



# Internal Affairs Report 2008

The Glendale Heights Police Department promptly and thoroughly investigates all allegations of misconduct by its members, regardless of the source. All internal investigations are conducted fairly and impartially. A single internal investigation may involve more than one complainant, and may include more than one alleged violation of several departmental rules, regulations, policies or procedures. The Department investigated a total of eleven (11) incidents as a result of six (6) external / citizen complaints and five (5) internal / police agency directed complaints. Of the eleven incidents three (3) were unfounded, two (2) were exonerated, three (3) were sustained, and three (3) were not sustained. One of the not sustained investigations led to a policy procedure evaluation

<b>Source of Complaints</b>	
Citizen Complainant	6
Police Agency Complainant	5

<b>Gender of Complainant</b>	
Male	5
Female	1
Police Agency Complainant	5

<b>Race of Complainant</b>	
Caucasian	5
African-American	1
Police Agency Complainant	5

<b>Age of Complainant</b>	
21 to 25 years of age	1
31 to 35 years of age	1
41 to 45 years of age	2
46 to 50 years of age	2
Police Agency Complainant	5

**Definitions of Investigation Dispositions**

**Exonerated:** The act(s) alleged did occur, but the act(s) are justified, lawful and proper.

**Misconduct Not Based on Original Complaint:** The investigation revealed that the acts of misconduct that occurred were not contained or alleged in the original complaint.

**Not Sustained:** The investigation failed to discover sufficient evidence to clearly prove or disprove the allegations made in the complaint.

**Policy / Procedure Evaluation:** The investigation revealed the employee's conduct was within guidelines or established policy and procedure. However the complaint has given cause to re-evaluate policy and procedure for possible improvement.

**Sustained:** The investigation disclosed there is sufficient evidence to clearly prove the allegations made in the complaint.

**Unfounded:** The investigation indicates the act(s) alleged did not occur or that it failed to involve members of the Department.

<b>Disposition of Complaints</b>	
Unfounded	3
Exonerated	2
Sustained	3
Not Sustained	3
Misconduct Not Based on Original Complaint	0
Policy / Procedure Evaluation	1

<b>Department Action on Complaints</b>	
Counseling / Coaching	0
Verbal Reprimand	1
Written Reprimand	0
Suspension	1
Separation from Service	0
Demotion	0
Resignation	1

*Our Mission*  
 "Working in partnership with our community to maintain safe and secure neighborhoods, reduce crime, and improve the quality of life for our citizens through ethical, courteous and professional police service."