

# **Exhibit 168**

Exhibit Filed under seal

**EXPERT REPORT OF  
MICHAEL E. GRAHAM**

In

*Hispanic National Law Enforcement Association NCR et al. v.*

*Prince George's County et al.,*

District of Maryland No. 18-cv-3821

August 28, 2020

## **I. QUALIFICATIONS**

1. For 33 years, I was employed by the Los Angeles County Sheriff's Department (LASD), rising from the rank of Deputy to the position of Assistant Sheriff, the third-highest ranking position in the Department. The LASD is the largest Sheriff's Department in the United States with approximately 18,000 employees. The Department serves as the primary police agency for more than 2.9 million residents. As the Assistant Sheriff for five years, I was responsible for the policing and detective functions, and as part of my duties I reviewed all serious force cases, approved appropriate discipline, and implemented policy and training to reduce inappropriate use of force. I previously served as the Chief of the Professional Standards and Training Division, where, among other things, I had responsibility over Department training and internal affairs.

2. I was a member of the International Association of Chiefs of Police (IACP) National Law Enforcement Policy Center for over two decades. The Center is made up of nationally recognized police executives, current and retired, who identify leading practices and provide sound guidance to the law enforcement profession to assist in developing policies for individual departments. I am also a member of the Board of Directors for the Police Assessment Resource Center (PARC). PARC provides independent, evidence-based counsel and research on

effective, respectful, and publicly accountable policing to law enforcement agencies, government entities, and community groups. PARC was founded in 2001 by the Vera Institute of Justice with the support of the Ford Foundation.

3. I have served as an expert or consultant for the Department of Justice in over a dozen matters concerning police practices, including matters concerning the police departments of Chicago, Detroit, Los Angeles, New Orleans, Newark, Seattle, and Washington, D.C. I have also been retained as a consultant by a number of jurisdictions.

4. I have served as an instructor and lecturer on various law enforcement and management subjects at California State University. My undergraduate degree is from California State University, and I have a masters from the University of Southern California.

5. My curriculum vitae is attached as Appendix A. I have not had any publications in the last ten years. I have not testified in any matters in the last four years. A list of materials I have considered in preparing this report is included as Appendix B.

6. My work on this matter is ongoing, and I reserve the right to supplement, update, refine, or revise my conclusions or opinions should any additional

information be provided to me in the future and to supplement or amend them to address any additional expert opinions offered in this litigation.

7. I am being compensated in this matter at a rate of \$175 per hour, including any testimony. My compensation is not contingent upon the substance of my opinions or the outcome of this case.

## **II. SCOPE OF ASSIGNMENT**

8. I have been retained by Arnold & Porter Kaye Scholer LLP, the Washington Lawyers' Committee for Civil Rights and Urban Affairs, and the American Civil Liberties Union of Maryland, counsel for Plaintiffs in the matter of *Hispanic National Law Enforcement Officers et al. v. Prince George's County, Maryland et al.*, District of Maryland Case No. 18-3821. I have been asked to evaluate the facts and circumstances involving police practices used at the Prince George's County Police Department ("PGPD" or the "Department"), including assessment of Departmental policies, practices, and customs. This assessment has included evaluation of PGPD's policies, practices, and customs when presented with complaints of racial discrimination, racial harassment, and retaliation, the PGPD's training concerning such issues, the PGPD's methods of evaluating, investigating, and disciplining such complaints, its Internal Affairs function, its

disciplinary function, and promotions and their impact on the racial composition of the varying ranks of the force.

### **III. SUMMARY OF OPINIONS**

9. Based on my professional experience and my analysis to date, I have reached the following conclusions:

- a. The Department's policies for handling complaints about racial harassment and discrimination are inadequate.
- b. The Department has customs and practices of not enforcing its policies prohibiting racial harassment, discrimination and retaliation.
- c. There are practices within the Department that result in complaints by minority officers about racial harassment or discrimination not being treated appropriately, in that they are either not investigated, not investigated appropriately, or not disciplined appropriately. The current leadership of the Department appears to have made a deliberate choice not to track or monitor its performance concerning these matters.
- d. There are practices within the Department that result in complaints by civilians about racial harassment or discrimination not being

treated appropriately, in that they are not investigated, not investigated appropriately, or not disciplined appropriately. This is evident in the Department's failure to address issues involving complaints of racial profiling and other complaints, the lack of discipline when senior command officers were caught giving incentive pay for "high production," and the failure to address pervasive trends in the use of force against minority civilians.

- e. There are practices within the Department that result in serious allegations of misconduct being treated differently when the charges are made against white officers as opposed to officers of color. In addition, the current leadership of the Department appears to have made a deliberate choice not to track or monitor its performance concerning these matters.
- f. There is a practice or custom in the Department that when officers of color complain about any of the foregoing conduct, they experience retaliation, in that they are transferred or otherwise removed from their jobs and sometimes face counter-charges. The pattern of retaliation indicates that leadership of the Department

condones retaliation, and, in certain cases, evidence reflects direct participation of leadership of the Department in retaliatory acts.

- g. There are practices within the Department that result in discrimination in the promotions system, particularly in selection of Lieutenants and Captains. Officers of these ranks play critical roles in the Department, including significant roles in enforcement of EEO policies, the investigation and discipline of misconduct, the assessment of uses of force, and community relations. The failure of officers of these ranks to reflect the community may contribute to some of the discriminatory trends observed in this report.

#### **IV. BACKGROUND**

10. Prince George's County is a "majority-minority" community, meaning that a majority of its residents are members of a racial or ethnic minority. According to the U.S. Census, the estimated population of the county is 909,327 (as of July 1, 2019) current population of the County is 64.4 percent black, 19.5 percent Hispanic, 12.3 percent white/non-Hispanic, and 4.4 Asian.<sup>1</sup>

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<sup>1</sup> U.S. Census, County Quick Facts, available at <https://www.census.gov/quickfacts/fact/table/princegeorgescountymaryland,US/PST045219>



11. The primary law enforcement and public safety agency in the County is the Prince George’s County Police Department (“PGPD”), which is the fourth largest law enforcement agency in the State of Maryland.<sup>2</sup>

12. According to recent information presented by the Acting Chief of the Department, Hector Velez, the current demographic composition of the PGPD overall force is 43 percent black, 10.5 percent Hispanic, 42.5 white/non-Hispanic, and 3.7 percent Asian.<sup>3</sup>

13. The demographic composition of the PGPD includes a smaller percentage of racial and ethnic minorities (blacks, Hispanics, and Asians) than the County population as a whole; conversely, the PGPD has significantly higher percentage of white officers than the County as a whole. And the primary command-level staff (Captains and Lieutenants) are approximately 80 and 65 percent white respectively—a significantly higher percentage than the County and the PGPD as a whole.

14. The Plaintiffs in this matter have alleged that the fact that the majority of PGPD officers and senior officers are white has caused tension with the community the Department is supposed to serve.<sup>4</sup> In particular, the Plaintiffs have

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<sup>2</sup> PG0000986142.

<sup>3</sup> Velez, Prince George’s County Police Department, Presentation to Task Force on Police Reform (July 2020).

<sup>4</sup> Complaint ¶¶ 2-5.

alleged that senior managers of the Department have condoned racist behavior and other misconduct by white officers directed towards minority civilians and officers, and that the Department has engaged in retaliation against minority officers who have complained about such conduct.<sup>5</sup>

15. The racial tension that the PGPD has had with the community is not new. For example, in October 2000, the Department of Justice initiated a pattern and practice investigation regarding use of excessive force throughout the Police Department. This investigation resulted in the County and PGPD entering into a “Memorandum of Agreement” with the Department of Justice in January 2004.<sup>6</sup>

16. Pursuant to the Memorandum of Agreement, the Department was required to overhaul its use of force and reporting protocols, including its systems of documentation and review of use of force, its officer training, its processes for reviewing and tracking other officer misconduct allegations, and enhancing its “early identification system” to record all uses of force, all complaints, and all disciplinary actions taken against officers.<sup>7</sup> Pursuant to the Memorandum of Agreement, the County agreed to appoint an independent monitor, who served until 2009.

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<sup>5</sup> Complaint ¶¶ 2-5.

<sup>6</sup> Memorandum of Agreement, available at [http://www.justice.gov/sites/default/files/crt/legacy/2010/12/15/pg\\_memo\\_agree.pdf](http://www.justice.gov/sites/default/files/crt/legacy/2010/12/15/pg_memo_agree.pdf).

<sup>7</sup> Memorandum of Agreement.

17. The problems of the County and the PGPD continued after the monitor ceased its activities. An empirical study released in 2015 noted a significant increase of use of force incidents from 2010 to 2014.<sup>8</sup> The study noted news reports about a “pattern of unlawful and corrupt behavior among PGPD officers and a continued absence of respect for the rule of law among certain county officials . . . the Prince George’s County government is either unwilling or unable to make police accountability and department transparency a priority . . .”

18. As discussed in this report, these problems continue to this day. On October 24, 2016, senior leadership of PGPD were advised that certain of the Plaintiffs in this action had filed a complaint with the Department of Justice concerning Civil Rights violations.<sup>9</sup> In response to learning that information, Chief Stawinski convened a “Panel on Equity in Promotions, Discipline & Practices,” which started meeting in April 2017.<sup>10</sup> In September 2017, the County was advised by the Department of Justice that it was conducting an investigation whether PGPD is engaged in a pattern or practice “of discrimination against Hispanics and African Americans . . . with respect to their employment in sworn

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<sup>8</sup> J. Chanin, *Evaluating Section 14141: An Empirical Review of Pattern or Practice Police Misconduct Reform*, Ohio State Journal of Criminal Law, Volume 14:67, 95-101.

<sup>9</sup> PG0000155315.

<sup>10</sup> PG0000155315.

positions.”<sup>11</sup> In early 2018, the Panel on Promotions, Discipline & Practices stopped meeting, without issuing any findings or recommendations.

19. My understanding is that the Department of Justice continues to investigate issues of discrimination on the force.

## V. ANALYSIS

### A. The Department’s Policies for Handling Complaints About Racial Harassment and Discrimination Are Inadequate

20. It is the responsibility of Police Departments operating in a diverse, multicultural society to treat allegations of racial discrimination and harassment seriously. When allegations of discriminatory conduct by a law enforcement officer are presented, they should be investigated and violations should be disciplined appropriately.

21. I have reviewed Prince George’s County Police Department General Order Manual, in particular Volume I, Chapter 12 on Discrimination & Sexual Harassment (“Discrimination & Sexual Harassment Policies”),<sup>12</sup> which is the Department’s primary policy concerning racial discrimination and harassment, as

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<sup>11</sup> PG0000155355.

<sup>12</sup> Prince George’s County Police Department General Order Manual (“General Order”), Vol. I, Ch. 12 (Discrimination & Sexual Harassment), available at <https://www.princegeorgescountymd.gov/DocumentCenter/View/16570/Volume-I-Administration-PDF>. Unless otherwise specified, citations to the General Order reference the version available at the link in this footnote.

well as Volume I, Chapter 4 on Complaints, which also gives direction to employees regarding filing complaints and promises them protection from retaliation (“Complaints Policy”)<sup>13</sup> (collectively, “PGPD Policies” or “Policies”). I have concluded that these policies are flawed in a number of respects, as set forth below.

22. First, PGPD’s Policies have flawed reporting requirements. The reporting process required by PGPD’s Policies is deficient in a number of ways. Most notably, the Policies state that “[w]hen employees, other than victims, become aware of conduct believed to be sexual harassment or discrimination . . . they shall report the incident to their supervisor or Commander/Manager.” Vol. I. Ch. 12 § V<sup>14</sup> (Procedures). And, even if an employee is uncomfortable with this directive and instead makes a complaint directly to the EEO Coordinator, the Coordinator is authorized to “[r]efer [the complaint back] to the employee’s Commander/Manager for mediation.” *Id.* § V.3 (Complaint Procedures).

23. The reporting procedure for “victims” is more daunting as it states that as the first step, “Attempts will be made to settle discrimination complaints at the employee/supervisory level by dialogue between the parties concerned. When

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<sup>13</sup> General Order, Vol. I, Ch. 4 (Complaints).

<sup>14</sup> General Order, Vol. I, Ch. 12 § V (Discrimination & Sexual Harassment: Procedures).

a solution cannot be reached at this level, employees are urged to seek the assistance of either the Equal Employment Opportunity Coordinator or the Assistant Coordinator.” *Id.* § V.2. Once again, if the “victim” employee is uncomfortable with this directive and instead makes a complaint directly to the EEO Coordinator, the Coordinator is authorized to “[r]efer [the complaint back] to the employee’s Commander/Manager for mediation.” *Id.* § V.3 (Complaint Procedures).

24. If the victim complains to the EEO Coordinator, the procedure provides the victim “shall complete Part I of the Equal Employment Opportunity Complaint Form ...” and “shall either mail the form (marked confidential) or take it directly to the Deputy Chief, BOAHS,” the assigned EEO Coordinator. *Id.* This is flawed. In contrast, the U.S. EEOC states, “When an employee complains to management about alleged harassment, the employer is obligated to investigate the allegation regardless of whether it conforms to a particular format or is made in writing.”<sup>15</sup>

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<sup>15</sup> EEOC, Enforcement Guidance: Vicarious Liability for Unlawful Harassment by Supervisors (June 18, 1999), <https://www.eeoc.gov/policy/docs/harassment.html>.

25. Similarly, the Complaints Policy requires all employees who become aware of “unlawful conduct” or “violation of written directives” of any kind to report it to their Commander. Vol. I, Ch. 4 § V.6 (Internal Complaints).<sup>16</sup>

26. Read in tandem, these provisions restrict all employees’ options such that it is difficult, if not impossible, to break out of the chain of command. Policies like PGPD’s that require employees to report within the chain of command are ineffective because a supervisor may be the alleged offender, or may have a relationship with the alleged offender, thereby compromising the potential for objective and impartial investigation and determination of complaints.

27. The Equal Employment Opportunity Commission also recommends that an employer “provide accessible points of contact for the initial complaint” and designate officials “outside an employee’s chain of command” as the recipient of complaints, in order to ensure that complaints are handled in an impartial manner.<sup>17</sup> Consistent with this guidance, the Model Policy on Harassment, Discrimination, and Unprofessional Conduct put forth by the IACP (“IACP Model Policy”) provides that complainants may report either to a supervisor or to the

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<sup>16</sup> General Order, Vol. I, Ch. 4 § V.6 (Complaints: Internal Complaints).

<sup>17</sup> EEOC, Enforcement Guidance: Vicarious Liability for Unlawful Harassment by Supervisors (June 18, 1999), <https://www.eeoc.gov/policy/docs/harassment.html>.

Office of Professional Responsibility.<sup>18</sup> Following this guidance, the Chicago Police Department's Equal Employment Opportunity Policy specifically excludes discrimination or harassment complaints from up the chain of command.<sup>19</sup> The Maricopa County Sheriff's Department<sup>20</sup> policy advises employees who do not feel comfortable reporting to the chain of command that they have a duty to report directly to other parties, including Human Resources, the Compliance Bureau Chief, or the Professional Standards Bureau.<sup>21</sup>

28. Second, PGPD's Policies contain an ineffective investigation and resolution process. The PGPD Policies do not provide for a mechanism for effective and timely investigation of discrimination and harassment complaints. EEOC guidance requires employers to engage in a "prompt, thorough and impartial investigation" into an alleged complaint, including, if necessary, a detailed fact-finding. In cases in which the harasser does not deny the accusations,

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<sup>18</sup> International Association of Chiefs of Police Law Enforcement Policy Center, Model Policy, Harassment, Discrimination, and Unprofessional Conduct § V.C (2) (May 2019), <https://www.theiacp.org/sites/default/files/2019-05/Harassment%20Discrimination%20Policy%20-%202019%20-%20revised.pdf>.

<sup>19</sup> Chicago Police Department, Equal Employment Opportunity Policy (August 22, 2017) at IV (B)(1)(a) <http://directives.chicagopolice.org/directives/data/a7a57be2-1288324b-8a612-8833-4bfc750afb536ed2.html>.

<sup>20</sup> The Maricopa County Sheriff's Office has been the subject of multiple discrimination lawsuits and Department of Justice consent decrees. This policy was adopted over three years after the consent decree.

<sup>21</sup> Maricopa County Sheriff's Office Policy and Procedures, Workplace Professionalism: Discrimination and Harassment (Jan 24, 2019), pages 5-6, §§ 5(c)(1), 5(c)(2), 5(c)(5), <https://www.mcso.org/documents/Policy/Critical/CP-3.pdf>.



the EEOC recommends the immediate determination of appropriate corrective action.<sup>22</sup>

29. The PGPD Discrimination & Harassment Policy provides for no investigative process if a report is made up the chain of command. The Policy is silent on what, if anything, a Commander must do upon receipt of a complaint.

30. The PGPD Discrimination & Harassment Policy provides that if the Department's EEO Coordinator, the Deputy Chief of Bureau Administration and Homeland Security, receives a complaint, the Coordinator may "handle informally" the complaint, issue a "final determination," or simply refer it back to the chain of command for "mediation." Vol. I, Ch. 12 § V.3 (Complaint Procedures).<sup>23</sup> None of these options contemplates a thorough investigation. While the EEO Coordinator may also choose to "assign for investigation" the complaint, the Discrimination & Harassment Policy is silent on who will conduct that investigation, how, in what time frame, and how the investigation will be documented. *Id.* Although the Complaint Policy separately states that "abusive language" and "harassment" must be investigated by the Internal Affairs

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<sup>22</sup> EEOC, Enforcement Guidance: Vicarious Liability for Unlawful harassment by Supervisors (June 18, 1999), <https://www.eeoc.gov/policy/docs/harassment.html>.

<sup>23</sup> General Order, Vol. I, Ch. 12 § V.3 (Discrimination & Sexual Harassment: Complaint Procedures).

Department (IAD) of PGPD, Vol. I, Ch.4 § V.7 (Complaint Assignment),<sup>24</sup> and the EEO Coordinator could presumably use this provision to refer harassment complaints for investigation to IAD, the Policies contain no provisions stating that IAD is also responsible for investigation of discrimination complaints. Indeed, there is evidence that the actual practice is that when internal complaints are discovered to be associated with an EEOC charge, the investigations are terminated and the cases closed. Several examples are discussed below.<sup>25</sup>

31. The IACP Model Policy, in contrast, directs that the Office of Professional Standards has responsibility for investigation of harassment and discrimination complaints.<sup>26</sup> Similarly, the Maricopa County Sheriff's Office Policy and Procedures directs that discrimination and harassment complaints be "immediately" taken to the Professional Standards Bureau, which documents them in IAPro and conducts an investigation.<sup>27</sup> The Chicago Police Department also states that the Bureau of Internal Affairs has "primary responsibility for conducting

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<sup>24</sup> General Order, Vol. I, Ch. 4 § V.7 (Complaints: Complaint Assignment).

<sup>25</sup> See Paragraph 67.

<sup>26</sup> International Association of Chiefs of Police Law Enforcement Policy Center, Model Policy Harassment, Discrimination, and Unprofessional Conduct § V.C (6) (May 2019), <https://www.theiacp.org/sites/default/files/2019-05/Harassment%20Discrimination%20Policy%20-%202019%20-%20revised.pdf>.

<sup>27</sup> Maricopa County Sheriff's Office Policy and Procedures, Workplace Professionalism: Discrimination and Harassment (Jan 24, 2019), pages 5-7, <https://www.mcso.org/documents/Policy/Critical/CP-3.pdf>.

a prompt and thorough investigation of complaints of employment discrimination.”<sup>28</sup>

32. In lieu of an effective investigation process by IAD, the PGPD Policies place a heavy, and inappropriate, emphasis on direct confrontation between complainants and alleged offenders. The Policies encourage employees “to confront the offender and make it clear the offensive behavior must stop.” Vol. I, Ch. 12 § V.2 (Internal Complaints).<sup>29</sup> Similarly, the Policies state that “[a]ttempts will be made” to address discrimination complaints in the first instance “by dialogue between the parties concerned.” *Id.*

33. These provisions undermine an effective investigative process and may deter victims from coming forward. Employees should feel no compulsion to resolve discrimination or harassment by themselves. The Maricopa County Sheriff’s Office Policy and Procedures, for example, explicitly states that “[a]n employee is not required to directly confront the offender who is alleged to have engaged in unlawful or wrongful conduct.”<sup>30</sup>

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<sup>28</sup> Chicago Police Department, Equal Employment Opportunity Policy (August 22, 2017) at § IV(B)(4)(a), <http://directives.chicagopolice.org/directives/data/a7a57be2-1288324b-8a612-8833-4bfc750afb536ed2.html>.

<sup>29</sup> General Order, Vol. I, Ch. 12 § V.2 (Discrimination & Sexual Harassment: Internal Complaints).

<sup>30</sup> Maricopa County Sheriff’s Office Policy and Procedures, Workplace Professionalism: Discrimination and Harassment (Jan 24, 2019), page 5, § 5(C)(1), <https://www.mcso.org/documents/Policy/Critical/CP-3.pdf>.

34. Third, PGPD's Policies lack appropriate confidentiality protections. According to the EEOC, an anti-harassment policy should contain, at bare minimum, an "[a]ssurance that the employer will protect the confidentiality of harassment complaints to the extent possible."<sup>31</sup> The IACP Model Policy provides for such confidentiality.<sup>32</sup> The PGPD Policies, however, fail to provide any assurance of confidentiality to would-be complainants. At minimum, the lack of such fundamental protections can result in a chilling effect on would-be complainants; at worst, it can expose complainants to open hostility and retaliation.

35. Fourth, PGPD's Policies fail to protect complainants from contacts with the suspected offender. The EEOC provides that an employer may need to take intermediate measures pending the completion of an investigation, such as "scheduling changes so as to avoid contact between the parties; transferring the alleged harasser; or placing the alleged harasser on non-disciplinary leave with pay pending the conclusion of the investigation."<sup>33</sup> The PGPD Policies contain no provisions allowing PGPD to take appropriate measures to protect complainants

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<sup>31</sup> EEOC, Enforcement Guidance: Vicarious Liability for Unlawful harassment by Supervisors (June 18, 1999), <https://www.eeoc.gov/policy/docs/harassment.html>.

<sup>32</sup> International Association of Chiefs of Police Law Enforcement Policy Center, Model Policy Harassment, Discrimination, and Unprofessional Conduct § V.C (7) (May 2019), <https://www.theiacp.org/sites/default/files/2019-05/Harassment%20Discrimination%20Policy%20-%202019%20-%20revised.pdf>.

<sup>33</sup> EEOC, Enforcement Guidance: Vicarious Liability for Unlawful harassment by Supervisors (June 18, 1999), <https://www.eeoc.gov/policy/docs/harassment.html>.

from contact with alleged offenders during the investigation of a harassment or discrimination claim. As a result, complainants may be forced to continue working alongside offenders, or worse, if the offenders are the complainants' supervisors, and potentially endure ongoing discrimination, hostility, or reprisal, while their complaint is adjudicated.

36. Fifth, PGPD's Policies do not prohibit all unlawful forms of harassment and discrimination. In particular, PGPD Policies do not protect employees from the full range of conduct that is unlawful under applicable law. An effective anti-harassment and anti-discrimination policy should prohibit discrimination and harassment based on sex, race, color, religion, national origin, age, disability, and protected activity.<sup>34</sup>

37. The scope of PGPD's policies falls short in a number of ways. Notably, although PGPD prohibits sexual harassment, it does not prohibit harassment based on other protected characteristics, including racial harassment.<sup>35</sup> Relatedly, PGPD's policies do not contain clear anti-discrimination provisions. The Discrimination & Harassment Policy lacks a clear statement that the

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<sup>34</sup> EEOC, Enforcement Guidance: Vicarious Liability for Unlawful harassment by Supervisors (June 18, 1999), <https://www.eeoc.gov/policy/docs/harassment.html>.

<sup>35</sup> EEOC Compliance Manual, Section 15: Race and Color Discrimination, § 15-VII (A)(racial harassment) (April 19, 2006), <https://www.eeoc.gov/policy/docs/race-color.html>.

Department as a whole prohibits unlawful discrimination and harassment by all employees.

38. The Discrimination & Sexual Harassment Policy also lacks a plain, easily comprehensible prohibition on different treatment in the terms, conditions, and privileges of employment because of an individual's protected characteristic. Instead, the definition section of the Policy is hard to follow. It differentiates between "arbitrary discrimination" and "personal discrimination,"<sup>36</sup> which are not terms used in either guidance by the EEOC or the policies of other Police Departments that I have reviewed. "Arbitrary discrimination" is defined in part by reference to other defined terms, while "personal discrimination" is defined as deprivation of "a right," without explanation of what rights may be applicable in the context of employment. The other terms in the definition section, including "prejudice," "racism," "disparaging terms," and "stereotyping," do little to clarify what kind of activity is prohibited.

39. The policies of other police departments contain clearer and more effective prohibitions on harassment and discrimination. The IACP Model Policy defines discrimination as "[u]nfair or unequal treatment of an individual or group

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<sup>36</sup> General Order, Vol. I, Ch. 12 § III (Discrimination & Sexual Harassment: Definitions).

based on protected class status.”<sup>37</sup> The Chicago Police Department clearly states that “City and Department policies prohibit discrimination against employees” on various bases.<sup>38</sup> The 2019 Maricopa County Sheriff’s Office Policy and Procedures “prohibits unlawful discrimination and harassment based on an individual’s membership in a category protected by federal or state law.”<sup>39</sup> It further defines discrimination as different treatment in the terms and conditions of employment based on a protected characteristic, and proscribes all unlawful forms of harassment, not just sexual harassment.<sup>40</sup>

40. Finally, PGPD’s policies are deficient in their protections for officers who raise complaints of misconduct by other officers. Vol. I, Ch. 4 § V.6<sup>41</sup> states that “Any employee who becomes aware of unlawful conduct or a violation of written directives shall report it to the involved employee’s Commander/Manager.

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<sup>37</sup> International Association of Chiefs of Police Law Enforcement Policy Center, Model Policy Harassment, Discrimination, and Unprofessional Conduct § III (definitions) (May 2019), <https://www.theiacp.org/sites/default/files/2019-05/Harassment%20Discrimination%20Policy%20-%202019%20-%20revised.pdf>.

<sup>38</sup> Chicago Police Department, Equal Employment Opportunity Policy (August 22, 2017) at II, <http://directives.chicagopolice.org/directives/data/a7a57be2-1288324b-8a612-8833-4bfc750afb536ed2.html>.

<sup>39</sup> Maricopa County Sheriff’s Office Policy and Procedures, Workplace Professionalism: Discrimination and Harassment (Jan 24, 2019), page 1, <https://www.mcso.org/documents/Policy/Critical/CP-3.pdf>.

<sup>40</sup> Maricopa County Sheriff’s Office Policy and Procedures, Workplace Professionalism: Discrimination and Harassment (Jan 24, 2019), page 2, <https://www.mcso.org/documents/Policy/Critical/CP-3.pdf>.

<sup>41</sup> General Order, Vol. I, Ch. 4 § V.6 (Complaints: Internal Complaints).

In confidential matters, reports may be made directly to the Commander, IAD.” This policy does not define what a “confidential matter” is. Nor does it provide any direction for employees who have reason not to report up the chain of command, such as EEO issues or complaints against a supervisor. In addition, nothing in the policies imposes any requirement that the IAD Commander investigate the complaint or honor the confidentiality request. The policy should give the option for all officers to report misconduct to the Internal Affairs Division, with the assurances that the complaint be thoroughly investigated and its confidentiality maintained.

41. The anti-retaliation provisions contained in Vol. I. Ch. 4 § V.9<sup>42</sup> also do not do enough to protect officers who report misconduct. The policy states that retaliation is prohibited, that the officer against whom allegations were made shall not have contact with the complainant and witness, and that “[t]he same standards of conduct shall apply when officers are witnesses or complainants.” The Policy then focuses on the need to call supervisors to the scene when a citizen complainant interacts with an officer under investigation. The protection for officer complainants should be placed in a separate section of the policy to

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<sup>42</sup> General Order, Vol. I, Ch. 4 § V.9 (Complaints: Retaliatory Acts Against Complainants Prohibited).



emphasize the importance of protecting officers who make good faith complainants about misconduct. Similar to the anti-discrimination policy, there is no mechanism for complainants to be removed from working with or under the supervision about whom they have complained. There is also no mechanism to report retaliation or investigate allegations that retaliation has occurred.

42. Despite the many complaints of incidents of racial discrimination, harassment, and retaliation within the Department,<sup>43</sup> the Department's EEO Coordinators made little effort to ensure officers understood their obligations under the existing policies or to promote anti-discrimination or anti-retaliation efforts within the Department. In their depositions, the three last EEO Coordinators described their the anti-discrimination and anti-retaliation efforts as limited to "ensuring the EEO posters were posted around the Department," sending "out quarterly e-mails referenc[ing] how to file an EEO complaint [and with] general information on the EEO."<sup>44</sup> The current EEO Coordinator also testified (as the County's 30(b)(6) witness) that "supervisors are required to attend EEO training" and "the general orders has annual in-service training provided to officers which

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<sup>43</sup> See, e.g., *infra* ¶¶ 66-68.

<sup>44</sup> Grant Dep. Tr. 35:12-37:19; *see also* Harvin Dep. Tr. 52:5-53:14; 152:1-11; Powell Dep. Tr. 25:3-26:10.

state our policy on ensuring that all district commands are free of discrimination.”<sup>45</sup>

43. I have also reviewed a printed copy “Prince George’s County Police Department Supervisors and Managers Equal Employment Opportunity (EEO) Training,” which is a Power Point that appears to be primarily presented through a DVD presentation.<sup>46</sup> I understand that this was the only training materials submitted by PGPD to the Department of Justice in response to a request for training materials regarding discrimination or harassment, and that Defendants have not produced substantially different anti-discrimination training materials in discovery in this matter. PGPD’s training on employment discrimination is deficient. For example:

- While the training provides examples of sexual harassment, it does not explain that a hostile work environment is unlawful when based on any protected category, including race. It would be important to have modules on how racial slurs and jokes are harmful and unlawful.

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<sup>45</sup> Harvin Dep. Tr. 51:8-53:2.

<sup>46</sup> PG0000000348-394; PG0000000395-441.

- The training contains minimal discussion of retaliation, and no discussion of steps supervisors should take to discourage, prevent, or report retaliation.<sup>47</sup>
- The policy also fails to accurately advise recipients on a number of critical issues. For example, it is misleading as to the deadlines for filing a charge of discrimination, in that it does not make clear that internal reporting of discrimination does not toll deadlines to file an external complaint or charge.<sup>48</sup>
- The training also ignores key protections under Maryland state law, including accommodation for pregnant employees and prohibitions on discrimination on the basis of sexual orientation, gender identity, and marital status. Md. Code State. Gov. § 20-606.

44. Based on the materials produced by Defendants, I have other significant questions about PGPD's anti-discrimination training:

- Who receives the training? Is training given to new recruits? Is training given to rank-and-file officers? The presentation title of

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<sup>47</sup> PG0000000348-394 at 363.

<sup>48</sup> PG0000000348-394 at 383.

the training Power Point indicates that the intended audience is limited to supervisors (which is consistent with internal emails and some of the training sign-in sheets Defendants have produced).<sup>49</sup> This is also consistent with the testimony of the current EEO Coordinator, who testified (as the County's designated representative) that "[a]ll supervisors are required to attend EEO training," "[t]here's training provided to both commanders and managers," Commanders are "responsible for ensuring that all supervisors attend annual in-service training," and "there is no formal training for the rank-and-file."<sup>50</sup> PGPD has produced records indicating that only a small percentage of rank-and-file officers received this training,<sup>51</sup> which is consistent with internal emails and testimony indicating the training is limited to supervisors.<sup>52</sup> All members of the Department should receive anti-discrimination training. Indeed, the Power Point includes language

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<sup>49</sup> PG0000154901-902; PG0000966820-966830.

<sup>50</sup> Harvin Dep. Tr. 52:22-23, 55:25-56:1, 74:18-24; 188:5-6. *See also* Harvin Tr. 93:19-20 ("EEO training is provided to all supervisors and commanders"); 97:25-98:2 ("each officer the rank of sergeant and above attends EEO training as a sergeant").

<sup>51</sup> PG0000968917-33; PG0000968914-16; PG0000969037-042; PG0000966820-30; PG0000969165-75; PG0000969221-23; PG0000969043-45; PG0000969743-50; PG0000969751-61; PG0000969762-77; PG0000969224-31; PG0000968965-79.

<sup>52</sup> PG0000154901-902; PG0000658090-658091.

that supervisors should “Ensure that all employees have attended the mandatory Workplace Harassment Training (WHAT) during New Employee Orientation.”<sup>53</sup> But the current EEO Coordinator acknowledged there was no training for rank-and-file officers but he planned to commence such training for new police officers at “the start of being hired as a police officer” starting in July 2020.<sup>54</sup> Defendants have not produced any materials in discovery indicating that this effort has actually commenced.

- How often is training given? When asked that question, former Deputy Chief Raphael Grant, the former EEO Coordinator, could not say.<sup>55</sup> Neither could former Deputy Chief Melvin Powell, who served as EEO Coordinator after Grant.<sup>56</sup> The records produced by Defendants indicate that training was given sporadically, and in many years, few officers attended. The sign-in sheets produced in discovery reflect that only:

- i. 53 officers attended EEO training in 2014 (all supervisors),

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<sup>53</sup> PG0000000348-394 at 370.

<sup>54</sup> Harvin Dep. Tr. 188:5-15.

<sup>55</sup> Grant Dep. Tr. 76:25-77-19, 81:18-81:24.

<sup>56</sup> Powell Dep. Tr. 25:16-22, 26:7-10.

- ii. 63 officers attended the EEO training in 2015 (all supervisors);
  - iii. 235 officers attended the EEO training in 2016 (all supervisors);
  - iv. 633 officers attended the EEO training in 2017, the majority after the Department learned the Justice Department was conducting an investigation;
  - v. no officers attended EEO training in 2018;
  - vi. 68 officers attended EEO training in 2019 (all supervisors), and
  - vii. 251 supervisors have attended EEO training at “administrative school” in 2020.<sup>57</sup>
- How often are officers required to attend EEO training? The current EEO Coordinator testified that supervisors received EEO training in “supervisor school” which “is attended once,” and Commanders received EEO training in “administrative school,”

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<sup>57</sup> PG0000968917-33; PG0000968914-16; PG0000969037-042; PG0000966820-30; PG0000969165-75; PG0000969221-23; PG0000969043-45; PG0000969743-50; PG0000969751-61; PG0000969762-77; PG0000969224-31; PG0000968965-79.

which is also attended once.<sup>58</sup> Anti-discrimination training should be given at least annually.

- Is training conducted live and is an instructor present for the training? The current EEO Coordinator testified that “historically it’s been live,” but acknowledged that “there are some occasions of when . . . they do offer the video.”<sup>59</sup> While the EEO Coordinator testified that video viewing is supposed to be done “in a classroom” supervised by an instructor, he could not say whether that was “always the case.”<sup>60</sup> In at least one instance, supervisors were directed to the clerk’s office to check out a DVD by signing it out.<sup>61</sup> How did the Department confirm that these individuals actually viewed the DVD? The Power Point contains several hypothetical questions that present scenarios and ask the viewer to determine whether the conduct constitutes harassment; but the written answer is given immediately following the question. If there is no instructor present, how is the viewer supposed to

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<sup>58</sup> Harvin Dep. Tr. 179:22-180:12.

<sup>59</sup> Harvin Dep. Tr. 179:3-11.

<sup>60</sup> Harvin Dep. Tr. 190:23-191:11.

<sup>61</sup> PG0000154901-154902.

discuss the scenario or ask any questions? The DVD is a training aid, designed as a support for a subject matter expert's presentation, not a substitution. A qualified instructor should present this information live in a format that allows interaction.

- Does the Department do anything to ensure that viewers actually and accurately understand the training? The Power Point presentation is not interactive and does not test to ensure the viewer understands the information. The Department has recently produced a draft “quiz” in discovery, but the questions are limited to questions about sexual harassment (i.e., they do not test comprehension about other types of discrimination or retaliation) and contain questions about North Carolina rather than Maryland law; the Department has produced no evidence the quiz was ever administered.<sup>62</sup> And during his testimony, the current EEO Coordinator testified that he was “not aware of any quiz” or any other written evaluation of comprehension of the EEO training or discrimination.<sup>63</sup> Testing is important because it confirms the

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<sup>62</sup> PG0000967475-967476.

<sup>63</sup> Harvin Dep. Tr. 193:2-193:11, 195:5-19.



viewer understands the information, and would allow the Department to identify supervisors who score poorly for remedial training. The Department does not appear to do anything beyond confirming officers signed a sign-in sheet.

45. In sum, while I have a number of open questions, there appear to be significant flaws in PGPD's anti-discrimination and anti-retaliation policies and training related to such policies.

**B. The Department Does Not Enforce Critical Components of Its Anti-Discrimination, Anti-Harassment, and Anti-Retaliation Policies**

46. The Department made almost no effort to ensure that the Department's anti-discrimination, anti-harassment, and anti-retaliation policies were enforced. Of note, the Department never conducted any audit, survey, assessment or review during Chief Stawinski's tenure to determine whether its commands were free from racial harassment or discrimination.<sup>64</sup>

47. Rather, the task of enforcing the anti-discrimination, anti-harassment, and anti-retaliation policies was left exclusively to his Deputy Chiefs, specifically EEO Coordinator Raphael Grant and his successors, Deputy Chiefs Melvin Powell

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<sup>64</sup> Stawinski Dep. Tr. 87:4-90:11; Harvin Dep. Tr. 83:3-8.

and Robert Harvin.<sup>65</sup> Their testimony, however, confirms that measures to ensure these anti-discrimination and anti-retaliation policies were enforced were minimal. For instance, former Deputy Chief and EEO Coordinator Raphael Grant testified his only actions to ensure the Department was free from discrimination were limited to “ensuring that the EEO posters were posted around the Department,” and sending “out quarterly e-mails [that] reference how to ifle an EEO complaint.”<sup>66</sup> In fact, Deputy Chief Grant testified that the only thing he himself did to ensure that commanders or managers strictly enforced the discrimination policy promptly and appropriately was to attend the Academy-run trainings himself.<sup>67</sup> During Deputy Chief Robert Harvin’s tenure as EEO Coordinator, he testified that his efforts to enforce his anti-discrimination policies were limited to sending quarterly emails and providing the EEO training, which (for the reasons described above) were not adequate.<sup>68</sup>

48. The Department’s failure to enforce its anti-discrimination and anti-harassment policies is reflected by the lack of consequences for officers who fail to adhere to these policies. For instance, during Chief Stawinski’s tenure, despite numerous instances of racist or discriminatory conduct on the force (discussed

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<sup>65</sup> Stawinski Dep. Tr. 87:4-90:11.

<sup>66</sup> Grant Dep. Tr. 35:19-22, 35:25-36:1.

<sup>67</sup> Grant Dep. Tr. 46:5-17.

<sup>68</sup> Harvin Dep. Tr. 52:5-53:14; 152:1-11; *see also* Powell Dep. Tr. 25:3-26:10.

below) the Department never relieved any Commander or Manager of their command for failing to ensure their command was free from harassment or discrimination.<sup>69</sup> Nor was any Commander or Manager ever disciplined for failing to ensure that their command was free from harassment or discrimination during Chief Stawinski's tenure.<sup>70</sup>

49. Moreover, during Chief Stawinski's tenure, no supervisor was investigated for failing to ensure that their command was free from harassment or discrimination.<sup>71</sup> Nor had any supervisor been disciplined during Chief Stawinski's tenure for failing to take prompt and appropriate corrective action when they were made aware of conduct that may be interpreted as discrimination or harassment.<sup>72</sup>

50. It was the Department's practice that complaints of racial harassment or discrimination were not investigated by Internal Affairs if the complainant filed a charge or complaint with the Equal Employment Opportunity Commission.<sup>73</sup> The Department's 30(b)(6) witness for Internal Affairs Division matters testified that if a complaint related to discrimination or harassment was received by Internal

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<sup>69</sup> Stawinski Dep. Tr. 91:14-25, 94:24-95:6; Velez Dep. Tr. 173:9-13; Grant Dep. Tr. 44:24-45:3.

<sup>70</sup> Stawinski Dep. Tr. 93:3-13; Velez Dep. Tr. 173:15-20; Grant Dep. Tr. 44:19-23.

<sup>71</sup> Stawinski Dep. Tr. 93:3-13; Velez Dep. Tr. 173:15-20; Grant Dep. Tr. 44:19-23.

<sup>72</sup> Stawinski Dep. Tr. 93:14-94:4; Grant Dep. Tr. 46:5-49:16.

<sup>73</sup> McCreary Dep. Tr. 42:17-43:7.

Affairs, that complaint is sent to the EEO Coordinator, who “makes the determination on whether it falls within the realm of an EEOC complaint.”<sup>74</sup> If the EEO Coordinator determines that the complaint “falls within the realm of an EEOC complaint,” then the complaint “would remain with the EEOC coordinator” and no parallel Internal Affairs Division investigation would be conducted.<sup>75</sup> This policy treats officers who file EEO complaints differently than officers who file all other types of complaints, which are investigated by IAD on the basis of the allegations. It makes no sense to stop an investigation merely because the officer indicates they have or intend to file a charge with the EEOC—all complaints should be evaluated for merit, and if the complaint has merit, it should be investigated. It also makes no sense that, by policy, a minority civilian’s discrimination or harassment complaint would be investigated by IAD, but a similar complaint from a minority police officer, by an unwritten policy, would not.

51. The Department similarly failed to enforce adequately its anti-retaliation policies. As confirmed by several command staff, including Chief Stawinski and Acting Chief Velez, the Department never conducted any audit,

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<sup>74</sup> McCreary Dep. Tr. 42:22-24.

<sup>75</sup> McCreary Dep. Tr. 43:3-7.

survey assessment or review to determine whether retaliatory acts against complainants or witnesses had occurred.<sup>76</sup>

52. Department leadership similarly could not identify a single instance in which a supervisor, commander, or manager was ever investigated, terminated, or disciplined for failure to enforce the provision of the Department's anti-retaliation policy, or the Department's "no contact" policy that the officer against whom allegations were made shall not have contact with the complainant and witness.<sup>77</sup> Nor could they identify any supervisor, commander, or manager lost their command for failure to enforce the "no-contact" policy during Chief Stawinski's tenure.<sup>78</sup> Witnesses similarly testified that during Chief Stawinski's tenure, no officer was ever investigated<sup>79</sup> or disciplined<sup>80</sup> for engaging in retaliatory acts against complainants or witnesses.

**C. The Department Does Not Treat Complaints About Racial Harassment or Discrimination Appropriately**

53. It is the responsibility of the Prince George's County Police Department to treat allegations of racial discrimination and harassment seriously.

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<sup>76</sup> McCreary Dep. Tr. 182:5-25; Velez Dep. Tr. 146:20-148:13; Stawinski Dep. Tr. 52:22-53:23.

<sup>77</sup> Stawinski Dep. Tr. 57:8-58:19; Velez Dep. Tr. 155:7-156:1.

<sup>78</sup> Stawinski Dep. Tr. 57:13-17; Velez Dep. Tr. 155:12-16.

<sup>79</sup> Stawinski Dep. Tr. 54:21-55:21; Velez Dep. Tr. 147:10-152:4; McCreary Dep. Tr. 183:15-184-25; Grant Dep. Tr. 50:8-51:1; Mills Dep. Tr. 32:22-33:18; ; Powell Dep. Tr. 54:21-55:2.

<sup>80</sup> Stawinski Dep. Tr. 52:24-54:20; Velez Dep. Tr. 147:10-152:4; McCreary Dep. Tr. 183:15-184-25; Grant Dep. Tr. 50:8-51:1; Mills Dep. Tr. 31:20-32:21; Powell Dep. Tr. 54:15-17.

When allegations of discriminatory conduct by a law enforcement officer are presented, they should be investigated and violations should be disciplined appropriately.

54. The Department has certain policies that speak to issues of racial discrimination and harassment. As noted above, the Department has General Order Volume I, Chapter 12,<sup>81</sup> which is its general policy that addresses racial discrimination and harassment.

55. In addition, the Department has certain specific policies regarding the investigation and discipline of racial discrimination and harassment. For example:

- a. General Order Volume I, Chapter 4 concerns “complaints,” and covers both internal and external complaints. Chapter 4 Paragraph V.7 states that certain types of serious complaints, including “use of force, abusive language, harassment . . . must be investigated by IAD.”<sup>82</sup>
- b. General Order Volume I, Chapter 4 Paragraph V.10<sup>83</sup> concerns complaints of “bias-based profiling” and states that “Officers are prohibited from using bias-based profiling.” That section also

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<sup>81</sup> General Order, Vol. I, Ch. 12 (Discrimination & Sexual Harassment).

<sup>82</sup> General Order, Vol. I, Ch. 4 § V.7 (Complaints: Complaint Assignment).

<sup>83</sup> General Order, Vol. I, Ch. 4 § V.10 (Complaints: Bias-Based Profiling).

provides that there is to be “annual training” and “re-training on profiling,” and that the “Commander, IAD, shall submit a monthly report to the Chief of Police that summarizes all complaints of profiling against Departmental employees” and “the Commander, IAD, shall conduct an annual analysis of complaints and investigations, and submit a report to the Chief of Police.” *Id.*

- c. General Order Volume I, Chapter 11<sup>84</sup> concerns “Discipline.” The Department has policies that treat certain types of serious complaints, such as use of “discriminatory language” or “excessive force” warrant the most severe “Category IV” discipline, which include reduction of rank, removal from the promotional cycle, suspensions exceeding 40 hours, and termination.

56. There is also a significant inconsistency in Department policy concerning investigation of complaints of racial harassment and discrimination. While General Order Volume I, Chapter 4, Paragraph V.7<sup>85</sup> states that serious complaints (including harassment and abusive language) “must be investigated” by the Internal Affairs Division, another policy directs such complaints in the first

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<sup>84</sup> General Order, Vol. I, Ch.11 (Discipline).

<sup>85</sup> General Order, Vol. I, Ch. 4 § V.7 (Complaints: Complaint Assignment).

instance to be addressed by the employee's supervisor and through direct confrontation:

**2. Internal Complaints:** Attempts will be made to settle discrimination complaints at the employee/supervisory level by dialogue between the Parties concerned . . . When an employee observes behavior or finds a casual remark to be offensive, the employee is encouraged to confront the offender and make it clear that the offensive behavior must stop. General Order, Vol. I, Ch. 12, § V.2.<sup>86</sup>

57. Contrary to the Department's policies, based on my review of the available evidence, complaints of racial discrimination and harassment are usually not investigated at all. As discussed below in paragraphs 67 and 68, the few instances that Defendants have identified that were formally investigated have not been adequately investigated.<sup>87</sup> Moreover, former Chief Stawinski and other witnesses testified that the Department's unwritten policy is that when complaints of discrimination are discovered to be associated with an EEO charge, they will not be investigated.<sup>88</sup> Record evidence also indicates that if an investigation was

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<sup>86</sup> General Order, Vol. I, Ch. 12 § V.2 (Discrimination & Sexual Harassment: Internal Complaints).

<sup>87</sup> The Defendants identified such a list of cases at PG0000001362-63. In addition to these matters, I have independently reviewed to see whether the matters the Defendants have identified where EEOC charges were filed were also investigated by the Department. These matters are discussed in paragraph 67 below.

<sup>88</sup> Harvin Dep. Tr. 145:11-146:13; Grant Dep. Tr. 76:16-77:2; Powell Dep. Tr. 59:8-15.



underway and the complainant files an EEO charge, the investigation is terminated and the cases closed.<sup>89</sup> These matters are discussed below.

58. The lack of investigation into complaints of racial discrimination and harassment is confirmed by the (i) examination of the Department's response to the Department of Justice, (ii) examination of the Department's response to formal charges of discrimination filed with the U.S. Equal Employment Opportunity Commission (EEOC), (iii) review of the Department's IAPro database, and (iv) specific incidents identified in the Complaint and by the Plaintiffs.

59. In conjunction with responding to requests by the Department of Justice investigation to identify "[a]ny and all Internal Affairs investigative case files . . . involving employment-related allegations including . . . discrimination, unfair treatment, disparate treatment, bias, harassment, race . . . retaliation, [and] hostile work environment," the Defendants identified a handful of investigations between 2013 and 2019 which involved a complaint that a white (or unknown) officer engaged in racist conduct.<sup>90</sup>

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<sup>89</sup> Grant Dep. Tr. 76:16-77:2; Harvin Dep. Tr. 145:11-146:13; Powell Dep. Tr. 59:8-15; IA2015-092 (PG0000042371-42436 at 42391).

<sup>90</sup> PG0000001362-63; PG0000852473. The Defendants' lists of such incidents also included several matters where a white officer filed a complaint, and three matters where a minority complainant does not appear to be alleging racist conduct. IAQ2015-021 (Officer A-1/Captain F-1); IA2014-017 (Officer T-3/Lieutenant S-4); IA2018-012 (Unknown/Officer D-1).

60. As discussed below, the evidence indicates that these investigations represent a small number of the incidents that were brought to the Department's attention.

61. For example, in response to discovery requests, the Defendants have identified approximately 57 matters where a PGPD officer or employee filed a formal charge with the EEOC.<sup>91</sup> Of these 57 charges, there is no record in the materials produced of any investigation (by Internal Affairs or by field command) for 49 of these.<sup>92</sup> In other words, over 85 percent of complaints of discrimination or harassment did not result in a formal investigation.

62. The Department's discrimination and harassment policy provides that in the event the supervisor cannot resolve the matter, employees have recourse to the Department's Equal Employment Opportunity Coordinator or Assistant Coordinator. General Order, Vol. I, Ch. 12 § V.2-3.<sup>93</sup> The same policy states that the EEO Coordinator and Assistant Coordinator are required to meet and discuss "a method of resolution with the employee," which methods of resolution include "investigation" and making a "final determination." *Id.* In response to discovery

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<sup>91</sup> PG0000001364-1372; PG0000936765-93769.

<sup>92</sup> There is overlap between these cases and the cases the Department identified for the Department of Justice. IA2015-092, IA2016-008, and IA2013-075 are on both lists.

<sup>93</sup> General Order, Vol. I, Ch. 12 § V.2-3 (Discrimination & Sexual Harassment: Internal Complaints, Complaint Procedures).

requests, I understand the Defendants have not identified any investigations or final determinations made by the EEO Coordinator or Assistant Coordinator, nor (with one exception) have they produced any document indicating that any such investigations or determinations were made.<sup>94</sup> At his deposition, Deputy Chief Grant, who served as the EEO Coordinator, stated that he did not meet with the complainants or conduct an investigation if the complainant had filed an EEO charge, and that he only interviewed only a single complainant.<sup>95</sup> Deputy Chiefs Harvin and Powell confirmed that this was their practice as EEO Coordinators as well. Deputy Chief Powell confirmed that it was his practice as EEO Coordinator to not undertake a screening interview with a complainant if the case is associated with an EEO charge.<sup>96</sup> Deputy Chief Powell could not point to any written policy providing that an EEO charge should preclude the Department's EEO Coordinator from conducting a parallel investigation,<sup>97</sup> while Deputy Chief Harvin attributed this policy to a directive from the County Law Office.<sup>98</sup> I also understand that in

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<sup>94</sup> Prince George's County's Objections and Answers to UBPOA's First Set of Interrogatories No 2; Prince George's County's Objections and Answers to Plaintiffs' Fourth Set of Interrogatories Nos. 10 & 11. The sole exception produced in discovery is that Deputy Chief Grant wrote a memorandum closing the internal review of Captain Perez's October 2016 EEO complaint, as it related to Major Mills. PG00000660022-23. Deputy Chief Grant testified that he interviewed Perez and Mills, but did not interview the other subjects of Perez's complaint (Chief Stawinski and Major Alexander) or anyone else. Grant Dep. Tr. 168:24-173:4.

<sup>95</sup> Grant Dep. Tr. 76:25-77-19, 81:18-24.

<sup>96</sup> Powell Dep. Tr. 59:8-15.

<sup>97</sup> Powell Dep. Tr. 59:21-24.

<sup>98</sup> Harvin Dep. Tr. 142:9-19.

response to discovery requests, the Defendants have neither identified nor produced any instances where the EEO Coordinator or Assistant Coordinator referred an allegation of discrimination or harassment to IAD.<sup>99</sup>

63. The IPro database, as described below, also confirms that contrary to Department policy under General Order Volume I, Chapter 4, § V.7,<sup>100</sup> which states that certain types of serious complaints “must be investigated by IAD,” there are a number of cases involving allegations of racial harassment, abusive language, use of force, and criminal misconduct that were left to the field command to investigate or were treated as “inquiries” and closed without investigation. I have attached a schedule of these matters as Exhibit A.

64. This policy violation and relegation of serious allegations of racist conduct to the field for investigation is consistent with what I have observed in the record, as well as information the plaintiffs have provided. For example, the record indicates that in May 2017, IAD Commander Kathleen Mills was presented with two separate allegations of racial harassment by Sergeant Darrin Rush made by officers under his direct supervision, Police Officer Latashia Pinckney and Corporal Terrence Brown.<sup>101</sup> These allegations followed several other complaints

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<sup>99</sup> Prince George’s County’s Objections and Answers to UBPOA’s First Set of Interrogatories No 3.

<sup>100</sup> General Order, Vol. I, Ch. 4 § V.7 (Complaints: Complaint Assignment).

<sup>101</sup> PG0000156074-156106 at 156075-077 and 156089-156101.

against Sgt. Rush for engaging in racist behavior (one of which was sustained),<sup>102</sup> and HNLEA and UBPOA specifically brought to Chief Stawinski's attention on May 8, 2017.<sup>103</sup> Adhering to the Department's Complaint Policy regarding harassment, these matters were brought to IAD Commander Mills' attention by confidential emails from PO Pinckney and Cpl. T. Brown. On May 16, 2017, in a breach of Policy regarding Internal Complaints and confidentiality, Commander Mills assigned the complaints back to the field, to their District Commander (Major Guixens) to be addressed;<sup>104</sup> Commander Mills specifically notified both Chief Stawinski and Assistant Chief Velez that she was sending PO Pinckney's and Cpl. Brown's confidential complaints back to Commander Guixens.<sup>105</sup> There are several notable aspects of this episode:

- At her deposition, Commander Mills attributed the decision to assign these matters back to the field to Captain Art'z Watkins, who made the determination without having interviewed the complainants or having conducted any investigation.<sup>106</sup> As senior Internal Affairs

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<sup>102</sup> Compl. ¶ 61(b); IA2016-008 (PG0000043186-43284) and IA2016-034 (PG0000025286-25415).

<sup>103</sup> PG00000155747.

<sup>104</sup> PG0000156074-156106 at 156078 and 156102; Mills Dep. Tr. 354:4-356:10; Watkins Dep. Tr. 227:3-7.

<sup>105</sup> PG0000162779-162780.

<sup>106</sup> Mills Dep. Tr. 354:4-355:1; Watkins Dep. Tr. 233:24-8 , 235-20-236:8.

officers, both Major Mills and Captain Watkins should understand the Department's policies regarding investigation of harassment and discrimination complaints. Neither Major Mills, nor the Chief, nor the Assistant Chief tried to stop this reassignment to the District Commander, which was in breach of Department policies. Indeed, it was Major Mills, not Watkins, who authored the email referring the employees back to their Commanders, and in so doing, breached the Department's policies regarding handling complaints of harassment and to keep complaints confidential.

- Commander Mills knew the complaints were confidential as she notified both Officers Pinckney and Brown by email that their “confidential complaints” were sent back to their Commander, Major Rosa Guixens.<sup>107</sup>
- If Commander Mills believed the complaints were only related to the Harassment and Discrimination Policy, Commander Mills had no authority under the General Orders to refer the complaints to the field; under the General Orders, that authority is only given to the EEO

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<sup>107</sup> PG0000156074-156106 at 156078 and 156103.

Coordinator and only after meeting and discussing the claim with the grievant. General Order Vol. I, Ch. 12 § V.3.<sup>108</sup>

- In violation of the Department's Discrimination and Sexual Harassment Policy, Commander Mills wrote to the complainants, "in the event that your Commander cannot rectify this situation, she will consult with me to determine the next best course of action."<sup>109</sup>
- Commander Mills also violated the IAD Standard Operating Procedures by failing to provide the referred complaints to the Administrative Staff to assign case numbers and be entered into the IAPro case management system.<sup>110</sup>
- There is no evidence in IAPro or the Internal Affairs investigative files produced by the Department that there was any investigation into Sgt. Rush's conduct concerning these complaints. At his deposition, Captain Watkins confirmed that no investigation was conducted by Internal Affairs into either complaint before sending it back to the District Commander.<sup>111</sup>

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<sup>108</sup> PG0000000595-598 at 597.

<sup>109</sup> PG0000156074-156106 at 156078.

<sup>110</sup> IAD Standard Operating Procedures C1-C3, C5 & C8 (PG0000000497-530); Mills Dep. Tr. 357:9-12.

<sup>111</sup> Watkins Dep. Tr. 235:20-236:8.

- There is no evidence that the field Commander addressed these discrimination complaints or that anyone at senior levels in the Department took them seriously. Both Chief Stawinski and Acting Chief Velez concurred with the decision.<sup>112</sup> And high-ranking personnel directing the resolution of this matter made light of its importance. For example, the officers' Commander, Major Guixens, in a mocking email back to Commander Mills wrote "I'm a little let down.....I was expecting more. LMAO." Mills wrote back, "Shut up." Emails between Mills' subordinate Captain A. Watkins and Glenn Long were similar. Long characterized the complaints against Sergeant Rush as "Unbelievable ...." Captain Watkins wrote back, "Lol."<sup>113</sup>
- There is no evidence that Sgt. Rush was separated from the complainants or that he or other supervisors were admonished not to retaliate. Rather, as discussed below in paragraph 144, both Officers Pinckney and Brown experienced retaliatory transfers after filing their complaints.

