

2023 Baltimore PIB/Misconduct Investigation Assessment

Reviewer Information

2

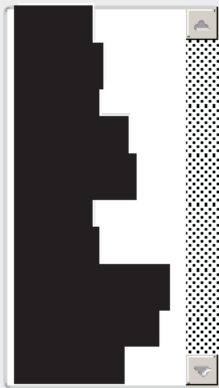
Instructions:

Especially where responses are “no” or “unable to determine,” **reviewers must explain, in sufficient detail in the comment box at the conclusion of each section, their findings.**

For instance, it is not enough to check the box “unable to determine” next to “analysis of evidence sufficient for purposes of investigation.” Reviewers must go on to describe, in the relevant free-response field, precisely why the analysis was not sufficient.

365

1. Reviewer Name *

A text input field containing a redacted name, represented by a solid black rectangle. The field has a standard text cursor and a small icon in the top right corner.

VALIDATION %s format expected

4

2. Date Review Conducted *



Basic Information

344

3. Case/File Number

*It is imperative that this numbering and formatting be **PRECISELY** as indicated on BPD documentation. Failure to properly record the case number in BPD formatting will result in the response being dis-qualified and re-review of the case being necessary. **

Page exit logic: Skip / Disqualify Logic

IF: #6 Question "Complaint Type" is one of the following answers [NO OPTIONS SET]

THEN: Jump to [page 4 - Review & Classification](#)

VALIDATION %s format expected

7

4. Date of Complaint

 ?

VALIDATION %s format expected

8

5. Date of Incident

 ?

LOGIC Show/hide trigger exists.

9

6. Complaint Type *

- ☐ Internal (from BPD employee)
- ☐ External (from non-BPD employee)

346

7. Was the complaint anonymous?

- ☐ Yes, it was anonymous
- ☐ No, it was not anonymous (i.e., a complainant is named)

LOGIC Show/hide trigger exists.

11

8. Who received the complaint? *

- ☐ PIB Employee
- ☐ Non-PIB Employee

LOGIC Hidden unless: #8 Question "Who received the complaint?" is one of the following answers ("Non-PIB Employee")

12

9. Who was the Non-PIB Employee who received the complaint?

- ☐ CRB
- ☐ Non-PIB BPD Supervisor
- ☐ Non-PIB BPD Employee
- ☐ Office of Equity and Civil Rights (OECR)
- ☐ Police Accountability Board (PAB)
- ☐ Other - Write In (Required)

LOGIC Hidden unless: #6 Question "Complaint Type" is one of the following answers ("External (from non-BPD employee)")

ID 13

10. How was the complaint received?

- ☐ By Postal Mail
- ☐ Judicial Officer During Civil or Criminal Proceeding
- ☐ Phone
- ☐ State's Attorney's Office
- ☐ Web/Electronically
- ☐ Other - Write In (Required)

In Person

- ☐ BPD District/Office
- ☐ Non-BPD City Building/Location

LOGIC Show/hide trigger exists.

ID 14

11. Was a criminal investigation of one of more BPD members conducted (or is one still being conducted) that addressed or was related to the complaint? *

- ☐ Yes
- ☐ No

VALIDATION %s format expected

LOGIC Hidden unless: #11 Question "Was a criminal investigation of one of more BPD members conducted (or is one still being conducted) that addressed or was related to the complaint?" is one of the following answers ("Yes")

ID 15

12. Criminal Investigation Completed

If investigation is ongoing, write "Ongoing" in the Comments box.

If information is missing or not readily apparent, write "Unable to Determine" in the Comments box.



Comments

VALIDATION %s format expected

LOGIC Show/hide trigger exists. Hidden unless: #11 Question "Was a criminal investigation of one of more BPD members conducted (or is one still being conducted) that addressed or was related to the complaint?" is one of the following answers ("Yes")

ID 16

13. Was the case submitted to the DA/Prosecutor?

- ☐ Yes ☐ No – Ongoing ☐ No – Other [Specify in "Comments"]
- ☐ Unable to Determine

Comments

VALIDATION %s format expected

LOGIC Hidden unless: #13 Question "Was the case submitted to the DA/Prosecutor?" is one of the following answers ("Yes")

ID 294

14. Date Case Submitted to DA/Prosecutor

If information is missing or not readily apparent, write "Unable to Determine" in the "Comments" box.



