



2017

Internal Affairs Annual Report

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Internal Affairs Coordinator

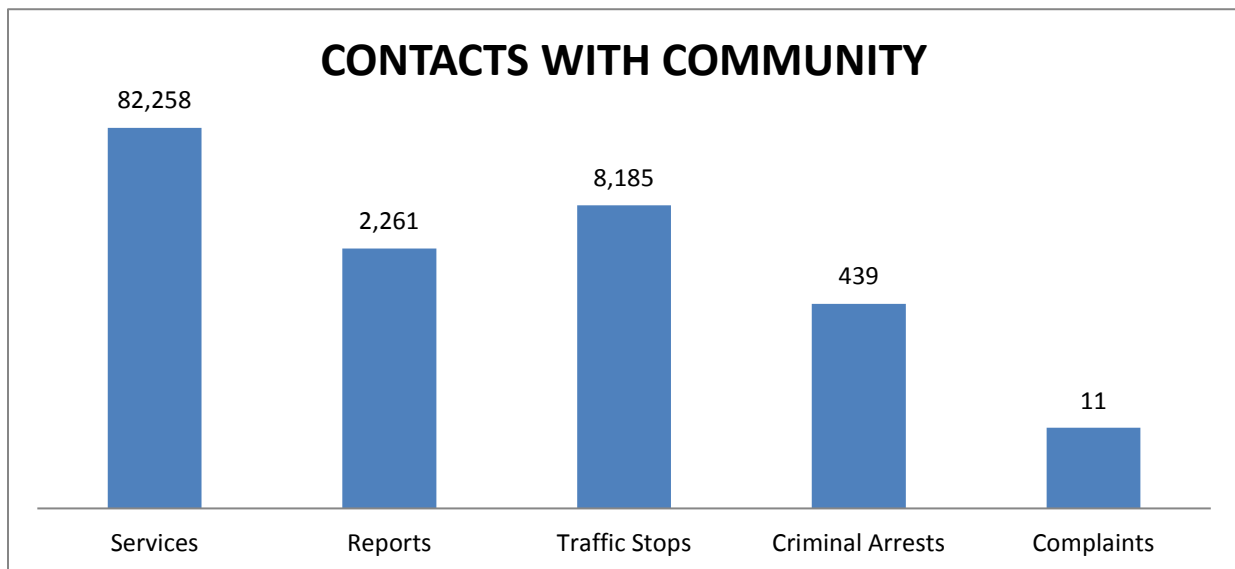
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INTRODUCTION

The members of the University of Maryland Department of Public Safety 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 of 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 instances of use of force, traffic accidents, and departmental property losses. At a minimum, use of force reviews will be conducted for each of the following incidents:

- Police officer discharge of firearm
- Point firearm or FN-303 less-lethal launcher at any person
- Deploy shotgun / or rifle
- Utilize defensive baton
- Deployment of Oleoresin Capsicum Spray (OC)
- Take actions resulting in or are alleged to have resulted in injuries or death
- Apply physical force when conducting police function
- Engage in vehicle pursuit or foot pursuit



In **2017**, the number of services rendered by agency personnel was **82,258**. The following were included in this number: **2,261** incidents significant enough for agency personnel to generate formal police reports, e.g., crimes, medical emergencies, etc.; **8,185** traffic stops; and **439** criminal charges were filed against individuals. In **2017**, **11** complaints were received expressing concerns with the conduct of agency personnel; of these, **7** were internal and **4** were external complaints.

EARLY IDENTIFICATION SYSTEM

The University Of Maryland Department of Public Safety 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 exhibit 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.