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<sup>112</sup> PG0000165875-165876 at 165875; Mills Dep. Tr. 355:13-22.

<sup>113</sup> PG0000168875-168876 at 168875; PG000180150 (senior IAD officer saying "LOL").



65. It is not clear how many other such complaints came to Commander Mills' attention and were dealt with in a similar fashion. It is notable, however, that several of the incidents identified by the Department to the Department of Justice were similarly referred to the field and handled by field supervisors.<sup>114</sup>

66. The Plaintiffs have identified a number of other incidents in their complaint and discovery responses where no investigation appears to have been conducted. For each of the following matters, there is no indication in the IAPro database or the Internal Affairs files produced by Defendants that there has been any investigation into the following matters:

- a. During a recruiting meeting in December 2016 to discuss new applicants, Major Misty Mints made a derogatory comment about Nigerian-Americans. Although Lieutenant Thomas Boone complained to several senior members of the Department,<sup>115</sup> there is no indication in IAPro or the Defendants' discovery responses that this matter was investigated or Major Mints was disciplined. As discussed in more detail below, Major Mints was subject to another complaint of discriminatory conduct by a community organization. As noted below in Paragraph 144, following the lodging of his complaint, Lt. Boone was transferred.
- b. In April 2016, a complaint was made regarding an offensive personalized license plate by a Sergeant assigned to IAD (Lieutenant Brian Selway), which was an acronym for "Go F\*\*\* Yourself Obama." Although a complaint was made about this

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<sup>114</sup> PG0000001362-1363.

<sup>115</sup> PG0000334331; Compl. ¶ 122.

matter,<sup>116</sup> there is no indication in IAPro or the Defendants' discovery responses that this matter was investigated, apparently because Lt. Selway reported he would remove the license plate.<sup>117</sup> In early 2017, it became apparent that Lt. Selway was using the license plate again, complaints were filed (including an external complaint from the Department of Motor Vehicles, which had directed Lt. Selway to return the plate), and Chief Stawinski indicated he was aware about the incident during a press conference.<sup>118</sup> There is no evidence that Lt. Selway was investigated or disciplined over this matter.<sup>119</sup>

- c. During a community K-9 demonstration to a group of students, a white corporal (Corporal S-4) said "if a black bad guy is running and he drops a cell phone or he drops this piece of leather that may have evidence or DNA on it, or he fired a gun and it may have that shell there."<sup>120</sup> There were multiple civilian complaints about this incident. Major Mills and Captain Watkins were both aware of these citizen complaints, and Major Mills directed Captain Watkins to maintain a file with all citizen complaints related to this incident, which does not appear to have been produced in discovery.<sup>121</sup> The incident was captured on video, Chief Stawinski publicly apologized for the incident, and the incident was broadcast on local news, but there is no indication in IAPro or the Defendants' discovery responses that Corporal Corporal S-4 was

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<sup>116</sup> Compl. ¶ 61(d); PG0000020673-20697 at 20676; PG0000169720-169725.

<sup>117</sup> PG000020673-20697 at 20694.

<sup>118</sup> See <https://pgpolice.blogspot.com/2017/02/todays-full-length-press-conference.html> (at 07:06).

<sup>119</sup> See Defendant Prince George County's Objections and Answers to Plaintiff United Black Police Officers Association's First Set of Interrogatories No. 7.

<sup>120</sup> PG00000171860-171867; Compl. ¶ 253.

<sup>121</sup> Mills Dep. Tr. 73:6-14; Watkins Dep. Tr. 202:6-8, 205:12-206:15.

investigated or disciplined.<sup>122</sup> At her deposition, Major Mills confirmed that Internal Affairs did not investigate that incident.<sup>123</sup>

- d. In June 2015, a white officer posted, in the Homicide Unit of the Criminal Investigation Division, derogatory images of Major [REDACTED] <sup>Maj. Q-1</sup>, a senior Hispanic officer in the Department, including images where he was given “googly” eyes and another where he was depicted as a voodoo doll, and accompanied by captions making light of his ethnicity (“I want to wish everyone Cinco de Mayo”).<sup>124</sup> The Department was made aware of the images on June 10, 2015. Internal Affairs did not open an investigation into the matter.<sup>125</sup> Rather, Internal Affairs considered the matter closed after the pictures were removed without any further investigation into the matter, and no individual was disciplined for making the derogatory images.<sup>126</sup> In May 2016, a white officer, Sergeant Kerry Jernigan, circulated the images to various members of the Department by email.<sup>127</sup> Although there was a complaint about this matter, Internal Affairs took no further action after learning that Sergeant Jernigan, who had retired, had his email access revoked; IAD conducted no further investigation, and considered the matter resolved.<sup>128</sup> Major Mills’s memo concluded that Sergeant Jernigan’s conduct “stemmed from a transfer he deemed as punitive.” This is the only basis provided in Major Mills’s

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<sup>122</sup> PG00000084440-84446 at 84441 and 84446; PG0000431462-431463; Defendant Prince George County’s Objections and Answers to Plaintiff United Black Police Officers Association’s First Set of Interrogatories No. 7; Lorenzo Hall, *Chief apologizes after ‘bad black guy’ example used by Md. Officer teaching kids about K-9s* (Aug. 18, 2018), <https://www.wusa9.com/article/news/local/maryland/chief-apologizes-after-black-bad-guy-example-used-by-md-officer-teaching-kids-about-k-9s/65-588570746>.

<sup>123</sup> Mills Dep. Tr. 70:16-19.

<sup>124</sup> PG00000972106; Compl. ¶ 61(c); Joseph Perez’s Supplemental Responses and Objections to Defendant’s First Set of Interrogatories No. 1, at 21, 27; PG0000166349-166350; PG0000166322-166323.

<sup>125</sup> PG00000972106.

<sup>126</sup> PG00000972106.

<sup>127</sup> PG00000972107.

<sup>128</sup> PG00000972107.

conclusion that Sergeant Jernigan's misconduct "was a personal one and not a racial one."<sup>129</sup>

- e. In 2016, Lieutenant Scott Finn made a derisive comment about "Black lives matter" activists and was quoted in the Washington Post and New York Times.<sup>130</sup> Although this statement was the subject of a complaint and Lt. Finn was the subject of other complaints for use of language,<sup>131</sup> there is no indication in the IAPro data produced or Defendants' discovery responses that this matter was investigated or Lt. Finn was disciplined.
- f. Corporal Steven Jones made a series of negative comments about Black civilians and officers, including that "at least slaves had food and a place to live" referring to President Obama as a "coon," and referring to a black officer as a "signal 7."<sup>132</sup> Cpl. Jones also defended the Ku Klux Klan and equated the Black Lives Matter Movement with the Ku Klux Klan.<sup>133</sup> Cpl. Jones was the subject of complaints made to Major Misty Mints (who advised that she did not want to hear about discrimination), Lieutenant Thomas Calmon (who denied a request for a meeting to discuss the complaint), as well as the EEO Coordinator (who acknowledged the complaint but did not schedule a meeting with the complainant).<sup>134</sup> There is no indication in the IAPro data produced or Defendants' discovery responses that this matter was investigated or Cpl. Jones was disciplined.

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<sup>129</sup> PG00000972107.

<sup>130</sup> Compl. ¶ 61(g); *see also* Radley Balko, Washington Post, *Scott Finn, model cop for a model police department* (July 27, 2016), <https://www.washingtonpost.com/news/the-watch/wp/2016/07/27/scott-finn-model-cop-for-a-model-police-department/>; The New York Times, *One Police Shift: Patrolling an Anxious America* (July 23, 2016), <https://www.nytimes.com/2016/07/24/us/police-ridealongs.html>.

<sup>131</sup> IA2004-017 (PG0000783482-783871); IA2014-069 (PG0000113804-113898). [REDACTED] also had recent complaints for use of force. IA2014-006 (PG0000045906-46095); IA2014-100 (PG0000046241-46302).

<sup>132</sup> Declaration of Chris Smith ¶¶ 6-17.

<sup>133</sup> Declaration of Chris Smith ¶¶ 6-17.

<sup>134</sup> Compl. ¶ 61(f); Declaration of Chris Smith ¶¶ 6-17; PG0000254415-254416.

- g. In response to a communication to the Department announcing the establishment of the United Black Police Officers Association in August 2016, numerous senior white officers, including Lt. Finn and Major Crandall Weaver, sent derogatory responses.<sup>135</sup> There is no indication in IAPro that any of these officers were ever investigated.<sup>136</sup>

67. The Plaintiffs have also identified a number of other instances where, although an investigation was opened, the investigation was inadequate. This includes the few cases where an EEOC charge was filed that were investigated by IAD. Notably, four of these cases were administratively closed, one was handled as a field inquiry, and the remaining two failed to consider the pendency of other related charges against the respondent. Specifically:

- a. **Miller/Rush**: Corporal Sean G. Miller filed an EEO charge alleging racial discrimination (harassment and unequal treatment) from Sgt. Rush (EEO Charge No. 531-2016-01761).<sup>137</sup> There was a related IA investigation (IA2016-034) of Sgt. Rush based on the complaint filed by Cpl. Miller alleging that Sgt. Rush (1) used the word “nigga” multiple times in reading a text message that was part of an evidence of investigation, (2) asked to see a picture of Cpl. Miller’s fiancée and upon finding out that she was Mexican-American, commenting she was cheating “cuz that’s what they [Latinos] do” and that “all Latino women are whores,” and (3) said in March 2016 “I can’t wait to see Donald Trump check these Hispanics.”<sup>138</sup> Sgt. Rush was exonerated of a use of language charge, and his unbecoming conduct charges were non-sustained. From my review of the file, the investigator did not appear to consider that other similar charges had been brought against Sgt.

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<sup>135</sup> See, e.g., PG0000111973 and PG0000111979.

<sup>136</sup> Defendant PG County’s Plaintiff UBPOA’s First Set of Interrogatories No. 7.

<sup>137</sup> Compl. ¶ 61(b); PG0000002232-2270.

<sup>138</sup> IA2016-034 (PG00000042437-42543) at 42453, 42479, 42483; PG00000104392.

Rush, nor was there inquiry into whether Sgt. Rush engaged in other discriminatory conduct.

- b. **Dadzie/Rodgers**: Sergeant Kwesi P. Dadzie filed an EEO charge alleging retaliation and discrimination based on race from Sergeant James S. Rodgers (EEO Charge No. 531-2012-02186C).<sup>139</sup> IAPro indicates there was a related IA investigation (IA2012-063)<sup>140</sup> based on the complaint filed by Sgt. Dadzie alleging that (1) Sgt. Rodgers used profanity and created hostile work environment, (2) made unprofessional comments about personal appearance, and (3) treated Sgt. Dadzie unfairly. Specifically, Sgt. Dadzie complained that Sgt. Rodgers made derogatory references to his African heritage and referred to his “big African feet.”<sup>141</sup> The IAD Investigation was administratively closed without finding.<sup>142</sup> The EEO file indicates there was a confidential settlement agreement.<sup>143</sup> I understand the Department has not produced this file in discovery.
- c. **McCaskill/Rodgers**: Corporal Tahicia L. McCaskill filed an EEO complaint alleging disparate treatment from Sgt. Rodgers (discussed above) relating to disciplinary action (EEO Charge No. 531-2014-00065C).<sup>144</sup> Cpl. McCaskill also filed an IA complaint (IA2013-075)<sup>145</sup> against Sgt. Rodgers alleging that Sgt. Rodgers made constant disparaging, disrespectful, and discriminating remarks during roll call. Sgt. Rodgers was charged with unbecoming conduct and use of language, but both charges were non-sustained; IAD should have taken into account that Sgt. Rodgers was the subject of a prior complaint. The EEO filed indicates there was a confidential settlement agreement.<sup>146</sup> Although the investigator appears to have interviewed a number of

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<sup>139</sup> PG0000001968-2028 at 1968.

<sup>140</sup> IAPro Entry for IA2012-063 (file not produced).

<sup>141</sup> PG0000001968-2028 at 1968.

<sup>142</sup> IAPro Entry for IA2012-063 (file not produced).

<sup>143</sup> PG0000001968-2028 at 1970-73.

<sup>144</sup> PG0000002223-2270 at 2223-2230.

<sup>145</sup> IA2013-075 (PG0000041479-41834).

<sup>146</sup> PG0000002223-2270 at 2226-2228.

witnesses, the file does not reflect that there was any consideration that Sgt. Rodgers had been accused of discriminatory conduct in another matter.<sup>147</sup>

- d. **Sharpe/Rush/Mrotek/RID/Roberry Suppression Team December 2015 Incident** (IA2015-092): POFC Earl E. Sharpe, Jr. filed two separate EEO charges regarding the conditions at the RID/RST unit. POFC Sharpe alleged race discrimination and retaliation in the first charge (531-2016-00712), and alleged race discrimination in the second charge (531-2017-01180).<sup>148</sup> There was a related IA investigation (IA2015-092), which commenced after IAD received an anonymous complaint about a pervasive racially hostile environment in the RID unit, which was under the command of Lieutenant Sunny Mrotek, and concerned allegations about discriminatory conduct by Sgt. Rush and Detective Corporal Darryl Wormuth.<sup>149</sup> The IAD investigator interviewed three witnesses, all of whom confirmed that there were pervasive issues with Sgt. Rush and Det. Wormuth's discriminatory conduct, and that Lt. Mrotek supported them; one witness identified seven other minority officers who would corroborate events.<sup>150</sup> Before those witnesses were interviewed, IAD administratively closed the matter.<sup>151</sup> Materials produced in discovery reflect that POFC Sharpe sent the EEO Coordinator an email identifying additional racist incidents, a history of discriminatory transfers, and identifying ten witnesses; there is no indication in the record that these individuals were ever interviewed.<sup>152</sup>
- e. **Wyche/Schreiber**: Corporal Omba M. Wyche, a Black officer of African descent, filed an EEO charge alleging harassment and intimidation from Sergeant Jeffrey Schreiber based on national origin (EEO Charge No. 531-2013-01057). IAPro indicates there

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<sup>147</sup> PG0000002223-2270 at 2223-2230.

<sup>148</sup> PG0000157216 and PG0000657800.

<sup>149</sup> Compl. ¶ 61(b); IA2015-092 (PG0000042371-42436 at 42378).

<sup>150</sup> IA2015-092 (PG0000042371-42436 at 42418-20).

<sup>151</sup> IA2015-092 (PG0000042371-42436 at 42391).

<sup>152</sup> PG0000658128-658130.



was a related IA investigation (IA2013-029)<sup>153</sup> of Sgt. Schreiber based on a complaint filed by Cpl. Wyche alleging that Sgt. Schreiber posted inappropriate comments about a command officer on Facebook (IA2013-029). Sgt. Schreiber was charged with unbecoming conduct, which was found to be unfounded. I understand the Department has not produced this file in discovery.

- f. **Nelson/Fair**: Civilian Employee Teresa N. Nelson filed an EEO charge alleging race and disability-based discrimination from Angela Fair (EEO Charge No. 531-2017-00157). There was a related IA investigation (IA2016-071)<sup>154</sup> of Fair based on a complaint alleging unfair treatment and discrimination due to race and medical condition (IA2016-071). The investigation was administratively closed.
- g. **Chambers/Norton**: Police Officer Sharon L. Chambers filed an EEO charge alleging discrimination from Sergeant Christine Norton (EEO Charge No. 531-2019-00277).<sup>155</sup> PO Chambers alleged that Sgt. Norton (1) called her a “Sig 7,” which is a Department code for a suspicious person and a derogatory term when used to question an officer’s integrity, (2) called her a disgrace to the police department, and (3) singled her out for discipline. PO Chambers specifically noted that Lieutenant Ray Aure and others in the station were notified of Sgt. Norton’s conduct, and apparently did nothing. Although this matter was subsequently brought to the attention of IAD during the course of another investigation,<sup>156</sup> Commander Mills referred the complaint back to PO Chambers District Station to be handled as an inquiry by the field commander, Lt. Aure.<sup>157</sup> Before making the decision to send the matter to the field commander, Internal Affairs did not

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<sup>153</sup> PG0000001798-1802; IAPro Entry for IA2013-029 (file not produced).

<sup>154</sup> PG0000158497; IA2016-071 (PGIAD0000088985-89011).

<sup>155</sup> PGPD-CHA-0001334-1352 at 1352.

<sup>156</sup> FCIQ2018-068 (PG0000121755-121799 at 121782); Mills Dep. Tr. 310:18-311:1.

<sup>157</sup> FCIQ2018-068 (PG0000121755-121799); Mills Dep. Tr. 311:17-313:19.



conduct any investigation into the allegations, and did not interview Officer Chambers.<sup>158</sup> Lt. Aure had an obvious conflict that the IAD Commander and the District Commander should have recognized. During his investigation, Lt. Aure did not question Sgt. Norton or explain why he and others failed to report a discrimination complaint; rather, Lt. Aure closed the inquiry without any action taken against Sgt. Norton.<sup>159</sup>

68. From my review, there are several other matters (in addition to those listed above) where the investigation was inadequate because the investigators did not pursue leads, did not make basic inquiries, and failed to conduct fair and complete investigations. These are some examples of such matters:

- a. **“Color Guard” Incident: (SI2017-008)**: In February 2017, an unknown individual vandalized a locker in the Special Operations Division “Color Guard” by crossing out the word “Color” and writing “African-American.”<sup>160</sup> The investigation was primarily conducted by Corporal Brian Medina, assisted by Sergeant Tina Blackistone, and supervised by Lieutenant Darden. In the Administrative Closure Memo, Darden wrote that Captain Perez had forwarded a picture of the vandalized locker to the Chief of Police and stated that the incident occurred on February 6, 2017.<sup>161</sup> In fact, according to the transcript of the interview conducted by Medina, Captain Perez stated an unnamed person texted the picture to him and that he (Perez) had “no idea” when the picture was taken and forwarded the text of the picture saying it “happened on Monday” to Chief Stawinski on February 7.<sup>162</sup> The other witness told Medina that he did not recall when the incident occurred, but had the date written down; Medina never followed up to pinpoint

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<sup>158</sup> Mills Dep. Tr. 310:13-313:13; Watkins Dep. Tr. 257:16-260:9.

<sup>159</sup> FCIQ2018-068 (PG0000121755-121799 at 121756).

<sup>160</sup> Compl. ¶ 61(i); SI2017-008 (PG0000024868-25099 at 24869).

<sup>161</sup> SI2017-008 (PG0000024868-25099 at 24869).

<sup>162</sup> SI2017-008 (PG0000024868-25099 at 24905).

the date.<sup>163</sup> The investigators concluded, with little factual basis, that the incident occurred on Monday, February 6, and the IAD investigators cited this misinterpretation of Perez’s statement to limit the investigation to 59 employees who scanned into the building on February 6, 2017. Major Mills testified that she, the investigator, and Captain Smith agreed that the most “expeditious[]” course of action was to have the employees fill out a two-page questionnaire.<sup>164</sup> None of the questionnaires resulted in any further investigation even though three employees wrote that they had seen the vandalism and were offended. There were no follow-up interviews to determine whether these individuals knew anything more, establish the date and time they observed the vandalism, or inquiry into why they failed to report the incident. The matter was administratively closed, and no one was disciplined, in spite of clear policy violations of failing to report discrimination and the failure of managers to keep their commands free from harassment and discrimination. Several drafts of the closure report recommend that the unit receive diversity training; this recommendation was deleted from the final version of the report.<sup>165</sup> As discussed below in paragraph 124, over the course of his career in Internal Affairs, the primary assigned investigator (Corporal Medina) as well as the second investigator (Tina Blackstone) sustained cases against white officers at dramatically lower rates than which he sustained cases against minority officers.

- b. **“Training dummy” Incident (SI-2017-067):** An unknown individual placed a picture of an African-American face and an Afro wig on a training dummy used to practice baton strikes. Pictures of the training dummy with hand-written words “black face” and “afro wig” were circulated within the Department.<sup>166</sup> The assigned investigator (Lieutenant William Rayle) conducted a number of interviews, which identified the officer who had purchased the wig; Lt. Rayle did not inquire who pasted the Black face on the dummy, or who took and circulated the photos. Lt.

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<sup>163</sup> SI2017-008 (PG0000024868-25099 at 24873-74).

<sup>164</sup> Mills Dep. Tr. 272:11-275:15.

<sup>165</sup> PG00000183132; PG0000183205.

<sup>166</sup> Compl. ¶ 61(h); SI2017-067 (PG0000020698-21052 at 20705).

Rayle also did not investigate why there was a significant delay in opening an investigation after the pictures were brought to the attention of senior officers in the Department.

Jewell Graves, the Director of the Police Personnel Division, told Lt. Rayle she received copies of the pictures in December 2015, and that she gave them to Deputy Chief Grant, who at the time was the Commander of IAD. When Deputy Chief Grant was interviewed, he denied that Ms. Graves had the pictures, but recalls a conversation with Ms. Graves about the picture in August or September 2016. Deputy Chief Grant claimed that he told Ms. Graves that when she got the pictures he could “move forward with it.”<sup>167</sup> Deputy Chief Grant also claimed he contacted Captain Stephanie Frankenfield, Commander of the Training and Education Division, and instructed her to “check and make sure that there was no photos on the Numb John and to kind of, uh, check slash police the entire division and make sure there was no inappropriate photos or anything around the Training Education Division.”<sup>168</sup> During his interview of Capt. Frankenfield, Lt. Rayle failed to question her about any conversation she might have had with Deputy Chief Grant.

The file also reflects that Captain Joe Perez told Lt. Rayle he sent a photo to Assistant Chief Hector Velez in November 2016,<sup>169</sup> but that no investigation was started until January 2017, after HNLEA and UPBOA brought the pictures to Chief Stawinski’s attention.<sup>170</sup> Lt. Rayle did not interview Assistant Chief Velez about why he failed to order an investigation upon learning of the pictures.

Even after opening the case file, Lt. Rayle did not start conducting interviews for almost three weeks.<sup>171</sup>

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<sup>167</sup> SI2017-067 (PG0000020698-21052 at 20776).

<sup>168</sup> SI2017-067 (PG0000020698-21052 at 20776).

<sup>169</sup> SI2017-067 (PG0000020698-21052 at 20768-20769).

<sup>170</sup> SI2017-067 (PG0000020698-21052 at 20745, 20753); PG0000166342-166344.

<sup>171</sup> SI2017-067 (PG0000020698-21052).

In Lt. Rayle's three page "Administrative Closure" report of the IAD investigation, there is no mention of the notification made by Director Graves to Deputy Chief Grant more than a year earlier or the notification of Assistant Chief Velez by Capt. Perez.<sup>172</sup> These facts are buried in the 355-page report.

Lt. Rayle's report also never addressed why the pictures were still being circulated several years after they were taken. His report was primarily a historical review of the Training Dummy and how, when and where it was used. He described in detail that up to 9 different faces can be affixed to the Training Dummy: 1 Black male, 1 white female, 5 white males and 2 white female hostages held by 2 white males. He never asked the questions, (1) why was the photo of the Training Dummy with the Black male's face and "afro wig" still being circulated around the Department several years after it was taken? and (2) why was the photo of the Training Dummy with the Black male's face and "afro wig" the only photo being circulated?

Then-Commander of SIRT, Captain Michael Smith, testified that Lt. Rayle had "narrowed [it] down to one [or] two officers who were assigned to the training academy."<sup>173</sup> But no one was charged or disciplined in the matter, which was administratively closed.<sup>174</sup> Assistant Chief Velez, Deputy Chief Grant, and Capt. Frankenfield were never identified as Respondents for failures to conduct an inquiry, report discrimination or to keep their commands free from harassment and discrimination in accordance with General Order Volume I, Chapter 12.<sup>175</sup>

- c. **Sergeant Daniel Smith & Officer Nathaniel Bauer (IA2019-058)**: In early 2017, Police Officer First Class (POFC) Nathaniel Bauer, Sergeant **Sergeant H-3** and Sergeant Daniel Smith exchanged racist text messages on a private chatroom called the "Good Old Boys," including saying things like "we should bring back public

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<sup>172</sup> SI2017-067 (PG0000020698-21052 at 20738-20740).

<sup>173</sup> M. Smith Dep. Tr. 91:4-7.

<sup>174</sup> SI2017-067 (PG0000020698-21052 at 20738).

<sup>175</sup> PG0000000595-598.

hangings,” posting a picture of Adolph Hitler, and making misogynistic comments about female Black officers.<sup>176</sup> Although this incident occurred in early 2017, was the subject of a complaint, and was cited in the December 2018 complaint filed in this matter, Defendants did not commence an investigation until September 2019 following a civilian complaint.<sup>177</sup>

The investigation was limited to Sergeant Smith and Officer Bauer, and **Sergeant H-3** was treated as a witness. The assigned investigator failed to consider Sergeant Smith, **Sergeant H-3**, or other supervisors’ failure to report use of discriminatory or derogatory language, or the reason this matter was not promptly investigated when first reported in 2017 or raised in the Plaintiffs’ complaint in December 2018. While the investigator obtained Sergeant Smith’s county owned phone, he failed to (i) obtain the phones of the other participants in the chat, or (ii) consider whether there were other text messages involving these officers. Although Smith and Bauer did not dispute sending the text messages, the charges were deemed “unfounded” and no one was disciplined.<sup>178</sup> There is no evidence in the file that this result was communicated back to the civilian complainant.

- d. **Sergeant Darin Rush (IA2016-034)**: Cpl. Sean Miller alleged that, among others, (i) during a robbery investigation on May 7, 2016, Sgt. Rush read a suspect’s text message putting emphasis on the suspect’s use of the word “nigga” four times,<sup>179</sup> (ii) Sgt. Rush asked to see a picture of Cpl. Miller’s fiancée on May 8, 2016, asked her nationality, and when he told Sgt. Rush she was from Mexico, Sgt. Rush said she was cheating on him “cuz that’s what they [Latinos] do,” that “all Latino women are whores,” and <sup>180</sup> (iii) Sgt. Rush said in March 2016 “I can’t wait to see Donald Trump check these Hispanics,”<sup>181</sup> (iv) noted that Sgt. Rush had a

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<sup>176</sup> Compl. ¶ 61(e); PGPD-PER-0067207-67240 at 67219, PGPDPLS00000310-347 at 343-347.

<sup>177</sup> IA2019-058 (PG0000982700-982879 at 982871).

<sup>178</sup> IA2019-058 (PG0000982700-982879 at 982701-702).

<sup>179</sup> IA2016-034 (PG0000042437-42543 at 42458-42459).

<sup>180</sup> IA2016-034 (PG0000042437-42543 at 42458-42459, 42479).

<sup>181</sup> IA2016-034 (PG0000042437-42543 at 42453, 42459, 42483).

history of similar statements,<sup>182</sup> and (v) complained that Sgt. Rush had arranged for Cpl. Miller's transfer after he filed his complaint.<sup>183</sup> The assigned investigator (Sergeant Landos D. Wallace) interviewed four other police officers, two of whom confirmed that Sgt. Rush placed emphasis on the word "nigga."<sup>184</sup> The file does not reflect that Sgt. Wallace did anything to inquire about Sgt. Rush's statement about checking Hispanics, his history of similar statements, or that he did anything to investigate Cpl. Miller's transfer other than to ask Sgt. Rush about the basis for the transfer. Sgt. Rush was exonerated of the use of language charge and his three charges of unbecoming conduct were found to be non-sustained.<sup>185</sup> No one was disciplined in the matter, in spite of clear policy violations of the Department's policies against discrimination and retaliation.<sup>186</sup>

- e. **Corporal [REDACTED] Corporal S-1**: Cpl. **Corporal S-1** was the subject of at least eight complaints by African-American male civilians that Cpl. **Corporal S-1** engaged in inappropriate touching of their genitalia during traffic or *Terry* stops.<sup>187</sup> One of these matters was assigned to field command, investigated by Lt. Finn, and closed administratively because the matter was not investigated within the required time.<sup>188</sup> In none of these matters did the investigator consider the pattern of allegations against Cpl. **Corporal S-1** by African-American men; Cpl. **Corporal S-1** had no similar complaints from white civilians. None of these matters was sustained, and Cpl. **Corporal S-1** was not disciplined in any way. Cpl. **Corporal S-1** has also been the subject of at least four use of force complaints (all by

<sup>182</sup> IA2016-034 (PG0000042437-42543 at 42475, 42485 and 42490).

<sup>183</sup> IA2016-034 (PG0000042437-42543 at 42453 and 42491).

<sup>184</sup> IA2016-034 (PG000042437-42543 at 42533-34 and 42512).

<sup>185</sup> IA2016-034 (PG0000042437-42543 at 42440).

<sup>186</sup> IA2016-034 (PG0000042437-42543).

<sup>187</sup> See FC2013-031 ("fondled . . . butt cheek") (PG0000134164-134179 at 13176); IA2014-037 ("put his finger tip in [his] rectum") (PG0000134984-135105 at 135033); IA2014-078 ("searched vulgarly") (PG0000132332-132549 at 132372); IA2015-039 ("played with his penis") (PG0000123411-123533 at 123438); IA2015-067 ("felt [his] ass and balls") (PG0000134180-134270 at 134207); IA2017-008 ("inappropriately touched") (PG0000133939-134162 at 133973).

<sup>188</sup> FC2013-031 (PG0000134164-134179 at 134167).



minority civilians),<sup>189</sup> was frequently identified on the Department's Early Warning System reports,<sup>190</sup> and was the subject of several complaints for bias profiling, none of which considered his other alleged infractions or imposed any discipline.<sup>191</sup>

- f. **Lieutenant** [Lieutenant D-1]/**Major** [Major H-2] (SI2017-064): In September 2016, Corporal George Merkel assaulted a black homeless woman.<sup>192</sup> His misconduct was reported by two minority officers -- **Officer A-6** and **Officer R-2**. Corporal Merkel was eventually criminally convicted of assault, and was terminated from the Department.<sup>193</sup>

In conjunction with the Merkel investigation, the State's Attorney complained to IAD that Merkel's shift commander, Lieutenant [Lieutenant D-1], tried to intimidate, influence, and harass Officer [Officer R-2] and Officer [Officer A-6] to change their testimony.<sup>194</sup> [Lieutenant D-1]'s alleged conduct included attempting to dissuade the witnesses from pursuing charges against Merkel, referring to them as "the rat squad," and not concurring that a use of force by Officer [Officer R-2] was within Department policy.<sup>195</sup> During his interview, [Lieutenant D-1] admitted that, at the behest of Major [Major H-2], he had approached Officer [Officer R-2] and asked her "is this situation with Merkel really as bad as you make it sound in your statements"<sup>196</sup> During her interview, Major [Major H-2] confirmed that she "instructed Lieutenant [Lieutenant D-1] to go speak with [Officer R-2] 'cause I

<sup>189</sup> IA2016-006 (PG0000134704-134964); SI2015-030 (PG0000133390-133529); SI2015-054 (PG0000096102-96444); PS2015-237 (PG0000132747-132804).

<sup>190</sup> Cpl. [Corporal S-1] appeared on the reports (signifying he had multiple incidents in a month) in September 2014 (PG0000609518-609569), January 2015 (PG00000609764-609809), March 2015 (PG0000609853-609897), May 2015 (PG0000609969-610015), June 2015 (PG00000610016-610081), August 2015 (PG0000610139-61204), and January 2016 (PG0000610611-610652).

<sup>191</sup> IA2014-078 (PG0000132332-132549); IA2016-004 (PG0000132633-132726).

<sup>192</sup> SI2016-059 (PG0000084795-85168).

<sup>193</sup> SI2016-059 (PG0000084795-85168).

<sup>194</sup> SI2017-064 (PGIAD00000135296-135456 at 135439-135441).

<sup>195</sup> SI2017-064 (PGIAD0000135296-135456 at 135329-135331).

<sup>196</sup> SI2017-064 (PGIAD0000135296-135456 at 135391-135394).

wanted to make sure she knew what this meant and how this was all gonna play out ... when you make a complaint against another officer things - things get hairy . . . [I] wanted to make sure that she knew we were capable of handling it . . . let us make this decision but she was hell bent on sending this and making this go down to IA.”<sup>197</sup>

IAD determined that three charges against Lieutenant [Lieutenant D-1] (use of language and two unbecoming conduct) were non-sustained.<sup>198</sup> IAD did not charge or investigate Lieutenant [Lieutenant D-1] for potential violations of the Department’s anti-retaliation policy.

The CCOP disagreed with IAD’s decision not to sustain unbecoming conduct charges against [Lieutenant D-1] and noted that Major [Major H-2] had instigated the misconduct, writing: “[Lieutenant D-1] attempted to influence the officers’ testimony. For example, [Lieutenant D-1] testified that he was trying to ‘soften her stance’ after Major [Major H-2], directed him to speak to Officer [Officer R-2] and find out if her allegations were as serious as she was making it sound. . . . Lt. [Lieutenant D-1]’s questioning under these particular circumstances served to influence Officer [Officer R-2]’s upcoming testimony against Officer Merkel - who was, in fact, convicted during a criminal trial. The Civilian Complaint Oversight Panel (CCOP) also found Major [Major H-2]’ testimony probative of its disagreement. Specifically, Major [Major H-2] testified that Officer [Officer R-2] was ‘hell bent’ on maintaining her testimony and that they wanted to make sure that she knew ‘how this was all gonna play out,’ ‘that her testimony would not only affect Merkel, but ‘would affect her as well.’ (Major [Major H-2]’ Testimony, page 2, Lines 55-65 ). This evidence, considered in totality, provides sufficient proof that [Lieutenant D-1] at the direction of Major [Major H-2]’ intended to influence Officer [Officer R-2] to change her testimony regarding Officer Merkel’s case. Therefore, the CCOP recommends that Allegation #2 be

<sup>197</sup> SI2017-064, PGIAD0000135296-135456 at 135379-135380).

<sup>198</sup> SI2017-064 (PGIAD0000135296-135456 at 135300).



sustained.”<sup>199</sup> Using similar reasoning, the CCOP also concluded that Allegation #3 (Conduct Unbecoming: Inappropriate language or actions designed to intimidate and harass Officers [Officer R-2] and [Officer A-6]) be sustained.

The file does not include Chief Stawinski’s response to the CCOP, and there is a post-it note on the cover of the file stating “No response letter from Chief to CCOP. Needs Chief’s response letter.”<sup>200</sup> Nor does the Department appear to have advised the State’s Attorneys of the outcome of the investigation. However, it appears that neither Chief Stawinski nor IAD accepted CCOP’s recommendations.

The Department also failed to investigate or charge Major [Major H-2] for instructing [Lieutenant D-1] to intercede with [Officer R-2], or for failing to enforce the Department’s anti-harassment, anti-retaliation, or no contact policies. Throughout the investigation it should have been clear that [Major H-2] had a significant role the case, by the testimony of Lt. [Lieutenant D-1] and her own admission. But neither the IAD investigator, nor any IAD command staff who reviewed and approved the investigation sought to add [Major H-2] as a Respondent. In addition, there is no evidence that anyone in the Department considered whether the allegations warranted a criminal investigation into witness intimidation.

- g. **Sergeant Joseph Bunce (IA2017-003)**: Plaintiff Richard Torres alleged that Sgt. Bunce used profanity and racial slurs (“NECA”) in a text message and made a statement that a suspect was “a number 1 male with a Bladensburg address. He had to have some type of contact with the police.” The assigned investigator (Sgt. Landos D. Wallace) interviewed many witnesses, but failed to ask sufficient questions to identify what Sgt. Bunce meant by “NECA” or by his comment about “number 1 males” or individuals who

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<sup>199</sup> SI2017-064 (PGIAD0000135296-135456 at 135303-135304).

<sup>200</sup> SI2017-064 (PGIAD0000135296-135456 at 135296).

reside in Bladensburg; notably, during his interview of Sgt. Bunce, Sgt. Wallace did not ask Sgt. Bunce what he meant by the word “NECA,” and did not ask any follow up about his reference to “number one male with a Bladensburg address.”<sup>201</sup> Sgt. Wallace also did not follow up when Sgt. Bunce changed his story and said that he typed rather than spoke the word “NECA,”<sup>202</sup> and did not consider charging Sgt. Bunce with making a false statement. Furthermore, Internal Affairs was advised by another minority officer that there was “racial overtone” on Sgt. Bunce’s squad, and that “white officers were treated differently than the Black officers or Hispanic officers on the squad,” but there was no follow-up.<sup>203</sup> The investigator also did not assess why Cpl. Torres’s superior officers (then-Captain Melvin Powell and Lieutenant Jordan Swonger) failed to alert IAD when Cpl. Torres raised Sgt. Bunce’s text message with them.<sup>204</sup> In addition, although Sgt. Bunce acknowledged that he wrote up Cpl. Torres for infractions and Cpl. Torres was transferred following the time that Cpl. Torres complained to IAD, the investigator did not assess whether this conduct was retaliatory.<sup>205</sup>

- h. **Police Officer Officer G-7 (IA2017-054):** In October 2017, PO Officer G-7 told a Black officer that he was “lazy, just like other lazy black officers,” specifically referencing another officer on the squad.<sup>206</sup> This incident was contemporaneously reported to two other officers and UBPOA, who reported it up the chain of command.<sup>207</sup> During the interview, PO Officer G-7 admitted that he had told one of the officers that “she is lazy, um, it’s well-known, and by lazy, I mean she’s not a proactive officer.”<sup>208</sup> Although the IA investigator (Poole) interviewed several witnesses, she did not

<sup>201</sup> IA2017-003 (PG0000020498-20525 at 20501-04, 20510).

<sup>202</sup> IA2017-003 (PG000020526-20554 at 20549, 20552); IA2017-003 (PG000020498-20525 at 20501-20504).

<sup>203</sup> IA2017-003 (PG000020332-20351 at 20343-20348).

<sup>204</sup> PG0000103530, PG0000103567.

<sup>205</sup> IA2017-003 (PG0000020498-20525 at 20514-20516).

<sup>206</sup> PG0000656569-656571.

<sup>207</sup> IA2016-008 (PGIAD00000041940-42075 at 42014 and 42020); PG0000656569-656571.

<sup>208</sup> IA2016-008 (PGIAD00000041940-42075 at 42004).

inquire whether PO [Officer G-7] had a history of similar statements or probe as to his interactions with the officer he called lazy.<sup>209</sup> When one of the two complaining officers withdrew their complaint, the charge was non-sustained and no one was disciplined, even though the second officer was offended and PO [Officer G-7] admitted making derogatory comments about her.<sup>210</sup> Email traffic reflects that Defendant Commander Mills brought this matter to Chief Stawinski's attention.<sup>211</sup>

69. From my review, there are also several incidents where charges of racism were sustained, but the discipline was inadequate. These are some examples of such incidents:

- a. **Sgt. Darin Rush (IA2016-008)**: As noted above, Sgt. Rush has been the subject of a number of complaints by minority officers for racist conduct. On April 25, 2015, Sgt. Rush sent a text message to his subordinate officers on the eve of a promotional exam, which contained a video clip with racist language, including the words "niggers and spics."<sup>212</sup> Two recipients of the video, POFC Sharpe and Corporal Marvin Ticas, were both minority officers.<sup>213</sup> Sgt. Rush was charged with "use of language," which was sustained. IAD does not appear to have considered the repeated complaints about Sgt. Rush's racist conduct (including use of racist language) discussed elsewhere in this report and failed to charge him with discriminatory language, which is a Category IV offense under the Department's disciplinary policy and has been the basis for termination of minority officers.<sup>214</sup> In his discovery responses, Chief Stawinski acknowledges he personally interceded to lower

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<sup>209</sup> IA2017-054 (PGIAD0000041940-42075).

<sup>210</sup> IA2017-054 (PGIAD0000041940-42075 at 42004).

<sup>211</sup> PG0000656568; PG0000656569-656571.

<sup>212</sup> IA2016-008 (PG0000043186-43284 at 43202-43211).

<sup>213</sup> IA2016-008 (PG0000043186-43284 at 43211).

<sup>214</sup> IA2015-052, IA2014-087; PG0000174351-174495 at 174352-53; PG0000174649; PG0000174650; General Order, Vol. I, Ch.11 (Discipline).

IAD's recommended discipline to a \$250 fine.<sup>215</sup> Notably, the Department did not require Sgt. Rush to complete any racial sensitivity training.

- b. **Corporal Tiffany Johnson (IA2015-016)**: On February 4, 2015, Officer Tiffany Johnson sent a text message to several officers (including a supervisor) stating "Cops always asking So where you headed? Nigga probably to jail after you run my name." Several recipients of the text message were minority officers, one of whom complained.<sup>216</sup> During her interview, Cpl. Johnson stated that she "thought it was funny . . . We often hear that on the streets from, uh, Signal 7s when we make stops."<sup>217</sup> Cpl. Johnson was charged with "use of language," which was sustained, and received a written reprimand.<sup>218</sup> IAD does not appear to have considered charging her with discriminatory language, which is a Category IV offense under the Department's disciplinary policy and has been the basis for termination of minority officers.<sup>219</sup> IAD also did not investigate whether the supervisors who received this text message responded appropriately; while the Sergeant told investigators that he verbally counseled Johnson,<sup>220</sup> but Cpl. Johnson was not asked and did not corroborate she had been counseled by her Sergeant -- the only follow up she mentioned was that she was confronted by the complainant.<sup>221</sup>
- c. **Corporal Kristen Baird (IA2016-038 and IA2017-019)**: During a Police and Citizen Interaction Class, an African-American training instructor showed a slide depicting a white police officer pointing his gun at a Black man while a citizen recorded the incident. When the instructor asked the officers what the slide depicted, Cpl.

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<sup>215</sup> Henry Stawinski's Responses and Objections to HNLEA NCR's First Set of Interrogatories No. 2.

<sup>216</sup> IA2015-016 (PG0000002307-2320).

<sup>217</sup> IA2015-016 (PG0000002335-2373 at 2356).

<sup>218</sup> IA2015-016 (PG0000966025-966027).

<sup>219</sup> General Order, Vol. I, Ch.11 (Discipline).

<sup>220</sup> IA2015-016 (PG0000002335-2373 at 2343).

<sup>221</sup> IA2015-015 (PG0000002335-2373 at 2354-2358)

Baird responded “Oh, that’s that Black Lives Matter crap.”<sup>222</sup> Plaintiff Patrick McClam took offense to this comment, and stated, “You don’t know me!” Lt. McClam was ordered to leave the classroom, and he complied.<sup>223</sup> Following this, Cpl. Baird contacted her superior officers with false statements about the incident and filed a charge alleging that Lt. McClam charged towards her, yelled he was “com[ing] for her,” used profanity, and had to be physically restrained and removed from the class.<sup>224</sup> None of the 13 eye witnesses interviewed by IAD confirmed Cpl. Baird’s account. Twelve witnesses stated that Lt. McClam did not use profanity and all thirteen denied that he had to be physically restrained or removed from the classroom.

According to recently produced materials, in fall 2016, the investigator recommended that Cpl. Baird be charged with making a false statement; statements reflected that the investigator was told Major Mills directed that Baird not be charged, and the investigator and the Commander of AIS, Captain Watkins, signed off on the file in November 2016.<sup>225</sup> On April 21, 2017 Lt. McClam sent an email to the investigator complaining that Cpl. Baird had approached him and made a derogatory statement she made about Lt. McClam to a white officer by referring to Lt. McClam as a “ride along” in Lt. McClam’s presence.<sup>226</sup> A ride along is a term typically describing civilian observers who accompany police officers (similar to calling someone a “tourist”).<sup>227</sup>

In his April 21, 2017 email, Lt. McClam complained that “Baird’s conduct was the textbook definition of harassment. [She] lied in

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<sup>222</sup> IA2016-038 (PG0000023826-24386 at 23859). During her interview, Cpl. Baird stated that she could not recall whether she used the phrase “Black lives matter crap” or “Black lives matter shit.” PG0000023826-24386 at 23868.

<sup>223</sup> IA2016-038 (PG0000023826-24386 at 23859).

<sup>224</sup> IA2016-038 (PG0000023826-24386 at 23884-23892).

<sup>225</sup> IA2016-063 (PG0000023458-23752 at 23487-23488); IA2016-038 (PG0000972690-972726 at 972694 972698, 972707-972713).

<sup>226</sup> IA2017-019 (PG0000080458-80538 at 80480).

<sup>227</sup> IA2017-019 (PG0000080458-80538 at 80458-80538).

an official statement, a statement which was made while on-duty. Her misconduct was swept under the proverbial rug and she was protected by the agency from any disciplinary action for her inappropriate language, discriminatory remarks regarding blacks, her conduct unbecoming of a police officer, her misrepresentation of facts, false statement and harassment.” The investigator forwarded the email to senior officers in IAD. Three days later, on April 24, 2017, Major Mills directed Captain Watkins to “address” a number of points concerning the investigation (Watkins had signed off on the investigation and sent to Mills five months earlier), including conducting additional interviews and that Baird “needs to be made a Respondent” and “to investigate whether or not she provided a false statement on her initial complaint form.”<sup>228</sup>

Commander Mills subsequently directed that everyone present at the time of the incident needed to be interviewed, and that “exculpatory” information should be included in the evidence.<sup>229</sup> Cpl. Baird was ultimately charged with a use of language violation and an integrity violation, both of which were sustained. They were considered Category I violations (lowest level violations) based on the penalties imposed. She received two \$250 fines.<sup>230</sup> The Department notably did not require Cpl. Baird to complete any racial sensitivity training, nor did the Department charge her with using discriminatory language or repeating the same false statement to other members of the department including her Captain, both of which are Category IV offenses (Highest level violations) under the Department’s disciplinary policy,<sup>231</sup> and have been the basis for terminating numerous minority officers.<sup>232</sup>

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<sup>228</sup> IA2017-019 (PG0000080458-80538 at 80480).

<sup>229</sup> IA2016-038 (PG0000972690-972726 at 972693).

<sup>230</sup> IA2016-038 (PG0000023826-24386 at 23832).

<sup>231</sup> General Order, Vol. I, Ch. 11 § V.5 (Discipline: Disciplinary Action Recommendations Guide).

<sup>232</sup> IAPro SI2014-052 (Black officer resigned prior to termination for false statement); SI2015-015 (Black officer terminated for false statement); SI2016-006 (Black officer terminated for false statement), SI2016-011 (Black officer terminated for false statement); SI2016-031 (Black officer terminated for false statement); SI2017-006 (Black officer terminated for false statement);

The record also reflects that Commander Mills approved the decision that Cpl. Baird not be charged with making a false statement and the discipline,<sup>233</sup> and specifically discussed the discipline with Chief Stawinski.<sup>234</sup> The Citizen Complaint Oversight Panel expressed its disagreement with the decision to charge Cpl. Baird with an Integrity violation, writing that the IAD investigator concluded that Cpl. Baird was “dishonest when she filed her complaint.” “However, the investigator opted to classify the allegation...as an Integrity violation.” “It is the Panels opinion that providing false statements and/or false information during an internal or external police investigation is an entirely different and more serious matter. Per GOM, Chapter 11, Discipline, Section III, a False Statement is ‘reporting or causing a report of false information, proved by evidence that such report is untrue, deceitful or made with the intent to deceive.’ Cpl. Baird provided, for the recorded and written record, a statement that the investigation and witnesses proved to be deliberately and patently false.”<sup>235</sup>

With regard to the April 2017 incident, Cpl. Baird admitted and the white officer confirmed that Cpl. Baird referred to Lt. McClam as a “ride along.”<sup>236</sup> Notwithstanding this, the charge was found to be “unfounded.” Notably, IAD did not charge or investigate Cpl. Baird for initiating contact with the complainant in a pending matter, nor does it appear to have considered this conduct in assessing Cpl. Baird’s discipline.

- d. **Lieutenant Thomas Denault (IA2011-042)**: Thomas Denault at the time of this event was a sergeant. He was identified as an officer who posted racially derogatory comments about his chain

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SI2017-049 (Black officer terminated for false statement); IA2014-087 (Black officer terminated for discriminatory language); IA2015-052 (Black officer terminated for discriminatory language).

<sup>233</sup> IA2016-038 (PG0000023826-24386 at 23833-23834).

<sup>234</sup> IA2016-038 (PG0000023826-24386 at 23827).

<sup>235</sup> IA2016-038 (PG0000023826-24386 at 23840).

<sup>236</sup> IA2017-019 (PG0000080458-80538 at 80507, 80513).



of command on a Yahoo chat group for current and retired PGPD officers.<sup>237</sup> Among other things, Sgt. Denault admitted posting statements (i) referring to members of the command staff as “baboons,”<sup>238</sup> (ii) stated, “Unless you’re in with the ghetto-fide, butt-slappin, high-fivin, incompetent retard that runs D4, you will always be wrong....and especially if you don’t speak Ebonics,”<sup>239</sup> (iii) posted a photo of a Black female officer behind a dog that had to be shot with a caption saying “You never gonna believe this girl-friend, I was just getting my hairz dun . . . . I aintz gotz time to mess with this sh\*t, I got’s to get my babies off the bus,” and (iv) posted a separate photo with a Black male subject in handcuffs bleeding from his head and face with a caption that read “As I woke up this day at 6pm, I thought to myself: ‘Self, what can I do today to be a productive member of society.’ So as I sat about in my section-8 free housing, eating chicken nuggets and Hennessey, paid for with my WIC card, and playing my X-Box that I stole from a B&E, it came to me: ‘Self, I think I am gonna finish this bottle of Hennessey, smoke some PCP, and pick a fight with Squad 46.’ Wrong Squad Sucka!!!!”<sup>240</sup> During the course of the investigation concerning these posts, the Department learned that Sgt. Denault had previously made “profane, demeaning and derogatory marks” to a group of Black women during a suspicious person stop. Specifically, Sgt. Denault asked the women, “How do you let these greasy mopos [referring to Black men present] fuck you? How the fuck do you wake up next to that in the morning?”<sup>241</sup> During the investigation, Sgt. Denault admitted that he authored the racist posts,<sup>242</sup> and IAD sustained all 11 charges against Sgt. Denault and recommended that he be terminated.<sup>243</sup> Following an Administrative Hearing, which sustained six charges, Sgt. Denault’s discipline was downgraded by the Chief of Police to a

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<sup>237</sup> IA2011-042 (PG0000002503-2724 at 2614).

<sup>238</sup> Compl. ¶ 61(a).

<sup>239</sup> IA2011-042 (PG0000002503-2724 at 2614).

<sup>240</sup> IA2011-042 (PG0000002503-2724 at 2615).

<sup>241</sup> IA2011-042 (PG0000002503-2724 at 2616).

<sup>242</sup> IA2011-042 (PG0000002503-2724 at 2616-17).

<sup>243</sup> IA2011-042 (PG0000002503-2724 at 2580, 2619).



reduction in rank, and \$250 in fines.<sup>244</sup> According to former Chief Magaw, one charge was dropped prior to the Board and the Board found, at the direction of the County Law Office, three charges to be not guilty purportedly because of “First Amendment issues.”<sup>245</sup> The Administrative Hearing Board’s disciplinary actions are recommendations only. The Chief of Police has the final authority and allowed the recommendations to stand. In January 2013, the case was closed and Sgt. Denault was reduced in rank to Police Officer.<sup>246</sup> He was retained by the Department and in February 2018 was promoted to the rank of Lieutenant.<sup>247</sup>

- e. **Captain Captain H-1 (SI2017-073)**: The Department received an anonymous complaint in December 2017 about a series of racist and offensive comments by **Captain H-1** on his Facebook page (which noted that he was a PGPD Captain). These include posts or exchanges that (i) referred to Reverend Al Sharpton as a “race hustling asshole,” (ii) showed a picture of several Black individuals with the caption “line out the door of the liquor store in da hood!!! . . . only three murders in the parking lot in 4 years”; (iii) stated liberals were “scumbags” and “bozos,” (iv) “he comes the white peivedge [sic] bozos . . . I’m going to return my white skin for a darker complexion.. sue to my priviledge [sic]... so tired of the cupcake Obama supporters blaming race for everything...” (v) referring to another Facebook user as “frito frank . . . the good news is it’s a long weekend those chip shelves, we be empty and ready to be stocked,” (vi) told a Hispanic person to “go outside and mow your moms lawn,” and (iv) stated that he was “Black from the waist down.”<sup>248</sup> During the IAD investigation, **Captain H-1** denied recognizing the specific posts, although he acknowledged using the phrase “black from the waist down” and that the materials were from his Facebook page.<sup>249</sup> **Captain H-1** was charged with Unbecoming Conduct, Use of Language, and Social Media -

<sup>244</sup> IA2011-042 (PG0000002503-2724 at 2509).

<sup>245</sup> Magaw Dep. Tr. 327:3-8.

<sup>246</sup> IA2011-042 (PG0000002503-2724 at 2506).

<sup>247</sup> Compl. ¶ 61(a); PG000080720-80806 at 80783.

<sup>248</sup> SI2017-073 (PG0000937466-937606 at 937513, 937534-937594).

<sup>249</sup> SI2017-073 PG0000937466-937606 at 937522-937530).

Prohibitions; all three charges were sustained.<sup>250</sup> The Department did not charge Capt. [Captain H-1] with using discriminatory language or making false statements during the investigation, which are Category IV offenses under the Department's disciplinary policy and have been the basis for termination of minority officers.<sup>251</sup> During the course of the investigation, Capt. [Captain H-1] was also the subject of a second investigation into allegations that he engaged in unethical practices such as "double dipping."<sup>252</sup> In September 2019, Capt. [Captain H-1] received a reduction of rank and a one-year removal from the promotional cycle, as well as a \$250 fine.<sup>253</sup>

- f. **Corporal Corporal A-1 (IA2016-044)**: Cpl. [Corporal A-1] went to collect his police vehicle from maintenance. When a Hispanic PGPD civilian employee [Civilian Employee F-1] informed him that his car was not ready, Cpl. [Corporal A-1] got angry and responded, "You are lucky to be in this country, you are lucky to be working in this country."<sup>254</sup> At the time, Cpl. [Corporal A-1]'s conduct was the subject of a complaint that went to the Chief's office and the IAD Commander.<sup>255</sup> Cpl. [Corporal A-1] was charged with two counts of use of language and one count of unbecoming conduct, all of which were sustained.<sup>256</sup> During the investigation, Cpl. [Corporal A-1] denied that he had used discriminatory language; his account was contradicted by four witnesses.<sup>257</sup> The Department did not charge Cpl. [Corporal A-1] with using discriminatory language or making a false statement, which are both Category IV offenses under the Department's disciplinary policy and have been the basis for

<sup>250</sup> SI2017-073 (PG0000937466-937606 at 937467-937468). [Captain H-1] was also subsequently charged by the Maryland State Police with felony forgery. PG00000928065.

<sup>251</sup> IAPro IA2015-052; IA2014-087.

<sup>252</sup> PG0000982683-982699 at 982683.

<sup>253</sup> SI2017-073 (PG0000937466-937606 at 937467-937468).

<sup>254</sup> IA2016-044 (PG0000096907-97031 at 96935).

<sup>255</sup> PG00000104349.

<sup>256</sup> IA2016-044 (PG0000096907-97031 at 96910).

<sup>257</sup> IA2016-044 PG0000096907-97031 at 96935-96937).

termination of minority officers.<sup>258</sup> Cpl. Corporal A-1 was given 40 hours of suspension without pay for each of the three charges.<sup>259</sup>

70. In conclusion, there is extensive evidence that the Department has persistently and systemically failed to investigate or discipline adequately allegations of discrimination. This failure was known at the senior most ranks of the Department who either directly authorized or condoned it.

**D. The Department Does Not Treat or Evaluate Citizen Complaints About Racial Harassment or Discrimination Appropriately**

71. The Department's failure to investigate (adequately or at all) or impose discipline for complaints of racial discrimination and harassment, is consistent with the Department's failure to investigate adequately or discipline civilian complaints of racist conduct by officers, as well as the failure of its policies and systems to analyze and detect bias in the conduct of its officers in complaints, uses of force, and other information that is readily available to the command staff.

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<sup>258</sup> IAPro SI2014-052 (Black officer resigned prior to termination for false statement); SI2015-015 (Black officer terminated for false statement); SI2016-006 (Black officer terminated for false statement), SI2016-011 (Black officer terminated for false statement); SI2016-031 (Black officer terminated for false statement); SI2017-006 (Black officer terminated for false statement); SI2017-049 (Black officer terminated for false statement), IA2014-087 (Black officer terminated for discriminatory language); IA2015-052 (Black officer terminated for discriminatory language).

<sup>259</sup> IA2016-044 (PG0000096907-97031 at 96910).

72. As noted above, the Department has policies concerning civilian complaints, most notably General Order Volume I, Chapter 4. This requires investigation by IAD of certain types of civilian complaints. And it also requires training and monthly and annual reporting of “bias-based profiling.” General Order Vol. I, Ch. 4, § V.7 & V.10.<sup>260</sup>

73. Under the current leadership of the Department, the available evidence indicates the Department is not in compliance with its policies. Rather, under Defendants Chief Stawinski and Commander Mills, the Department has a practice or custom of ignoring its own policies regarding civilian complaints.

74. For example, the record indicates that until 2016, the Internal Affairs Division prepared an annual report to the Chief of Police regarding its activities, including the Section V.10 report on allegations of bias-based profiling by police officers.<sup>261</sup> Defendants Mills and Stawinski confirmed in their testimony that no subsequent reports, or any of the other Section V.10 bias-based profiling reports were prepared.<sup>262</sup> Chief Stawinski testified that he believed that the “foundation”

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<sup>260</sup> General Order, Vol. I, Ch. 4 § V.7, V.10 (Complaints: Internal Complaints).

<sup>261</sup> *See, e.g.*, PGPD-PER-0079789-804 at 79799-80, PGPD-PER-0096185-96199 at 96195, PGPD-PER-0079789-804, PG0000113615-629 at 113625, PG0000104641-656 at 651-52, PG0000149836-850 at 149846.

