



CIVILIAN OFFICE OF POLICE ACCOUNTABILITY

INTEGRITY • TRANSPARENCY • INDEPENDENCE • TIMELINESS



Annual Report 2021

Andrea Kersten
Interim Chief Administrator

Civilian Office of Police Accountability
2021 Annual Report
January 1, 2021 – December 31, 2021

February 15, 2022

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MESSAGE FROM THE CHIEF ADMINISTRATOR

Over the past few years, the City of Chicago has embarked on a journey of true police reform guided by a Consent Decree which began in 2019. As a civilian led agency whose vision is to be the leader in police accountability by conducting thorough investigations to advance the culture of policing and build trust in civilian oversight; our collective efforts remain rooted in our core values of Integrity, Transparency, Independence and Timeliness which contribute to the reform residents expect.

Typically, the public's awareness of COPA's commitment to the work of police oversight and accountability is as a result of its thorough investigations. However, throughout 2021, COPA again improved by expanding its work, creating new teams and strategies, and vastly improving its Consent Decree Compliance.

Some of our most impactful initiatives of 2021 focused on the approval of a new unit and (8) new staff positions within COPA that will manage the volume of requests for materials under the Freedom of Information Act (FOIA) by media and members of the public, while also fulfilling other requests of materials in accordance with city policy and executive orders responsibly. This initiative received full support and funding by City Council during Budget Hearings and in 2022, COPA will fully implement the new Video Release & Transparency Unit, ensuring information is released to the public in a responsible and expedited manner without compromise to the integrity of an investigation in the furtherance of transparency and trust.

Additionally, COPA's Policy Research and Analysis Division (PRAD) which is tasked with supporting COPA's consent decree compliance and responsible for making policy recommendations for both COPA and the Chicago Police Department (CPD), after posting to COPA's website for public comment, amended and/or made changes to fifteen COPA policies.

Since accepting the role as Interim Chief Administrator nearly a year ago, I have said on numerous occasions how important continuity is for COPA and Chicago's public safety system. Transparency, engagement, and public input are just as essential in order to build trust with every resident; civilian and sworn. Although we will face challenges, the progress made in the past year is encouraging and gives us great hope for what can be accomplished in 2022.

As Chief Administrator I reaffirm my commitment to support our staff, and deliver to the residents of Chicago, civilian oversight that you can trust to conduct fair and thorough investigations.

The annual report highlights the work of COPA throughout 2021 and our continued effort to be the leader in police accountability.

Sincerely,

Andrea Kersten

Interim Chief Administrator



VISION

To be the leader in police accountability by conducting thorough investigations, to advance the culture of policing and build trust in civilian oversight.



MISSION

- Provide a just and efficient means to fairly and timely conduct investigations within our jurisdiction
- Determine whether allegations of police misconduct are well-founded
- Identify and address patterns of police misconduct
- Make policy recommendations to improve the Chicago Police Department, thereby reducing incidents of police misconduct



VALUES

INTEGRITY

COPA employees are committed to pursuit of excellence and hold themselves personally accountable for the quality and fairness of their work. Collectively, the COPA organization has been designed to deliver neutral and fair police misconduct investigation.

TRANSPARENCY

COPA is committed to sharing information about its work to the utmost extent possible while preserving the integrity of the investigative process.

INDEPENDENCE

As individuals and collectively, COPA employees carry out their responsibilities without regard for external influences or political consequences.

TIMELINESS

COPA understands that time is of the essence in all matters. Complainants and officers alike want COPA investigations to be conducted as expediently as possible. COPA strives to conduct investigations that are both thorough and timely.

INTRODUCTION

The Civilian Office of Police Accountability (COPA) is responsible for receiving all complaints of police misconduct involving the Chicago Police Department (Department) and its members, and investigating complaints involving excessive force, domestic violence, coercion, verbal abuse, unlawful search or seizure, and unlawful denial of counsel. COPA also receives notifications of and investigates certain types of incidents including all officer-involved firearm discharges, all officer-involved deaths, custodial deaths, Taser discharges resulting in serious injury or death, and any incident involving an officer that results in serious bodily injury or death.

COPA is pleased to provide quarterly and annual report updates on its performance. This report provides information concerning operations and summary statistical data on investigative work from January 1, 2021, through December 31, 2021. To learn more, please visit www.chicagocopa.org.

OPERATIONAL UPDATES

Highlights

While the COVID-19 pandemic remains impactful on how COPA operates, the agency continues to expand on both its investigatory and community engagement capabilities. In 2021, the agency launched or began the process of launching several programs designed to expand on the work guided by our vision statement.

Our vision is to be the leader in police accountability by conducting thorough investigations, to advance the culture of policing and build trust in civilian oversight.

Civilian COPA Academy

One of COPA's core tenets has been, and continues to be, strengthening the bonds between community and law enforcement. The agency's Public Affairs Division along with dedicated employees from our investigative, legal, and intake teams regularly work with residents from Chicago's various communities on expanding the scope and reach of COPA. In 2021 during the midst of the pandemic, COPA leadership challenged its staff to consider unique avenues of expanding our outreach and education capabilities.

As a result of these discussions, COPA plans to launch its Civilian COPA Academy in 2022. This program will offer members of the public the opportunity to attend an abridged version of COPA Academy, the standard training program for COPA employees. Through this program, interested citizens will gain more knowledge of the work and principles that guide COPA as it investigates police misconduct complaints.

Trauma Informed Interview Technique Training

COPA's commitment to continuing staff education remains the top priority of its Training and Professional Development Division. Through a wide array of refresher courses and new pieces of training, COPA works diligently to supply its staff with the necessary tools to ensure accurate, fact-leading, thorough investigations that can stand the rigor of judicial review. In 2021, COPA began training its investigators in a trauma informed interview methodology. This technique provides interviewers with a science-informed interviewing framework that maximizes opportunities for information collection and accurately documents the participant's experience in a neutral, equitable, and fair manner. By educating investigators and other select employees on this technique, COPA is expanding the tools available to its employees who are responsible for conducting interviews with both members of law enforcement and complainants. COPA's commitment to providing this training to the entire investigative unit also reflects an increased understanding of and sensitivity to the trauma that both civilians and officers experience in many of the incidents that we investigate.

Transparency Unit

With transparency at the center of COPA's mission, the agency continues to evaluate ways to increase transparency efforts. Chicago's 2022 budget provides the necessary resources to properly staff and fund this new division with (8) new positions. Currently, COPA employees assigned to investigations, quality management, intake and public affairs assist with the agency's transparency efforts. By reassigning these responsibilities COPA expects to enhance our commitment to transparency and increase the resources available to investigatory units. Once fully implemented the new Video Release & Transparency Unit will ensure information is released to the public in a responsible and expedited manner without compromise to the integrity of an investigation in the furtherance of transparency and trust.

2021 Figures at a Glance

In addition to the aforementioned initiatives, COPA continues conclude investigations and engage the public through various community outreach initiatives and the public release of materials.

As a result, COPA:

- Concluded 1085 investigations in 2021, a decrease compared to 2020.
- Responded promptly to the scene of 37 officer-involved shooting incidents.
- Released 38 transparency cases of officer-involved shootings encompassing 523 transparency materials that were publicly posted by COPA on its website. This included 245 videos (body-worn, 3rd party and in-car camera) 213 audio recordings (Office of Emergency Management & Communications and 911 calls) and 65 reports (Tactical Response, Case Incident and Arrest Reports).
- Participated in 72 community events and engaged 5000 community members.

Major Case Summary

COPA receives nearly 5000 complaints annually that fall within BIA and COPA's jurisdiction. As a commitment to transparency, COPA regularly provides updates on cases of great public interest to increase awareness of the civilian oversight process and to continue building trust in police oversight. In 2021, COPA either closed or published its Summary Report of Investigation for several notable incidents:

North Avenue Beach Incident

On August 28, 2021, a CPD officer approached Ms. Nikkita Brown, who at the time was walking her dog on North Avenue Beach. The CPD officer ordered Ms. Brown to leave the area due to the park being closed at the time. After words were exchanged between Ms. Brown and the officer, the officer forcibly grabbed Ms. Brown and a physical altercation ensued. *COPA closed this investigation 58 days after notification.*

Off-Duty Shooting by CPD Officer – Evergreen Park, IL

During the fall of 2021, on October 30th, an off-duty CPD officer exited a Sam's Club store located in Evergreen Park, IL. Upon exiting, a group of juveniles approached the officer and her husband at their vehicle in the parking lot and offered the couple assistance with loading their vehicle. Shortly thereafter, the group of juveniles stole the officer's vehicle by entered the vehicle and driving away. As the vehicle drove away through a crowded parking lot, the involved CPD officer drew her weapon and fired a single shot at the vehicle, solely in defense of her property. Evergreen Park police responded, investigated the incident, and contacted the Cook County State's Attorney's office for a review of criminal charges. Criminal charges were approved against the officer later that night and the officer was subsequently taken into custody. *Just 82 days later, COPA officially concluded the administrative investigation into this incident and recommended to Superintendent Brown that the involved officer be separated from the department. Superintendent Brown is currently reviewing COPA's findings and recommendations.*

On-Duty Pursuit with Fatal OIS – Anthony Alvarez

On the evening of March 31, 2021, Anthony Alvarez was walking in Chicago's Portage Park neighborhood when two passing CPD officers recognized Alvarez from a previous traffic enforcement action that occurred a day prior. The officers decided to pursue Alvarez, first by vehicle and subsequently on foot. The foot pursuit only terminated upon the fatal shooting of Alvarez by one of the pursuing officers. COPA's investigation comprehensively probed not only the shooting itself, but the initial decision and justification for pursuing Alvarez, and whether the totality of the officers' actions were proper, reasonable, and within the parameters of the officers' training. COPA's final report recommends that substantial discipline be levied against the involved officers and provides greater transparency to public by exploring the entire interaction, including the progression of the foot pursuit, why it even occurred, and should it have occurred at all. *COPA's administrative investigation into the incident closed in less than 10 months.*

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Chief Administrator Selection Process

In 2021, COPA launched a nationwide search and community-driven process to identify candidates to fulfill the role of Chief Administrator for the agency; a position vacated with the resignation of Chief Sydney Roberts. COPA, in collaboration with the Mayor's Office and the Center for Conflict Resolution, hosted a series of engagement sessions throughout the city to hear from residents, build a leadership profile, and recommend priorities that can better inform the selection committee in identifying candidates for the role of Chief Administrator. After a lengthy and exhaustive process, Mayor Lori E. Lightfoot nominated Andrea Kersten to lead the agency. Ms. Kersten previously served as COPA's Deputy Chief of Investigations, Chief of Investigative Operations and currently serves as its Interim Chief Administrator. As of publication, Interim Chief Kersten's nomination is pending approval before the City Council.



Mediation Program

As a part of Consent Decree compliance and in an effort to offer Chicago residents an alternative to traditional police misconduct complaint investigations – COPA, along with Mayor Lori E. Lightfoot, the Chicago Police Department, and the Center for Conflict Resolution (CCR) launched a community-based mediation pilot program. The launch of this program also delivers on a critical Consent Decree obligation for the City.

This unique alternative program will utilize highly trained mediators provided by CCR to resolve select misconduct complaints. Through the program, complaints eligible for mediation include, but are not limited to, perceived bias, failure to provide service, unprofessionalism, and unnecessary physical contact. Rather than proceed through a standard investigation, these complaints may be referred to mediation.

Research has shown that police misconduct complaints addressed through mediation are usually resolved and offer both the complainant and the involved Department member an opportunity to view the incident from the other's perspective. Such a viewpoint allows for an increased understanding of issues that have long plagued community-law enforcement relations and generally result in a positive interaction between all parties to the complaint.