Comments

VALIDATION %s format expected

LOGIC Hidden unless: #13 Question "Was the case submitted to the DA/Prosecutor?" is one of the following answers ("Yes")

ID 17

15. Date DA/City Prosecutor Decision whether to prosecute communicated to Department

If investigation is ongoing, write "Ongoing" in the Comments box.

If information is missing or not readily apparent, write "Unable to Determine" in the Comments box.



Comments

VALIDATION %s format expected

19

16. Date PIB Investigation Completed

Note: This is the date that the PIB investigation was completed (i.e., the date that PIB command signs off on the investigation). This likely is not the date of the "final Department action," because the PIB completion date precedes the Disciplinary Review Committee (DRC) process for sustained investigations and any subsequent acceptance or appeal or recommended discipline. If investigation is ongoing, write "Ongoing" in the Comments box. If information is missing or not readily apparent, write "Unable to Determine" in the Comments box.



Comments

20

17. Name of Investigator (PIB or otherwise) *

21

18. Name of Investigator's Immediate Supervisor (PIB or otherwise)

*Example: Investigating Officer's Sergeant **

317

19. Did the underlying complaint or investigated incident/events involve PIB personnel, or the Police Commissioner? *

- ☐ Yes – PIB Personnel
- ☐ Yes – Police Commissioner
- ☐ No

345

20. Please select ALL allegation classification/types identified at any point in the investigation.

*If missing or unable to determine, select "Unable to Determine."**

- | | |
|--|--|
| <input type="checkbox"/> Absent Without Leave (AWOL) | <input type="checkbox"/> Improper Search |
| <input type="checkbox"/> Abuse of Discretion/Authority | <input type="checkbox"/> Improper Seizure of Personal Property |
| <input type="checkbox"/> Abusive or Discriminatory Language | <input type="checkbox"/> Improper Stop |
| <input type="checkbox"/> Computer/Email/Internet Misuse | <input type="checkbox"/> Inappropriate Association |
| <input type="checkbox"/> Conduct Unbecoming a Police Officer/Employee | <input type="checkbox"/> Inappropriate Comments and/or Gesture(s) |
| <input type="checkbox"/> Criminal Misconduct/Domestic Violence | <input type="checkbox"/> Inappropriate Workplace Conduct |
| <input type="checkbox"/> Criminal Misconduct/Driving Under the Influence (DUI) | <input type="checkbox"/> Insubordination |
| <input type="checkbox"/> Criminal Misconduct/Felony | <input type="checkbox"/> Interference with Civilians' Protected Free Expression |
| <input type="checkbox"/> Criminal Misconduct/Misdemeanor | <input type="checkbox"/> Neglect of Duty |
| <input type="checkbox"/> Criminal Misconduct/Overtime Related | <input type="checkbox"/> Neglect of Duty - Failure to Attend PSI Medical Appointment |
| <input type="checkbox"/> Criminal Misconduct/Planting Evidence | <input type="checkbox"/> Neglect of Duty - Failure to Render Medical Aid |
| <input type="checkbox"/> Criminal Misconduct/Sexual Misconduct | <input type="checkbox"/> Neglect of Duty - Improper Inspection of Service Vehicle |
| <input type="checkbox"/> Criminal Misconduct/Theft Related | |

- ☐ Discourtesy
- ☐ Discriminatory Policing
- ☐ Domestic Incident
- ☐ Excessive Force AND/OR Force Outside of Policy
- ☐ Fail to Attend and Complete Required Training
- ☐ Failure to Appear in Court (FTA)
- ☐ Failure to Intervene
- ☐ Failure to Operate Bwc as Required
- ☐ Failure to Report Use of Force
- ☐ Failure to Supervise
- ☐ Failure to Write Report
- ☐ False Arrest
- ☐ False Arrest/Imprisonment
- ☐ False Imprisonment
- ☐ False Statement/Report
- ☐ False Statement/Untruthfulness
- ☐ Harassment
- ☐ Neglect of Duty - Improper Maintenance of Firearms
- ☐ Neglect of Duty - Improper Uniform or Appearance
- ☐ Neglect of Duty - Loss or Damage of Equipment (Not to Include Firearms)
- ☐ Neglect of Duty - Medical Leave Violation
- ☐ Neglect of Duty - Off Post or Leaving Assignment Without Permission
- ☐ Neglect of Duty - Overtime Related
- ☐ Neglect of Duty - Sleeping on Duty
- ☐ Neglect/Bwc
- ☐ Neglect/Failure to Write Report
- ☐ Neglect/Firearms Related
- ☐ Race-Based Profiling
- ☐ Respondent in Civil Protective Order
- ☐ Retaliation
- ☐ Securing/Treatment of People Being Detained or Transported
- ☐ Unsafe Operation of Departmental Vehicle
- ☐ Vehicle Pursuit Violation
- ☐ Other - Write In (Required)
- ☐ Unable to Determine