<sup>262</sup> Prince George’s County’s Objections and Answers to UBPOA’s First Set of Interrogatories No. 6; Feb. 20, 2020 Alsip Response to Pergament Feb. 10 Letter, Page 3; Prince George’s County’s Supplemental Response to UBPOA First Set of Interrogatories No. 6 (“Defendant is

of the annual bias-based reports were reported to the MPCTC, but Defendants have yet to produce those reports as requested by Plaintiffs.<sup>263</sup>

75. The Department does not appear to have adequate anti-racial bias training, Defendants do not appear to have provided in discovery any training materials (also called for in Section V.10) to instruct officers on bias-based profiling. While I understand from press reports that PGPD has publicized such training,<sup>264</sup> it is far from clear that the program has the support of Department leadership.

76. For example, during June 2018, there was a highly publicized incident where a group of predominantly white officers walked out of an in-service “implicit bias” training workshop being conducted by the University of Maryland.<sup>265</sup> A complaint was made to the County,<sup>266</sup> and the Chief’s office was notified along with other command staff.<sup>267</sup> Although Deputy Chief Rafterry believed a “review” of the incident had occurred,<sup>268</sup> there is no evidence in the

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not presently aware of any regular, monthly reports addressing bias-based profiling.”); Mills Dep. Tr. 18:9-26:16; Stawinski Dep. Tr. 48:24-50:5.

<sup>263</sup> Stawinski Dep. Tr. 49:18-50:5.

<sup>264</sup> NBC Washington, *Prince George’s County Police Work to Prevent Bias* (Feb. 3, 2018), <https://www.nbcwashington.com/news/local/Prince-Georges-County-Police-Work-to-Prevent-Bias-Washington-DC-472436063.html>.

<sup>265</sup> PG0000162500-162502; Declaration of Michael Anis ¶ 6.

<sup>266</sup> PGPD-PER-0122769-122770.

<sup>267</sup> Declaration of Michael Anis ¶ 7; Watkins Dep. Tr. 192:5-13.

<sup>268</sup> Rafterry Dep. Tr. 163:21-164:8.

discovery produced by Defendants to indicate that such a review or an investigation of any sort occurred.

77. Rather, it appears that senior command officers decided that there should be no investigation of this matter, and sought to excuse their failure to investigate or discipline this conduct at their depositions. For example, at his deposition Deputy Chief Murtha attempted to justify the walk-out by stating that one of the trainers had made what Murtha characterized as “anti-police social media posts,” and had invited University of Maryland students to observe.<sup>269</sup> Major Watkins similarly testified that he heard from one officer in attendance that the officers walked out because they were “offended” by observations posted to social media by University of Maryland students in attendance at the training, and based on that officer’s observation, Major Watkins felt no further investigation or discipline was warranted.<sup>270</sup>

78. In a Declaration by Plaintiff Michael Anis, one of few officers who did not walk out, he observed “To my further dismay, PGPD was entirely unconcerned with the walkout. Shortly after the training occurred, Deputy [Chief] Murtha made light of the walk-out in front of a group of officers. Moreover, the

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<sup>269</sup> Murtha Dep. Tr. 106:13-112:15.

<sup>270</sup> Watkins Dep. Tr. 193:10-194:22, 196:5-20.

Department notified officers who walked out that it did not intend to reschedule the training. PGPD only changed course once the walk-out was reported to in the news . . . PGPD never conducted an investigation into the details of the walk-out, nor did it contact me or the other officer who stayed . . . To my knowledge, no officers were disciplined as a result of the walk-out.”<sup>271</sup>

79. The Internal Affairs Department also appears not to investigate adequately civilian complaints about racial profiling. According to the IAPRO data Defendants produced, the Internal Affairs Department has not sustained racial profiling charges.<sup>272</sup> Not one. And according to the IAPRO data Defendants produced, no officer has been disciplined for racial profiling. This was confirmed in deposition testimony of senior Department officials.<sup>273</sup> In my experience, that is indicative of a lack of commitment by Department leadership to address a significant issue of community tension.<sup>274</sup>

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<sup>271</sup> Declaration of Michael Anis ¶¶ 7-9.

<sup>272</sup> A schedule of these incidents can be found at Exhibit B.

<sup>273</sup> Stawinski Dep. Tr. 50:24-51:3; Mills Dep. Tr. 28:4-20.

<sup>274</sup> See, e.g., Nick Dutton, *Md. Officers suspended over ‘driving while black’ YouTube vids* (Nov. 17, 2012), <https://wtvr.com/2012/11/17/md-officers-suspended-over-racist-youtube-vids/>; Ebony, *Black Cop Says He Was Unfairly Detained by Police* (Oct. 27, 2016), <https://www.ebony.com/news/black-cop-unfairly-detained/>; Jonathan W. Hutto, Sr. & Rodney D. Green, *Social Movements Against Racist Police Brutality and Department of Justice Intervention in Prince George’s County, Maryland*, 93 J. Urban Health 89 (2016), <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4824689/>.

80. This lack of attention to civilian complaints is also confirmed by the discovery responses the Defendants have provided. For example, in November 2015, the Department received a complaint from an African-American federal prosecutor that they had been racially profiled leading to a traffic stop.<sup>275</sup> I understand that Defendants have not produced this investigative file, but according to IAPro and Defendants' discovery responses, after opening a matter, IAD closed the file, concluding that the complaint was unfounded.<sup>276</sup> Similarly, in October 2015, Defendants received an email from the civil rights organization CASA complaining about potential racial profiling of Hispanic youths in an incident outside their headquarters. The email chain shows that the Chief of Police was notified.<sup>277</sup> Defendants' discovery responses confirm that no investigation into this matter was conducted.<sup>278</sup>

81. The Department also did not treat external complaints against senior officers of encouraging improper police conduct appropriately.

82. For example, in recently produced materials, the Defendants disclosed a 2019 investigation into Major **Major N-1** (discussed above in conjunction

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<sup>275</sup> PG0000108655-57.

<sup>276</sup> Prince George's County's Objections and Answers to UBPOA's First Set of Interrogatories No. 6.

<sup>277</sup> PG0000153441-153444.

<sup>278</sup> Prince George's County's Objections and Answers to UBPOA's First Set of Interrogatories No. 6.



with the Department’s failure to investigate a racially derogatory remark) and Captain **Captain T-1**, the Commander and Assistant Commander of District II (Upper Marlboro) in which they made “comp time” awards to District II officers for the “highest producing officers,” which Major **Major N-1** explained involved “writing tickets” and “stopping Signal 7’s.”<sup>279</sup> **Major N-1** subsequently wrote that she was “beyond pleased with the increased proactivity of our officers.”<sup>280</sup>

83. The Department received a complaint about this from the Community Justice Coalition on August 7, 2019, which forwarded an email from Captain **Captain T-1** (dated January 25, 2019) stating that “every month each squad’s high producer will be recognized with an award of ten hours of Comp time . . . Please stress with your officers that this program should be discrete.”<sup>281</sup> In forwarding the complaint, the Community Justice Coalition noted:

This is what causes problems in the minority community. They are paying officers a reward of pay they did not work. They are paying the highest producing officers 10 hours of comp time they did not work. This makes these officers stop people for no reason and invent a crime they did not commit. They ruin peoples records by these stops because the officer is pressured to produce.<sup>282</sup>

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<sup>279</sup> PS2019-114 (PGIAD0000127799-127818 at 127809); PS2019-115, PGIAD00000127819-834, at 127831.

<sup>280</sup> PG2019-114 (PGIAD0000127799-127818 at 127813).

<sup>281</sup> PS2019-115 (PGIAD0000127819-127834 at 1278).

<sup>282</sup> PS2019-115 (PGIAD00000127819-127834 at 127831); PS2019-114 (PGIAD0000127799-127818 at 127808).

The Department's handling of this episode was deficient in several respects.

- a. Upon receiving the Complaint on August 7, 2019, Internal Affairs did not assign an investigator. Rather, it assigned the matter to Christopher Murtha, the Deputy Chief for the Bureau of Patrol.<sup>283</sup>
- b. Deputy Chief Murtha opened and closed this matter on August 7, 2019.
- c. According to the files, Murtha talked with Major N-1 and Captain T-1, but did not otherwise interview any witnesses.<sup>284</sup> He made no findings how long the program had been in existence, or what "productivity" was being incentivized. He also did not try to figure out how many officers were awarded "comp time," or how much in County funds was given to the officers.
- d. Deputy Chief Murtha also does not appear to have taken any steps to inquire whether any of the other Districts were using similar program.
- e. Murtha evaluated the infraction solely as an incentive program that was not properly authorized by the Chief of Police. Murtha did not investigate the complaint from the Community Justice Coalition which charged that stops conducted and tickets written in District II while the program was in

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<sup>283</sup> PS2019-114 (PGIAD00000127799-127818 at 127803-127804); PS2019-115 (PGIAD00000127819-127834 at 127823-127824).

<sup>284</sup> PGIAD00000127824, PGIAD00000127804.

place improperly targeted minority civilians. Nor did Murtha or the Department assess whether stops failed to comply with Department policy, or satisfied constitutional standards.

f. Murtha did not investigate why other senior officers in the District II failed to report this misconduct.

g. Although Deputy Chief Murtha recommended and Major N-1 and Captain T-1 agreed to serve short suspensions (two days and one day respectively).<sup>285</sup>

h. Several months later, both of these disciplinary recommendations were downgraded so that both officers only received a reprimand.<sup>286</sup> There is no explanation in the file why this discipline (which Major N-1 and Captain T-1 had agreed to) was downgraded.

i. The file does not reflect that the results of this matter was disclosed to the Citizen Complaint Oversight Panel, or that the Department ever advised the complainant on the disposition. There was no internal investigation, no interviews, and no evidence gathered. The handling of this matter appears designed to hide this misconduct from public scrutiny.

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<sup>285</sup> PS2019-114 (PGIAD0000127799-127818 at 127802); PS2019-115 (PGIAD00000127819-127834 at 127822).

<sup>286</sup> PS2019-114 (PGIAD0000127799-127818 at 127800-127802); PS2019-115 (PGIAD00000127819-127834 at 127820-127822).

84. It is also apparent from the discovery produced by Defendants that Defendants did not thoroughly investigate or adequately discipline external complaints from civilians of discrimination or abusive conduct. These are additional examples from materials produced in discovery:

- a. In January 2016, Chief Stawinski received a complaint by email from the Prince Georges County State's Attorney Office regarding a Black citizen who wrote that while he was driving home, a white officer drew his gun on him and ordered him out of his car yelling "you lucky I didn't snatch you ass out of this fucking car."<sup>287</sup> The officer who allegedly made this statement is Cpl. [REDACTED], whose repeat violations are discussed elsewhere in this report. IAD determined the allegations were not sustained, even though Cpl. [REDACTED] failed to turn on his microphone to record the stop and without considering Cpl. [REDACTED]'s history of prior civilian complaints.<sup>288</sup>
- b. In July 2016, Chief Stawinski received a complaint forwarded by State Representative Jimmy Tarlau that one of his constituents had complained of bias and harassment where an officer asked whether he was leaving "his house or his girl's house."<sup>289</sup> Notwithstanding the complaint of harassment, emails reflect Chief Stawinski asked the matter to be referred to the District Commander (Major Mills, shortly before she was given command of Internal Affairs). The discovery record reflects that Commander Mills' inquiry was limited to asking the two Lieutenants and six Sergeants whether they knew anything about the incident, and appears to have closed the matter after Lt. Finn (discussed above), whose unit was on duty during the incident, denied knowing anything about the matter.<sup>290</sup> The IAPro data and the IA log indicate no investigation was opened into this matter.

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<sup>287</sup> IA2016-004 (PG0000132633-132726); PG0000113485-87.

<sup>288</sup> IA2016-004 (PG0000132633-132726 at 132635).

<sup>289</sup> PG0000155665.

<sup>290</sup> PG0000154333.

- c. In October 2018, Chief Stawinski received a complaint forwarded by Prince George's Councilmember Deni Taveras from one of her constituents, a member of the Hyattsville Race and Equity Task Force, who complained that he was racially profiled and stopped by a white officer while taking photographs for his commercial realty business.<sup>291</sup> Although an email chain reflects Chief Stawinski was informed about the incident, the IAPro data and the IA log indicate no investigation was opened into this matter. Rather, notwithstanding the complaint of racial profiling, the matter was referred to the District Commander, who in turn referred the matter to Lt. Selway (discussed above). Lt. Selway closed the matter after the white officer (POFC **Officer V-1**) denied any misconduct after he was not able to speak with the complainant.<sup>292</sup> In closing the matter, Lt. Selway and the Defendants failed to consider that POFC **Officer V-1** had been the subject of two other civilian complaints in the prior 4 months.<sup>293</sup>
- d. In May 2015, the Department received a complaint from the Prince George's County Fire Department EEO Coordinator that a white officer made racist comments to two Black patients who were in an ambulance awaiting transport, accusing them of smoking marijuana and said "don't act like this is the first time that the police took your picture."<sup>294</sup> Although this incident was reported to IAD and the EEO Coordinator, there is no indication in IAPro or Defendants' discovery response that reflects that the Department conducted any investigation into this matter.<sup>295</sup> The officer who made this comment appears to be Lieutenant **Lieutenant F-2**.
- e. In April 2016, Chief Stawinski received a complaint forwarded by Councilmember Dannielle Glaros from a member of the New

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<sup>291</sup> PG0000172194-172197 at 172196.

<sup>292</sup> PG0000870882-870887 at 870886.

<sup>293</sup> FCIQ2018-048 (PGIAD0000031514-31530) (racial profiling traffic stop and aggressive behavior); FCIQ2018-079 (PGIAD0000032322-32361) (unjustified arrest).

<sup>294</sup> PG0000864287-864288; PG0000864289; PG0000864290-864291.

<sup>295</sup> Prince George's County's Objections and Answers to UBPOA's First Set of Interrogatories No. 6.

Carrollton City Council that a white officer had harassed and threatened him, used abusive language, and left him “more afraid of the County Police Officers than the crime in the community.”<sup>296</sup> Notwithstanding the complaint of harassment, this matter was referred this to the District Commander (Major Guixens) rather than reporting it to Internal Affairs, where it was closed with no discipline imposed.<sup>297</sup> As discussed elsewhere in this report, less than five months later, the officer who made these statements — Corporal George Merkel—was criminally convicted for assaulting a homeless woman, and Major Guixen was identified as a central figure in trying to intimidate witnesses against Merkel.<sup>298</sup>

- f. In December 2018, the Department received notification from the Annapolis Police Department that three members of its Special Operations Team had been involved in an altercation at a bar in Annapolis, after one officer (Corporal **Corporal W-1**) accused another patron of stealing his credit card. When Annapolis police officers arrived, **Corporal W-1** interfered with their investigation and had to be physically restrained and was observed with a firearm.<sup>299</sup> According to the materials produced in discovery, none of these officers were investigated or disciplined.
  
- g. In September 2016, the Department was notified by the Montgomery County Police Department that Cpl. Robert Heaney was involved in a bar fight in Bethesda. According to materials produced in discovery indicate the Montgomery County police referred this to PGPD Internal Affairs. Although this matter was brought to Chief Stawinski’s attention, there is no indication in

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<sup>296</sup> PG0000893933-893944 at 893939-893940.

<sup>297</sup> PG0000893933-893944 at 893934.

<sup>298</sup> SI2016-059 (PG0000084795-85168); Circuit Court for Prince George’s County CT170241X; Drew Gerber, *Prince George’s County officer found guilty of assaulting a homeless woman to roust her* (Nov. 14, 2017), [https://www.washingtonpost.com/local/prince-georges-county-officer-found-guilty-of-assaulting-a-homeless-woman-to-roust-her/2017/11/14/b70f9ad6-c8bb-11e7-8321-481fd63f174d\\_story.html](https://www.washingtonpost.com/local/prince-georges-county-officer-found-guilty-of-assaulting-a-homeless-woman-to-roust-her/2017/11/14/b70f9ad6-c8bb-11e7-8321-481fd63f174d_story.html).

<sup>299</sup> NBC Washington, *Prince George’s SWAT Officers Investigated After Bar Fight* (Dec. 19, 2018), <https://www.nbcwashington.com/news/local/prince-georges-swat-officers-investigated-after-bar-fight-washington-dc/166364/>; PG0000854965-854966.

IAPro or other discovery materials that Officer Heaney was investigated for the incident. Rather Chief Stawinski was advised that Internal Affairs decided not to look into the matter.<sup>300</sup> As discussed below, Officer Heaney has been involved in at least 37 uses of force since January 1, 2016; these is no indication in IAPro that any of these uses of force was ever investigated.

- h. As discussed above, in November 2017, the Department was notified by the State's Attorney that Lieutenant [Lieutenant D-1] was pressuring two minority officers who were prosecution witnesses in the criminal trial of George Merkel.<sup>301</sup> This included repeated efforts by [Lieutenant D-1] to "pressure" the witnesses, including contacting he witnesses to ask if they "really wanted to go forward with the complaint," and referring to the two officers as the "rat squad" to other officers. During the investigation, both [Lieutenant D-1] and Major [Major H-2] acknowledged that she had instructed [Lieutenant D-1] to speak with one of the officers.<sup>302</sup> Internal Affairs closed this matter finding that the charges against [Lieutenant D-1] were "non-sustained," but never considered whether he violated anti-retaliation policies or witness intimidation, nor did it investigate Major [Major H-2] for instructing [Lieutenant D-1] to speak with one of the officers.<sup>303</sup>

85. Defendants' recent production of use of force data also shows significant racial disparities in the use of force against civilians, as well as flaws in the Department's processes for evaluating and investigating use of force incidents.

86. Data produced by the County indicates that there were 6,805 instances where officers used force between January 1, 2016 and the end of 2019. Chief Stawinski and Chief Velez served as Chief and Assistant Chief of the Department

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<sup>300</sup> PG0000104622-104623.

<sup>301</sup> SI2017-064 (PGIAD0000135296-135456 at 135439-135441).

<sup>302</sup> SI2017-064 (PGIAD0000135296-135456 at 135379-380).

<sup>303</sup> SI2017-064 (PGIAD0000135296-135456 at 135300).

during this period.<sup>304</sup> This corresponds to approximately 1,700 uses of force per year.

87. Of the 6,805 uses of force reported, 94% of the uses of force involved a minority civilian. Of the uses of forces reported, 86% were against a black civilian, and another 8% were against a Hispanic civilian. The percentage of black civilians subject to use of force is significantly higher than its demographic composition of the County population. In other words, the Department appears to use force disproportionately against black civilians.

88. My opinion is that there are significant deficiencies in the Department's administration of its use of force policies, as well as its assessment and investigation of uses of force.

89. The Department's review of use of force includes two significant components.

90. First, under the Department's Use of Force policy, General Order Volume II, Chapter 57, each use of force is supposed to be immediately reported and reviewed by a supervisor and the relevant command officers (including the Shift Commander/Lieutenant, the Assistant District Commander/Captain)

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<sup>304</sup> PG0000985307.



culminating in review by the District Commander (typically the Major).<sup>305</sup> The use of force review is supposed to assess, among other things, whether or not officers are properly trained in use of force techniques and whether the use of force was within Departmental guidelines. Certain “serious” use of force incidents (such as those involving a broken bone or hospitalization of a subject, or an officer discharges of a firearm) are required to be reported to the Special Investigations Response Team (SIRT) division of Internal Affairs.

91. Second, under the Department’s Early Identification System Policy, General Order Volume I, Chapter 14, the Internal Affairs Commander is supposed to prepare a series of monthly and quarterly reports allowing a systemic review of significant events such as complaints and uses of force.<sup>306</sup>

- The monthly reports are supposed to identify all officers who have been the subject of a combination two or more uses of force or complaints within a 60 day period.
- The quarterly reports are supposed to identify all officers who have been the subject of a combination of three or more uses of force or complaints in a three-month period, or two complaints during that

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<sup>305</sup> PG0000054575-54590.

<sup>306</sup> PG0000000607-610.

period. Under the Policy, when an officer is identified on either the report, the officer's Commander, their Captain, their Lieutenant, and their direct supervisor are required to "personally meet with the subject employee," and the Commander is required to "respond back to the Chief of Police in writing, indicating the date and time of the interview, as well as the participants and results" including "their assessment and any intervention action taken. If no intervention is taken, the Commander . . . must articulate specific reasons for not taking action."

92. My opinion is that the reporting of EIS information needs to be timely and reported to the senior-most levels of the Department in order to be an effective "part of the Department's police-community relations strategy." Untimely reporting or the failure to report information impedes the Department's policy of identifying "police employees who may be at risk for future disciplinary actions."<sup>307</sup>

93. The establishment the Early Identification System, in its current form, was as a result of a prior Department of Justice investigation into the use of force in the County. As described in the Policy, it is "an integral part of the

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<sup>307</sup> General Order Volume I, Chapter 14, PG0000000607-610.

Department's police-community relations strategy . . . and it benefits the public by minimizing the number of police employees who may be at risk for future disciplinary actions."<sup>308</sup>

94. With regard to the use of force reviews, the Department places primary responsibility on the supervisor and command review, but does not appear to assess the effectiveness of the "command review" and whether it detects whether uses of force are within Departmental guidelines. The Policy provides that the assessment is to be "evaluated based on the facts known to the officer at the time of the incident,"<sup>309</sup> and does not provide for consideration that the officer may have a pattern of use of force, or that the officer may be deploying force in a discriminatory manner.

95. My review of the use of force data produced by the Department<sup>310</sup> is that a relatively small number of officers are responsible for a disproportionate number of uses of force. For example, the following 19 officers are responsible for 685 uses of force, or 10 percent of the total reported.

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<sup>308</sup> PG0000000607-610.

<sup>309</sup> PG0000054575-54590.

<sup>310</sup> PG0000985307.

<b>Officer Name</b>	<b>Officer Race</b>	<b>Black Civilian</b>	<b>White Civilian</b>	<b>Hispanic Civilian</b>	<b>Other Civilians</b>	<b>Total UoF</b>
Troy Sumner	White	46	1	1		48
Anthony Brooke	White	45		2		47
Grant Galing	White	40	3	2		45
Cedric Heyward	Black	42	1	1	1	45
Scott Steinebach	White	40		2		42
Dasplang Gukas	Black	37			1	38
Robert Heaney	White	16	10	11		37
Gregory Lynn	White	34			3	37
Francesco Marlett	White	32	1	1	1	35
Anthony Angeloro	White	31	1	1	1	34
Cody Katzenmaier	White	31	1	2		34
Christopher Oliver	Black	32		1		33
Daniel Allen	White	17	1	12		30
Mathew Cotillo	White	30				30
Brenden Gastiaburu-Simmons	White	29		1		30
Santino Green	Black	20	7	3		30
Brooks Mitzkewich	White	28			2	30
Bryant Strong	White	29	1			30
Job Welcome	Black	28	2			30

96. Each of these officers had 30 or more uses of force, averaging more than seven per year. Of these nineteen officers, 74 percent (14) were white and 26 percent (5) were black. Of the uses of force involving these officers, 96 percent involved minority civilians—and for most of these officers, all or virtually all of their uses of force were against minority civilians.

97. As Exhibit C to this report, I have attached a list of the officers who had 20 or more uses of force reported over a four year period. Collectively, these 61 officers were involved in 1,670 uses of force or just under 25 percent of the total uses of force reported over the period. Of these 61 officers, 64 percent (39) are white, 28 percent (17) are black, 5 percent (3) are Hispanic, and 3 percent (2) are Asian. Of the uses of force involving these officers, 99.1 percent involved minority civilians.

98. My review also identified a number of concerns with the command review of use of force. The command review involves supervisors (typically Sergeants), Lieutenants and Captains, and as noted later in this report, the individuals who hold these positions are disproportionately and (for Lieutenants and Captains) predominantly white.

- My review of the use of force reports Defendants have produced in this litigation (which cover 1,219 uses of force since January 1,

2016)<sup>311</sup> reflects that there is widespread non-compliance with Department policy that “District/Division Commanders/Mangers shall conduct the final review” of use of force incident reports, as required by General Order Volume II, Chapter 57.<sup>312</sup> Among other commanders, the reports produced do not indicate or reflect that Majors Mills, Mints or Weaver (whom are all discussed elsewhere in this report) reviewed the use of force reports arising under their commands.

- My review has also identified that a significant number of the uses of force were reviewed by officers who have expressed racial animus or otherwise been involved in discriminatory conduct. These uses of force, which overwhelmingly concerned use of force against minority civilians, uniformly concluded that use of force was justified.
- For example, 134 of the 1,219 uses of force (11%) were reviewed by Lieutenant Scott Finn. Lieutenant Finn concurred that every

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<sup>311</sup> PGIAD0000138481-147338.

<sup>312</sup> PG000054575-54590 at 54582.

single use of force was justified. And every use of force he reviewed involved use of force against a minority civilian.

- Similarly, 99 of the 1,219 uses of force (8.1%) were reviewed by Sergeant Daniel Smith. Sergeant Smith found that every single use of force was justified. And only 2 of the 99 uses of force Smith reviewed involved a white civilian.
- Other white officers discussed in this report also reviewed many use of force reports. For example, Brian Selway reviewed 20, Kenneth Fox reviewed 25, Christine Norton reviewed 17, Joseph Bunce reviewed 24, Darryl Wormuth reviewed 30, and Darrin Rush reviewed 21. All of these reviews uniformly found that the use of force was justified. And these uses of force almost entirely concerned incidents against minority civilians.
- Based on the use of force reports produced, it appears that the command review is doing little more than giving rubber stamp approval to the use of force. In the 1,219 uses of force covered by the reports, there was not a single instance where the command officer did not concur that the use of force was reasonable.

99. Consistent with this “rubber stamp” assessment, of the 6,805 uses of force reported, the Police Department concluded that only 15 were non-justified. In other words, in the review of uses of force, the Department concluded that 99.8% of uses of force were justified.

100. I have also reviewed IAPro data concerning investigations of uses of force.

- The overwhelming majority of uses of force reported in the database do not appear to have been investigated by Internal Affairs.
- Of the 15 officers who engaged in “non-justified” uses of force, IAD appears to have conducted use of force investigations concerning five of them.<sup>313</sup> Internal Affairs sustained charges in two of these matters, and both respondents received a fine.<sup>314</sup>
- Of the “justified” uses of force investigated by Internal Affairs, charges of use of force or excessive force are rarely sustained. In cases logged in IA Pro since January 1, 2016, Internal Affairs did

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<sup>313</sup> UoF incidents 16-267 ( [redacted] Officer J-4, [redacted] Officer N-2, [redacted] Officer S-15, [redacted] Officer T-7 & [redacted] Officer V-3, investigated as IA2016-052 & IA2016-013 ), 17-219 ( [redacted] Officer C-6, investigated as IA2017-029 & IA2017-044) & 17-320 ( [redacted] Officer J-5, inquiry at SIQ2017-003 & SIQ201-008)

<sup>314</sup> IA2016-052 ( [redacted] Officer V-3 ), IA2017-029 ( [redacted] Officer C-6 ).



not sustain 237 use of force or excessive force charges, and only sustained charges against four PGPD officers accused of engaging in use of force or excessive use of force.<sup>315</sup>

- Of the four sustained charges, one of these officers, George Merkel, was terminated following his criminal conviction for assaulting a black homeless woman.<sup>316</sup> A second officer, Juan Hernandez, was terminated after hitting a fleeing suspect with his cruiser.<sup>317</sup> In the other two matters, the officers were fined.<sup>318</sup>

101. There also appear to be significant deficiencies in the Department's compliance with its Early Identification System policy.

102. First, the monthly reports prepared by the Department do not appear to comply with the policy that the reports identify all officers who have been the subject of two or more uses of force or complaints within a 60-day period. Rather, the reports identify officers who had two uses of force complaints within a calendar month. During their depositions, Chief Stawinski (who is supposed to receive the monthly reports) nor Commander Mills (who as Commander of

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<sup>315</sup> A schedule of the IAPro investigations of use of force or excessive use of force is attached as Exhibit D. During this time frame, Internal Affairs also sustained an excessive charge against a Riverdale Park Police Officer. IA 2017-011.

<sup>316</sup> SI2016-059 (PG0000084795-85168).

<sup>317</sup> SI2016-034 (PG0000785926-786231).

<sup>318</sup> IA2016-052 (PGIAD0000086540-87248); IA2017-029 (PGIAD0000039546-39680).

Internal Affairs is in charge of preparing such reports) did not appear to be aware that the reports did not comply with policy.<sup>319</sup>

103. The failure to generate compliant reports is not an academic issue. Limiting the reports to officers with two triggering events within a calendar month will not identify all of the officers who should be reviewed as required by the Policy. This underreports the number of officers by a significant amount. By underreporting, the Department has undermined the purpose of the reporting system, which is to identify officers before they become a problem to the community. A number of the officers identified above who most frequently engaged in uses of force were only rarely identified on the monthly reports produced in discovery<sup>320</sup>—this includes Officers Heaney, Lynn, Angeloro, Oliver, and Mitzewich.

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<sup>319</sup> Stawinski Dep. Tr. 61:11-74:5; Mills Dep. Tr. 106:19-109:11.

<sup>320</sup> Defendants produced reports from January 2014 through December 2018 (with gaps from October through December 2016 and June through December 2017). ( PG0000608940, PG0000608989, PG0000609039, PG0000965837, PG0000609106, PG0000609180, PG0000609228, PG0000609286, PG0000609355, PG0000609405, PG0000609449, PG0000609518, PG0000609570, PG0000609631, PG0000609662, PG0000609708, PG0000609720, PG0000609764, PG0000609810, PG0000609853, PG0000965832, PG0000609898, PG0000609969, PG0000610016, PG0000965832, PG0000610082, PG0000610139, PG0000610205, PG0000965832, PG0000610269, PG0000610317, PG0000610376, PG0000610558, PG0000965832, PG0000610611, PG0000610653, PG0000610684, PG0000610739, PG0000610785, PG0000610838, PG0000610868, PG0000610924, PG0000610972, PG0000611012, PG0000611012, PG0000611077, PG0000611121, PG0000611129, PG0000611173, PG0000611225, PG0000611276, PG0000965834, PG0000965834, PG0000611326, PG0000611367, PG0000611430, PG0000611473, PG0000611532, PG0000611578, PG0000611618, PG0000611650,

104. Second, as Commander Mills acknowledged during her testimony, after Mills became Commander of IAD, IAD stopped producing the required quarterly EIS reports.<sup>321</sup> IAD did not produce quarterly reports for the last two quarters of 2016 and for most of 2017. I also note that Defendants have not produced in discovery the monthly EIS reports for any of the months in the last quarter of 2016 and the period between June and December 2017, corresponding with start of Commander Mills' tenure at IAD, and the appointment of Captain Watkins as AIS Commander.<sup>322</sup> During her deposition, Commander Mills also testified that Captain Watkins had substantial difficulty producing the monthly EIS reports on time.<sup>323</sup> Failing to produce reports undermines the purpose of the

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PG0000611684, PG0000611751, PG0000611769, PG0000611815, PG0000611863, PG0000611897, PG0000611906, PG0000611951, PG0000612017))

<sup>321</sup> Mills Dep. Tr. 109:12-116:6.

<sup>322</sup> PG0000608940, PG0000608989, PG0000609039, PG0000965837, PG0000609106, PG0000609180, PG0000609228, PG0000609286, PG0000609355, PG0000609405, PG0000609449, PG0000609518, PG0000609570, PG0000609631, PG0000609662, PG0000609708, PG0000609720, PG0000609764, PG0000609810, PG0000609853, PG0000965832, PG0000609898, PG0000609969, PG0000610016, PG0000965832, PG0000610082, PG0000610139, PG0000610205, PG0000965832, PG0000610269, PG0000610317, PG0000610376, PG0000610558, PG0000965832, PG0000610611, PG0000610653, PG0000610684, PG0000610739, PG0000610785, PG0000610838, PG0000610868, PG0000610924, PG0000610972, PG0000611012, PG0000611012, PG0000611077, PG0000611121, PG0000611129, PG0000611173, PG0000611225, PG0000611276, PG0000965834, PG0000965834, PG0000611326, PG0000611367, PG0000611430, PG0000611473, PG0000611532, PG0000611578, PG0000611618, PG0000611650, PG0000611684, PG0000611751, PG0000611769, PG0000611815, PG0000611863, PG0000611897, PG0000611906, PG0000611951, PG0000612017; *see also* Letter from A. Pergament to M. Alsip (Dec. 9, 2019).

<sup>323</sup> Mills Dep. Tr. 114:1-22.

reporting system, which is to identify officers before they become a problem to the community.

105. The virtual shut down of the Department's EIS breaks the promises the County made in 2004 to the U.S. Department of Justice (USDOJ). In 2004, after an investigation by the Justice Department Civil Rights Division, on behalf of Prince George County and its Police Department (PGPD), then County Executive Jack B. Johnson and Chief of Police Melvin High signed a Memorandum of Agreement (MOA) with the Justice Department to reform the Police Department.<sup>324</sup> The MOA details numerous reforms, including the reform of the Police Department's Early Identification System. Section VII of the MOA (entitled "MANAGEMENT AND SUPERVISION, A. Early Identification System") provides: "The PGPD will enhance and expand its Early Identification System to include a computerized relational database for maintaining, integrating, and retrieving data necessary for supervision and management of the entire PGPD. The PGPD will regularly use this data to manage risk and liability; and to evaluate

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<sup>324</sup> MOA Section B, General Provision 2 states: "The United States and Prince George's County, a chartered governmental corporation in the State of Maryland, share a mutual interest in promoting effective and respectful policing. They join together in entering this Agreement in order to promote police integrity and prevent conduct that deprives persons of rights, privileges, or immunities secured or protected by the Constitution or laws of the United States." (page 1)

the performance of officers across all ranks, units, and shifts.”<sup>325</sup> The County has not lived up to this critical part of the Agreement.

106. Third, the evidence in the discovery record indicates that District Commanders did not report back to the Chief of Police “in writing” following their interviews with individuals identified on the monthly or quarterly reports. Such reports do not appear to have been produced in discovery, and Chief Stawinski testified he did not receive such written reports.<sup>326</sup> Commander Mills also testified that when she was a District Commander, she did not prepare such reports directly to the Chief of Police.<sup>327</sup>

107. Fourth, there is evidence in the record indicating that District Commanders did not “personally meet” with officers identified on the monthly or quarterly reports, as required by Department Policy. For example:

- Prior to becoming Commander of IAD, Major Mills served as the Commander of District III, where many of the officers who most frequently engaged in use of force served, e.g., Officers Sumner, Brooke, Angeloro, Katzenmaier, Cotillo, Oliver.

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<sup>325</sup> MOA at 18 ¶ 75.

<sup>326</sup> Stawinski Dep. Tr. 68:23-69:5.

<sup>327</sup> Mills Dep. Tr. 67:5-68:12.

- Commander Mills testified that when she was a District Commander, she frequently delegated the responsibility to meet with officers on the list to her subordinates.<sup>328</sup>
- Commander Mills testified that she did not recall meeting with a number of officers who were on the monthly report who were under her command when she was a District Commander. For example, she did not recall meeting with Troy Sumner, Anthony Brooke, or Cody Katzenmaier—all of whom were on at least one monthly report during her tenure as District 3 Commander, and were among the officers who most frequently engaged in use of force.<sup>329</sup>

Commander Mills similarly did not recall meeting with other officers who frequently engaged in use of force who served under her command who appeared on monthly reports, including Jeremy Burch, Michael Morris, or Stephen Saraullo.<sup>330</sup> There appears to be little disciplinary consequence for officers who frequently appear on the monthly reports.

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<sup>328</sup> Mills Dep. Tr. 65:7-16.

<sup>329</sup> Mills Dep. Tr. 119:15-121:9, 146:17-147:8, 147:16-148:1.

<sup>330</sup> Mills Dep. Tr. 68:20-69:1, 121:1-3, 147:9-15, 149:5-150:2

108. In conclusion, there is extensive evidence that the Department has persistently and systemically failed to enforce its policies regarding civilian interactions, particularly complaints of racial bias. The Department similarly failed to follow its policies concerning use of force, which appear to have a disproportionate impact on minority communities; officers who have engaged in frequent use of force against minority civilians do not appear to have been adequately investigated or disciplined. This failure of the Department to abide by its policies was known (or should have been known) at the senior most ranks of the Department who either directly authorized or condoned it.

**E. The Department’s Internal Investigative and Disciplinary Mechanisms Treat Officers Differently Based on Their Race**

109. The Department states in its General Order that its policy is to “accept all complaints of employee misconduct at all levels of the Department . . . investigate complaints in a fair and impartial manner, and to impose disciplinary action, if necessary, in a uniform and timely fashion.” General Order Vol. I, Ch. 4, § I.<sup>331</sup> The Department further states that the Department policy is “to ensure that all investigations arising from a complaint are conducted fairly and openly.” General Order Vol. I, Ch. 22, § I.<sup>332</sup> And the Department further states that its

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<sup>331</sup> General Order, Vol. I, Ch. 4 § I (Complaints: Policy).

<sup>332</sup> General Order, Vol. I, Ch. 22 § I (Internal Investigative Procedures: Policy).

policy is that “[t]he Commander, IAD, will confer with the Chief of Police to ensure discipline is consistent throughout the agency.” General Order Vol. I, Ch. 11, § V.2.<sup>333</sup>

110. Based on my experience overseeing the internal affairs and disciplinary functions of one of the largest police departments in the country (LASD), as well as my expertise evaluating numerous other police departments, a hallmark of a “fair and impartial” system of investigation and a “uniform” system of discipline is that one would not expect that there would be disparities in investigative outcomes or disciplinary consequences according to race.

111. I have reviewed the data from the IAPro system that Defendants produced in this matter. This data covers a six-year period starting in mid-2013.

112. I am familiar with IAPro, which was developed by former internal affairs officials and is used throughout the United States. One of the features of the software is that it allows police departments to analyze investigative and disciplinary trends, including trends by race. This analysis can be useful in assisting a department in determining whether there are issues of discrimination within its investigative or disciplinary functions. As discussed below, members of the “Equality for Promotions, Discipline and Practices Panel” and the Department

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<sup>333</sup> General Order, Vol. I, Ch. 11 § V.2 (Discipline: Procedures).



convened in 2017 and discussed a proposal that Internal Affairs use this feature to allow the Department to track whether its processes were fair; Defendant Commander Mills refused to do so.<sup>334</sup>

113. The IAPro data produced by the Defendants demonstrates significant disparities in the PGPD system of investigation which, in turn, demonstrates that the Department is not adhering to its policy that investigations should be conducted in a “fair and impartial” manner or that investigations are being “conducted fairly.”

114. The data indicates significant disparities by race in whether the Department (i) opened formal investigations, (ii) sustained charges, (iii) imposed discipline at all, (iv) imposed severe discipline, and (v) resulted in resignations and/or terminations.

115. The IAPro data produced by the Defendants demonstrates significant disparities in the PGPD system of discipline that demonstrate that the Department is not adhering to its policy that discipline should be should be imposed in a “uniform” manner. Among other things, the IAPro data demonstrates:

- Black and Hispanic officers are more likely than a white officer to be charged with an offense;

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<sup>334</sup> PG0000157312 (Video of July 26, 2017 Equality for Promotions, Discipline and Practices Panel); PG0000161480-161482.

- Black and Hispanic officers are then more likely to face a formal disciplinary proceeding than white officers, whose misconduct is more often dismissed through one of the mere “inquiry” proceedings, which do not result in punishment.
- When charges are evaluated in a formal disciplinary process, a black or Hispanic officer is more likely than a white officer to be found guilty—that is, the charge is “sustained.”
- Black and Hispanic officers are then much more likely to be subject to the more severe forms of punishment (reduction in rank, removal from the normal promotion cycle, and termination) than lesser forms such as a reprimand.

116. Analysis of the disparities in the PGPD investigative and disciplinary processes begin with documenting the racial composition of the sworn officers subject to that process. Although Prince George’s County is approximately 67% African-American, 17% Hispanic, and 14% non-Hispanic white, the sworn officer force is substantially skewed towards white officers. Specifically, in December

2017—the midpoint of the six-year period reviewed in this analysis—42.8% of the sworn officers were Black, 9.1% Hispanic, and 44.5% non-Hispanic white.<sup>335</sup>

117. It is likewise important to recognize that the senior management of the PGPD—and specifically the commanders responsible for the disciplinary process—are even more skewed in favor of whites. Specifically, the percentage of the three senior ranks (Major, Captain and Lieutenant) was 65.4% white in 2015—significantly more than the approximately 45% of the overall force which was white—shortly before Chief Stawinski became Chief. In 2017 the percentage of the three senior ranks was 68.8% white and in 2019 remained 68.6% white. Over the same period, the percentage of senior officers who were Black or Hispanic went down from 31.4% in 2015 (already well below the 53% of the overall force in those two racial groups) to 29.2% in 2017 and 28.2% in 2019.<sup>336</sup>

118. The IPro dataset initially produced by the Defendants in September 2019 was provided in Excel format, which allowed computation of the impact of particular practices by race, including: (1) charges initially filed, (2) charges

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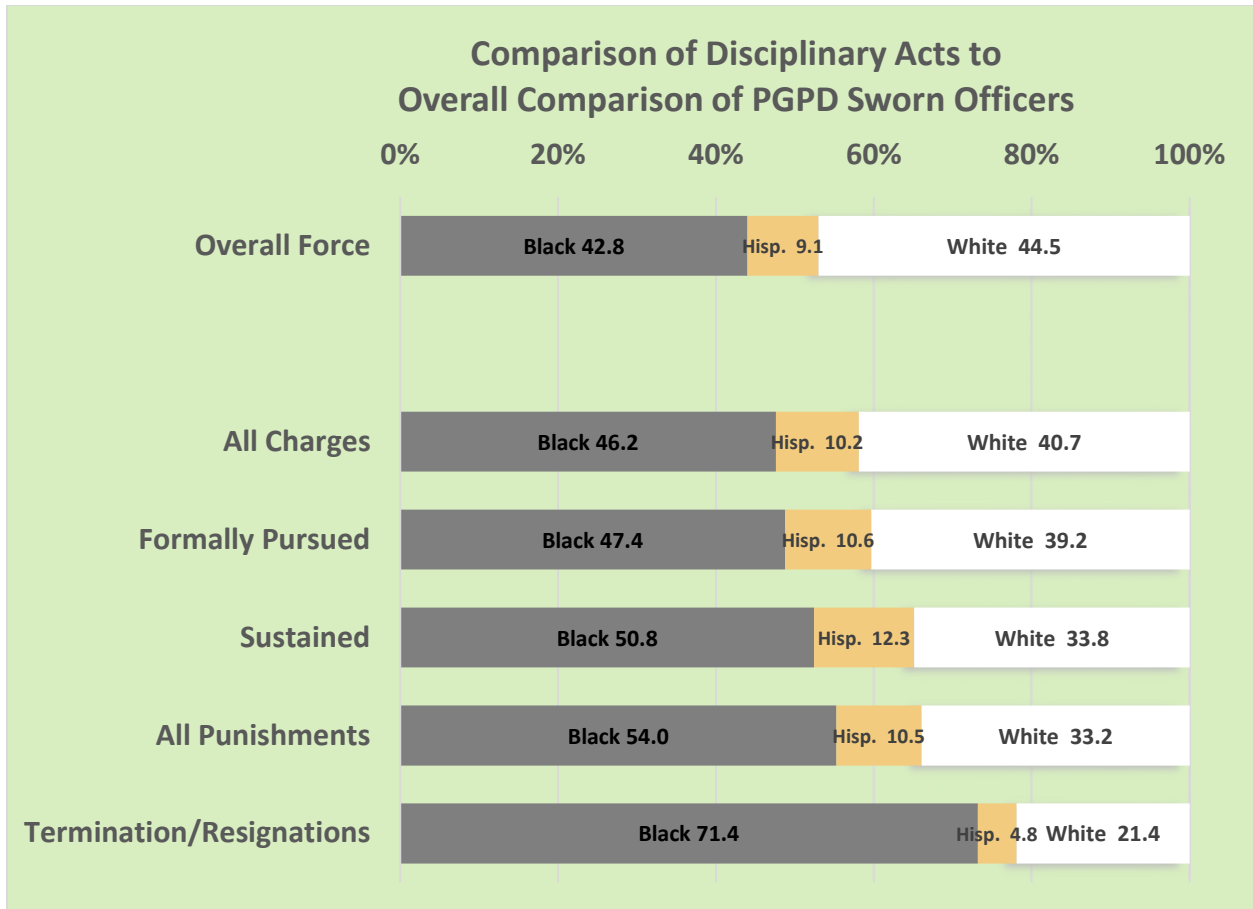
<sup>335</sup> PG0000000291-335 at 335. The 3.6% of the force that was categorized as Asian is not reflected on the summary charts below as they are not at issue in this case. In addition, the small sample size does not permit meaningful comparisons of the disciplinary results with that group and the other three racial groups.

<sup>336</sup> PG0000173546; PG0000085344; PG0000085430.

formally processed (rather than treated as inquiry), (3) charges sustained against the respondent officer, and then (4) punishments imposed.

119. I have reviewed the expert report of Marc Simon, a partner at BDO LLP. Mr. Simon analyzed the IAPro dataset produced by Defendants in December 2019, which was not produced in Excel or a format that I could readily analyze. I note that Mr. Simon's findings regarding racial disparities in investigative and disciplinary decisions are consistent with my analysis and conclusions concerning the first IAPro dataset produced. This is not surprising, as much of the data in the dataset I analyzed remained in the subsequent IAPro dataset.

120. The following chart summarizes the racial disparities throughout the PGPD's entire system of investigation and discipline based on the IAPro set initially produced by Defendants.



121. This chart—and the tabulated counts and percentages in the Appendix to this report, attached as Exhibit E—shows that, as compared to the racial composition of the overall force (42.8% Black, 9.1% Hispanic, and 44.5% non-Hispanic white), the breakdown of:

- a. The percentage of all charges against all officers was 46.2% Black, 10.2% Hispanic, and 40.7% white;
- b. The number of charges handled as “inquiries” (FCIQ, IAQ, and SIQ) was slightly skewed in favor of white officers, but the

charges handled through formal processes, which can lead to a punishment, was disproportionately directed against minority officers (47.4% Black, 10.6% Hispanic, only 39.2% white);

- c. The composition of “sustained” charges was 50.8% Black, 12.3% Hispanic versus only 33.8% white; and
- d. Of officers punished in any way 54.0% were Black, 10.5% Hispanic, and only 33.2% white.

122. Where discipline was imposed, the tabulations attached as Exhibits F and G show the disparity increases as the level of severity of the discipline increases.

123. As compared to the racial composition of the overall force (42.8% Black, 9.1% Hispanic, and 44.5% non-Hispanic white), the IAPro data indicates the following the disciplinary trends:

- a. Starting with the least severe form of discipline -- a reprimand -- the breakdown of the races is somewhat closer to the composition of the force as a whole -- 49.1 % Black, 12.2% Hispanic, and 35.0% white;

- b. Moving on to fines, one finds a greater disparity against officers of color: 52.7% of all fines were levied against Black officers, 11.1% Hispanic, and 34.0% white;
- c. For suspensions and leave without pay, the breakdown is 65.5% Black, 3.5% Hispanic, and only 29.3% white;
- d. For reduction in rank and removal from the promotion cycle, the breakdown is 57.1% were Black, 14.3% Hispanic, and only 28.6% white; and
- e. For officers who either resigned rather than face discipline or who were actually terminated, 71.4% were Black, 4.8% were Hispanic, and 21.4% were white.

124. I have also reviewed IAPro data that suggests that specific investigators display significant disparities in their investigations based on race. In particular, the IAPro data produced by Defendants finds dramatically different rates at which the following officers “sustain” cases against white officers as opposed to minority officers. Since my preliminary report, I have updated this analysis to include data reflected in the later IAPro productions. The analysis shows:

- a. Corporal Brett Shapiro: White respondents sustained—8 of 43 (18.60%); Black and Hispanic respondents sustained—35 of 72 (48.61%).
- b. Corporal Evan Baxter: White respondents sustained—3 of 51 (5.88%); Black and Hispanic respondents sustained—16 of 76 (21.05%).
- c. Corporal Brian Medina: White respondents sustained—4 of 38 (10.53%); Black and Hispanic respondents sustained—40 of 76 (52.63%).
- d. Sergeant Thang Pham: White respondents sustained—10 of 44 (22.73%); Black and Hispanic respondents sustained—27 of 63 (42.86%).
- e. Sergeant Kyle Bodenhorn: White respondents sustained—7 of 32 (21.88%); Black and Hispanic respondents sustained—29 of 85 (34.12%).
- f. Sergeant Tina Blackistone: White respondents sustained—6 of 29 (21.21%); Black and Hispanic respondents sustained—21 of 57 (36.84%).
- g. Sgt. William Clifford III: White respondents sustained—3 of 33 (9.09%); Black and Hispanic respondents sustained—13 of 30 (43.33%).
- h. Sgt. William Gross: White respondents sustained—5 of 22 (22.73%); Black and Hispanic respondents sustained—31 of 56 (55.36%).
- i. Sergeant Winston Wilson: White respondents sustained—1 of 38 (2.63%); Black and Hispanic respondents sustained—9 of 40 (22.5%).



Troublingly, these disparities are evident among several senior white officers in the Internal Affairs Department when they conducted investigations:

- j. Major Curtis Lightner: White respondents sustained—3 of 22 (13.64%); Black and Hispanic respondents sustained—21 of 38 (55.26%).
- k. Captain Cynthia Ruff: White respondents sustained—4 of 25 (16%), Black and Hispanic respondents sustained—6 of 18 (33.33%).
- l. Captain Joseph Ghattas: White respondents sustained—9 of 19 (47.37%), Black and Hispanic respondents sustained—59 of 84 (70.24%).

By contrast, there are several Internal Affairs Department investigators who “sustain” cases more equally among racial groups:

- a. Sergeant Daniel Hader: White respondents sustained—4 of 43 (9.30%), Black and Hispanic respondents sustained—4 of 28 (14.29%).
- b. Sergeant David Byrd: White respondents sustained—5 of 24 (20.83%), Black and Hispanic respondents sustained—4 of 25 (16.00%).
- c. Sergeant Paul Mack: White respondents sustained—12 of 22 (54.55%), Black and Hispanic respondents sustained—24 of 39 (61.45%).
- d. Sergeant Shannon Harris: White respondents sustained—2 of 31 (6.45%), Black and Hispanic respondents sustained—3 of 25 (12.00%).
- e. Lieutenant Michael Rubin: White respondents sustained—13 of 40 (32.50%), Black and Hispanic respondents sustained—17 of 51 (33.33%).

125. During testimony, Chief Stawinski and Commander Mills confirmed that they had never analyzed the potential racial bias of IAD investigators.<sup>337</sup>

126. In addition to the significant disparities in particular investigators' "sustain" rates, the number of Black and Hispanic officers terminated as a result of investigations by these investigators is notable. Of the Black and Hispanic officers terminated during Chief Stawinski's tenure, three of those investigations were conducted by Brian Medina<sup>338</sup>; three by Kyle Bodenhorn<sup>339</sup>; two by Brett Shapiro<sup>340</sup>; and one by Tina Blackistone.<sup>341</sup> That is, most of the minority officers terminated during Chief Stawinski's tenure had been investigated by a handful of investigators with disparate Black and Hispanic officer "sustain" rates.

127. I have seen evidence that the senior leadership of the Department made a conscious decision not to track, monitor, or analyze race in its investigative or disciplinary function, although it would have been easy for them to do so. In particular, I have reviewed an email send by IAD Commander Mills in which she rejects a proposal raised at the Equality for Promotions, Discipline, and Practices

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<sup>337</sup> Mills Dep. Tr. 213:8-13; Stawinski Dep. Tr. 230:12-20; *see also* M. Smith Dep. Tr. 52:1-3.

<sup>338</sup> Terminations of Eric Beale, SI2016-011 (PG0000170989-170994); **Officer S-7**, SI2016-031 (PGIAD103604-612); **Officer A-9**, SI2014-052 (PG0000321922-321925).

<sup>339</sup> Terminations of Michael Brown, SI2014-039 (PG0000012123-12429); **Officer O-4**, SI2017-039 (PGIAD0000067714- 67714); **Officer P-7**, (PG0000161272-161274).

<sup>340</sup> Termination of Tasha Oatis, IA2014-130 (PG0000013412-13524); Termination of **Officer R-9**, IA2015-040 (PG000070896 -902).

<sup>341</sup> Termination of **Officer H-10**, SI2017-043 (PG0000785926-786231).

Panel that IAD use IAPro to track race and sex. Specifically, Commander Mills received an email from Capt. Ghattas reporting that a Panel member proposed that “we need to track race and sex . . . so we can make sure that [discipline] is being fairly imposed . . . If we can ever get IAPro set up correctly, we would be able to do it both ways very easily.” In response, Commander Mills wrote:

We do not currently track this through IAPro, however it has been discussed. I believe this is a slippery slope as that may present a tendency to try to make things fair based on race/sex, when in actuality it needs to be on a case by case basis and never focus on what an officer of one race/sex got for a punishment as opposed to another . . . At the end of the day, it is about ensuring that the investigation is complete and thorough and that the officer is treated fairly, regardless of race/sex. Having said that, the most important thing to keep in mind is that if the focus is on race/sex, then cases are examined with that consideration, thereby negating the very core of what this is all about, which is treating officers fairly based on their actions and not their race/sex, therefore enabling us to be impartial.<sup>342</sup>

Commander Mills vetted this answer with Hector Velez, the Acting Chief of the Department.<sup>343</sup>

128. Following this email exchange, and demonstrating Ghattas’ statement that this analysis could be performed fairly easily, Internal Affairs prepared an

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<sup>342</sup> PG0000161480-161482, PG0000875393-875493 at 875465; *see* also Ghattas Dep. Tr. 201-218.

<sup>343</sup> PG0000182196-182199.

analysis of cases handled by its Administrative Investigation Section (AIS), which are cases with an IA Prefix.<sup>344</sup> Major Mills promptly provided this information to the Equality for Promotions, Discipline, and Practices Panel, but failed to advise the Panel that the information was limited to the AIS section cases, and did not include all cases handled by Internal Affairs (such as the cases handled by the Serious Incident Response Team (SIRT)) and did not include cases investigated by supervisors in the field (PS or FC cases). I note that this flawed analysis could have deceived the Panel into believing there was no racial bias in the investigations. It is clear that had Commander Mills presented all of the IAPro data to the Panel, the racial disparity in investigations would have been clear (as discussed above).

129. Commander Mills noted in her email that the proposal for IAD to track by race had “been discussed” before and rejected. *Id.* As discussed above, there is significant evidence that Internal Affairs has neither “treat[ed] officers fairly,” nor has it been “impartial”; rather, the data shows a significant, troublesome disparity that disadvantages minority officers and advantages white officers at every stage of PGPD’s investigative and disciplinary processes. In addition, the Department deliberately blinds itself to this information by not

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<sup>344</sup> PG0000000182-201 at 186-189.

monitoring or analyzing race in its investigative or disciplinary function by switching off the part of their internal investigations and discipline system that could track such discrimination.

130. Following the time that Major Mills provided partial data to the Equality for Promotions, Discipline, and Practices Panel, there is no evidence that the Department tracked investigative or disciplinary data by race. I have also reviewed the deposition testimony of the IAD “Statistical Coordinator,” Linda Washington. In her testimony, she confirmed that the Department does not prepare analysis of its investigations or discipline by race.<sup>345</sup> Numerous senior officers including Chief Stawinski and Major Mills testified that the Department does not analyze such data.<sup>346</sup> I am aware the Defendants have subsequently confirmed in writing that the Department does not have or prepare any such statistical reports.<sup>347</sup>

131. I have seen another series of emails from Commander Mills in which she expresses conduct inconsistent with Department policy to “investigate complaints in a fair and impartial manner.”<sup>348</sup> Notably, in conjunction with her efforts to work with the President of the local Fraternal Order of Police to

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<sup>345</sup> Washington Dep. Tr. 43-48.

<sup>346</sup> Stawinski Dep. Tr. 233:8-235:12; Mills Dep. Tr. 178:16-179:21.

<sup>347</sup> Dec. 18, 2019 Alsip Response to Pergament Dec. 9 Letter at 5, item b; Feb. 14, 2020 Alsip Response to Pergament Feb. 1 Letter at 5.

<sup>348</sup> General Order, Vol. I, Ch. 4 § I (Complaints: Policy).

encourage officers to seek expungement of their files, on July 20, 2017

Commander Mills wrote in a series of emails:<sup>349</sup>

First of all, you are not a good Catholic... I know better.... I'll pray for your soul....

Please note the show of good faith from the Commander of IAD... I cannot always set your people free but I can certainly cross the aisle. I look out for them whenever I can. You can buy me a beer anytime... I would actually prefer it brought to my office today so I can alleviate some of the stress that your people are causing me of late... 😊<sup>350</sup>

In my opinion, this is completely inappropriate conduct for a law enforcement professional. They are certainly inappropriate for the individual charged by the Department with responsibility for ensuring that complaints be investigated in a “fair and impartial manner.”

132. These statistical trends are consistent with what the Plaintiffs alleged in the complaint regarding disparate discipline for similar infractions.

133. Based on my review, the Department has a practice of diverging from its stated policy of “uniform” discipline.

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<sup>349</sup> Compl. ¶ 103(a); Pippin Dep. Tr. 79:8-86:14.

<sup>350</sup> PG0000182444-182445; PG0000182462-182463. Three days after sending this email, Commander Mills personally reviewed Sgt. Rush’s request for expungement. PG0000855439; PG0000855440-855445 at 855541. Commander Mills subordinates reported that they were “inundated with requests.” PG000903780.

