

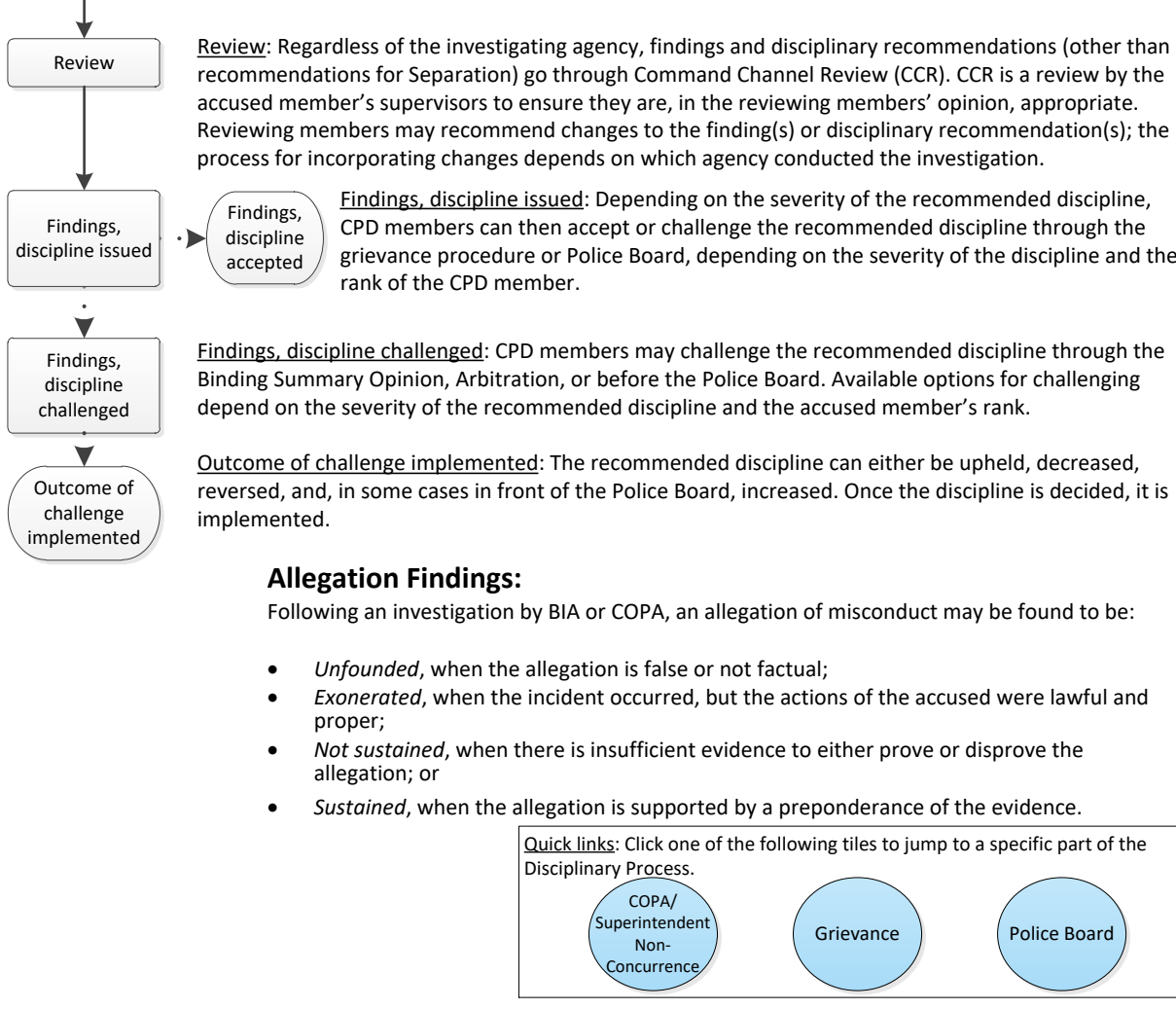
# Disciplinary Process: Sworn Supervisors, Separation

(last updated: September 2022)

