

Grand Chute Police Department

2024 STATISTICAL SUMMARY OF INTERNAL AFFAIRS ACTIVITY
2024 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 2024.

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.

When a supervisor become aware of behavior constituting misconduct, they immediately conduct a preliminary inquiry. The purpose behind the inquiry is to identify the facts and determine the truth regarding the complaint.

Facts obtained in a professional standards 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.

Organizational Failure: Investigation reveals the allegations are true, however, the employee was acting in accordance with established department standards and/or directives in need of revision.

Administrative Closure/No Finding: The investigation cannot proceed because the complainant failed to disclose promised information to further the investigation or the complainant wishes to withdraw the complaint, or the complainant is no longer available for clarification. This finding may also be used in the event the employee resigns prior to reaching final disposition or when the information provided is not sufficient to determine the identity of the employee(s) involved.

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.

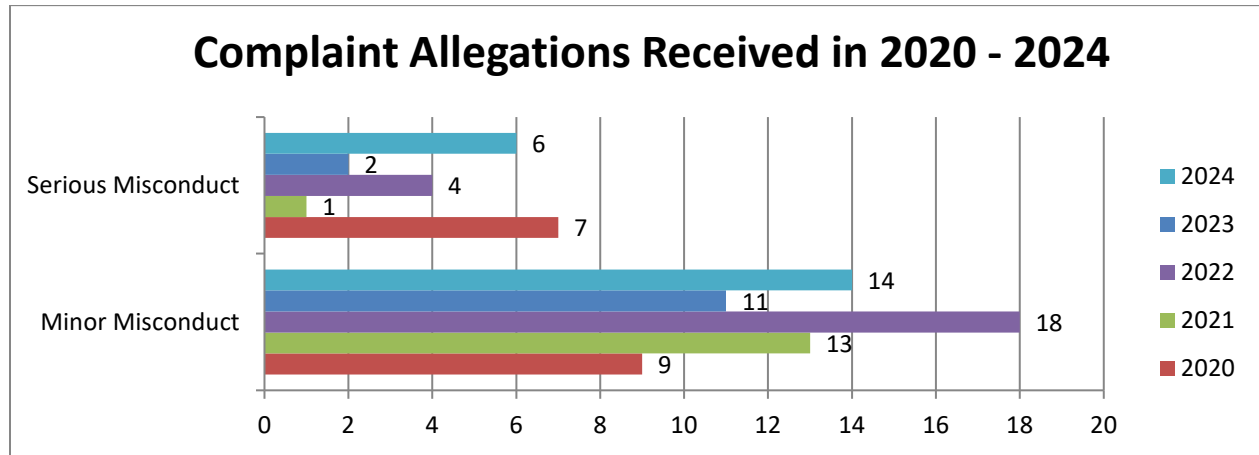
SECTION THREE: COMPLAINTS RECEIVED AND PROCESSED IN 2024

In 2024, the actions of 13 officers resulted in 13 separate complaints/investigations. Those investigations involved a total of 20 allegations—six (6) serious misconduct, and 14 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:

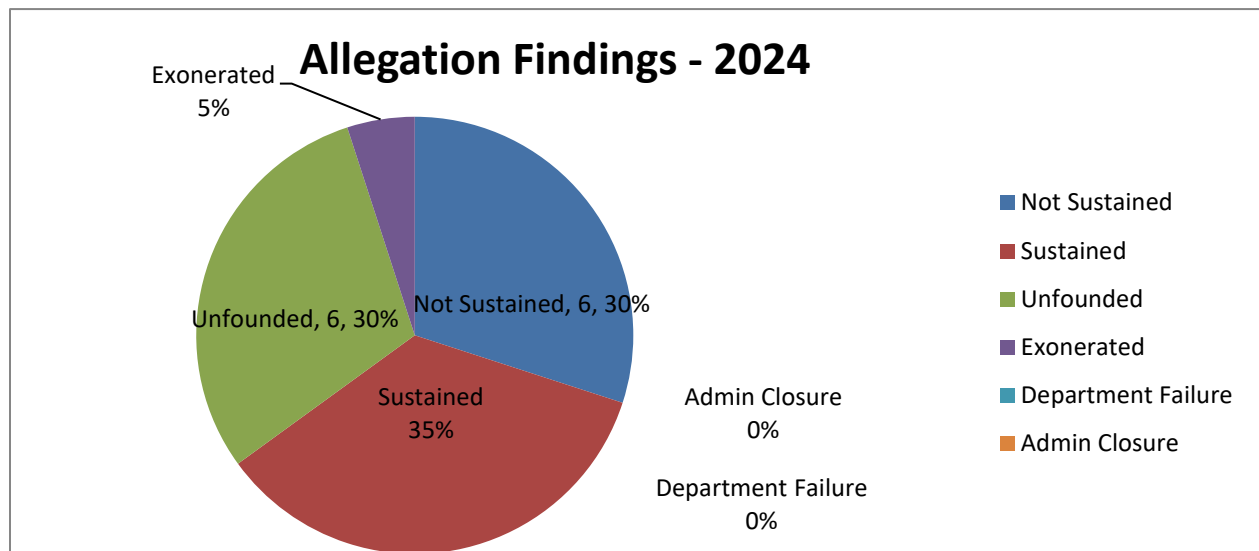
- **Neglect of Duty** – (2) Sustained
- **Insubordination** – (1) Sustained and (1) Not Sustained
- **False statement on department record** – (1) Not Sustained and (1) Unfounded
- **Unjust enforcement action** - (2) Unfounded
- **Improper/Incomplete investigation** – (1) Not Sustained
- **Fail to report damage of seized property** – (1) Sustained
- **Code of conduct – organizational disruption** – (2) Sustained
- **Operational Competency** – (1) Exonerated
- **Damage to property** – (1) Unfounded
- **Insensitive Treatment** – (1) Not Sustained
- **Excessive Force** – (1) Not Sustained
- **Unlawful stop** - (1) Unfounded
- **Harassment (citizen)** – (1) Not Sustained

- **Fail to follow policy/standard procedures** – (1) Not Sustained
- **Unprofessional conduct toward public** – (1) Unfounded

Data from the last five years is illustrated below. Serious misconduct allegations increased and were the highest they have been since 2020. Minor misconduct allegations remain slight above the five-year average. Of particular note, only two officers were the subject of more than one complaint and only four officers were the subject of two allegations throughout the year. No employees were investigated for more than two allegations of misconduct.



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. Receiving complaints of allegations of misconduct allow us to promptly and swiftly address issues, take corrective action to ensure public trust and mitigate risk. Sustained allegations in 2024 resulted in corrective actions including counseling and suspension. The following chart illustrates findings of all allegations:



Allegations against our employees that were found to not be true (Unfounded) remain elevated (6 of the 20 allegations, nearly a third of the 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 - 2024

The agency did not receive or investigate any bias-based profiling complaints in 2024.