134. These are some examples where I have questions about the fairness of the discipline. While the conduct at issue in all of these matters is serious, and in many cases, serious discipline is warranted, there is a pattern where minority officers have received harsher discipline than white officers for similar violations:

- a. **Plaintiff Sharon Chambers and Corporal Christopher Smith v. Corporal [REDACTED] Corporal F-1, Lieutenant Charles Seward, Lieutenant [REDACTED] Lieutennant P-1, Sergeant [REDACTED] Sergeant L-1, Corporal [REDACTED] Corporal D-1, and Corporal [REDACTED] Corporal S-5**: PO Chambers is a Black female officer who retired in 2019. While on duty, she returned to her vehicle and found that her firearm had been stolen. She was suspended pending investigation, fined \$500 and received a written reprimand.<sup>351</sup> Cpl. Smith, a Black male officer, also had his firearm stolen from his vehicle; he was suspended for twenty hours without pay.<sup>352</sup> The discipline records produced by PGPD contain several instances in which white male officers reported their firearms lost under similar or worse circumstances—none of them were disciplined as severely as PO Chambers or Cpl. Smith, and none of the white officers were suspended pending investigation. Cpl. [REDACTED] Corporal F-1 had his firearm stolen from his vehicle and was fined \$500 but received no written reprimand.<sup>353</sup> Cpl. [REDACTED] Corporal S-5 had his firearm stolen from his vehicle and was fined \$500 but received no written reprimand.<sup>354</sup> Lt. Seward lost his firearm and was fined \$500 but received no written reprimand.<sup>355</sup> Lt. [REDACTED] Lieutennant P-1 had his firearm stolen from his vehicle and was fined \$250 and received no written reprimand.<sup>356</sup> Sgt. [REDACTED] Sergeant L-1 left his loaded firearm in a public restroom and was fined \$500 but received no written reprimand.<sup>357</sup> [REDACTED] Corporal D-1 left his

<sup>351</sup> PS2017-090 (PG0000023408-23457 at 23410-23411).

<sup>352</sup> PS2017-084 (PG0000016450-16531 at 16450-16452).

<sup>353</sup> PS2016-083 (PGIAD0000092647-92687 at 92650-92651).

<sup>354</sup> PS2016-185 (PGIAD0000096744-96759 at 96747).

<sup>355</sup> PS2013-541 (PG0000080388-80436 at 80391-80392).

<sup>356</sup> PS2014-290 (PG0000157689-157741 at 157692).

<sup>357</sup> PS2016-111 (PGIAD0000093557-93597 at 93560-93561).

firearm and loaded magazine unattended on the kitchen counter in a house with six young children; he was fined \$100 and received no written reprimand.<sup>358</sup>

- b. **Police Officer Arvester Horner v. Police Officer [Officer S-10], Corporal [Corporal W-2] and Sgt. Rush**: PO Arvester Horner is a Black officer. In North Carolina, he was charged with driving under the influence, he was investigated and disciplined with a suspension without pay for 120 hours and reduction of two ranks and removed from the promotional cycle for one year.<sup>359</sup> [Officer S-10] is a white officer. After being stopped and arrested for driving under the influence, he was investigated and disciplined with a written reprimand, a reduction of a single rank, and a removal from the promotional cycle for one year.<sup>360</sup> Cpl. [Corporal W-2] is a white officer. After being stopped and arrested in Idaho for driving under the influence with a child in the car, he was investigated and disciplined with a suspension for 40 hours, a reduction of salary and a single rank, and removal from the promotional cycle for one year.<sup>361</sup> Sgt. Rush is a white officer. After striking a guard rail and flipping his unmarked police car several times and charged with driving under the influence, he was investigated. Although IAD recommended he be terminated,<sup>362</sup> Chief Magaw overruled this discipline and reduced him by one rank and imposed fines.<sup>363</sup>
- c. **Police Officer Tasha Oatis v. Sergeant Lisa Garland (SIQ2016-012, SI2017-001), Lieutenant [Lieutenant B-1] (SIQ2017-006)**: PO Oatis is a Black officer. She was accused of “double dipping” (leaving early to go to her part-time security job). Her matter was formally investigated by Internal Affairs. She was suspended nine months after her investigation started, and she was terminated in 2016.<sup>364</sup> Sgt. Garland is a white officer accused of 71 counts of

<sup>358</sup> IAPro Entry for IA2014-058 (file not produced).

<sup>359</sup> SI2014-055 (PG0000786754-786878 at 786761).

<sup>360</sup> SI2017-072 (PGIAD000075164-75309 at 75168).

<sup>361</sup> SI2014-045 (PG0000001248-1251 at 1249).

<sup>362</sup> SI2010-003 (PG0000022038-22322 at 22095).

<sup>363</sup> SI2010-003 (PG0000022038-22322 at 22039).

<sup>364</sup> IA2014-130 (PG0000013412-13524 at 13431).



unbecoming conduct related to “double dipping.” Her matter was initially treated as an inquiry; she was subsequently investigated for having engaged in the same practice of “double dipping,” was not terminated, was not suspended until her investigation had been pending for 28 months, at which point she was charged with 61 counts of unbecoming conduct related to double dipping. Sgt. Garland was allowed to stay on the force while her appeal dragged on until her retirement in 2019.<sup>365</sup> [Redacted] is a white officer accused of double dipping by improperly “working two law enforcement jobs.” His matter was treated as an inquiry, which was closed without any punishment.<sup>366</sup>

- d. **POFC Eric Beale v. Lt. Thomas Denault**: POFC Beale is a Black officer. He was terminated after being investigated for giving a “false statement” to an investigator attempting to track down a civilian accused of impersonating a police officer.<sup>367</sup> Lt. Denault is a white officer. He was investigated for “misrepresentation of facts,” based on false statements he made in court, while under oath, in two separate protective order hearings involving a dispute with his neighbor. Lt. Denault was suspended for 10 hours without pay.<sup>368</sup> As noted above, he had a prior disciplinary infraction where his termination was recommended. He was subsequently promoted twice.
- e. **Corporal Michael Brown v. Corporals [Redacted], Sergeant I-1 [Redacted] (IA 2015-006), and Robert Heaney**: Cpl. M. Brown is a Black officer. After he was investigated for “use of language” and “unbecoming conduct” violations following an off-duty confrontation in the District of Columbia where he drew a weapon, and was arrested; Cpl. M. Brown was suspended and subsequently threatened with termination, and resigned the day before the termination was to

<sup>365</sup> IAPro Entry for SIQ2016-012 (file not produced); SI2017-001 (PG0000975400-975725 at 975422); PG0000939411-939412; PG0000086663; PG0000080569.

<sup>366</sup> IAPro entry for SIQ2017-006 (file not produced).

<sup>367</sup> SI2016-011 (PGIAD0000113736-113978 at 113743).

<sup>368</sup> Compl. ¶ 61(a); SI2015-037 (PG0000021848-22037 at 21856).

occur.<sup>369</sup> Cpl. **Corporal W-1** is a white officer. He was involved in an altercation at a bar in Annapolis. When Annapolis police officers arrived, he interfered with their investigation and had to be physically restrained and was observed with a firearm;<sup>370</sup> according to the materials produced in discovery, he was not suspended and there is no indication in IAPro or other discovery materials that he was investigated for this incident. Cpl. **Sergeant I-1** is a white officer. He was accused by a Black civilian of starting an altercation by cutting him off in traffic, and then brandishing his weapon. According to IAPro, he received a small fine.<sup>371</sup> Cpl. Heaney is a white officer. He was involved in a bar fight in Bethesda; according to materials produced in discovery indicate the Montgomery County police referred this to PGPD Internal Affairs; although this matter was brought to Chief Stawinski's attention, there is no indication in IAPro or other discovery materials that he was investigated for the incident; rather Chief Stawinski was advised that Internal Affairs decided not to look into the matter.<sup>372</sup>

- f. **POFC Officer P-7 and Police Officer Officer A-2 v. Police Officer Officer K-1 and POFC Officer F-3** POFC **Officer P-7** is a Black officer. After a domestic violence incident alleged by his girlfriend (who later changed her story and said the subject did not choke her), POFC **Officer P-7** was investigated and subsequently terminated.<sup>373</sup> PO **Officer A-2** is a Hispanic officer. After being criminally charged with harassment arising out of a domestic violence incident in New Jersey, he was charged with violation of laws, unbecoming conduct, and issuance of a civil order against him. Although an Administrative Hearing Board recommended that he be fined \$2,500,<sup>374</sup> then-Chief McGaw overruled this

<sup>369</sup> SI2014-039 (PG0000012123-12429 at 12130).

<sup>370</sup> NBC Washington, *Prince George's SWAT Officers Investigated After Bar Fight* (Dec. 19, 2018), <https://www.nbcwashington.com/news/local/prince-georges-swat-officers-investigated-after-bar-fight-washington-dc/166364/>; PG0000854965-854966.

<sup>371</sup> IAPro Entry for IA2015-006 (file not produced).

<sup>372</sup> PG0000104622-104623.

<sup>373</sup> SI2016-004 (PG0000160486-160570; PGIAD0000099257-99459).

<sup>374</sup> PG000000819-825 at 824.

recommendation and terminated him.<sup>375</sup> PO **Officer K-1** is a white officer. PO **Officer K-1** had a domestic violence incident with his then girlfriend, involving pushing her against a television stand; approximately 4 months later, he physically threatened her by texting “ “If you ever come near my life again, I’ll crush you”...”I find out you contacted anyone close to me, I’ll run you into the ground and then some. LEARN TO SHUT YOUR MOUTH.” He also threatened to send intimate videos of a sexual; nature to her current boyfriend. PO **Officer K-1** was investigated and disciplined with suspension without pay for 20 hours, reduction in rank and removal from the promotion cycle for one year.<sup>376</sup> He remains on the force. POFC **Officer F-3** is a white officer. He was involved in a domestic dispute. The Prince George’s County Sheriff’s Department Domestic Violence Unit served POFC **Officer F-3** with a Peace Order, which indicated that the concerned citizen charged POFC **Officer F-3** had physically assaulted her, made threats, and continued to harass her.<sup>377</sup> POFC **Officer F-3** was charged with unbecoming conduct, which was not sustained, and with a procedural violation, which was sustained. He was fined \$50.<sup>378</sup>

135. Again, the point of this analysis is not to deemphasize the seriousness of any of this misconduct—it is simply to illustrate that there is a pattern where minority officers have received harsher discipline than white officers for similar violations. In this regard, it bears emphasis that, as discussed above (i) in several of these cases, the minority officer was investigated by one of the IAD investigators who displayed significant disparities in their investigations based on

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<sup>375</sup> PG000000826-830 at 826-827.

<sup>376</sup> SI2017-069 (PG0000875704-875707).

<sup>377</sup> SI2014-005 (PGIAD00000131308- 131457 at 131331).

<sup>378</sup> SI2014-005 (PGIAD0000131308-131457 at 131319); District for Prince George’s County Case No. 0501SP005312014.

race, and (ii) under Chief Stawinski, the Department appeared to have a significantly higher threshold for terminating white officers (*i.e.*, the only white sworn officers terminated during Chief Stawinski's tenure were those who were criminally convicted of crimes of violence) than minority officers.

136. The discrepancies in discipline are also evident at the command ranks of the Department. For example, as discussed below, Captain Joe Perez, the President of HNLEA, experienced various forms of retaliation following the time in which he reported that he had filed an EEO charge against Chief Stawinski and Commander Mills, and advised the senior commanders of the Department that HNLEA and UBPOA had filed a complaint with the Department of Justice. Following this disclosure, Internal Affairs (headed by Commander Mills) instituted an investigation of Captain Perez, stemming from a complaint from the Mayor of Seat Pleasant, Maryland. As a result of this investigation, Captain Perez was ultimately demoted, leaving the Department with no Hispanic Captains.

137. In conjunction with the Perez investigation, in August 2019, Commander Mills was requested to identify "like discipline" for Captain Perez's proposed discipline. In response, she wrote: "a command level employee has not

been disciplined for the behavior and unprofessional conduct Captain Perez has.

Therefore, ‘like discipline’ for this particular allegation does not exist.”<sup>379</sup>

138. In writing this, Commander Mills failed to consider the following four incidents:

- Deputy Chief N-1 (IA2016-030):** Deputy Chief N-1 was investigated for authorizing an officer (Officer S-14) to perform certain analysis during a 13 month period when Officer S-14 resided in Florida and never came to a County police facility; Deputy Chief N-1 entered Officer S-14’s payroll records himself, and approved payment to Officer S-14 for 10 hour days without no time off during the 13 month period. The Department initially cleared Deputy Chief N-1, following which the assigned investigator was promoted and assigned to work for Deputy Chief N-1.<sup>380</sup> The CCOP disagreed with this finding and concluded “Deputy Chief N-1 failed to uphold his ethical duty to be a prudent steward of the public trust by allowing Officer S-14 to collect more than \$80,000 in pay, not including benefits, without producing a valid work product. This level of oversight, as revealed by the investigation, appeared to be . . . highly unprofessional in the least. . . . Consequently, these action . . . make the Panel believe that the Respondent acted in an inappropriate manner and if not handled appropriately could damage the Department’s reputation both with its body of sworn officers and with the general public.”<sup>381</sup> The Panel also found “Additionally, and even more concerning to the Panel, Respondent Deputy Chief N-1 appears to have acted in a manner which was designed to obscure his actions from scrutiny.” Deputy Chief N-1’s efforts to obscure actions from scrutiny can also be seen in his Major [REDACTED] and Captain [REDACTED]. Following

<sup>379</sup> PG0000150199-150200.

<sup>380</sup> Stawinski Dep. Tr. 314:21-315:9.

<sup>381</sup> PG0000144137-144138.

this communication, Deputy **Deputy Chief N-1** received a reprimand and less than \$500 in fines.<sup>382</sup>

- **Major **Major N-1** (PS2019-114)**: As discussed above, Major **Major N-1** authorized and condoned an incentive program in District II under which she authorized “comp time” awards to the “highest producing officers” in District II, which included rewarding officers for “writing tickets” and “stopping Signal 7’s.”<sup>383</sup> In my opinion, this program was both highly unethical and unprofessional, possibly illegal. After concluding his investigation in less than a day, Deputy Chief Murtha proposed, and Major **Major N-1** accepted, a two-day suspension. Several months later, this discipline was later downgraded to a reprimand.

**Captain **Captain T-1** (PS2019-015)** As discussed above, Captain **Captain T-1** administered Major **Major N-1** incentive program in District II under which she authorized “comp time” awards to the “highest producing officers” in District II, which included rewarding officers for “writing tickets” and “stopping Signal 7’s.”<sup>384</sup> From his email, Captain **Captain T-1** appears to have taken steps to conceal the program from scrutiny.<sup>385</sup> In my opinion, this program was both highly unethical and unprofessional. After concluding his investigation in less than a day, Deputy Chief Murtha proposed, and Captain **Captain T-1** accepted, a oneo-day suspension. Several months later, this discipline was later downgraded to a reprimand.

- **Major **Major H-2** (SI2017-064)**: As discussed above, by her own admission, Major **Major H-2** directed her subordinate, Lieutenant **Lieutennant D-1** to try to dissuade two minority officers from cooperating in a criminal investigation of Corporal George

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<sup>382</sup> IA2016-030 (PG0000447426-447764).

<sup>383</sup> PS2019-114 (PGIAD0000127799-127818 at 127809); PS2019-115, PGIAD00000127819-834, at 127831.

<sup>384</sup> PS2019-114 (PGIAD0000127799-127818 at 127809); PS2019-115, PGIAD00000127819-834, at 127831.

<sup>385</sup> PS2019-115 (PGIAD0000127819-127834 at 127831).

Merkel following his assault of a homeless woman.<sup>386</sup> This violated numerous Department policies and in my opinion, was highly unethical and unprofessional, and possibly illegal. Major Major H-2 was not investigated for her misconduct, and was not disciplined in any way.

139. In sum, there is extensive evidence that the Department discriminates against minority officers relative to white officers in its investigative and disciplinary decisions, and that senior leaders of the Department were deliberately indifferent to such discrimination.

#### **F. The Department's Culture of Retaliation**

140. There is a practice and custom in the department that when minority officers complain, and particularly when they complain about racial discrimination or harassment by white officers, they experience retaliation. From my review, the two most prevalent forms of retaliation are (i) transfers of complainants, and (ii) institution of retaliatory investigations of the complainants.

141. Although the Department has policies concerning retaliation,<sup>387</sup> I have seen no evidence in IAPro or the Defendants' response to discovery that these policies are enforced. In particular, a search of the IAPro data produced by Defendants for "retaliation" finds several complaints from civilians, but no matters

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<sup>386</sup> SI2017-064 (PGIAD0000135296-135456 at 135379-135380).

<sup>387</sup> See General Orders Vol. I, Ch. 4, § V.9; *id.* at Vol. I, Ch. 12, § V.4.

where an officer alleges they were subjected to retaliation. As discussed in this section, numerous minority officers have claimed retaliation and there is no evidence that these charges were investigated by either IAD or the EEO Coordinator.

142. This lack of investigation and enforcement of the Department's anti-retaliation policies is consistent with the materials I have reviewed concerning the Department's training for supervisors and managers concerning retaliation, which is inadequate. The Department's 46-slide EEO training for supervisors and managers only discusses retaliation on 2 pages.<sup>388</sup> In my opinion, this training provided is inadequate, particularly given the culture of retaliation in the PGPD.

143. From my review, I noted the following incidents where minority officers who complained of conduct (including racist and other unprofessional conduct) by white officers experienced reciprocal charges (or other forms of retaliation) that were brought in response to or proximate in time to the minority officer's complaint.

- a. **Plaintiff Danita Ingram**: While Cpl. Ingram (a Black officer) was sitting (undercover) in a courtroom, she was confronted by a white officer, POFC Michael Rushlow.<sup>389</sup> POFC Rushlow demanded that she surrender her seat to him and proceeded to verbally harass and disparage her. Cpl. Ingram reported the

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<sup>388</sup> PG0000000348-394 at 362-363; PG0000000395-441 at 409-410.

<sup>389</sup> Compl. ¶ 136; IA2017-007 (PG0000025416-25896 at 25468).



incident to the court liaison and filed an internal written complaint against POFC Rushlow, in which she accused him of discrimination and racial bias.<sup>390</sup> Several officer witnesses corroborated Cpl. Ingram's account of events.<sup>391</sup> When POFC Rushlow learned about Cpl. Ingram's complaint, he filed a counter-complaint against Cpl. Ingram concerning the same incident.<sup>392</sup> During his investigation interview, POFC Rushlow stated that he filed a complaint against Cpl. Ingram only (i) after he was informed by his superior (11 days after the incident) that she had filed a complaint against him, and (ii) in response to her filing a complaint.<sup>393</sup> Nonetheless, IAD did not charge POFC Rushlow for violating the Department's anti-retaliation provisions. The IAD investigator concluded that Cpl. Ingram should not be charged; in spite of 3 witnesses who confirmed Cpl. Ingram's version of the encounter, IAD Commander Mills overruled this finding and directed that the charge be sustained, and that the unbecoming conduct charge against POFC Rushlow be non-sustained.<sup>394</sup> Instead, Commander Mills directed both officers be given the sustained charge of discourtesy."<sup>395</sup> POFC Rushlow accepted the punishment; Cpl. Ingram took this charge to an administrative hearing and won.<sup>396</sup> In their report to the Chief, the Administrative Hearing Board not only found Cpl. Ingram "Not Guilty" but detailed numerous conduct violations committed by POFC Rushlow that were not charged, noting that Cpl. Ingram had tried to end his abuse at several points in the confrontation.<sup>397</sup> Still, during the pendency of the case, which lasted over a year, Cpl. Ingram was ineligible for a promotion.<sup>398</sup>

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<sup>390</sup> Compl. ¶ 136; IA2017-007 (PG0000025416-25896 at 25468).

<sup>391</sup> IA2017-007 (PG0000025416-25896 at 25588, 25598, 25573).

<sup>392</sup> Compl. ¶ 138; IA2017-007 (PG0000025416-25896 at 25678).

<sup>393</sup> IA2017-007 (PG0000025416-25896 at 25513-25515).

<sup>394</sup> PG00000939321 (points 5 and 6); Kathleen Mills's Response to HNLEA's First Set of Interrogatories No. 1.

<sup>395</sup> Kathleen Mills's Responses and Objections to HNLEA's First Set of Interrogatories No. 1.

<sup>396</sup> Compl. ¶ 140; IA2017-007 (PG0000025416-25896 at 25449).

<sup>397</sup> IA2017-007 (PG0000025416-25896 at 25449).

<sup>398</sup> Compl. ¶ 139; IA2017-007 (PG0000025416-25896 at 25441).

- b. **Captain Captain G-1** Capt. **Captain G-1** (a Hispanic officer) filed a complaint against Lieutenant **Lieutenant R-2** following the Department's Toys for Tots program, during which **Lieutenant R-2** instigated a public argument with Capt. **Captain G-1** (Unbecoming Conduct) and called her a bitch (Use of Language).<sup>399</sup> Police department witnesses corroborated the allegation forming the basis of the first charge, and one civilian witness confirmed the Use of Language allegation.<sup>400</sup> Several civilian witnesses also filed complaints against **Lieutenant R-2** stemming out of this incident.<sup>401</sup> After Capt. **Captain G-1** filed the complaint, **Lieutenant R-2** subsequently filed one against Capt. **Captain G-1**.<sup>402</sup> IAD concluded that the allegations as to **Lieutenant R-2** were unfounded (unbecoming conduct) and non-sustained (use of language), despite the ample corroboration of Capt. **Captain G-1**'s allegation and the civilian complaints.<sup>403</sup> IAD also concluded that **Lieutenant R-2**'s unbecoming conduct allegation against Capt. **Captain G-1** was unfounded.<sup>404</sup> IAD does not appear to have investigated **Lieutenant R-2** for retaliation, notwithstanding his admission that he filed the complaint against Capt. **Captain G-1** because she had filed a complaint against him.<sup>405</sup>
- c. **Officers Officer R-2 and Officer A-6 (SI2017-064)**: As discussed above, Officers **Officer R-2** and **Officer A-6** reported Corporal George Merkel after he assaulted a homeless woman, and cooperated in his criminal prosecution. After they first made the charges, they were subject to a number of hostile and retaliatory acts (*e.g.*, pushing them to drop the charges, insisting on accompanying them to a pat-down so they "don't use too much force," coming to their traffic stops, not concurring that a use of

<sup>399</sup> Joseph Perez's Supplemental Responses and Objections to Defendant's First Set of Interrogatories No. 1, at 9-10; IA2017-069 (PG0000025100-25285 at 25116).

<sup>400</sup> IA2017-069 (PG0000025100-25285 at 25111-25112).

<sup>401</sup> Joseph Perez's Supplemental Responses and Objections to Defendant's First Set of Interrogatories No. 1, at 9-10; PG0000162177-79.

<sup>402</sup> Joseph Perez's Supplemental Responses and Objections to Defendant's First Set of Interrogatories No. 1, at 9-10; IA2017-069 (PG0000025100-25285 at 25269).

<sup>403</sup> IA2017-069 (PG0000025100-25285 at 25107- 25108).

<sup>404</sup> IA2017-069 (PG0000025100-25285 at 25107-25108).

<sup>405</sup> IA2017-069 (PG0000025100-25285 at 25269).

force was consistent with Department policy, calling them the “rat squad”) from their Shift Commander, Lieutenant [Lieutenant D-1] after they refused his efforts to pursue charges against Merkel.<sup>406</sup> [Officer R-2] complained that she did not feel safe after [Lieutenant D-1]’s comments.<sup>407</sup> Although [Lieutenant D-1]’s conduct prompted a complaint from the State’s Attorney, IAD non-sustained all charges against him and he was not disciplined in any way.<sup>408</sup> IAD does not appear to have investigated [Lieutenant D-1] for retaliation.

- d. **Plaintiff Patrick McClam**: Lt. McClam witnessed William Vosburgh, the white Director of the Forensic Lab, make racist and sexist statements concerning minority female employees of the lab.<sup>409</sup> With Lt. McClam’s encouragement, two female civilian employees of color filed EEOC charges concerning the Vosburgh.<sup>410</sup> After learning that Lt. McClam was a witness to the EEOC charges and was cooperating in the EEOC investigation, the Department transferred Lt. McClam involuntarily to the Patrol Bureau.<sup>411</sup> Discovery reflects senior white officers have also exchanged disparaging remarks about him.<sup>412</sup> In August 2017, when Lt. McClam was on track to be promoted to supervisor for a Special Assignment Team, he was again involuntarily transferred to a less desirable assignment in the Patrol Bureau.<sup>413</sup> Since cooperating in the EEO investigation, the Department has pursued four individual meritless investigations into Lt. McClam.<sup>414</sup> I understand that Defendants recently charged Lt. McClam in a fifth matter and are seeking his termination.

<sup>406</sup> SI2017-064 (PGIAD0000135296-135456 at 135335-135349).

<sup>407</sup> SI2017-064 (PGIAD0000135296-135456 at 135339) (“I felt like Lieutenant [Lieutenant D-1] had it out for me”).

<sup>408</sup> SI2017-064 (PGIAD0000135296-135456 at 135439-135441, 135300).

<sup>409</sup> Compl. ¶ 222.

<sup>410</sup> PG0000158501 and PG0000158507.

<sup>411</sup> Compl. ¶¶ 222, 227; Patrick McClam’s Third Supplemental Responses and Objections to Defendant’s First Set of Interrogatories No. 6; PG0000162400-162402.

<sup>412</sup> PG0000162391-162392.

<sup>413</sup> *Id.*

<sup>414</sup> *Id.*; IA2016-038 (PG0000023826-24386); IAQ2018-014 (PG0000027646-27747); FCIQ2017-067 (PGIAD0000028915-28922); FCIQ2018-105 (PGIAD0000032967-33006).

- e. **POFC Earl Sharpe**: Four days after POFC Sharpe's cooperation in an investigation during which he reported Sgt. Rush's racist conduct and other racist conduct in the RID/RST division (discussed above, IA2015-092), POFC Sharpe was transferred out of the Investigations Bureau to the Patrol Bureau without explanation.<sup>415</sup> Although the Department has advised the Justice Department that Sharpe was purportedly transferred "after a series of incidents in November and December of 2015 during which he exhibited unprofessional behavior . . . and became belligerent with his co-workers," Defendants have not produced evidence of such conduct; I also note that Defendants attributed the decision to transfer Sharpe to a white Sergeant and Major and **Captain M-1**, whose conduct and condonation of discriminatory conduct in RID/RST (discussed above) was the subject of Sharpe's cooperation.<sup>416</sup> Approximately one month after Sharpe's transfer, IAD reopened a stale investigation (started in 2014) into POFC Sharpe relating to a worker's compensation claim.<sup>417</sup> POFC Sharpe was charged with a Category IV offense, and he was told by the investigator that he would be terminated if he did not accept a diminishment of rank.
- f. **Plaintiff Joe Perez**: During 2015 and 2016, Capt. Perez filed a number of complaints with the PGPD Inspector General regarding discrimination against officers of color related to promotions, discipline in Internal Affairs investigations, and assignments to specialty units.<sup>418</sup> Additionally, Capt. Perez complained about racially hostile conduct and unethical conduct by white officers.<sup>419</sup> In March 2016, Capt. Perez, as President of HNLEA and along with other officers filed a complaint with the U.S. Department of Justice raising the same issues. After Defendant Commander Mills was transferred to IAD in August 2016, Capt. Perez witnessed her make a number of discriminatory comments about minority

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<sup>415</sup> EEO Charge 531-2016-00712 (PG0000157216), PG0000908213-908214; Sharpe Decl. ¶ 11.

<sup>416</sup> PG0000964709-964718 at 964717; IA2015-092 (PG0000042371-436, at 42405-421).

<sup>417</sup> SI2014-015 (PG0000137899-138649).

<sup>418</sup> Compl. ¶ 107.

<sup>419</sup> Compl. ¶ 107.

officers and engage in discriminatory practices regarding investigation and disciplinary issues.<sup>420</sup> In October 2016, Capt. Perez was denied promotion to Major.<sup>421</sup> In a meeting following this to discuss his complaints against Defendant Commander Mills, Capt. Perez informed Chief Stawinski that he would be filing an EEOC complaint and a supplement to the DOJ Complaint.<sup>422</sup> Within 45 minutes of the meeting ending, Capt. Perez was informed he was being transferred from Internal Affairs to Planning & Research.<sup>423</sup> His direct supervisor in Planning & Research was Major William Alexander, who was the subject of one of his prior complaints about unethical conduct.<sup>424</sup> Moreover, around this time, Defendant Commander Mills and her subordinates engaged in retaliatory efforts against Capt. Perez for raising concerns about himself and other minority officers.<sup>425</sup> For example, Major Lightner filed a complaint against Capt. Perez and Defendant Commander Mills contemplated suspending Capt. Perez for “insubordinate behavior.”<sup>426</sup>

In late April 2017, Defendants Chief Stawinski and Commander Mills learned that the Citizen Complaint Oversight Panel had recommended that ethics charges be sustained against Deputy Chief Christopher Murtha.<sup>427</sup> Capt. Perez had originally been assigned this matter to investigate, and he had informed Chief Stawinski that this was a matter he brought to the attention of the

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<sup>420</sup> PGPD-PER-0069987-69992.

<sup>421</sup> Joseph Perez’s Supplemental Responses and Objections to Defendant’s First Set of Interrogatories No. 6.

<sup>422</sup> Joseph Perez’s Supplemental Responses and Objections to Defendant’s First Set of Interrogatories No. 6; Stawinski Dep. Tr. 115:1-135:7.

<sup>423</sup> Joseph Perez’s Supplemental Responses and Objections to Defendant’s First Set of Interrogatories No. 6; PG0000147518; PG0000147519-147522.

<sup>424</sup> Joseph Perez’s Supplemental Responses and Objections to Defendant’s First Set of Interrogatories No. 6; PG0000300016-300018.

<sup>425</sup> Joseph Perez’s Supplemental Responses and Objections to Defendant’s First Set of Interrogatories No. 6, at 48 (“[T]he manner in which Chief Stawinski and Major Kathleen Mills handled the investigation was retaliatory and incongruent with PGPD’s disciplinary policies.”).

<sup>426</sup> PG0000785918-19; PG0000785910; PG0000956075.

<sup>427</sup> PG0000144137-144138.

State's Attorney and the Department of Justice.<sup>428</sup> Following this, Chief Stawinski had a series of contentious meetings with Capt. Perez and UBPOA leadership that focused on the investigative flaws in the Deputy Chief Murtha investigation and complaints about discriminatory treatment of minority officers.<sup>429</sup> Around the same time as these meetings, Commander Mills and Chief Stawinski engaged in a series of actions against Capt. Perez, including Commander Mills directing her subordinates to generate complaints against Capt. Perez, and the Department requested a complete review of all of Capt. Perez's emails from February 11 through May 2017.<sup>430</sup> During their depositions, Chief Stawinski and Major Mills acknowledged that Assistant Chief Velez had ordered an earlier review of Capt. Perez's emails and "outlook activity."<sup>431</sup> Around the same time, Commander Mills had her subordinates conduct research into potential grounds to terminate an unspecified officer.<sup>432</sup> And Chief Stawinski had Commander Mills obtain an audit from the Seat Pleasant Police Chief detailing Capt. Perez's son's record in accessing various law enforcement databases for the previous year; Commander Mills forwarded the results of the audit to Chief Stawinski, and Chief Stawinski forwarded the audit to the superintendent of the Maryland State Police under the Subject line: "Fwd: Possible Criminal Misconduct -- Municipal Officer."<sup>433</sup> This is the same timeframe that the Seat Pleasant Chief complained that Capt. Perez had attempted to use his position within PGPD to obtain leave for his son.<sup>434</sup> Major Mills was also aware that Deputy Chief Murtha filed a complaint, and Chief Stawinski was aware that Deputy Chief Murtha contemplated filing a complaint, against Perez and the UBPOA President Boone, ostensibly for reporting his misconduct to the

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<sup>428</sup> PG0000162691-162711 at 162698-162699; PG0000181256-181257; PG0000787555-787693 at 787569-787570.

<sup>429</sup> PG0000162169-162171; PG0000162510-162511.

<sup>430</sup> PG0000150850; PG0000171078-171079; PG0000929099-929102.

<sup>431</sup> Stawinski Dep. Tr. 335:5-337:6; Mills Dep. Tr. 418:7-419:7.

<sup>432</sup> PG0000169211-169213; PG0000169310-169311; PG0000165790.

<sup>433</sup> PG0000155548-155549.

<sup>434</sup> Compl. ¶¶ 115-116 & 118.



State's Attorneys office – notwithstanding this knowledge, Murtha was not charged with or investigated for retaliation.<sup>435</sup>

Captain Perez filed two further complaints of harassment during the summer and fall 2017 – one involving one of Major Mills' senior officers performing surveillance on him, and another involving vandalism of Captain Perez's office. Neither of these complaints appears to have been investigated.<sup>436</sup>

Capt. Perez filed a supplemental EEOC charge on October 10, 2017 after he was denied the opportunity to compete for a promotion to Major.<sup>437</sup> Two months later, on January 10, 2018, PGPD informed Capt. Perez that there was an Internal Affairs investigation into an incident based on the Seat Pleasant Police Chief's complaint in April 2017.<sup>438</sup> While Chief Stawinski appears to have recused himself from this matter, Major Mills (who was another subject of Captain Perez's EEOC charge) did not. There appear to be significant procedural irregularities in this investigation, including (i) commencing the investigation well after the time of the Seat Pleasant Chief's complaint,<sup>439</sup> (ii) conducting the investigation well outside the time frame for conducting an investigation under the IAD Standard Operating Procedures,<sup>440</sup> (iii) failing to turn over an IAD interview with the chief prosecution witness to Captain Perez's counsel,<sup>441</sup> and (iv) failing to disclose information IAD had regarding an active FBI corruption

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<sup>435</sup> Mills Dep. Tr. 412:20-413:3, 416:10-14; Stawinski Dep. Tr. 316:4-7, 317:2-15.

<sup>436</sup> PG0000971542-50; PG0000875170; PG0000171280-86.

<sup>437</sup> Compl. ¶ 114-115.

<sup>438</sup> PGIAD0000097141; Compl. ¶ 115; Joseph Perez's Supplemental Responses and Objections to Defendant's First Set of Interrogatories No. 6.

<sup>439</sup> PGIAD0000097141.

<sup>440</sup> Compl. ¶ 116; Joseph Perez's Supplemental Responses and Objections to Defendant's First Set of Interrogatories No. 6; PGPD IAD Standard Operating Procedures at 10 (PG0000000497-530 at 506) ("Upon receipt at Internal Affairs, each complaint will be assigned a unique identified (case number), which will be provided to the complainant within ten (10) business days. . . . IAD investigations must be completed within 90 days absent extenuating circumstances.").

<sup>441</sup> PG0000973606.

investigation into two prosecution witnesses.<sup>442</sup> During his testimony, the assigned investigator acknowledged he had not previously personally conducted any Internal Affairs investigations.<sup>443</sup> He also acknowledged that he consulted with Major Mills throughout the investigation, and that he did not evaluate Captain Perez's complaint that the investigation was retaliatory.<sup>444</sup>

On February 13, 2019, the EEOC issued a determination that Defendants had "subjected [Capt. Perez] to unequal terms and conditions of employment concerning involuntary transfer and internal affair processing, denied promotional opportunities, reassigned, disciplined, demoted, and retaliated against for engaging in protected activity due to his national origin."<sup>445</sup>

- g. **Plaintiff Adrian Crudup**: In 2015, Cpl. Crudup made several complaints against his supervisor, Lt. Hampson. One such complaint alleged that Lt. Hampson had called a civilian a "project n\*\*\*\*."<sup>446</sup> In October 2016, Cpl. Crudup was suspended with pay and transferred from the Special Investigations Division Gang Unit to the Financial Crimes Unit; although Defendants have told the Justice Department that Crudup's transfer was because he was suspected of "passing confidential police information to suspected gang members,"<sup>447</sup> Crudup was not given any explanation for this transfer.<sup>448</sup> Crudup's request for a hearing was denied.<sup>449</sup> Cpl. Crudup subsequently learned that his transfer was a result of Lt. Hampson filing an IAD complaint against him for allegedly interfering with an investigation dating back to May 2015.<sup>450</sup> The

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<sup>442</sup> See PG0000970325.

<sup>443</sup> Watkins Dep. Tr. 116:23-117:5, 140:18-144:8.

<sup>444</sup> Watkins Dep. Tr. 302:2-3, 310:3-16.

<sup>445</sup> EEOC\_Perez\_00001-355 at 00007.

<sup>446</sup> Compl. ¶ 240, Adrian Crudup's Third Supplemental Responses and Objections to Defendant's First Set of Interrogatories No. 6.

<sup>447</sup> PG0000964709-964718 at 964713.

<sup>448</sup> Compl. ¶ 240; PG0000202216; PG000150392; PG0000171445.

<sup>449</sup> Compl. ¶ 240.

<sup>450</sup> Adrian Crudup's Third Supplemental Responses and Objections to Defendant's First Set of Interrogatories No. 6; SI2016-008 (PG0000198478-198479).



Complaint (which concerned an allegation that Crudup had provided confidential information to one individual) was referred to the State's Attorney and all charges were dismissed as in February 2018.<sup>451</sup> IAD does not appear to have investigated Lt. Hampson for retaliation, and there is no evidence Defendants opened an investigation into Cpl. Crudup's complaints about Lt. Hampson's racist conduct. As a result of this investigation, Cpl. Crudup was terminated in March 2020.

- h. Lt. Lieutenant R-3: Lt. Lieutenant R-3, a prominent member of HNLEA, reported Sgt. Sergeant R-2 and Sgt. Sergeant B-4 for workplace harassment (including removing a wheel from his office chair and urinating on his keyboard).<sup>452</sup> Lieutenant R-3 identified these officers as the perpetrators by secretly filming his desk space.<sup>453</sup> Sgt. Sergeant R-2 retaliated against Lieutenant R-3 by issuing a complaint against him for filming without permission.<sup>454</sup> IAD does not appear to have investigated Sgt. Sergeant R-2 for retaliation, despite the fact that Sergeant R-2's complaint stemmed directly from Lt. Lieutenant R-3's institution of charges against him.

144. Several of these incidents (Lt. McClam, POFC Sharpe, and Capt. Perez) involved transfers after the minority officer filed a complaint or cooperated in an investigation against a white officer. From my review, I noted other incidents where minority officers who complained of conduct (including racist and other unprofessional conduct) by white officers were transferred promptly (or experienced other hostile environment) after lodging their complaint. These include:

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<sup>451</sup> PG00000171445.

<sup>452</sup> IA2015-087 (PG0000041835-42055 at 41881 and 41967-68).

<sup>453</sup> IA2015-087 (PG0000041835-42055 at 41869, 41877-41882).

<sup>454</sup> IA2016-031 (PG0000043028-43150).

- a. **Plaintiff Richard Torres**: As discussed above, in May 2016, Cpl. Torres received a text message from Sgt. Bunce, his white supervisor. In the text message, Sgt. Bunce used the word “NECA” to describe an African-American civilian and made a derogatory reference to a suspect.<sup>455</sup> Cpl. Torres complained to then-Captain Powell about the text message.<sup>456</sup> Cpl. Torres subsequently told Capt. Powell that Sgt. Bunce was a racist with whom he no longer wanted to work.<sup>457</sup> Despite hearing Cpl. Torres’s allegations and reading the text message, Capt. Powell declined to notify Internal Affairs or the EEO Coordinator.<sup>458</sup> Further, there is no indication that Capt. Powell either tried to remove Cpl. Torres from under Sgt. Bunce’s supervision or warn Sgt. Bunce not to retaliate. In November 2016, Sgt. Bunce issued a performance evaluation of Cpl. Torres alleging that he had failed to perform his duties satisfactorily; the specific criticism was that Cpl. Torres declined to seize a suspect’s phone, even though such a seizure would have violated the Fourth Amendment.<sup>459</sup> A contemporary analysis by an unidentified person indicates that Cpl. Torres closed 6 of his 14 assigned cases which was characterized as a “good statistic.”<sup>460</sup> Shortly thereafter, Cpl. Torres was transferred from Investigations to the Patrol Bureau.<sup>461</sup>
- b. **Plaintiff Sonya Zollicoffer**: While assigned to IAD, Lt. Zollicoffer had a number of disagreements with Defendant Commander Mills, including a disagreement where Commander Mills ordered Lt. Zollicoffer to charge Plaintiff Cpl. Ingram after she filed a charge against POFC Rushlow.<sup>462</sup> Lt. Zollicoffer was

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<sup>455</sup> PG0000150665-150693 at 150669-150670; Richard Torres’s Supplemental Responses and Objections to Defendant’s First Set of Interrogatories No. 6.

<sup>456</sup> Richard Torres’s Supplemental Responses and Objections to Defendant’s First Set of Interrogatories No. 6.

<sup>457</sup> Richard Torres’s Supplemental Responses and Objections to Defendant’s First Set of Interrogatories No. 6.

<sup>458</sup> Compl. ¶ 166.

<sup>459</sup> PG0000150665-150693 at 150669-150670; PG0000103513-103525..

<sup>460</sup> PG0000103511.

<sup>461</sup> PG0000179546; PG00000446894-446898 at 446897; PG0000144565-144566.

<sup>462</sup> Compl. ¶¶ 36, 144.

promoted to Lieutenant in February 2018.<sup>463</sup> She expressed interest in remaining in the Internal Affairs Division because there were two open Lieutenant positions. Despite that, Lt. Zollicoffer was involuntarily transferred from Internal Affairs to the Patrol Bureau to work the overnight shift starting in April 2018.<sup>464</sup> At the time of the transfer, senior Department officers did not consider her request to remain in IAD. They considered only three Patrol Bureau assignment options for Lt. Lt. Zollicoffer, two of which created a possible hostile work environment for her. While these officers acknowledged that Lt. Zollicoffer had been “involved in an EEOC incident,” referencing her sexual assault by her training officer as a “drawback.”<sup>465</sup> Notwithstanding this, the Department reassigned her to the District where she was assaulted.<sup>466</sup> Although the Defendants have advised the Department of Justice that “upon promotion, Zollicoffer was proposed for transfer,” they did not inform the Department of Justice (i) that Zollicoffer had requested to stay in Internal Affairs, (ii) other officers in Internal Affairs who had been promoted were allowed to stay in Internal Affairs, and (iii) the Defendants proposed to transfer her to a unit where she had been sexually assaulted by her training officer.<sup>467</sup>

- c. **Plaintiff Thomas Boone**: Since December 2016, Lt. Boone has repeatedly complained to his supervisors of the incidents of racially motivated wrongdoing in the work environment, including complaints about inappropriate language, unfair transfers, disparate discipline, unfair hiring practice, racially insensitive and offensive pictures, retaliation for reporting wrongdoing and other racially motivated behaviors.<sup>468</sup> Additionally, Lt. Boone met with Chief

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<sup>463</sup> Sonya Zollicoffer Supplemental Interrogatory Responses and Objections to Defendants’ First Set of Interrogatories No. 6; PG0000007180-7396 at 7186.

<sup>464</sup> Sonya Zollicoffer Supplemental Interrogatory Responses and Objections to Defendants’ First Set of Interrogatories No. 6; PG0000446894-446898 at 446897.

<sup>465</sup> PG0000162977.

<sup>466</sup> Compl. ¶ 146.

<sup>467</sup> PG0000964740-964745 at 964744.

<sup>468</sup> *See, e.g.*, PG0000155770; PG0000155786; Thomas Boone Supplemental Responses and Objections to Defendants’ First Set of Interrogatories No. 6.

Stawinski on a number of occasions to complain about these problems.<sup>469</sup> On October 1, 2018, Major David Renner informed Lt. Boone that he was being transferred.<sup>470</sup> Lt. Boone made clear that he did not wish to be transferred from his current position; however, based on his understanding that a transfer was mandatory, he agreed to be transferred to the Property Division.<sup>471</sup> Lt. Boone was ultimately transferred to Patrol, under the command of Major Mints, against whom he had previously made a complaint; and he was stationed in District 2, where Lt. Boone had previously experienced a traumatic event.<sup>472</sup>

- d. **Plaintiff Chris Smith**: In October and December 2015, Cpl. Smith complained to Lt. Vondell Smith that Cpl. Smith's colleagues had created a racially hostile environment by disparaging African-American civilians.<sup>473</sup> Lt. Smith took no action.<sup>474</sup> In March 2016, Cpl. Smith was involuntarily transferred to the Patrol Bureau, a transfer that Cpl. Smith believes was retaliatory in response to his prior complaints.<sup>475</sup> In June, 2016, Darryl Kriess gave Cpl. Smith a poor performance evaluation after Cpl. Smith had complained to him about the racist environment on the team.<sup>476</sup>
- e. **Sergeant Aubrey Thompson**: In January 2015, Sgt. Thompson complained to the EEO Coordinator that Major Zachary O'Lare had discriminated against him on the basis of race and age, including telling Sgt. Thompson when Major O'Lare was first assigned to the unit he had heard that Sgt. Thompson "never came to work and was [] lazy" and the unit Sgt. Thompson supervised was "the worst squad in the gang unit," and subsequently wrote

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<sup>469</sup> Thomas Boone Supplemental Responses and Objections to Defendants' First Set of Interrogatories No. 6.

<sup>470</sup> Thomas Boone Supplemental Responses and Objections to Defendants' First Set of Interrogatories No. 6.

<sup>471</sup> Boone Dep. Tr. 128:17-22, 69:6-20, 72:16-25.

<sup>472</sup> Boone Dep. Tr. 69:21-23, 74: 22-25, 75:1-25, 76:1-14, 220: 17-25, 221:1-25, 222:1-8.

<sup>473</sup> Compl. ¶ 189.

<sup>474</sup> Compl. ¶ 189.

<sup>475</sup> Chris Smith's Supplemental Responses and Objections to Defendant's First Set of Interrogatories No. 6.

<sup>476</sup> C. Smith Dep. Tr. 241:10 -242:20.

him up; Sgt. Thompson subsequently filed a charge with the EEOC.<sup>477</sup> In June 2015, Sgt. Thompson was told by Assistant Chief Howard that he was being transferred from the Special Investigative Division Gang Unit to the Division of Property Management.<sup>478</sup> After the transfer, the FOP President, Dean Jones, advised Chief Magaw in writing that Thompson's transfer was retaliatory for filing an EEOC complaint and "Thompson has suffered and continues to suffer monetary damages as well mental anguish from the embarrassment, humiliation, harassment and loss of status." Dean Jones asked the Chief look into the matter and requested a meeting at the Chief's "earliest convenience." There is nothing in the record that indicates the Chief made any inquiries or met with the FOP President regarding this forced transfer.<sup>479</sup>

- f. **Police Officer Latishia Pinckney**: After PO Pinckney sent a complaint to the IAD commander that Sgt. Rush had made inappropriate comments about her hair and nails, and that she was singled out for failing to meet a productivity requirement that Sgt. Rush previously said did not need to be met.<sup>480</sup> Upon learning of the complaint, Sgt. Rush threatened to transfer her out of the squad as a result of the complaint.<sup>481</sup> PO Pinckney was subsequently transferred.<sup>482</sup>
  
- g. **Corporal Terrence Brown**: Cpl. Brown sent a complaint to the IAD commander that Sgt. Rush favored white officers when making work assignments and completing job evaluations. Cpl. Brown complained about the disparity in treatment to Lieutenants Shaniqua Smith and Troy Wallace and was subsequently removed from his position as the lead "9-car" corporal.<sup>483</sup> Cpl. Brown

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<sup>477</sup> PG0000001713-1802 at 1715, 1755.

<sup>478</sup> PG0000905763-905765.

<sup>479</sup> PG0000905763-905765.

<sup>480</sup> EEO Charge No. 531-2017-0161 (PG0000001550-1642 at 1550).

<sup>481</sup> EEO Charge No. 531-2017-01616 (PG0000001550-1642 at 1550).

<sup>482</sup> PG0000001265-1351 at 1336; PG0000154090-154091.

<sup>483</sup> EEO Charge No. 531-2017-01487 (PG0000001375-1457 at 1382).

subsequently filed an EEOC charge. He was subsequently transferred.<sup>484</sup>

- h. **Sergeant Sergeant C-1** Sergeants **Sergeant C-1** and **Sergeant R-3** had an altercation in the office. Sgt. **Sergeant C-1** submitted a complaint (including a request that **Sergeant R-3**, his subordinate, be transferred).<sup>485</sup> Sgt. **Sergeant R-3** met with the unit's Lieutenant (**Captain M-1**), called Sgt. **Sergeant C-1** into the meeting, and accused him of being a racist. Sgt. **Sergeant C-1** was subsequently transferred from RID/RST to IAD.<sup>486</sup> Although the Department has advised the Department of Justice that **Sergeant C-1** was purportedly transferred for "poor performance," the fact that **Sergeant C-1** was transferred to another prestigious investigative like IAD is inconsistent with that explanation. I also note that Defendants attribute the transfer decision to Major **Major X-1** and Captain **Captain M-1**; **Sergeant C-1** provided evidence against **Captain M-1** both of whom are discussed elsewhere in this report; **Sergeant C-1** provided evidence of **Captain M-1**'s discriminatory acts, as well as **Major X-1** and **Captain M-1**'s failure to keep their command free from discrimination.<sup>487</sup> This matter was ultimately investigated as part of IA2015-092 (discussed above); Sgt. **Sergeant C-1**'s complaint (as well as related complaints against Sgt. **Sergeant R-3**) were closed administratively and forwarded to the EEOC Coordinator.<sup>488</sup> The EEO Coordinator does not appear to have conducted any subsequent investigation.
- i. **Corporal NaRica Hamilton**: Cpl. Hamilton complained about workplace harassment involving Sergeant Gerald Manley; the complaint was never addressed or resolved.<sup>489</sup> Sgt. Manley subsequently issued her a negative performance evaluation.<sup>490</sup> Although Defendants advised the Department of Justice that Hamilton requested a transfer, she failed to disclose that Hamilton

<sup>484</sup> PG0000154090-154091.

<sup>485</sup> IA2015-092 (PG0000042371-42436 at 42386).

<sup>486</sup> IA2015-092 (PG0000042371-42436 at 42399-42404); PG0000446894-446898 at 446896.

<sup>487</sup> IA2015-092 (PG0000042371-436, at 42422-436); PG0000964709-964718 at 964716.

<sup>488</sup> IA2015-092 (PG0000042371-42436 at 42375-42375).

<sup>489</sup> EEO Charge No. 12F-2016-00639 (PG0000002029-2055 at 2030).

<sup>490</sup> EEO Charge No. 12F-2016-00639 (PG0000002029-2055 at 2029).

was involuntarily transferred from day shift to night shift which forced her to be reassigned to another squad.<sup>491</sup>

145. In conclusion, there is abundant evidence that the Department did not have adequate anti-retaliation policies or training, and that there is a widespread and persistent issue of retaliation against minority officers who complain about white officers, and that senior Department leaders directly participated in or condoned such actions.

#### **G. Discrimination in the Department's Promotions**

146. There is a significant disparity between the demographics of Prince George's County and its police force; and that disparity is greatest in PGPD's senior ranks.

147. A comparison of the racial composition of the County as a whole, as reported by the U.S. Census,<sup>492</sup> and the racial composition of PGPD and its senior officers, as shown in a recent presentation by Interim Chief Velez,<sup>493</sup> documents those disparities well:

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<sup>491</sup> PG0000964740-964745 at 964741; EEO Charge No. 12F-2016-00639 (PG0000002029-2055 at 2030); PG0000446894-446898 at 446897.

<sup>492</sup> Graves Dep, Ex 1, U.S. Census, County Quick Facts.

<sup>493</sup> PG0000986142.



	Racial Composition (in Percents)			
	Asian	Black	Hispanic	White/Non-Hispanic
Prince George's County	4.4	64.4	19.5	12.3
PGPD Overall Force	3.7	43.0	10.5	42.5
PGPD Lieutenants	6.5	27.1	5.4	60.9
PGPD Captains	0	19.4	0	80.6

148. These figures from the files of PGPD show that, although blacks and Hispanics make up 84% of the citizens of Prince George's County, they are policed by a force that is only 53.5% black or Hispanic—and that that force, in turn, is led by captains and lieutenants who are, respectively, only 19.4% and 32.5% black or Hispanic. (The smaller number of Majors are somewhat closer to the overall force in that the combined percentage of blacks and Hispanics at that level is 44%. That appears to reflect the fact that appointments to that level must be approved by the County government, including the County Council. According to Defendant Magaw, the former chief of PGPD, when he suggested that that procedure be extended down to Captains, in part to increase the racial diversity of leadership, the proposal was vetoed by the police union.<sup>494</sup>)

149. These disparities appear to result from the County's repeated failure to meet goals for the initial hiring of more entry-level black and Hispanic

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<sup>494</sup> Magaw Dep. Tr. 106-13.



officers, and then an assignment/promotional system that favors white candidates.<sup>495</sup>

150. I have reviewed the results of the semi-annual promotional tests for the most common levels of promotions, as stated in the reports provided to the County by its testing consultants,<sup>496</sup> as well as the statistical analysis of those results by Marc Simon of BDO.<sup>497</sup> Those results show that, over the last 8 years, white/non-Hispanic candidates have scored, on average, higher than either black or Hispanic candidates in every one of those 32 tests.

151. I have also reviewed the depositions of both the outside testing consultant and the PGPD Personnel Director who have testified that they cannot explain why white candidates consistently score higher on these promotional exams.<sup>498</sup>

152. In that regard, I have also read a memorandum submitted by one of the members of the Equality in Promotions, Discipline and Practices Panel which held hearings, and reviewed other data, on that issue in 2017.<sup>499</sup> That “Fairness Panel” member (an officer on the force who happened to be white) explained to the

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<sup>495</sup> Graves Dep. Tr. 26:1-29:25.

<sup>496</sup> Flaig Dep. Exs.5-8.

<sup>497</sup> Report of Marc Simon, BDO, Statistical Report on Promotions (Aug. 26, 2020).

<sup>498</sup> Graves Dep. Tr. 226-30; Flaig Dep. Tr. 31-34.

<sup>499</sup> Graves Dep. Ex. 9, PG0000928895-928898.

other Panel members that the promotional tests favor candidates from “specialty” units within PGPD because they are, by those assignments, exposed, in the course of their normal duties, to the differing subjects contained on the tests -- and also because the members of those specialty units also have more time to study for the exams than officers assigned to patrol units. As the Panel member also noted, the officers assigned to those specialty units (through an assignment process in which unit commanders are free to select whomever they want) are disproportionately white/non-Hispanic; the patrol units, by contrast, are disproportionately black and Hispanic.

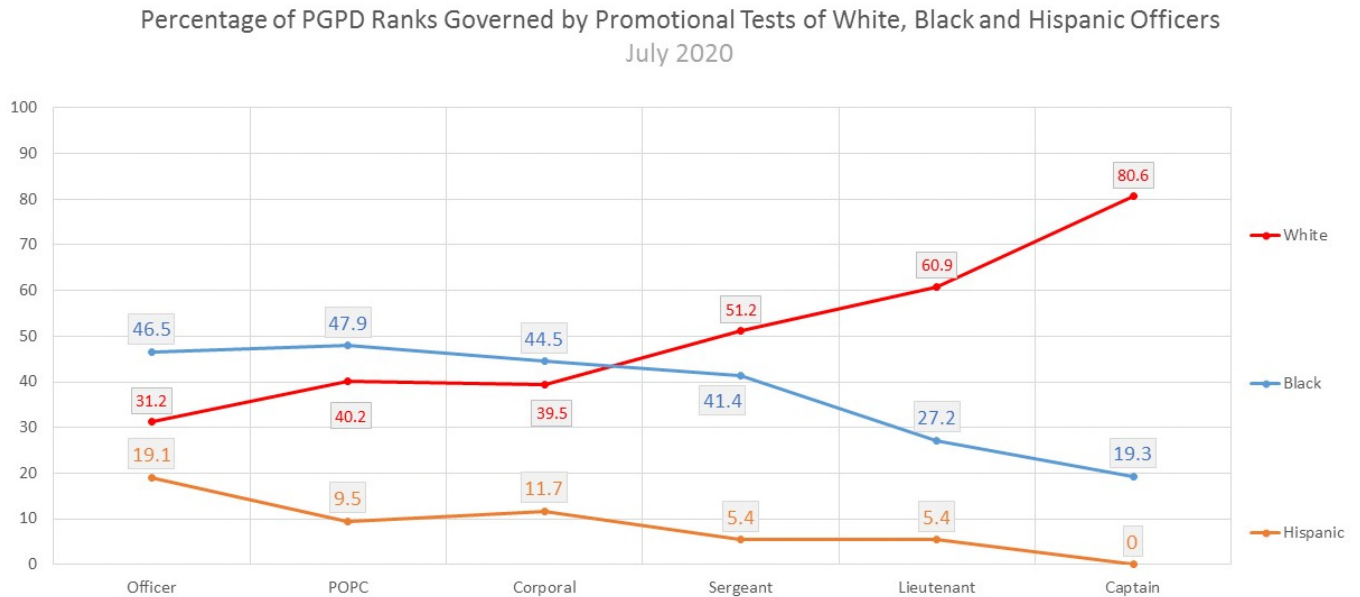
153. Despite the fact that that Panel member made those observations about the effect of the assignment process on promotions, the Panel itself was disbanded in early 2018 without issuing any report or recommendations on that or any other topic.<sup>500</sup> No one at PGPD has conducted any further study of that issue. And the system of assignments and promotional tests has not been changed in any respect.

154. One can see the net effect of this system on the current ranks of PGPD, again recently released by interim Chief Velez. As this chart shows, the

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<sup>500</sup> Acosta Dep. Tr. 34, 125-27, 262.

ranks become increasingly white/non-Hispanic as officers progress up the ranks as determined by the assignments and promotional test process:



155. As discussed above, Captains and Lieutenants play a critical roles in the Department, including significant roles in enforcement of EEO policies, the investigation and discipline of misconduct, the assessment of uses of force, and community relations. The failure of officers of these ranks to reflect the community may contribute to some of the discriminatory trends observed in this report.

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Since the time I filed a preliminary version of this report on June 18, 2020, Defendants have made substantial additional productions of documents and data, including several thousands of pages of Commander Mills files, numerous Internal Affairs investigative files, and made other belated productions as recently as the evening of August 21. As noted above, I reserve the right to supplement, update, refine, or revise my conclusions or opinions should any additional information be provided to me in the future and to supplement or amend them to address any additional expert opinions offered in this litigation.

