# **Disciplinary Process:** Police Officers, Violation Noted

(last updated: September 2022)

**Overview of Disciplinary Process:** 

conduct the investigation.

action that should be taken.

Findings,

discipline

accepted

implemented.

• >

Complaint OR

Notification

Investigation

Findings,

disciplinary

recommendation

Review

Findings,

discipline issued

V

Findings

discipline

challenged V

Outcome of

challenge

implemented

# **Chart Figures and Symbols:**

Start of processes

#### process. This shape and color denotes the culmination of the End of processes discipline process along the different paths a complaint register (CR) file may take. Process steps

process.

Sub-process steps within a given process

#### Decisions affecting pathway

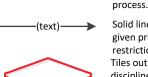
Documents

# This shape denotes steps in the process being detailed. This shape denotes subprocess steps within a given

This shape and color denotes the initiation of the discipline

This shape denotes points at which a decision is made during the disciplinary process, which determines the process pathway.

This shape denotes specific documents used throughout the disciplinary process.



#### Solid line with arrow and text indicates the next step in a given process, with additional information and anv restrictions or conditions, where applicable. Tiles outlined in red highlight points at which the level of

Solid line with arrow indicates the next step in a given

discipline may change during the 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
- Channel Grievance Police Board Non-Review oncurrence Chart Figures and Symbols:

COPA/

Superintendent

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

Complaint OR Notification: Allegations of misconduct can be filed by a member of the public or City

CPD's Rules and Regulations, directives, orders, laws and ordinances, as well as criminal conduct.

Additionally, certain events will prompt automatic notifications to COPA for consideration.

Findings, disciplinary recommendations: Following the investigation, the investigating agency

determines whether the allegation is Unfounded, Exonerated, Not Sustained, or Sustained. If the

official or employee, including sworn and civilian members of CPD. Misconduct includes violations of

Investigation: Investigators gather evidence in order to support an agency determination of whether to

sustain allegations of misconduct. Depending on the type of misconduct alleged, either BIA or COPA will

allegation is Sustained, the investigating agency will make a recommendation of the type of disciplinary

Review: Regardless of the investigating agency, findings and disciplinary recommendations (other than

recommendations for Separation) go through Command Channel Review (CCR). CCR is a review by the

Reviewing members may recommend changes to the finding(s) or disciplinary recommendation(s); the

Findings, discipline challenged: CPD members may challenge the recommended discipline through the

Binding Summary Opinion, Arbitration, or before the Police Board. Available options for challenging

Outcome of challenge implemented: The recommended discipline can either be upheld, decreased,

reversed, and, in some cases in front of the Police Board, increased. Once the discipline is decided, it is

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

Not sustained, when there is insufficient evidence to either prove or disprove the

Sustained, when the allegation is supported by a preponderance of the evidence.

Exonerated, when the incident occurred, but the actions of the accused were lawful and

Findings, discipline issued: Depending on the severity of the recommended discipline,

CPD members can then accept or challenge the recommended discipline through the

grievance procedure or Police Board, depending on the severity of the discipline and the

accused member's supervisors to ensure they are, in the reviewing members' opinion, appropriate.

process for incorporating changes depends on which agency conducted the investigation.

depend on the severity of the recommended discipline and the accused member's rank.

Unfounded, when the allegation is false or not factual;

Disciplinary Process.