Consent Decree Compliance

On January 31, 2019, Judge Robert M. Dow, of the U.S. District Court for the Northern District of Illinois, approved a Consent Decree in litigation filed by the State of Illinois against the City of Chicago to enjoin the Department from engaging in a repeated pattern of using excessive force, deadly force, and other misconduct that disproportionately harms Chicago's Black and Hispanic residents.

The decree became effective on March 1, 2019, and the Court appointed Ms. Maggie Hickey to serve as the Independent Monitor for Compliance.

Relative to police oversight and accountability, the Consent Decree restricts the use of force and requires greater transparency. It also asks the City to use its best efforts to ensure that COPA has the necessary jurisdiction to conduct administrative investigations of alleged sexual misconduct by Department members. In addition, the Consent Decree also sets forth enhanced reporting and policy requirements for COPA, the Department, and the City.

As of the most recent report (October 2021), COPA has achieved compliance with 72% of its stipulated requirements¹. In 2021 COPA:

- Developed a clear plan to holistically revise its policies and procedures, leading to the approval of several critical investigative policies, including COPA Major Incidents Policy.
- Continued working with its Community Policy Review Working Group (CPRWG) to review draft policies and documents related to the Consent Decree.
- The CPRWG met 21 times and reviewed and evaluated 13 COPA Consent Decree Policies from which the working group made 46 policy recommendations.
- Improved its training program for staff and developed or improved several new training blocks of instruction.
- Hosted four consent-decree mandated training modules (see Training section).

COPA is looking forward to the release of the Independent Monitoring Team's fifth semi-annual monitoring report, set to release in early 2022. The agency expects to continue improving on its compliance percentage in this forthcoming report.

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¹ To view the entire Independent Monitoring Report 4, please visit <https://cpdmonitoringteam.com/overview/reports-and-resources/fourth-semi-annual-independent-monitoring-report/>

Community Engagement

COPA continues to work diligently to expand its outreach in all 77 of Chicago’s neighborhoods. As an agency tasked with building trust between members of the police and the communities they serve, COPA recognizes the importance of building strong bonds and relationships with not only local community stakeholders, but the members of those very communities. COPA’s Public Affairs Division is responsible for engaging members of the public through a wide variety of community events or public service opportunities.

Many of COPA’s employees recognize that their commitment to public service extends beyond the walls of COPA, and that there are many opportunities for individuals to be engaged in their communities. While COPA employees donate their time to many important organizations and causes, the agency was excited about the positive staff involvement in a day of service with the Greater Chicago Food Depository and our Holiday Donation Drive with Chicago Animal Care and Control.



Throughout 2021, COPA expanded its partnership with Junior Achievement – a non-profit organization focused on the areas of work readiness, financial literacy, and entrepreneurship. Through this program, COPA leadership has the opportunity to speak with Chicago’s future leaders about opportunities in many of the fields necessary for COPA’s functionality such as investigations, legal, public affairs, and IT. The agency looks forward to expanding this program into 2022 with an increased number of neighborhoods and schools.

In 2021, COPA participated in 72 community events taking place throughout 15 wards and 13 police districts.

Date	Community Meeting	Organization	Ward	Police District
Jan 05	Virtual Public Safety Committee Meeting	City Council		
Jan 21	Public Meeting of the Police Board	Chicago Police Board		
Jan 22	Virtual Public Safety Committee Meeting	City Council		
Jan 27	City Council Meeting	City Council		
Feb 04	Northwestern School of Law	Northwestern University		

Date	Community Meeting	Organization	Ward	Police District
Feb 18	Public Meeting of the Police Board	Chicago Police Board		
Feb 23	COPA Chief Roberts Participates in Delaware's Law Enforcement Accountability Task Force Listening Session	Law Enforcement Accountability Task Force		
Feb 24	Junior Achievement Virtual Career Event with Sullivan High School	Junior Achievement	44	24
Feb 24	City Council Meeting	City Council		
Feb 25	Virtual Joint Committee Meeting with Public Safety and Finance	City Council		
Feb 26	Junior Achievement Virtual Event with CPS IT Department Initiative	Junior Achievement and CPS		
Mar 03	West Suburban Chiefs of Police Association (WSCOP) Meeting	West Suburban Chiefs of Police Association (WSCOP)		
Mar 18	Public Meeting of the Police Board	Chicago Police Board		
Mar 19	Virtual Public Safety Committee Meeting	City Council		
Mar 19	Junior Achievement Virtual Career Event at Solorio High School	Junior Achievement and CPS	14	8
Mar 19	Chicago Police Academy Presentation to CPD Recruits	Chicago Police Department		
Mar 24	City Council Meeting	City Council		
Mar 25	Junior Achievement Virtual Career Event at Bogan High School	Junior Achievement and CPS	18	8
Apr 21	Public Meeting of the Police Board	Chicago Police Board		
Apr 21	City Council Meeting	City Council		
May 04	Virtual Joint Committee Meeting: Health and Human Relations and Public Safety	City Council		
May 05	Marshall Square Resource Network (MSRN) Quarterly Meeting	MSRN/Latinos Progresandro	12	10
May 07	Junior Achievement of Chicago Career Day at Aspira High School	Junior Achievement and CPS	30	25
May 19	Junior Achievement of Chicago Career Day at Chicago Military Academy	Junior Achievement and CPS	3	2
May 20	Public Meeting of the Police Board	Chicago Police Board		
May 21	Junior Achievement Virtual Career Event at Solorio High School	Junior Achievement and CPS	14	8
May 26	City Council Meeting	City Council		
Jun 08	Junior Achievement Virtual Career Event at John W. Garvy Elementary School	Junior Achievement and CPS	41	16
Jun 17	Clubhouse Event: Police—Building Trust	Axon		
Jun 17	Public Meeting of the Police Board	Chicago Police Board		
Jun 22	Annual Forum on Chicago Police Accountability	Chicago Appleseed Center for Fair Courts		
Jun 23	City Council Meeting	City Council		
Jul 06	COPA Presentation to CPD Recruits	Chicago Police Department		
Jul 15	Public Meeting of the Police Board	Chicago Police Board		

Date	Community Meeting	Organization	Ward	Police District
Jul 16	Virtual Public Safety Committee Meeting	City Council		
Jul 21	City Council Meeting	City Council		
Jul 26	COPA Presentation to CPD Lieutenants	Chicago Police Department		
Jul 27	Virtual Public Safety Committee Meeting	City Council		
Jul 28	4th Ward Public Safety Meeting	Alderman Sophia King	4	2
Aug 02	Marshall Square Resource Network (MSRN) Quarterly Meeting Hosted By Latinos Progresando	MSRN/Latinos Progresando		
Aug 07	South Side 2022 Budget Engagement Forum	City of Chicago	3	2
Aug 11	West Side 2022 Budget Engagement Forum	City of Chicago	27	12
Aug 12	North Side 2022 Budget Engagement Forum	City of Chicago	46	19
Aug 17	Public Forum on Selection Process for the next Chief Administrator of COPA	City of Chicago	39	17
Aug 18	Public Forum on Selection Process for the next Chief Administrator of COPA	City of Chicago	28	11
Aug 18	State of Chicago Youth Town Hall	Mikva Challenge		
Aug 19	Public Meeting of the Police Board	Chicago Police Board		
Aug 24	Public Forum on Selection Process for the next Chief Administrator of COPA	City of Chicago	16	7
Aug 26	Virtual Public Forum on Selection Process for the next Chief Administrator of COPA	City of Chicago		
Sep 14	City Council Meeting	City Council		
Sep 15	My Chi. My Future. South Shore Community Meeting	My Chi. My Future.		
Sep 16	My Chi. My Future. Garfield Park Community Meeting	My Chi. My Future.		
Sep 23	Public Meeting of the Police Board	Chicago Police Board		
Sep 23	My Chi. My Future. Roseland Community Meeting	My Chi. My Future.		
Sep 30	My Chi. My Future. Austin Community Meeting	My Chi. My Future.		
Oct 14	My Chi. My Future. Back of the Yards Community Meeting	My Chi. My Future.		
Oct 14	National Louis University Internship & Career Fair	National Lewis University	42	1
Oct 16	Public Interest Law Program Career Event	Public Interest Law Initiative (PILI)		
Oct 19	Chicago Police Academy	Chicago Police Department		
Oct 21	Public Meeting of the Police Board	Chicago Police Board		

Date	Community Meeting	Organization	Ward	Police District
Oct 22	Junior Achievement Career Day with Phillips Academy High School, Hyde Park Academy High School & Schurz High School	Junior Achievement of Chicago & Chicago Public Schools		
Oct 25	COPA Community Presentation at Assembly Christian Church	Assembly Christian Church	1	14
Oct 25	City Council Meeting	City Council		
Oct 27	City Council Meeting	City Council		
Oct 28	My Chi. My Future. Austin Community Meeting			
Oct 28	My Chi. My Future. Roseland Community Meeting			
Nov 03	Marshall Square Resource Network (MSRN) Quarterly Meeting Hosted By Latinos Progresando		12	10
Nov 17	City Council Meeting	City Council		
Nov 18	Public Meeting of the Police Board	Chicago Police Board		
Dec 15	COPA Holiday Animal Donation Drive	Chicago Animal Care & Control (CACC) Shelter		
Dec 15	City Council Meeting	City Council		
Dec 16	Public Meeting of the Police Board	Police Board		



Policy, Research & Analysis Division (PRAD)

COPA's Policy, Research and Analysis Division (PRAD) is tasked with advancing our vision statement, fulfilling our mission, and supporting COPA's consent decree compliance. Through data analytics, pattern and practice reviews, and policy modernizations, PRAD is responsible for making policy recommendations for both COPA and CPD. In 2021, COPA made changes to fifteen COPA policies. All policy changes are subject to review by the Independent Monitor, COPA's Policy Working Group and the public, through our public comment process.

2021 Policies

- Quality Assurance
- Equipment and Apparel
- Disciplinary and Remedial Recommendations
- Recommendations Regarding Department Member Duties and Powers
- Intake
- Timeliness
- Final Summary Report
- Clear & CMS
- Sexual Misconduct Investigations
- Candidates for COPA Employment – Current or Former Chicago Police Department Members
- Conflict of Interest and Recusal
- Transparency Initiatives – Release of Video and Related Materials
- COPA Interviews – Chicago Police Department Members
- Compelled Statements
- Fact Gathering and Investigative Process

Advisory Letters

- *SWAT After-Action Reviews & Reports*

This Advisory letter addresses COPA's concern that the destruction/retention of records, as well as established reporting practices of the Department's Special Weapons and Tactics (SWAT) team following the execution of a search warrant, contradicts the explicit terms of its own standard operating procedures and may contravene legal obligations. COPA recommended that (1) the Department enhance records retention procedures; and (2) amend Departmental policy to clarify and distinguish valuable post-incident after action reviews expectations.
- *Search Warrant Special Order S04-19*

COPA raised concerns surrounding critical policy gaps related to the acquisition and service of search warrants. Notably that the Department's proposed revisions to its Search Warrants directive are extensive and difficult to comprehend. Department members must be able to rely on the directive as an intelligible guide, and the public should be able to understand expectations surrounding search warrant processes with little difficulty. COPA provided recommendations aimed at:

 - enhancing and clarifying standards of Department member behavior;
 - enhancing end-process accountability and review; and

