

# Annual Report of the Independent Review Committee for the University of Chicago Police Department

October 2016

The Independent Review Committee (IRC) for the University of Chicago Police Department (UCPD) examines complaints against UCPD by members of the University of Chicago (University) community and the public whom UCPD serves that allege abusive language, dereliction of duty, excessive force, or violation of rights. The IRC includes members from the community as well as the University faculty, staff, and students, who review the internal investigations that UCPD conducts. The IRC reports its findings and recommendations to the Provost, President, Vice President for Operations & Chief Financial Officer, Vice President for Civic Engagement, and the community at large via an annual report, posted on UCPD's website. Additional information about the IRC and its mission are available at [http://safety-security.uchicago.edu/police/contact\\_the\\_ucpd/complaint\\_process/](http://safety-security.uchicago.edu/police/contact_the_ucpd/complaint_process/).

This IRC report details the committee's work and analyses regarding complaints against the UCPD for the 2015-16 academic year.

## I. The Complaint Review Process

In addition to abiding by University-wide policies, UCPD operates under extensive departmental rules and regulations that call for professional conduct. The University established the IRC as a serious and thoughtful means of reviewing complaints from the citizens UCPD serves. The procedure for filing and investigating such complaints is as follows:

1. A member of the University community or other citizen who is dissatisfied with UCPD may call the dispatcher at 773.702.8181 and ask to speak with the Watch Commander or the supervisor on duty, or may make a formal complaint by completing a Citizen Complaint Form, available at [http://safety-security.uchicago.edu/police/contact\\_the\\_ucpd/complaint\\_form/](http://safety-security.uchicago.edu/police/contact_the_ucpd/complaint_form/). Students at the University may seek assistance from a representative of the Office of Campus and Student Life by calling 773.702.7770. Community members needing assistance may contact the Office of Civic Engagement at 773.702.8195.
2. Each complaint is assigned to the Executive Director for Campus Safety for investigation. Once the complainant signs an affidavit concerning the factual basis of the complaint, the complainant and other relevant concerned parties will have the opportunity to be interviewed by the Executive Director in connection with the investigation.
3. After the investigation is completed, the investigation and findings are reviewed by supervisors through the chain of command within UCPD. During the 2015-16 academic year, the Associate Vice President for Safety, Security, and Civic Affairs, reviewed every investigation and made the final decision with respect to the investigative findings and any discipline imposed.
4. The complainant will receive a written response from the Associate Vice President to explain the findings and any disciplinary action taken as a result of a sustained complaint. The possible findings are:
  - *Unfounded*: The allegations are not factually accurate, or the alleged conduct did not occur.
  - *Exonerated*: The alleged conduct did occur, but it was justified under the circumstances.
  - *Sustained*: The alleged conduct did occur, and it was not justified under the circumstances.
  - *Not Sustained*: The written record of the investigation does not support a determination of whether the alleged conduct occurred. A classification of Not Sustained is used where a case involves conflicting stories that are not clearly resolvable on the basis of evidence presented.
  - *Administratively Closed*: No investigation was completed due to the fact that the complainant: (i) did not sign an affidavit for the investigation to proceed, a requirement of the State of Illinois for a citizen complaint investigation (except in an instance of alleged serious or criminal violation) or (ii) otherwise failed to cooperate with the investigation.
5. For complaints relating directly or indirectly to issues of excessive force, violation of rights, abusive language, or dereliction of duty, the investigative report will be submitted to the IRC for review.
6. As noted above, the committee annually reports its findings and recommendations to the Provost,

President, Vice President for Operations & Chief Financial Officer, Vice President for Civic Engagement, and to the public. This report, summarizing all incidents reviewed and recommending changes to policies and procedures, is made available to the public via the University's website at [http://safety-security.uchicago.edu/police/contact\\_the\\_ucpd/complaint\\_process/](http://safety-security.uchicago.edu/police/contact_the_ucpd/complaint_process/).

## II. Complaint Summaries and Committee Case Reviews

Six complaints were filed against UCPD officers during the 2015-16 academic year. Four of those complaints were internal investigations that fell outside the IRC's purview described in the report's opening paragraph, and 2 fell within it. Accordingly, the IRC reviewed 2 complaints. (See Figure 1.) This report summarizes each case. UCPD's determination follows each summary and is followed in turn by the IRC's evaluation of UCPD's determination and investigatory procedures. Any further analysis or recommendation the IRC may have is also provided.

### CR 2015-02

**Case Summary:** The UCPD officer and the complainant interact with some regularity at her place of employment. They ran into each other on the street, where the officer used, in the presence of others, a term of address that the complainant considered inappropriately familiar.

- **Allegation:** Complainant alleged that the accused UCPD officer made an inappropriately familiar remark to her.
- **Committee Response:** *The Committee agrees with the finding of Sustained, observing that UCPD officers, while getting to know the citizens whom they serve, must maintain a suitable level of professionalism and decorum.*

### CR 2015-03

**Case Summary:** A UCPD officer, called to the aid of a citizen who fell on the sidewalk, requested an ambulance. The Chicago Fire Department paramedics arrived on the scene to assist and alleged that the officer spoke to them disrespectfully.