A handwritten signature in black ink, appearing to read "Michael E. Graham". The signature is written in a cursive style with a large, looped "G" at the end.

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Michael Graham

## **APPENDIX A**

**MICHAEL E. GRAHAM**

Background Information:

California State University at Los Angeles (B.S. 1970)

University of Southern California (M.A. 1974)

Instructor and lecturer in various law enforcement and management subjects for:

California Peace Officers Standards and Training

California State University, L.A.

Rio Hondo College

Professional Organizations and Associations:

International Association of Chiefs of Police

National Law Enforcement Policy Center, Member - 1993 to 2017

Contractor for the review of the Miami Beach Police Department regarding use of force, internal affairs and citizen complaints - 2003

Contractor for policy development for the Pentagon Police Department – 2007-8

U.S. Department of Justice, Community Oriented Policing Consultant - 2000

U.S. Department of Justice, Special Litigation Section, Police Practices Consultant regarding use of force, internal affairs and citizen complaints - 2000 to Present:

Chicago, Illinois

Columbus, Ohio

Detroit, Michigan

Escambia County, Florida

Los Angeles, CA.

New Orleans, Louisiana

Newark, New Jersey

Orange County, Florida

Portland, Maine

Prince George County, Maryland

Riverside, CA.

Seattle, Washington

Washington, D.C.

Police Accountability Resource Center (PARC), Board of Directors - Present

Consultant for the Portland, Oregon Police Bureau regarding use of force – 2004-8

County of Los Angeles – 2001 to 2016:

Consultant for the Department of Probation

Monitor for the Agreement between the DOJ and the County regarding the conditions in the juvenile halls.

Monitor for the Agreement between the DOJ and the County regarding the conditions in the Probation Camps.

California Police and Fire Games, President, - 1987 to 2018

World Police and Fire Games, President - 1987 to the Present

Employment:

Michael Graham was employed by the Los Angeles Sheriff's Department for over 33 years rising through the ranks from Deputy the position of Assistant Sheriff (A/S). As the third ranking member of the largest Sheriff's Department in the Nation, A/S Graham was responsible for the policing and detective functions for the three million residents in the unincorporated areas and 40 contract cities in Los Angeles County. As part of his duties he was required to review all serious force cases, approve appropriate discipline and implement policy and training to reduce inappropriate use of force.

From January 1993 until his promotion to A/S in March 1995, he was the Chief of the Professional Standards and Training Division where he oversaw the implementation of the Kolts Commission recommendations. He had responsibility for Department training, inspections, civil litigation, internal affairs and internal criminal investigations. During this period, he established and implemented the Department's risk management unit and early warning system. As part of his duties, he created and supervised the Department's Shooting and Serious Force Rollout Teams. He reviewed and had settlement responsibility for all claims and civil suits, including suits alleging excessive force.

Sheriff's Department Accomplishments:

Accountability: Starting in 1993, he initiated a series of accountability policies, training and review mechanisms to strengthen management and individual accountability:

- Policy: comprehensive delineation of responsibilities by rank and assignment; prioritization of critical issues; audits of key accountability areas
- Complaints: open public complaint system; written resolution and tracking of all complaints; appeal process to an ombudsman for dissatisfied complainants; integrity testing
- Force: complete reporting and tracking of all force; force training; less lethal weapon's options
- Performance Tracking: track all force, complaints, claims and lawsuits, etc., via an early warning system; lifetime tracking, intervention and periodic performance review of individual problem employees
- Risk Management: created the bureau in 1993; made all unit commanders accountable to reduce the risk factors that lead to claims and lawsuits through annual risk reduction plans
- Critical Issues Forum: every unit commander required to account for crime rate, budget and internal integrity and administrative controls of his/her unit each month in an open forum with Department executives

Community Policing: Beginning in 1996, he initiated and oversaw several community policing strategies:

-High Impact Community Oriented Policing: characterized by door-to door surveys of residents; identify community concerns about crime and neighborhood deterioration; organize and mobilize the community and other governmental service providers; follow community plan for neighborhood revitalization.

-Hate Crimes: organize stakeholders; contract among stakeholders to help and support each other; training for patrol officers and detectives

-Gangs: chief components include alternatives to arrest; vertical prosecution where necessary; probation and parole sweeps; parent accountability

-Family Violence: the focus includes spouse, child and elder abuse; intervention with a unique “predictor of family violence” computer program

-Regional Community Policing Institute: a major feature is the emphasis on domestic violence

Jail Reform Project: In November 1997, at the conclusion of the U.S. Department of Justice, Civil Rights Division’s investigation, he was assigned the additional responsibility to reorganize and improve the delivery of medical and mental health services to the inmates in the Department’s nine jail facilities. This project was expanded to reform all services provided to prisoners.



## **APPENDIX B**

**Appendix B**  
**Documents Considered for Report**

1. Prince George's County Police Department General Order Manual
2. Prince George's County's Internal Affairs Standard Operating Procedure
3. Defendants' Discovery Responses
4. Plaintiffs' Discovery Responses
5. Amended Complaint (ECF 54)
6. Plaintiffs' Memorandum of Points and Authorities in Opposition to Defendants' Motion to Dismiss (ECF 31)
7. Memorandum of Agreement between the United States Department of Justice and Prince George's County, Maryland and The Prince George's County Police Department (January 22, 2004), available at [http://www.justice.gov/sites/default/files/crt/legacy/2010/12/15/pg\\_memo\\_agree.pdf](http://www.justice.gov/sites/default/files/crt/legacy/2010/12/15/pg_memo_agree.pdf)
8. Agreement Made by and Between Prince Georges County, Maryland and Fraternal Order of Police Price Georges County Lodge 89, Inc. (July 1, 2016 through June 30, 2018)
9. Defendants' Reply to Opposition to Motion in Limine and for Appropriate Relief
10. Expert Report of Marc Simon, CPA, CFA, Statistical Analysis of Rank & Promotional Test Result Data (August 25, 2020)
11. Hector Velez, Prince George's County Police Department, Presentation to Task Force on Police Reform (July 2020)
12. Raphael Grant Deposition (March 16, 2020)
13. Joseph Ghattas Deposition (October 6, 2019 and July 8, 2020)
14. Linda Washington Deposition (October 6, 2019)
15. Carlos Acosta Deposition (June 3, 2020)
16. James McCreary Deposition (June 15, 2020)
17. Robert Harvin Jr. (June 18, 2020)
18. Stephen Whitted (June 24, 2020)

19. Melvin Powell Deposition (June 30, 2020)
20. Jewell Graves Deposition (July 1, 2020)
21. Art'z Watkins Deposition (July 10, 2020)
22. Hector Velez Deposition (July 15, 2020)
23. Jacqueline Rafterry Deposition (July 17, 2020)
24. Michael Smith Deposition (July 22, 2020)
25. Christopher Smith (July 29, 2020)
26. Henry Stawinski Deposition (July 31, 2020)
27. Hugh Darden Deposition (August 4, 2020)
28. Christopher Murtha Deposition (August 5, 2020)
29. Kathleen Mills Deposition (August 6, 2020)
30. Jennifer Flaig Deposition (August 7, 2020)
31. Mark Magaw Deposition (August 17, 2020)
32. Richard Pippin Deposition (December 20, 2019)
33. Jacqueline Rafterry Deposition (July 19, 2020)
34. Thomas Boone Deposition Transcript
35. Earl Sharpe Declaration
36. PGPD Promotion lists
37. PGPD Rosters
38. PGPD Transfer Lists
39. Plaintiffs' Personnel Files
40. Early Warning System reports
41. PGPD EEO Training documents, including but not limited to PG0000000343, PG0000000348, PG0000000395, PG0000000627, PG0000152721, PG0000179336,

PG0000432822, PG0000658090, PG0000783353, PG0000154901, PG0000966820,  
PG0000967475

42. IAPro spreadsheet (4 versions)

43. Internal Affairs files, including but not limited to:

- DA2014-120
- DA2015-050
- DA2015-059
- DA2015-117
- DA2015-166
- DA2016-015
- DA2016-017
- DA2016-020
- DA2016-073
- DA2016-103
- DA2016-105
- DA2017-110
- DA2016-111
- DA2017-035
- DA2017-085
- DA2017-138
- DA2018-018
- DA2018-071
- DA2018-077
- DA2018-088
- DA2018-138
- DA2019-010
- DA2019-033
- FC2013-024
- FC2013-029
- FC2013-031
- FCIQ2013-153
- FCIQ2014-026
- FCIQ2015-017
- FCIQ2015-086
- FCIQ2016-007
- FCIQ2016-009
- FCIQ2016-053
- FCIQ2016-055
- FCIQ2016-075
- FCIQ2016-076
- FCIQ2016-086
- FCIQ2017-035

- FCIQ2017-052
- FCIQ2017-067
- FCIQ2017-071
- FCIQ2017-072
- FCIQ2017-076
- FCIQ2017-082
- FCIQ2017-103
- FCIQ2017-105
- FCIQ2018-002
- FCIQ2018-011
- FCIQ2018-034
- FCIQ2018-040
- FCIQ2018-048
- FCIQ2018-068
- FCIQ2018-079.
- FCIQ2018-089
- FCIQ2018-105
- FCIQ2019-052
- FIQ2015-094
- FQI2016-053
- IA2004-017
- IA2006-027
- IA2009-068
- IA2011-042
- IA2011-054
- IA2013-049
- IA2013-071
- IA2013-075
- IA2013-084
- IA2014-006
- IA2014-017
- IA2014-037
- IA2014-053
- IA2014-062
- IA2014-065
- IA2014-068
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- IA2014-114
- IA2014-130
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- IA2015-028
- IA2015-031
- IA2015-032
- IA2015-035
- IA2015-038
- IA2015-039
- IA2015-040
- IA2015-056
- IA2015-063
- IA2015-067
- IA2015-072
- IA2015-083
- IA2015-086
- IA2015-087
- IA2015-088
- IA2015-092
- IA2016-004
- IA2016-006
- IA2016-007
- IA2016-008
- IA2016-013
- IA2016-027
- IA2016-030
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- IA2018-009
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- IA2018-020
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- IA2018-054
- IAQ2014-046
- IAQ2014-047
- IAQ2015-004
- IAQ2015-018
- IAQ2015-019
- IAQ2015-020
- IAQ2015-021
- IAQ2015-024
- IAQ2016-009
- IAQ2016-023
- IAQ2018-006
- IAQ2018-014
- IAQ2019-002

- PS2013-541
- PS2014-154
- PS2014-290
- PS2014-385
- PS2015-034
- PS2015-039
- PS2015-050
- PS2015-066
- PS2015-125
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- SI2010-006
- SI2010-027
- SI2011-075



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- SI2017-072
- SI2017-073
- SI2019-077
- SIQ2015-002
- SIQ2015-013
- SIQ2016-003
- SIQ2017-006
- SIQ2019-007

44. Internal Affairs Division Standard Operating Procedures (PG0000000497, PG0000853984)
45. Internal Affairs Division Standard Operating Procedure, IAP SOP March 2014 draft (PG0000875393)
46. Internal Affairs Log Books (PG0000787213, PG0000787352, PG0000787555, PG0000787694, PG0000787873)
47. Internal Affairs 2013 Annual Report (PG0000149836)
48. Internal Affairs 2014 Annual Report (PG0000113615)
49. Internal Affairs 2015 Annual Report (PG0000104641)
50. PGPD Internal Investigations Guide (PG0000310607-310664)
51. Like Discipline documents analyses, including but not limited to PG0000174650, PG0000651606, PG0000651608, PG0000651609, PG0000651612, PG0000651614, PG0000651617, PG0000651619, PG0000651622, PG0000651624, PG0000651627, PG0000651629, PG0000651633, PG0000651638, PG0000651641, PG0000651644, PG0000651647, PG0000651649, PG0000651651, PG0000651652, PG0000651659, PG0000651661, PG0000651665, PG0000651668, PG0000651670, PG0000651674, PG0000651678, PG0000651681, PG0000651684, PG0000651687, PG0000651690, PG0000651694, PG0000651698, PG0000651700, PG0000651703, PG0000651705, PG0000651708, PG0000651713, PG0000651715, PG0000651719, PG0000651720, PG0000651722, PG0000651724, PG0000651729, PG0000651734, PG0000651736, PG0000651737, PG0000651741, PG0000651749, PG0000651752, PG0000651755, PG0000651757, PG0000651762, PG0000651764, PG0000651768, PG0000651772, PG0000651775, PG0000651777, PG0000651779, PG0000651780, PG0000651785, PG0000651791, PG0000651795, PG0000651798, PG0000651801, PG0000651804, PG0000651807, PG0000651810, PG0000651814, PG0000651819, PG0000651822, PG0000651827, PG0000651830, PG0000651835, PG0000651837, PG0000651842, PG0000651847, PG0000651852, PG0000651857, PG0000651863, PG0000651866, PG0000651870, PG0000651875, PG0000651876, PG0000651882, PG0000651884,

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52. EEO files (EEOC\_Perez\_000001, PG0000001364, PG0000001375, PG0000001379, PG0000001417, PG0000001458, PG0000001501, PG0000001550, PG0000001584, PG0000001624, PG0000001643, PG0000001671, PG0000001676, PG0000001710, PG0000001713, PG0000001759, PG0000001790, PG0000001798, PG0000001803, PG0000001968, PG0000001975, PG0000001984, PG0000002015, PG0000002029, PG0000002056, PG0000002097, PG0000002122, PG0000002128, PG0000002146,

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53. List of Suspensions (PG0000080569-80719)

54. Various materials produced by PGPD to DOJ

55. Adrian Crudups' Circuit Court for Prince George's County Case files (No. 17-273X)

56. Robert Folchetti Circuit Court Docket (Case No. 0501SP005312014)

57. George Merkel Circuit Court Docket (Case No. CT170241X)

Other PGPD produced documents:

(PG0000000595, PG0000000607, PG0000001265, PG0000001362, PG0000001364, PG0000001713, PG0000001798, PG0000001968, PG0000002223, PG0000002232, PG0000007180, PG000000819, PG000000826, PG0000010434, PG0000010439, PG0000015574, PG0000017144, PG0000017186, PG0000018313, PG000001968, PG0000020673, PG0000044689, PG0000054575, PG0000080569, PG0000085344, PG0000085430, PG0000086663, PG00000939321, PG00000972106, PG00000972107, PG0000103511, PG0000103513, PG0000103530, PG0000104622, PG0000108655, PG0000111973, PG0000113485, PG0000144137, PG0000144565, PG0000147518, PG0000147519, PG0000150199, PG0000150665, PG0000150850, PG0000153441, PG0000154090, PG0000154333, PG0000154901, PG0000155315, PG0000155355, PG0000155548, PG0000155665, PG0000155770, PG0000155786, PG0000156074, PG0000157216, PG0000157312, PG0000158497, PG0000158501, PG0000161480, PG0000162169, PG0000162177, PG0000162391, PG0000162400, PG0000162500, PG0000162510, PG0000162691, PG0000162779, PG0000162977, PG0000165790, PG0000165875, PG0000166322, PG0000166342, PG0000166349, PG0000168875, PG0000169211, PG0000169310, PG0000169720, PG0000171078, PG0000171280, PG0000171445, PG0000172194, PG0000173546, PG0000174351, PG0000174649, PG0000174650, PG0000179546, PG0000181256, PG0000182196, PG0000182444, PG0000182462, PG0000183205, PG0000202216, PG0000206732, PG0000254415, PG0000300016, PG0000334331, PG0000446894, PG0000608940, PG0000656568, PG0000656569, PG0000658090, PG0000658128, PG0000785910, PG0000785918, PG0000787555, PG0000807208, PG0000852473, PG0000854965, PG0000855440, PG0000864287, PG0000864289, PG0000864290, PG0000870882, PG0000875170, PG0000893933, PG0000905763, PG0000929099, PG0000936765, PG0000939411, PG0000956075, PG0000964709, PG0000964740, PG0000966820, PG0000967475, PG0000968914, PG0000968917, PG0000968965, PG0000969037, PG0000969043, PG0000969221, PG0000969224, PG0000969743, PG0000969751, PG0000969762, PG0000970325, PG0000971542, PG0000973606, PG0000982683, PG0000985307, PG0000986142, PG000150392, PG000180150, PG2019114, PG0000161272,

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PG0000156074, PG0000157312 , PG0000158497 , PG0000158501 , PG0000161480,  
PG0000174351, PG0000174650 , PG0000179546 , PG0000181256,

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## **EXHIBIT A**

File #	Respondent Name	Respondent Race	Respondent Gender	Allegation/Accusation Type	Allegation/Accusation Sub-Type	Finding	Discipline/Punishment	Date Rec'd in IAD/Entered in IAPRO	Investigator(s)	Investigative Unit(s)	Date Investigation Completed/Charges Sustained	Complainant(s)	Respondent(s) & Allegation(s) & Finding(s) & Discipline/Punishment(s)	Summary/Narrative	Discipline Category	
SIQ2011-058	[REDACTED]	White	Male	Criminal Misconduct	Protective Order/Peace Order	Inquiry completed	None	12/9/11	Lieutenant Brian Reilly	SIRT		4/21/14	1.Chiruco, Elisabeth	1. [REDACTED] - White Male Allegation(s) - 1.Criminal Misconduct (Protective Order/Peace Order) - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation	Narrative(s) Complainant alleges the Respondent touch her inappropriate sexual manner.	No Action Taken
SIQ2011-062	[REDACTED]	Black	Male	Criminal Misconduct	Protective Order/Peace Order	Inquiry completed	None	12/12/11	Lieutenant Brian Reilly	SIRT		4/21/14	1. [REDACTED] - Black Male Allegation(s) - 1.Criminal Misconduct (Protective Order/Peace Order) - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation	Narrative(s) The Involved Citizen and the Respondent have kids together. The Respondent was at the LOI to visit with his oldest child. The Involved Citizen wanted to leave and not allow the Respondent to have time with the children, due to the Respondent arriving later than the arranged time.	No Action Taken	
SIQ2012-022	[REDACTED]	Asian	Male	Criminal Misconduct		Inquiry completed	None	6/18/12	Lieutenant Brian Reilly	SIRT		4/9/19	1. [REDACTED] - Asian Male Allegation(s) - 1.Criminal Misconduct - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation		No Action Taken	
SIQ2012-022	[REDACTED]	Black	Female	Criminal Misconduct		Inquiry completed	None	6/18/12	Lieutenant Brian Reilly	SIRT		4/9/19	1. [REDACTED] - Asian Male Allegation(s) - 1.Criminal Misconduct - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation		No Action Taken	
SIQ2012-022	[REDACTED]	Black	Male	Criminal Misconduct		Inquiry completed	None	6/18/12	Lieutenant Brian Reilly	SIRT		4/9/19	1. [REDACTED] - Asian Male Allegation(s) - 1.Criminal Misconduct - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation		No Action Taken	
SIQ2012-033	[REDACTED]	Black	Male	Criminal Misconduct	Theft	Inquiry completed	None	11/12/12	Lieutenant Brian Reilly	SIRT		4/9/19	1. [REDACTED] - Black Male Allegation(s) - 1.Criminal Misconduct (Theft) - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation	Narrative(s) Officer alleged to have stolen a vehicle	No Action Taken	
SIQ2013-013	[REDACTED]	White	Male	Criminal Misconduct	Misrepresentation of Facts	Inquiry completed	None	5/23/13	Lieutenant Cynthia Ruff	SIRT		8/30/13	1. [REDACTED] - White Male Allegation(s) - 1.Criminal Misconduct (Misrepresentation of Facts) - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation	Narrative(s) Complainant does not agree with the accident reconstruction report that involves the death of her adult daughter and injuries to her adult son. Complainant alleges that a police vehicle is the striking vehicle, due to red broken plastic in the roadway and the police not allowing her to view her daughters body.	No Action Taken	
SIQ2013-015	[REDACTED]	Black	Male	Criminal Misconduct	Domestic Dispute	Inquiry completed	None	8/30/13	Lieutenant Cynthia Ruff	SIRT		1/6/14	1. [REDACTED] - Black Male Allegation(s) - 1.Criminal Misconduct (Domestic Dispute) - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation	Narrative(s) On June 25, 2013 the Respondent was listed as a suspect on a child abuse case. Respondent's wife, the involved citizen, filed the report and wanted the Respondent to leave the home. No arrest were made, no visible marks were on the 7 year old child of both parties. The Respondent agreed to leave the home. On 9/9/13 the Involved Citizen went to the Respondent's home and assaulted him by punching him in the face. Respondent obtained a protective order against the Involved Citizen. A civil divorce case is pending.	No Action Taken	
SIQ2013-018	Unknown			Criminal Misconduct	Sex Offense	Inquiry completed	None	8/30/13	Lieutenant Cynthia Ruff	SIRT		8/30/13	1. Unknown, Allegation(s) - 1.Criminal Misconduct (Sex Offense) - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation	Narrative(s) Involved citizen alleged that an unknown officer is molesting neighborhood children. The involved citizen, known only as "Ansel" refused to cooperate and give any further statements. State's Attorney's Office issued a Grand Jury Subpoena and the IC refused to show as she is a member of the "Moorish American Group" that does not recognize the authority of courts or laws.	No Action Taken	
SIQ2013-025	[REDACTED]	Black	Male	Criminal Misconduct		Inquiry completed	None	11/18/13	Lieutenant Hugh Darden	SIRT		4/9/19	1. [REDACTED] - Black Male Allegation(s) - 1.Criminal Misconduct - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation		No Action Taken	
SIQ2011-035	[REDACTED]	Black	Male	Criminal Misconduct Inquiry	Theft	Inquiry completed	No Action Taken Linked to Employee's Allegation	7/28/11	Un-assigned	SIRT		8/2/17	1. [REDACTED] - Black Male Allegation(s) - 1.Criminal Misconduct Inquiry (Theft) - No Action Taken Linked to Employee's Allegation 2.Ethics Violation - No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation		No Action Taken	
SIQ2013-003	Unknown			Criminal Misconduct Inquiry		Inquiry completed	None	1/24/13	Lieutenant Cynthia Ruff	SIRT		10/2/13	1. Unknown, Allegation(s) - 1.Criminal Misconduct Inquiry - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation	Narrative(s) Unknown officer is involved in possible criminal misconduct from 1980 to 2004.	No Action Taken	
SIQ2013-007	[REDACTED]	Hispanic	Male	Criminal Misconduct Inquiry	Theft	Inquiry completed	None	2/11/13	Lieutenant Cynthia Ruff	SIRT		1/6/14	1. [REDACTED] - Hispanic Male Allegation(s) - 1.Criminal Misconduct Inquiry (Theft) - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation	Narrative(s) The Involved Citizen made allegations that the Respondent might be part of a burglary ring, after he responded to her home for an alarm. The Respondent entered the home alone and the Involved Citizen feels the Respondent might have rummaged through her dresser drawers. The report was written as a vandalism with nothing taken from the home.	No Action Taken	
SIQ2015-009	[REDACTED]	White	Male	Excessive/Unnecessary Force	Canine Seizure	Inquiry completed	None	4/20/15	Lieutenant Hugh Darden	SIRT		10/26/15	1. [REDACTED] - White Male Allegation(s) - 1.Excessive/Unnecessary Force (Canine Seizure) - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation	Narrative(s) On 4/20/2015 officers responded to [REDACTED] for a disorderly call. Upon arriving they discover that the call is actually a burglary. The person representing themselves as the home owner stated that there was no one else in the house. The actual home owner (aunt of the person who stated no one is inside) arrived and advised police that no one was supposed to be in the house and that the K-9 could search. The Involved Citizen was located in the basement bathroom. The Involved Citizen fought with the K-9 which resulted in scratches on his chest and a bite on the middle finger of his right hand, the Involved Citizen was transported to PGH for treatment. District will be charging the Involved Citizen	No Action Taken	
SIQ2015-013	[REDACTED]	White	Male	Excessive/Unnecessary Force	Taser	Inquiry completed	None	8/7/15	Captain Joe Perez	SIRT		10/19/15	1. [REDACTED] - White Male Allegation(s) - 1.Excessive/Unnecessary Force (Taser) - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation	Narrative(s) On Saturday, August 1, 2015, I received notification from Cpl. [REDACTED] who informed me that Involved Citizen [REDACTED] was taken to PGH to be treated for injuries he sustained after he broke a glass door at the apartment building where his lives. During this incident Involved Officer [REDACTED] deployed his taser at Involved Citizen [REDACTED] to gain control of him. Cheverly Police Department Officer [REDACTED] arrived on the scene and activated his issued body camera. I had an opportunity to view the body cam footage at the Cheverly Police Department station. The footage clearly shows officers on scene trying to talk to Involved Citizen [REDACTED] as he did not listen. Involved Citizen [REDACTED] went back into his building then came back outside when officers continued to try to talk to him. It was at that point when Involved Officer [REDACTED] used his taser to gain control and detain a bloody Involved Citizen [REDACTED]. There was nothing found in Officer [REDACTED]'s body camera footage that indicated any use of force visitations and the injuries sustained by Involved Citizen [REDACTED] were sustained when he broke the glass door	No Action Taken	
SIQ2015-016	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Canine Seizure	Inquiry completed	None	8/7/15	Lieutenant Hugh Darden	SIRT		12/14/15	1. [REDACTED] - Black Male Allegation(s) - 1.Excessive/Unnecessary Force (Canine Seizure) - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation	Narrative(s) On 8/6/2015 officers responded to [REDACTED] for the report of a residential robbery. Several officers responded to the area of the robbery in an attempt to locate the suspects. Officers observed two males matching the description provided by the victim of the robbery running on foot crossing Pennsylvania Ave heading towards Byers Street. Officers pursued the suspects and were able to make an apprehension on one of the suspects at the intersection of Clark Street and Dewitt Ave. The outstanding suspect, The Involved Citizen was believed to be contained within the perimeter. K-9 and air support was requested and responded to assist with locating the Involved Citizen. Cpl. [REDACTED] (1-111) and canine Taz responded and a track was conducted. The track led to [REDACTED] where canine [REDACTED] seized the Involved Citizen, who was hiding behind a tree. Sgt. [REDACTED] (1150) authorized the canine deployment. The Involved Citizen was treated on the scene by Fire Department EMS (CCN 15-2184-0357) and was transported to Prince George's Hospital by Ambulance #826. While at the hospital the Involved Citizen was treated for 4 canine punctures, two punctures to his right hand and two punctures to his right thigh. The Involved Citizen's wounds were cleaned and bandaged	No Action Taken	
SIQ2015-019	[REDACTED]	White	Male	Excessive/Unnecessary Force	Canine Seizure	Inquiry completed	None	12/2/15	Lieutenant Hugh Darden	SIRT		12/8/15	1. [REDACTED] - White Male Allegation(s) - 1.Excessive/Unnecessary Force (Canine Seizure) - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation	Narrative(s) Officer were patrolling a known area for CDS use and sales. The officers observed two males suspected of being engaged in a possible CDS transaction. Upon approach officers smelled the odor of narcotics and requested a CDS canine unit to conduct a search. The involved citizens were moved to a safe area while the canine conducted a search. Canine hit on a vehicle parked 3 cars away from the incident scene. The canine hit on the rear bumper and went underneath the vehicle. A voice yelled out from under the vehicle as the canine made contact with the subject. The involved citizen was treated at PGH.	No Action Taken	

Exhibit A

SIQ2016-001	[REDACTED]	White	Male	Excessive/Unnecessary Force	Canine Seizure	Inquiry completed	None	1/4/16	Lieutenant Hugh Darden	SIRT	1/14/16	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Canine Seizure) - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The R deployed responded to the scene of a residential alarm with his canine. The R was authorized to deploy his canine [REDACTED] into the home to search for a person. The home owners were not at home and advised no one should be inside the home. Canine located the involved citizen inside a closet in the home.	No Action Taken
SIQ2017-003	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Canine Seizure	Inquiry completed	None	9/6/17	Lieutenant Hugh Darden	SIRT	10/10/18	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force (Canine Seizure) - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Details to follow	No Action Taken
SIQ2017-008	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Canine Seizure	Inquiry Completed	No Action Taken Linked to Employee	3/28/2017 0:00	Lieutenant William Rayle	SIRT	10/31/2019 0:00	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force (Canine Seizure) - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) MTAP requested PGFD canine unit to respond to LOI for an armed robbery suspect. Officers tracked the stolen iPad to a residence. A perimeter of the residence. Canine [REDACTED] was deployed when the involved citizen ran out the back door of the residence. The canine was released and was able to seize the involved citizen.	No Action Taken
SIQ2018-009	[REDACTED]	White	Male	Excessive/Unnecessary Force	Canine Seizure	Inquiry completed	None	11/5/18	Sergeant Steven Cobb	SIRT	10/11/18	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Canine Seizure) - Inquiry completed/Actions Taken 1.None/Action Taken(s)	Narrative(s) Canine was called to the scene of a school alarm. The Canine and his handler (the Respondent) entered the LOI and were able to locate the I.C. [REDACTED] (citizen rescuer) at approximately 1:10pm, and began our much work. At approximately 1:15pm (Police Officers wife) came outside while our truck and crew were beginning to unload and disconnect our tools and trailer. We were in the process of parallel parking our truck next to our trailer against the curb in front of the Client residence, in the correct flow of traffic direction. Police Officer's Wife asked if we could move, because she claimed we were blocking her driveway. The crew member that was driving the truck responded simply "yes, we're moving right now". Vehicle and trailer sat parked as they are shown in the photo. At approximately 1:45pm The Officer arrived home and parked his car in his driveway beside his other vehicle, in no way was his entrance to the driveway impeded due to our presence. At approximately 1:55pm Police Officer's Wife came outside of the house with their dog and asked, "Are you all going to clean that up (referring to the spilled mulch from our loading and unloading), because last time you all were here (March 3, 2012) you left all that dirt (compost material) in the street, and it got all up in my yard". I responded very respectfully, "Yes, and actually it was not dirt it was compost, and the day we were here doing the work, we were completely rained out and couldn't possibly clean up what was now mud, but yes we will clean up today." She seemed satisfied and began to walk a way with the dog, she returned home and went inside about 10 minutes later. At approximately 2:05pm The Officer came outside of his house speaking very loud in an very aggressive manner saying and asking, why I was so "smart with his wife", disrespectful, and his tone and demeanor grew more hostile. I tried to explain what had happened and he let me know he didn't want to hear me speak or my side. This carried on for about 5 minutes in the center of the cul-de-sac. The Officer, then began to make statements about where our truck was parked and how we were blocking other driveways. I simply stated "we are here doing a job, and have no other options for parking, what we he suggest I do". There we a back and forth of his complaints and accusations, and I continued to ask in a patient calm manner for suggestions on where to park, direction, and manner. At this point, The Officer told me to move the truck. I responded "I cannot move the truck, we have a job to do", he told me I was parking illegally, over and over. At this point, The Officer ask "Let me see your driver's license". I told him "no, you're not getting my license". He walked away, went to his car, and returned with a police badge and what looked like a ticket booklet. He then said, "are you gonna move your truck now?". This is the point that I first discover he is a police officer, not something I would have ever guessed by his attitude.	No Action Taken
FC2012-035	[REDACTED]	Black	Male	Harassment		Non-Sustained	No Action Taken Linked to Employee's Allegation	6/11/12	Un-assigned	Special Enforcement Div	4/28/14	1. [REDACTED] - White Male 2. [REDACTED] - Black Male Allegation(s) 1.Unbecoming Conduct (Professionalism) - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Harassment - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The complainant alleges that she lives in a house which was rented to her by someone who does not own the house. She states that the police conducted a search warrant on the home in a manner which was "totally overboard." She feels that the police are harassing her because she has not evacuated the house and civil attempts to remove her from the house were unsuccessful, so she believes they have moved on to criminal means to remove her from the residence.	No Action Taken
IAQ2014-044	[REDACTED]	White	Male	Harassment		Inquiry completed	None	12/4/14	Corporal Erik Reynolds	Internal Affairs	12/11/14	1. [REDACTED] - White Male Allegation(s) 1.Harassment - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The complainant alleges that she lives in a house which was rented to her by someone who does not own the house. She states that the police conducted a search warrant on the home in a manner which was "totally overboard." She feels that the police are harassing her because she has not evacuated the house and civil attempts to remove her from the house were unsuccessful, so she believes they have moved on to criminal means to remove her from the residence.	No Action Taken
IAQ2014-047	[REDACTED]	White	Male	Harassment		Inquiry completed	None	12/20/14	Sergeant Landos Wallace	Internal Affairs	1/15/15	1. [REDACTED] - White Male Allegation(s) 1.Harassment - Inquiry completed No Action Taken Linked to Employee's Allegation 2.Procedural Violation - Inquiry completed No Action Taken Linked to Employee's Allegation 3.Procedural Violation - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Harassment - Inquiry completed No Action Taken Linked to Employee's Allegation 2.Procedural Violation - Inquiry completed No Action Taken Linked to Employee's Allegation 3.Procedural Violation - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Harassment - Inquiry completed No Action Taken Linked to Employee's Allegation 2.Procedural Violation - Inquiry completed No Action Taken Linked to Employee's Allegation 3.Procedural Violation - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The complainant alleges he was detained for no reason ad officers refused to identify themselves. He says he was harassed because he was not free to leave.	No Action Taken
IAQ2014-047	[REDACTED]	White	Male	Harassment		Inquiry completed	None	12/20/14	Sergeant Landos Wallace	Internal Affairs	1/15/15	1. [REDACTED] - White Male Allegation(s) 1.Harassment - Inquiry completed No Action Taken Linked to Employee's Allegation 2.Procedural Violation - Inquiry completed No Action Taken Linked to Employee's Allegation 3.Procedural Violation - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Harassment - Inquiry completed No Action Taken Linked to Employee's Allegation 2.Procedural Violation - Inquiry completed No Action Taken Linked to Employee's Allegation 3.Procedural Violation - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Harassment - Inquiry completed No Action Taken Linked to Employee's Allegation 2.Procedural Violation - Inquiry completed No Action Taken Linked to Employee's Allegation 3.Procedural Violation - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The complainant alleges he was detained for no reason ad officers refused to identify themselves. He says he was harassed because he was not free to leave.	No Action Taken
IAQ2014-047	[REDACTED]	White	Male	Harassment		Inquiry completed	None	12/20/14	Sergeant Landos Wallace	Internal Affairs	1/15/15	1. [REDACTED] - White Male Allegation(s) 1.Harassment - Inquiry completed No Action Taken Linked to Employee's Allegation 2.Procedural Violation - Inquiry completed No Action Taken Linked to Employee's Allegation 3.Procedural Violation - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Harassment - Inquiry completed No Action Taken Linked to Employee's Allegation 2.Procedural Violation - Inquiry completed No Action Taken Linked to Employee's Allegation 3.Procedural Violation - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The complainant alleges he was detained for no reason ad officers refused to identify themselves. He says he was harassed because he was not free to leave.	No Action Taken
SIQ2015-015	[REDACTED]	Black	Male	Harassment		Inquiry completed	None	8/7/15	Lieutenant Hugh Darden	SIRT	8/7/15	1. [REDACTED] - Black Male Allegation(s) 1.Harassment - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Officer's ex-wife accused him of slashing all four tires on her boyfriend's vehicle.	No Action Taken
IAQ2014-011	[REDACTED]	Black	Male	Use of Force		Inquiry completed	None	3/26/14	Sergeant Tina Blackstone	Internal Affairs	4/1/14	1. [REDACTED] - Black Male Allegation(s) 1.Use of Force - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant alleged that she was injured when Sgt. [REDACTED] grabbed her in an interview.	No Action Taken

SIQ2013-008	[REDACTED]	White	Male	Use of Force	Taser	Inquiry completed	None	2/20/13	Lieutenant Cynthia Ruff	SIRT	1/6/14	1. [REDACTED] - Black Male 2. [REDACTED] - Black Female 3. Joseph - Black Male 4. [REDACTED] - Black Male 5. [REDACTED] - Black Female 6. [REDACTED] - Black Female 7. [REDACTED] - Black Male 8.	1. [REDACTED] - White Male Allegation(s) 1. Use of Force [Taser] - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1. Use of Force [Taser] - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1. Use of Force [Taser] - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) On Feb. 19, 2013 at 2247 hrs, officers were dispatched to the LOI for a shooting. Officers located the Involved Citizen with a gun in his hand. Officers were able to tactically approach the Involved Citizen and disarm him. After the Involved Citizen was disarmed, he resisted officers. Three Respondents tried to subdue the Involved Citizen using tasers. None of these strikes had any effect on the Involved Citizen. Finally after utilizing an asp to manipulate the arms into handcuffing position. The Involved Citizen was charged with murder and several other criminal charges.	No Action Taken
SIQ2013-008	[REDACTED]	White	Male	Use of Force	Taser	Inquiry completed	None	2/20/13	Lieutenant Cynthia Ruff	SIRT	1/6/14	1. [REDACTED] - Black Male 2. [REDACTED] - Black Female 3. Joseph - Black Male 4. [REDACTED] - Black Male 5. [REDACTED] - Black Female 6. [REDACTED] - Black Female 7. [REDACTED] - Black Male 8.	1. [REDACTED] - White Male Allegation(s) 1. Use of Force [Taser] - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1. Use of Force [Taser] - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1. Use of Force [Taser] - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) On Feb. 19, 2013 at 2247 hrs, officers were dispatched to the LOI for a shooting. Officers located the Involved Citizen with a gun in his hand. Officers were able to tactically approach the Involved Citizen and disarm him. After the Involved Citizen was disarmed, he resisted officers. Three Respondents tried to subdue the Involved Citizen using tasers. None of these strikes had any effect on the Involved Citizen. Finally after utilizing an asp to manipulate the arms into handcuffing position. The Involved Citizen was charged with murder and several other criminal charges.	No Action Taken
SIQ2013-008	[REDACTED]	White	Male	Use of Force	Taser	Inquiry completed	None	2/20/13	Lieutenant Cynthia Ruff	SIRT	1/6/14	1. [REDACTED] - Black Male 2. [REDACTED] - Black Female 3. Joseph - Black Male 4. [REDACTED] - Black Male 5. [REDACTED] - Black Female 6. [REDACTED] - Black Female 7. [REDACTED] - Black Male 8.	1. [REDACTED] - White Male Allegation(s) 1. Use of Force [Taser] - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1. Use of Force [Taser] - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1. Use of Force [Taser] - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) On Feb. 19, 2013 at 2247 hrs, officers were dispatched to the LOI for a shooting. Officers located the Involved Citizen with a gun in his hand. Officers were able to tactically approach the Involved Citizen and disarm him. After the Involved Citizen was disarmed, he resisted officers. Three Respondents tried to subdue the Involved Citizen using tasers. None of these strikes had any effect on the Involved Citizen. Finally after utilizing an asp to manipulate the arms into handcuffing position. The Involved Citizen was charged with murder and several other criminal charges.	No Action Taken
SIQ2013-021	[REDACTED]	White	Male	Use of Force		Inquiry completed	None	9/25/13	Lieutenant Cynthia Ruff	SIRT	1/6/14	1. [REDACTED] - Black Male	1. [REDACTED] - White Male Allegation(s) 1. Use of Force - Inquiry completed. No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Unreported Use of Force by a member of the Gang Unit.	No Action Taken
SIQ2017-004	[REDACTED]	Black	Male	Use of Force	broken bone	Unfounded	No Action Taken Linked to Employee's Allegation	11/17/17	Sergeant Tina Blackstone	SIRT	11/3/17	1. [REDACTED] - Black Male	1. [REDACTED] - Black Male Allegation(s) 1. Use of Force [broken bone] - Unfounded. No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Respondent initiated a traffic stop on Contee Road. The driver fled at a high rate of speed. The Respondent did not pursue the vehicle, per the supervisor's direction to terminate. Further down the road in the area of Baltimore Avenue, the vehicle lost control hitting a metal pole. The Driver fled on foot and climbed a wall not knowing the other side was a 9 foot drop. The Driver broke his arm when he landed on the other side of the wall. SIRT was notified of the broken bone and responded to obtain more information. Due to the fact that the IC broke a bone by his own actions, a use of force investigation by SIRT was not conducted, but information was gathered for an SIRT inquiry.	

## **EXHIBIT B**

File #	Respondent Name	Respondent Race	Respondent Gender	Allegation/Accusation Type	Allegation/Accusation Sub-Type	Finding	Discipline/Punishment	Date Rec'd in IAD/Entered in IAPro	Investigator(s)	Investigative Unit(s)	Date Investigation Completed/Charges Sustained	Complainant(s)	Respondent(s) & Allegation(s) & Findings & Discipline/Punishment(s)	Summary/Narrative	Discipline Category
IA2014-099	[REDACTED]	Black	Male	Bias		Non-Sustained	No Action Taken Linked to Employee's Allegation	9/19/14	Corporal Evan Baxter	Internal Affairs	6/29/15	1. [REDACTED] - Black Female 2. [REDACTED] - Black Female	1. [REDACTED] - Black Male Allegation(s) 1. Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 2. Unbecoming Conduct [Unprofessionalism] - Non-Sustained No Action Taken Linked to Employee's Allegation 3. Bias-Based Profiling - Non-Sustained No Action Taken Linked to Employee's Allegation 4. Ethics Violation [Traffic Stop] - Non-Sustained No Action Taken Linked to Employee's Allegation 5. Protocol [Unprofessionalism] - Non-Sustained No Action Taken Linked to Employee's Allegation 6. Procedural Violation [Traffic Stop] - Sustained Actions Taken 1. Written Reprimand 7. Procedural Violation [Failure to Notify Dispatcher of Traffic Stop] - Non-Sustained No Action Taken Linked to Employee's Allegation Action Taken(s) 1. Written Reprimand	Narrative(s) The Complainants alleged that the Involved Officer attempted to make flirtatious advances toward one of them and used profanity during the confrontation. This incident also involved an alleged traffic stop.	No Action Taken
IA2016-050	[REDACTED]	Black	Male	Bias		Non-Sustained	No Action Taken Linked to Employee's Allegation	7/11/16	Sergeant Daniel Hader	Internal Affairs	5/22/17	1. [REDACTED] - Black Male 2. [REDACTED] - Black Male 3. [REDACTED] - Black Male 4. [REDACTED] - Black Male	1. [REDACTED] - Black Male Allegation(s) 1. Bias-Based Profiling - Non-Sustained No Action Taken Linked to Employee's Allegation 2. Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation 3. White Male Allegation(s) 1. Bias-Based Profiling - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation	Narrative(s) The Complainant alleges he was racially profiled during a traffic stop by Pfc. [REDACTED] and P/O [REDACTED] on 06/27/16. The Complainant further alleges that Pfc. [REDACTED] made inappropriate and inaccurate statements during the District Court proceedings.	No Action Taken
IA2014-031	[REDACTED]	Hispanic	Male	Bias		Unfounded	No Action Taken Linked to Employee's Allegation	3/24/14	Corporal Matthew Ling	Internal Affairs	10/6/14	1. [REDACTED] - Black Male 2. [REDACTED] - Black Male	1. [REDACTED] - Hispanic Male Allegation(s) 1. Bias-Based Profiling - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation	Narrative(s) The complainant alleges the respondent may have conducted a registration check prior to stopping him and once realized the complainant had a last name that sounded non-caucasian he initiated a traffic stop based on this information.	
IA2015-062	[REDACTED]	Hispanic	Male	Bias		Unfounded	No Action Taken Linked to Employee's Allegation	8/18/15	Sergeant Gerald Caver	Internal Affairs	6/24/16	[REDACTED]	1. [REDACTED] - Hispanic Male Allegation(s) 1. Ethics Violation - Unfounded No Action Taken Linked to Employee's Allegation 2. Bias-Based Profiling - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation	Narrative(s) The Complainant states she was stopped by on 08/09/2015 by the Respondent. Her two passengers and she were asked to step from the vehicle and subsequently searched, as was her vehicle. The complainant states the officer had no probable cause to conduct the stop and used racial profiling in order to justify the search.	
IA2017-014	[REDACTED]	Hispanic	Male	Bias		Unfounded	No Action Taken Linked to Employee's Allegation	3/27/17	Sergeant Daniel Hader	Internal Affairs	2/27/18	[REDACTED]	1. [REDACTED] - Hispanic Male Allegation(s) 1. Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2. Use of Language - Unfounded No Action Taken Linked to Employee's Allegation 3. Bias-Based Profiling - Unfounded No Action Taken Linked to Employee's Allegation 4. Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation	Narrative(s) The Complainant states that he was stopped for traffic by Cpl. [REDACTED]. The Complainant fled the scene, and was stopped by Cpl. [REDACTED] who punched and choked him after he was handcuffed. The Complainant further advised that Cpl. [REDACTED] used racially derogatory language towards him several times.	
IAQ2014-039	[REDACTED]	Hispanic	Male	Bias		Inquiry completed	None	11/3/14	Corporal Evan Baxter	Internal Affairs	11/15/14	[REDACTED]	1. [REDACTED] - Hispanic Male Allegation(s) 1. Bias-Based Profiling - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation	Narrative(s) The Complainant alleged that the Involved Officer conducted a traffic stop based on his race. Complainant alleges that he was racially profiled by Involved Officer.	No Action Taken
IA2014-048	[REDACTED]	White	Male	Bias	Traffic Stop	Non-Sustained	No Action Taken Linked to Employee's Allegation	5/8/14	Lieutenant Curtis Lightner	Internal Affairs	3/27/15	1. [REDACTED] - Black Male	1. [REDACTED] - White Male Allegation(s) 1. Bias-Based Profiling (Traffic Stop) - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation	Narrative(s) The Complainant alleges that the Respondent pulled him over and cited him based on his race (African American).	No Action Taken
IA2014-107	[REDACTED]	White	Male	Bias	Traffic Stop	Unfounded	No Action Taken Linked to Employee's Allegation	10/10/14	Corporal Brett Shapiro	Internal Affairs	7/30/15	1. [REDACTED] - Black Female	1. [REDACTED] - White Male Allegation(s) 1. Unbecoming Conduct [Grabbed] - Unfounded No Action Taken Linked to Employee's Allegation 2. Use of Language - Unfounded No Action Taken Linked to Employee's Allegation 3. Bias-Based Profiling [Traffic Stop] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation	Narrative(s) The complainant alleges that she was stopped for a traffic violation. She said during the stop she was tested for DUI, which she says she passed. She says she was handcuffed and searched, at which point P/O [REDACTED] grabbed her breast. She states she was arrested and given a breath test and states it proved she had not been drinking.	
IA2014-118	[REDACTED]	White	Male	Bias	Unprofessionalism	Non-Sustained	No Action Taken Linked to Employee's Allegation	10/28/14	Sergeant Brian Selway	Internal Affairs	7/30/15	1. [REDACTED]	1. [REDACTED] - White Male Allegation(s) 1. Protocol [Courtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation 2. Protocol [Courtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation 3. Procedural Violation [Failure to Audibly Record Traffic Stop with MVS] - Sustained Actions Taken 1. Written Reprimand 4. Unbecoming Conduct [Threats] - Non-Sustained No Action Taken Linked to Employee's Allegation 5. Bias-Based Profiling [Unprofessionalism] - Non-Sustained No Action Taken Linked to Employee's Allegation Action Taken(s) 1. Written Reprimand	Narrative(s) The Complainant alleged that the Involved Officer mistreated and used demeaning language towards her because she has a disability.	No Action Taken
IA2015-073	[REDACTED]	White	Male	Bias		Non-Sustained	No Action Taken Linked to Employee's Allegation	10/28/15	Lieutenant Sonya Lancaster	Internal Affairs	5/22/17	1. [REDACTED]	1. [REDACTED] - White Male Allegation(s) 1. Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 2. Bias-Based Profiling - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation	Narrative(s) The Complainant alleged that the Involved Officer mistreated and used demeaning language towards her because she has a disability. He states that Sgt. [REDACTED] arrived at his apartment, in full uniform, in order to retrieve keys that belonged to the management company. He alleges that Sgt. [REDACTED] intimidated him, asked if he belonged to ISIS, and said he could "easily send me back to where I came from." On April 1, 2015, at approximately 1800 hours, Complainant [REDACTED] stated that Respondent [REDACTED] was sent to his home by his former employer. Involved Person [REDACTED] to harass him. Complainant [REDACTED] stated Respondent [REDACTED] called his cell phone, identified himself as a Prince George's County police officer and asked him to come outside of his apartment. Complainant [REDACTED] he came out holding his infant child. Complainant [REDACTED] stated that Respondent [REDACTED] began threatening him stating, "I can easily send you back to where you came from." "Why are you scaring people, are you affiliated with ISIS?" Complainant [REDACTED] stated that he immediately denied Respondent [REDACTED] false accusations. Complainant [REDACTED] stated that Respondent [REDACTED] continued to harass and intimidate him with his questions as he held his infant son who began crying. Complainant [REDACTED] was terminated from his place of employment by Witness [REDACTED] for threats to other employees and sleeping on the job. Respondent [REDACTED] asked Complainant [REDACTED] if he had the master keys to the apartments. Complainant [REDACTED] advised Respondent [REDACTED] that he had turned-in keys to Y&B Associates that morning. Complainant [REDACTED] stated Respondent [REDACTED] seemed to accept that he gave the master keys to Theresa at Y&B Associates and began to depart after approximately thirty minutes of harassment and intimidation. The mother-in-law was at home, however, was inside the entire time the conversation occurred with Complainant [REDACTED] and Respondent [REDACTED]. Complainant [REDACTED] stated that before Respondent [REDACTED] left his home, he provided his personal business card indicating that he is a Senior Loan Officer at MB Financial Bank and said to contact him if he needed any financial help. (Evidence #1) Complainant [REDACTED] stated he called Prince George's County Police Department to obtain a police report reference Respondent [REDACTED] responding to his home, however, no report was taken or filed with the Prince George's County Police Department.	No Action Taken
IA2015-084	[REDACTED]	White	Male	Bias		Unfounded	No Action Taken Linked to Employee's Allegation	11/17/15	Sergeant Gerald Caver	Internal Affairs	6/24/16	1. [REDACTED]	1. [REDACTED] - White Male Allegation(s) 1. Bias-Based Profiling - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation	Narrative(s) The complainant alleges that she was stopped for traffic after being followed for several minutes for no reason. She says that P/O [REDACTED] told her her headlights, taillights, and windshield wipers were not on while it was raining, but says that is untrue. She was issued a citation for a non-functioning brake light and contends that she was targeted and fined solely based on her race and should have only received an ERO.	

Exhibit B

IAQ2016-004	[REDACTED]	White	Male	Bias	Unfounded	No Action Taken Linked to Employee's Allegation	1/20/16	Sergeant Gerald Caver	Internal Affairs	10/19/16	[REDACTED]	1. [REDACTED] - White Male Allegation(s) 1. Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 2. Bias-Based Profiling - Unfounded No Action Taken Linked to Employee's Allegation 3. Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 4. Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation	Narrative(s) The respondent alleges he was stopped in Washington DC at gunpoint. During the stop, Cpl [REDACTED] told him, "You are lucky I didn't snatch your ass out of this fucking car." He alleges the "nigger asshole, white cop" and the "Benedict Arnold Black Officer" pulled over another 35 year old black male for no apparent reason.	
IAQ2018-020	[REDACTED]	White	Male	Bias	Unfounded	No Action Taken Linked to Employee's Allegation	3/20/18	Sergeant Shannon Harris	Internal Affairs	4/29/19	[REDACTED]	1. [REDACTED] - White Male Allegation(s) 1. Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 2. Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3. Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 4. Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 5. Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 6. Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 7. Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 8. Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 9. Bias-Based Profiling - Unfounded No Action Taken Linked to Employee's Allegation 10. Protocol [Courtesy] - Sustained No Action Taken Linked to Employee's Allegation	Narrative(s) The Complainant stated that Police Officer [REDACTED] encountered him on a traffic stop. The Complainant alleges that when he felt threatened by the officers presence P/O [REDACTED] said he was stupid and a dumb ass for requesting a supervisor to respond to the scene.	
IAQ2015-002	[REDACTED]	White	Male	Bias	Inquiry completed	None	1/27/15	Corporal Evan Baxter	Internal Affairs	2/18/15	[REDACTED]	1. [REDACTED] - White Male Allegation(s) 1. Bias-Based Profiling - Inquiry completed No Action Taken Linked to Employee's Allegation	Narrative(s) The complainant was detained and given a criminal citation for drinking alcohol outside a 7-11 store. He alleges that the only reason he was stopped is because he is black.	No Action Taken
IAQ2015-009	[REDACTED]	White	Male	Bias	Inquiry completed	None	2/14/15	Sergeant William Silvers	Internal Affairs	3/9/15	[REDACTED]	1. [REDACTED] - White Male Allegation(s) 1. Bias-Based Profiling - Inquiry completed No Action Taken Linked to Employee's Allegation	Narrative(s) [REDACTED] alleges that he was pulled over by Cpl. [REDACTED] for a brake light malfunction. He alleges that there was never anything wrong with the brake light, but he was issued a repair order. The mechanics he took his car to to have the brake light checked said there was nothing wrong with it, so [REDACTED] c011cluded that he was targeted because of his race. He also alleges that Cpl. [REDACTED] called for "back-up," which further shows racial profiling on the officer's part.	No Action Taken
IAQ2015-012	[REDACTED]	White	Male	Bias	Inquiry completed	None	3/16/15	Sergeant Landos Wallace	Internal Affairs	4/6/15	[REDACTED]	1. Huntley, Jason - White Male Allegation(s) 1. Bias-Based Profiling - Inquiry completed No Action Taken Linked to Employee's Allegation	Narrative(s) The Complainant alleged that the Involved Officer conducted a traffic stop based on his race. Complainant alleges that he was racially profiled by Involved Officer.	No Action Taken
IAQ2014-030	[REDACTED]	White	Male	Bias	Unfounded	No Action Taken Linked to Employee's Allegation	3/20/14	Corporal Erik Reynolds	Internal Affairs	2/9/15	[REDACTED] Black Female	1. [REDACTED] - White Male Allegation(s) 1. Bias-Based Profiling - Unfounded No Action Taken Linked to Employee's Allegation 2. Protocol [Discourtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation	Narrative(s) The Complainant described that his daughter was subject of an inappropriately conducted traffic stop. The Complainant alluded to race as a possible motivator to the stop.	
IAQ2014-030	[REDACTED]	White	Male	Bias	Unfounded	No Action Taken Linked to Employee's Allegation	3/20/14	Corporal Erik Reynolds	Internal Affairs	2/9/15	[REDACTED] Black Female	1. [REDACTED] - White Male Allegation(s) 1. Bias-Based Profiling - Unfounded No Action Taken Linked to Employee's Allegation 2. Protocol [Discourtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation	Narrative(s) The Complainant described that his daughter was subject of an inappropriately conducted traffic stop. The Complainant alluded to race as a possible motivator to the stop.	
IAQ2014-062	[REDACTED]	White	Male	Bias	Non-Sustained	No Action Taken Linked to Employee's Allegation	6/9/14	Corporal Matthew Ling	Internal Affairs	2/10/15	[REDACTED] Hispanic Male [REDACTED] Black Male	1. [REDACTED] - White Male Allegation(s) 1. Excessive/Unnecessary Force [Punched] - Non-Sustained No Action Taken Linked to Employee's Allegation 2. Excessive/Unnecessary Force [Threw] - Exonerated No Action Taken Linked to Employee's Allegation 3. Bias-Based Profiling - Non-Sustained No Action Taken Linked to Employee's Allegation 4. Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 5. Excessive/Unnecessary Force [Punched] - Non-Sustained No Action Taken Linked to Employee's Allegation 2. Excessive/Unnecessary Force [Threw] - Non-Sustained No Action Taken Linked to Employee's Allegation 3. Bias-Based Profiling - Non-Sustained No Action Taken Linked to Employee's Allegation 4. Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation	Narrative(s) The Complainant alleges that the Respondents punched him in the face, grabbed him out of a cab and threw him to the ground. Then while handcuffed asked the Complainant to give him a blowjob. The Complainant is alleging that this all happened because he believes the Officer Felt he was an undocumented alien.	No Action Taken
IAQ2014-062	[REDACTED]	White	Male	Bias	Non-Sustained	No Action Taken Linked to Employee's Allegation	6/9/14	Corporal Matthew Ling	Internal Affairs	2/10/15	[REDACTED] Hispanic Male [REDACTED] Black Male	1. [REDACTED] - White Male Allegation(s) 1. Excessive/Unnecessary Force [Punched] - Non-Sustained No Action Taken Linked to Employee's Allegation 2. Excessive/Unnecessary Force [Threw] - Exonerated No Action Taken Linked to Employee's Allegation 3. Bias-Based Profiling - Non-Sustained No Action Taken Linked to Employee's Allegation 4. Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 5. Excessive/Unnecessary Force [Punched] - Non-Sustained No Action Taken Linked to Employee's Allegation 2. Excessive/Unnecessary Force [Threw] - Non-Sustained No Action Taken Linked to Employee's Allegation 3. Bias-Based Profiling - Non-Sustained No Action Taken Linked to Employee's Allegation 4. Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation	Narrative(s) The Complainant alleges that the Respondents punched him in the face, grabbed him out of a cab and threw him to the ground. Then while handcuffed asked the Complainant to give him a blowjob. The Complainant is alleging that this all happened because he believes the Officer Felt he was an undocumented alien.	No Action Taken

IA2014-078	[REDACTED]	White	Male	Bias	Removing Complainant Aggressively from Vehicle	Unfounded	No Action Taken Linked to Employee's Allegation	7/7/14	Sergeant Richard Pippin	Internal Affairs	4/9/15	1. [REDACTED] - White Male Allegation(s) 1.Unbecoming Conduct Unprofessionalism] - Unfounded No Action Taken Linked to Employee's Allegation 2.Procedural Violation [Search and Seizure] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Procedural Violation [Search and Seizure] - Exonerated No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct (Damaged property) - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Procedural Violation [Search and Seizure] - Exonerated No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct (Damaged property) - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - White Male Allegation(s) 1.Bias-Based Profiling (Removing Complainant Aggressively from Vehicle) - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant alleges that the Respondents searched his person improperly and damaged his vehicle during the search of his vehicle.	
IA2015-038	[REDACTED]	White	Male	Bias		Non-Sustained	No Action Taken Linked to Employee's Allegation	6/2/15	Sergeant Daniel Hader	Internal Affairs	1/4/17	1. [REDACTED] - White Male Allegation(s) 1.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Bias-Based Profiling - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Procedural Violation [Personal Identification] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Tuesday, June 16, 2015, at 1144 hours, and provided a recorded statement subsequently transcribed to 29 pages. Complainant [REDACTED] stated that on March 16th, 2015, she was locked out of her vehicle in the area of College Park along Baltimore Ave. Complainant [REDACTED] flagged down a passerby and used his cellphone to call the police. Complainant [REDACTED] stated that Respondent [REDACTED] responded. Complainant [REDACTED] told Respondent [REDACTED] that while driving home on Baltimore Ave, her low tire light activated prompting her to stop in a parking lot of a closed business and inspect her tires. She stated that while checking her tires the wind blew her door shut and she became locked out of the vehicle. Complainant [REDACTED] explained her situation to Respondent [REDACTED] who refused to help, saying that he did not have a cellphone she could use. Complainant [REDACTED] further stated that when she asked him to help her get a tow truck Respondent [REDACTED] claimed he could not help her. Complainant [REDACTED] said at that point Respondent [REDACTED] further accused her of committing a crime by being a black person loitering in the area. Complainant [REDACTED] asked Respondent [REDACTED] to explain how she was committing a crime and he replied, "All you black people do is just look-- committing criminal activities all over the community." Complainant [REDACTED] became afraid and asked Respondent [REDACTED] to turn on his cruiser camera to record their interactions. Complainant [REDACTED] also asked Respondent [REDACTED] to contact the dispatcher to send another officer who must have a cellphone to call a tow truck to help her open her locked car. Respondent [REDACTED] said, "I don't have to do any of that for you." Complainant [REDACTED] stated that after saying that last remark, Respondent [REDACTED] got back in his cruiser and left the area. Complainant [REDACTED] then saw a building open across the street and walked over to it. This building turned out to be the open Howard Johnson hotel and she was able to speak with the employees in the lobby. Once inside the hotel Complainant [REDACTED] used a phone to again call 911 and relate her situation to the 911 operator. This time however, Complainant [REDACTED] asked to speak with a supervisor. Respondent [REDACTED] responded to the Howard Johnson as the sector supervisor. Respondent [REDACTED] took a few moments to call tow companies in the area	No Action Taken
IA2016-013	[REDACTED]	White	Male	Bias		Unfounded	No Action Taken Linked to Employee's Allegation	2/29/16	Corporal Erik Reynolds	Internal Affairs	10/28/16	1. [REDACTED] - White Male Allegation(s) 1.Bias-Based Profiling - Unfounded No Action Taken Linked to Employee's Allegation 2.Procedural Violation [Failure to Audibly Record Traffic Stop with MVS] - Sustained Action Taken 1.Written Reprimand Action Taken(s) 1.Written Reprimand 2. [REDACTED] - Black Male Allegation(s) 1.Unbecoming Conduct - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3.Parker, Jean - Black Female Allegation(s) 1.Unbecoming Conduct - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) : The respondent alleges that on 2/22/16 he was stopped for traffic by POFC [REDACTED] based solely on his vehicle type and his race. He alleges that on 2/27/16, he was again stopped by an unknown officer who asked if he had been on Oxon Hill Road, and informed him that his vehicle matched a lookout before sending him on his way. The respondent contends that this stop was in retaliation for his earlier complaint against POFC [REDACTED]. The respondent also alleges that on 2/28/16 he responded to Dist IV station to file his first two complaints. He alleges that Corporal [REDACTED] ran his vehicle's tags before coming inside and then told him to take his complaint to Internal Affairs. He stated that he left and called back District IV, and Mrs. [REDACTED] was nude and hung up on him.	
IA2016-050	[REDACTED]	White	Male	Bias		Non-Sustained	No Action Taken Linked to Employee's Allegation	7/11/16	Sergeant Daniel Hader	Internal Affairs	5/22/17	1. [REDACTED] - White Male Allegation(s) 1.Bias-Based Profiling - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Bias-Based Profiling - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant alleges he was racially profiled during a traffic stop by Pfc. [REDACTED] and P.O. [REDACTED] on 06/27/16. The Complainant further allegations that Pfc. [REDACTED] made inappropriate and inaccurate statements during the f District Court proceedings.	No Action Taken
IA2017-008	[REDACTED]	White	Male	Bias		Unfounded	No Action Taken Linked to Employee's Allegation	2/15/17	Corporal Tovonia Brown	Internal Affairs	2/8/18	1. [REDACTED] - White Male Allegation(s) 1.Bias-Based Profiling - Unfounded No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Protocol [Attention to Duty] - Exonerated No Action Taken Linked to Employee's Allegation 5.Procedural Violation [Stop and Frisk] - Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Bias-Based Profiling - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Protocol [Attention to Duty] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant alleges that he was stopped while operating his motor vehicle based on the color of his skin, and that he was inappropriately touched during a search of his person.	
IA2017-008	[REDACTED]	White	Male	Bias		Unfounded	No Action Taken Linked to Employee's Allegation	2/15/17	Corporal Tovonia Brown	Internal Affairs	2/8/18	1. [REDACTED] - White Male Allegation(s) 1.Bias-Based Profiling - Unfounded No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Protocol [Attention to Duty] - Exonerated No Action Taken Linked to Employee's Allegation 5.Procedural Violation [Stop and Frisk] - Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Bias-Based Profiling - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Protocol [Attention to Duty] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant alleges that he was stopped while operating his motor vehicle based on the color of his skin, and that he was inappropriately touched during a search of his person.	