- operational adjustments to centralize of knowledge, resources, and review chains to overcome issues of diffuse responsibility.
- *Needs Assessment for Chicago Police Department 2022 Training Plan*
The Department requested feedback on upcoming Department training initiatives for the 2022 training year, as they had done for 2021. For the 2022 training year, COPA has recommended the Department develop or further enhance the following training areas:
 - Handling Incidents Involving Off-Duty Department Members
 - Fourth Amendment – Invasive Searches
 - Opportunities to Incorporate Body-Worn Camera Equipment in Training
 - After Action Review Expectations
- *Report on Non-Compliance with Body-Worn Camera Regulations*
This report addresses the extent of and reasons for Department member patterns of noncompliance between January 1, 2018, and August 31, 2020. Data available during this period raises significant concern regarding the need for enhancements to and clarifications of Department directives and related BWC training; the underutilization of available BWC features; and the need for consequences when BWC regulations are not followed.
- *General Order G03-07, Foot Pursuits*
In 2021 the Department made changes to policies governing foot pursuits. The Department contacted COPA to request input on the proposed changes. COPA made recommendations surrounding the following policy areas:
 - Surplusage, Organization, and Length
 - Bright-Line Rules
 - Safe Harbor
 - Alternative Tactics

U.S. Customs and Border Protection

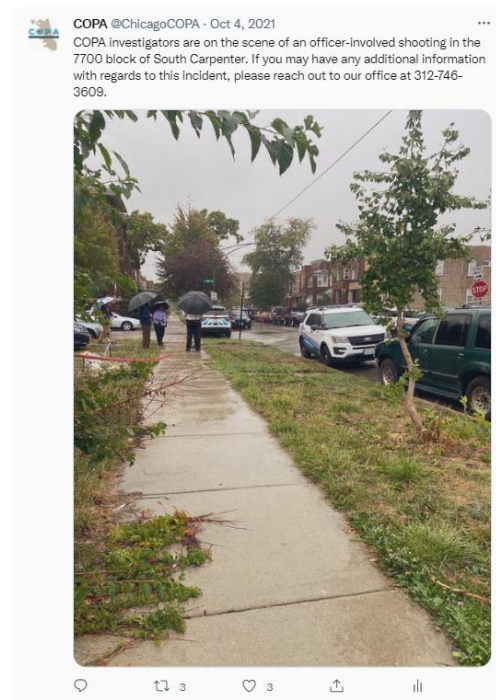
During the summer of 2021, COPA hosted a delegation of representatives from the Office of Professional Standards for U.S. Customs and Border Protection. During these meetings, COPA shared its expertise regarding the following areas:

- Major incident response, including those involving vehicle pursuits, and external agency coordination efforts
- Community engagement approach and strategy
- COPA’s intake processes and interaction with the Department
- Public video releases

COPA’s role as a leader in public accountability and transparency often results in the agency assisting external agencies who conduct similar work in building out programs and policies. As accountability continues to expand upwards from the local level to many of the federal law enforcement agencies, COPA looks forward to continuing to assist in growing the network of accountability agencies.

Social Media & Press Releases

COPA maintains a specialized Public Affairs Division responsible for fulfilling COPA’s transparency efforts as well as our community outreach endeavors. Through the use of social media, in-person & virtual meetings, and electronic correspondence, the team works diligently to spread important information about prominent cases to stakeholders and members of the community at large. The Public Affairs Division also consists of Case Liaisons, who serve the important role of relaying information and updates to individuals who have opened complaints.



A complete list of all press releases in 2021 can be found below. The releases can be read in their entirety at chicagocopa.org/press.

Date	Media Press Releases
Jan 06	COPA Provides Update On Off-Duty Officer Arrested For Actions In Officer Involved Shooting Near 5200 S. Monitor
Jan 07	COPA Releases Video And Other Materials Of Officer Involved Shooting Near 5200 S. Monitor Involving Officer Joseph Cabrera
Jan 11	COPA Provides Update On Officer Involved Shooting Near 1500 S. Karlov
Jan 13	COPA Concludes Investigation Into Excessive Force Incident
Jan 20	COPA Provides Update Of Officer Involved Shooting Near 3800 W. Polk
Jan 21	COPA Concludes Investigation Into Officers Actions Involving 10-Year-Old
Feb 02	COPA Submits First Advisory Letter Of 2021 To Chicago Police Department Regarding Special Weapons & Tactics Team (SWAT) Following The Execution Of A Search Warrant
Feb 03	COPA Releases Materials Of Officer-Involved Shooting Near 1500 N. Laramie Avenue

Date	Media Press Releases
Feb 09	COPA Releases Video & Other Materials Of Officer Involved Shooting Near 3300 W. Irving Park Road
Feb 22	COPA Concludes Investigation Into 2019 Incident Involving Officers At John Marshall High School
Mar 02	COPA Concludes Fatal Officer Involved Shooting Investigation Of Harith Augustus
Mar 10	COPA Releases Video & Other Materials Of Officer Involved Shooting Near 1500 S. Karlov
Mar 15	COPA Delivers Report Of Findings And Recommendations To Superintendent In First Concluded Investigation Into Alleged Misconduct Of Tactical Team Members Led By Former Sergeant Ronald Watts
Mar 23	COPA Seeks Input From Public On Policies To Improve Investigations & Civilian Oversight
Apr 01	COPA Provides Update On Fatal Officer Involved Shooting Near 2400 S. Sawyer
Apr 02	COPA Will Release Video & Other Materials Of The Fatal Officer Involved Shooting Of 13 Year Old Adam Toledo
Apr 13	COPA Provides Toledo Family Viewing Of Fatal Officer Involved Shooting Of Adam Toledo
Apr 14	COPA To Release Video & Other Materials Of Fatal Officer Involved Shooting Of Adam Toledo Tomorrow, Thursday, April 15, 2021
Apr 15	COPA Releases Video & Other Materials of Fatal Officer Involved Shooting of 13-Year Old Adam Toledo
Apr 23	COPA Releases Video & Other Materials Of Officer Involved Shooting Near 2500 W. 46th Street
Apr 28	COPA Releases Video & Other Materials Of The Fatal Officer Involved Shooting Near 5200 W. Eddy Street
Apr 29	COPA Concludes Investigation Into Raid At Ms. Anjanette Young's Residence By CPD Officers
May 05	COPA Chief Administrator Sydney Roberts Announces Resignation
Jun 03	COPA Concludes Investigation Into 2020 Incident Of Alleged Misconduct At The CTA Jackson Red Line Station
Jun 09	COPA Releases Video & Other Materials of Officer-Involved Shooting Near 1500 N. Lawndale Avenue
Jun 29	COPA Concludes Investigation Into Chicago Police Officer's Actions Involving Miracle Boyd At Protest In Grant Park
Jul 02	COPA Concludes Investigations Into Fatal 2019 Vehicular Incident
Jul 09	COPA Releases Video & Other Materials of an Officer-Involved Shooting Near 8300. Kerfoot Avenue
Jul 09	COPA Provides Update on Fatal Officer Involved Shooting Near 100 S. Kilpatrick
Jul 30	The City of Chicago Begins Official Search and Selection Process for the Next Chief Administrator of COPA
Aug 03	COPA Releases Video & Other Materials of an Officer-Involved Shooting Near 100 S. Kilpatrick
Aug 16	COPA Prohibited from Releasing Video & Other Materials of the Officer Involved Shooting Incident Near 6300 South Bell Avenue
Aug 30	COPA Provides Update of Incident Captured on Video Involving CPD Officer and Woman Walking her Dog
Sep 01	COPA Releases Video & Other Materials of Fatal Officer-Involved Shooting in Calumet City
Sep 22	COPA Releases Video & Other Materials of Officer-Involved Shooting Near 4500 South Drexel Avenue
Oct 05	COPA Provides Updated on Fatal Officer-Involved Shooting Near 7700 S. Carpenter
Oct 19	COPA Releases Video & Other Materials of Fatal Officer-Involved Shooting Near 6500 South Harvard Avenue
Oct 28	COPA Concludes Investigation Into Incident Involving Ms. Nikkita Brown at North Avenue Beach

Date	Media Press Releases
Nov 03	COPA Releases Video & Other Materials of Fatal Officer-Involved Shooting Near 7700 South Carpenter Street
Nov 20	COPA Releases Summary Report and Findings Regarding Chicago Police Department Raid of Ms. Anjanette Young's Residence
Nov 22	COPA Releases Materials of Off-Duty Officer-Involved Shooting Near 3100 W. Belle Plaine
Dec 16	COPA Releases Materials of Officer-Involved Shooting Near 3900 W. Madison
Dec 27	COPA Provides Update on Death of Ms. Irene Chavez While in Chicago Police Department 3rd District Custody
Dec 30	COPA Releases Materials Related to Fatal Off-Duty Officer-Involved Shooting Near 8500 West Winona Street

Budget & Personnel

Budget

COPA's annual budget is set by the City of Chicago Ordinance, which authorizes a budget appropriation for the agency to be no less than 1% of the Department's annual operating budget, not including grant funds or fringe benefits. The 2022 budget appropriation for COPA complies with this ordinance.

Expense Category	2022 Budget
Personnel	\$12,551,853.00
Non-Personnel	\$2,176,340.00
Fringe (46.7)	\$5,861,715.00
Total	\$20,589,908.00

Staffing

In 2021, COPA onboarded 30 new employees broken down by the following positions:

- Administrative Assistant II (2)
- Attorney (5)
- Chief Investigative Law Officer (1)
- Director of Administrative Services (1)
- Director of Training and Professional Development (1)
- Intake Aide (1)
- Investigator (13)
- Paralegal II (1)
- QM Analyst (1)
- Senior Information Analyst (1)
- Supervising Investigator (3)

Training & Professional Development

As COPA staff returns to standard in-office operations, we are continuing to expand our intake and investigatory capabilities through a creative blending of virtual and in-person operations. Expanding on these ideas in addition to educating and reeducating staff on our core curriculum remains a main priority of COPA's Training & Professional Development Division (TPDD). In 2021, TPDD delivered four Consent Decree sessions for a total of eight training hours and two non-Consent Decree sessions.

Consent Decree Training

Paragraph 527 of the Consent Decree mandates COPA Investigative and Legal staff members receive a minimum of 8 hours of annual in-service training. Eighty (80) Investigative and Legal staff received at least 8 hours of in-service training in required topics in 2021, for a total completion rate of 98%.

In 2021, the following trainings were conducted:

- **Procedural Justice 528(b):** This training provided a refresher of procedural justice concepts. 98 (99%) staff members virtually attended this training and was a requirement for all COPA employees per the Consent Decree.
- **Implicit Bias 528(k):** This training provided a refresher with the cognitive functions that can result in biased behavior. 98 (99%) staff members virtually attended this training and was a requirement for all COPA employees per the Consent Decree.
- **Witness Reliability 528(j):** This training refreshed staff with concepts of witness reliability and how these concepts impact COPA investigations. 81 (99%) Investigative and Legal staff members virtually attended this training and was a requirement for both COPA Investigations and Legal per the Consent Decree.
- **Intake In-service 528(a):** This training familiarized COPA staff with updated intake policies and procedures. 76 (99%) staff members virtually attended this training and was a requirement for all Investigative employees per the Consent Decree.

Non-Consent Decree Training

In addition to trainings mandated by the Consent Decree, COPA regularly offers education opportunities well beyond what is required by the decree. While some of these trainings take place in formal, training sessions, many are done on an ad hoc basis. In 2021, COPA offered two non-Consent Decree trainings:

- NACOLE's 2021 Virtual Conference
- FETI (Forensic Experiential Trauma Interview)

COPA Academy

From March 2 through May 13, 2021, COPA conducted its sixth COPA Academy. COPA Academy is an exhaustive, hands-on training designed to educate new hires on many of the investigatory, legal and ethical concepts that guide COPA. The Academy consists of five sections and each section is led by a variety of experts well educated in their fields.

