



2023

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 the university community, to protect life and property, and to uphold the law, all within a supportive, respectful and inclusive environment. Our values include professionalism, impartiality, empathy, and accountability. We are committed to the concept of community policing and work collaboratively to nurture partnerships, strengthen trust, and enrich quality of life.

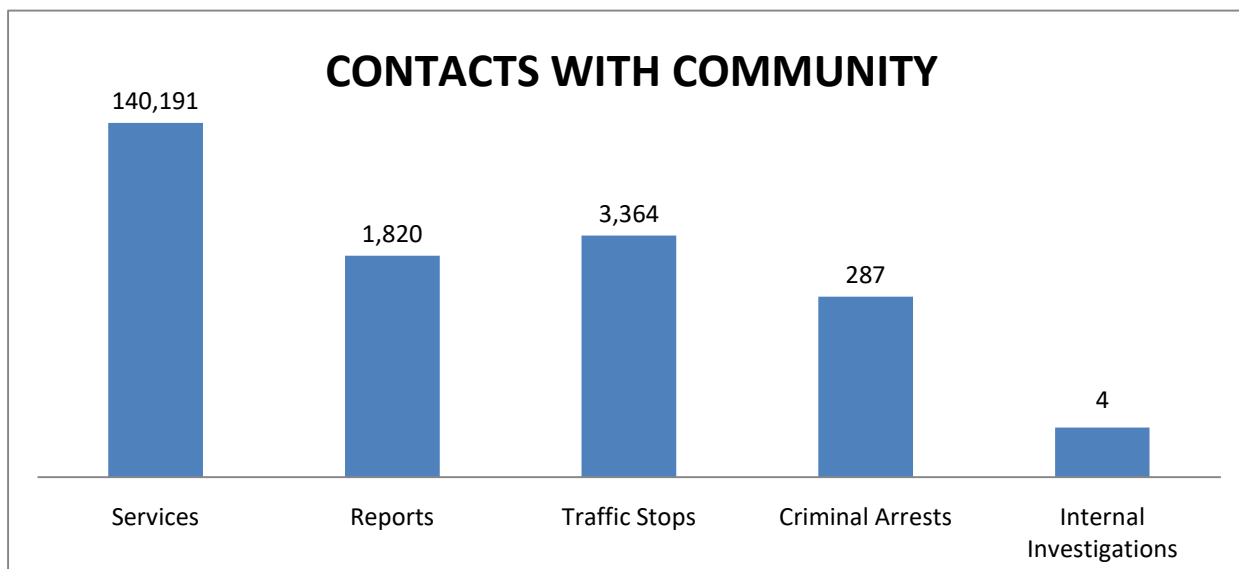
The agency investigates all allegations of inappropriate conduct by its employees. These investigations are necessary to ensure successful resolution for those allegations and to ensure compliance with established University of Maryland standards as well as those established by the Commission on Accreditation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

To provide effective services to our community as a whole, UMPD has entered into a "Concurrent Jurisdiction Agreement" with Prince George's County and the City of Riverdale 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 **2023**, the number of services rendered by agency personnel was **140,191**. These services include Officer-initiated activities such as walking through buildings and checking areas for criminal activity. The following were included in this number: **1,820** incidents significant enough for agency personnel to generate formal police reports, e.g., crimes, medical emergencies, etc.; **3,364** traffic stops; and **287** criminal arrests. In **2023**, four (**4**) internal investigations were conducted concerning the conduct of agency personnel, (**1**) of which was 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 **2023**, (1) employee was involved in an EIS review, and after a review of the incident by the Police Service Bureau Commander it was determined that no action would be taken.

INTERNAL INVESTIGATIONS:

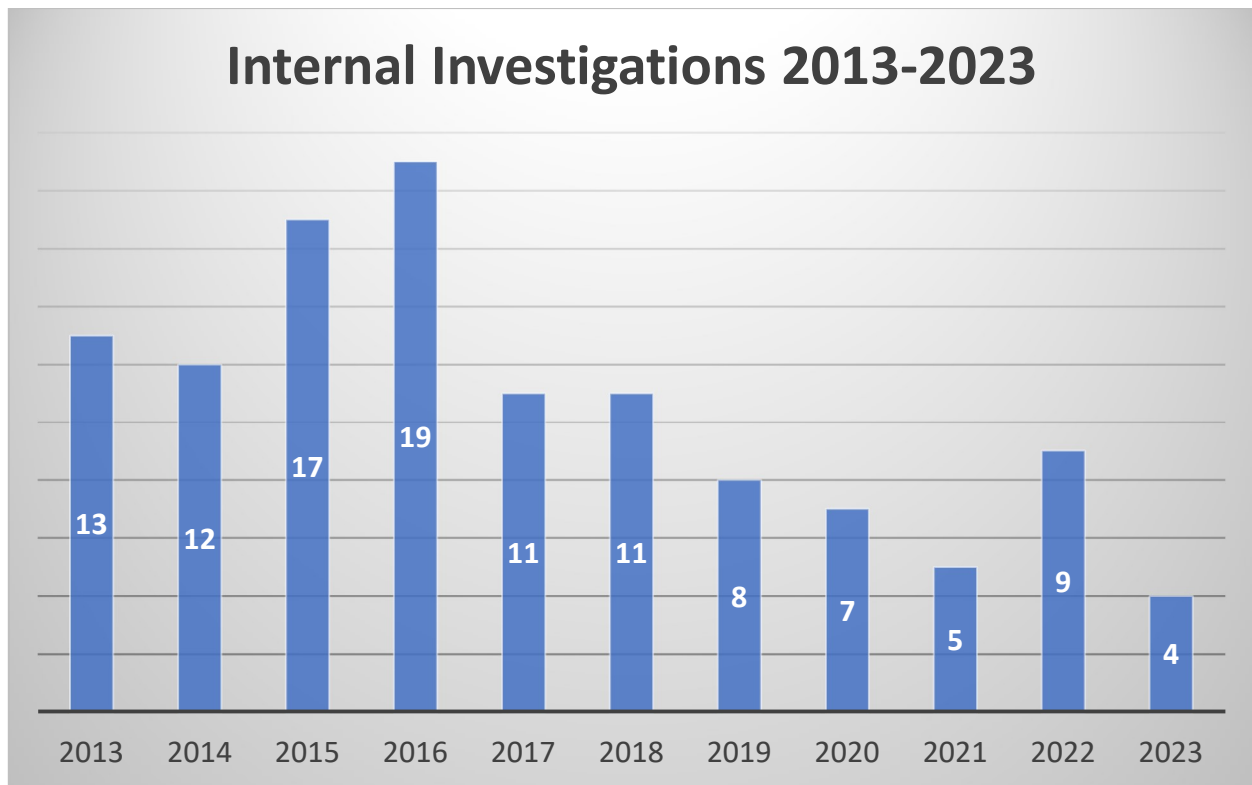
Internal investigations into allegations of Police Officer misconduct that could lead to disciplinary action, demotion, or dismissal can be generated both from within the Police Department and from outside the Police Department. All internal investigations are conducted in accordance with State law. 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, Non-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 **2013** and **2023**, the total number of internal investigations conducted by the University of Maryland Police Department has ranged from **(19)** to **(4)**. In **2023**, **(4)** Internal Investigations were initiated into the conduct of UMPD employees, which included sworn employees of the agency, as there were no investigations initiated for non-sworn employees, and **(1)** was initiated from outside of the agency. A synopsis of each case is provided below:



INDIVIDUAL CASE SYNOPSIS OF INTERNAL INVESTIGATIONS (4):

1. **2023-IA-001 Background and Allegation:** An internal investigation was conducted into an accidental discharge of a firearm by agency personnel.

Disposition: Sustained – The Officer received two (2) days loss of leave and firearms refresher training on departmental policy.

2. **2023-IA-002 Background and Allegation:** A UMPD officer assigned to the Metropolitan Area Drug Task Force (MADTF) was accused of conduct unbecoming of an officer.

Disposition: Unfounded - Investigation revealed the complaint was unfounded.

3. **2023-IA-003 Background and Allegation:** An internal investigation was conducted into an officer accused of conduct unbecoming of an officer, integrity, and neglect of duty.

Disposition: Pending – The officer involved was presented with a Proposed Disciplinary Settlement and has since requested a trial board.

4. **2023-IA-004 Background and Allegation:** An internal investigation was conducted into an allegation of racial profiling by two officers.

Disposition: Unfounded - Investigation revealed the complaint was unfounded.

Not included in these internal investigations, are (7) citizen complaints that dealt with the conduct of employees during their interactions with the complainant. After reviewing these (7) 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 (7) total citizen complaints reported in **2023** rose to the level of a policy or legal violation which was handled through an Internal Investigation.

As part of the Police Accountability Act of 2021, all citizen complaints received after July of 2022, must have the investigation turned over to the Administrative Charging Committee (ACC) that is established by the State to oversee the agency. The ACC is then responsible for reviewing the complaint and all information available so they may issue an opinion that describes in detail its findings, determinations, and recommendations. The ACC then issues its findings to the Chief of Police for action. Furthermore, the law requires a database be available on the department's website for complainants to be able to track the status of their filed complaint. UMPD is currently compliant in all aspects of this law.

RESPONSE TO RESISTANCE:

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.
- Application of force through the use of lethal or less lethal weapons, such as:

- Deploying a baton strike
- Taser usage via drive stun or probe deployment
- 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 **2023**, (**17**) Response to Resistance reviews were conducted involving (**11**) different Officers. Those (**11**) Officers actions resulted in (**23**) individual Response to Resistance actions taken. Response to Resistance reviews may involve the assessment of actions of more than one Officer for the same incident. Therefore, the number of reported Response to Resistance actions (**23**) is greater than the incidents (**17**). Except where otherwise detailed within this report, the required reviews concluded that personnel acted in accordance with Response to Resistance policy.

The following is a breakdown of the Response to Resistance actions that occurred during the year of **2023**:

Response to Resistance reviews	Number of Actions Taken
Firearms pointed at persons during high-risk incidents	3
Taser deployment	1
Animal euthanized	2
Physical force (strikes/stuns, pressure points, pain compliance, take downs)	17
Total	23

TRAFFIC ACCIDENTS INVOLVING AGENCY PERSONNEL:

Supervisory personnel conduct reviews of all employee-involved traffic accidents. In **2023**, (**21**) accident reviews were conducted. In (**11**) 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 Incidents
Non-Preventable	10
Preventable/Non-Chargeable:	-
➤ Verbal Counseling	11
➤ Written Counseling	0
➤ Written Reprimand and/or Training	0
➤ Written Reprimand, Monetary Fine, and/or Training	0
Total	21

DEPARTMENT PROPERTY LOSS:

Supervisory personnel conduct reviews when agency property is lost, stolen, and/or damaged. In **2023**, **(31)** reviews were conducted and none of the incidents involved employees who contributed to the lost or damaged departmental property.

Departmental Property Loss	Number of Reviews	Employee Contributed to loss, theft or damage
Lost Departmental Property	10	0
Stolen Departmental Property	2	0
Damaged Departmental Property	19	0
Total	31	0

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