## 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 sub-process 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 rounded rectangle): 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:

- AFCME – 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:

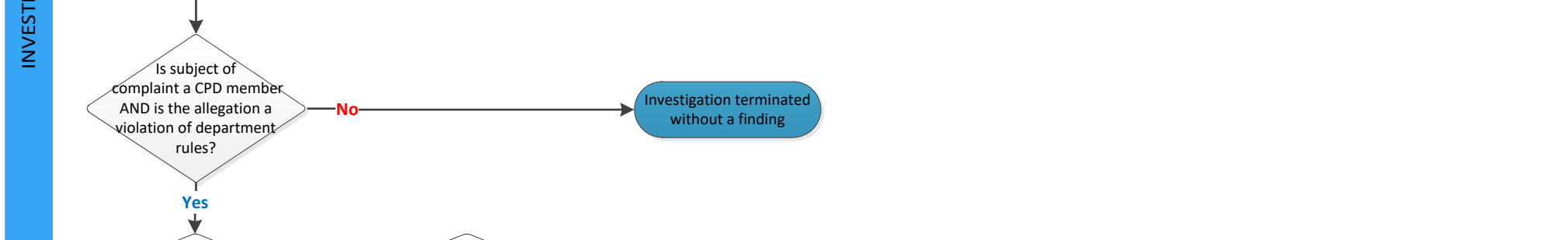
Following an investigation by BIA or COPA, an allegation of misconduct may be found to be:

- 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.

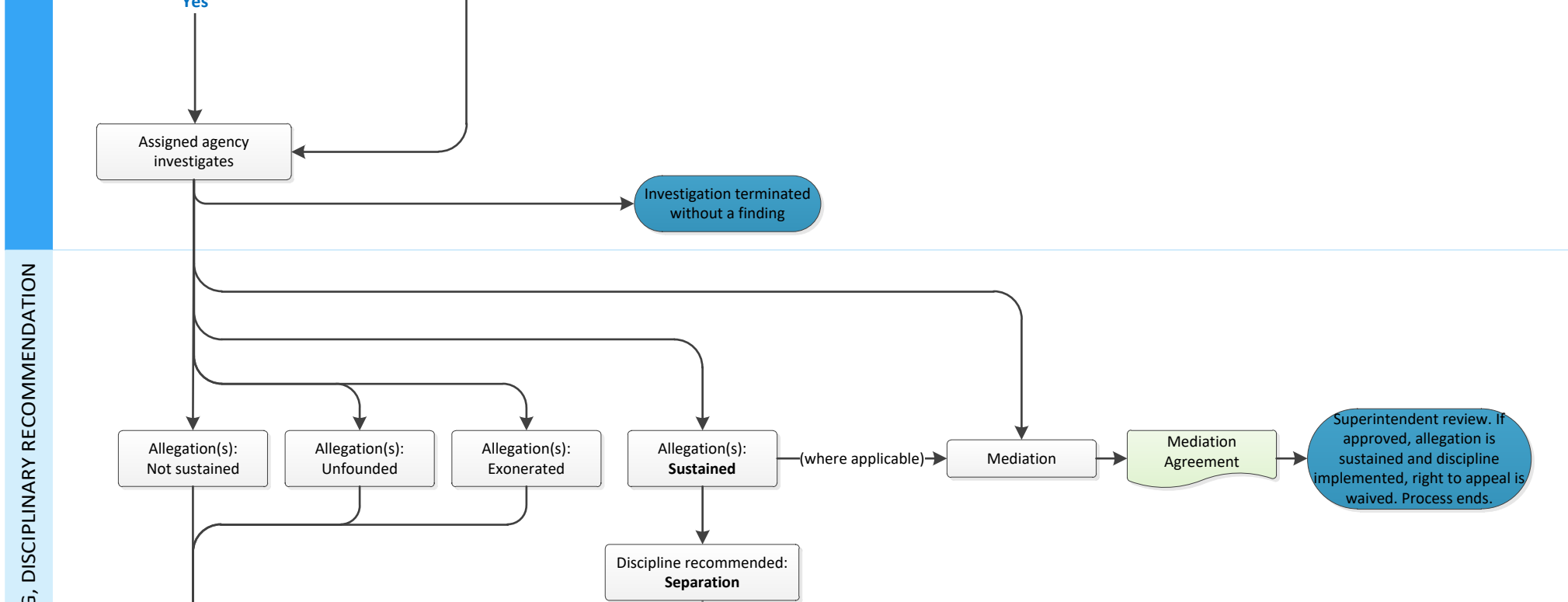
Quick links: Click one of the following tiles to jump to a specific part of the Disciplinary Process:



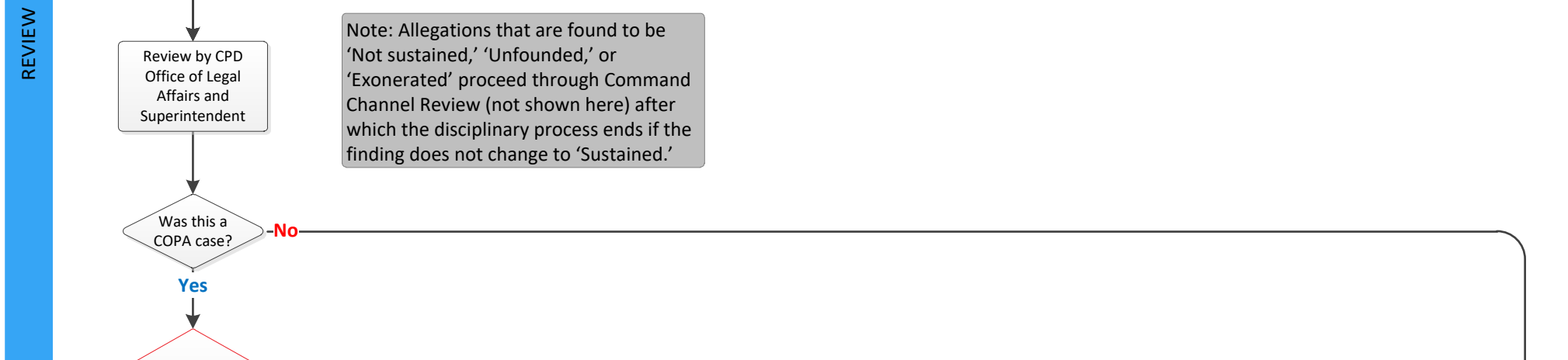
## INITIATION



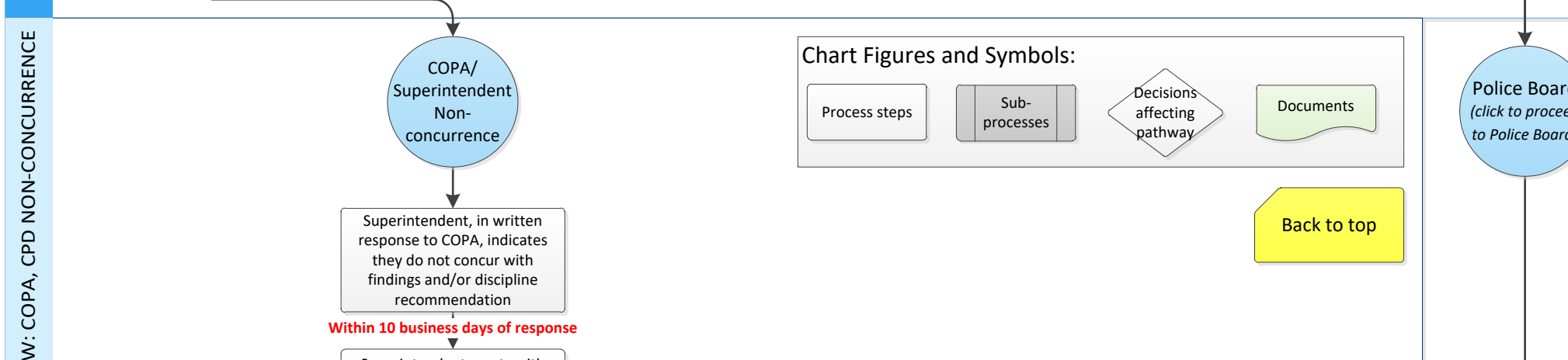
## INVESTIGATION



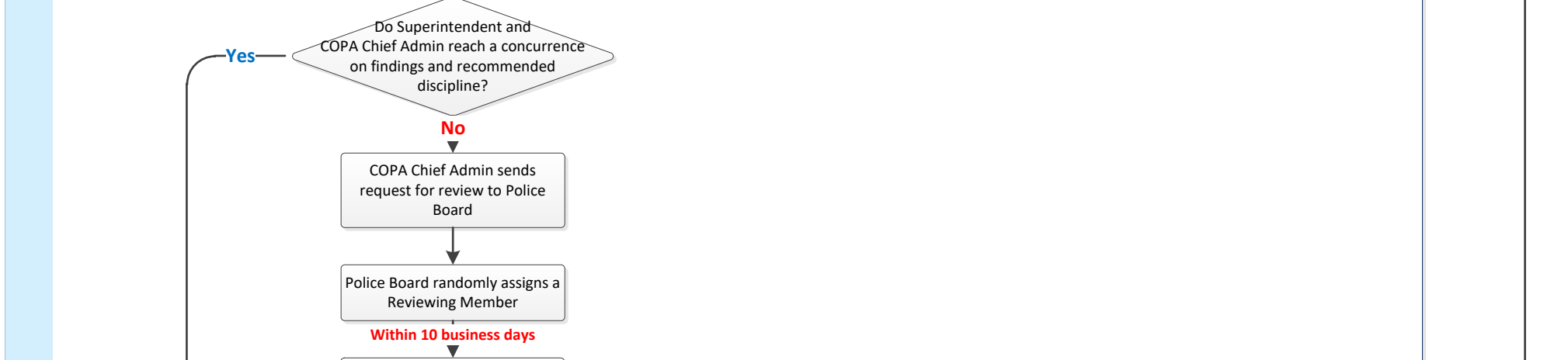
## FINDING, DISCIPLINARY RECOMMENDATION



## REVIEW



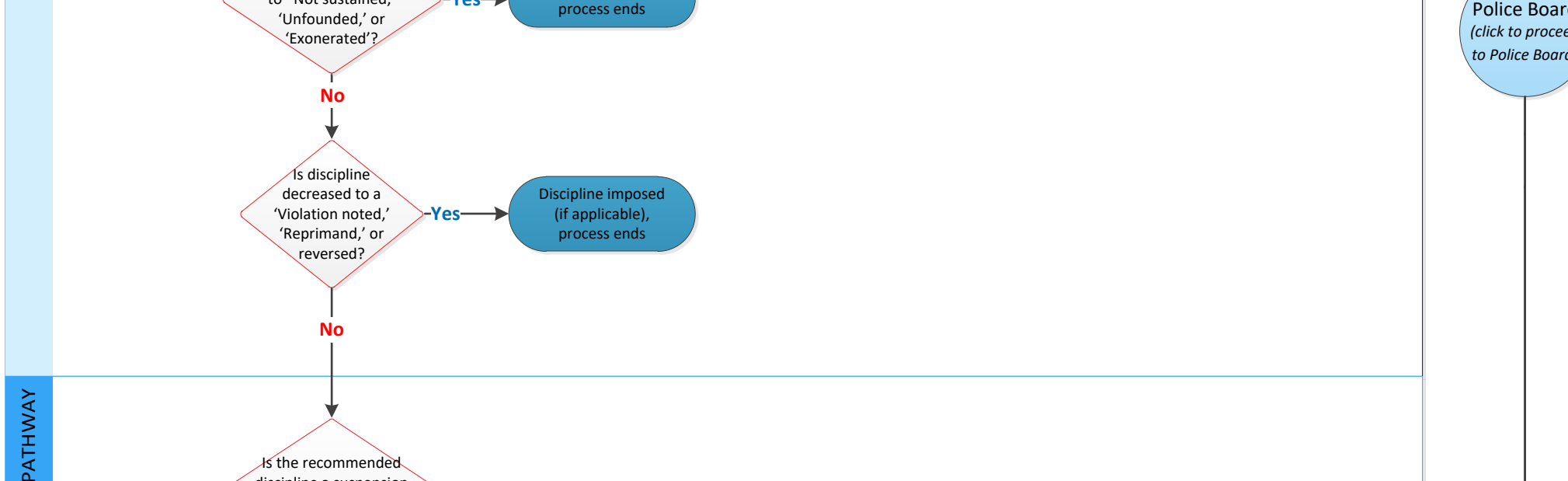
