

# Grand Chute Police Department

2023 STATISTICAL SUMMARY OF INTERNAL AFFAIRS ACTIVITY  
2023 REPORT OF BIAS-BASED PROFILING COMPLAINTS

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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 2023.

## **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.

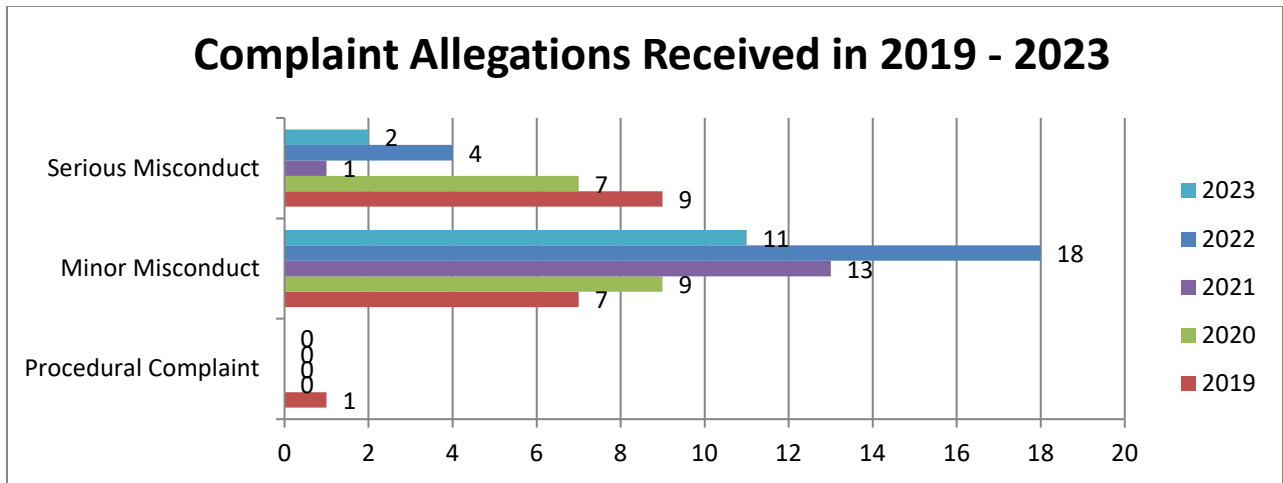
## **SECTION THREE: COMPLAINTS RECEIVED AND PROCESSED IN 2023**

In 2023, the actions of eleven officers resulted in 10 separate complaints/investigations. Those investigations involved a total of twelve (13) allegations—two (2) serious misconduct, and eleven (11) 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:

- **Dishonesty during official process** –Sustained
- **Workplace Harassment and Threats** – Sustained
- **Abuse of sick leave** - (1) Unfounded
- **Fail to report police contact** – (1) Not Sustained
- **Code of conduct – organizational disruption** – (1) Sustained
- **Unlawful stop** – (2) Unfounded
- **Disclosure of confidential info to public** – (1) Unfounded
- **Insensitive Treatment** – (1) Not Sustained
- **Excessive Force** – (1) Unfounded
- **Bias based racial profiling** – (1) Unfounded
- **Inappropriate off duty conduct** – (1) Not Sustained
- **Unprofessional conduct toward public** – (1) Unfounded

