**Chart Figures and Symbols:** 

Start of processes

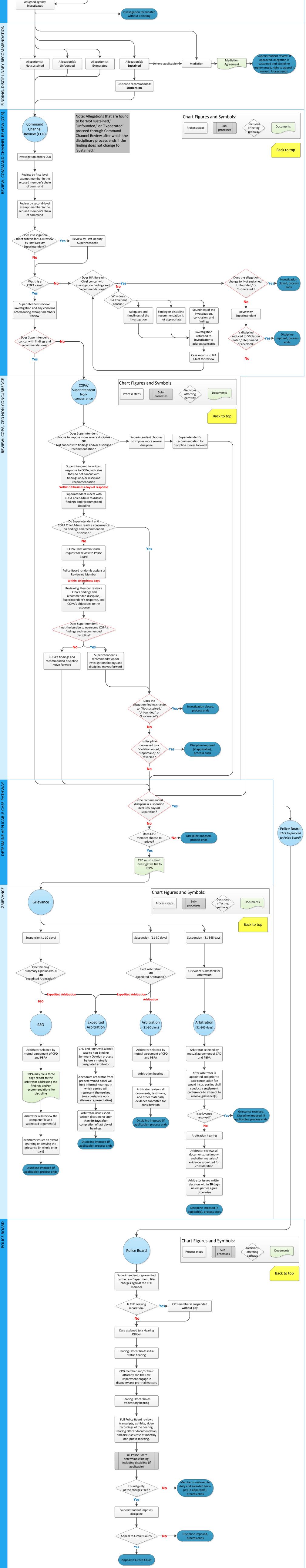
This shape and color denotes the initiation of the discipline

# **Disciplinary Process:** Sworn Supervisors, Suspension

(last updated: September 2022)

**Overview of Disciplinary Process:** 

#### Complaint OR Notification: Allegations of misconduct can be filed by a member of the public or City Complaint OR process. official or employee, including sworn and civilian members of CPD. Misconduct includes violations of Notification This shape and color denotes the culmination of the CPD's Rules and Regulations, directives, orders, laws and ordinances, as well as criminal conduct. End of processes discipline process along the different paths a complaint Additionally, certain events will prompt automatic notifications to COPA for consideration. register (CR) file may take. This shape denotes steps in the process being detailed. Investigation: Investigators gather evidence in order to support an agency determination of whether to Process steps Investigation sustain allegations of misconduct. Depending on the type of misconduct alleged, either BIA or COPA will conduct the investigation. This shape denotes subprocess steps within a given Sub-process process. steps within a Findings, disciplinary recommendations: Following the investigation, the investigating agency given process Findings, determines whether the allegation is Unfounded, Exonerated, Not Sustained, or Sustained. If the disciplinary allegation is Sustained, the investigating agency will make a recommendation of the type of disciplinary recommendation This shape denotes points at which a decision is made Decisions action that should be taken. during the disciplinary process, which determines the affecting process pathway. pathway Review: Regardless of the investigating agency, findings and disciplinary recommendations (other than Review recommendations for Separation) go through Command Channel Review (CCR). CCR is a review by the This shape denotes specific documents used throughout accused member's supervisors to ensure they are, in the reviewing members' opinion, appropriate. Documents the disciplinary process. Reviewing members may recommend changes to the finding(s) or disciplinary recommendation(s); the process for incorporating changes depends on which agency conducted the investigation. Findings, discipline issued: Depending on the severity of the recommended discipline, Findings, Solid line with arrow indicates the next step in a given CPD members can then accept or challenge the recommended discipline through the Findings, discipline • > process. discipline issued grievance procedure or Police Board, depending on the severity of the discipline and the accepted Solid line with arrow and text indicates the next step in a rank of the CPD member. -(text) given process, with additional information and any V restrictions or conditions, where applicable. Findings, discipline challenged: CPD members may challenge the recommended discipline through the Tiles outlined in red highlight points at which the level of Findings Binding Summary Opinion, Arbitration, or before the Police Board. Available options for challenging discipline may change during the disciplinary process. discipline depend on the severity of the recommended discipline and the accused member's rank. challenged V Outcome of challenge implemented: The recommended discipline can either be upheld, decreased, Outcome of reversed, and, in some cases in front of the Police Board, increased. Once the discipline is decided, it is challenge implemented. implemented **Allegation Findings:** Acronyms & Terms: Following an investigation by BIA or COPA, an allegation of misconduct may be found to be: AFSCME – American Federation of State, County and Municipal Employees BIA – Bureau of Internal Affairs Unfounded, when the allegation is false or not factual; CHIEF ADMIN – Leads COPA Exonerated, when the incident occurred, but the actions of the accused were lawful and CHIEF OF BIA – Leads BIA proper; COPA - Civilian Office of Police Accountability Not sustained, when there is insufficient evidence to either prove or disprove the CPD – Chicago Police Department allegation; or FOP - Fraternal Order of Police (Police Officer union) Sustained, when the allegation is supported by a preponderance of the evidence. INA – Illinois Nurses Association MCC – Municipal Code of Chicago Quick links: Click one of the following tiles to jump to a specific part of the OIG - City of Chicago, Office of Inspector General Disciplinary Process. PB - Police Board COPA/ Command PBPA [Unit 156] - Policemen's Benevolent & Protective Association of Illinois Superintendent Police Board Channel Grievance Non-(Police Supervisor union) Review oncurrence SUPERINTENDENT – Leads CPD INITIATION Chart Figures and Symbols: Complaint OR artment notificatio Decisions Sub-Documents affecting Process steps processes pathway Log number generated COPA assigns log number to appropriate investigating agency INVESTIGATION Preliminary investigation Is subject of complaint a CPD member nvestigation terminated AND is the allegation a without a finding violation of department rules? Yes Is affidavit Is affidavit signed? Investigation closed, override granted? process ends (if required Yes Yes



GRIEVANCE

POLICE BOARD

#### References

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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-

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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.