## REVIEW, COPA, CPD NON-CONCURRENCE



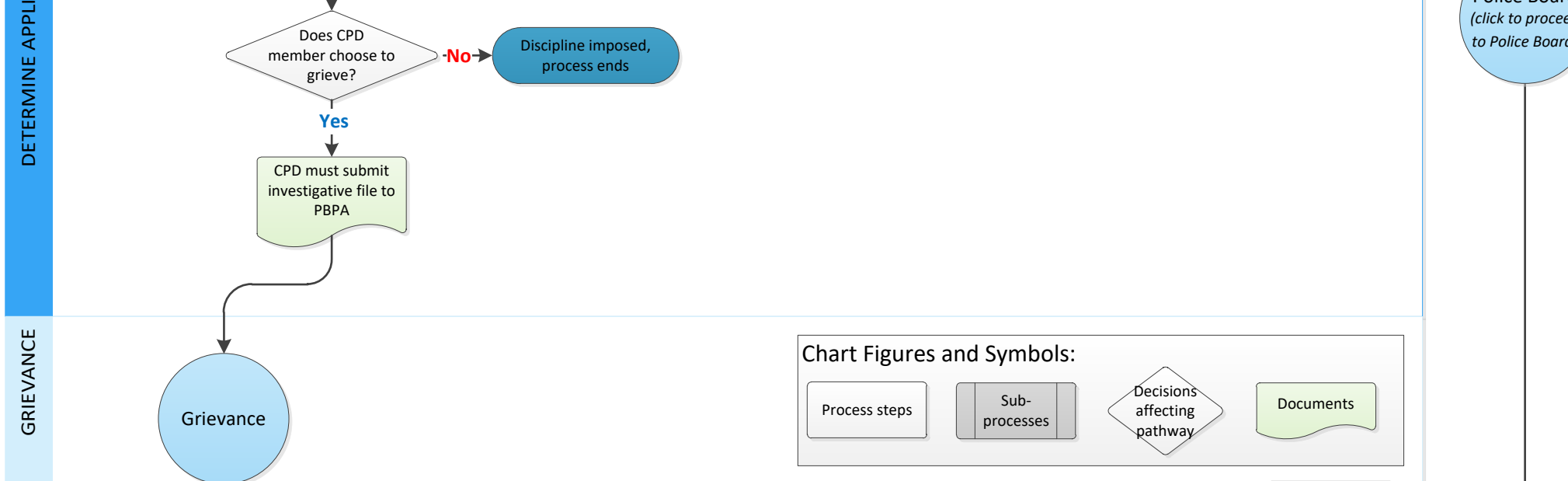
## DETERMINE APPLICABLE CASE PATHWAY



## GRIEVANCE



## POLICE BOARD



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- Municipal Code of Chicago (M.C.C.)
- Civilian Office of Police Accountability, [M.C.C. ch. 2-78](http://www.chicagocopa.org).
- Department of Police, [M.C.C. ch. 2-84](http://www.chicagopolice.org).
- Illinois Compiled Statutes
- Illinois Administrative Review Law, [735 ILCS 5/3-101 et seq](http://www.ilcs.com)
- Illinois Municipal Code, [65 ILCS 5/30-1-45](http://www.ilcs.com).