- New Hire Onboarding Orientation
- Basic Investigations
- Investigative Concepts and Steps
- Legal Concepts
- Supervisor Leadership Training

Fourteen employees graduated from 2021's COPA Academy. The next COPA Academy is expected to begin in February 2022.

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INVESTIGATIVE DATA

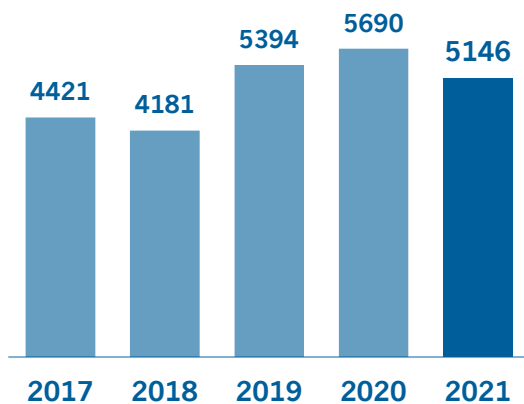
Methodology

To fulfill the requirements of COPA's enabling ordinance (MCC § 2-78-150), the agency queried relevant databases in which complaint and operational data is recorded to retrieve the information analyzed for this report covering the period from January 1, 2021 through December 31, 2021. The data contained in this report represents the most accurate information available at the time of publication. Moreover, the information stored in the database is dynamic and can change as an investigation progresses. For example, an allegation category may change as an investigation uncovers additional evidence, or a case previously concluded may be reopened. Thus, the numbers reported here are subject to future revision, and historical comparative data presented may vary slightly from previous reports. Data herein is presented in an order similar to COPA's investigative process: intake, pending investigations and concluded investigations.

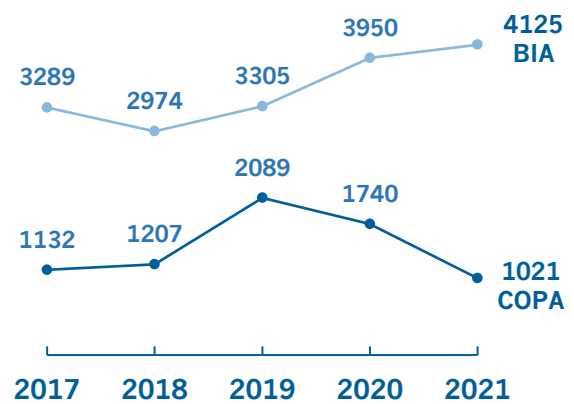
Intake

It is important to note that COPA can only report on the complaints and notifications it receives—it cannot account for individuals who have, or believed they have, experienced Department member misconduct, but have not filed a complaint or the conduct did not generate a notification to COPA. Therefore, with respect to COPA's intake, all numbers represent the number of reported complaints and notifications of actual or perceived misconduct. COPA's intake process documents the number of complaints received but there may be multiple allegations of misconduct, potentially involving multiple Department members, contained in a single complaint.

In 2021, COPA received 5,146 complaints and notifications. Although this is a 10% decrease compared to 2020, the number of intake continues to trend upward since 2018. Of the total intake in 2021, 4,125 fell outside of COPA's investigative jurisdiction and were referred to the Bureau of Internal Affairs (BIA). The complaints referred to BIA included criminal conduct, operational violations not involving civilian contact, or other less serious complaints not otherwise within the jurisdiction of COPA. At the end of the year, COPA retained 1,021 (20%) complaints and notifications for investigation.

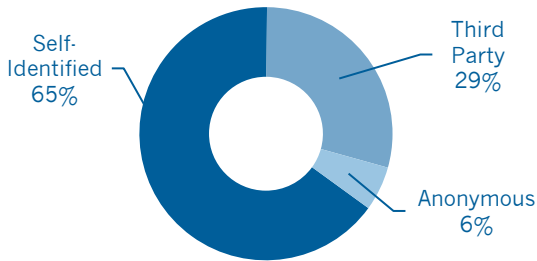


Complaints and notifications received by year (2017-2021)

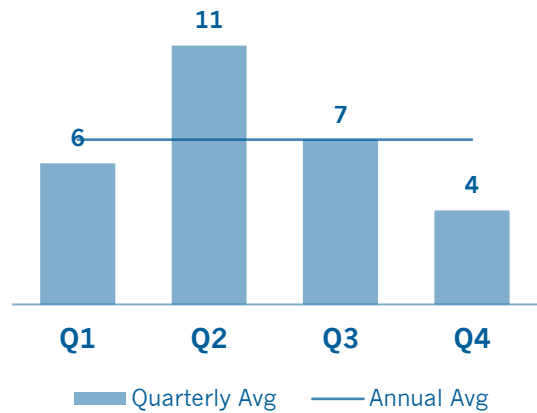


Complaints and notifications received by year and jurisdiction (2017-2021)

In 2021, more than two-thirds of complaints under COPA jurisdiction were reported by a self-identified complainant (665), about a third were reported by a third party (298), and the rest are anonymous (59). Moreover, the average time from receipt of complaint to the next or initial contact with the complainant or representative is 7 days.



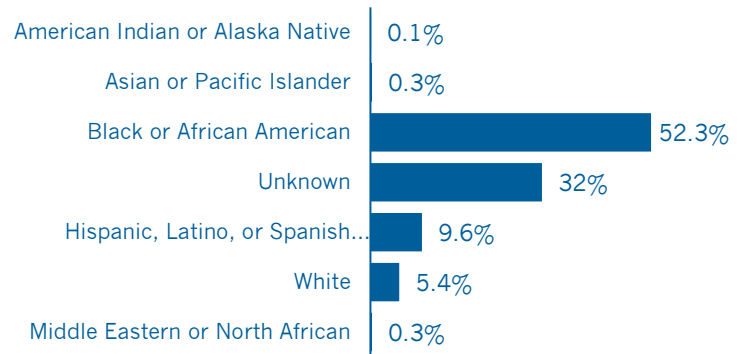
Complainant type (2021)



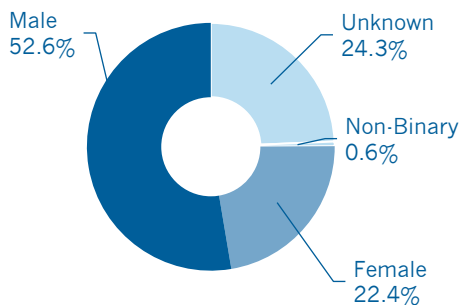
Average days to the next or initial contact by quarter (2021)

Complainant Demographic Information

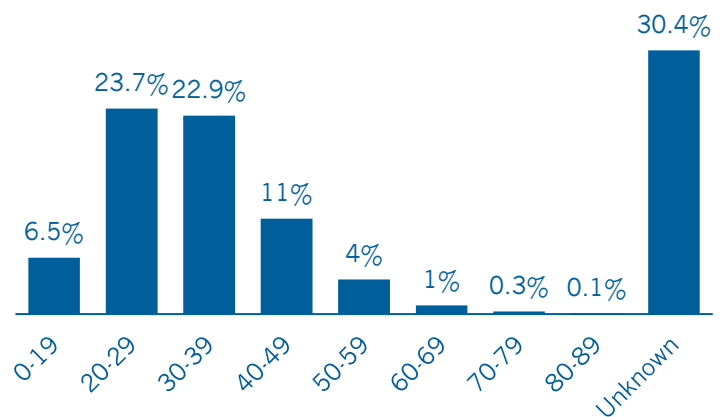
The following figures are based on demographic information provided by self-identified complainants or subjects of police-involved incidents in which COPA is notified by the Department. In 2021, more than half of the complainants or subjects were male (52.6%). Majority were Black or African American (52.3%). In addition, most of the complainants or subjects were between the ages of 20 and 39 years old (46.6%).



Race or ethnicity of complainants or subjects (2021)



Gender of complainants or subjects (2021)

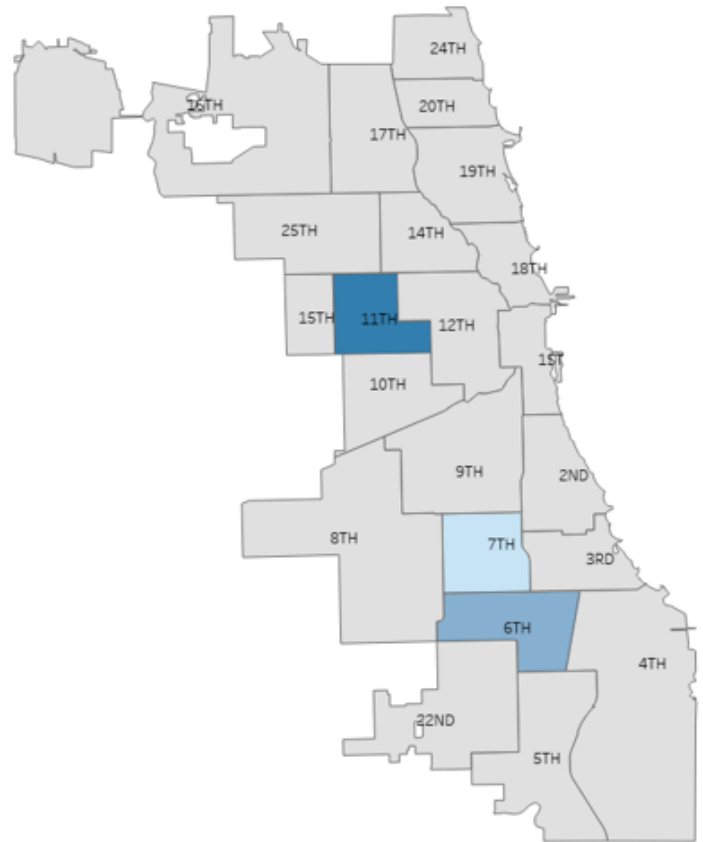


Age distribution of complainants or subjects (2021)

Location of Incidents by District

During 2021, Districts 11 (Harrison), 7 (Englewood), and 6 (Gresham) were among Districts with the highest number of incidents that resulted in complaints and notifications under COPA's jurisdiction. This trend had been consistent in the last five years. The table and map below display the geographic distribution of intake under COPA's jurisdiction.

Police District	2017	2018	2019	2020	2021
1st - Central	40	39	54	122	37
2nd - Wentworth	76	79	93	60	28
3rd - Grand Crossing	47	64	85	45	39
4th - South Chicago	59	69	115	68	39
5th - Calumet	52	60	77	69	48
6th - Gresham	81	93	162	112	65
7th - Englewood	83	111	161	107	59
8th - Chicago Lawn	58	54	84	67	44
9th - Deering	42	41	46	42	18
10th - Ogden	44	60	74	65	41
11th - Harrison	106	106	179	147	91
12th - Near West	36	34	54	45	37
14th - Shakespeare	12	20	26	19	23
15th - Austin	60	52	57	63	39
16th - Jefferson Park	52	37	57	43	28
17th - Albany Park	22	6	15	22	20
18th - Near North	40	39	63	92	42
19th - Town Hall	38	31	46	59	17
20th - Lincoln	17	16	15	15	9
22nd - Morgan Park	46	49	69	54	46
24th - Rogers Park	15	21	15	20	22
25th - Grand Central	66	55	70	61	34



Incident locations by police district (2017-2021)

District map highlighting 2021 data

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Allegations by Category

A single complaint may contain multiple allegations against one or more Department members. During 2021, COPA recorded 2,089 allegations against Department members. The most common allegations involved Fourth Amendment violations (i.e., improper search or seizure of either individuals or property), making up 43% of all allegations, followed by excessive force, making up 24% of all allegations. These categories have consistently constituted COPA's largest percentage of allegations on a yearly basis.

