



2021

Internal Affairs Annual Report

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INTRODUCTION:

The members of the University of Maryland Police Department are committed to providing quality service to our community. Agency personnel are to conduct themselves professionally and courteously while achieving our mission to serve our community, protect life and property, and enforce the law.

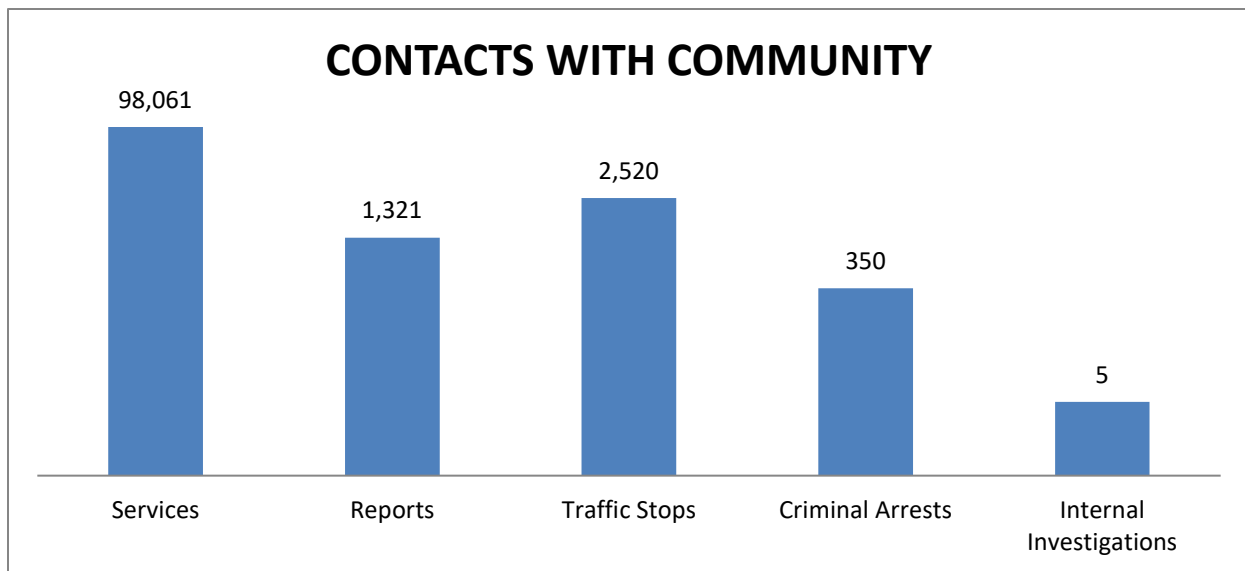
The agency investigates all allegations of inappropriate conduct by its employees. These investigations are necessary to ensure successful resolution for those allegations and to ensure compliance with established University of Maryland standards as well as those established by the Commission on Accreditation for Law Enforcement Agencies. Furthermore, agency supervisory and administrative personnel conduct reviews of all departmentally related use of force incidents, traffic accidents, and departmental property losses.

CONTACTS WITH THE COMMUNITY:

The University of Maryland Police Department (UMPD) is a professional law enforcement organization that employs over 100 dedicated individuals. These individuals provide a complete array of law enforcement and related services to our community of approximately 80,000 members, which includes a student population of approximately 40,000.

Our Police Officers are State certified in accordance with Public Safety Article, Title 3, Subtitle 2 of the Annotated Code of Maryland and have all the same power and authority as any other sworn Police Officer in Maryland; each Officer is empowered by State law to make arrests, investigate crimes, and carry firearms. Furthermore, the University of Maryland Police Force is the primary agency responsible for policing property owned, operated, leased by, or under the control of the University of Maryland System.

To provide effective services to our community as a whole, UMPD has entered into a "Concurrent Jurisdiction Agreement" with Prince George's County whereby, in addition to our statutory jurisdiction and authority, enforcement authority is granted to University Police Officers in certain areas of Prince George's County adjacent to the University campus that house the student population of the University and contain buildings owned by or leased by the University. State law empowers University Police Officers to enforce laws throughout the State of Maryland in some circumstances.



