

## **Public Comment Regarding October 2022 Draft Policies Governing CPD's Bureau of Internal Affairs (BIA)**

The proposed Chicago Police Department (CPD) Bureau of Internal Affairs (BIA) policies do not hold officers accountable for breaking the law or violating Department rules.

The BIA policies must be changed based on these points:

- CPD must create one clear BIA policy. Too many different misconduct policies make it hard for officers and the public to understand the investigation and disciplinary process.
- The Civilian Office of Police Accountability—not CPD's BIA—should investigate sexual misconduct by Chicago police.
- Support people who come forward about officer misconduct by having specially trained staff explain the complaint and investigation process. Staff must provide regular updates and refer people to supportive services, such as social workers or mental health professionals.
- A BIA investigator must not end a misconduct investigation until they have at least reviewed evidence such as body camera recordings. They must also interview the accused officer, any officer witnesses, any officers otherwise involved in the incident, and the person who complained (if that person wants to be interviewed).
- Before being interviewed or giving a pre-interview statement, officers accused of misconduct should get only a general overview of the allegations against them—not detailed allegations or all the evidence.
- Do not give the accused officer the name of the person accusing them of misconduct before the officer's interview.
- Ban officers from talking to each other about a complaint before all accused, involved, and witness officers have been interviewed or given a pre-interview statement.
- When an officer changes their story or leaves out important facts, the investigators must decide whether the officer has lied and must consider recommending discipline for lying.
- Investigators must consider the complete history of complaints and relevant investigative files about the accused officer, regardless of the outcomes of those older complaints and investigations.
- Make it hard to override investigators' disciplinary recommendations. Require final decisionmakers to explain the reasons for overriding a recommendation in writing within 30 days. The reasons should be published online right away.

- Give Cook County and federal prosecutors evidence undermining officers' credibility as witnesses in criminal cases, and give the same evidence to the criminal defendants the officers testified against. Specify the process for providing this evidence.
- CPD must meaningfully engage with impacted communities, including the Coalition, on police misconduct policies.