Allegation Type	# of Allegation
Abuse of Authority	10
Coercion	13
Court Violation	9
Denial of Counsel	4
Domestic Violence	108
Excessive Force	496
Firearm Discharge at Animal	5
Firearm Discharge-Accidental	11
Firearm Discharge-Fatal	11
Firearm Discharge-Injury	16
Firearm Discharge-No Contact	15
Firearm Discharge-Officer Suicide	1
Improper Search or Seizure	895
Incident in Custody	7
Making a False Report, Written or Oral	23
Miscellaneous Notification	2
Motor Vehicle Incident-Fatal	6
Operational Violation ²	289
Sexual Misconduct	26
Taser Discharge-Injury or Death	10
Traffic ³	5
Unnecessary Display of Weapon	72
Verbal Abuse	55
Total	2089

Allegations recorded under COPA jurisdiction (2021)

² Operational Violations include non-compliance with BWC regulations, failure to complete Departmental reports, failure to provide service, failure to register weapon, conduct unbecoming, neglect of duty, etc.

³ Traffic includes misconduct during issuance of citation, parking complaints, failure to enforce traffic regulations, preventable traffic accidents, etc.

The table below is a breakdown of allegations recorded in 2021 by allegation type and police district.

Allegation Type	Police District																								
	1	2	3	4	5	6	7	8	9	10	11	12	14	15	16	17	18	19	20	22	24	25			
Abuse of Authority							4	1		1							2					1			
Coercion					1		1			1			1				1	1							
Court Violation						2				1	1					1	1								
Denial of Counsel					1	1	1																		
Domestic Violence	1	1	2	5	3	3	1	17	2	4	2	11	1	2	14	8	5	1		11	2				
Excessive Force	38	16	15	23	26	30	28	14	6	23	50	19	23	22	6	2	29	13	8	22	10	16			
Firearm Discharge at Animal					1		2				1									1					
Firearm Discharge-Accidental	1			1		1								2			2								
Firearm Discharge-Fatal						1	1		2	1	3	1			1										
Firearm Discharge-Injury	1							2		7	2					2					1				
Firearm Discharge-No Contact			3			4		1						3	1	1				1		1			
Firearm Discharge-Officer Suicide								1																	
Improper Search or Seizure	17	22	37	31	82	92	88	32	10	49	135	22	7	35	7	1	54	5	2	35	16	24			
Incident in Custody			6																						
Making a False Report, Written or Oral				2		4				4	7			3						1	1				
Miscellaneous Notification										2															
Motor Vehicle Incident-Fatal											1														
Operational Violation ⁴	9	11	21	11	6	11	21	8	1	9	25	22		21	20	1	19	3	6	6	5	3			
Sexual Misconduct		1		2		1		1		2			1		6		7	1				2			
Taser Discharge-Injury or Death	1					1					1		1		1			2	2			1			
Traffic ⁵	1					1					1					1									
Unnecessary Display of Weapon			5	5	2	3	8	7	1	3	11	8	2	2	4	1				5	1				
Verbal Abuse	2	3	4		3	3	4			1	5	8		1	2	1			1	2	2	3			
Total	71	59	93	77	126	163	158	77	25	115	243	85	36	93	59	18	120	26	19	84	39	50			

Allegations recorded under COPA jurisdiction by police district (2021)

⁴ Operational Violations include non-compliance with BWC regulations, failure to complete Departmental reports, failure to provide service, failure to register weapon, conduct unbecoming, neglect of duty, etc.

⁵ Traffic includes misconduct during issuance of citation, parking complaints, failure to enforce traffic regulations, preventable traffic accidents, etc.

Affidavits

On February 22, 2021, the State of Illinois amended the Uniform Peace Officers’ Disciplinary Act to allow for the filing of a complaint against a sworn Department member without a sworn Affidavit or other legal documentation. The elimination of the sworn Affidavit requirement applies to any collective bargaining agreements entered into by the City of Chicago and the police unions representing sworn Department members after July 1, 2021.

On September 16, 2021, the City of Chicago ratified new collective bargaining agreement terms with the Fraternal Order of Police Chicago Lodge #7 which removed the sworn Affidavit requirement. For complaints received anonymously or from a citizen complainant that does not wish to disclose his or her identity, COPA must still seek “certification” from the Chief of BIA through procedures similar to those associated with seeking an Affidavit Override. COPA is otherwise no longer obligated to secure an Affidavit in support of a complaint against sworn Department members below the rank of Sergeant.

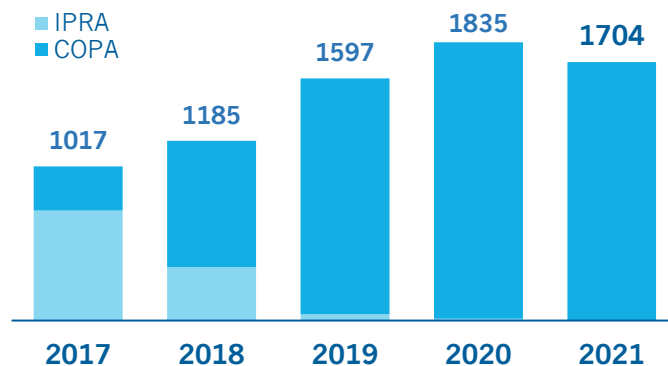
Where an Affidavit Override is sought, in support of such a request, the Chief Administrator will provide the BIA Chief with the evidence suggesting that the investigation should continue, which may include arrest and case reports, medical records, statements of witnesses and complainants, video and audio recordings, and photographs. If the BIA Chief concurs with the Chief Administrator that continued investigation of the allegation(s) is necessary and lawful, even without a complainant’s Affidavit, the BIA Chief will execute a sworn Affidavit and COPA investigation will proceed. On the other hand, if the BIA Chief disagrees that continued investigation is warranted, COPA’s investigation of the allegations is concluded. The process is similar for complaints retained by BIA that requires an Affidavit Override.

Requesting Agency	Q1	Q2	Q3	Q4
COPA				
Request	15	8	15	6
Approval	15	8	14	1
Pending	0	0	1	5
BIA				
Request	16	3	22	0
Approval	16	3	22	0

Affidavit override requests and approvals (2021)

Pending Investigations

At the end of 2021, COPA had 1,704 pending cases under investigation. This is a 7% reduction from 2020. Moreover, at the end of second quarter of 2021, the investigations of all remaining IPRA legacy cases had been completed.



Pending cases by year (2017-2021)

The 1,704 pending investigations encompass a total of 6,118 allegations. Of these, 42% concern allegation(s) of improper search or seizure (Fourth Amendment violations). Another 18% concern allegations of excessive force. Together they make up 60% of the total allegations that remained under investigation at the end of 2021.

Allegation Type	# of Allegation
Abuse of Authority	46
Coercion	30
Court Violation	29
Denial of Counsel	6
Domestic Violence	187
Excessive Force	1100
Failure to provide Proper Care in Custody	1
Firearm Discharge at Animal	7
Firearm Discharge-Accidental	18
Firearm Discharge-Fatal	15
Firearm Discharge-Injury	42
Firearm Discharge-No Contact	47
Firearm Discharge-Officer Suicide	1
First Amendment	5
Improper Search or Seizure	2598
Incident in Custody	71
Making a False Report, Written or Oral	77
Miscellaneous	20
Miscellaneous Notification	7
Motor Vehicle Incident	24
OC Discharge-Injury or Death	2
Operational Violation ⁶	1327
Sexual Misconduct	37
Taser Discharge-Injury or Death	11
Traffic ⁷	31
Unnecessary Display of Weapon	146
Verbal Abuse	233

Allegations remained under investigations by type (2021)

⁶ Operational Violations include non-compliance with BWC regulations, failure to complete Departmental reports, failure to provide service, failure to register weapon, conduct unbecoming, neglect of duty, etc.

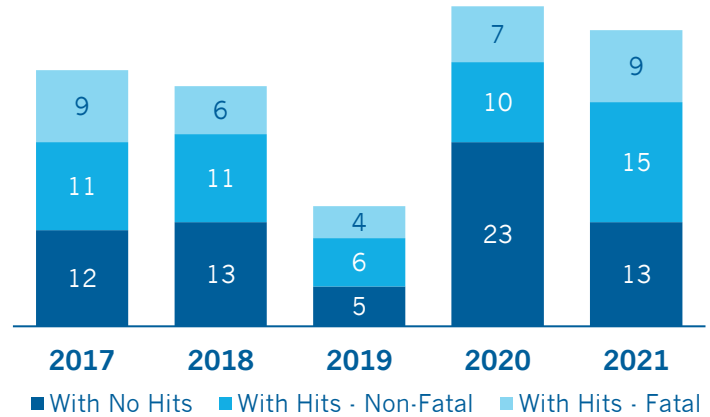
⁷ Traffic includes misconduct during issuance of citation, parking complaints, failure to enforce traffic regulations, preventable traffic accidents, etc.

Officer-Involved Shootings (OIS)

The figures shown in this section exclude firearm discharges related to animal shootings, accidental discharges and officer suicides. In 2021, COPA received 37 notifications of an officer-involved shooting: 13 were non-contacts, 15 involved non-fatal injuries, and 9 involved fatalities. This is 3% decrease from 2020 (38). However, incidents of OIS with hits have increased from 2020.

During 2021, COPA concluded 22 OIS cases: 4 resulted in a Sustained finding, 4 were Not Sustained, 1 was placed in Close Hold, and 13 were found to be consistent with Department policies on

use of force. Three officers involved in non-fatal and fatal shooting incidents were recommended for Separation. Another officer involved in a non-contact shooting incident was recommended a penalty of Violation Noted.



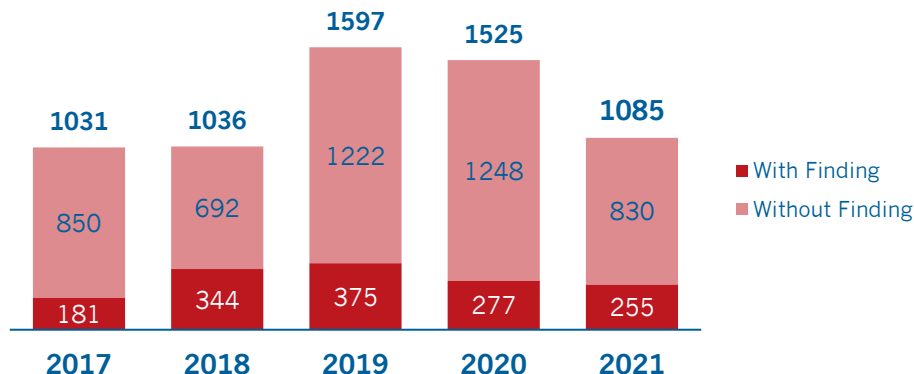
OIS notifications received by year (2017-2021)

Finding	2017	2018	2019	2020	2021
Sustained	6	2	2	6	4
Not Sustained	0	0	5	2	4
Unfounded	0	1	0	0	0
Exonerated	0	2	2	0	0
Admin Closed	12	2	2	0	0
Close Hold	0	1	0	1	1
Within Policy	30	17	17	17	13

Concluded OIS cases by year (2017-2021)

Concluded Investigations

In 2021, COPA concluded a total of 1,085 investigations, a 29% decrease from 2020. Of these investigations, 255 were concluded with findings and 830 were concluded without findings.



Concluded cases by year (2017-2021)

Investigations Concluded with Finding

A “finding” is determined when after a fair, thorough, independent investigation, sufficient proof is obtained to warrant a determination that one of the four categories shown in the box, entitled Finding Types. As will be discussed below, several factors may contribute to an investigation concluding without reaching a finding.