23

21. Across the case and across all allegations/allegation types, please mark the dispositions that were utilized in this case.

*If any disposition is expedited resolution (ERMM), please discontinue and contact the assessment manager. ERMM cases should not be included in this review. **

- ☐ Unfounded
- ☐ Sustained
- ☐ Not Sustained
- ☐ Exonerated
- ☐ Other - Specify (Required)
- ☐ Unable to Determine

*

28

22. FACTUAL SUMMARY

Please provide a factual summary of the complaint. This should briefly recount the nature of the complaint and/or allegations and the circumstances surrounding it.

Reviewers will be able to provide comments on the investigation and adjudication of the case in subsequent sections of this assessment instrument.

*

Complainant Details

40

23. At the outset of the complaint or during the course of the investigation, was more than one complainant identified? *

- ☐ Yes
- ☐ No

LOGIC Hidden unless: #6 Question "Complaint Type" is one of the following answers ("External (from non-BPD employee)")

41

24. Complainant's Sex

As reported/recorded by BPD.

Column 1

Complainant 1

Male
Female
Other
Unknown

Complainant 2

Male
Female
Other
Unknown

Complainant 3

Male
Female
Other
Unknown

Complainant 4

Male
Female
Other
Unknown

LOGIC Hidden unless: #6 Question "Complaint Type" is one of the following answers
("External (from non-BPD employee)")

50

25. Complainant's Race

As reported/recorded by BPD.

Column 1

Complainant 1

White/Caucasian
Black/African-American
Hispanic/Latino
Asian
Other [specify]
Unknown

Complainant 2

White/Caucasian
Black/African-American
Hispanic/Latino
Asian
Other [specify]
Unknown

Complainant 3

White/Caucasian
Black/African-American
Hispanic/Latino
Asian
Other [specify]
Unknown

Complainant 4

White/Caucasian
Black/African-American
Hispanic/Latino
Asian
Other [specify]
Unknown

LOGIC Hidden unless: #6 Question "Complaint Type" is one of the following answers ("External (from non-BPD employee)")

60

26. Complainant's Ethnicity

As reported/recorded by BPD.

Column 1

Complainant 1

Hispanic/Latino
Not Hispanic or Latino
Other [specify]
Unknown
Other [specify]
Unknown

Complainant 2

Hispanic/Latino
Not Hispanic or Latino
Other [specify]
Unknown
Other [specify]
Unknown

Complainant 3

Hispanic/Latino
Not Hispanic or Latino
Other [specify]
Unknown
Other [specify]
Unknown

Complainant 4

Hispanic/Latino
Not Hispanic or Latino
Other [specify]
Unknown
Other [specify]
Unknown

Review & Classification

65

27. Review & Classification

*Any "Unable to Determine" answer choice must be explained in the "Comments" box below. **

	Yes	No	Unable to Determine
Initial classification determination made within 72 hours of PIB being notified of allegation of misconduct?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Complaint assigned to PIB investigator within 72 hours of PIB being notified of allegation of misconduct?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All appropriate allegations identified and listed, including those that, if true, would violate BPD policy but are not affirmatively identified by the complaint or complainant?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All relevant policy/manual sections accurately identified and listed? (Identify where identified/listed in "comments," immediately below.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most serious policy violation appropriately used for purposes of classification? (If "No," or "unable to determine" please explain below.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most serious policy violation appropriately used to determine whether PIB will investigate? (If "No," or "unable to determine" please explain below.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Based on your independent review, was the case eligible for CRB consideration?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

LOGIC Hidden unless: Question "Based on your independent review, was the case eligible for CRB consideration?" is one of the following answers ("Yes")

