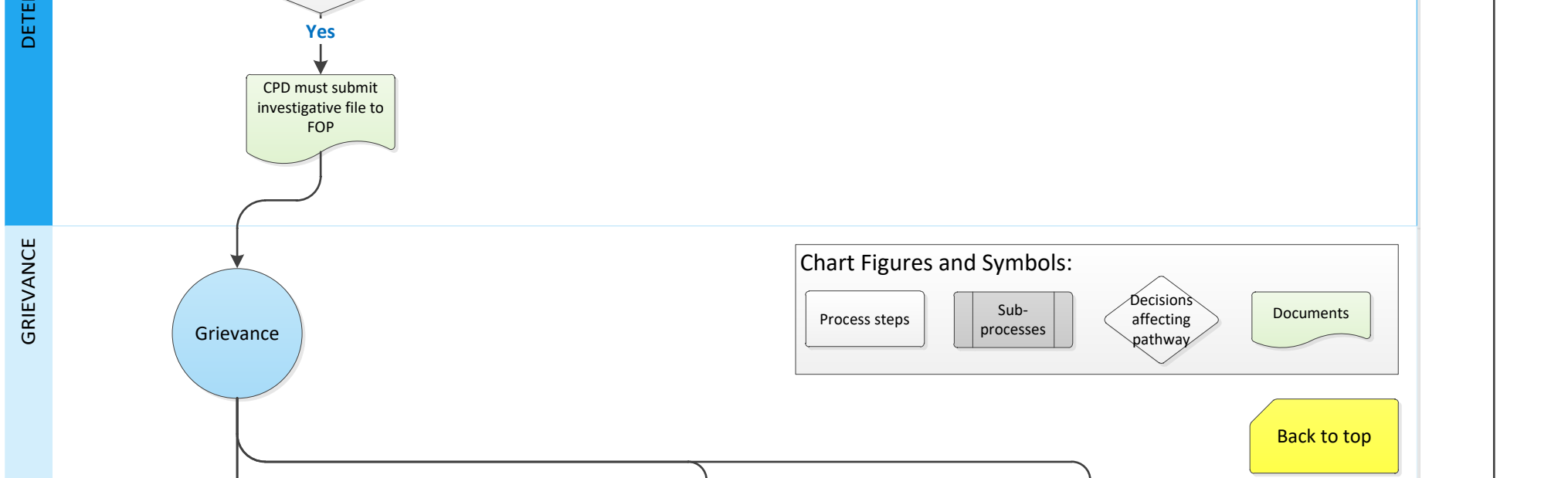
REVIEW: COPA, CPD NON-CONCURRENCE



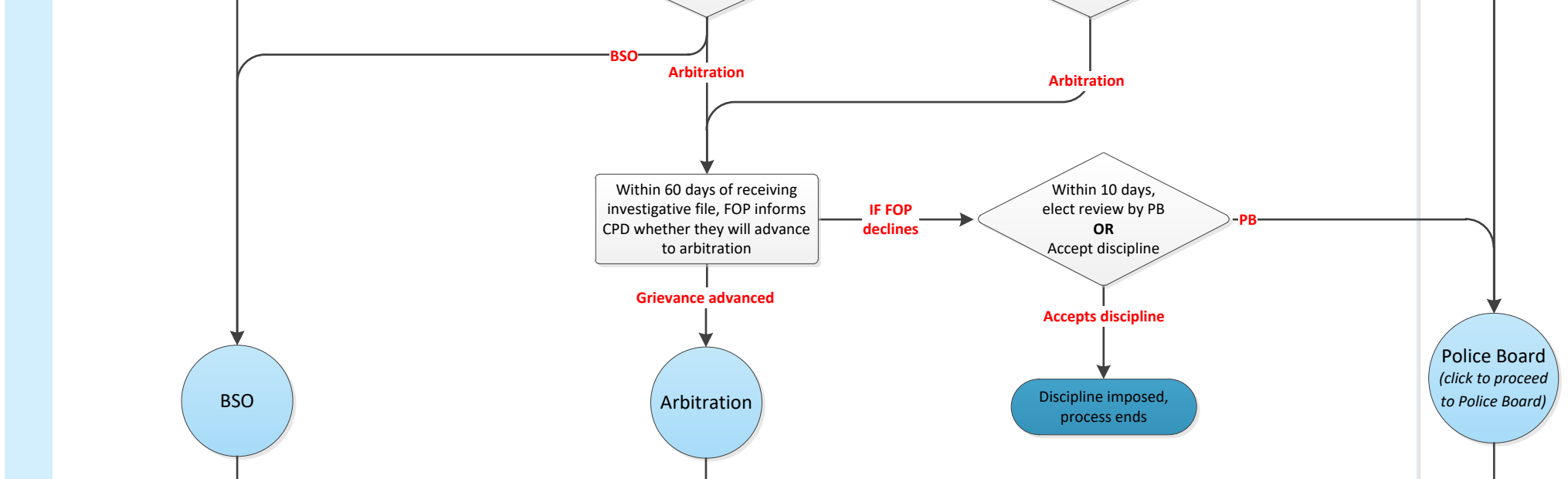
DETERMINE APPLICABLE CASE PATHWAY



GRIEVANCE



POLICE BOARD



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Department of Police, [M.C.C. ch. 2-84](http://mcc.cch.2-84).

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Illinois Municipal Code, [65 I.L.C.S. 5/10-1-45](http://www.ilcs.com/65/1-1-5/5-10-1-45).