COPA makes investigative findings of Sustained and Not Sustained based on the “Preponderance of Evidence” standard in which the evidence must show it is “more likely than not” that the incident did or did not occur as alleged. However, in accordance with the March 1, 2019 Consent Decree, findings of Unfounded and Exonerated must be supported by “Clear and Convincing” evidence. Clear and Convincing evidence is a higher standard than Preponderance of Evidence, but less than “Beyond a Reasonable Doubt.”

Finding Types

Sustained: The allegation was supported by sufficient evidence (“Preponderance”) to justify disciplinary action. Recommendations of disciplinary action may range from Violation Noted, to Suspension, to Separation from the Department.

Not Sustained: The allegation is not supported by sufficient evidence (“Preponderance”) to prove or disprove the allegation.

Unfounded: The allegation was not supported based on facts revealed through investigation, or the reported incident did not occur, as shown by “Clear and Convincing Evidence.”

Exonerated: The incident occurred, but the action taken by the officer was lawful and proper, as shown by “Clear and Convincing Evidence.”

During 2021, COPA concluded 255 cases and issued findings on 1859 allegations of misconduct. Of the total closed cases with findings, 134 or 53% were Sustained. Of the total allegations with findings, 732 or 39% were Sustained.

Case Finding	2017	2018	2019	2020	2021
Sustained	72	114	157	105	134
Not Sustained	61	83	109	65	38
Unfounded	44	118	61	34	27
Exonerated	4	29	48	73	56
Total	181	344	375	277	255

Overall case finding by year (2017-2021)

Allegation Finding	2017	2018	2019	2020	2021
Sustained	206	377	510	454	732
Not Sustained	449	457	964	447	416
Unfounded	305	617	618	248	195
Exonerated	80	266	602	561	516
Total	1040	1717	2694	1710	1859

Allegation finding by year (2017-2021)

The table below depicts the outcome of misconduct investigations during 2021 broken down by allegation type and finding.

Allegation Type	Sustained	Not Sustained	Unfounded	Exonerated
Abuse of Authority	6	2	3	1
Coercion	1	2	4	
Court Violation	18	1		
Domestic Violence	48	44	1	
Excessive Force	64	76	41	84
Firearm Discharge-Accidental	8			
Firearm Discharge-Fatal	1	2	1	1
Firearm Discharge-Injury	3			
Firearm Discharge-No Contact	1	7		
First Amendment	3			1
Improper Search or Seizure	98	88	58	336
Incident in Custody	4			
Making a False Report, Written or Oral	36	9	1	
Miscellaneous	37	8	8	
Motor Vehicle Incident-Fatal	24	12	1	13
Operational Violation ⁸	319	107	62	73
Sexual Misconduct	3	24		
Traffic ⁹	1			2
Unnecessary Display of Weapon	5	6	4	5
Verbal Abuse	52	28	11	
Total	732	416	195	516

Closed cases with finding by allegation type (2021)

Recommended Discipline

At the end of an investigation in which COPA sustains one or more allegations, the agency recommends discipline of the accused member to the Department. However, it is ultimately up to the Department and/or the Chicago Police Board to come to a final decision regarding discipline. In 2021, COPA recommended 730 disciplinary charges on sustained allegations of misconduct.

Sustained Allegations	2017	2018	2019	2020	2021
Non-Disciplinary Outcome	0	1	0	1	2
Disciplinary Charges	206	376	510	453	730
Total	206	377	510	454	732

Number of sustained allegations by year (2017-2021)

⁸ Operational Violations include non-compliance with BWC regulations, failure to complete Departmental reports, failure to provide service, failure to register weapon, conduct unbecoming, neglect of duty, etc.

⁹ Traffic includes misconduct during issuance of citation, parking complaints, failure to enforce traffic regulations, preventable traffic accidents, etc.

During 2021, COPA recommended disciplinary charges to 280 Department members with sustained allegations of misconduct. Of those, 59 members recommended for Separation and 180 members for Suspension.

Recommended Discipline	2017	2018	2019	2020	2021
Violation Noted	23	38	44	30	26
Reprimand	8	20	50	31	15
1-29 Days Suspension	48	106	128	98	132
30 Days or More Suspension	11	8	15	14	48
Separation	5	4	3	19	59
Total	95	176	240	192	280

Number of Department members recommended for discipline by year (2017-2021)

Investigations Concluded With No Finding

In 2021, COPA concluded 830 cases without findings. COPA undertakes a vigorous preliminary investigation of every new complaint within COPA jurisdiction to determine the substance of a complaint, investigative viability, and sufficiency of available evidence. After thorough review, there may be circumstances where closing an investigation without reaching one of the above finding types is the most appropriate, reasonable or only available conclusion.

No Finding Closures

Duplicative Information: Complaints addressing matters already received and related to existing cases.

Non-Complaint Information: Information provided to COPA that does not allege misconduct or otherwise does not involve members of the Chicago Police Department.

Declination to Cooperate or Inability to Follow-up: Though COPA has made a good faith effort to obtain cooperation, the complainant has affirmatively declined or, through investigative follow-up, COPA's efforts to locate and/or contact the complainant to obtain additional information have been unsuccessful. Additionally, there exists a lack of other independent objective evidence (typically in the form of testimony from known witnesses or audio/video recordings) to proceed with an investigation without the complainant's participation.

Discontinued Investigation: Though the alleged misconduct involves a Chicago Police Department member and falls within COPA's jurisdiction, COPA's efforts to follow-up and gather evidence, which may be substantial and include complainant cooperation, reveal that insufficient evidence exists to reach an affirmative finding.

Closed with Potential to Re-Open: Though the alleged misconduct involves a Chicago Police Department member and falls within COPA's jurisdiction, the accused Department member is unavailable or unable to respond to the allegations of misconduct, there exists civil litigation addressing the allegations of misconduct, or the Department member leaves employment with the Chicago Police Department during the pendency of the investigation. COPA regularly reviews these closed cases to determine whether circumstances have changed such that the case should be considered for re-opening.

COPA may conclude an investigation without findings for various reasons, including but not limited to the following, which represent the most common reasons cited:¹⁰

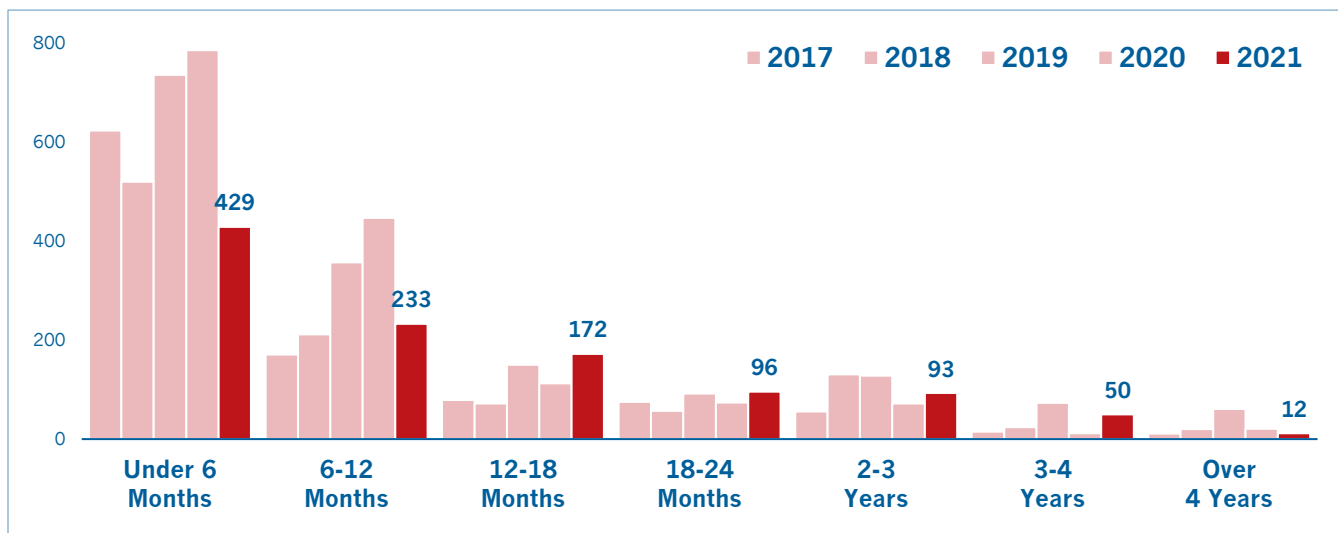
In 2021, 32% of all cases closed with no finding (266) were the result of Declination to Cooperate or Inability to Follow-up. Forty-eight percent (398) were the result of Duplicative Information or Non-Complaint Information. Three percent (21) was the result of Discontinued Investigation. Twelve percent (99) were placed in Closed with Potential to Re-Open.

COPA also closed 4% of cases without finding as a result of referral to another agency (36), as well as OIS investigations (1%) in which evidence gathered supported, by clear and convincing evidence, that the involved Department member’s actions comported with Department policy regarding use of force.

Length of Investigation

COPA strives to conclude its investigations within six months of receiving a complaint of misconduct or a notification from the Department of a police-involved incident for investigation. Pursuant to municipal ordinance, MCC § 2-78-135, when COPA is unable to conclude its investigation within six months, notice to the complainant and any Department member who is the subject of the investigation, must be provided and include the general reasons for delay. Some investigations, such as OIS incidents and incidents involving excessive force, may conclude beyond the six-month timeframe as they are, by nature, more complex, often involve multiple parties, and require an intricate analysis of collected evidence.

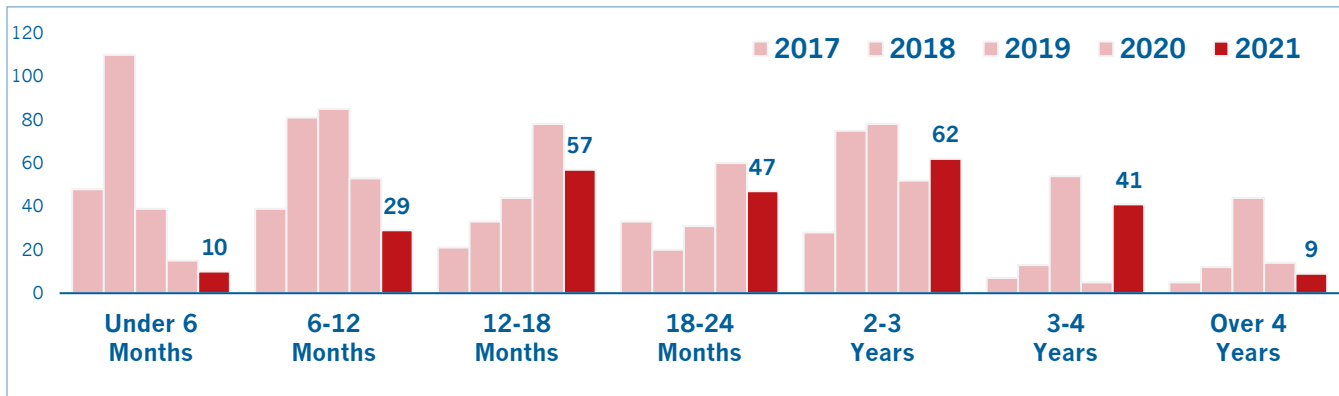
Of the 1,085 concluded investigations during 2021, 40% or 429 were completed within 6 months and 21% or 233 were completed in 6-12 months. Overall, 61% of closed cases were concluded in less than one year.