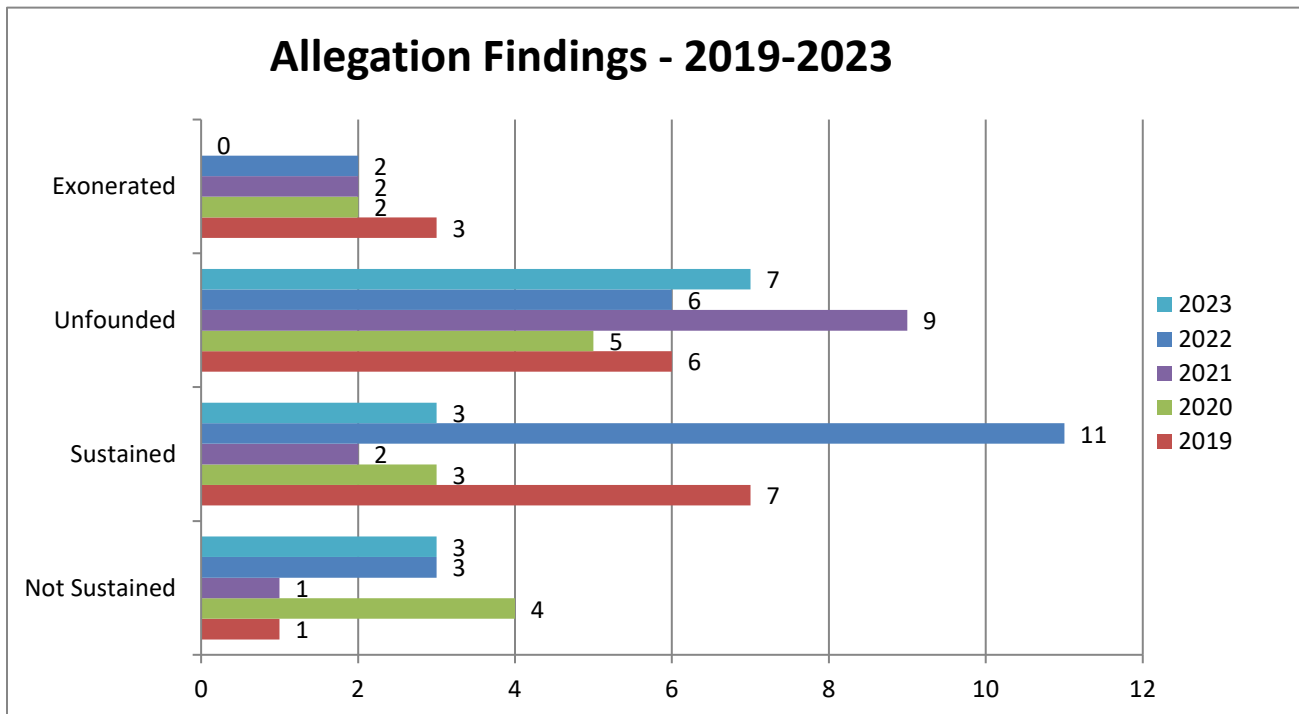
Data from the last five years is illustrated below. It shows a significant decrease in the number of allegations; both serious misconduct and minor misconduct. A closer look at total number of allegations reveals we received the fewest number of misconduct allegations over the last five years. Of particular 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.

## Complaint Allegations Received in 2019 - 2023



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 in 2023 resulted in corrective actions including discipline and two resignations in lieu of termination. The following chart illustrates findings by year:

## Allegation Findings - 2019-2023



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 both allegations of serious misconduct, where were sustained. Those employees no longer work at the Grand Chute Police Department.

Allegations against our employees that were found to not be true (Unfounded) remain elevated (7 of the 13 allegations, nearly 54% of total 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, including the allegations against them that later prove to not be true.

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 - 2023**

The agency did receive and investigate one bias-based profiling complaint in 2023. That allegation was from a subject of a legally justified traffic stop for an equipment violation (defective headlamp). The subject claimed they were treated poorly due to their race. The investigation revealed the officer conducted a legal stop and the driver was immediately and continuously argumentative and was ultimately detained while officers verified their driving status and possible impairment. The driver's behaviors were very unpredictable and ranged from calm and reasonable to physically resistive. The officer was professional and reasonable with their actions, words, and tone of voice. The officer ultimately determined the subject was not intoxicated and they were released with appropriate traffic citations.

The temporary detention of the subject was legal and justifiable based on the circumstances of their unpredictable and antagonistic actions and communication toward the officer. The subject was detained in handcuffs for safety reasons while citations were completed and their driving and wanted status were confirmed. After the handcuffs were removed, the subject's hostility continued, but no attempts to reason with them were successful. The officer remained calm and reasonable, released the subject, and continued to encourage them to leave when they refused to do so. There was no evidence or indication this subject was stopped or treated any differently by the officer because of their race.