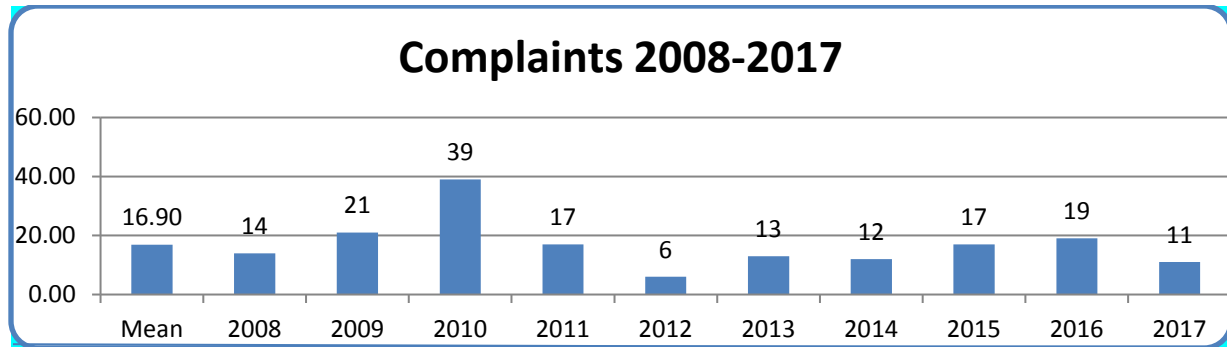
The EIS is intended to serve as a systematic approach in highlighting tendencies that may otherwise be overlooked. When the report is complete, it is forwarded to the employee's bureau commander. The bureau commander (or his/her designee) will review the incident and analyze the employee's performance with the employee's direct supervisor and their reviewer to determine the need for any necessary or appropriate follow-up activities. Possible courses of action include, but are not limited to:

- No additional action;
- Initiate an 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 2017, two employees were involved in EIS reviews. These employees received additional counselling and enhanced training to ensure they meet the agencies needs and requirements. Additionally, these employees received the necessary assistance to assist them both on a professional and personal level.

INTERNAL INVESTIGATIONS

Between 2008 and 2017, the total number of complaints filed with the University of Maryland Department Of Public Safety has ranged from 6 to 39. In 2017, there were 11 internal investigative complaints.



Internal investigations into allegations of police officer misconduct that could lead to disciplinary action, demotion or dismissal are conducted in accordance with State Law and the Law Enforcement Officers' Bill Of Rights (LEOBR), Sections 3-101 through 3-112 of the PUBLIC SAFETY, ANNOTATED CODE OF MARYLAND. The LEOBR only applies to sworn agency personnel. Agency administrators (rank of lieutenant, captain, or major) direct all investigations. All investigations are reviewed and approved by the Chief of Police/Director of Public Safety. Alleged violations are investigated and classified with one the following dispositions:

- **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.

INDIVIDUAL CASE SYNOPSES OF INTERNAL INVESTIGATIONS (19)

1. **2017-IA-001 Background and Allegation:** UMPD made contact with a citizen. A family member of that citizen filed an external complaint, alleging officers utilized excessive force while handling the incident. An internal review/investigation by UMPD was conducted into the allegations that took place on March 19, 2017.

Disposition: Non-Sustained – As it related to excessive force. However, sustained findings of policy violations caused written reprimands to be issued to supervisors and retraining for those officers who handled the incident.

Additional Information & Comments: All officers received additional policy review training.

2. **2017-IA-002 Background and Allegation:** The agency received an internal complaint regarding an inappropriate comment made by an official of UMPD. This led to an internal investigation into the complaint that took place on March 25th, 2017.

Disposition: Sustained - The investigation revealed that a UMPD official's actions were inappropriate and violated both UMPD and University of Maryland policies. Summary punishment based upon the facts of the investigation were offered to the official, but instead the official chose to invoke their rights, and an Administrative Hearing Board was held.

Additional Information & Comments: An Administrative Hearing Board was convened and the officer was found guilty. The Board upheld the agency's charges and recommendations. The Board further defined the recommendations as a written reprimand, leadership retraining, and demotion. The Chief elected to follow the recommendation of the Board.

3. **2017-IA-003 Background and Allegation:** An internal investigation was conducted into the conduct of a UMPD employee regarding their daily work assignments, which led to an audit of their duties during the month of January 2017.

Disposition: Sustained - The employee's actions were found to be in violation of both UMPD and University of Maryland policies. The employee resigned from their position as a result of the investigation.

Additional Information & Comments: None.

4. **2017-IA-004 Background and Allegation:** An internal investigation was conducted into the performance of a UMPD employee regarding their actions towards another employee on May 5th, 2017.

Disposition: Sustained - The internal investigation revealed that the UMPD employee violated UMPD policies. The employee accepted responsibility for their actions and received discipline. A written reprimand was issued to the UMPD employee.

Additional Information & Comments: The employee received enhanced training regarding departmental policies.

5. **2017-IA-005 Background and Allegation:** An internal investigation into the performance of a UMPD employee was conducted, regarding being late to work on several occasions.

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

Additional Information & Comments: None.

6. **2017-IA-006 Background and Allegation:** An internal investigation into the performance of a UMPD employee was conducted regarding the improper pursuit of a vehicle.