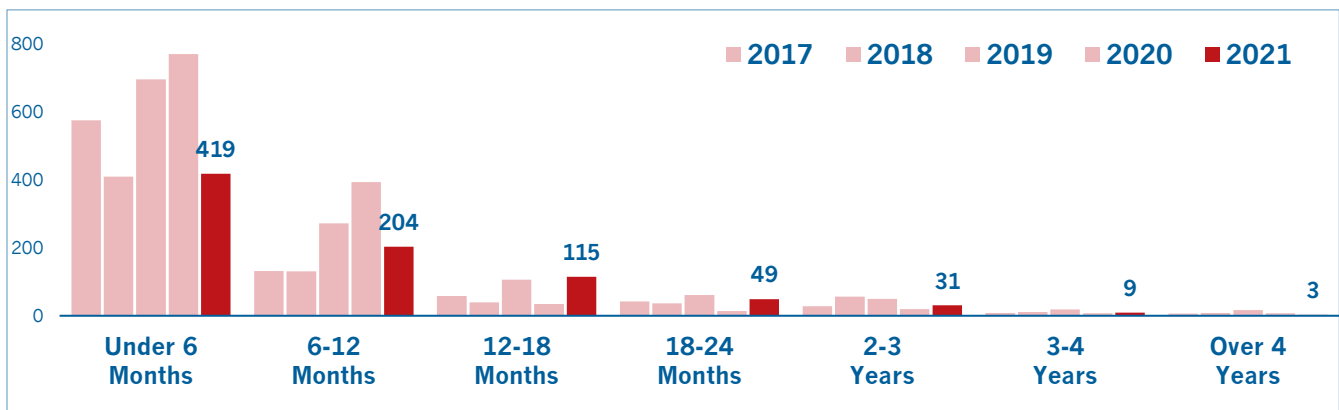
Length of investigations of closed cases by year and aging period (2017-2021)

¹⁰ COPA’s prior Quarterly and Annual reports have referenced terminology associated with closure statuses utilized in COPA’s case management systems (i.e., Administrative Closure, Administrative Termination, Close Hold, No Affidavit, Within Policy, etc.) to describe reasons for no finding closure. This terminology is subject to change as COPA continues to enhance data collection and reporting efforts through its case management system. Therefore, in the interest of increased internal and external comprehension, this report does not employ the same terminology as prior reports.

The table below represent the length of investigation of closed cases with finding. Of the 255 closed cases with finding in 2021, 38% or 96 were completed within 18 months.

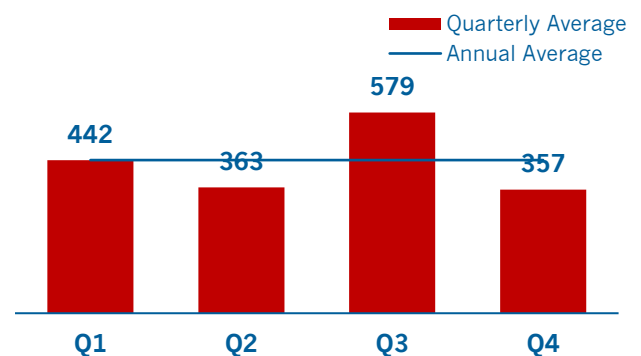


The table below depicts the length of investigation of closed cases with no finding. Of the 830 closed cases with no finding in 2021, 75% or 623 were completed within 1 year.



Length of Post Investigation

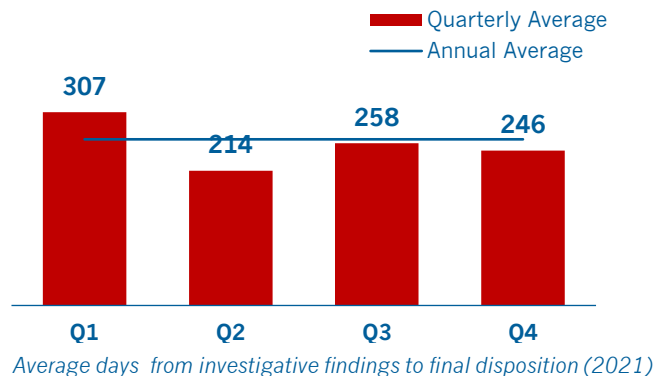
Once COPA completes its investigation of a case and issues findings and recommended disciplines, the case may go through additional steps (i.e., Department review, Superintendent review, grievance, arbitration, and/or Police Board hearing) before it reaches a final disposition. The average time from the investigative findings and recommendations to a final disciplinary decision¹¹ is 442 days during 2021.



Average days from investigative findings to final disciplinary decision (2021)

¹¹ The final decision of the Superintendent or his or her designee regarding whether to issue or recommend discipline after review and consideration of the investigative findings and recommendations, including after any additional investigation conducted as a result of such review. For COPA investigations, the final disciplinary decision occurs after the conclusion of the process described in MCC 2-78-130(a).

Additionally, the average time from the investigative findings and recommendations to a final disposition¹² is 264 days.



Demographic Information of Complainants and Accused Members in Concluded Cases

The tables below display the demographic information¹³ of complainants or subjects in concluded cases with finding during 2021.

Gender	Total	%
Female	77	25%
Male	187	61%
Non-Binary	1	0%
Unknown	41	14%

Race/Ethnicity	Total	%
Asian or Pacific Islander	2	0%
Black or African American	183	60%
Hispanic, Latino, or Spanish Origin	30	10%
White	40	13%
Unknown	51	17%

Age	Total	%
0-19	32	10%
20-29	73	24%
30-39	75	25%
40-49	42	14%
50-59	24	8%
60-69	6	2%
70-79	4	1%
80-89	1	0%
Unknown	49	16%

The tables below depict the demographic information¹³ of accused members in concluded cases with finding during 2021.

Gender	Total	%
Female	60	10%
Male	508	88%
Unknown	10	2%

Race	Total	%
Asian or Pacific Islander	14	2%
Black or African American	101	18%
Hispanic, Latino, or Spanish Origin	160	28%
White	291	50%
Unknown	12	2%

Age	Total	%
10-19	1	0%
20-29	108	19%
30-39	206	35%
40-49	173	30%
50-59	69	12%
60-69	5	1%
Unknown	16	3%

¹² The status of a misconduct investigation after the final disciplinary decision, and any grievance process, arbitration, Police Board proceeding, or appeal relating to the final disciplinary decision.

¹³ Demographic information gathered during the course of investigation: self-reported and/or available on Departmental reports/records.

ADDITIONAL DATA REPORTING

Referrals

COPA may partially or fully refer a matter to another agency for a variety of reasons. For example, if COPA determines in the course of a preliminary investigation that the accused officer is a member of a police department other than the Department, COPA fully refers the matter to the responsible employer. A partial referral occurs when COPA retains its administrative investigation, but shares certain information with another agency, for instance, when COPA's investigation reveals potential criminal violations. In accordance with COPA's ordinance, COPA may also refer complaints to the City of Chicago Office of Inspector General. In 2021, COPA referred 62 cases to other agencies.

Agency	No. of Referrals
Chicago Office of Inspector General	11
Cook County Office of Inspector General	1
Cook County Sheriff's Office	2
Cook County State's Attorney's Office	32
Forest Park Police Department	1
Glenview Police Department	1
Illinois State Police Department	2
Lorain Police Department, Ohio	1
Matteson Police Department	1
Maywood Police Department	2
Oak Forrest Police Department	1
Oak Lawn Police Department	1
Peru Police Department	1
Romeoville Police Department	1
Sauk Village Police Department	1
University of Illinois at Chicago Police Department	1
Van Burren County Sheriff's Office, Michigan	1
Willowbrook Police Department	1

Transparency Efforts

Since the enactment of the City's Video Release Policy in 2016, COPA has released certain evidentiary materials collected during investigations of OIS incidents and of any incident resulting in death or great bodily harm occurring while in police custody or as a result of Taser discharge. Pursuant to the City's Video Release Policy, and subject to legal restrictions, COPA conducted 38 transparency postings in 2021, releasing 523 related materials as were permitted by law. This included 245 videos (body-worn, third party, and in-car camera), 213 audio recordings (Office of Emergency Management & Communications and 911 calls), and 65 reports (Tactical Response, Case Incidents and Arrest Reports). The table below reflects the number of cases for which materials were released in 2021, including releases that have been delayed due to an extension request made to the City

or by a third party, and/or withheld because of a court order, if any. To view materials posted previously, please visit <https://www.chicagocopa.org/data-cases/case-portal/>.

Log Number	Type	Link to Available Materials
2021-0000891	Firearm Discharge	https://www.chicagocopa.org/case/2021-0891/
2021-0000901	Firearm Discharge	https://www.chicagocopa.org/case/2021-0901/
2021-0001003	Firearm Discharge	https://www.chicagocopa.org/case/2021-1003/
2021-0001076	Firearm Discharge	https://www.chicagocopa.org/case/2021-1076/
2021-0001112	Firearm Discharge	https://www.chicagocopa.org/case/2021-1112/
2021-0001161	Firearm Discharge	https://www.chicagocopa.org/case/2021-1161/
2021-0001162	Firearm Discharge	https://www.chicagocopa.org/case/2021-1162/
2021-0001496	Firearm Discharge	https://www.chicagocopa.org/case/2021-1496/
2021-0001500	Firearm Discharge	https://www.chicagocopa.org/case/2021-1500/
2021-0001600	Firearm Discharge	https://www.chicagocopa.org/case/2021-1600/
2021-0001845	Firearm Discharge	https://www.chicagocopa.org/case/2021-1845/
2021-0000891	Firearm Discharge	https://www.chicagocopa.org/case/2021-0891/
2021-0000901	Firearm Discharge	https://www.chicagocopa.org/case/2021-0901/
2021-0001003	Firearm Discharge	https://www.chicagocopa.org/case/2021-1003/
2021-0001076	Firearm Discharge	https://www.chicagocopa.org/case/2021-1076/
2021-0001112	Firearm Discharge	https://www.chicagocopa.org/case/2021-1112/
2021-0001161	Firearm Discharge	https://www.chicagocopa.org/case/2021-1161/
2021-0001496	Firearm Discharge	https://www.chicagocopa.org/case/2021-1496/
2021-0001500	Firearm Discharge	https://www.chicagocopa.org/case/2021-1500/
2021-0001600	Firearm Discharge	https://www.chicagocopa.org/case/2021-1600/
2021-0001845	Firearm Discharge	https://www.chicagocopa.org/case/2021-1845/
2021-0002232	Firearm Discharge	https://www.chicagocopa.org/case/2021-2232/
2021-0002350	Firearm Discharge	https://www.chicagocopa.org/case/2021-2350/
2021-0002665	Firearm Discharge	https://www.chicagocopa.org/case/2021-2665/
2021-0002863	Firearm Discharge	https://www.chicagocopa.org/case/2021-2863/
2021-0002691	Firearm Discharge	https://www.chicagocopa.org/case/2021-2691/
2021-0002862	Firearm Discharge	https://www.chicagocopa.org/case/2021-2862/
2021-0002917	Firearm Discharge	https://www.chicagocopa.org/case/2021-2917/
2021-0003097	Firearm Discharge	https://www.chicagocopa.org/case/2021-3097/
2021-0003189	Firearm Discharge	https://www.chicagocopa.org/case/2021-3189/
2021-0003213	Firearm Discharge	https://www.chicagocopa.org/case/2021-3213/
2021-0003709	Firearm Discharge	https://www.chicagocopa.org/case/2021-3709/
2021-0003940	Firearm Discharge	https://www.chicagocopa.org/case/2021-3940/
2021-0001162	Firearm Discharge	https://www.chicagocopa.org/case/2021-1162/
2021-0004307	Firearm Discharge	https://www.chicagocopa.org/case/2021-4307/
2021-0004161	Firearm Discharge	https://www.chicagocopa.org/case/2021-4161/
2021-0004309	Firearm Discharge	https://www.chicagocopa.org/case/2021-4309/
2021-0004357	Firearm Discharge	https://www.chicagocopa.org/case/2021-4357/

Complaints per Member

Per COPA's ordinance, the agency must report on the number of **total complaints (COPA and BIA investigations combined) filed against each member** in each Department district during the quarterly or annual reporting period. In the table below, the first column displays the name of each police district in which at least one member has been the subject of a complaint. The header row displays the number of complaints. So, the first line would be understood as: "Of members assigned to 1st District, 86 members each has 1 complaint, 19 members each has 2 complaints, 10 members each has 3 complaints, and 1 members has 4 complaints."

