PROTECTING MARYLAND'S FUTURE

2025

Internal Affairs Annual Report

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Internal Affairs Coordinator
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The members of the University of Maryland Police Department are committed to providing quality service to our community. Department 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 the quality of life.

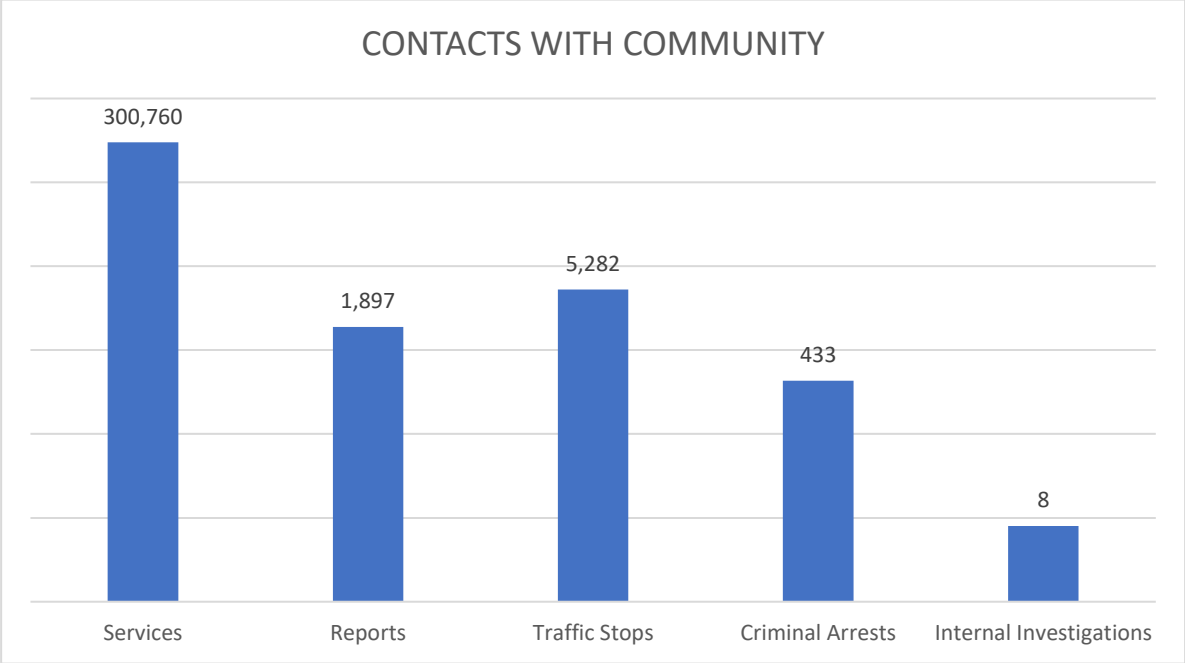
The agency investigates all allegations of inappropriate conduct by its employees. These investigations are necessary to ensure successful resolution for those allegations and to ensure compliance with established University of Maryland standards as well as those established by the Commission on Accreditation 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 230 dedicated individuals. These employees 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 41,700.

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 the State of 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 campus that house the student population 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 2025, the number of services rendered by agency personnel was 300,760. These services include officer-initiated activities such as walking through buildings and checking areas for criminal activity. The following were included in this number: 1,897 incidents significant enough for agency personnel to generate formal police reports, e.g., crimes, medical emergencies, etc.; 5,282 traffic stops; and 433 criminal arrests. In 2025, eight (8) internal investigations were conducted concerning the conduct of agency personnel, four (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 2025, one (1) employee was involved in an EIS review and the Patrol Assistant Bureau Commander reviewed the incident to analyze the employee's performance with the employee's supervisor. It was determined that officer actions were within rules and procedures and there were no policy violations, therefore no need for any follow-up activities. If follow-up had been necessary for any employees who were involved in an EIS review, they would have received additional counseling and enhanced training to ensure they meet the department's needs and requirements.

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 department and from outside the department. All internal investigations are conducted in accordance with State law. Department 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 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.

