

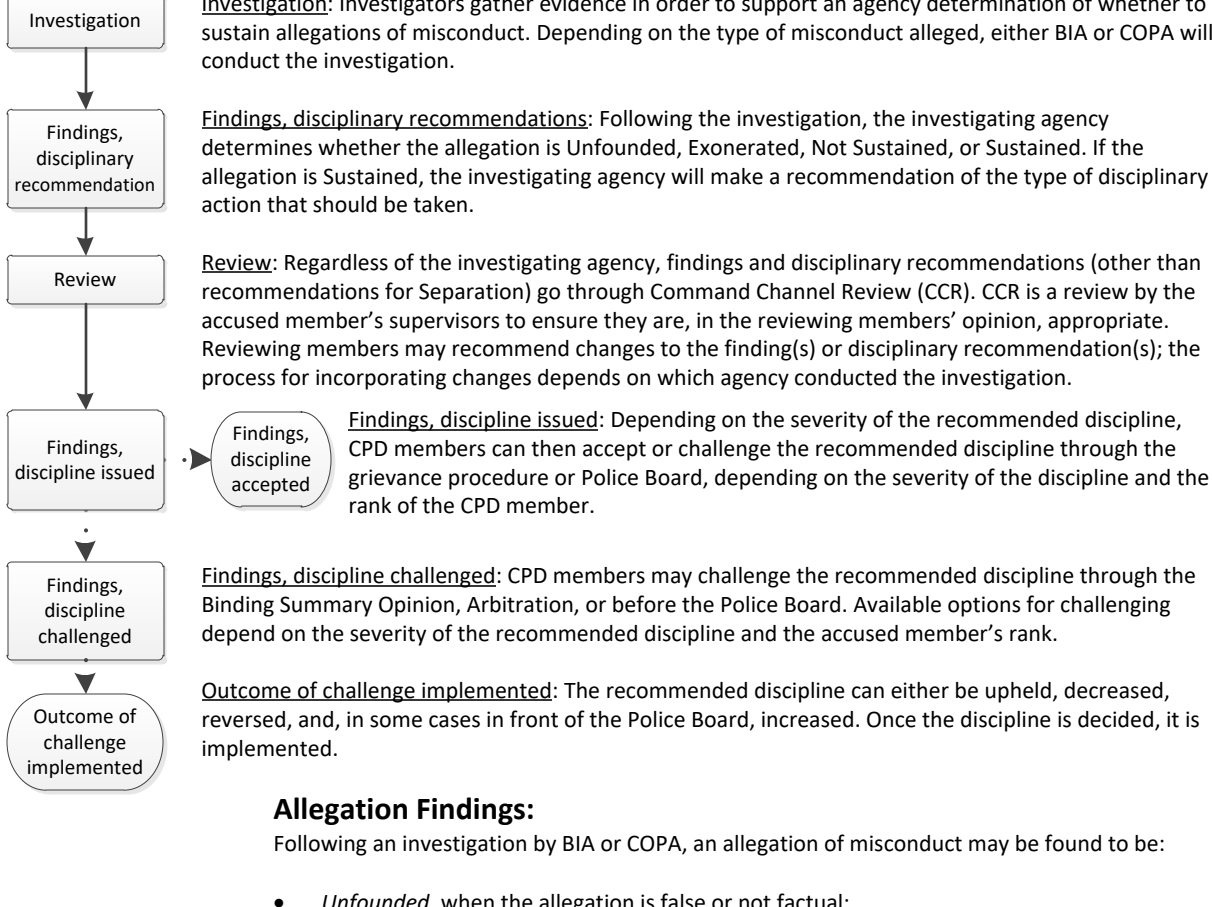
Disciplinary Process: Civilian Members, Separation

(last updated: January 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:



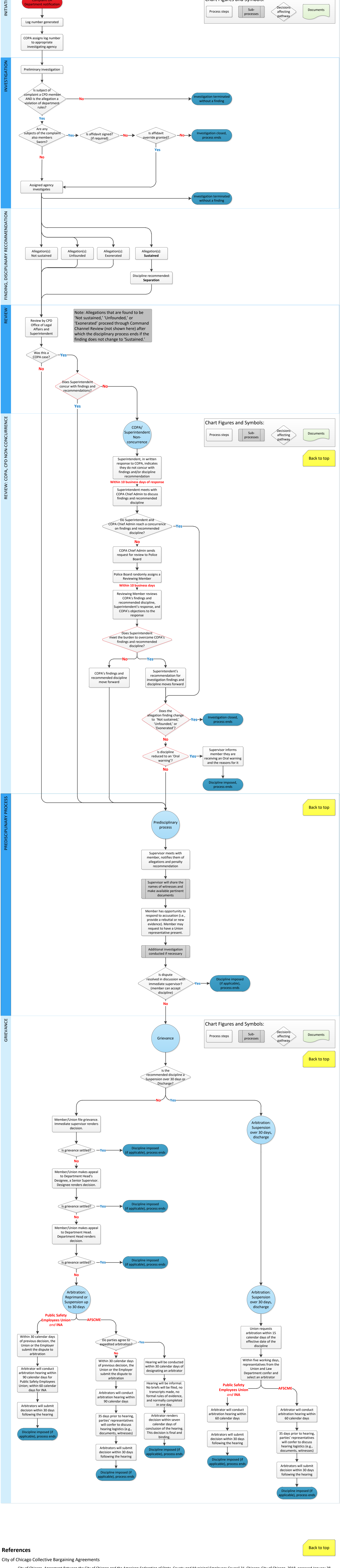
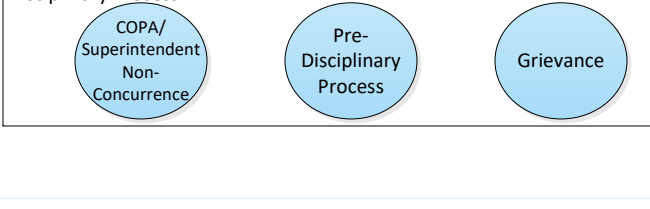
Acronyms & Terms:

- 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.



References

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/6352>.

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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/directive/public/6412>.

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/directive/public/6775>.

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 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>.