ID 349

28. Did PIB appropriately identify the case as eligible for CRB consideration?

- ☐ Yes ☐ No ☐ Unable to Determine

Notification/Communication to Complainant & Involved Officer

Page exit logic: Skip / Disqualify Logic

IF: #6 Question "Complaint Type" is one of the following answers [NO OPTIONS SET]

THEN: Jump to [page 7 - Investigation: Witnesses: Subject/Employee Interview](#)

LOGIC Hidden unless: #6 Question "Complaint Type" is one of the following answers ("Internal (from BPD employee)","External (from non-BPD employee)")

ID 101

29. Notification/Communication with Complainant(s)

	Yes	No	Unable to Determine
Written notice of receipt within 7 days of PIB's receipt of a complaint?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
PIB mail or email updates to complainant on status of complaint/investigation at least every 30 days?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communications with complainant professional and respectful?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

LOGIC Hidden unless: Question "Written notice of receipt within 7 days of PIB's receipt of a complaint?" is one of the following answers ("Yes")

ID 105

30. Details re: Written Notice to Complainant

	Yes	No	Unable to Determine
Did receipt include tracking number, other relevant case numbers, and allegations being investigated?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Did notice inform complainant how he/she may inquire about complaint status?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Did notice contain any language that could reasonably be construed as discouraging participation in the investigation (such as warning against providing false statements or a deadline by which complainant must contact the investigator)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

LOGIC Show/hide trigger exists.

ID 298

31. Did the complainant specifically identify the subject officer's name(s)?

☐ Yes ☐ No

LOGIC Hidden unless: #31 Question "Did the complainant specifically identify the subject officer's name(s)?" is one of the following answers ("No")

ID 299

32. Did investigator(s) make all reasonable efforts to identify the officer(s)?

☐ Yes ☐ No

LOGIC Hidden unless: #31 Question "Did the complainant specifically identify the subject officer's name(s)?" is one of the following answers ("No")

ID 300

33. Was an involved officer or employee identified?

☐ Yes ☐ No

LOGIC Hidden unless: (#31 Question "Did the complainant specifically identify the subject officer's name(s)?" is one of the following answers ("Yes") OR #33 Question "Was an involved officer or employee identified?" is one of the following answers ("Yes"))

ID 90

34. Communication with Involved Officer(s)/Employee(s) *

	Yes	No	Unable to Determine
Timely notification prior to any compelled officer interview?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Timely notification to supervisor of officer(s) under investigation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Officer's supervisor(s) facilitating officer's appearance documented in writing?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

LOGIC Hidden unless: Question "Timely notification prior to any compelled officer interview?" is one of the following answers ("Yes")

ID 94

35. Details re: Initial Notification to Officer/Employee(s)

	Yes	No	Unable to Determine
Did officer only receive notice prior to being formally interviewed by PIB, and not earlier?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Did notice comport with due process and the law?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Did the notice contain the nature of the investigation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Did the notice contain any information that might have unnecessarily jeopardized the investigation? (If yes, briefly explain below)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Did notice prohibit officers from speaking to witnesses/complainants, reviewing police reports, reviewing body camera footage, or taking other actions that could jeopardize the investigation? (If yes, briefly explain below)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ID 109

36. Details/additional comments regarding initial notifications.

Investigation: Witnesses: Complainant Interview

Page exit logic: Skip / Disqualify Logic

IF: #33 Question "Was an involved officer or employee identified?" is one of the following answers ("No") **THEN:** Jump to [page 8 - Investigation: Witnesses: Civilian Canvass and Interviews](#)

LOGIC Show/hide trigger exists.

ID 304

37. Was the complainant interviewed? *

- ☐ Yes
- ☐ No
- ☐ Unable to Determine [Must explain in "Comments"]

Comments

LOGIC Hidden unless: #37 Question "Was the complainant interviewed?" is one of the following answers ("No")

ID 305

38. Was documentation provided explaining why the complainant was not interviewed?

- ☐ Yes [Must describe nature of documentation in "Comments"]
- ☐ No

Comments

LOGIC Hidden unless: #37 Question "Was the complainant interviewed?" is one of the following answers ("Yes")

ID 110

39. Complainant Interview

*For any "Unable to Determine" answers, MUST explain in comments at right.**

	Yes	No	Unable to Determine
Interviews occurred at time/place convenient and accessible for witness?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Permission requested to record interview?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interview video-recorded?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interview audio-recorded?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Was there a request or apparent need for translation or accommodation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Was there an injury to the complainant?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Were reasonable steps taken to gather evidence, documents in a timely manner?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Was there appropriate focus on retrieving perishable items?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Were all contacts logged?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Was complainant interview thorough and unbiased?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

LOGIC Show/hide trigger exists.