Disposition: Sustained - The employee accepted responsibility for their actions, which led to a written reprimand, \$150.00 fine, loss of annual leave (24 hours).

Additional Information & Comments: The employee received additional training regarding this matter.

7. **2017-IA-007 Background and Allegation:** An internal investigation into the performance of a UMPD employee was conducted relating to the impounding of motor vehicles.

Disposition: Sustained - The employee accepted responsibility for their actions, which led to a written reprimand, \$100.00 fine, loss of annual leave (10 hours).

Additional Information & Comments: The employee received additional training regarding this matter.

8. **2017-IA-008 Background and Allegation:** An internal investigation into the performance of a UMPD employee was conducted regarding policy violations while handling a call for service on September 15, 2017.

Disposition: Sustained - The employee accepted responsibility for their actions, which led to a written reprimand and additional training.

Additional Information & Comments: The employee was counseled about their conduct and received cultural competency training.

9. **2017-IA-009 Background and Allegation:** An anonymous letter was mailed to UMPD, regarding an employee's off duty conduct. As a result, an internal investigation was conducted into the allegations.

Disposition: Sustained - The employee accepted responsibility for their actions, which led to a written reprimand and suspension of 8 hours.

Additional Information & Comments: None.

10. **2017-IA-0011 Background and Allegation:** An internal investigation into the performance of a UMPD employee was conducted regarding policy violations related to conducting safe and effective traffic stops that took place during the month of September 2017.

Disposition: Sustained - The internal investigation revealed that the employees' actions were inappropriate and policy violations were identified. As a result, the employee received a demotion and loss of annual leave (20 hours).

Additional Information & Comments: None.

11. **2017-IA-012 Background and Allegation:** An external complaint was investigated regarding the use of force of a UMPD employee that occurred on October 27, 2017. This resulted in an internal investigation into the incident.

Disposition: Non-Sustained – As it related to excessive force. However, policy violations were sustained and a written reprimand was issued.

Additional Information & Comments: The employee received additional training regarding this matter.

- **2017-IA-010**

While conducting an inquiry into the below listed case, it was determined by the complainant that they were only seeking to bring this matter to the attention of the agency. Therefore, no further investigation was conducted into the matter. The inquiry revealed no policy violations.

USE OF FORCE

Supervisory ranked personnel routinely conduct reviews for the following situation or incidents:

- Any incident in which a police officer discharges a firearm.
- Pointing a firearm or FN-303 less-lethal launcher at any person.
- Deployment of a shotgun or rifle.
- Administering a baton strike.
- Deploying Oleoresin Capsicum (OC).
- Taking action resulting in/or are alleged to have resulted in injury or death.
- Applying physical force when conducting a police function
- Engaging in vehicle or foot pursuits.

In the year **2017**, thirty-one (**31**) Use of Force reviews were conducted involving thirty-seven (**37**) different officers. Those thirty-seven (**37**) officers' actions resulted in eighty-nine (**89**) individual uses of force. The following is a breakdown of the use of force actions that occurred during the year of **2017**:

Use of Force reviews	Number Of Employees
Firearms pointed at persons during high-risk incidents	33
Long gun deployments (1 euthanized deer & 1 deployment with no shots fired)	1
OC spray deployment	0
Baton strike	0
Other physical force (e.g., hands, control holds, pressure points, takedowns etc.)	55
Total	89

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 reviews (**89**) is greater than the incidents (**31**). Except where otherwise detailed within this report, the routine reviews concluded that personnel acted in accordance with use of force policy.

TRAFFIC ACCIDENTS INVOLVING AGENCY PERSONNEL

Supervisory personnel conduct reviews of all employee-involved traffic accidents. In **2017**, **22** accident reviews were conducted. In **13** of these instances, 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	9
Verbal Counseling	8
Written Counseling	3
Written Reprimand / Training	2
Written Counseling, Training & Fine	0
Total	22

DEPARTMENT PROPERTY LOSS

Supervisory personnel conduct reviews when agency property is lost, stolen, and/or damaged. In **2017**, **4** reviews were conducted and in all instances, it was determined that employees did not contribute to the lost or damaged departmental property. No employees were disciplined in 2017 related to these matters.

Departmental Property Loss	Number of Reviews	Employee Contributed to loss, theft or damage
Lost Departmental Property	4	0
Stolen Departmental Property	1	0
Total	4	0

Note: Many of these instances are related to the loss of agency identification cards