## **EXHIBIT C**

**Exhibit C****Officers With Over 20 Use of Force Incidents**

<b>Officer First Name</b>	<b>Officer Race</b>	<b>Black Complainant</b>	<b>White Complainant</b>	<b>Hispanic Complainant</b>	<b>Other Complainant</b>	<b>Total Complaints</b>
Troy Sumner	White	46	1	1		48
Anthony Brooke	White	45		2		47
Grant Galing	White	40	3	2		45
Cedric Heyward	Black	42	1	1	1	45
Scott Steinebach	White	40		2		42
Dasplang Gukas	Black	37			1	38
Robert Heaney	White	16	10	11		37
Gregory Lynn	White	34			3	37
Francesco Marlett	White	32	1	1	1	35
Anthony Angeloro	White	31	1	1	1	34
Cody Katzenmaier	White	31	1	2		34
Christopher Oliver	Black	32		1		33
Daniel Allen	White	17	1	12		30
Mathew Cotillo	White	30				30
Brenden Gastiaburu-Simmons	White	29		1		30
Santino Green	Black	20	7	3		30
Brooks Mitzkewich	White	28			2	30
Bryant Strong	White	29	1			30

<b>Officer First Name</b>	<b>Officer Race</b>	<b>Black Complainant</b>	<b>White Complainant</b>	<b>Hispanic Complainant</b>	<b>Other Complainant</b>	<b>Total Complaints</b>
Job Welcome	Black	28	2			30
Dwyane Ross	Black	25	1	1	2	29
Jeremy Ingraham	White	25	3			28
Israel Montgomery	Black	25		2	1	28
William Bankhead	Black	25	1	1		27
Miguel Martinez	Hispanic	22		3	2	27
Jonathan Eveler	White	21	2	3		26
Anson Jones	White	26				26
Matthew Scott	Black	26				26
Allen Barkers	Black	18	6	1		25
Jose Garcia	Hispanic	24		1		25
Jason Norman	White	22		3		25
Matthew Obordo	Asian	24	1			25
James Robison	White	24	1			25
Michael Rushlow	White	25				25
Kenneth Tant	White	16	2	7		25
Brandon Westfall	White	23	1		1	25
Jeremy Burch	White	24				24
Kyle Cook	White	24				24
Darryl Wormuth	White	21			3	24
Jeremy Allen	White	20			3	23

<b>Officer First Name</b>	<b>Officer Race</b>	<b>Black Complainant</b>	<b>White Complainant</b>	<b>Hispanic Complainant</b>	<b>Other Complainant</b>	<b>Total Complaints</b>
Keither Gooding	Black	22		1		23
David Hardester	White	22			1	23
Daniel Parrish	White	14	3	5	1	23
Dane Slavin	White	22			1	23
Andrew Thomas	White	20		3		23
Jonathan Haskett	Black	21	1			22
Joshua Hitchens	White	20	2			22
Timothy Shomper	White	20	2			22
Kevin Stevenson	White	21		1		22
Willie Stover	Black	20		2		22
Joshua Wortman	White	12	6	4		22
Brian Butler	Black	20		1		21
Terrance McDonald	Black	20			1	21
Brand Odhner	White	19	1	1		21
Amir Smith	Black	20			1	21
Michael Visbal	Hispanic	21				21
Ian Webster	White	12	3	6		21
Matthew Beck	White	20				20
Anthony Ferguson	Black	14		5	1	20
Nicholas Quilban	Asian	20				20
Jon Rasmussen	White	20				20

<b>Officer First Name</b>	<b>Officer Race</b>	<b>Black Complainant</b>	<b>White Complainant</b>	<b>Hispanic Complainant</b>	<b>Other Complainant</b>	<b>Total Complaints</b>
Kristen Summers	White	20				20

## **EXHIBIT D**

File #	Respondent Name	Respondent Race	Respondent Gender	Allegation/Accusation Type	Allegation/Accusation Sub-Type	Finding	Discipline/Punishment	File #	Date Rec'd in IAD/Entered in IAPro	Investigator(s)	Investigative Unit(s)	Date Investigation Completed/Charges Sustained	Complainant(s)	Respondent(s) & Allegation(s) & Finding(s) & Discipline/Punishment(s)	Summary/Narrative	Discipline Category
IA2016-003	[REDACTED]	Black	Male	Excessive/Unnecessary Force		Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-003	1/8/16	Corporal James Weinelt	Internal Affairs		1. [REDACTED] - Black Male 2. [REDACTED] - Black Male 3. [REDACTED] - Black Male	1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 4.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 5.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 6.Procedural Violation (Spreading) - Non-Sustained No Action Taken Linked to Employee's Allegation 7.Procedural Violation (Failure to Report Use of Force) - Sustained 8.Actions Taken 1.Written Reprimand 9.Action Taken(s) 1.Written Reprimand 2.[REDACTED] Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3.[REDACTED] Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Procedural Violation (Failure to Report Use of Force) - Sustained 3.Actions Taken 1.Discipline administered by other agency Action Taken(s) 1.Discipline administered by other agency	Narrative(s) The Complainant alleged that the involved officer and other unknown officers conducted a stop on her and her boyfriend ([REDACTED] [REDACTED]) Complainant alleges that during the stop unnecessary force was used against her boyfriend. Complainant advised that she recorded the force on her cell phone but the video was deleted by the officers. Complainant advised both her and boyfriend were both arrested and taken to DOC, where she was released without charges to go to hospital in an ambulance due to pregnancy concerns.	No Action Taken
IA2016-003	[REDACTED]	Black	Male	Excessive/Unnecessary Force		Exonerated	None	IA2016-003	1/8/16	Corporal James Weinelt	Internal Affairs		1. [REDACTED] - Black Male 2. [REDACTED] - Black Male 3. [REDACTED] - Black Male	1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 4.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 5.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 6.Procedural Violation (Spreading) - Non-Sustained No Action Taken Linked to Employee's Allegation 7.Procedural Violation (Failure to Report Use of Force) - Sustained 8.Actions Taken 1.Written Reprimand 9.Action Taken(s) 1.Written Reprimand 2.[REDACTED] Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3.[REDACTED] Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Procedural Violation (Failure to Report Use of Force) - Sustained 3.Actions Taken 1.Discipline administered by other agency Action Taken(s) 1.Discipline administered by other agency	Narrative(s) The Complainant alleged that the involved officer and other unknown officers conducted a stop on her and her boyfriend ([REDACTED] [REDACTED]) Complainant alleges that during the stop unnecessary force was used against her boyfriend. Complainant advised that she recorded the force on her cell phone but the video was deleted by the officers. Complainant advised both her and boyfriend were both arrested and taken to DOC, where she was released without charges to go to hospital in an ambulance due to pregnancy concerns.	No Action Taken
IA2016-003	[REDACTED]	Black	Male	Excessive/Unnecessary Force		Exonerated	None	IA2016-003	1/8/16	Corporal James Weinelt	Internal Affairs		1. [REDACTED] - Black Male 2. [REDACTED] - Black Male 3. [REDACTED] - Black Male	1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 4.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 5.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 6.Procedural Violation (Spreading) - Non-Sustained No Action Taken Linked to Employee's Allegation 7.Procedural Violation (Failure to Report Use of Force) - Sustained 8.Actions Taken 1.Written Reprimand 9.Action Taken(s) 1.Written Reprimand 2.[REDACTED] Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3.[REDACTED] Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Procedural Violation (Failure to Report Use of Force) - Sustained 3.Actions Taken 1.Discipline administered by other agency Action Taken(s) 1.Discipline administered by other agency	Narrative(s) The Complainant alleged that the involved officer and other unknown officers conducted a stop on her and her boyfriend ([REDACTED] [REDACTED]) Complainant alleges that during the stop unnecessary force was used against her boyfriend. Complainant advised that she recorded the force on her cell phone but the video was deleted by the officers. Complainant advised both her and boyfriend were both arrested and taken to DOC, where she was released without charges to go to hospital in an ambulance due to pregnancy concerns.	No Action Taken

IA2016-003				Excessive/Unnecessary Force	Exonerated	None	IA2016-003	1/8/16	Corporal James Weinelt	Internal Affairs	1/4/17	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 4.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 5.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 6.Procedural Violation [Speeding] - Non-Sustained No Action Taken Linked to Employee's Allegation 7.Procedural Violation [Failure to Report Use of Force] - Sustained/Actions Taken 1.Written Reprimand/Action Taken(s) 1.Written Reprimand 2. [REDACTED] Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Procedural Violation [Failure to Report Use of Force] - Sustained/Actions Taken 1.Discipline administered by other agency Action Taken(s) 1.Discipline administered by other agency	Narrative(s) The Complainant alleged that the involved officer and other unknown officers conducted a stop on her and her boyfriend ([REDACTED] [REDACTED]) Complainant alleges that during the stop unnecessary force was used against her boyfriend. Complainant advised that she recorded the force on her cell phone but the video was deleted by the officers. Complainant advised both her and boyfriend were both arrested and taken to DOC, where she was released without charges to go to hospital in an ambulance due to pregnancy concerns.	No Action Taken
IA2016-003				Excessive/Unnecessary Force	Exonerated	None	IA2016-003	1/8/16	Corporal James Weinelt	Internal Affairs	1/4/17	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 4.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 5.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 6.Procedural Violation [Speeding] - Non-Sustained No Action Taken Linked to Employee's Allegation 7.Procedural Violation [Failure to Report Use of Force] - Sustained/Actions Taken 1.Written Reprimand/Action Taken(s) 1.Written Reprimand 2. [REDACTED] Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Procedural Violation [Failure to Report Use of Force] - Sustained/Actions Taken 1.Discipline administered by other agency Action Taken(s) 1.Discipline administered by other agency	Narrative(s) The Complainant alleged that the involved officer and other unknown officers conducted a stop on her and her boyfriend ([REDACTED] [REDACTED]) Complainant alleges that during the stop unnecessary force was used against her boyfriend. Complainant advised that she recorded the force on her cell phone but the video was deleted by the officers. Complainant advised both her and boyfriend were both arrested and taken to DOC, where she was released without charges to go to hospital in an ambulance due to pregnancy concerns.	No Action Taken
IA2016-005		Hispanic	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-005	1/1/16	Sergeant Daniel Hader	Internal Affairs	8/15/16	1. [REDACTED] - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The respondent alleges was involved in an accident where the other driver attempted to flee and she chased them. She alleges she was handcuffed while her head was pushed against the cruiser, and she was told to "shut the fuck up."	No Action Taken



IA2016-005	[REDACTED]	Hispanic	Male	Excessive/Unnecessary Force		Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-005	1/1/16	Sergeant Daniel Hader	Internal Affairs		8/15/16	1. [REDACTED] - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation	Narrative(s) The respondent alleges was involved in an accident where the other driver attempted to flee and she chased them. She alleges she was handcuffed while her head was pushed against the cruiser, and she was told to 'shut the fuck up.'	No Action Taken
IA2016-006	[REDACTED]	Black	Male	Excessive/Unnecessary Force Slammed		Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-006	1/22/16	Sergeant Carlton Jones	Internal Affairs		8/16/16	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Unfounded No Action Taken Linked to Employee's Allegation 2.Procedural Violation [Failure to submit Report] - Unfounded No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force [Slammed] - Unfounded No Action Taken Linked to Employee's Allegation 4.Excessive/Unnecessary Force [Stomped] - Unfounded No Action Taken Linked to Employee's Allegation 5.Criminal Misconduct [Theft] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force [Slammed] - Unfounded No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force [Stomped] - Unfounded No Action Taken Linked to Employee's Allegation 4.Procedural Violation [Failure to submit Report] - Unfounded No Action Taken Linked to Employee's Allegation 5.Criminal Misconduct [Theft] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Procedural Violation [Failure to Report Use of Force] - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force [Slammed] - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Excessive/Unnecessary Force [Stomped] - Non-Sustained No Action Taken Linked to Employee's Allegation 5.Criminal Misconduct [Theft] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Non-Sustained	Narrative(s) The Complainant alleged that the involved officers punched him in the head during a stop. Complainant also alleges that involved officer took his property without arresting him after finding CDS on his person.	No Action Taken
IA2016-006	[REDACTED]	Black	Male	Excessive/Unnecessary Force Stomped		Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-006	1/22/16	Sergeant Carlton Jones	Internal Affairs		8/16/16	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Unfounded No Action Taken Linked to Employee's Allegation 2.Procedural Violation [Failure to submit Report] - Unfounded No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force [Slammed] - Unfounded No Action Taken Linked to Employee's Allegation 4.Excessive/Unnecessary Force [Stomped] - Unfounded No Action Taken Linked to Employee's Allegation 5.Criminal Misconduct [Theft] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force [Slammed] - Unfounded No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force [Stomped] - Unfounded No Action Taken Linked to Employee's Allegation 4.Procedural Violation [Failure to submit Report] - Unfounded No Action Taken Linked to Employee's Allegation 5.Criminal Misconduct [Theft] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Procedural Violation [Failure to Report Use of Force] - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force [Slammed] - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Excessive/Unnecessary Force [Stomped] - Non-Sustained No Action Taken Linked to Employee's Allegation 5.Criminal Misconduct [Theft] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Non-Sustained	Narrative(s) The Complainant alleged that the involved officers punched him in the head during a stop. Complainant also alleges that involved officer took his property without arresting him after finding CDS on his person.	No Action Taken









IA2016-006	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Stomped	Unfounded	No Action Taken Linked to Employee's Allegation	IA2016-006	1/22/16	Sergeant Carlton Jones	Internal Affairs	8/16/16	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Unfounded No Action Taken Linked to Employee's Allegation 2.Procedural Violation [Failure to submit Report] - Unfounded No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force [Slammed] - Unfounded No Action Taken Linked to Employee's Allegation 4.Excessive/Unnecessary Force [Stomped] - Unfounded No Action Taken Linked to Employee's Allegation 5.Criminal Misconduct [Theft] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force [Slammed] - Unfounded No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force [Stomped] - Unfounded No Action Taken Linked to Employee's Allegation 4.Procedural Violation [Failure to submit Report] - Unfounded No Action Taken Linked to Employee's Allegation 5.Criminal Misconduct [Theft] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Procedural Violation [Failure to Report Use of Force] - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force [Slammed] - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Excessive/Unnecessary Force [Stomped] - Non-Sustained No Action Taken Linked to Employee's Allegation 5.Criminal Misconduct [Theft] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Non-Sustained	Narrative(s) The Complainant alleged that the involved officers punched him in the head during a stop. Complainant also alleges that involved officer took his property without arresting him after finding CDS on his person.	
IA2016-009	[REDACTED]	Black	Male	Excessive/Unnecessary Force		Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-009	2/2/16	Lieutenant Sonya Lancaster	Internal Affairs	8/16/16	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct [Courtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Protocol [Courtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Protocol [Courtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Complainant advised that Respondent arrested her for a traffic violation. Complainant alleges that during the transport to DOC the Respondent continuously taunted her laughing and stressing that she "was going to jail." Complainant also alleges that the Respondent told her to "shut up" when she attempt to talk. Complainant alleges at one point the Respondent stop the transport on I-495 and grabbed her by her neck and told her to "shut up".	No Action Taken
IA2016-015	[REDACTED]	White	Male	Excessive/Unnecessary Force		Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-015	3/2/16	Sergeant Gerald Caver	Internal Affairs	9/22/16	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Complainant alleges that P/O [REDACTED] conducted a traffic stop on him on February 26, 2016, during which P/O [REDACTED] pulled him from his vehicle and shoved him against the hood of a cruiser. Complainant advised that he was then arrested for an open warrant and that both his person and his vehicle were searched without his consent.	No Action Taken

IA2016-016	[REDACTED]	White	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-016	2/23/16	Sergeant Daniel Hader	Internal Affairs	11/22/16	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The complaint form was completed by Witness [REDACTED] on behalf of the Complainant [REDACTED] Complainant [REDACTED] is the daughter of Witness [REDACTED] and is the person with whom Respondent [REDACTED] had contact. The complaint form alleged that Complainant [REDACTED] was beaten with an ASP baton while in handcuffs repeatedly. The complaint form further alleged that she was taken into custody roughly by being dragged out of the vehicle without an explanation of why she was being stopped. The complaint form further alleged that the officer took a picture of Complainant [REDACTED] legs with his personal cellphone without permission. During the interview with Complainant [REDACTED] she confirmed all these allegations and additionally alleged that Respondent [REDACTED] slammed her head repeatedly against a police cruiser. Complainant [REDACTED] was interviewed on March 18th, 2016, by this investigator at the Internal Affairs office. Complainant [REDACTED] provided a recorded statement which was transcribed into fifty three pages. Complainant [REDACTED] stated she was at a large party and had just left when the police began arriving. Complainant [REDACTED] realized her vehicle was blocked in and attempted to leave by driving up on the curb. After being unable to maneuver enough to leave the area, Complainant [REDACTED] returned her vehicle to its original spot. Upon parking back in the space, Complainant [REDACTED] heard a loud knock on her window prompting her to open her door and exit her vehicle. Upon opening the door, Complainant [REDACTED] was grabbed by Respondent [REDACTED] and spun around as Respondent [REDACTED]	No Action Taken
IA2016-016	[REDACTED]	White	Male	Excessive/Unnecessary Force	Exonerated	None	IA2016-016	2/23/16	Sergeant Daniel Hader	Internal Affairs	11/22/16	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The complaint form was completed by Witness [REDACTED] on behalf of the Complainant [REDACTED] Complainant [REDACTED] is the daughter of Witness [REDACTED] and is the person with whom Respondent [REDACTED] had contact. The complaint form alleged that Complainant [REDACTED] was beaten with an ASP baton while in handcuffs repeatedly. The complaint form further alleged that she was taken into custody roughly by being dragged out of the vehicle without an explanation of why she was being stopped. The complaint form further alleged that the officer took a picture of Complainant [REDACTED] legs with his personal cellphone without permission. During the interview with Complainant [REDACTED] she confirmed all these allegations and additionally alleged that Respondent [REDACTED] slammed her head repeatedly against a police cruiser. Complainant [REDACTED] was interviewed on March 18th, 2016, by this investigator at the Internal Affairs office. Complainant [REDACTED] provided a recorded statement which was transcribed into fifty three pages. Complainant [REDACTED] stated she was at a large party and had just left when the police began arriving. Complainant [REDACTED] realized her vehicle was blocked in and attempted to leave by driving up on the curb. After being unable to maneuver enough to leave the area, Complainant [REDACTED] returned her vehicle to its original spot. Upon parking back in the space, Complainant [REDACTED] heard a loud knock on her window prompting her to open her door and exit her vehicle. Upon opening the door, Complainant [REDACTED] was grabbed by Respondent [REDACTED] and spun around as Respondent [REDACTED]	No Action Taken
IA2016-026	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Exonerated	None	IA2016-026	4/7/16	Sergeant Gerald Caver	District III	1/6/17	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Respondent is alleged to having cursed at the Complainant stating "Get the fuck back before I spray you." The Complainant alleges that the Respondent then sprayed her and arrested her without cause.	No Action Taken

IA2016-028	[REDACTED]	White	Male	Excessive/Unnecessary Force	Exonerated	None	IA2016-028	4/18/16	Lieutenant Sonya Lancaster	Internal Affairs	8/18/17		1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken(s) Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken(s) Linked to Employee's Allegation 3.Unbecoming Conduct - Sustained Action Taken 1.Fine - \$100 4.Unbecoming Conduct - Sustained Action Taken 1.Written Reprimand Action Taken(s) 1.Fine - \$100 2.Written Reprimand	Narrative(s) Respondent is alleged to grabbed a juvenile by the neck during an arrest. Respondent is further alleged to have stated to the juvenile "Keep running your mouth and I will smack you in your fucking mouth."	No Action Taken
IA2016-029	[REDACTED]	White	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-029	5/3/16	Corporal Tovonia Brown	Internal Affairs	6/7/17	1. [REDACTED]	1. [REDACTED] - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken(s) Linked to Employee's Allegation 2.Use of Language - Sustained Action Taken 1.Written Reprimand Action Taken(s) 1.Written Reprimand 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken(s) Linked to Employee's Allegation No Action Taken(s) Linked to Employee 3. [REDACTED] - Black Male Allegation(s) 1.Procedural Violation [Stop and Frisk] - Sustained Action Taken 1.Written Reprimand Action Taken(s) 1.Written Reprimand	Narrative(s) The Complainant alleges an unknown PGPD officer responded the listed location for a burglary in progress call for service (ref. : #PP16042500002117). The Complainant alleges that during the call the unknown officer stomped him on his back and head while he was lying on the ground face down. The Complainant advised that he does not know the name of the officer who used force against him.	No Action Taken
IA2016-029	[REDACTED]	Hispanic	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-029	5/3/16	Corporal Tovonia Brown	Internal Affairs	6/7/17	1. [REDACTED]	1. [REDACTED] - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken(s) Linked to Employee's Allegation 2.Use of Language - Sustained Action Taken 1.Written Reprimand Action Taken(s) 1.Written Reprimand 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken(s) Linked to Employee's Allegation No Action Taken(s) Linked to Employee 3. [REDACTED] - Black Male Allegation(s) 1.Procedural Violation [Stop and Frisk] - Sustained Action Taken 1.Written Reprimand Action Taken(s) 1.Written Reprimand	Narrative(s) The Complainant alleges an unknown PGPD officer responded the listed location for a burglary in progress call for service (ref. : #PP16042500002117). The Complainant alleges that during the call the unknown officer stomped him on his back and head while he was lying on the ground face down. The Complainant advised that he does not know the name of the officer who used force against him.	No Action Taken



IA2016-036	[REDACTED]	White	Male	Excessive/Unnecessary Force	Pushing Complainant to the Ground	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-036	5/24/16	Corporal Ja'net Pettus	Internal Affairs	2/28/17	1. [REDACTED]	1. [REDACTED] - Asian Male Allegation(s) 1.Excessive/Unnecessary Force [Pushing Complainant to the Ground] - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Pushing Complainant to the Ground] - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Attention to Duty - Sustained Actions Taken 1.Written Reprimand Action Taken(s) 1.Written Reprimand	Narrative(s) The complainant alleges that during a stop he had his legs swept out from under him and he was thrown to the ground. He alleges he was then searched and the officer went inside his pant, grabbing his genitals and running his hand up his buttocks. The complainant alleges that officers impounded his vehicle due to a pick up order on his tags, but did not take his tags.	No Action Taken
IA2016-036	[REDACTED]	Asian	Male	Excessive/Unnecessary Force	Pushing Complainant to the Ground	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-036	5/24/16	Corporal Ja'net Pettus	Internal Affairs	2/28/17	1. [REDACTED]	1. [REDACTED] - Asian Male Allegation(s) 1.Excessive/Unnecessary Force [Pushing Complainant to the Ground] - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Pushing Complainant to the Ground] - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Attention to Duty - Sustained Actions Taken 1.Written Reprimand Action Taken(s) 1.Written Reprimand	Narrative(s) The complainant alleges that during a stop he had his legs swept out from under him and he was thrown to the ground. He alleges he was then searched and the officer went inside his pant, grabbing his genitals and running his hand up his buttocks. The complainant alleges that officers impounded his vehicle due to a pick up order on his tags, but did not take his tags.	No Action Taken
IA2016-042	[REDACTED]	White	Male	Excessive/Unnecessary Force	Slammed	Unfounded	No Action Taken Linked to Employee's Allegation	IA2016-042	6/13/16	Sergeant Donna Poole	Internal Affairs	6/19/17	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Slammed] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Slammed] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3.Flax, [REDACTED] - Black Male Allegation(s) 1.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - White Male Allegation(s) 1.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant [REDACTED] is alleging, officers P/O [REDACTED] #3520, P/O [REDACTED] #2799 and other officers entered his hotel room with guns drawn while his children were in the room and slammed him on the ground because he is black.		

IA2016-042	[REDACTED]	Black	Male	Excessive/Unnecessary Force/Slammed	Unfounded	No Action Taken Linked to Employee's Allegation	IA2016-042	6/13/16	Sergeant Donna Poole	Internal Affairs	6/19/17	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Slammed) - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force (Slammed) - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3.Plax, [REDACTED] - Black Male Allegation(s) 1.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4.Brooks, Kevin - White Male Allegation(s) 1.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant [REDACTED] is alleging, officers P/O [REDACTED] #3520, P/O [REDACTED] #2799 and other officers entered his hotel room with guns drawn while his children were in the room and slammed him on the ground because he is black.	
IA2016-045	[REDACTED]	White	Male	Excessive/Unnecessary Force	Exonerated	None	IA2016-045	6/15/16	Corporal Tovonia Brown	Internal Affairs	3/7/17	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Procedural Violation (OC Deployment) - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Complainant [REDACTED] alleges that P/O [REDACTED] responded to Carmody Hills Elementary School for a call for children fighting. While on scene, P/O [REDACTED] allegedly sprayed O.C. into a group of elementary school children.	No Action Taken
IA2016-046	[REDACTED]	White	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-046	6/27/16	Sergeant Winston Wilson	Internal Affairs	5/22/17	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - Black Male Allegation(s) 1.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant alleges that Respondent [REDACTED] conducted a traffic stop on his vehicle on 10/18/2015. Complainant advised that Respondent [REDACTED] removed him from the vehicle and slammed him against the car. Complainant advised that Respondent [REDACTED] then arrived with other officers, at which time the officers attempted to tackle the passenger of the vehicle to the ground. Complainant advised that during the incident he was choked by both of the Respondents. Complainant also alleges that the Respondent [REDACTED] made "derogatory, inappropriate, and racial" comments during the incident. Complainant further alleges that Respondent [REDACTED] and other officers damaged his vehicle while conducting a search. Complainant advised that he was arrested and charged criminally without probable cause by Respondent [REDACTED]	No Action Taken

IA2016-046	[REDACTED]	White	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-046	6/27/16	Sergeant Winston Wilson	Internal Affairs	5/22/17	1. [REDACTED]	<p>1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p> <p>2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - Black Male Allegation(s) 1.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation</p>	<p>Narrative(s) The Complainant alleges that Respondent [REDACTED] conducted a traffic stop on his vehicle on 10/18/2015. Complainant advised that Respondent [REDACTED] removed him from the vehicle and slammed him against the car. Complainant advised that Respondent [REDACTED] then arrived with other officers, at which time the officers attempted to tackle the passenger of the vehicle to the ground. Complainant advised that during the incident he was choked by both of the Respondents. Complainant also alleges that the Respondent [REDACTED] made "derogatory, inappropriate, and racial" comments during the incident. Complainant further alleges that Respondent [REDACTED] and other officers damaged his vehicle while conducting a search. Complainant advised that he was arrested and charged criminally without probable cause by Respondent [REDACTED]</p>	No Action Taken
IA2016-046	[REDACTED]	White	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-046	6/27/16	Sergeant Winston Wilson	Internal Affairs	5/22/17	1. [REDACTED]	<p>1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p> <p>2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - Black Male Allegation(s) 1.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation</p>	<p>Narrative(s) The Complainant alleges that Respondent [REDACTED] conducted a traffic stop on his vehicle on 10/18/2015. Complainant advised that Respondent [REDACTED] removed him from the vehicle and slammed him against the car. Complainant advised that Respondent [REDACTED] then arrived with other officers, at which time the officers attempted to tackle the passenger of the vehicle to the ground. Complainant advised that during the incident he was choked by both of the Respondents. Complainant also alleges that the Respondent [REDACTED] made "derogatory, inappropriate, and racial" comments during the incident. Complainant further alleges that Respondent [REDACTED] and other officers damaged his vehicle while conducting a search. Complainant advised that he was arrested and charged criminally without probable cause by Respondent [REDACTED]</p>	No Action Taken
IA2016-047	[REDACTED]			Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-047	6/28/16	Sergeant Landos Wallace	Internal Affairs	11/9/16	1. [REDACTED]	<p>1. [REDACTED] Joseph Allegation(s) 1.Excessive Force Other Agency - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Harassment Other Agency - Unfounded No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Exonerated No Action Taken Linked to Employee's Allegation 4.Procedural Violation - Sustained/Actions Taken 1.Discipline administered by other agency 5.Procedural [Attention to Duty] - Exonerated No Action Taken Linked to Employee's Allegation 6.Use of Language Other Agency - Non-Sustained No Action Taken Linked to Employee's Allegation Action Taken(s) 1.Discipline administered by other agency</p>	<p>Narrative(s) The Complainant alleges that Sgt. [REDACTED] conducted a traffic stop on him on 06/09/16 at about 0550 hours. Complainant advises that during the stop the Sgt. [REDACTED] gun faced him and then yanked him from his tow truck. Complainant advises that he was then handcuffed too tight, sat down on the curb with his wrist being crushed against the handcuff. Complainant stated lat the Sgt. [REDACTED] then illegally searched his vehicle. Complainant alleges that during the stop Sgt. [REDACTED] continued to talk to him in "ghetto slang" which the Complainant found offensive. Complainant feels that Sgt. [REDACTED] is stalking him, as he stated Sgt. [REDACTED] also stopped him twice the week prior to this stop and he is now in fear for his life. 06/30/16 @ 1200 Hrs. Attempted to contact Complainant [REDACTED] on 240 [REDACTED] message left. 07/05/16 @ 1100 Hrs. Obtained recorded communications from Lt. Colonel [REDACTED] @ 1200 Hrs. Requested Daily Line-Up from Lt. [REDACTED] and additional officer info @ 1400 Hrs. Contacted Complainant [REDACTED] on 240 [REDACTED] and obtained a recorded interview over the phone. (Comp. in Charlotte N.C. at the time of the interview) 07/07/16 @ 1100 Hrs. Responded to Riverdale Police Dept. and pick MVS video. 07/14/16 @ 1300 Hrs. Contacted Greenbelt PD and left message with P/O [REDACTED] 240 [REDACTED] to contact me. 07/15/16 @ 2000 Hrs. Received call from P/O [REDACTED] 1. he is on vacation, will be on 07/25/2016 07/20/16 @ 1500 Hrs. Called messages for Witnesses [REDACTED] 410. [REDACTED] and [REDACTED]</p>	No Action Taken

IA2016-048	[REDACTED]	Hispanic	Male	Excessive/Unnecessary Force	Slammed	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-048	6/29/16	Corporal Erik Reynolds	Internal Affairs	3/1/17	1. [REDACTED] - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force [Slammed] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - Asian Male Allegation(s) 1.Excessive/Unnecessary Force [Slammed] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainants allege that they were sitting in their car when they were stopped by the P/O [REDACTED] & P/O [REDACTED] #3911. They were pulled from their vehicle and Complainant [REDACTED] was slammed to the ground.	No Action Taken
IA2016-048	[REDACTED]	Asian	Male	Excessive/Unnecessary Force	Slammed	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-048	6/29/16	Corporal Erik Reynolds	Internal Affairs	3/1/17	1. [REDACTED] - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force [Slammed] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - Asian Male Allegation(s) 1.Excessive/Unnecessary Force [Slammed] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainants allege that they were sitting in their car when they were stopped by the P/O [REDACTED] & P/O [REDACTED] #3911. They were pulled from their vehicle and Complainant [REDACTED] was slammed to the ground.	No Action Taken
IA2016-051	[REDACTED]	Black	Male	Excessive/Unnecessary Force		Unfounded	No Action Taken Linked to Employee's Allegation	IA2016-051	7/12/16	Sergeant Gerald Caver	Internal Affairs	3/1/17	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2. Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant alleges that he responded to District III to report drug activity in his apartment complex. He alleges that P/O [REDACTED] laughed at him, attacked him, and knocked him to the ground.	

IA2016-052	██████	Black	Male	Excessive/Unnecessary Force	Sustained	Fine	IA2016-052	7/15/16	Sergeant David Byrd	Internal Affairs	7/8/18	<p>1. ████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Sustained/Actions Taken 1.Fine - \$150 2.Criminal Misconduct - Unfounded No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation/Action Taken(s) 1.Fine - \$150 2. ████████ - White Male Allegation(s) 1.Unbecoming Conduct - Exonerated No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. ████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. ████████ - Black Female Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p>	<p>Narrative(s) The Involved Citizen ████████ was arrested after causing over \$60,000 damage to a store and injuring himself. Mr. ████████ was transported, to PGH for treatment and then taken back to D4 to be interviewed. While at D4, Mr. ████████ became violent again and a decision was made to transport him to DOC. While enroute to DOC, Mr. ████████ reached for the transport officer's (██████) gun, causing the transport to cease to await a transport wagon. Mr. ████████ was hobbled and handcuffed and seated on the curb, at which point he spit directly into the face of Respondent ████████ who responded by punching him in the face twice.</p>	Fine
IA2016-052	██████	White	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-052	7/15/16	Sergeant David Byrd	Internal Affairs	7/8/18	<p>1. ████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Sustained/Actions Taken 1.Fine - \$150 2.Criminal Misconduct - Unfounded No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation/Action Taken(s) 1.Fine - \$150 2. ████████ - White Male Allegation(s) 1.Unbecoming Conduct - Exonerated No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. ████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. ████████ - Black Female Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p>	<p>Narrative(s) The Involved Citizen ████████ was arrested after causing over \$60,000 damage to a store and injuring himself. Mr. ████████ was transported, to PGH for treatment and then taken back to D4 to be interviewed. While at D4, Mr. ████████ became violent again and a decision was made to transport him to DOC. While enroute to DOC, Mr. ████████ reached for the transport officer's (██████) gun, causing the transport to cease to await a transport wagon. Mr. ████████ was hobbled and handcuffed and seated on the curb, at which point he spit directly into the face of Respondent ████████ who responded by punching him in the face twice.</p>	No Action Taken
IA2016-052	██████	Black	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-052	7/15/16	Sergeant David Byrd	Internal Affairs	7/8/18	<p>1. ████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Sustained/Actions Taken 1.Fine - \$150 2.Criminal Misconduct - Unfounded No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation/Action Taken(s) 1.Fine - \$150 2. ████████ - White Male Allegation(s) 1.Unbecoming Conduct - Exonerated No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. ████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. ████████ - Black Female Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p>	<p>Narrative(s) The Involved Citizen ████████ was arrested after causing over \$60,000 damage to a store and injuring himself. Mr. ████████ was transported, to PGH for treatment and then taken back to D4 to be interviewed. While at D4, Mr. ████████ became violent again and a decision was made to transport him to DOC. While enroute to DOC, Mr. ████████ reached for the transport officer's (██████) gun, causing the transport to cease to await a transport wagon. Mr. ████████ was hobbled and handcuffed and seated on the curb, at which point he spit directly into the face of Respondent ████████ who responded by punching him in the face twice.</p>	No Action Taken

IA2016-052	██████████	Black	Male	Excessive/Unnecessary Force	Exonerated	None	IA2016-052	7/15/16	Sergeant David Byrd	Internal Affairs	7/8/18	1. ██████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Sustained Actions Taken 1.Fine - \$150 2.Criminal Misconduct - Unfounded No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation Action Taken(s) 1.Fine - \$150 2. ██████████ - White Male Allegation(s) 1.Unbecoming Conduct - Exonerated No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. ██████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. ██████████ - Black Female Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Involved Citizen ██████████ was arrested after causing over \$60,000 damage to a store and injuring himself. Mr. ██████████ was transported to PGH for treatment and then taken back to D4 to be interviewed. While at D4, Mr. ██████████ became violent again and a decision was made to transport him to DOC. While enroute to DOC, Mr. ██████████ reached for the transport officer's (██████████) gun, causing the transport to cease to await a transport wagon. Mr. ██████████ was hobbled and handcuffed and seated on the curb at which point he spit directly into the face of Respondent ██████████ who responded by punching him in the face twice.	No Action Taken
IA2016-052	██████████	Black	Female	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2016-052	7/15/16	Sergeant David Byrd	Internal Affairs	7/8/18	1. ██████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Sustained Actions Taken 1.Fine - \$150 2.Criminal Misconduct - Unfounded No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation Action Taken(s) 1.Fine - \$150 2. ██████████ - White Male Allegation(s) 1.Unbecoming Conduct - Exonerated No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. ██████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. ██████████ - Black Female Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Involved Citizen ██████████ was arrested after causing over \$60,000 damage to a store and injuring himself. Mr. ██████████ was transported to PGH for treatment and then taken back to D4 to be interviewed. While at D4, Mr. ██████████ became violent again and a decision was made to transport him to DOC. While enroute to DOC, Mr. ██████████ reached for the transport officer's (██████████) gun, causing the transport to cease to await a transport wagon. Mr. ██████████ was hobbled and handcuffed and seated on the curb at which point he spit directly into the face of Respondent ██████████ who responded by punching him in the face twice.	No Action Taken
IA2016-055	██████████	Black	Male	Excessive/Unnecessary Force	Administrative Closure	No Action Taken Linked to Employee's Allegation	IA2016-055	7/29/16	Sergeant David Byrd	Internal Affairs	8/16/16	1. ██████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Administrative Closure No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant alleges that cpt ██████████ was working at the Game Room located at ██████████ Fort Washington. He alleges that a woman came outside with her hands up in the air, at which time Cpl. ██████████ punched her in the face and knocked her unconscious.	No Action Taken
IA2016-058	██████████			Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-058	8/25/16	Corporal Tovonia Brown	Internal Affairs	2/9/17	1. ██████████ Allegation(s) 1.Excessive Force Other Agency - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Excessive Force Other Agency - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Complainant advised that on June 22, 2016, she was assaulted by Sgt. ██████████ (Morningside PD), who is her boyfriend. Complainant advised that the Respondent pushed against a closet during a domestic dispute. Complainant did obtain a protective order against the Respondent.	No Action Taken

IA2016-058				Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-058	8/25/16	Corporal Tovonia Brown	Internal Affairs	2/9/17	1. [REDACTED]	1. [REDACTED] Allegation(s) 1.Excessive Force Other Agency - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Excessive Force Other Agency - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Complainant advised that on June 22, 2016, she was assaulted by Sgt. [REDACTED] (Morningside PD), who is her boyfriend. Complainant advised that the Respondent pushed against a closet during a domestic dispute. Complainant did obtain a protective order against the Respondent.	No Action Taken
IA2016-063		Black	Male	Excessive/Unnecessary Force	Exonerated	None	IA2016-063	9/22/16	Corporal Tovonia Brown	Internal Affairs	7/8/18	1. [REDACTED]	1. [REDACTED] - Black Male Allegation(s) 1.Procedural Violation [Use of Force Review] - Sustained Actions Taken 1.Written Reprimand 2.Insubordination - Sustained Actions Taken 1.Written Reprimand Action Taken(s) 1.Written Reprimand 2.Written Reprimand 2. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Procedural Violation [Failure to Report Use of Force] - Unfounded No Action Taken Linked to Employee's Allegation 3.Insubordination - Sustained Actions Taken 1.Written Reprimand Action Taken(s) 1.Written Reprimand	Narrative(s) Respondent [REDACTED] is alleged to have pulled and pushed the Complainant while escorting her to the office inside Drew Freeman Middle School. The Complainant advised once at the office door, Respondent [REDACTED] swung her into the office. Respondent [REDACTED] is alleged to have responded to the scene as the supervisor and reviewed the security footage from the school, after Respondent [REDACTED] advised he was assaulted by the Complainant. The call for service was clear with no report and there is not record of any use of force review being completed.	No Action Taken
IA2016-066		White	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-066	10/7/16	Sergeant Daniel Hader	Internal Affairs	7/25/17	1. [REDACTED] - Black Male	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 5.Procedural Violation [Arrestee Property & Accountability] - Sustained No Action Taken Linked to Employee's Allegation Action Taken(s) 1.Written Reprimand	Narrative(s) Sgt. [REDACTED] was conducting a subject stop. During the stop Sgt. [REDACTED] told the subject to get on their "fucking knees." When the complainant told Sgt. [REDACTED] "Fuck you" he took a few steps towards him before striking him with his flashlight. The complainant punched Sgt. [REDACTED] who responded by pepper spraying the complainant.	No Action Taken
IA2016-066		White	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-066	10/7/16	Sergeant Daniel Hader	Internal Affairs	7/25/17	1. [REDACTED] - Black Male	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 5.Procedural Violation [Arrestee Property & Accountability] - Sustained No Action Taken Linked to Employee's Allegation Action Taken(s) 1.Written Reprimand	Narrative(s) Sgt. [REDACTED] was conducting a subject stop. During the stop Sgt. [REDACTED] told the subject to get on their "fucking knees." When the complainant told Sgt. [REDACTED] "Fuck you" he took a few steps towards him before striking him with his flashlight. The complainant punched Sgt. [REDACTED] who responded by pepper spraying the complainant.	No Action Taken

IA2016-066	[REDACTED]	White	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2016-066	10/7/16	Sergeant Daniel Hader	Internal Affairs	7/25/17	1. [REDACTED] - Black Male	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 5.Procedural Violation [Arrestee Property & Accountability] - Sustained No Action Taken Linked to Employee's Allegation Action Taken(s) 1.Written Reprimand	Narrative(s) Sgt. [REDACTED] was conducting a subject stop. During the stop Sgt. [REDACTED] told the subject to get on their "fucking knees." When the complainant told Sgt. [REDACTED] "Fuck you" he took a few steps towards him before striking him with his flashlight. The complainant punched Sgt. [REDACTED] who responded by pepper spraying the complainant.	No Action Taken
IA2016-075	[REDACTED]	White	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2016-075	12/13/16	Sergeant Donna Poole	Internal Affairs	9/12/17	1. [REDACTED]	1. [REDACTED] - White Male Allegation(s) 1.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation 2.Protocol [Attention to Duty] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Protocol [Attention to Duty] - Exonerated No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - Black Male Allegation(s) 1.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation 2.Protocol [Attention to Duty] - Exonerated No Action Taken Linked to Employee's Allegation	Narrative(s) The Complainant alleges that officers Corporal [REDACTED] Officer [REDACTED] Officer Chene Terrell, POFC [REDACTED] Officer [REDACTED] and an unknown officer searched him without cause and broke his vehicle's rear seat.	
IA2016-075	[REDACTED]	White	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2016-075	12/13/16	Sergeant Donna Poole	Internal Affairs	9/12/17	1. [REDACTED]	1. [REDACTED] - White Male Allegation(s) 1.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation 2.Protocol [Attention to Duty] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Protocol [Attention to Duty] - Exonerated No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - Black Male Allegation(s) 1.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation 2.Protocol [Attention to Duty] - Exonerated No Action Taken Linked to Employee's Allegation	Narrative(s) The Complainant alleges that officers Corporal [REDACTED] Officer [REDACTED] Officer Chene Terrell, POFC [REDACTED] Officer [REDACTED] and an unknown officer searched him without cause and broke his vehicle's rear seat.	



IA2017-001	██████████	Black	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2017-001	1/3/17	Corporal Toviaonia Brown	Internal Affairs	3/8/18	1. ██████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 4.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 5.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 6.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. ██████████ - White Male Allegation(s) 1.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant stated that the Pfc. ██████████ came in contact with him while he backed up another officer on a traffic stop. The Complainant alleges that the Pfc. ██████████ assaulted him while removing him from the vehicle.
IA2017-001	██████████	Black	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2017-001	1/3/17	Corporal Toviaonia Brown	Internal Affairs	3/8/18	1. ██████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 4.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 5.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 6.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. ██████████ - White Male Allegation(s) 1.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant stated that the Pfc. ██████████ came in contact with him while he backed up another officer on a traffic stop. The Complainant alleges that the Pfc. ██████████ assaulted him while removing him from the vehicle.
IA2017-001	██████████	Black	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2017-001	1/3/17	Corporal Toviaonia Brown	Internal Affairs	3/8/18	1. ██████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 4.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 5.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 6.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. ██████████ - White Male Allegation(s) 1.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant stated that the Pfc. ██████████ came in contact with him while he backed up another officer on a traffic stop. The Complainant alleges that the Pfc. ██████████ assaulted him while removing him from the vehicle.

IA2017-006	[REDACTED]	White	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2017-006	2/8/17	Sergeant Donna Poole	Internal Affairs	11/20/17	1. [REDACTED]	<p>1. [REDACTED] - Hispanic Male Allegation(s) 1. Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation</p> <p>2. Protocol [Courtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1. Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p> <p>3. [REDACTED] - White Male Allegation(s) 1. Procedural Violation [Failure to Notify Dispatcher of Traffic Stop] - Sustained Actions Taken 1. Written Reprimand 2. Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 3. Procedural Violation [Stop and Frisk Report] Sustained Actions Taken 1. Written Reprimand Action Taken(s) 1. Written Reprimand 2. Written Reprimand 4. [REDACTED] - White Male Allegation(s) 1. Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p>	<p>Narrative(s) The Complainant alleges that during a traffic stop Pfc. [REDACTED] #3765 failed to identify himself and the purpose for conducting the stop. During the stop, an unknown officer is alleged to have told the operator to "shut the fuck up".</p>	No Action Taken
IA2017-006	[REDACTED]	Hispanic	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2017-006	2/8/17	Sergeant Donna Poole	Internal Affairs	11/20/17	1. [REDACTED]	<p>1. [REDACTED] - Hispanic Male Allegation(s) 1. Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation</p> <p>2. Protocol [Courtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1. Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p> <p>3. [REDACTED] - White Male Allegation(s) 1. Procedural Violation [Failure to Notify Dispatcher of Traffic Stop] - Sustained Actions Taken 1. Written Reprimand 2. Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 3. Procedural Violation [Stop and Frisk Report] Sustained Actions Taken 1. Written Reprimand Action Taken(s) 1. Written Reprimand 2. Written Reprimand 4. [REDACTED] - White Male Allegation(s) 1. Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p>	<p>Narrative(s) The Complainant alleges that during a traffic stop Pfc. [REDACTED] #3765 failed to identify himself and the purpose for conducting the stop. During the stop, an unknown officer is alleged to have told the operator to "shut the fuck up".</p>	No Action Taken
IA2017-006	[REDACTED]	White	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2017-006	2/8/17	Sergeant Donna Poole	Internal Affairs	11/20/17	1. [REDACTED]	<p>1. [REDACTED] - Hispanic Male Allegation(s) 1. Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation</p> <p>2. Protocol [Courtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1. Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p> <p>3. [REDACTED] - White Male Allegation(s) 1. Procedural Violation [Failure to Notify Dispatcher of Traffic Stop] - Sustained Actions Taken 1. Written Reprimand 2. Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 3. Procedural Violation [Stop and Frisk Report] Sustained Actions Taken 1. Written Reprimand Action Taken(s) 1. Written Reprimand 2. Written Reprimand 4. [REDACTED] - White Male Allegation(s) 1. Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p>	<p>Narrative(s) The Complainant alleges that during a traffic stop Pfc. [REDACTED] #3765 failed to identify himself and the purpose for conducting the stop. During the stop, an unknown officer is alleged to have told the operator to "shut the fuck up".</p>	No Action Taken

IA2017-009	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2017-009	2/23/17	Sergeant Winston Wilson	Internal Affairs	1/16/18	Male	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant is alleging that P/O [REDACTED] twisted his arm behind his back, then both P/O [REDACTED] and P/O [REDACTED] pulled him from his vehicle and threw him to the ground. P/O [REDACTED] is alleged to have then placed his knee in the Complainants back and threatened to pepper spray him.	No Action Taken
IA2017-009	[REDACTED]	White	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2017-009	2/23/17	Sergeant Winston Wilson	Internal Affairs	1/16/18	Male	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant is alleging that P/O [REDACTED] twisted his arm behind his back, then both P/O [REDACTED] and P/O [REDACTED] pulled him from his vehicle and threw him to the ground. P/O [REDACTED] is alleged to have then placed his knee in the Complainants back and threatened to pepper spray him.	No Action Taken
IA2017-011	[REDACTED]			Excessive/Unnecessary Force	Sustained		IA2017-011	3/6/17	Corporal Erik Reynolds	Internal Affairs	1/18/18	1. [REDACTED]	1. [REDACTED] Allegation(s) 1.Excessive Force Other Agency - SustainedActions Taken 1.Discipline administered by other agency 2.Excessive Force Other Agency - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Excessive Force Other Agency - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Unbecoming Conduct - SustainedActions Taken 1.Discipline administered by other agency 5.Unbecoming Conduct - SustainedActions Taken 1.Discipline administered by other agency 6.Unbecoming Conduct - SustainedActions Taken 1.Discipline administered by other agency 7.Procedural Violation [Failure to render Medical Treatment] - SustainedActions Taken 1.Discipline administered by other agency Action Taken(s) 1.Discipline administered by other agency 2.Discipline administered by other agency 3.Discipline administered by other agency 4.Discipline administered by other agency 5.Discipline administered by other agency	Narrative(s) Complainant [REDACTED] is alleging that (Riverdale Park Police Officer) Ptc. A [REDACTED] #103 threw his little brother to the grass, punched Complainant [REDACTED] twice and illegally searched and impounded his car.	No Action Taken

IA2017-011				Excessive/Unnecessary Force	Sustained		IA2017-011	3/6/17	Corporal Erik Reynolds	Internal Affairs	1/18/18	1. [REDACTED] Allegation(s) 1.Excessive Force Other Agency - Sustained/Actions Taken 1.Discipline administered by other agency 2.Excessive Force Other Agency - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Excessive Force Other Agency - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Unbecoming Conduct - Sustained/Actions Taken 1.Discipline administered by other agency 5.Unbecoming Conduct - Sustained/Actions Taken 1.Discipline administered by other agency 6.Unbecoming Conduct - Sustained/Actions Taken 1.Discipline administered by other agency 7.Procedural Violation [Failure to render Medical Treatment] - Sustained/Actions Taken 1.Discipline administered by other agency Action Taken(s) 1.Discipline administered by other agency 2.Discipline administered by other agency 3.Discipline administered by other agency 4.Discipline administered by other agency 5.Discipline administered by other agency	Narrative(s) Complainant [REDACTED] is alleging that (Riverdale Park Police Officer) Pfc. A. [REDACTED] #103 threw his little brother to the grass, punched Complainant [REDACTED] twice and illegally searched and impounded his car.	No Action Taken
IA2017-011				Excessive/Unnecessary Force	Sustained		IA2017-011	3/6/17	Corporal Erik Reynolds	Internal Affairs	1/18/18	1. [REDACTED] Allegation(s) 1.Excessive Force Other Agency - Sustained/Actions Taken 1.Discipline administered by other agency 2.Excessive Force Other Agency - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Excessive Force Other Agency - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Unbecoming Conduct - Sustained/Actions Taken 1.Discipline administered by other agency 5.Unbecoming Conduct - Sustained/Actions Taken 1.Discipline administered by other agency 6.Unbecoming Conduct - Sustained/Actions Taken 1.Discipline administered by other agency 7.Procedural Violation [Failure to render Medical Treatment] - Sustained/Actions Taken 1.Discipline administered by other agency Action Taken(s) 1.Discipline administered by other agency 2.Discipline administered by other agency 3.Discipline administered by other agency 4.Discipline administered by other agency 5.Discipline administered by other agency	Narrative(s) Complainant [REDACTED] is alleging that (Riverdale Park Police Officer) Pfc. A. [REDACTED] #103 threw his little brother to the grass, punched Complainant [REDACTED] twice and illegally searched and impounded his car.	No Action Taken
IA2017-012		Hispanic	Male	Excessive/Unnecessary Force	Exonerated	None	IA2017-012	3/10/17	Sergeant Gerald Caver	Internal Affairs	8/2/18	1. [REDACTED] - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Protocol [Courtesy] - Sustained/Actions Taken 1.Written Reprimand 3.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation/Action Taken(s) 1.Written Reprimand	Narrative(s) The Complainant states that Pfc. [REDACTED] #3755 choked her around the throat. The Complainant further states that Pfc. [REDACTED] was rude, aggressive, and disrespectful to her when he came in contact with her during a transport to the Department of Corrections.	No Action Taken
IA2017-013		White	Male	Use of Force	Exonerated	None	IA2017-013	3/21/17	Sergeant Landos Wallace	Internal Affairs	2/1/18	1. [REDACTED] - White Male Allegation(s) 1.Use of Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant [REDACTED] is alleging that Pfc. #3661 used profanity toward her stating "Fuck" twice. Pfc. [REDACTED] allegedly escalated a quiet situation and bruised Complainant [REDACTED] right arm causing her to obtain medical treatment from Patients First.	No Action Taken

IA2017-014	██████████	Hispanic	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2017-014	3/27/17	Sergeant Daniel Hader	Internal Affairs	2/27/18	1. ██████████	1. ██████████ - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Use of Language - Unfounded No Action Taken Linked to Employee's Allegation 3.Bias-Based Profiling - Unfounded No Action Taken Linked to Employee's Allegation 4.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant states that he was stopped for traffic by Cpt ██████████ #2852. The Complainant fled the scene, and was stopped by Cpl. ██████████ who punched and choked him after he was handcuffed. The Complainant further advised that Cpl. ██████████ used racially derogatory language towards him several times.	No Action Taken
IA2017-014	██████████	Hispanic	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2017-014	3/27/17	Sergeant Daniel Hader	Internal Affairs	2/27/18	1. ██████████	1. ██████████ - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Use of Language - Unfounded No Action Taken Linked to Employee's Allegation 3.Bias-Based Profiling - Unfounded No Action Taken Linked to Employee's Allegation 4.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant states that he was stopped for traffic by Cpt ██████████ #2852. The Complainant fled the scene, and was stopped by Cpl. ██████████ who punched and choked him after he was handcuffed. The Complainant further advised that Cpl. ██████████ used racially derogatory language towards him several times.	No Action Taken
IA2017-015	██████████	Black	Male	Excessive/Unnecessary Force	Exonerated	None	IA2017-015	4/4/17	Sergeant David Byrd	Internal Affairs	3/8/18	1. ██████████	1. ██████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant alleges that he was asleep in the rear of a vehicle when he was physically removed, beaten by officers and placed under arrest.	No Action Taken

IA2017-015	██████████	White	Male	Excessive/Unnecessary Force	Exonerated	None	IA2017-015	4/4/17	Sergeant David Byrd	Internal Affairs		3/8/18	1. ██████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant alleges that he was asleep in the rear of a vehicle when he was physically removed, beaten by officers and placed under arrest.	No Action Taken
IA2017-015	██████████	White	Male	Excessive/Unnecessary Force	Exonerated	None	IA2017-015	4/4/17	Sergeant David Byrd	Internal Affairs		3/8/18	1. ██████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant alleges that he was asleep in the rear of a vehicle when he was physically removed, beaten by officers and placed under arrest.	No Action Taken
IA2017-018	██████████	Black	Female	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2017-018	4/14/17	Sergeant Winston Wilson	Internal Affairs		7/6/18	1. ██████████ - White Male Allegation(s) 1.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force [] - Unfounded No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 4.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 5.Protocol [Attention to Duty] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. ██████████ - Black Female Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant is alleging that he was removed from a vehicle and Cpl. ██████████ used a pocket knife to cut his underwear and then conducted a body cavity search, sticking a gloved finger into the Complainant's rectum. The Complainant further alleges that after being placed under arrest, officers searched his grandmother's residence. The Complainant alleges that during that search an unknown officer assaulted his grandmother and brother.	No Action Taken

IA2017-018	██████	White	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2017-018	4/14/17	Sergeant Winston Wilson	Internal Affairs	7/6/18	1. ████████ - Hispanic Male	1. ████████ - White Male Allegation(s) 1.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force [ ] - Unfounded No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 4.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 5.Protocol [Attention to Duty] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. ████████ - Black Female Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant is alleging that he was removed from a vehicle and Cpl. ████████ used a pocket knife to cut his underwear and then conducted a body I cavity search, sticking a gloved finger into the Complainants rectum. The Complainant further alleges that after being placed under arrest, officers searched his grandmother's residence. The Complainant alleges that during that search an unknown officer assaulted his grandmother and brother.
IA2017-018	██████	White	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2017-018	4/14/17	Sergeant Winston Wilson	Internal Affairs	7/6/18	1. ████████ - Hispanic Male	1. ████████ - White Male Allegation(s) 1.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force [ ] - Unfounded No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 4.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 5.Protocol [Attention to Duty] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. ████████ - Black Female Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant is alleging that he was removed from a vehicle and Cpl. ████████ used a pocket knife to cut his underwear and then conducted a body I cavity search, sticking a gloved finger into the Complainants rectum. The Complainant further alleges that after being placed under arrest, officers searched his grandmother's residence. The Complainant alleges that during that search an unknown officer assaulted his grandmother and brother.
IA2017-025	██████	White	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2017-025	5/19/17	Sergeant Donna Poole	Internal Affairs	2/13/18	1. ████████	1. ████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant alleges that Pfc. ████████ pushed her son while he was in the emergency room at PGH. The Complainant also states that when she tried to take a picture of the officer's badge, Pfc. ████████ attempted to pull the cell phone from her hands.
IA2017-026	██████	Black	Male	Excessive/Unnecessary Force	Exonerated	None	IA2017-026	5/30/17	Sergeant Winston Wilson	Internal Affairs	12/10/18		1. ████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation 4.Protocol [Attention to Duty] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. ████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation 4.Protocol [Attention to Duty] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. ████████ - White Female Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Protocol [Attention to Duty] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant alleges that during the arrest of her son, two officers held him on the ground by placing their knees in his back, while a third officer punched him in the face with a closed fist.