In **2021**, the number of services rendered by agency personnel was **98,061**. These services include Officer-initiated activities such as walking through buildings and checking areas for criminal activity. During the Covid-19 pandemic Officers had more time to conduct these extra patrol activities. The following were included in this number: **1,321** incidents significant enough for agency personnel to generate formal police reports, e.g., crimes, medical emergencies, etc.; **2,520** traffic stops; and **350** criminal arrests. In **2021**, **(5)** internal investigations were conducted concerning the conduct of agency personnel, **(4)** of which were generated internally.

EARLY IDENTIFICATION SYSTEM:

The University of Maryland Police Department has an Early Identification System (EIS) to provide systematic reviews of specific, significant events involving agency employees. This system is necessary for the agency to fulfill its responsibility to evaluate, identify, and assist employees who may be exhibiting signs of performance and/or stress-related problems. The EIS is one of several methods by which employees may be identified in order to assist with those potential problems.

The EIS is intended to serve as a systematic approach in highlighting tendencies that may otherwise be overlooked. Once the report is initiated, it is forwarded to the bureau commander of the employee listed on the report. The bureau commander or a designee will review the incident and analyze the employee's performance with the employee's supervisor to determine the need for any necessary or appropriate follow-up activities.

Options or courses of actions include, but are not limited to:

- No additional action;
- Internal investigation;
- Informal counseling and informal monitoring by employees' raters;
- Formal counseling or corrective actions as appropriate;
- Formal monitoring for a minimum of 12 weeks with monthly formal reviews and reports;
- Mandatory remedial or additional training designed to improve employees' skills;
- Voluntary or mandatory referral to the university's Faculty Staff Assistance Program for counseling or referral assistance, etc.; or
- Reassignment.

In 2021, one (1) employee was involved in an EIS review; however, after reviewing each incident no follow-up or additional action was recommended by the Patrol Services Bureau Commander.

INTERNAL INVESTIGATIONS:

Internal investigations into allegations of Police Officer misconduct that could lead to disciplinary action, demotion, or dismissal can be generated both from within the Police Department and from outside the Police Department. All internal investigations are conducted in accordance with State law. Agency administrators (rank of Lieutenant, Captain, or Major), and the Internal Affairs Coordinator direct all investigations. All investigations are reviewed and approved by the Chief of Police for the University of Maryland Police Department.

Alleged violations are investigated and classified with one the following dispositions: Unfounded, Exonerated, Not Sustained, Sustained, or Administrative Closure.

- **Unfounded** dispositions conclude that the act(s) did not occur or did not involve members of this agency.
- **Exonerated** dispositions conclude that the alleged act(s) did occur and the actions of the Officer(s) were justified, lawful, and proper.
- **Non-Sustained** dispositions conclude investigations failed to discover sufficient evidence to clearly prove violations of directives.
- **Sustained** dispositions conclude sufficient evidence existed to clearly prove violations of directives.

- **Administrative Closure** of cases may be made during the following circumstances:
 - Complaints concerned matters of law or agency policy and did not concern employees' actions;
 - Complainants could not be contacted or refused to participate in inquiries and no other witnesses or evidence could be located;
 - Complainants do not want formal actions taken or pursued; or
 - Closure is in the best interest of the agency and the community.

Between 2011 and 2021, the total number of internal investigations conducted by the University of Maryland Police Department has ranged from (19) to (5). In 2021, (5) Internal Investigations were initiated into the conduct of UMPD employees, including sworn and non-sworn employees of the agency, and only (1) was initiated from outside of the agency. A synopsis of each case is provided below:



INDIVIDUAL CASE SYNOPSIS OF INTERNAL INVESTIGATIONS (5):

1. **2021-IA-001 Background and Allegation:** An internal investigation was conducted into a discourteous comment made by a UMPD Officer to a citizen.

Disposition: Sustained - The Officer accepted responsibility for their actions, which led to a written reprimand.

2. **2021-IA-002 Background and Allegation:** (2) UMPD Officers were involved in a vehicle pursuit that was found to be outside of policy.

Disposition: Sustained - The Officers accepted responsibility for their actions, which led to written reprimands and monetary fines for both Officers.

3. **2021-IA-003 Background and Allegation:** An internal investigation was conducted into (3) UMPD Officers who failed to appear for their scheduled court date.

Disposition: Sustained – (1) Officer received a written counseling, (1) Officer received a written reprimand, and (1) Officer received a written reprimand and monetary fine – variance in discipline was the result of a review of each Officer’s prior violations.