ID 121

40. Did complainant ever grant permission to record the interview?

☐ Yes ☐ No

LOGIC Hidden unless: #40 Question "Did complainant ever grant permission to record the interview?" is one of the following answers ("No")

ID 122

41. Was complainant's refusal to have interview recorded documented and a summary promptly written?

☐ Yes ☐ No

LOGIC Hidden unless: Question "Was there a request or apparent need for translation or accommodation?" is one of the following answers ("Yes")

ID 123

42. Re: the request or apparent need for translation or accommodation, was such translation/accommodation provided?

☐ Yes ☐ No

LOGIC Hidden unless: Question "Was there an injury to the complainant?" is one of the following answers ("Yes")

ID 124

43. Regarding the complainant's injury:

	Yes	No	Unable to Determine
Photographs taken?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Medical records release requested?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

LOGIC Hidden unless: #37 Question "Was the complainant interviewed?" is one of the following answers ("Yes")

ID 130

44. Where did the complainant interview(s) take place?

LOGIC Hidden unless: #37 Question "Was the complainant interviewed?" is one of the following answers ("Yes")

ID 131

45. Indicate any deficiencies or issues identified during each complainant interview (select all that apply).

- ☐ Leading questions noted
- ☐ Inadequate questioning
- ☐ Appearance of bias
- ☐ Inconsistencies not addressed
- ☐ Relevant questions left unanswered
- ☐ Concerns about investigator demeanor
- ☐ Other - Write In (Required)

*

LOGIC Hidden unless: #37 Question "Was the complainant interviewed?" is one of the following answers ("Yes")

ID 308

46. Was the interview conducted with the complainant thorough?

- ☐ Yes ☐ No ☐ Unable to Determine

LOGIC Hidden unless: #37 Question "Was the complainant interviewed?" is one of the following answers ("Yes")

ID 307

47. Details/additional comments regarding complainant interview.

Investigation: Witnesses: Subject/Employee Interview

LOGIC Show/hide trigger exists.

ID 144

48. Involved employee(s) interviewed? *

☐ Yes ☐ No

LOGIC Hidden unless: #48 Question "Involved employee(s) interviewed?" is one of the following answers ("Yes")

132

49. Details of Subject/Employee Interviews

	Yes	No	Unable to Determine
All relevant lines of investigative inquiry reasonably and adequately pursued?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Possible bias noted (e.g., automatic preference for officer, disregard of complainant based on criminal history or guilty plea)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leading questions used in the interview(s)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evidence of potential contamination of employee accounts?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interviewer inquiry as to potential contamination of employee accounts?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evidence suggesting that pre-interview questioning/discussion occurred prior to the interview?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Was the union representative allowed to disrupt the interview?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

LOGIC Hidden unless: #48 Question "Involved employee(s) interviewed?" is one of the following answers ("No")

145

50. Regarding the employee not being interviewed:

	Yes	No	Unable to Determine
Did employee(s) decline to be interviewed?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Could employee(s) be located?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

LOGIC Hidden unless: #48 Question "Involved employee(s) interviewed?" is one of the following answers ("Yes")

ID 148

51. Indicate any deficiencies or issues identified during each subject/employee interview (select all that apply).

- ☐ Leading questions noted
- ☐ Inadequate questioning
- ☐ Appearance of bias
- ☐ Inconsistencies not addressed
- ☐ Relevant questions left unanswered
- ☐ Concerns about investigator demeanor
- ☐ Other - Write In (Required)

*

ID 149

52. Details/additional comments regarding subject/employee interviews.

Investigation: Witnesses: Civilian Canvass and Interviews

LOGIC Show/hide trigger exists.