- **Allegation:** The complainants alleged that the accused UCPD officer directed rude, unprofessional, and profane language toward them when they both responded to a medical call on 53<sup>rd</sup> Street.
- **Committee Response:** *Although the case was Administratively Closed, a determination with which the IRC concurs, the Committee notes that the investigator went to great lengths to contact the complainants in order to proceed with their complaint and reopened the complaint at their request after it had been Administratively Closed the first time.*

*Additionally, the IRC supports UCPD's decision to require additional training for the accused officer to support his continuing education.*

## III. IRC General Comments

The committee respectfully makes the following comments for University and UCPD consideration:

- **Transitions:** Last year's departure of the Assistant Vice President and Deputy Chief of Police occasioned reorganization within UCPD. This year's departure of the Associate Vice President for Safety, Security, and Civic Affairs will prompt further reorganization. UCPD appears to be a strong training ground for leaders attractive to other universities.

- **Reassuring Witnesses:** UCPD has significantly improved its efforts and the documentation of those efforts to contact complainants to sign the affidavit and proceed in good faith with the complaint process. The IRC encourages UCPD to consider additional ways to communicate with witnesses, both within and outside UCPD, who are interviewed as part of the investigation process that they will not be retaliated against for imparting honestly what they have seen and/or heard related to the complaint.

#### IV. IRC Analysis of UCPD Complaint Data

A. Since March of 2005, there have been 148 cases of complaint against UCPD. Thirty-nine were internal investigations outside the purview of the IRC. The number of citizen complaints totals 109. All of the following are cumulative numbers, not percentages, since March of 2005:

##### *Gender of complainant<sup>1</sup>:*

Female	41
Male	72

##### *Race of complainant:*

Black	83
White	14
Asian	3
Unknown	11

##### *Status of complainant:*

Community	85
Students	8
Staff/Faculty/Academic Appointee/Postdoctoral Researcher	14
Alumni	5

##### *Race of the officer<sup>2</sup>:*

Black	77
White	46
Hispanic	11
Unknown	2

##### *Charges<sup>3</sup>:*

Violation of rights	86
Excessive force:	34
Abusive language	37
Dereliction of duty <sup>4</sup>	35

---

<sup>1</sup> The total number of complainants differs from the total number of citizen complaints because some complaints have more than 1 complainant.

<sup>2</sup> Some complaints contain allegations against multiple officers.

<sup>3</sup> These figures reflect allegations not cases; that is, a single case may have multiple allegations. These figures represent only the allegations in cases reviewed by the IRC.

Intimidating conduct	8
Disrespectful/rude behavior	5

*Findings<sup>5</sup>:*

Not sustained	81
Unfounded	74
Sustained	59
Exonerated	15
Administratively Closed <sup>6</sup>	26

*Officers with multiple complaints:*

6 complaints	1 officer
5 complaints	2 officers
4 complaints	2 officers
3 complaints	9 officers
2 complaints	9 officers

B. The complaints tallied here constitute complaints since 2005 against officers who were employed by UCPD for all or part of the period June 1, 2015 – May 31, 2016:

*Officers with multiple complaints:*

6 complaints	1 officer
5 complaints	1 officer
4 complaints	1 officer
3 complaints	7 officers
2 complaints	2 officers

**Members of the Committee**

[\(http://safetysecurity.uchicago.edu/police/contact\\_the\\_ucpd/complaint\\_process/\)](http://safetysecurity.uchicago.edu/police/contact_the_ucpd/complaint_process/)

---

<sup>4</sup> The following have been combined in this category: “failure to serve professionally,” “unprofessional conduct,” “failure to serve,” “bad driving,” and “sleeping on the job.”

<sup>5</sup> The tabulation of findings includes internal investigations as well as citizen complaints. The data includes the outcomes of the former but not the charges. Further, some allegations refer to more than 1 accused officer, resulting in more than 1 finding.

<sup>6</sup>“Administratively Closed” includes findings of “Complaint Terminated.”

Richard McAdams, *Bernard D. Meltzer Professor, Law School and Committee Chair*  
Aidan Ali-Sullivan, *Student in the Harris School of Public Policy Studies & Chicago Booth School of Business*  
Scott Clayton, *Community member*  
Ingrid Gould, *Associate Provost and staff to Committee*  
Eric Jemison, *Community member*  
Chris Kelly, *Student in the Physical Sciences Division*  
Venus Scott, *Community member*  
Elizabeth Shanin, *Associate General Counsel, Office of Legal Counsel*  
Wendy Stock, *Professor, Department of Medicine*  
Soreti Teshome, *Student in the College*  
Belinda Cortez Vazquez, *Associate Dean of Students, Office of Campus and Student Life*