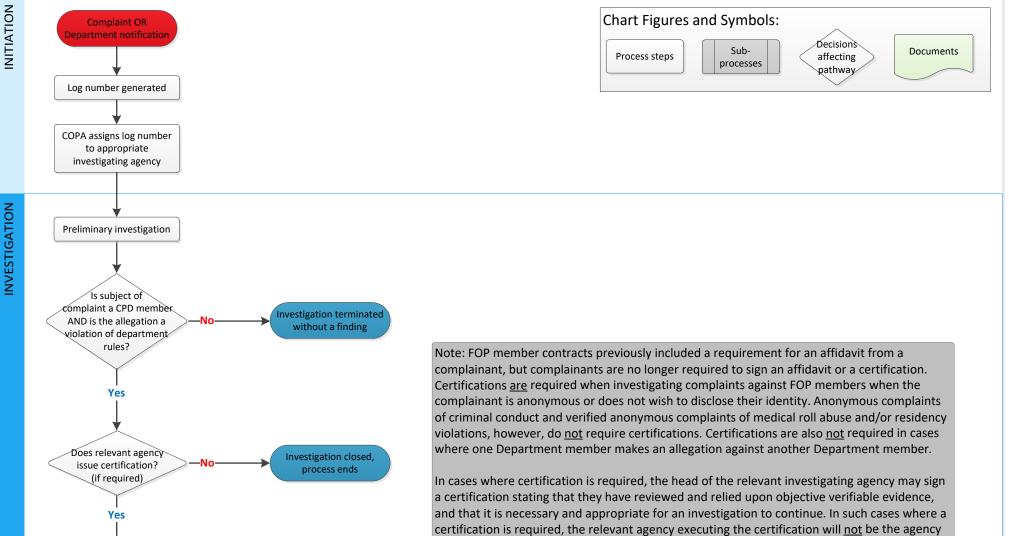
Command

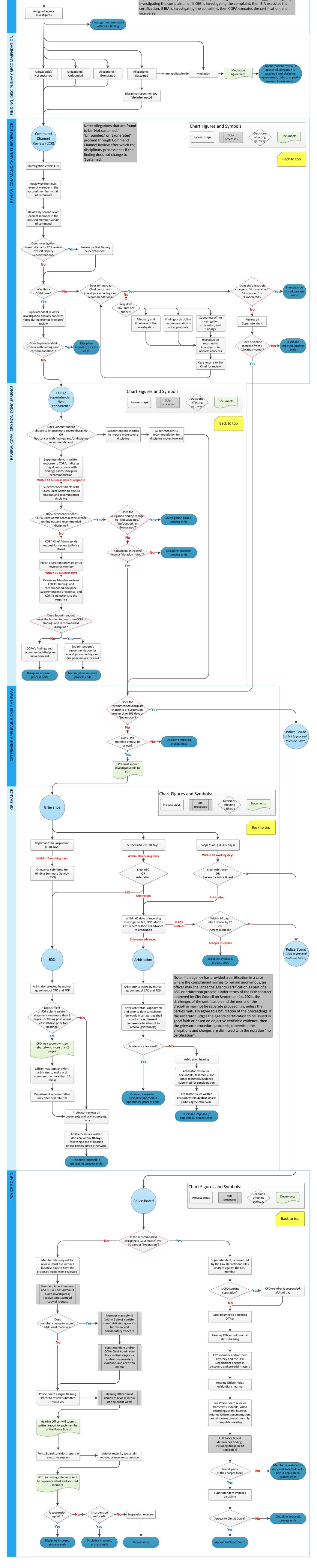
rank of the CPD member.

**Allegation Findings:** 

proper;

allegation; or





# References

# Back to top

# City of Chicago Collective Bargaining Agreement

City of Chicago. Agreement Between the City of Chicago Department of Police and the Fraternal Order of Police Chicago Lodge No. 7. Chicago: City of Chicago, 2021, accessed January 28, 2022, https://igchicago.org/wp-content/uploads/2022/03/Combined-2021-Redline-FOP-Contract-Amendments\_2012-2017-Contract.pdf.

# Chicago Police Department Directives System

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.

City of Chicago, Chicago Police Department, "General Order G08-01-02: Complaint Initiation and Log Number Investigation Assignment." December 2021, accessed January 28, 2022, http:// directives.chicagopolice.org/#directive/public/6776.

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.

City of Chicago, Chicago Police Department, "Special Order S08-01-03: Command Channel Review." March 2020, accessed January 28, 2022, http://directives.chicagopolice.org/#directive/public/ 6856

# Chicago Police Board

City of Chicago, Police Board, "Allegations of Police Misconduct: A Guide to the Complaint and Disciplinary Process." April 2021, accessed January 28, 2022, https://www.chicago.gov/content/ dam/city/depts/cpb/PoliceDiscipline/AllegMiscond20210401.pdf.

City of Chicago, Police Board, "Rules of Procedure." February 2021, accessed September 29, 2022, https://www.chicago.gov/content/dam/city/depts/cpb/PoliceDiscipline/ RulesofProcedure20210218.pdf.

# 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.)

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 I.L.C.S. 5/3-101 et seq. Illinois Municipal Code, 65 I.L.C.S. 5/10-1-45.