4. **2021-IA-004 Background and Allegation:** UMPD Officer failed to report for duty.

Disposition: Sustained - The Officer accepted responsibility for their actions, which led to a written reprimand and one-day suspension without pay.

5. **2021-IA-005 Background and Allegation:** UMPD Officer failed to report for duty.

Disposition: Sustained - The Officer accepted responsibility for their actions, which led to a written reprimand and monetary fine.

Not included in these internal investigations, are (5) citizen complaints that dealt with the conduct of employees during their interactions with the complainant. After reviewing these (5) citizen complaints, no policy or legal violations occurred; therefore, no internal investigation was conducted. The employee’s direct supervisor handled any concerns or methods to improve future interactions between the employee and citizens in these cases. If a policy or legal violation were discovered during the course of processing a citizen complaint, then an internal affairs investigation would ensue. None of the (5) citizen complaints reported in 2021 rose to the level of a policy or legal violation.

USE OF FORCE:

Supervisory-ranked personnel are required to conduct reviews for the following types of incidents:

- Discharge of a firearm by an Officer.
- Pointing a firearm or FN-303 less-lethal launcher at any person.
- Apply force through the use of lethal or less lethal weapons, such as:
 - Deploying a baton strike.

- Deploying Oleoresin Capsicum (OC).
- Taking actions resulting in/or are alleged to have resulted in injury or death.
- Applying weaponless physical force when conducting police functions, such as:
 - Physical take-downs
 - Kicks, knee strikes
 - Open hand and elbow stuns & strikes
 - Pressure points
 - Hair control
 - Pain compliance techniques
 - Throws intended to overcome & control suspect's physical resistance
- Engaging in vehicle pursuits.

In the year **2021**, **(27)** Use of Force reviews were conducted involving **(27)** different Officers. Those **(27)** Officers' actions resulted in **(44)** individual use-of-force actions taken. Use of Force reviews may involve the assessment of actions of more than one Officer for the same incident. Therefore, the number of reported use of force actions **(44)** is greater than the incidents **(27)**. Except where otherwise detailed within this report, the required reviews concluded that personnel acted in accordance with use of force policy.

The following is a breakdown of the use of force actions that occurred during the year of **2021**:

Use of Force reviews	Number of Actions Taken
Firearms pointed at persons during high-risk incidents	9
OC spray deployment	0
Baton strike	0
Officer's Involved in Vehicle Pursuits (3 incidents total)	9
Animal euthanized	4
Physical force (strikes/stuns, kicks, pressure points, pain compliance, takedowns/tackles.)	20
Taking actions resulting in injury (No reportable force used)	2
Total	44

Three **(3)** vehicle pursuits were initiated involving nine **(9)** Officers. Three **(3)** of these incidents were found to be outside of the pursuit policy; three **(3)** Officers involved in two **(2)** of these pursuits were counseled and retrained, and two **(2)** Officers involved in one **(1)** of these pursuits were disciplined with written reprimands and monetary fines.

TRAFFIC ACCIDENTS INVOLVING AGENCY PERSONNEL:

Supervisory personnel conduct reviews of all employee-involved traffic accidents. In **2021**, **(6)** accident reviews were conducted. In **(2)** of these incidents, it was determined that agency employees failed to comply with some aspect of department rules and regulations. Traffic accident dispositions included the following:

Traffic Accident Disposition	Number of Employees
Non-Preventable	4
Preventable/Non-Chargeable	0
Verbal Counseling	1
Written Counseling	1
Written Reprimand and/or Training	0
Written Reprimand, Monetary Fine, and/or Training	0
Total	6

DEPARTMENT PROPERTY LOSS:

Supervisory personnel conduct reviews when agency property is lost, stolen, and/or damaged. In **2021**, **(12)** reviews were conducted and in all but **(2)** incidents it was determined that employees did not contribute to the lost or damaged departmental property. No Employees were disciplined in 2021 related to these matters.

Departmental Property Loss	Number of Reviews	Employee Contributed to loss, theft or damage
Lost Departmental Property	1	1
Stolen Departmental Property	0	0
Damaged Departmental Property	11	1
Total	12	2

Note: Many of the damaged departmental property incidents are related to minor damage found on patrol vehicles, such as flat tires, during vehicle inspections, etc.