IA2017-026	[REDACTED]	White	Female	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2017-026	5/30/17	Sergeant Winston Wilson	Internal Affairs	12/10/18	<p>1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation</p> <p>2.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation 4.Protocol [Attention to Duty] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - Black Male Allegation(s)</p> <p>1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation 4.Protocol [Attention to Duty] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Female Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Protocol [Attention to Duty] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p>	<p>Narrative(s) The Complainant alleges that during the arrest of her son, two officers held him on the ground by placing their knees in his back, while a third officer punched him in the face with a closed fist.</p>
IA2017-026	[REDACTED]	White	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2017-026	5/30/17	Sergeant Winston Wilson	Internal Affairs	12/10/18	<p>1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation</p> <p>2.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation 4.Protocol [Attention to Duty] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - Black Male Allegation(s)</p> <p>1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation 4.Protocol [Attention to Duty] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Female Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Protocol [Attention to Duty] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p>	<p>Narrative(s) The Complainant alleges that during the arrest of her son, two officers held him on the ground by placing their knees in his back, while a third officer punched him in the face with a closed fist.</p>
IA2017-026	[REDACTED]	White	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2017-026	5/30/17	Sergeant Winston Wilson	Internal Affairs	12/10/18	<p>1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation</p> <p>2.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation 4.Protocol [Attention to Duty] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - Black Male Allegation(s)</p> <p>1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation 4.Protocol [Attention to Duty] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Female Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Protocol [Attention to Duty] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p>	<p>Narrative(s) The Complainant alleges that during the arrest of her son, two officers held him on the ground by placing their knees in his back, while a third officer punched him in the face with a closed fist.</p>



IA2017-026	██████████	Black	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2017-026	5/30/17	Sergeant Winston Wilson	Internal Affairs	12/10/18	1. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation 4.Protocol [Attention to Duty] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. ██████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation 4.Protocol [Attention to Duty] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. ██████████ - White Female Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Protocol [Attention to Duty] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant alleges that during the arrest of her son, two officers held him on the ground by placing their knees in his back, while a third officer punched him in the face with a closed fist.
IA2017-027	██████████	White	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2017-027	6/6/17	Corporal Tovonia Brown	Internal Affairs	11/28/18	1. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 5.Procedural Violation [Failure to Report Use of Force] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant alleges that while riding his scooter he was stopped by P/O ██████████ and while being placed under arrest, punched by P/O ██████████. The Complainant further alleges after being placed in handcuffs and led to a cruiser, P/O ██████████ continued to strike him and only stopped after other officers on scene yelled at him to do so.
IA2017-027	██████████	White	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2017-027	6/6/17	Corporal Tovonia Brown	Internal Affairs	11/28/18	1. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 5.Procedural Violation [Failure to Report Use of Force] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant alleges that while riding his scooter he was stopped by P/O ██████████ and while being placed under arrest, punched by P/O ██████████. The Complainant further alleges after being placed in handcuffs and led to a cruiser, P/O ██████████ continued to strike him and only stopped after other officers on scene yelled at him to do so.

IA2017-027	██████	White	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2017-027	6/6/17	Corporal Tovonia Brown	Internal Affairs	11/28/18	1. ████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 5.Procedural Violation (Failure to Report Use of Force) - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant alleges that while riding his scooter he was stopped by P/O ████████ and while being placed under arrest, punched by P/O ████████. The Complainant further alleges after being placed in handcuffs and led to a cruiser, P/O ████████ continued to strike him and only stopped after other officers on scene yelled at him to do so.	
IA2017-029	██████	Black	Male	Excessive/Unnecessary Force	Sustained	Fine	IA2017-029	6/12/17	Sergeant David Byrd	Internal Affairs	3/22/18	1. ████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Sustained Actions Taken 1.Fine - \$150 2.Procedural Violation (Handcuffing Arrestee) - Sustained Actions Taken 1.Written Reprimand Action Taken(s) 1.Fine - \$150 2.Written Reprimand	Narrative(s) During a Use of Force review, Corporal ████████ is alleged to have used unnecessary force, striking a prisoner in his custody with a closed fist. The prisoner's restraints had been removed prior to the use of force.	Fine
IA2017-031	██████	White	Male	Excessive/Unnecessary Force	Exonerated	None	IA2017-031	6/14/17	Lieutenant Sonya Lancaster	Internal Affairs	6/25/18	1. ████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant alleges that during a traffic stop, Police Officer ████████ threatened to "break the window and pull your black butt out by your dreads". The Complainant additionally alleges that after exiting his vehicle, Police Officer ████████ repeatedly punched and kicked him.	No Action Taken
IA2017-033	██████	White	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2017-033	7/3/17	Corporal Erik Reynolds	Internal Affairs	7/23/18	1. ████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Procedural Violation (Officer Identification) - Unfounded No Action Taken Linked to Employee's Allegation 3.Procedural Violation (Handcuff and Release) - Sustained Actions Taken 1.Written Reprimand Action Taken(s) 1.Written Reprimand 2. ████████ - White Male Allegation(s) 1.Protocol (Courtesy) - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Procedural Violation (Officer Identification) - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant alleges that Corporal ████████ yanked and pulled at him during an arrest at a pawn shop.	No Action Taken

IA2017-038	██████████	White	Male	Excessive/Unnecessary Force	Exonerated	None	IA2017-038	7/28/17	Sergeant David Byrd	Internal Affairs	6/27/18	1. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant alleged that Cpl. ██████████ slammed him to the ground and broke his phone.	No Action Taken
IA2017-042	██████████	White	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2017-042	8/28/17	Sergeant Adrian Blount	Internal Affairs	8/20/18	1. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Procedural Violation (Uniform & Grooming) - SustainedActions Taken 1.Written Reprimand 4.Procedural Violation (Failure to Audibly Record Traffic Stop with MVS) - SustainedActions Taken 1.Fine - \$100 5.Procedural Violation (Stop and Frisk) - SustainedActions Taken 1.Written ReprimandAction Taken(s) 1.Written Reprimand 2.Written Reprimand 3.Fine - \$100 2. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Procedural Violation (Officer Identification) - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - SustainedActions Taken 1.Exceeds LEOBRAction Taken(s) 1.Exceeds LEOBR 4. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant alleges that Pfc. ██████████ encountered him on a traffic stop. During the stop, the Complainant alleges that he was punched in the ribs and placed in handcuffs and released. The Complainant also alleges that (an officer) Cpl. ██████████ called him names and refused to identify himself during the traffic stop.	No Action Taken
IA2017-042	██████████	White	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2017-042	8/28/17	Sergeant Adrian Blount	Internal Affairs	8/20/18	1. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Procedural Violation (Uniform & Grooming) - SustainedActions Taken 1.Written Reprimand 4.Procedural Violation (Failure to Audibly Record Traffic Stop with MVS) - SustainedActions Taken 1.Fine - \$100 5.Procedural Violation (Stop and Frisk) - SustainedActions Taken 1.Written ReprimandAction Taken(s) 1.Written Reprimand 2.Written Reprimand 3.Fine - \$100 2. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Procedural Violation (Officer Identification) - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - SustainedActions Taken 1.Exceeds LEOBRAction Taken(s) 1.Exceeds LEOBR 4. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant alleges that Pfc. ██████████ encountered him on a traffic stop. During the stop, the Complainant alleges that he was punched in the ribs and placed in handcuffs and released. The Complainant also alleges that (an officer) Cpl. ██████████ called him names and refused to identify himself during the traffic stop.	No Action Taken
IA2017-042	██████████	White	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2017-042	8/28/17	Sergeant Adrian Blount	Internal Affairs	8/20/18	1. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Procedural Violation (Uniform & Grooming) - SustainedActions Taken 1.Written Reprimand 4.Procedural Violation (Failure to Audibly Record Traffic Stop with MVS) - SustainedActions Taken 1.Fine - \$100 5.Procedural Violation (Stop and Frisk) - SustainedActions Taken 1.Written ReprimandAction Taken(s) 1.Written Reprimand 2.Written Reprimand 3.Fine - \$100 2. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Procedural Violation (Officer Identification) - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - SustainedActions Taken 1.Exceeds LEOBRAction Taken(s) 1.Exceeds LEOBR 4. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant alleges that Pfc. ██████████ encountered him on a traffic stop. During the stop, the Complainant alleges that he was punched in the ribs and placed in handcuffs and released. The Complainant also alleges that (an officer) Cpl. ██████████ called him names and refused to identify himself during the traffic stop.	No Action Taken

IA2017-042	[REDACTED]	White	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2017-042	8/28/17	Sergeant Adrian Blount	Internal Affairs	8/20/18	1. [REDACTED]	<p>1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Procedural Violation [Uniform &amp; Grooming] - Sustained Actions Taken 1.Written Reprimand 4.Procedural Violation [Failure to Audibly Record Traffic Stop with MVS] - Sustained Actions Taken 1.Fine - \$100 5.Procedural Violation [Stop and Frisk] - Sustained Actions Taken 1.Written Reprimand Action Taken(s) 1.Written Reprimand 2.Written Reprimand 3.Fine - \$100 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Procedural Violation [Officer Identification] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - Sustained Actions Taken 1.Exceeds LEOBR Action Taken(s) 1.Exceeds LEOBR 4. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p>	<p>Narrative(s) The Complainant alleges that Pfc. [REDACTED] encountered him on a traffic stop. During the stop, the Complainant alleges that he was punched in the ribs and placed in handcuffs and released. The Complainant also alleges that (an officer) Cpl. [REDACTED] called him names and refused to identify himself during the traffic stop.</p>	
IA2017-044	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2017-044	9/12/17	Sergeant Shannon Harris	Internal Affairs	8/1/18	1. [REDACTED] - Black	<p>1. [REDACTED] - Black Male Allegation(s) 1.Use of Language - Sustained Actions Taken 1.Fine - \$250 2.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Protocol [Courtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation 5.Protocol [Courtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation 6.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation Action Taken(s) 1.Fine - \$250 2. [REDACTED] - White Male Allegation(s) 1.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Protocol [Courtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 4.Protocol [Courtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p>	<p>Narrative(s) The Complainant is alleging that during his arrest, Cpl. [REDACTED] said "fuck you, I don't care, you're going to jail". This was identified during a use of force review.</p>	No Action Taken
IA2017-044	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2017-044	9/12/17	Sergeant Shannon Harris	Internal Affairs	8/1/18	1. [REDACTED] - Black	<p>1. [REDACTED] - Black Male Allegation(s) 1.Use of Language - Sustained Actions Taken 1.Fine - \$250 2.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Protocol [Courtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation 5.Protocol [Courtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation 6.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation Action Taken(s) 1.Fine - \$250 2. [REDACTED] - White Male Allegation(s) 1.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Protocol [Courtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 4.Protocol [Courtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p>	<p>Narrative(s) The Complainant is alleging that during his arrest, Cpl. [REDACTED] said "fuck you, I don't care, you're going to jail". This was identified during a use of force review.</p>	No Action Taken

IA2017-044	██████	White	Male	Excessive/Unnecessary Force	Exonerated	None	IA2017-044	9/12/17	Sergeant Shannon Harris	Internal Affairs		8/1/18	1. ████████ - Black Male Allegation(s) 1. Use of Language - Non-Sustained/Actions Taken 1. Fine - \$250 2. Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 3. Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 4. Protocol [Courtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation 5. Protocol [Courtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation 6. Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation/Action Taken(s) 1. Fine - \$250 2. ████████ - White Male Allegation(s) 1. Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 2. Protocol [Courtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation 3. Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 4. Protocol [Courtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant is alleging that during his arrest, Cpl. ████████ said "fuck you, I don't care, you're going to jail". This was identified during a use of force review.	No Action Taken
IA2017-048	██████	White	Male	Excessive/Unnecessary Force	Exonerated	None	IA2017-048	9/28/17	Corporal Erik Reynolds	Internal Affairs		4/18/19	1. ████████ - White Male Allegation(s) 1. Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2. Unbecoming Conduct [I] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. ████████ - White Male Allegation(s) 1. Procedural Violation [Failure to Audibly Record Traffic Stop with MVS] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. ████████ - Black Male Allegation(s) 1. Procedural Violation [Failure to Audibly Record Traffic Stop with MVS] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant is alleging that while attempting to retrieve her license from her purse, PFC. ████████ grabbed her by the wrist and swung her arm away from her bag. The complainant further alleges that Pfc. ████████ yelled at her.	No Action Taken
IA2017-050	██████	Black	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2017-050	10/2/17	Sergeant Winston Wilson	Internal Affairs		8/6/18	1. ████████ - Black Male Allegation(s) 1. Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2. Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3. Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 4. Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 5. Procedural Violation [Property and Evidence Submission] - Non-Sustained No Action Taken Linked to Employee's Allegation 6. Procedural Violation [Property and Evidence Submission] - Sustained/Actions Taken 1. Written Reprimand/Action Taken(s) 1. Written Reprimand	Narrative(s) The Complainant is alleging Cpl. ████████ threw him to the ground and kicked and punched him during an arrest. The complainant further alleges that Cpl. ████████ threw his cell phone into a wooded area, did not place the phone in property, and also kept a handcuff key & flashlight that belonged to the Complainant.	No Action Taken















IA2017-053	██████████	White	Male	Excessive/Unnecessary Force	Exonerated	None	IA2017-053	10/20/17	Lieutenant Sonya Lancaster	Internal Affairs	10/15/18	1. ██████████	<p>1. ██████████ - White Male Allegation(s) 1.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation 2.Procedural Violation [Failure to Audibly Record Traffic Stop with MVS] - SustainedActions Taken 1.Written ReprimandAction Taken(s) 1.Written Reprimand 2. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Procedural Violation [Failure to Report Use of Force] - SustainedActions Taken 1.Written ReprimandAction Taken(s) 1.Written Reprimand</p>	<p>Narrative(s) The Complainant alleges that POFC ██████████ encountered him on a traffic stop. During the stop, the Complainant alleges that he was grabbed by the neck, kicked and thrown to the ground. The Complainant also alleges that the officer took his phone from him as he attempted to record the incident and slammed the cell phone on the car causing it to break.</p>	No Action Taken
IA2017-056	██████████	White	Male	Excessive/Unnecessary Force	Exonerated	None	IA2017-056	10/26/17	Sergeant Adrian Blount	Internal Affairs	10/22/18	1. ██████████	<p>1. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Procedural Violation [Failure to Audibly Record Traffic Stop with MVS] - Exonerated No Action Taken Linked to Employee's Allegation 5.Procedural Violation [Failure to Report Use of Force] - SustainedActions Taken 1.Written ReprimandAction Taken(s) 1.Written Reprimand 2. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Procedural Violation [Failure to Report Use of Force] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 5. ██████████ - Black Male Allegation(s) 1.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 3.Procedural Violation [Failure to Report Use of Force] - SustainedActions Taken 1.Written Reprimand 4.Use of Language - Non-Sustained No Action Taken Linked to Employee's AllegationAction Taken(s) 1.Written Reprimand 6. ██████████ - White Male Allegation(s) 1.Protocol [Attention to Duty] - SustainedActions Taken 1.Written ReprimandAction Taken(s) 1.Written Reprimand 5. ██████████ - Hispanic Male Allegation(s) 1.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 6. ██████████ - White Male Allegation(s) 1.Use of Language - Non-Sustained No</p>	<p>Narrative(s) The Complainant is alleging that during a traffic stop of his vehicle he was grabbed by his arm and pulled from his vehicle by Pfc. ██████████ and an P/O. ██████████. The Complainant further alleges that after asking for the officers name, he was told to "shut the fuck up". The Complainant alleges that he was harassed by and taunted by P/O. ██████████ and the other officers while on the stop.</p>	No Action Taken
IA2017-056	██████████	Black	Male	Excessive/Unnecessary Force	Exonerated	None	IA2017-056	10/26/17	Sergeant Adrian Blount	Internal Affairs	10/22/18	1. ██████████	<p>1. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Procedural Violation [Failure to Audibly Record Traffic Stop with MVS] - Exonerated No Action Taken Linked to Employee's Allegation 5.Procedural Violation [Failure to Report Use of Force] - SustainedActions Taken 1.Written ReprimandAction Taken(s) 1.Written Reprimand 2. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Procedural Violation [Failure to Report Use of Force] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 5. ██████████ - Black Male Allegation(s) 1.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 3.Procedural Violation [Failure to Report Use of Force] - SustainedActions Taken 1.Written Reprimand 4.Use of Language - Non-Sustained No Action Taken Linked to Employee's AllegationAction Taken(s) 1.Written Reprimand 4. ██████████ - White Male Allegation(s) 1.Protocol [Attention to Duty] - SustainedActions Taken 1.Written ReprimandAction Taken(s) 1.Written Reprimand 5. ██████████ - Hispanic Male Allegation(s) 1.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 6. ██████████ - White Male Allegation(s) 1.Use of Language - Non-Sustained No</p>	<p>Narrative(s) The Complainant is alleging that during a traffic stop of his vehicle he was grabbed by his arm and pulled from his vehicle by Pfc. ██████████ and an P/O. ██████████. The Complainant further alleges that after asking for the officers name, he was told to "shut the fuck up". The Complainant alleges that he was harassed by and taunted by P/O. ██████████ and the other officers while on the stop.</p>	No Action Taken

IA2017-056	[REDACTED]	White	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2017-056	10/26/17	Sergeant Adrian Blount	Internal Affairs	10/22/18	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Procedural Violation [Failure to Audibly Record Traffic Stop with MVS] - Exonerated No Action Taken Linked to Employee's Allegation 5.Procedural Violation [Failure to Report Use of Force] - SustainedActions Taken 1.Written ReprimandAction Taken(s) 1.Written Reprimand 2. [REDACTED] - White MaleAllegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Procedural Violation [Failure to Report Use of Force] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - Black MaleAllegation(s) 1.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 3.Procedural Violation [Failure to Report Use of Force] - SustainedActions Taken 1.Written Reprimand 4.Use of Language - Non-Sustained No Action Taken Linked to Employee's AllegationAction Taken(s) 1.Written Reprimand 4. [REDACTED] - White MaleAllegation(s) 1.Protocol [Attention to Duty] - SustainedActions Taken 1.Written ReprimandAction Taken(s) 1.Written Reprimand 5. [REDACTED] - Hispanic MaleAllegation(s) 1.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 6. [REDACTED] - White MaleAllegation(s) 1.Use of Language - Non-Sustained No	Narrative(s) The Complainant is alleging that during a traffic stop of his vehicle he was grabbed by his arm and pulled from his vehicle by Pfc. [REDACTED] and an P.O. [REDACTED]. The Complainant further alleges that after asking for the officers name, he was told to "shut the fuck up". The Complainant alleges that he was harassed by and taunted by P.O. [REDACTED] and the other officers while on the stop.	
IA2017-060	[REDACTED]	White	Male	Excessive/Unnecessary Force	Exonerated	None	IA2017-060	10/31/17	Sergeant Gerald Caver	Internal Affairs	10/11/18	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - Black MaleAllegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White MaleAllegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee 4. [REDACTED] - White MaleAllegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 6. [REDACTED] - White MaleAllegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant states that he came in contact with unknown officers during a subject stopped complaint in District III near Silver Hill Rd. and Swann Rd. The Complainant responded to Internal Affairs Division and stated that he was tased, punched, and kicked in the head by unknown officers then taken to the Prince George's Hospital.	No Action Taken
IA2017-060	[REDACTED]	White	Male	Excessive/Unnecessary Force	Exonerated	None	IA2017-060	10/31/17	Sergeant Gerald Caver	Internal Affairs	10/11/18	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - Black MaleAllegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White MaleAllegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - White MaleAllegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant states that he came in contact with unknown officers during a subject stopped complaint in District III near Silver Hill Rd. and Swann Rd. The Complainant responded to Internal Affairs Division and stated that he was tased, punched, and kicked in the head by unknown officers then taken to the Prince George's Hospital.	No Action Taken

IA2017-060	██████████	Black	Male	Excessive/Unnecessary Force	Exonerated	None	IA2017-060	10/31/17	Sergeant Gerald Caver	Internal Affairs	10/11/18	1. ██████████ - Hispanic Male	1. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. ██████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee 4. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant states that he came in contact with unknown officers during a subject stopped complaint in District III near Silver Hill Rd. and Swann Rd. The Complainant responded to Internal Affairs Division and stated that he was tased, punched, and kicked in the head by unknown officers then taken to the Prince George's Hospital.	No Action Taken
IA2017-060	██████████	White	Male	Excessive/Unnecessary Force	Exonerated	None	IA2017-060	10/31/17	Sergeant Gerald Caver	Internal Affairs	10/11/18	1. ██████████ - Hispanic Male	1. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. ██████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee 4. ██████████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant states that he came in contact with unknown officers during a subject stopped complaint in District III near Silver Hill Rd. and Swann Rd. The Complainant responded to Internal Affairs Division and stated that he was tased, punched, and kicked in the head by unknown officers then taken to the Prince George's Hospital.	No Action Taken
IA2017-062	██████████	Black	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2017-062	10/31/17	Sergeant Donna Poole	Internal Affairs	10/29/18	1. ██████████	1. ██████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force [ - Unfounded No Action Taken Linked to Employee's Allegation 2.Protocol [Attention to Duty] - Exonerated No Action Taken Linked to Employee's Allegation 3.Procedural Violation [Stop and Frisk] - SustainedActions Taken 1.Written ReprimandAction Taken(s) 1.Written Reprimand 2.Phillips, ██████████ - White Male Allegation(s) 1.Protocol [Attention to Duty] - Exonerated No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. ██████████ - White Male Allegation(s) 1.Protocol [Attention to Duty] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Complainant ██████████ is alleging that Corporal ██████████ #3468 and Police officer ██████████ stopped him while he was operating his vehicle, and issued him several citations, for violation that he did not commit. The Complainant alleges that he was pulled from his vehicle by Cpl. ██████████ and that his cell phone and passenger door handle to his vehicle were broken during the stop.	No Action Taken

IA2017-067	██████	White	Male	Excessive/Unnecessary Force	Exonerated	None	IA2017-067	12/6/17	Sergeant Landos Wallace	Internal Affairs	2/22/19	1. ██████	1. ██████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. ██████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Complainant ██████ is alleging that Officer ██████ used force to hold her son ██████ against a wall, and then as he grabbed her son to place him in restraints, Officer ██████ punched and kicked him.	No Action Taken
IA2017-067	██████	Black	Male	Excessive/Unnecessary Force	Exonerated	None	IA2017-067	12/6/17	Sergeant Landos Wallace	Internal Affairs	2/22/19	1. ██████	1. ██████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. ██████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Complainant ██████ is alleging that Officer ██████ used force to hold her son ██████ against a wall, and then as he grabbed her son to place him in restraints, Officer ██████ punched and kicked him.	No Action Taken
IA2018-008	██████	Black	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2018-008	1/22/18	Corporal Robert Mason	Internal Affairs	7/12/19	1. ██████	1. ██████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2. Protocol [Attention to Duty] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Complainant ██████ is alleging that Officer ██████ stopped and detained him without cause, before grabbing his arm and forcing him against the officer's cruiser.	No Action Taken
IA2018-009	██████	Black	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2018-009	1/24/18	Sergeant Donna Poole	Internal Affairs	6/14/19	1. ██████ Adiran	1. ██████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2. Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant states that he came in contact with P/c. ██████ #3752 and Cpl. ██████ #3702 during a subject stop complaint in District IV near the 3100 block of Brinkley Road in Temple Hills Md. The Complainant responded to the Internal Affairs Division and alleged that he was assaulted by getting pushed up against a wall during a call for service. The Complainant also alleges that the officers failed to handle the call for service appropriately, and spoke to him in a verbally abuse manner.	No Action Taken

IA2018-009	[REDACTED]	White	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2018-009	1/24/18	Sergeant Donna Poole	Internal Affairs	6/14/19	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant states that he came in contact with Pfc. [REDACTED] #3752 and Cpl. [REDACTED] #3702 during a subject stop complaint in District IV near the 3100 block of Brinkley Road in Temple Hills Md. The Complainant responded to the Internal Affairs Division and alleged that he was assaulted by getting pushed up against a wall during a call for service. The Complainant also alleges that the officers failed to handle the call for service appropriately, and spoke to him in a verbally abuse manner.	
IA2018-010	[REDACTED]	White	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2018-010	1/24/18	Sergeant Gerald Caver	Internal Affairs	4/15/19	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - Asian Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant is alleging that he was punched and kicked repeatedly by Police Officers [REDACTED] Hasket & [REDACTED] for no reason and then placed under arrest. The Complainant further alleges that Pfc. [REDACTED] bent his wrist, spit in his face & called him a "bitch".y	No Action Taken
IA2018-010	[REDACTED]	White	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2018-010	1/24/18	Sergeant Gerald Caver	Internal Affairs	4/15/19	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - Asian Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant is alleging that he was punched and kicked repeatedly by Police Officers [REDACTED] Hasket & [REDACTED] for no reason and then placed under arrest. The Complainant further alleges that Pfc. [REDACTED] bent his wrist, spit in his face & called him a "bitch".y	No Action Taken



IA2018-010	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2018-010	1/24/18	Sergeant Gerald Caver	Internal Affairs		4/15/19	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - Asian Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant is alleging that he was punched and kicked repeatedly by Police Officers [REDACTED] Hasket & [REDACTED] for no reason and then placed under arrest. The Complainant further alleges that Pfc. [REDACTED] bent his wrist, spit in his face & called him a "bitch".y	No Action Taken
IA2018-010	[REDACTED]	Asian	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2018-010	1/24/18	Sergeant Gerald Caver	Internal Affairs		4/15/19	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - Asian Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant is alleging that he was punched and kicked repeatedly by Police Officers [REDACTED] Hasket & [REDACTED] for no reason and then placed under arrest. The Complainant further alleges that Pfc. [REDACTED] bent his wrist, spit in his face & called him a "bitch".y	No Action Taken
IA2018-013	[REDACTED]	Hispanic	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2018-013	2/7/18	Sergeant Donna Poole	District IV		6/28/19	1. [REDACTED] Paul - White Male Allegation(s) 1.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - Hispanic Male Allegation(s) 1.Protocol (Attention to Duty) - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant(s) are alleging that Pfc. [REDACTED] issued a traffic citation to Ms. [REDACTED] in error and impounded their vehicle, and that Sgt. [REDACTED] stated to Mr. [REDACTED] that he "was a bad son of bitch".	No Action Taken

IA2018-014	██████████	Black	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2018-014	2/22/18	Corporal Erik Reynolds	Internal Affairs	4/29/19	1. ██████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Procedural Violation [Property and Evidence Submission] - Sustained No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 4.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant states he was taken into custody and during the arrest, P/O ██████████ struck him with a closed fist and open hand. The Complainant also alleges that he was pushed around, and his property (cell phone, driver's license and laptop) were not accounted for after his arrest.	
IA2018-014	██████████	Black	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2018-014	2/22/18	Corporal Erik Reynolds	Internal Affairs	4/29/19	1. ██████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Procedural Violation [Property and Evidence Submission] - Sustained No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 4.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant states he was taken into custody and during the arrest, P/O ██████████ struck him with a closed fist and open hand. The Complainant also alleges that he was pushed around, and his property (cell phone, driver's license and laptop) were not accounted for after his arrest.	
IA2018-014	██████████	Black	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2018-014	2/22/18	Corporal Erik Reynolds	Internal Affairs	4/29/19	1. ██████████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Procedural Violation [Property and Evidence Submission] - Sustained No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 4.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant states he was taken into custody and during the arrest, P/O ██████████ struck him with a closed fist and open hand. The Complainant also alleges that he was pushed around, and his property (cell phone, driver's license and laptop) were not accounted for after his arrest.	
IA2018-016	██████████	Hispanic	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2018-016	3/12/18	Sergeant Landos Wallace	Internal Affairs	4/29/19	1. ██████████ - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Complainant alleged that Corporal ██████████ slammed car door on her head.	No Action Taken

IA2018-017	██████	White	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2018-017	3/15/18	Sergeant Winston Wilson	Internal Affairs	2/28/19	1.██████ - White Male Allegation(s) 1.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation 3.Use of Language - Sustained Actions Taken 1.Fine - \$250 4.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 5.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation Action Taken(s) 1.Fine - \$250	Narrative(s) The Complainant is alleging that while conducting a frisk search P/O ██████ "groped her private parts" and told her to "shut the flick up".	
IA2018-017	██████	White	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2018-017	3/15/18	Sergeant Winston Wilson	Internal Affairs	2/28/19	1.██████ - White Male Allegation(s) 1.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation 3.Use of Language - Sustained Actions Taken 1.Fine - \$250 4.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 5.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation Action Taken(s) 1.Fine - \$250	Narrative(s) The Complainant is alleging that while conducting a frisk search P/O ██████ "groped her private parts" and told her to "shut the flick up".	
IA2018-018	██████	White	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2018-018	3/16/18	Corporal Robert Mason	Internal Affairs	6/25/19	1.██████ - White Male Allegation(s) 1.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 2.Protocol [Attention to Duty] - Exonerated No Action Taken Linked to Employee's Allegation 3.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant ██████ alleged that Respondent ██████ pushed him to the ground, kicked him in the leg and jumped on his back. Complainant ██████ stated that his vehicle was damaged after it was impounded.	
IA2018-021	██████	Black	Male	Excessive/Unnecessary Force	Administrative Closure	No Action Taken Linked to Employee's Allegation	IA2018-021	4/6/18	Sergeant Michael Thompson	Internal Affairs	4/11/18	1.██████ Blair - Black Female	1.██████ - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Administrative Closure No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Complainant stated that Police Officer First Class ██████ #3432 encountered her while taking her in custody for shoplifting. The Complainant alleges that POF ██████ kned her in the face causing her nose to bleed, and she suffered a swollen eye as a result.















IA2018-034	[REDACTED]	White	Male	Excessive/Unnecessary Force	Non-Sustained	No Action Taken Linked to Employee's Allegation	IA2018-034	6/14/18	Sergeant Shannon Harris	Internal Affairs	3/11/19	1. [REDACTED]	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Procedural Violation [MVS] - Sustained Actions Taken 1.Fine - \$100 2.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation Action Taken(s) 1.Fine - \$100	Narrative(s) The Complainant alleges that the Respondent officers placed handcuffs on him and pushed on his wrist causing a fracture. The Complainant also alleges that while being seat-belted, an officer pushed in forearm in his throat.	No Action Taken
IA2018-034	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Exonerated	None	IA2018-034	6/14/18	Sergeant Shannon Harris	Internal Affairs	3/11/19	1. [REDACTED]	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Procedural Violation [MVS] - Sustained Actions Taken 1.Fine - \$100 2.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation Action Taken(s) 1.Fine - \$100	Narrative(s) The Complainant alleges that the Respondent officers placed handcuffs on him and pushed on his wrist causing a fracture. The Complainant also alleges that while being seat-belted, an officer pushed in forearm in his throat.	No Action Taken
IA2018-034	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Unfounded	No Action Taken Linked to Employee's Allegation	IA2018-034	6/14/18	Sergeant Shannon Harris	Internal Affairs	3/11/19	1. [REDACTED]	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Unfounded No Action Taken Linked to Employee's Allegation 3.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Procedural Violation [MVS] - Sustained Actions Taken 1.Fine - \$100 2.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation Action Taken(s) 1.Fine - \$100	Narrative(s) The Complainant alleges that the Respondent officers placed handcuffs on him and pushed on his wrist causing a fracture. The Complainant also alleges that while being seat-belted, an officer pushed in forearm in his throat.	No Action Taken

SI2016-001	[REDACTED]	White	Male	Excessive/Unnecessary Force	Slammed	Unfounded	No Action Taken Linked to Employee's Allegation	SI2016-001	1/14/16	Corporal Evan Baxter	SIRT	2/28/17	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Slammed] - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - Asian Male Allegation(s) 1.Excessive/Unnecessary Force [Slammed] - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Slammed] - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation	Narrative(s) The R deployed responded to the scene of a residential alarm with his canine. The R was authorized to deploy his canine [REDACTED] into the home to search for a person. The home owners were not at home and advised no one should be inside the home. Canine located the Involved citizen inside a closet in the home. The IC was transported to the hospital, the Involved citizen was treated for minor punctures to his left arm and left leg. The suspect was treated with two staples to each minor puncture wound. The suspect was ultimately released from the hospital and later transported to the Department of Corrections where he will be charged with burglary related offenses. When interviewed the Involved Citizen stated that while he was being arrested the officers kicked him repeatedly in the head. He also stated that the officers cursed at him and called him "nigger".
SI2016-001	[REDACTED]	Asian	Male	Excessive/Unnecessary Force	Slammed	Unfounded	No Action Taken Linked to Employee's Allegation	SI2016-001	1/14/16	Corporal Evan Baxter	SIRT	2/28/17	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Slammed] - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - Asian Male Allegation(s) 1.Excessive/Unnecessary Force [Slammed] - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Slammed] - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation	Narrative(s) The R deployed responded to the scene of a residential alarm with his canine. The R was authorized to deploy his canine [REDACTED] into the home to search for a person. The home owners were not at home and advised no one should be inside the home. Canine located the Involved citizen inside a closet in the home. The IC was transported to the hospital, the Involved citizen was treated for minor punctures to his left arm and left leg. The suspect was treated with two staples to each minor puncture wound. The suspect was ultimately released from the hospital and later transported to the Department of Corrections where he will be charged with burglary related offenses. When interviewed the Involved Citizen stated that while he was being arrested the officers kicked him repeatedly in the head. He also stated that the officers cursed at him and called him "nigger".
SI2016-001	[REDACTED]	White	Male	Excessive/Unnecessary Force	Slammed	Unfounded	No Action Taken Linked to Employee's Allegation	SI2016-001	1/14/16	Corporal Evan Baxter	SIRT	2/28/17	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Slammed] - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - Asian Male Allegation(s) 1.Excessive/Unnecessary Force [Slammed] - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Slammed] - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation	Narrative(s) The R deployed responded to the scene of a residential alarm with his canine. The R was authorized to deploy his canine [REDACTED] into the home to search for a person. The home owners were not at home and advised no one should be inside the home. Canine located the Involved citizen inside a closet in the home. The IC was transported to the hospital, the Involved citizen was treated for minor punctures to his left arm and left leg. The suspect was treated with two staples to each minor puncture wound. The suspect was ultimately released from the hospital and later transported to the Department of Corrections where he will be charged with burglary related offenses. When interviewed the Involved Citizen stated that while he was being arrested the officers kicked him repeatedly in the head. He also stated that the officers cursed at him and called him "nigger".

SI2016-017	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Shooting - Fatal	Exonerated	None	SI2016-017	3/15/16	Corporal Brett Shapiro	SIRT	7/5/17	1 [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2 [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3 [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4 [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 5 [REDACTED] - Asian Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Involved Citizen and his 2 brothers (other 2 Involved Citizens) planned an ambush on District III Station. The brothers recorded the incident with a cell phone. The Involved Citizen fired rounds at the station to draw officers out to complete his "Suicide by Cop" plan. Respondent Pfc. [REDACTED] was shot and died as a result of the gunshot wound. All Involved citizens were arrested and charges are pending.	No Action Taken
SI2016-017	[REDACTED]	White	Male	Excessive/Unnecessary Force	Shooting - Fatal	Exonerated	None	SI2016-017	3/15/16	Corporal Brett Shapiro	SIRT	7/5/17	1 [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2 [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3 [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4 [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 5 [REDACTED] - Asian Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Involved Citizen and his 2 brothers (other 2 Involved Citizens) planned an ambush on District III Station. The brothers recorded the incident with a cell phone. The Involved Citizen fired rounds at the station to draw officers out to complete his "Suicide by Cop" plan. Respondent Pfc. [REDACTED] was shot and died as a result of the gunshot wound. All Involved citizens were arrested and charges are pending.	No Action Taken
SI2016-017	[REDACTED]	White	Male	Excessive/Unnecessary Force	Shooting - Fatal	Exonerated	None	SI2016-017	3/15/16	Corporal Brett Shapiro	SIRT	7/5/17	1 [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2 [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3 [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4 [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 5 [REDACTED] - Asian Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Involved Citizen and his 2 brothers (other 2 Involved Citizens) planned an ambush on District III Station. The brothers recorded the incident with a cell phone. The Involved Citizen fired rounds at the station to draw officers out to complete his "Suicide by Cop" plan. Respondent Pfc. [REDACTED] was shot and died as a result of the gunshot wound. All Involved citizens were arrested and charges are pending.	No Action Taken

SI2016-017	[REDACTED]	White	Male	Excessive/Unnecessary Force	Shooting - Fatal	Exonerated	None	SI2016-017	3/15/16	Corporal Brett Shapiro	SIRT	7/5/17	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 5. [REDACTED] - Asian Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Involved Citizen and his 2 brothers (other 2 Involved Citizens) planned an ambush on District III Station. The brothers recorded the incident with a cell phone. The Involved Citizen fired rounds at the station to draw officers out to complete his "Suicide by Cop" plan. Respondent Pfc. [REDACTED] was shot and died as a result of the gunshot wound. All Involved citizens were arrested and charges are pending.	No Action Taken
SI2016-022	[REDACTED]	Black	Female	Excessive/Unnecessary Force	Taser	Non-Sustained	No Action Taken Linked to Employee's Allegation	SI2016-022	4/6/16	Sergeant Carlton Jones	SIRT	3/9/17	1. [REDACTED] - Black Female Allegation(s) 1.Criminal Misconduct [Domestic Assault] - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force [Taser] - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Procedural Violation [Use of Force Review] - Non-Sustained No Action Taken Linked to Employee's Allegation 4.Integrity - Sustained Actions Taken 1.Suspended (50) Hours without pay 5.Procedural Violation - Sustained Actions Taken 1.Suspended (20) Hours Without Pay 6.Unbecoming Conduct - Sustained Actions Taken 1.Fine - \$500 Action Taken(s) 1.Suspended (50) Hours without pay 2.Suspended (20) Hours Without Pay 3.Fine - \$500	Narrative(s) The Respondent and the Involved Citizen are married and were involved in an argument that escalated into a physical altercation. The Respondent's taser deployed and found lying on the floor of the apartment. The apartment was in disarray. Neither party was on scene when the officers arrived, however, did arrive a short time later. Both the Respondent and the Involved Citizen were arrested for domestic violence.	No Action Taken
SI2016-030	[REDACTED]	White	Male	Excessive/Unnecessary Force	Struck	Exonerated	None	SI2016-030	6/6/16	Sergeant Carlton Jones	SIRT	3/10/17	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Struck] - Exonerated No Action Taken Linked to Employee's Allegation 2.Use of Language [] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Struck] - Exonerated No Action Taken Linked to Employee's Allegation 2.Use of Language [] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) On 5/30/16 at 0134hrs. Respondent [REDACTED] conducted a traffic stop and asked for backup. As the occupants were asked to exit the vehicle, the I.C. fled on foot holding his waistband the entire time he was fleeing. During the foot chase with the I.C. and both respondents, the I.C. tripped and a silver revolver fell from his waistband. The officers were able to grab the I.C. The I.C. and the Respondents were struggling as the I.C. was attempting to grab the fallen gun. The Respondents punched and gave knee strikes to the I.C. as the IC was attempting to grab the gun. The Respondents gained control and apprehend the I.C. The IC was admitted to PGH with a possible bleed on the brain.	No Action Taken

SI2016-030	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Struck	Exonerated	None	SI2016-030	6/6/16	Sergeant Carlton Jones	SIRT	3/10/17	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Struck] - Exonerated No Action Taken Linked to Employee's Allegation 2.Use of Language [] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Struck] - Exonerated No Action Taken Linked to Employee's Allegation 2.Use of Language [] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) On 5/30/16 at 0134hrs. Respondent [REDACTED] conducted a traffic stop and asked for backup. As the occupants were asked to exit the vehicle, the I.C. fled on foot holding his waistband the entire time he was fleeing. During the foot chase with the I.C. and both respondents, the I.C. tripped and a silver revolver fell from his waistband. The officers were able to grab the I.C. The I.C. and the Respondents were struggling as the I.C. was attempting to grab the fallen gun. The Respondents punched and gave knee strikes to the I.C. as the I.C. was attempting to grab the gun. The Respondents gained control and apprehended the I.C. The I.C. was admitted to PGH with a possible bleed on the brain.	No Action Taken
SI2016-034	[REDACTED]	Hispanic	Male	Excessive/Unnecessary Force	Use of Force Vehicle Strike	Sustained	Termination	SI2016-034	6/16/16	Sergeant Tina Blackstone	SIRT	3/27/18	1. [REDACTED] - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force [Use of Force Vehicle Strike] - Sustained Actions Taken 1.Termination 2.Unbecoming Conduct - Sustained Actions Taken 1.Termination 3.Violation of Laws - Sustained Actions Taken 1.Termination Action Taken(s) 1.Termination 2.Termination 3.Termination	Narrative(s) Officers from District 1 Station responded to an armed person/fight Call. Upon Police Officer [REDACTED] arrival he discovered three men in front of that location arguing. Upon his approach one of the males, [REDACTED] the resident of [REDACTED] and witness [REDACTED] advised that these two men threatened to shoot him with a gun. Hearing this, Police Officer [REDACTED] gave verbal direction to the Involved Citizen and witness [REDACTED]. Witness [REDACTED] complied with the verbal direction and Police Officer [REDACTED] began to conduct a pat down of his outer clothing to check for weapons. As Police Officer [REDACTED] was conducting this pat down he was still giving verbal direction to the Involved Citizen who was not complying and began to walk away from the scene. As the involved citizen began to walk away from the scene Involved Officer [REDACTED] was pulling up to the scene. Officer [REDACTED] MVS captured the involved citizen then running from the scene into a field in the [REDACTED] just behind [REDACTED]. Police Officer [REDACTED] became engaged in a foot pursuit with the involved citizen as Involved Officer [REDACTED] pursued the involved citizen while still in his marked cruiser. Police Officer [REDACTED] wrote in his incident report that while the involved citizen was running, "He kept reaching into his pant pockets and emptying them while grasping his waistband." While Involved Officer [REDACTED] pulled into the field with his cruiser and struck the involved citizen. The involved citizen ran a short distance further	Termination
SI2016-038	[REDACTED]	Hispanic	Male	Excessive/Unnecessary Force	Shooting - non contact	Exonerated	None	SI2016-038	7/15/16	Corporal Evan Baxter	SIRT	9/25/18	1. [REDACTED] - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - non contact] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Officers received a call for a man with a gun at an apartment complex. Upon arrival witnesses stated they saw a man running with a gun in his hand. When the Respondent caught up to the Involved Citizen the I.C. pointed a gun at the Respondent and the R fired his service weapon, missing the I.C. The I.C. fled on foot and was later apprehended without further incident.	No Action Taken
SI2016-040	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Punch	Exonerated	None	SI2016-040	7/15/16	Sergeant Daniel Hader	SIRT	3/22/18	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Punch] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Respondent was working secondary employment at the LOI. The club was closing and the I.C. began standing on a bar stool and refusing to leave when asked by club security. While the Respondent escorted her out of the T/A, the I.C. hit the Respondent in the face. The Respondent then punched the I.C. in the side of the face and made an arrest.	No Action Taken

SI2016-043	[REDACTED]	White	Male	Excessive/Unnecessary Force	Takedown	Exonerated	None	SI2016-043	7/18/16	Sergeant Steven Cobb	SIRT	2/28/17	[REDACTED] - Black Male	<p>1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Takedown] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Takedown] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Takedown] - Exonerated No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p>	<p>Narrative(s) Officers responded to assist Animal Control with impounding a pitt bull dog from the Involved Citizen. The I.C. refused to surrender the dog. Officers placed the IC under arrest, when the IC began to struggle with officers. The officers took the IC to the ground and placed the handcuffs on him. The IC suffered a fractured ankle during the incident.</p>	No Action Taken
SI2016-043	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Takedown	Exonerated	None	SI2016-043	7/18/16	Sergeant Steven Cobb	SIRT	2/28/17	[REDACTED] - Black Male	<p>1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Takedown] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Takedown] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Takedown] - Exonerated No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p>	<p>Narrative(s) Officers responded to assist Animal Control with impounding a pitt bull dog from the Involved Citizen. The I.C. refused to surrender the dog. Officers placed the IC under arrest, when the IC began to struggle with officers. The officers took the IC to the ground and placed the handcuffs on him. The IC suffered a fractured ankle during the incident.</p>	No Action Taken
SI2016-043	[REDACTED]	White	Male	Excessive/Unnecessary Force	Takedown	Exonerated	None	SI2016-043	7/18/16	Sergeant Steven Cobb	SIRT	2/28/17	[REDACTED] - Black Male	<p>1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Takedown] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Takedown] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Takedown] - Exonerated No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p>	<p>Narrative(s) Officers responded to assist Animal Control with impounding a pitt bull dog from the Involved Citizen. The I.C. refused to surrender the dog. Officers placed the IC under arrest, when the IC began to struggle with officers. The officers took the IC to the ground and placed the handcuffs on him. The IC suffered a fractured ankle during the incident.</p>	No Action Taken
SI2016-044	[REDACTED]	White	Male	Excessive/Unnecessary Force	punched	Exonerated	None	SI2016-044	8/4/16	Sergeant Tina Blackstone	SIRT	5/24/17	[REDACTED] - Black Male	<p>1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [punched] - Exonerated No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force [Canine Seizure] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p>	<p>Narrative(s) Respondent was dispatched to an alarm inside a school. The officer and his K9 tracked the Involved Citizen. When K9 made contact with the IC, the IC began punching the K9 and struggling with the dog. The Respondent gave strikes to the IC to gain control and place the IC in handcuffs to make the arrest.</p>	No Action Taken

SI2016-044	[REDACTED]	White	Male	Excessive/Unnecessary Force	Canine Seizure	Exonerated	None	SI2016-044	8/4/16	Sergeant Tina Blackstone	SIRT	5/24/17	1. [REDACTED] - Black Male	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [punched] - Exonerated No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force [Canine Seizure] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Respondent was dispatched to an alarm inside a school. The officer and his K9 tracked the Involved Citizen. When K9 made contact with the IC, the IC began punching the K9 and struggling with the dog. The Respondent gave strikes to the IC to gain control and place the IC in handcuffs to make the arrest.	No Action Taken
SI2016-046	[REDACTED]	White	Male	Excessive/Unnecessary Force	Punched	Exonerated	None	SI2016-046	8/4/16	Corporal Brett Shapiro	SIRT	8/18/17	1. [REDACTED] - Black Male	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Officers responded for the report of an accident. One of the drivers involved in the accident (Involved Citizen) fled the scene on foot. The Involved Citizen started stripping off his clothes as he ran from the scene. An off duty officer arrived and gave a direction of travel for the Involved Citizen. The Involved Citizen started running down a creek bed which is where Involved Officer [REDACTED] caught up with him. At this point the Involved Citizen was naked. When Involved Officer [REDACTED] tried to take the Involved Citizen into custody the Involved Citizen began to fight. The two of them ended up on the ground, rolling in the creek bed as they fought. When Involved Officers [REDACTED] and [REDACTED] arrived the Involved Citizen had Involved Officer [REDACTED] in a headlock. All the officers attempted to gain control of the Involved Citizen with negative results. During the struggle the Involved Citizen punched the officers several times. The Involved Officers used hard personal weapon (fists) strikes to gain control of the Involved Citizen and were able to eventually get control of his arms to handcuff him.	No Action Taken
SI2016-046	[REDACTED]	White	Male	Excessive/Unnecessary Force	Punched	Exonerated	None	SI2016-046	8/4/16	Corporal Brett Shapiro	SIRT	8/18/17	1. [REDACTED] - Black Male	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Officers responded for the report of an accident. One of the drivers involved in the accident (Involved Citizen) fled the scene on foot. The Involved Citizen started stripping off his clothes as he ran from the scene. An off duty officer arrived and gave a direction of travel for the Involved Citizen. The Involved Citizen started running down a creek bed which is where Involved Officer [REDACTED] caught up with him. At this point the Involved Citizen was naked. When Involved Officer [REDACTED] tried to take the Involved Citizen into custody the Involved Citizen began to fight. The two of them ended up on the ground, rolling in the creek bed as they fought. When Involved Officers [REDACTED] and [REDACTED] arrived the Involved Citizen had Involved Officer [REDACTED] in a headlock. All the officers attempted to gain control of the Involved Citizen with negative results. During the struggle the Involved Citizen punched the officers several times. The Involved Officers used hard personal weapon (fists) strikes to gain control of the Involved Citizen and were able to eventually get control of his arms to handcuff him.	No Action Taken
SI2016-046	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Punched	Exonerated	None	SI2016-046	8/4/16	Corporal Brett Shapiro	SIRT	8/18/17	1. [REDACTED] - Black Male	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Officers responded for the report of an accident. One of the drivers involved in the accident (Involved Citizen) fled the scene on foot. The Involved Citizen started stripping off his clothes as he ran from the scene. An off duty officer arrived and gave a direction of travel for the Involved Citizen. The Involved Citizen started running down a creek bed which is where Involved Officer [REDACTED] caught up with him. At this point the Involved Citizen was naked. When Involved Officer [REDACTED] tried to take the Involved Citizen into custody the Involved Citizen began to fight. The two of them ended up on the ground, rolling in the creek bed as they fought. When Involved Officers [REDACTED] and [REDACTED] arrived the Involved Citizen had Involved Officer [REDACTED] in a headlock. All the officers attempted to gain control of the Involved Citizen with negative results. During the struggle the Involved Citizen punched the officers several times. The Involved Officers used hard personal weapon (fists) strikes to gain control of the Involved Citizen and were able to eventually get control of his arms to handcuff him.	No Action Taken



SI2016-049	[REDACTED]	White	Male	Excessive/Unnecessary Force	Shooting - Contact	Exonerated	None	SI2016-049	8/19/16	Sergeant Carlton Jones	SIRT	8/29/18	1. [REDACTED] - Black Male 2. [REDACTED] - Black Female	1. [REDACTED] - White Male Allegation(s) - 1.Excessive/Unnecessary Force [Shooting - Contact] - Exonerated No Action Takens Linked to Employee's Allegation No Action Takens Linked to Employee	<p>Narrative(s) District III SAT/A were assisting NED in locating Involved Citizen [REDACTED] who was suspected in a Home Invasion. Witness [REDACTED] observed Involved Citizen [REDACTED] driving in the area of Central Avenue and Shady Glen Drive. Witness [REDACTED] followed Involved Citizen [REDACTED] onto Shady Glen Drive and then activated the emergency equipment on his marked police cruiser to initiate a traffic stop. Involved Citizen [REDACTED] turned his vehicle off of Shady Glen Drive and onto Shady Glen Terrace where he bailed out of the vehicle in front of [REDACTED]. Witness [REDACTED] and Witness [REDACTED] who was riding with Witness [REDACTED] acted their vehicle to follow Involved Citizen [REDACTED] on foot. Involved Officer [REDACTED] was following behind Witnesses [REDACTED] and [REDACTED] and observed Involved Citizen [REDACTED] turn and point a handgun towards the officers. In fear for their lives, Involved Officer [REDACTED] fired three rounds from his AR-15, striking Involved Citizen [REDACTED] in the left forearm. Involved Citizen [REDACTED] was then apprehended and transported to PCH for treatment of his injuries. A silver and black .40 caliber handgun was located on scene.</p>	No Action Taken
SI2016-055	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Punched	Exonerated	None	SI2016-055	9/20/16	Corporal Brett Shapiro	SIRT	2/28/18	1. [REDACTED] - Black Male	1. [REDACTED] - Black Male Allegation(s) - 1.Excessive/Unnecessary Force [Punched] - Exonerated No Action Takens Linked to Employee's Allegation No Action Takens Linked to Employee 2. [REDACTED] - Black Male Allegation(s) - 1.Excessive/Unnecessary Force [Takedown] - Exonerated No Action Takens Linked to Employee's Allegation No Action Takens Linked to Employee	<p>Narrative(s) On September 15, 2016 it was brought to SIRT's attention of a use of force broken bone that occurred back in June of 2016. On 06/23/2016 at approximately 2356, the involved officers were dispatched to [REDACTED] Oxon Hill, Maryland, for a call of a domestic dispute. When P/O [REDACTED] #4030 arrived on the scene he observed a male and female arguing in the parking lot. P/O [REDACTED] approached the two and engaged them in conversation. P/O [REDACTED] identified the male as [REDACTED]. As all three of them were talking, [REDACTED] walked away from P/O [REDACTED] #4030. P/O [REDACTED] ordered [REDACTED] to come back. Battle refused and began to flee on foot. According to the use of force report, P/O [REDACTED] believed that P/O [REDACTED] had committed an assault on the female half and began to pursue [REDACTED]. P/O [REDACTED] engaged in a foot pursuit calling for assistance, and chasing [REDACTED] until [REDACTED] began to climb a fence. According to the use of force report, P/O [REDACTED] gave verbal commands to [REDACTED] prior to grabbing him and pulling him from the fence. A struggle ensued between [REDACTED] and P/O [REDACTED]. A short time later P/O [REDACTED] arrived to assist. P/O [REDACTED] gave verbal commands to [REDACTED] refused to comply and was still struggling with P/O [REDACTED]. P/O [REDACTED] struck [REDACTED] with a closed fist in the face. At that time P/O [REDACTED] was able to get [REDACTED] on the ground. Both officers gave verbal commands to have [REDACTED] place his hands behind his back. According to the use of force report, [REDACTED] did not comply and continued to</p>	No Action Taken
SI2016-055	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Takedown	Exonerated	None	SI2016-055	9/20/16	Corporal Brett Shapiro	SIRT	2/28/18	1. [REDACTED] - Black Male	1. [REDACTED] - Black Male Allegation(s) - 1.Excessive/Unnecessary Force [Punched] - Exonerated No Action Takens Linked to Employee's Allegation No Action Takens Linked to Employee 2. [REDACTED] - Black Male Allegation(s) - 1.Excessive/Unnecessary Force [Takedown] - Exonerated No Action Takens Linked to Employee's Allegation No Action Takens Linked to Employee	<p>Narrative(s) On September 15, 2016 it was brought to SIRT's attention of a use of force broken bone that occurred back in June of 2016. On 06/23/2016 at approximately 2356, the involved officers were dispatched to [REDACTED] Oxon Hill, Maryland, for a call of a domestic dispute. When P/O [REDACTED] #4030 arrived on the scene he observed a male and female arguing in the parking lot. P/O [REDACTED] approached the two and engaged them in conversation. P/O [REDACTED] identified the male as [REDACTED]. As all three of them were talking, [REDACTED] walked away from P/O [REDACTED] #4030. P/O [REDACTED] ordered [REDACTED] to come back. [REDACTED] refused and began to flee on foot. According to the use of force report, P/O [REDACTED] believed that P/O [REDACTED] had committed an assault on the female half and began to pursue [REDACTED]. P/O [REDACTED] engaged in a foot pursuit calling for assistance, and chasing [REDACTED] until [REDACTED] began to climb a fence. According to the use of force report, P/O [REDACTED] gave verbal commands to [REDACTED] for grabbing him and pulling him from the fence. A struggle ensued between [REDACTED] and P/O [REDACTED]. A short time later P/O [REDACTED] arrived to assist. P/O [REDACTED] gave verbal commands to [REDACTED] refused to comply and was still struggling with P/O [REDACTED]. P/O [REDACTED] struck [REDACTED] with a closed fist in the face. At that time P/O [REDACTED] was able to get [REDACTED] on the ground. Both officers gave verbal commands to have [REDACTED] place his hands behind his back. According to the use of force report, [REDACTED] did not comply and continued to</p>	No Action Taken