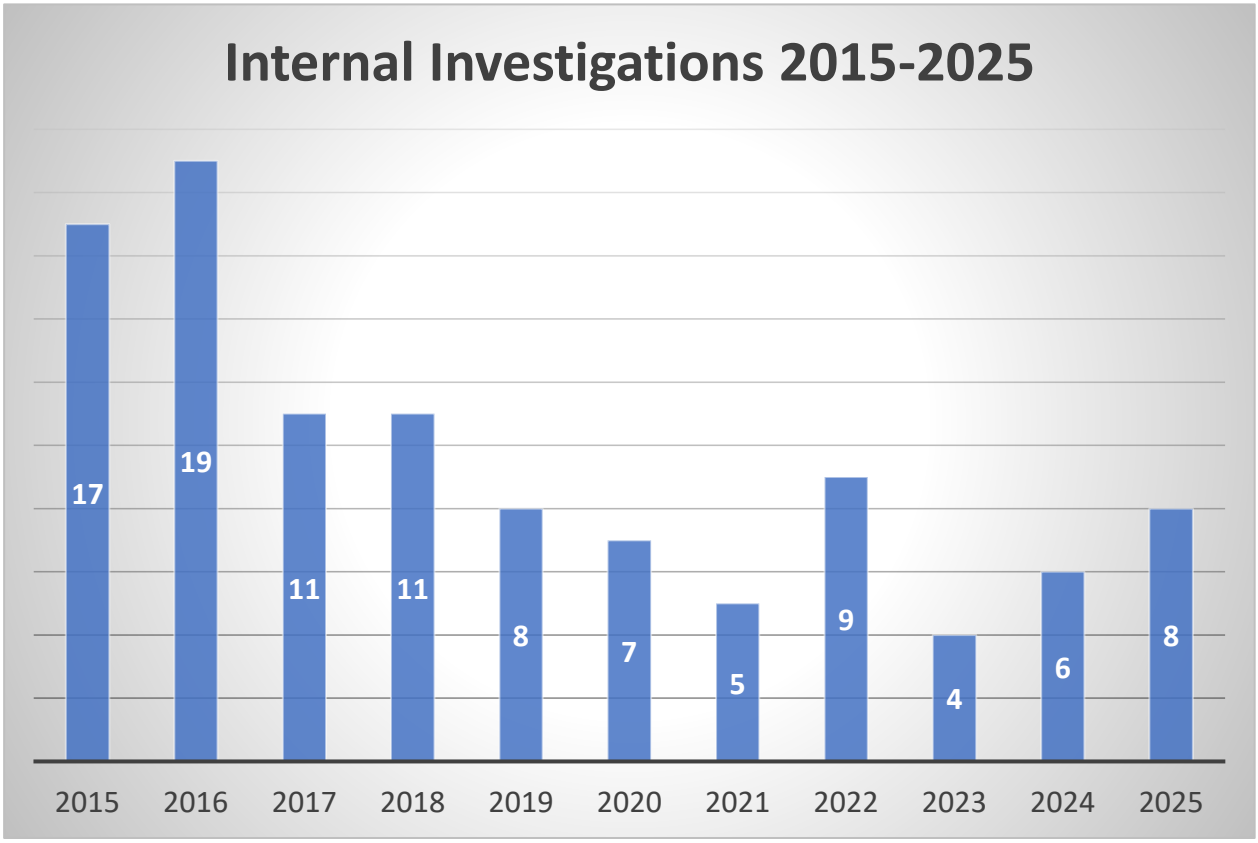
- **Non-Sustained** dispositions conclude investigations failed to discover sufficient evidence to clearly prove violations of directives.

- **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 2015 and 2025, the total number of internal investigations conducted by the University of Maryland Police Department has ranged from (4) to (19). In 2025, (8) Internal Investigations were initiated into the conduct of UMPD employees, which included sworn employees of the agency, and there was one (1) investigation initiated for a non-sworn employee. A synopsis of the (8) cases are provided below:



INDIVIDUAL CASE SYNOPSIS OF INTERNAL INVESTIGATIONS (8):

1. 2025-IA-001 Background and Allegation: Two UMPD officers were involved;

   One officer failed to activate a BWC prior to contact with a citizen, as required by policy.
   Disposition: Sustained – Written reprimand and three (3) days loss of leave

   One officer violated certain arrest procedures, as required by policy.
   Disposition: Sustained – Written Reprimand and Retraining

2. 2025-IA-002 Background and Allegation: A UMPD officer failed to activate a BWC prior to making contact with a citizen, as required by policy.
   Disposition: Sustained – Written Reprimand

3. 2025-IA-003 Background and Allegation: A UMPD officer was accused of failing to comply with duties of a police officer during a traffic stop.
   Disposition: Sustained – Written Reprimand and Retraining

4. 2025-IA-004 Background and Allegation: A UMPD officer was accused of using a state vehicle to conduct personal business.
   Disposition: Sustained – Written Reprimand

5. 2025-IA-005 Background and Allegation: Two UMPD officer(s) were accused of racial profiling.
   Disposition(s): Non-Sustained – However, a BWC camera violation was identified and one of the officers received a Written Reprimand.

6. 2025-IA-006 Background and Allegation: A UMPD officer was accused of being discourteous during a traffic stop.
   Disposition: Sustained – Written Reprimand

7. 2025-IA-007 Background and Allegation: A UMPD officer was accused of conduct unbecoming of an officer.
   Disposition: Non-Sustained

8. 2025-IA-008 Background and Allegation: A UMPD officer was accused of violating departmental policy.
   Disposition: Pending investigation

UMPD investigated six (6) citizen complaints that dealt with the conduct of employees during their interactions with the complainant. There were two (2) of the six (6) citizen complaints where 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. There were four (4) of the six (6) citizen complaints which 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 department. The ACC is 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 response to resistance through 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)
    - BolaWrap
- 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, elbow stuns & strikes, pressure points
    - Pain compliance techniques
    - Engaging in vehicle pursuits.

In the year 2025, sixteen (16) Response to Resistance reviews were conducted involving fourteen (14) different officers. Those (14) officers' actions resulted in (17) 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. Except where otherwise detailed within this report, the required reviews concluded that personnel acted in accordance with Response to Resistance policy.

Response to Resistance Reviews	Number of Actions Taken
Firearms pointed at persons during high-risk incidents	0
Taser deployment	0
Animal euthanized	0
Physical force (strikes/stuns, pressure points, pain compliance, take downs)	17
Total	17

TRAFFIC ACCIDENTS INVOLVING AGENCY PERSONNEL:

Supervisory personnel conduct reviews of all employee-involved traffic accidents. In 2025, seven (7) accident reviews were conducted. In all seven (7) 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	0
Preventable/Non-Chargeable:	7
□ Verbal Counseling	1
□ Verbal Counseling and/or Training	6
□ Written Reprimand and/or Training	0
□ Written Reprimand, Monetary Fine, and/or Training	0
Total	7

DEPARTMENT PROPERTY LOSS:

Supervisory personnel conduct reviews when agency property is lost, stolen, and/or damaged. In 2025, (19) reviews were conducted and four (4) 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	7	4
Stolen Departmental Property	3	0
Damaged Departmental Property	9	0
Total	19	0

Note: 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.