

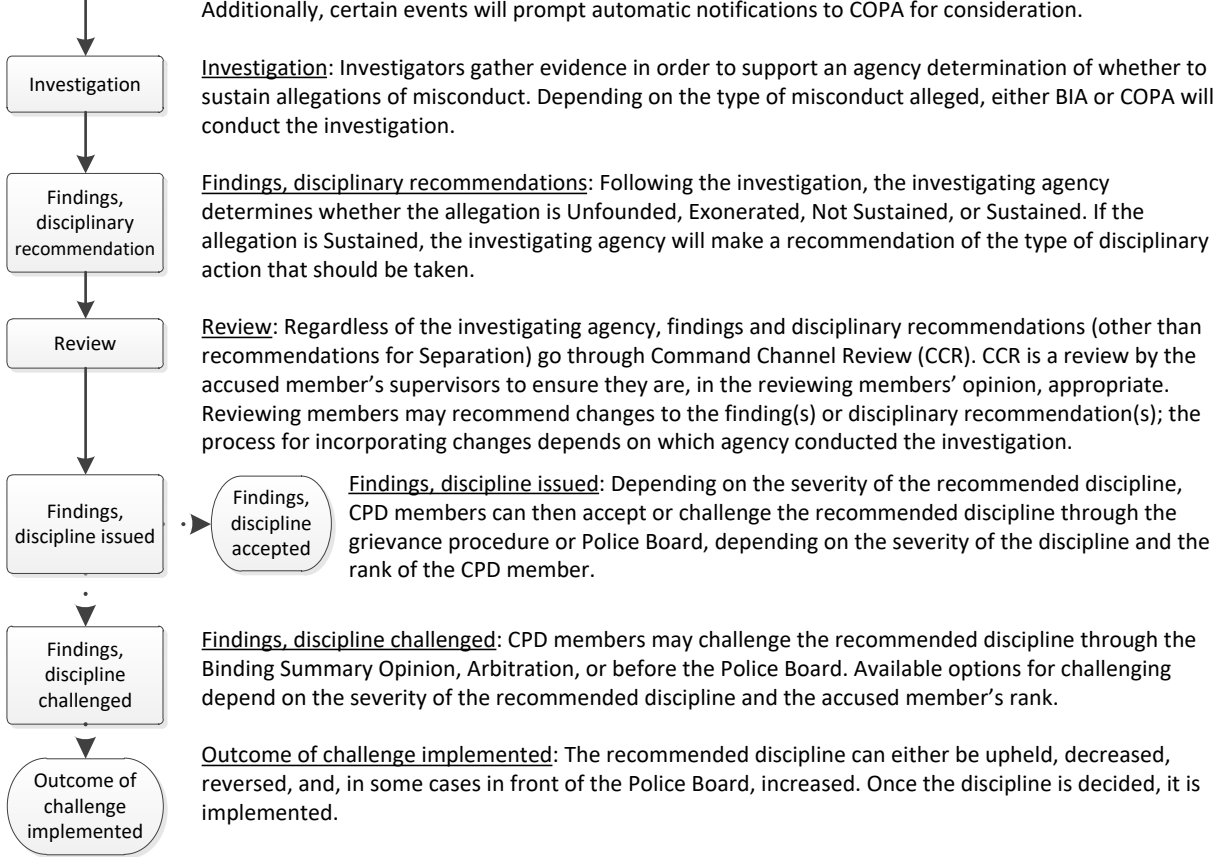
Disciplinary Process: Sworn Exempt Members, Separation

(last updated: September 2022)

Chart Figures and Symbols:

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

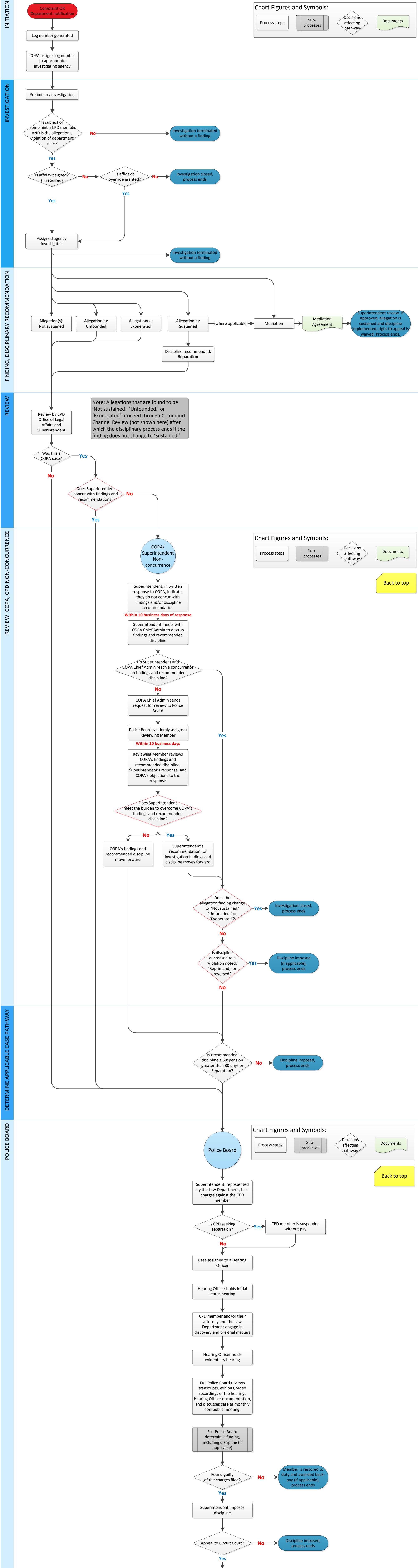
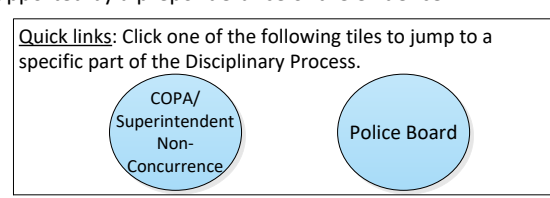
- AFCME – American Federation of State, County and Municipal Employees
- BIA – Bureau of Internal Affairs
- CHIEF ADMIN – Leads COPA
- CHIEF OF BIA – Leads BIA
- COPA – Civilian Office of Police Accountability
- CPD – Chicago Police Department
- FOP – Fraternal Order of Police (Police Officer union)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



References

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- City of Chicago, Chicago Police Department, "General Order G08-01: Complaint and Disciplinary System." December 2021, accessed January 28, 2022, <http://directives.chicagopolice.org/#directive/public/6362>.
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- 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-April-2018.pdf>.
- Municipal Code of Chicago (M.C.C.)
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- Department of Police, [M.C.C. ch. 2-84](http://www.chicagopolice.org/wp-content/uploads/2018/04/Final-COPA-Rules-and-Regulations-April-2018.pdf).
- Illinois Compiled Statutes
- Illinois Administrative Review Law, [735 I.L.C.S. 5/3-101 et seq.](http://www.chicagopolice.org/wp-content/uploads/2018/04/Final-COPA-Rules-and-Regulations-April-2018.pdf)
- Illinois Municipal Code, [65 I.L.C.S. 5/10-1-45](http://www.chicagopolice.org/wp-content/uploads/2018/04/Final-COPA-Rules-and-Regulations-April-2018.pdf).