Police District	Number of Complaints											
	1	2	3	4	5	6	7	8	9	10	11	12
1st District - Central	86	19	10	1								
2nd District - Wentworth	99	23	7	4		1						
3rd District - Grand Crossing	103	27	8	5	3	1						
4th District - South Chicago	106	27	6	2	2							
5th District - Calumet	96	39	13	8	3	1						
6th District - Gresham	133	39	18	7	1	1						
7th District - Englewood	109	31	17	4	2	2	1					
8th District - Chicago Lawn	98	26	9	2								
9th District - Deering	79	17	3									
10th District - Ogden	89	19	7	6	1							
11th District - Harrison	129	48	12	7	1	2		1				1
12th District - Near West	74	21	7	2	1					1		
14th District - Shakespeare	79	18	2	2	1							
15th District - Austin	101	37	11	5			7					
16th District - Jefferson Park	60	17	3	1	1							
17th District - Albany Park	60	13	3									
18th District - Near North	88	29	4	6	5			1	1			
19th District - Town Hall	82	15	2	2		1						
20th District - Lincoln	42	6										
22nd District - Morgan Park	68	21	8	2		2		1				
24th District - Rogers Park	70	18	7	1	2				1			
25th District - Grand Central	91	17	6	3	2	6						

Number of members with corresponding number of complaints by police district (2021)

Members with Multiple Completed Investigations

The table below shows the number of Department members who have been the subject of more than two completed misconduct investigations in the previous 12 months¹⁴.

Number of Member	Total Completed Investigation
8	3

¹⁴ January 1, 2021 through December 31, 2021

Members with Multiple Sustained Allegations

The following table depicts the number of Department members who have had more than one sustained allegation of misconduct in the previous 12 months¹⁵.

Number of Member	Total Sustained Allegation
71	2
41	3
16	4
12	5
7	6
6	7
1	8
2	10
2	11
1	12
1	16
1	20
1	21
1	30

Discriminatory Policing¹⁶, Allegation of Excessive Force, and Allegation of Improper Search or Seizure

The following tables represent the number of Department members who have been the subject, in the previous 12 months¹⁵, of more than two complaints in the following classifications of allegations, regardless of the outcome of those investigations: discriminatory policing, excessive force, or improper search or seizure.

Number of Member	Total Allegation of Discriminatory Policing	Number of Member	Total Allegation of Excessive Force	Number of Member	Total Allegation of Improper Search or Seizure
3	3	16	3	23	3
		5	4	15	4
		3	5	10	5
		1	9	3	6
				2	7

¹⁵ January 1, 2021 through December 31, 2021

¹⁶ Discriminatory policing based on an individual's membership or perceived membership in an identifiable group, based upon, but not limited to, race, physical or mental disability, gender, gender identity, sexual orientation, religion, and age.

Summary Reports

Pursuant to Chicago Ordinance MCC § 2-78-145, all final summary reports of investigation created by COPA shall be posted to its website and open to public inspection, except to the extent the information contained therein is exempted from disclosure under the Illinois Freedom of Information Act, collective bargaining agreement, or any other applicable law. In 2021, COPA posted 102 final summary reports. To view final summary reports posted previously, please visit <https://www.chicagocopa.org/news-publications/publications/summary-reports/>.

Log Number	Date of Incident	Date Closed	Type of Incident/Allegation
1057079	9/14/2012	10/30/2020	Firearm Discharge
1074275	3/15/2015	10/26/2020	Excessive Force
1080064	8/23/2017	8/23/2017	Firearm Discharge
1081086	6/21/2016	3/31/2021	Other Investigation
1082474	10/1/2016	10/26/2020	Improper Search or Seizure
1086285	8/13/2017	9/24/2018	Firearm Discharge
1086851	9/23/2017	5/26/2021	Firearm Discharge
1086910	11/28/2016	6/30/2020	Verbal Abuse
1086957	7/18/2017	10/30/2020	Excessive Force
1087649	6/10/2015	3/30/2021	Other Investigation
1088316	11/20/2017	5/7/2021	Improper Search or Seizure
1088378	1/11/2018	3/17/2021	Other Investigation
1088393	2/6/2018	3/30/2021	Improper Search or Seizure
1088970	3/29/2018	4/30/2021	Verbal Abuse
1089700	3/24/2018	10/28/2020	Improper Search or Seizure
1089728	6/3/2018	4/27/2021	Other Investigation
1089772	6/8/2018	11/30/2020	Firearm Discharge
1089790	5/31/2018	7/31/2020	Improper Search or Seizure
1089834	6/11/2018	6/30/2020	Domestic Violence
1089935	6/19/2018	10/7/2020	Improper Search or Seizure
1090068	7/1/2018	5/26/2021	Domestic Violence
1090087	7/3/2018	4/30/2020	Firearm Discharge
1090234	7/14/2018	2/26/2021	Firearm Discharge
1090416	7/27/2018	12/30/2020	Verbal Abuse
1090825	8/24/2018	10/29/2020	Improper Search or Seizure
1090907	8/26/2018	6/29/2020	Domestic Violence
1090974	9/8/2018	10/7/2020	Excessive Force
1091139	4/1/2018	5/5/2021	Domestic Violence
1091275	10/4/2018	5/29/2020	Firearm Discharge
1091307	10/9/2018	12/1/2020	Verbal Abuse
1091377	10/13/2018	12/30/2020	Verbal Abuse
1091466	10/20/2018	10/7/2020	Improper Search or Seizure
1091640	11/5/2018	1/4/2021	Improper Search or Seizure
1091670	8/8/2017	1/29/2021	Improper Search or Seizure
1091712	6/17/2018	12/31/2020	Improper Search or Seizure
1091770	11/19/2018	1/27/2021	Firearm Discharge

Log Number	Date of Incident	Date Closed	Type of Incident/Allegation
1091792	10/18/2018	12/29/2020	Improper Search or Seizure
1091900	12/1/2018	12/30/2020	Improper Search or Seizure
1091925	12/5/2018	10/2/2020	Improper Search or Seizure
1092076	12/12/2018	10/27/2020	Domestic Violence
1092130	12/28/2018	12/31/2020	Other Weapon Discharge
1092196	1/2/2019	10/7/2020	Improper Search or Seizure
1092346	1/11/2019	2/25/2021	Improper Search or Seizure
1092376	1/7/2019	9/30/2020	Improper Search or Seizure
1092446	1/21/2019	10/30/2020	Excessive Force
1092535	6/29/2019	12/8/2020	Incident in Custody
1092570	2/2/2019	4/13/2021	Firearm Discharge
1092583	1/29/2019	2/18/2021	Excessive Force
2019-0000149	2/19/2019	12/29/2020	Improper Search or Seizure
2019-0000256	2/27/2019	5/28/2021	Improper Search or Seizure
2019-0000314	3/6/2019	10/27/2020	Improper Search or Seizure
2019-0000447	5/1/2018	10/20/2020	Improper Search or Seizure
2019-0000587	4/14/2017	10/7/2020	Improper Search or Seizure
2019-0000656	4/3/2019	12/31/2020	Improper Search or Seizure
2019-0000804	4/13/2019	4/7/2021	Excessive Force
2019-0000832	4/15/2019	5/25/2021	Excessive Force
2019-0000876	4/19/2019	10/30/2020	Excessive Force
2019-0001610	5/5/2019	10/27/2020	Improper Search or Seizure
2019-0002020	6/5/2019	12/31/2020	Improper Search or Seizure
2019-0002060	6/8/2019	5/25/2021	Other Investigation
2019-0002452	6/16/2019	10/27/2020	Improper Search or Seizure
2019-0002624	5/22/2019	12/29/2020	Excessive Force
2019-0002701	5/31/2019	1/26/2021	Other Investigation
2019-0002824	3/17/2019	1/28/2021	Other Investigation
2019-0003173	8/12/2019	4/28/2021	Improper Search or Seizure
2019-0003212	8/9/2019	5/28/2021	Other Investigation
2019-0003273	8/16/2019	1/20/2021	Other Weapon Discharge
2019-0003438		3/4/2021	Domestic Violence
2019-0003452	8/7/2019	5/27/2021	Other Investigation
2019-0003694	9/12/2019	12/29/2020	Improper Search or Seizure
2019-0003799	6/19/219	3/15/2021	Verbal Abuse
2019-0004134	9/16/2019	1/21/2021	Improper Search or Seizure
2019-0004610	8/8/2019	2/16/2021	Improper Search or Seizure
2019-0004688	9/28/2018	3/24/2021	Improper Search or Seizure
2019-0004715	11/17/2019	12/17/2020	Improper Search or Seizure
2019-0004730	11/20/2019	1/21/2021	Improper Search or Seizure
2019-0004822	11/25/2019	3/30/2021	Other Investigation
2019-0004868	11/30/2019	2/15/2021	Excessive Force
2019-0004871	11/30/2019	3/25/2021	Domestic Violence
2019-0004971	12/6/2019	1/21/2021	Improper Search or Seizure
2019-0005000	12/5/2019	10/27/2020	Improper Search or Seizure
2019-0005047	12/12/2019	12/17/2020	Domestic Violence
2019-0005246	12/23/2019	5/26/2021	Excessive Force

Log Number	Date of Incident	Date Closed	Type of Incident/Allegation
2020-0000011	1/1/2020	1/12/2021	Excessive Force
2020-0000019	11/26/2019	10/28/2020	Improper Search or Seizure
2020-0000125	1/3/2020	10/27/2020	Verbal Abuse
2020-0000285	1/2/2020	3/30/2021	Other Investigation
2020-0000356	1/14/2020	10/30/2020	Improper Search or Seizure
2020-0000988	2/28/2020	9/30/2020	Firearm Discharge
2020-0001047	4/4/2020	3/31/2021	Other Investigation
2020-0001048	3/5/2020	2/25/2021	Other Investigation
2020-0001070	2/20/2020	4/22/2021	Verbal Abuse
2020-0001241	3/14/2020	10/27/2020	Improper Search or Seizure
2020-0001354	3/23/2020	2/27/2021	Other Investigation
2020-0001775	5/4/2020	12/29/2020	Excessive Force
2020-0001788	3/2/2020	3/12/2021	Improper Search or Seizure
2020-0001933	1/27/2016	5/28/2021	Improper Search or Seizure
2020-0002742	6/10/2020	1/14/2021	Improper Search or Seizure
2020-0002983	7/1/2020	1/21/2021	Improper Search or Seizure
2020-0003503	8/1/2020	1/29/2021	Improper Search or Seizure
2020-0003508	11/20/2017	5/26/2021	Improper Search or Seizure
2020-0003602	8/4/2020	1/27/2021	Excessive Force

END OF REPORT



CIVILIAN OFFICE OF POLICE ACCOUNTABILITY

INTEGRITY
TRANSPARENCY
INDEPENDENCE
TIMELINESS

1615 W. Chicago Avenue, 4th Floor
Chicago, Illinois 60622

Complaint Line • 312.743.COPA
General • 312.745.3609
TTY • 312.745.3598

WWW.CHICAGOCOPA.ORG

  @ChicagoCOPA