SI2016-057	[REDACTED]	White	Male	Excessive/Unnecessary Force	Leg Sweep	Exonerated	None	SI2016-057	9/20/16	Corporal Brian Medina	SIRT	9/12/17	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Leg Sweep] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Leg Sweep] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force [Leg Sweep] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	<p>Narrative(s) On Monday, September 19, 2016 at approximately 0200 hours Involved Officer [REDACTED] conducted a suspicious person stop in the area of the 2100 block of University Boulevard, Hyattsville, Maryland 20783. This stop was conducted after Involved Officer 1 [REDACTED] observed Involved Citizen [REDACTED] urinating in public at the location. Upon conducting the stop Involved Officer [REDACTED] attempted to arrest Involved Citizen [REDACTED]. After partially handcuffing Involved Citizen [REDACTED] Involved Officer 1 [REDACTED] was met with active resistance to the arrest. Involved Officer 1 [REDACTED] requested additional officers to assist him in making the arrest. Involved Officers 2 [REDACTED] and 3 [REDACTED] arrived on the scene of the incident and began to assist in the arrest of Involved Citizen [REDACTED]. Due to the active resistance demonstrated by Involved Citizen [REDACTED] the Involved Officers utilized various strikes and a leg sweep to gain control of Involved Citizen [REDACTED]. As a result of the leg sweep, Involved Citizen [REDACTED] fell to the ground sustaining an injury to his right knee when it struck the ground. The Involved Officers were then able to gain control of, and handcuff, Involved Citizen [REDACTED]. Involved Citizen [REDACTED] received basic medical treatment on scene for the scratches and cuts that he sustained to his face, however he was transported to Prince George's Hospital center due to the injury to his knee. Upon receiving additional medical treatment at the hospital, it was determined by Doctor [REDACTED] that Involved Citizen [REDACTED] sustained fractures to</p>	No Action Taken
SI2016-057	[REDACTED]	White	Male	Excessive/Unnecessary Force	Leg Sweep	Exonerated	None	SI2016-057	9/20/16	Corporal Brian Medina	SIRT	9/12/17	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Leg Sweep] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Leg Sweep] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force [Leg Sweep] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	<p>Narrative(s) On Monday, September 19, 2016 at approximately 0200 hours Involved Officer [REDACTED] conducted a suspicious person stop in the area of the 2100 block of University Boulevard, Hyattsville, Maryland 20783. This stop was conducted after Involved Officer 1 [REDACTED] observed Involved Citizen [REDACTED] urinating in public at the location. Upon conducting the stop Involved Officer [REDACTED] attempted to arrest Involved Citizen [REDACTED]. After partially handcuffing Involved Citizen [REDACTED] Involved Officer 1 [REDACTED] was met with active resistance to the arrest. Involved Officer 1 [REDACTED] requested additional officers to assist him in making the arrest. Involved Officers 2 [REDACTED] and 3 [REDACTED] arrived on the scene of the incident and began to assist in the arrest of Involved Citizen [REDACTED]. Due to the active resistance demonstrated by Involved Citizen [REDACTED] the Involved Officers utilized various strikes and a leg sweep to gain control of Involved Citizen [REDACTED]. As a result of the leg sweep, Involved Citizen [REDACTED] fell to the ground sustaining an injury to his right knee when it struck the ground. The Involved Officers were then able to gain control of, and handcuff, Involved Citizen [REDACTED]. Involved Citizen [REDACTED] received basic medical treatment on scene for the scratches and cuts that he sustained to his face, however he was transported to Prince George's Hospital center due to the injury to his knee. Upon receiving additional medical treatment at the hospital, it was determined by Doctor [REDACTED] that Involved Citizen [REDACTED] sustained fractures to</p>	No Action Taken
SI2016-057	[REDACTED]	Hispanic	Male	Excessive/Unnecessary Force	Leg Sweep	Exonerated	None	SI2016-057	9/20/16	Corporal Brian Medina	SIRT	9/12/17	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Leg Sweep] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Leg Sweep] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force [Leg Sweep] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	<p>Narrative(s) On Monday, September 19, 2016 at approximately 0200 hours Involved Officer [REDACTED] conducted a suspicious person stop in the area of the 2100 block of University Boulevard, Hyattsville, Maryland 20783. This stop was conducted after Involved Officer 1 [REDACTED] observed Involved Citizen [REDACTED] urinating in public at the location. Upon conducting the stop Involved Officer [REDACTED] attempted to arrest Involved Citizen [REDACTED]. After partially handcuffing Involved Citizen [REDACTED] Involved Officer 1 [REDACTED] was met with active resistance to the arrest. Involved Officer 1 [REDACTED] requested additional officers to assist him in making the arrest. Involved Officers 2 [REDACTED] and 3 [REDACTED] arrived on the scene of the incident and began to assist in the arrest of Involved Citizen [REDACTED]. Due to the active resistance demonstrated by Involved Citizen [REDACTED] the Involved Officers utilized various strikes and a leg sweep to gain control of Involved Citizen [REDACTED]. As a result of the leg sweep, Involved Citizen [REDACTED] fell to the ground sustaining an injury to his right knee when it struck the ground. The Involved Officers were then able to gain control of, and handcuff, Involved Citizen [REDACTED]. Involved Citizen [REDACTED] received basic medical treatment on scene for the scratches and cuts that he sustained to his face, however he was transported to Prince George's Hospital center due to the injury to his knee. Upon receiving additional medical treatment at the hospital, it was determined by Doctor [REDACTED] that Involved Citizen [REDACTED] sustained fractures to</p>	No Action Taken

SI2016-059	[REDACTED]	White	Male	Excessive/Unnecessary Force	Slapped	Sustained	Fine	SI2016-059	10/18/16	Sergeant Steven Cobb	SIRT	4/25/19	[REDACTED] - Black Female	<p>1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Slapped] - Sustained Actions Taken 1.Fine - \$500 2.Criminal Misconduct [Assault] - Sustained Actions Taken 1.Termination 3.Criminal Misconduct [Assault] - Sustained Actions Taken 1.Termination 4.Use of Language - Sustained Actions Taken 1.Fine - \$250 5.Unbecoming Conduct - Sustained Actions Taken 1.Termination 6.Unbecoming Conduct - Sustained Actions Taken 1.Termination 7.Procedural Violation [Failure to report Use of Force to a Supervisor] - Sustained Actions Taken 1.Written Reprimand 8.Protocol [Attention to Duty] - Sustained Actions Taken 1.AHB - Dismissed Action Taken(s) 1.AHB - Dismissed 2.Fine - \$500 3.Termination 4.Termination 5.Fine - \$250 6.Termination 7.Termination 8.Written Reprimand</p>	<p>Narrative(s) On Sept. 22, 2016, at 2345 hrs, the Respondent had the Involved Citizen stopped. Back up officers arrived and witnessed the Respondent pick up the I.C. by the ears, push her and struck the right side of her face with an open hand. The I.C. was told to leave the area. The I.C. left on foot.</p>	Fine
SI2016-063	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Takedown	Exonerated	None	SI2016-063	11/1/16	Lieutenant William Rayle	SIRT	9/6/18	[REDACTED] - Male	<p>1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Takedown] - Exonerated No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Procedural Violation [Courtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Struck] - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Struck] - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation</p>	<p>Narrative(s) On October 25, 2016 at approximately 1221 hours officers were in the area of 25th Avenue and Iverson Street canvassing for a suspect in a shooting incident which had just occurred at Iverson Mall. Multiple lookouts were given for the suspect, who was last seen on foot running towards Iverson Street. Arriving police units began to set up a perimeter around the area in attempt to apprehend the suspect. The involved officer, Sgt. [REDACTED] was the Officer in Charge in John Sector and responded to the scene. Upon his arrival he began to canvass the surrounding area and observed the involved citizen walking down the sidewalk. The involved citizen was in the area and matched the description of the suspect. (Black male, black hoodie, and blue jeans with facial hair) The involved officer notified the dispatcher that he had a subject matching the description walking in the surrounding area and was going to conduct a stop. The involved officer drove by the involved citizen, parked his cruiser, got out and engaged the involved citizen in conversation. During the stop additional officers responded to assist with the stop. While talking with the involved citizen, the involved officer began to conduct a pat down. Preliminary, it appears that the involved citizen complied and raised his arms. During the pat down the involved officer felt the butt of a handgun. The involved citizen was taken to the ground. While on the ground and while being handcuffed, the involved citizen identified himself as a Metropolitan Police Officer. The involved citizen was handcuffed and after verifying that he was a police</p>	No Action Taken
SI2016-063	[REDACTED]	White	Male	Excessive/Unnecessary Force	Struck	Unfounded	No Action Taken Linked to Employee's Allegation	SI2016-063	11/1/16	Lieutenant William Rayle	SIRT	9/6/18	[REDACTED] - Male	<p>1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Takedown] - Exonerated No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Procedural Violation [Courtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Struck] - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation</p>	<p>Narrative(s) On October 25, 2016 at approximately 1221 hours officers were in the area of 25th Avenue and Iverson Street canvassing for a suspect in a shooting incident which had just occurred at Iverson Mall. Multiple lookouts were given for the suspect, who was last seen on foot running towards Iverson Street. Arriving police units began to set up a perimeter around the area in attempt to apprehend the suspect. The involved officer, Sgt. [REDACTED] was the Officer in Charge in John Sector and responded to the scene. Upon his arrival he began to canvass the surrounding area and observed the involved citizen walking down the sidewalk. The involved citizen was in the area and matched the description of the suspect. (Black male, black hoodie, and blue jeans with facial hair) The involved officer notified the dispatcher that he had a subject matching the description walking in the surrounding area and was going to conduct a stop. The involved officer drove by the involved citizen, parked his cruiser, got out and engaged the involved citizen in conversation. During the stop additional officers responded to assist with the stop. While talking with the involved citizen, the involved officer began to conduct a pat down. Preliminary, it appears that the involved citizen complied and raised his arms. During the pat down the involved officer felt the butt of a handgun. The involved citizen was taken to the ground. While on the ground and while being handcuffed, the involved citizen identified himself as a Metropolitan Police Officer. The involved citizen was handcuffed and after verifying that he was a police</p>	No Action Taken

SI2016-063	[REDACTED]	White	Male	Excessive/Unnecessary Force	Struck	Unfounded	No Action Taken Linked to Employee's Allegation	SI2016-063	11/1/16	Lieutenant William Rayle	SIRT	9/6/18	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Takedown] - Exonerated No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation 3.Procedural Violation [Courtesy] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2.[REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Struck] - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3.[REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Struck] - Unfounded No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained No Action Taken Linked to Employee's Allegation	Narrative(s) On October 25, 2016 at approximately 1221 hours officers were in the area of 25th Avenue and Iverson Street canvassing for a suspect in a shooting incident which had just occurred at Iverson Mall. Multiple lookouts were given for the suspect, who was last seen on foot running towards Iverson Street. Arriving police units began to set up a perimeter around the area in attempts to apprehend the suspect. The involved officer, Sgt. [REDACTED] was the Officer in Charge in John Sector and responded to the scene. Upon his arrival he began to canvass the surrounding area and observed the involved citizen walking down the sidewalk. The involved citizen was in the area and matched the description of the suspect. (Black male, black hoodie, and blue jeans with facial hair) The involved officer notified the dispatcher that he had a subject matching the description walking in the surrounding area and was going to conduct a stop. The involved officer drove by the involved citizen, parked his cruiser, got out and engaged the involved citizen in conversation. During the stop additional officers responded to assist with the stop. While talking with the involved citizen, the involved officer began to conduct a pat down. Preliminarily, it appears that the involved citizen complied and raised his arms. During the pat down the involved officer felt the butt of a handgun. The involved citizen was taken to the ground. While on the ground and while being handcuffed, the involved citizen identified himself as a Metropolitan Police Officer. The involved citizen was handcuffed and after verifying that he was a police officer.	
SI2016-068	[REDACTED]	White	Male	Excessive/Unnecessary Force	Hand strikes	Exonerated	None	SI2016-068	12/13/16	Corporal Evan Baxter	SIRT	12/20/17	1. [REDACTED] - Black Male Allegation(s) 1.Procedural Violation [Discharge of Firearm] - Sustained Actions Taken 1.Fine - \$100 Action Taken(s) 1.Fine - \$100 2.[REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Hand strikes] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3.[REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [taser] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Officers responded to the area of Urn St and Nova Ave, Capital Heights, MD for the report of a male firing a handgun at a street light. Officers met up before entering the area. As the officers were proceeding into the area, another call from a citizen advised that the male had gotten into a black Mercedes and was leaving the area. The officers spotted a black Mercedes leaving the area. When they tried to stop the vehicle it fled. The officers pursued the vehicle until Lt. [REDACTED] came on the air and discontinued the pursuit. Immediately after the officers stopped pursuing they observed the Mercedes pull to the side of the road on Southern Ave. near E. St. Washington D.C. The officers, in two separate cruisers approached the Mercedes. One cruiser pulled to the front of the Mercedes while the other cruiser pulled to the rear. The Involved Citizen then put the Mercedes in reverse and hit the cruiser parked behind it, cruiser #5440. The officers then approached the Mercedes. The Involved Officer approached the Mercedes on the passenger side, while the Witness officers approached the driver's side door. The Involved Officer opened the passenger door, saw a handgun in the lap of the Involved Citizen, who was sitting in the driver's seat. The Involved Officer then entered the vehicle with his issued service weapon drawn. Once in the vehicle the Involved Citizen hit the officer's handgun which caused the officer to discharge his weapon into the roof of the vehicle. The Involved Officer lost control of his weapon and it fell into the driver's seat. The Involved Officer then exited the vehicle without his weapon. The	No Action Taken
SI2016-068	[REDACTED]	White	Male	Excessive/Unnecessary Force	taser	Exonerated	None	SI2016-068	12/13/16	Corporal Evan Baxter	SIRT	12/20/17	1. [REDACTED] - Black Male Allegation(s) 1.Procedural Violation [Discharge of Firearm] - Sustained Actions Taken 1.Fine - \$100 Action Taken(s) 1.Fine - \$100 2.[REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Hand strikes] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3.[REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [taser] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Officers responded to the area of Urn St and Nova Ave, Capital Heights, MD for the report of a male firing a handgun at a street light. Officers met up before entering the area. As the officers were proceeding into the area, another call from a citizen advised that the male had gotten into a black Mercedes and was leaving the area. The officers spotted a black Mercedes leaving the area. When they tried to stop the vehicle it fled. The officers pursued the vehicle until Lt. [REDACTED] came on the air and discontinued the pursuit. Immediately after the officers stopped pursuing they observed the Mercedes pull to the side of the road on Southern Ave. near E. St. Washington D.C. The officers, in two separate cruisers approached the Mercedes. One cruiser pulled to the front of the Mercedes while the other cruiser pulled to the rear. The Involved Citizen then put the Mercedes in reverse and hit the cruiser parked behind it, cruiser #5440. The officers then approached the Mercedes. The Involved Officer approached the Mercedes on the passenger side, while the Witness officers approached the driver's side door. The Involved Officer opened the passenger door, saw a handgun in the lap of the Involved Citizen, who was sitting in the driver's seat. The Involved Officer then entered the vehicle with his issued service weapon drawn. Once in the vehicle the Involved Citizen hit the officer's handgun which caused the officer to discharge his weapon into the roof of the vehicle. The Involved Officer lost control of his weapon and it fell into the driver's seat. The Involved Officer then exited the vehicle without his weapon. The	No Action Taken
SI2016-076	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Punched	Exonerated	None	SI2016-076	12/28/16	Sergeant Kyle Bodenhorn	SIRT	6/15/17	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Respondent was assaulted by the Involved Citizen, at which time the Respondent struck the I.C. in the fact with his fist.	No Action Taken

SI2016-077	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Shooting - Fatal	Exonerated	None	SI2016-077	12/31/16	Sergeant Daniel Hader	SIRT	7/2/18	1. [REDACTED] - Black Male [REDACTED]	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Officers responded to a call for a suspicious vehicle that had been parked outside a vacant home for hours. Upon approach the two subjects inside the vehicle were sleeping. The passenger woke up and attempted to flee on foot and was later apprehended. The Driver grabbed a handgun and pointed it at one of the officers. The Respondent then fired through the windshield at the Involved Citizen striking him in the chest and abdomen.	No Action Taken
SI2017-010	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Shooting - Contact	Exonerated	None	SI2017-010	2/28/17	Sergeant Steven Cobb	SIRT	2/1/18	1. [REDACTED] - Black Male 2. [REDACTED] - Black Female 3. [REDACTED] - Black Male 4. [REDACTED] - Black Male	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Contact] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Officers responded to a call for a domestic. Upon the arrival of the Involved Officer, Witness [REDACTED] went outside to warn the officer that her son was armed with a knife and that he threatened to use it on the police. As Witness [REDACTED] was talking to the Involved Officer, the Involved Citizen exited the house. The Involved Citizen brandished a knife and walked towards the officer. The Involved Officer gave numerous verbal commands to "drop the knife". The Involved Citizen raised the knife towards the officer as the Involved Citizen advanced towards the officer. The Involved Officer discharged his issued duty weapon two times at the Involved Citizen, striking him once in the upper left thigh. The Involved Citizen fell to the ground and attempted to get back up while yelling at the officer "kill me".	No Action Taken
SI2017-022	[REDACTED]	Hispanic	Male	Excessive/Unnecessary Force	Punched	Exonerated	No Action Taken Linked to Employee	SI2017-022	4/26/2017 0:00	Sergeant David Chan	SIRT	6/11/2018 0:00	1. [REDACTED] - Black Male 2. [REDACTED] - Black Male 3. [REDACTED] - Black Male 4. [REDACTED] - Black Male	1. [REDACTED] - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Involved Officer was working secondary employment at Prince George's Hospital Center. Involved Officer was requested to assist with a disorderly patient that had just arrived. Involved Citizen [REDACTED] was being very uncooperative with Witness Moore and Witness Wood. Involved Officer asked Involved Citizen [REDACTED] to exit the ambulance. Involved Citizen [REDACTED] exited the ambulance and then punched Involved Officer in the chest. Involved Officer reacted immediately and punched Involved Citizen [REDACTED] in the face. X-rays later revealed that the Involved Citizen had a fractured jaw. The Involved Citizen was located drunk in the roadway by the fire department and had been transported to the hospital by the two witnesses. While attempting to assist the Involved Citizen in the field Witness [REDACTED] was assaulted by the Involved Citizen.	No Action Taken

SI2017-024	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Closed Fist Strike	Unfounded	No Action Taken Linked to Employee's Allegation	SI2017-024	5/10/17	Corporal Evan Baxter	SIRT	1/17/19	1. [REDACTED] - Black Male Allegation(s) 1.Unbecoming Conduct (illegal search) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force (Closed Fist Strike) - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation 2. [REDACTED] - Black Male Allegation(s) 1.Unbecoming Conduct (Illegal search) Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force (Closed Fist Strike) - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation	Narrative(s) The Involved Citizen claims the police beat him, illegally searched his vehicle, took him to the hospital and left him there.
SI2017-024	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Closed Fist Strike	Unfounded	No Action Taken Linked to Employee's Allegation	SI2017-024	5/10/17	Corporal Evan Baxter	SIRT	1/17/19	1. [REDACTED] - Black Male Allegation(s) 1.Unbecoming Conduct (illegal search) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force (Closed Fist Strike) - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation 2. [REDACTED] - Black Male Allegation(s) 1.Unbecoming Conduct (Illegal search) Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force (Closed Fist Strike) - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation	Narrative(s) The Involved Citizen claims the police beat him, illegally searched his vehicle, took him to the hospital and left him there.
SI2017-030	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Takedown	Exonerated	None	SI2017-030	6/7/17	Corporal Brian Medina	SIRT	5/22/19	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force (Takedown) - Exonerated No Action Taken Linked to Employee's Allegation 2. [REDACTED] - Black Male Allegation(s) 1.Unbecoming Conduct (illegal search) - Unfounded No Action Taken Linked to Employee's Allegation 3. [REDACTED] - Black Female Allegation(s) 1.Unbecoming Conduct (illegal search) - Unfounded No Action Taken Linked to Employee's Allegation 4. [REDACTED] - Black Female Allegation(s) 1.Unbecoming Conduct (illegal search) - Unfounded No Action Taken Linked to Employee's Allegation	Narrative(s) The respondent was working part time at the LOI and a physical fight erupted. As the Respondent moved toward the location of the fight, individuals began to flee. The Respondent made contact with the IC that was involved in the fight. As the R attempted to place the IC under arrest the IC began to struggle and a witness stated that the IC was the one that pointed a gun at them. As the R and the IC struggled, witness [REDACTED] removed a handgun from the IC's waistband. The handgun was removed and secured from the witness by the R as he struggled with the IC. The struggle continued and moved out into a grassy area. The R initiated a take down on the grass and was able to handcuff the IC. The IC was transported to the hospital where a broken orbital socket was discovered.

SI2017-033	[REDACTED]	Black	Female	Excessive/Unnecessary Force	Struck	Exonerated	None	SI2017-033	7/7/17	Sergeant Daniel Hader	SIRT	8/20/19	1. [REDACTED] - Black Male	1. [REDACTED] - Black Female Allegation(s) 1.Excessive/Unnecessary Force [Struck] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Struck] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Struck] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The R's were working an overtime assignment when they noticed a listed stolen vehicle. The officers set up a perimeter and the I.C. jumped out of the vehicle and began to flee on foot. The R's gave chase and were able to catch up to the I.C. and a struggle ensued. The I.C. was struck in the face and suffered a broken bone.	No Action Taken
SI2017-033	[REDACTED]	White	Male	Excessive/Unnecessary Force	Struck	Exonerated	None	SI2017-033	7/7/17	Sergeant Daniel Hader	SIRT	8/20/19	1. [REDACTED] - Black Male	1. [REDACTED] - Black Female Allegation(s) 1.Excessive/Unnecessary Force [Struck] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Struck] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Struck] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The R's were working an overtime assignment when they noticed a listed stolen vehicle. The officers set up a perimeter and the I.C. jumped out of the vehicle and began to flee on foot. The R's gave chase and were able to catch up to the I.C. and a struggle ensued. The I.C. was struck in the face and suffered a broken bone.	No Action Taken
SI2017-033	[REDACTED]	White	Male	Excessive/Unnecessary Force	Struck	Exonerated	None	SI2017-033	7/7/17	Sergeant Daniel Hader	SIRT	8/20/19	1. [REDACTED] - Black Male	1. [REDACTED] - Black Female Allegation(s) 1.Excessive/Unnecessary Force [Struck] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Struck] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Struck] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The R's were working an overtime assignment when they noticed a listed stolen vehicle. The officers set up a perimeter and the I.C. jumped out of the vehicle and began to flee on foot. The R's gave chase and were able to catch up to the I.C. and a struggle ensued. The I.C. was struck in the face and suffered a broken bone.	No Action Taken

SI2017-034	[REDACTED]	White	Male	Excessive/Unnecessary Force		Non-Sustained	No Action Taken Linked to Employee's Allegation	SI2017-034	7/17/17	Corporal Evan Baxter	SIRT	7/12/19	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation 2.Use of Language - Unfounded No Action Taken Linked to Employee's Allegation 3.Procedural Violation [Failure to Report Use of Force] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Procedural Violation [Use of Force Review] - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The involved employee was involved in an incident with the I.C. on the side of the road. The employee had a weapon and got into a verbal argument with the I.C. The I.C. also stated an officer was present. The I.C. and the Respondents got into a struggle on the side of the road. The I.C. got the tag # of the vehicle and it came back to the Involved Employee.	No Action Taken
SI2017-037	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Struck	Exonerated	No Action Taken Linked to Employee	SI2017-037	7/28/2017 0:00	Corporal Ja'net Pettus	SIRT	2/21/2019 0:00	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Struck] - Exonerated No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained Actions Taken 1.None Action Taken(s) 1.None 2.None 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Struck] - Exonerated No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained Actions Taken 1.None Action Taken(s) 1.None 2.None 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Struck] - Exonerated No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained Actions Taken 1.None Action Taken(s) 1.none 2.None	Narrative(s) Officers came into contact with the IC on a traffic stop. The IC attempted to flee but was stopped by officers. The IC struggled with officers and was reaching into his waistband area. Respondents began to strike the IC. and were able to retrieve the handgun from the waistband. The I.C. suffered a fractured sinus.	No Action Taken
SI2017-037	[REDACTED]	White	Male	Excessive/Unnecessary Force	Struck	Exonerated	No Action Taken Linked to Employee	SI2017-037	7/28/2017 0:00	Corporal Ja'net Pettus	SIRT	2/21/2019 0:00	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Struck] - Exonerated No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained Actions Taken 1.None Action Taken(s) 1.None 2.None 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Struck] - Exonerated No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained Actions Taken 1.None Action Taken(s) 1.none 2.None	Narrative(s) Officers came into contact with the IC on a traffic stop. The IC attempted to flee but was stopped by officers. The I.C. struggled with officers and was reaching into his waistband area. Respondents began to strike the IC. and were able to retrieve the handgun from the waistband. The I.C. suffered a fractured sinus.	No Action Taken



SI2017-037	[REDACTED]	White	Male	Excessive/Unnecessary Force	Struck	Exonerated	No Action Taken Linked to Employee	SI2017-037	7/28/2017 0:00	Corporal Ja'net Pettus	SIRT	2/21/2019 0:00	Male	<p>1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force (Struck) - Exonerated No Action Taken Linked to Employee's Allegation</p> <p>2.Use of Language - Non-Sustained Actions Taken 1.None Action Taken(s) 1.None 2.None 2. [REDACTED] - White Male Allegation(s)</p> <p>1.Excessive/Unnecessary Force (Struck) - Exonerated No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained Actions Taken 1.None Action Taken(s) 1.None 2.None 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Struck) - Exonerated No Action Taken Linked to Employee's Allegation 2.Use of Language - Non-Sustained Actions Taken 1.None Action Taken(s) 1.none 2.None</p>	Narrative(s) Officers came into contact with the IC on a traffic stop. The IC attempted to flee but was stopped by officers. The IC struggled with officers and was reaching into his waistband area. Respondents began to strike the IC, and were able to retrieve the handgun from the waistband. The IC suffered a fractured sinus.	No Action Taken
SI2017-043	[REDACTED]	Black	Male	Excessive/Unnecessary Force		Non-Sustained	No Action Taken Linked to Employee's Allegation	SI2017-043	8/6/17	Corporal Evan Baxter	SIRT	5/10/19	Black Male Black Male Black Female	<p>1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation</p> <p>2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 5. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p>	Narrative(s) The Rs attempted a traffic stop on the IC. The IC refused to stop and accelerated, lost control of the vehicle and drove into a house. The IC exited and ran into his residence nearby. The home owner opened the door allowing police inside. The Rs and the IC struggled and the IC was arrested and taken to PGH for treatment. He suffered a fractured nasal bone.	No Action Taken
SI2017-043	[REDACTED]	White	Male	Excessive/Unnecessary Force		Exonerated	None	SI2017-043	8/6/17	Corporal Evan Baxter	SIRT	5/10/19	Black Female	<p>1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation</p> <p>2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 5. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p>	Narrative(s) The Rs attempted a traffic stop on the IC. The IC refused to stop and accelerated, lost control of the vehicle and drove into a house. The IC exited and ran into his residence nearby. The home owner opened the door allowing police inside. The Rs and the IC struggled and the IC was arrested and taken to PGH for treatment. He suffered a fractured nasal bone.	No Action Taken

SI2017-043	[REDACTED]	White	Male	Excessive/Unnecessary Force	Exonerated	None	SI2017-043	8/6/17	Corporal Evan Baxter	SIRT	5/10/19	[REDACTED] Black Female	<p>1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 5. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p>	<p>Narrative(s) The Rs attempted a traffic stop on the IC. The IC refused to stop and accelerated, lost control of the vehicle and drove into a house. The IC exited and ran into his residence nearby. The home owner opened the door allowing police inside. The Rs and the IC struggled and the IC was arrested and taken to PGH for treatment. He suffered a fractured nasal bone.</p>	No Action Taken
SI2017-043	[REDACTED]	Hispanic	Male	Excessive/Unnecessary Force	Exonerated	None	SI2017-043	8/6/17	Corporal Evan Baxter	SIRT	5/10/19	[REDACTED] Black Female	<p>1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 5. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p>	<p>Narrative(s) The Rs attempted a traffic stop on the IC. The IC refused to stop and accelerated, lost control of the vehicle and drove into a house. The IC exited and ran into his residence nearby. The home owner opened the door allowing police inside. The Rs and the IC struggled and the IC was arrested and taken to PGH for treatment. He suffered a fractured nasal bone.</p>	No Action Taken
SI2017-043	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Exonerated	None	SI2017-043	8/6/17	Corporal Evan Baxter	SIRT	5/10/19	[REDACTED] Black Female	<p>1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 5. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p>	<p>Narrative(s) The Rs attempted a traffic stop on the IC. The IC refused to stop and accelerated, lost control of the vehicle and drove into a house. The IC exited and ran into his residence nearby. The home owner opened the door allowing police inside. The Rs and the IC struggled and the IC was arrested and taken to PGH for treatment. He suffered a fractured nasal bone.</p>	No Action Taken

SI2017-043	[REDACTED]	White	Male	Excessive/Unnecessary Force	Grabbed	Unfounded	No Action Taken Linked to Employee's Allegation	SI2017-043	8/6/17	Corporal Evan Baxter	SIRT	5/10/19	[REDACTED]	Black Female	<p>1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation</p> <p>2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 5. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p>	<p>Narrative(s) The Rs attempted a traffic stop on the IC. The IC refused to stop and accelerated, lost control of the vehicle and drove into a house. The IC exited and ran into his residence nearby. The home owner opened the door allowing police inside. The Rs and the IC struggled and the IC was arrested and taken to PGH for treatment. He suffered a fractured nasal bone.</p>
SI2017-043	[REDACTED]	Hispanic	Male	Excessive/Unnecessary Force	Grabbed	Unfounded	No Action Taken Linked to Employee's Allegation	SI2017-043	8/6/17	Corporal Evan Baxter	SIRT	5/10/19	[REDACTED]	Black Female	<p>1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation</p> <p>2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 5. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p>	<p>Narrative(s) The Rs attempted a traffic stop on the IC. The IC refused to stop and accelerated, lost control of the vehicle and drove into a house. The IC exited and ran into his residence nearby. The home owner opened the door allowing police inside. The Rs and the IC struggled and the IC was arrested and taken to PGH for treatment. He suffered a fractured nasal bone.</p>
SI2017-043	[REDACTED]	White	Male	Excessive/Unnecessary Force	Grabbed	Unfounded	No Action Taken Linked to Employee's Allegation	SI2017-043	8/6/17	Corporal Evan Baxter	SIRT	5/10/19	[REDACTED]	Black Female	<p>1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation</p> <p>2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 5. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation 3.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee</p>	<p>Narrative(s) The Rs attempted a traffic stop on the IC. The IC refused to stop and accelerated, lost control of the vehicle and drove into a house. The IC exited and ran into his residence nearby. The home owner opened the door allowing police inside. The Rs and the IC struggled and the IC was arrested and taken to PGH for treatment. He suffered a fractured nasal bone.</p>

SI2017-043	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Grabbed	Unfounded	No Action Taken Linked to Employee's Allegation	SI2017-043	8/6/17	Corporal Evan Baxter	SIRT	5/10/19	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 5. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Rs attempted a traffic stop on the IC. The IC refused to stop and accelerated, lost control of the vehicle and drove into a house. The IC exited and ran into his residence nearby. The home owner opened the door allowing police inside. The Rs and the IC struggled and the IC was arrested and taken to PGH for treatment. He suffered a fractured nasal bone.	
SI2017-043	[REDACTED]	White	Male	Excessive/Unnecessary Force	Grabbed	Unfounded	No Action Taken Linked to Employee's Allegation	SI2017-043	8/6/17	Corporal Evan Baxter	SIRT	5/10/19	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - Hispanic Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 5. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Unfounded No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3.Excessive/Unnecessary Force - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Rs attempted a traffic stop on the IC. The IC refused to stop and accelerated, lost control of the vehicle and drove into a house. The IC exited and ran into his residence nearby. The home owner opened the door allowing police inside. The Rs and the IC struggled and the IC was arrested and taken to PGH for treatment. He suffered a fractured nasal bone.	
SI2017-048	[REDACTED]	White	Female	Excessive/Unnecessary Force	Taser	Exonerated	None	SI2017-048	8/31/17	Sergeant Daniel Hader	SIRT	6/18/18	1. [REDACTED] - White Female Allegation(s) 1.Excessive/Unnecessary Force (Taser) - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Officers found the IC's vehicle abandoned in the roadway. The IC was located on foot in a parking lot adjacent to the Redskins Stadium. The IC was shadow boxing and uttering incoherently, appearing to be on PCP. The IC came towards officers with closed fists, at which time the taser was deployed and he was taken to the ground and handcuffed.	No Action Taken
SI2017-063	[REDACTED]	White	Male	Excessive/Unnecessary Force	Punched	Exonerated	None	SI2017-063	11/13/17	Sergeant Steven Cobb	SIRT	9/20/18	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force (Punched) - Exonerated No Action Taken Linked to Employee's Allegation 2.Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - Asian Male Allegation(s) 1.Excessive/Unnecessary Force (Grabbed) - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) On November 7, 2017 SIRT was notified of a Use of Force with a broken bone. On November 6, 2017, Officers responded to LOI for an attempted armed carjacking that had just occurred. Upon their arrival, investigators observed the Involved Citizen flee from the location of incident. Following a brief foot chase, the Respondent and the Witness were able to locate the Involved Citizen. The Respondent tackled the Involved Citizen to the ground. The Involved Citizen began struggling with the Respondent and kept trying to reach into his pants pocket. The Respondent delivered hard personal weapon strikes to the IC to try and gain control. The witness arrived and helped get the IC's arms behind his back to be handcuffed. After the IC was handcuffed a black and silver folding knife was recovered from his pants pocket. Once in custody, the robbery victim positively identified the IC as the individual who attempted to carjack him at knife point. The IC was transported to Laurel Regional Hospital in Morningside Ambulance 827 for injuries he sustained to his face, during a struggle with investigators. An X-ray revealed that the Involved Citizen had suffered a fractured left orbital bone. It was decided that due to his age, 14, he would be transported to Children's Hospital in D.C. for treatment.	No Action Taken

SI2017-063	[REDACTED]	Asian	Male	Excessive/Unnecessary Force	Grabbed	Exonerated	None	SI2017-063	11/13/17	Sergeant Steven Cobb	SIRT	9/20/18	1. [REDACTED] - Black Male 2. [REDACTED] - Asian Male	1. Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation 2. Unbecoming Conduct - Non-Sustained No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - Asian Male Allegation(s) 1. Excessive/Unnecessary Force [Grabbed] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) On November 7, 2017 SIRT was notified of a Use of Force with a broken bone. On November 6, 2017, Officers responded to LOI for an attempted armed carjacking that had just occurred. Upon their arrival, investigators observed the Involved Citizen flee from the location of incident. Following a brief foot chase, the Respondent and the Witness were able to locate the Involved Citizen. The Respondent tackled the Involved Citizen to the ground. The Involved Citizen began struggling with the Respondent and kept trying to reach into his pants pocket. The Respondent delivered hard personal weapon strikes to the IC to try and gain control. The witness arrived and helped get the IC's arms behind his back to be handcuffed. After the IC was handcuffed a black and silver folding knife was recovered from his pants pocket. Once in custody, the robbery victim positively identified the IC, as the individual who attempted to carjack him at knife point. The IC was transported to Laurel Regional Hospital in Morningside Ambulance 827 for injuries he sustained to his face, during a struggle with investigators. An X-ray revealed that the Involved Citizen had suffered a fractured left orbital bone. It was decided that due to his age, 14, he would be transported to Children's Hospital in D.C. for treatment.	No Action Taken
SI2017-077	[REDACTED]	White	Male	Excessive/Unnecessary Force	Punched	Exonerated	None	SI2017-077	12/27/17	Sergeant Daniel Hader	SIRT	5/10/19	1. [REDACTED] - Black Male 2. [REDACTED] - Black Male 3. [REDACTED] - White Male 4. [REDACTED] - Black Male	1. Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1. Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1. Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - Black Male Allegation(s) 1. Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Officers came upon an unoccupied vehicle stopped in the roadway with several individuals standing around. The officers approached the individuals giving commands. All complied except the I.C. The I.C. reached into his waistband and refused to obey commands. A struggle occurred and the I.C. suffered a broken nose.	No Action Taken
SI2017-077	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Punched	Exonerated	None	SI2017-077	12/27/17	Sergeant Daniel Hader	SIRT	5/10/19	1. [REDACTED] - Black Male 2. [REDACTED] - Black Male 3. [REDACTED] - Black Male 4. [REDACTED] - Black Male	1. Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1. Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1. Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. [REDACTED] - Black Male Allegation(s) 1. Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Officers came upon an unoccupied vehicle stopped in the roadway with several individuals standing around. The officers approached the individuals giving commands. All complied except the I.C. The I.C. reached into his waistband and refused to obey commands. A struggle occurred and the I.C. suffered a broken nose.	No Action Taken

SI2017-077	[REDACTED]	White	Male	Excessive/Unnecessary Force	Punched	Exonerated	None	SI2017-077	12/27/17	Sergeant Daniel Hader	SIRT	5/10/19	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. Alston, [REDACTED] - Black Male 1.Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Officers came upon an unoccupied vehicle stopped in the roadway with several individuals standing around. The officers approached the individuals giving commands. All complied except the I.C. The I.C. reached into his waistband and refused to obey commands. A struggle occurred and the I.C. suffered a broken nose.	No Action Taken
SI2017-077	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Punched	Exonerated	None	SI2017-077	12/27/17	Sergeant Daniel Hader	SIRT	5/10/19	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 3. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 4. Alston, [REDACTED] - Black Male 1.Excessive/Unnecessary Force [Punched] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Officers came upon an unoccupied vehicle stopped in the roadway with several individuals standing around. The officers approached the individuals giving commands. All complied except the I.C. The I.C. reached into his waistband and refused to obey commands. A struggle occurred and the I.C. suffered a broken nose.	No Action Taken
SI2018-002	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Empty Hand Strike	Exonerated	None	SI2018-002	1/29/18	Corporal Evan Baxter	SIRT	5/21/19	1. [REDACTED] Sr. [REDACTED] - Black Male 2. [REDACTED] - Hispanic Male 3. [REDACTED] - Black Male 1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Empty Hand Strike] - Exonerated No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Empty Hand Strike] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Officers were en route to a call, when they came upon the IC in the roadway yelling in Jamaican. Officers believed the IC had been struck by a vehicle. As the Officers approached, the Involved Citizen continued to be irate and yelling in Jamaican. Involved Officer [REDACTED] attempted to communicate with the Involved Citizen at which time the Involved Citizen grabbed Involved Officer [REDACTED] in a bear hug type grab. The Involved Officers utilized closed empty hand strikes and managed to get the Involved Citizen on the ground. While on the ground the Witness Officer assisted with placing the Involved Citizen in handcuffs.	No Action Taken

SI2018-002	[REDACTED]	Black	Male	Excessive/Unnecessary Force		Exonerated	None	SI2018-002	1/29/18	Corporal Evan Baxter	SIRT	5/21/19	1. [REDACTED] - Black Male [Empty Hand Strike] - Exonerated No Action Taken Linked to Employee's Allegation 2. [REDACTED] - Black Male [Empty Hand Strike] - Exonerated No Action Taken Linked to Employee's Allegation 3. [REDACTED] - Black Male	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Empty Hand Strike] - Exonerated No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation 2. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Empty Hand Strike] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Officers were en route to a call, when they came upon the IC in the roadway yelling in Jamaican. Officers believed the IC had been struck by a vehicle. As the Officers approached, the Involved Citizen continued to be irate and yelling in Jamaican. Involved Officer [REDACTED] attempted to communicate with the Involved Citizen at which time the Involved Citizen grabbed Involved Officer [REDACTED] in a bear hug type grab. The Involved Officers utilized closed empty hand strikes and managed to get the Involved Citizen on the ground. While on the ground the Witness Officer assisted with placing the Involved Citizen in handcuffs.	No Action Taken
SI2018-002	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Empty Hand Strike	Exonerated	None	SI2018-002	1/29/18	Corporal Evan Baxter	SIRT	5/21/19	1. [REDACTED] - Black Male [Empty Hand Strike] - Exonerated No Action Taken Linked to Employee's Allegation 2. [REDACTED] - Black Male [Empty Hand Strike] - Exonerated No Action Taken Linked to Employee's Allegation 3. [REDACTED] - Black Male	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Empty Hand Strike] - Exonerated No Action Taken Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee's Allegation 2. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Empty Hand Strike] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Officers were en route to a call, when they came upon the IC in the roadway yelling in Jamaican. Officers believed the IC had been struck by a vehicle. As the Officers approached, the Involved Citizen continued to be irate and yelling in Jamaican. Involved Officer [REDACTED] attempted to communicate with the Involved Citizen at which time the Involved Citizen grabbed Involved Officer [REDACTED] in a bear hug type grab. The Involved Officers utilized closed empty hand strikes and managed to get the Involved Citizen on the ground. While on the ground the Witness Officer assisted with placing the Involved Citizen in handcuffs.	No Action Taken
SI2018-008	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Shooting - Fatal	Exonerated	None	SI2018-008	2/21/18	Sergeant David Chandler	SIRT	7/12/19	1. [REDACTED] - Black Male 2. [REDACTED] - Black Female 3. [REDACTED] - Hispanic Male 4. [REDACTED] - Hispanic Male	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Witness [REDACTED] is the I.C.'s wife. She had a protective order against the I.C. The Witness [REDACTED] went to [REDACTED] for assistance, stating that her estranged husband was there. While Witness [REDACTED] and Decedent Officer [REDACTED] were talking in the front yard, Involved Citizen [REDACTED] approached them armed with a shotgun. Decedent Officer [REDACTED] drew his firearm while engaging Involved Citizen [REDACTED] in verbal dialog. Witnesses [REDACTED] and [REDACTED] quickly sought cover and could not directly observe the Involved Citizen and Decedent Officer's interactions. Witness [REDACTED] heard Involved Citizen [REDACTED] tell Decedent Officer [REDACTED] that he was not going to put down his weapon and then heard approximately 3 shots. Witness [REDACTED] then observed Decedent Officer [REDACTED] lying in the road way. Involved Citizen [REDACTED] reached over and took Decedent Officer [REDACTED] firearms, before fleeing the scene to the rear of the house. A lookout was then broadcast for Involved Citizen [REDACTED] Cadillac Escalade. Charles County Deputy then observed the vehicle at Rt. 228 and the Charles County Line and initiated a vehicle pursuit. Officers pursued the Involved Citizen northbound on 210 until his vehicle was forced to stop on 210 at Old Fort Road. Following the Involved Citizen's bailout Involved Officers [REDACTED] and [REDACTED] gave chase on foot into the wood line. The Involved Officers then discharged their firearms, striking and killing the Involved Citizen.	No Action Taken

SI2018-008	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Shooting - Fatal	Exonerated	None	SI2018-008	2/21/18	Sergeant David Chandler	SIRT	7/12/19	1 [REDACTED] - Black Male 2 [REDACTED] - Black Female 3 [REDACTED] - Black Female 4 [REDACTED] - Hispanic Male 5 [REDACTED] - Hispanic Male	1 [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Fatal] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Witness [REDACTED] is the I.C.'s wife. She had a protective order against the I.C. The Witness [REDACTED] went to [REDACTED] for assistance, stating that her estranged husband was there. While Witness [REDACTED] and Decedent Officer [REDACTED] were talking in the front yard, Involved Citizen [REDACTED] approached them armed with a shotgun. Decedent Officer [REDACTED] drew his firearm while engaging Involved Citizen [REDACTED] in verbal dialog. Witnesses [REDACTED] and [REDACTED] quickly sought cover and could not directly observe the Involved Citizen and Decedent Officer's interactions. Witness [REDACTED] heard Involved Citizen [REDACTED] tell Decedent Officer [REDACTED] that he was not going to put down his weapon and then heard approximately 3 shots. Witness [REDACTED] then observed Decedent Officer [REDACTED] lying in the road way. Involved Citizen [REDACTED] reached over and took Decedent Officer [REDACTED] firearm, before fleeing the scene to the rear of the house. A lookout was then broadcast for Involved Citizen [REDACTED] Cadillac Escalade. Charles County Deputy's then observed the vehicle at Rt. 228 and the Charles County Line and initiated a vehicle pursuit. Officers pursued the Involved Citizen northbound on 210 until his vehicle was forced to stop on 210 at Old Fort Road. Following the Involved Citizen's bailout Involved Officers [REDACTED] and [REDACTED] gave chase on foot into the wood line. The Involved Officers then discharged their firearms, striking and killing the Involved Citizen.	No Action Taken
SI2018-009	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Shooting - Contact	Exonerated	None	SI2018-009	2/22/18	Corporal Ja'net Pettus	SIRT	2/25/19	1 [REDACTED] - Black Male	1 [REDACTED] - Black Male Allegation(s) 1.Excessive Force Other Agency [Shooting - Contact] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) THIS IS AN EDMONSTON POLICE DEPARTMENT SHOOTING. Officer [REDACTED] was on patrol in the 4200 block of Kenilworth Avenue when he observed the Involved Citizen walking in the area. The Involved Citizen was talking to himself and yelling loudly. Involved Officer [REDACTED] asked the Involved Citizen if he was OK and the Involved Citizen continued walking and yelling loudly. The Involved Citizen walked to the [REDACTED] Liquor store at [REDACTED] where the Involved Officer attempted to engage him in conversation. The Involved Citizen continued to talk loudly and incoherently. The Involved Officer had the Involved Citizen place his backpack on the ground and attempted to perform a pat down on the Involved Citizen. The Involved Citizen pushed away from the Involved Officer and refused to comply with the Involved Officer's commands to get down on the ground. The Involved Officer took his Taser out and continued to tell the Involved Citizen to get on the ground. The Involved Citizen threw two beer cans at the Involved Officer and the Involved Officer deployed his Taser at the Involved Citizen. The Taser had no effect on the Involved Citizen and the Involved Officer then drew his handgun and continued to order the Involved Citizen to get on the ground. The Involved Citizen did not comply with the Involved Officers commands. The Involved Citizen then threw his backpack at the Involved Officer and charged at the Involved Officer. The Involved Officer then fired four rounds at the Involved Citizen striking him several times in the torso.	No Action Taken
SI2018-010	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Takedown	Exonerated	None	SI2018-010	2/26/18	Sergeant David Chandler	SIRT	6/28/19	1 [REDACTED] - Black Male	1 [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Takedown] - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee 2. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The I.C. was being placed under arrest when the IC threw his elbow back at the officer and began resisting arrest. The two struggled and the R gave hand strikes to the IC to gain control. The IC was then placed in handcuffs and taken into custody.	No Action Taken



SI2018-010	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Exonerated	None	SI2018-010	2/26/18	Sergeant David Chandler	SIRT	6/28/19	1. [REDACTED] - Black Male	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Takedown] - Exonerated No Action Takens Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Takens Linked to Employee's Allegation No Action Takens Linked to Employee 2. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Takens Linked to Employee's Allegation No Action Takens Linked to Employee	Narrative(s) The I.C. was being placed under arrest when the IC threw his elbow back at the officer and began resisting arrest. The two struggled and the R gave hand strikes to the IC to gain control. The IC was then placed in handcuffs and taken into custody.	No Action Taken
SI2018-010	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Exonerated	None	SI2018-010	2/26/18	Sergeant David Chandler	SIRT	6/28/19	1. [REDACTED] - Black Male	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Takedown] - Exonerated No Action Takens Linked to Employee's Allegation 2.Excessive/Unnecessary Force - Exonerated No Action Takens Linked to Employee's Allegation No Action Takens Linked to Employee 2. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force - Exonerated No Action Takens Linked to Employee's Allegation No Action Takens Linked to Employee	Narrative(s) The I.C. was being placed under arrest when the IC threw his elbow back at the officer and began resisting arrest. The two struggled and the R gave hand strikes to the IC to gain control. The IC was then placed in handcuffs and taken into custody.	No Action Taken
SI2018-023	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Exonerated	None	SI2018-023	5/3/18	Sergeant Daniel Hader	SIRT	6/25/19	1. [REDACTED] Correv - Black Male 2. [REDACTED] - Black Female	1. [REDACTED] - Black Male Allegation(s) 1.Excessive/Unnecessary Force [Shooting - Contact] - Exonerated No Action Takens Linked to Employee's Allegation No Action Takens Linked to Employee	Narrative(s) The ROPE division was executing a search warrant. The I.C. barricaded himself in a bedroom. When officers forced entry, the I.C. would not comply and refused to show his hands. The I.C. had a warrant for a shooting in DC. The R fired one shot at the I.C. striking him in the stomach, fearing the I.C. was concealing a handgun.	No Action Taken
SIQ2016-001	[REDACTED]	White	Male	Excessive/Unnecessary Force	Inquiry completed	None	SIQ2016-001	1/4/16	Lieutenant Hugh Darden	SIRT	1/14/16	1. [REDACTED] - Black Male	1. [REDACTED] - White Male Allegation(s) 1.Excessive/Unnecessary Force [Canine Seizure] - Inquiry completed No Action Takens Linked to Employee's Allegation No Action Takens Linked to Employee	Narrative(s) The R deployed responded to the scene of a residential alarm with his canine. The R was authorized to deploy his canine [REDACTED] into the home to search for a person. The home owners were not at home and advised no one should be inside the home. Canine located the Involved citizen inside a closet in the home.	No Action Taken

SIQ2017-003	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Canine Seizure	Inquiry completed	None	SIQ2017-003	9/6/17	Lieutenant Hugh Darden	SIRT	10/10/18	1. [REDACTED] - Black Male Allegation(s) 1. Excessive/Unnecessary Force [Canine Seizure] - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) Details to follow	No Action Taken
SIQ2017-004	[REDACTED]	Black	Male	Use of Force	broken bone	Unfounded	No Action Taken Linked to Employee's Allegation	SIQ2017-004	11/17/17	Sergeant Tina Blackstone	SIRT	11/3/17	1. [REDACTED] - Black Male Allegation(s) 1. Use of Force [broken bone] - Unfounded No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) The Respondent initiated a traffic stop on Contee Road. The driver fled at a high rate of speed. The Respondent did not pursue the vehicle, per the supervisor's direction to terminate. Further down the road in the area of Baltimore Avenue, the vehicle lost control hitting a metal pole. The Driver fled on foot and climbed a wall not knowing the other side was a 9 foot drop. The Driver broke his arm when he landed on the other side of the wall. SIRT was notified of the broken bone and responded to obtain more information. Due to the fact, that the IC broke a bone by his own actions, a use of force investigation by SIRT was not conducted, but information was gathered for an SIRT inquiry.	
SIQ2017-008	[REDACTED]	Black	Male	Excessive/Unnecessary Force	Canine Seizure	Inquiry Completed	No Action Taken Linked to Employee's Allegation	SIQ2017-008	3/28/2017 0:00	Lieutenant William R	SIRT	10/31/2019 0:00	1. [REDACTED] - Black Male Allegation(s) 1. Excessive/Unnecessary Force [Canine Seizure] - Inquiry completed No Action Taken Linked to Employee's Allegation No Action Taken Linked to Employee	Narrative(s) MTAP requested PGPD canine unit to respond to LOI for an armed robbery suspect. Officers tracked the stolen iPad to a residence. A perimeter of the residence. Canine [REDACTED] was deployed when the involved citizen ran out the back door of the residence. The canine was released and was able to seize the involved citizen.	No Action Taken
SIQ2018-009	[REDACTED]	White	Male	Excessive/Unnecessary Force	Canine Seizure	Inquiry completed	None	SIQ2018-009	11/5/18	Sergeant Steven Cobb	SIRT	10/11/18	1. [REDACTED] - White Male Allegation(s) 1. Excessive/Unnecessary Force [Canine Seizure] - Inquiry completed Actions Taken 1. None Action Taken(s) 1. None	Narrative(s) Canine was called to the scene of a school alarm. The Canine and his handler (the Respondent) entered the LOI and were able to locate the I.C. hiding inside the school.	No Action Taken

**EXHIBIT E**

**Exhibit E***(All Figures in Percent)*

	<b>Black</b>	<b>Hispanic</b>	<b>White</b>
<b><u>Overall Sworn Force</u></b>	<b><u>42.8</u></b>	<b><u>9.1</u></b>	<b><u>44.5</u></b>
All Charges Processed	46.2	10.2	40.7
Charges Dismissed - Inquiry Only (FCIQ, IAQ, SIQ)	41.0	8.4	47.0
External Charges Pursued (IA & SI)	44.9	8.3	44.3
Internal Charges Pursued (PS)	51.2	14.2	31.2
All Charges Sustained	50.8	12.3	33.8
All Actions/Punishments	54.0	10.5	33.2
Reprimands	49.1	12.2	35.0
Fines	52.7	11.1	34.1
Suspensions/Leave without Pay	65.5	3.5	29.3
Rank Reduction	57.1	14.3	28.6
Removal from Promotion Cycle			
Resigned to Avoid Discipline	73.9	0	21.7
Terminated	71.4	9.5	19.1

**EXHIBIT F**

**EXHIBIT F****Disciplinary Acts By Race of Officers**

	<b>Asian</b>	<b>Black</b>	<b>Hispanic</b>	<b>White</b>	<b>Total</b>
(Excludes Cases Where Race Not Shown)					
<b>All Charges</b>	<b>203</b>	<b>3222</b>	<b>712</b>	<b>2836</b>	<b>6973</b>
<b>INQUIRY ONLY</b>					
FCIQ	36	399	86	439	
IAQ	7	92	16	109	
SIQ	3	36	6	56	
<b>TOTAL</b>	<b>46</b>	<b>527</b>	<b>108</b>	<b>604</b>	<b>1285</b>
<b>FORMAL PROCESS</b>					
IA	58	966	222	1043	
PS	70	1158	318	708	
SI	29	579	64	481	
<b>TOTAL</b>	<b>157</b>	<b>2695</b>	<b>604</b>	<b>2232</b>	<b>5688</b>
<b>SUSTAINED</b>	<b>93</b>	<b>1530</b>	<b>370</b>	<b>1016</b>	<b>3009</b>

<b>TOTAL PUNISHMENT</b>	<b>20</b>	<b>459</b>	<b>89</b>	<b>282</b>	<b>850</b>
<b>REPRIMAND</b>	11	185	46	132	377
<b>FINES</b>	6	147	31	95	279
<b>SUSP./LEAVE WITHOUT PAY</b>	2	76	4	34	116
<b>RANK ACTIONS</b>	0	24	6	12	42
<b>RESIGN/TERMINATION</b>	(1)(0) 1	(17)(13) 30	(0)(2) 2	(5 )(4) 9	42

## **EXHIBIT G**



**Exhibit G****Percentages of Disciplinary Acts by Race of Officers**

	<b>Asian</b>	<b>Black</b>	<b>Hispanic</b>	<b>White</b>
<b>ALL CHARGES</b>	2.9	46.2	10.2	40.7
<b>INQUIRY ONLY</b>	3.6	41.0	8.4	47.0
<b>FORMAL PROCESS</b>	2.8	47.4	10.6	39.2
<b>SUSTAINED</b>	3.1	50.8	12.3	33.8
<b>TOTAL PUNISHMENTS</b>	2.4	54.0	10.5	33.2
<b>REPRIMANDS</b>	2.9	49.1	12.2	35.0
<b>FINES</b>	2.2	52.7	11.1	34.0
<b>SUSPENSION/LEAVE WITHOUT PAY</b>	1.8	65.5	3.5	29.3
<b>RANK ACTIONS</b>	0	57.1	14.3	28.6
<b>RESIGN/TERMINATE</b>	2.4	71.4	4.8	21.4