

Grand Chute Police Department

2022 STATISTICAL SUMMARY OF INTERNAL AFFAIRS ACTIVITY
2022 REPORT OF BIAS-BASED PROFILING COMPLAINTS



This annual report is a statistical review of the nature and number of professional standards investigations from the previous year. This report also summarizes the number, outcome, and status of complaints received during the previous year alleging bias-based profiling.

The internal affairs portion of this report consists of three sections. Section one summarizes the professional standards function and complaint process. Section two explains the investigative findings options. Finally, section three details complaints received and processed in 2022.

SECTION ONE: PROFESSIONAL STANDARDS FUNCTION

It is the policy of the Grand Chute Police Department that the integrity of the department and its employees be maintained through an internal system of investigation and review, founded on objectivity, fairness, and justice. This process is invoked for all complaints against the department or its employees.

All personnel complaints are courteously received, documented, and thoroughly investigated. This includes complaints received anonymously, as well as those reported by persons not directly associated with the matter from which the complaint arose.

The professional standards function emanates from the Office of the Chief of Police and is administered by the Technical Operations Division Commander.

Personnel complaints are generally categorized as procedural, minor misconduct, or serious misconduct.

Any employee who becomes aware of behavior constituting a procedural infraction, minor misconduct, or serious misconduct must immediately report the matter to a supervisor. The supervisor immediately conducts a preliminary investigation and, upon completion of the preliminary investigation, categorizes the complaint accordingly and consults with the Technical Operations Division Commander.

If the matter involves a procedural complaint or allegations of minor misconduct, the receiving or assigned supervisor conducts an inquiry into the matter. The purpose behind the supervisor inquiry is to identify the facts and determine the truth regarding the complaint.

If the matter involves allegations of serious misconduct, an internal investigation is conducted. Facts obtained in an internal investigation may exonerate the employee, provide an opportunity to correct performance deficiencies, or form the basis for disciplinary action.

Every effort is made to complete personnel investigations within 30 days of receipt.

SECTION TWO: INVESTIGATIVE FINDINGS OPTIONS

Once a professional standards investigation has been completed, a finding will be established based on the evidence. Final dispositions include:

Unfounded: Investigation indicates the allegations are false.

Not sustained: Insufficient evidence to either prove or disprove the allegations.

Sustained: The allegations are supported by sufficient evidence to conclude they are true.

Exonerated: Investigation indicates the incident occurred, but was justified, lawful, and proper under the circumstances.

Upon disposition of a case, the complainant and involved employee(s) are advised of the official disposition. Complainants are not notified of disciplinary actions taken.

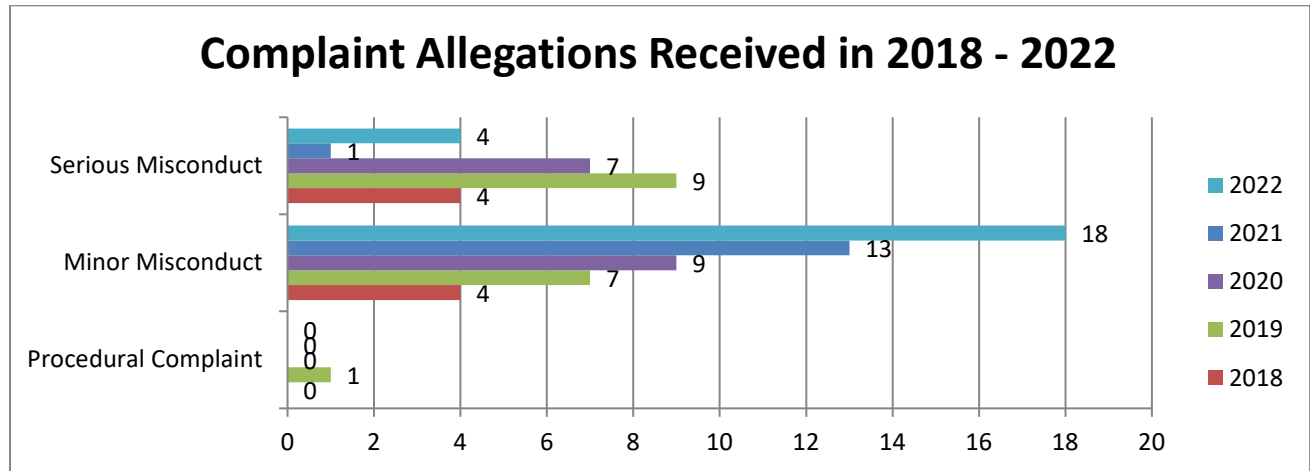
SECTION THREE: COMPLAINTS RECEIVED AND PROCESSED IN 2022

In 2022, the actions of twelve officers and two community service officers resulted in 16 separate complaints/investigations. Those investigations involved a total of fourteen (22) allegations-- four serious misconduct, and eighteen (18) minor misconduct. The investigative findings for each are listed after the allegation. *Serious misconduct allegations are illustrated in **red**, minor misconduct allegations are shown in **blue**, below:

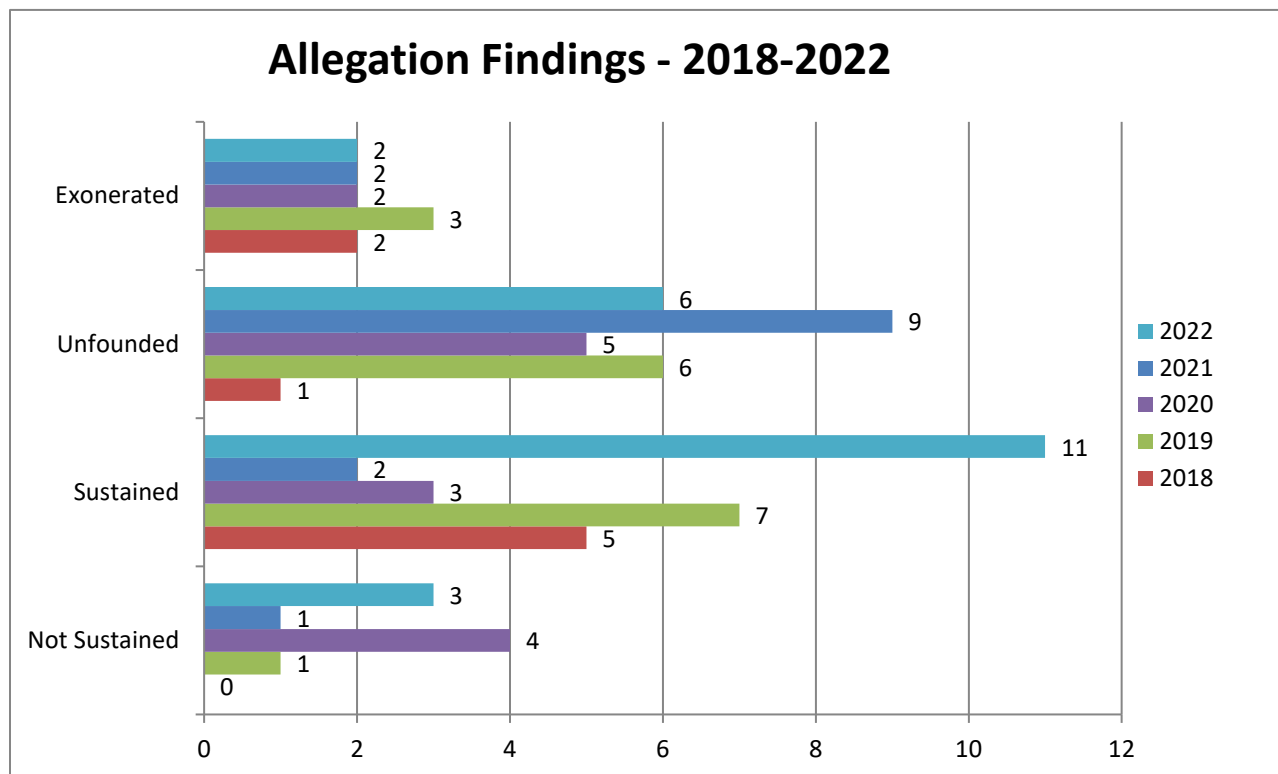
- **Fail to Conduct Proper Investigation (serious/high risk situation)** - Sustained
- **Dishonesty during official process** –Sustained
- **Off-duty arrest** – Sustained
- **Code of conduct – competency and obedience to rules (ongoing/serious)** - Sustained
- **Unlawful entry/COVIC protocol** - (2) Unfounded
- **Unprofessional conduct toward public** – (1) Sustained; (2) Exonerated
- **Fail to conduct proper investigation** – (1) Sustained; (1) Non Sustained
- **Code of conduct – organizational disruption** – Sustained
- **Failure to appear in Court after subpoena** – (2) incidents/(4) officers - Sustained
- **Release of subject prior to conclusion of investigation** - Sustained
- **Failure to provide receipt for seized property** - Sustained
- **Rude** – Unfounded
- **Unlawful search of person** - Unfounded
- **Excessive Use of Force** – Not Sustained
- **Unreasonable duration of temporary detention** - Unfounded
- **Harassment by officers - traffic** – Unfounded
- **Failure to search person in custody** – Sustained

Data from the last five years is illustrated below. It an increase in the number of allegations; both serious misconduct and minor misconduct. A closer look at total number of allegations reveals gradual increases from one year to the next. Of particular note, four of the sixteen complaints

involved more than one allegation of misconduct. Those four complaints accounted for ten, or nearly half of the total allegations for the year.



Comparison of findings illustrates a continued transparent approach to professional standards investigations. Allegations of misconduct are taken seriously and thoroughly investigated. Employees are held accountable for their actions. Sustained allegations have resulted in corrective actions, including training, discipline, and resignation. The following chart illustrates findings by year:



Receiving complaints of allegations of misconduct allow us to promptly and swiftly address issues, take corrective action to ensure public trust and mitigate risk. Employee action has been taken with the four allegations of serious misconduct that were sustained. Those employees no longer work at the Grand Chute Police Department.

In addition to accepting resignations from employees, the agency has followed through on sustained allegations with appropriate actions to address the specific issues. Most often, officers receive policy review, remedial training, or appropriate progressive discipline.

Allegations against our employees that were found to not be true (Unfounded) remains somewhat elevated (6 of the 22 allegations). Our officers record nearly all interactions with citizens on body worn cameras. These recordings prove invaluable when reviewing all the evidence associated with professional standards investigations.

The department's commitment to the achievement and ongoing verification of accreditation through the Wisconsin Law Enforcement Accreditation Group (WILEAG) plays an important role in our commitment to excellence. Through accreditation, our staff is always cognizant of the necessity to follow best practices and do things right the first time.

STATISTICAL SUMMARY OF BIAS-BASED PROFILING COMPLAINTS - 2022

The agency did not receive or investigate any bias-based profiling complaints in 2022.