ID 310

53. Were any civilian witnesses identified or reasonably implicated by the complaint, canvass, or investigation? *

- ☐ Yes
- ☐ No

LOGIC Hidden unless: #53 Question "Were any civilian witnesses identified or reasonably implicated by the complaint, canvass, or investigation?" is one of the following answers ("Yes")

ID 150

54. Efforts to Contact Civilian Witnesses *

	Yes	No	Unable to Determine	Not Applicable
Sustained and reasonable efforts made to contact and interview witnesses (e.g. appropriate canvassing efforts)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All witness contact efforts logged?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ID 154

55. Details/additional comments regarding efforts to contact witnesses.

LOGIC Show/hide trigger exists. Hidden unless: #53 Question "Were any civilian witnesses identified or reasonably implicated by the complaint, canvass, or investigation?" is one of the following answers ("Yes")

ID 158

56. Was one or more of identified civilian witnesses interviewed?

- ☐ Yes
- ☐ No

LOGIC Hidden unless: #56 Question "Was one or more of identified civilian witnesses interviewed?" is one of the following answers ("Yes")

159

57. Details re: Civilian Witness Interview

	Yes	No	Unable to Determine
Interviews occurred at time/place convenience and accessible for witness?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interviews video-recorded?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interviews audio-recorded?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All relevant lines of investigative inquiry reasonably and adequately pursued?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Possible bias noted?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leading questions used in the interview?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evidence of potential contamination of civilian witness accounts?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interviewer inquiry as to potential contamination of employee accounts?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evidence suggesting that pre-interview questioning/discussion took place prior to the interview?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All witness interviews sufficiently memorialized for purposes of a full and complete investigative file?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

LOGIC Show/hide trigger exists. Hidden unless: (Question "Interviews audio-recorded?" is one of the following answers ("No") AND Question "Interviews audio-recorded?" is one of the following answers ("No"))

ID 291

58. Did the Complainant refuse to be audio/video recorded?

- ☐ Yes
- ☐ No

LOGIC Hidden unless: #58 Question "Did the Complainant refuse to be audio/video recorded?" is one of the following answers ("Yes")

ID 170

59. Was refusal of civilian witness to be recorded during interview documented and a summary promptly written?

- ☐ Yes
- ☐ No

LOGIC Hidden unless: #56 Question "Was one or more of identified civilian witnesses interviewed?" is one of the following answers ("Yes")

171

60. Indicate any deficiencies or issues identified during each civilian witness interview (select all that apply).

- ☐ Leading questions noted
- ☐ Inadequate questioning
- ☐ Appearance of bias
- ☐ Inconsistencies not addressed
- ☐ Relevant questions left unanswered
- ☐ Concerns about investigator demeanor
- ☐ Other - Write In (Required)

*

172

61. Details/additional comments regarding civilian witness interviews.

Investigation: Witnesses: BPD Officer/Employee Witness Interviews

LOGIC Show/hide trigger exists.

ID 173

62. Were any BPD officer/employee witnesses identified or reasonably implicated by the complaint or investigation? *

☐ Yes ☐ No

LOGIC Show/hide trigger exists. Hidden unless: #62 Question "Were any BPD officer/employee witnesses identified or reasonably implicated by the complaint or investigation?" is one of the following answers ("Yes")

ID 174

63. Were the employee(s) interviewed? *

☐ Yes ☐ No

LOGIC Hidden unless: #63 Question "Were the employee(s) interviewed?" is one of the following answers ("No")

ID 175

64. Regarding the employee(s) not being interviewed:

	Yes	No	Unable to determine
Employee(s) declined to be interviewed?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee(s) able to be identified/located?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

LOGIC Hidden unless: #63 Question "Were the employee(s) interviewed?" is one of the following answers ("Yes")

178

65. Regarding Interview(s) of Involved Officer(s)/Employee(s):

	Yes	No	Unable to Determine
Interview video-recorded?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interview audio-recorded?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All relevant lines of investigative inquiry reasonably and adequately pursued?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Possible bias noted (e.g., automatic preference for officer, disregard of complainant based on criminal history or guilty plea)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leading questions used in the interview?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evidence of potential contamination of employee accounts?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interviewer inquiry as to potential contamination of employee accounts?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evidence suggesting that pre-interview questioning/discussion occurred prior to the interview?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interviewer prevent union representation from disrupting interview?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

LOGIC Show/hide trigger exists. Hidden unless: (Question "Interview video-recorded?" is one of the following answers ("No") AND Question "Interview audio-recorded?" is one of the following answers ("No"))

ID 292

66. Did the officer refuse to be audio/video recorded?

- ☐ Yes
- ☐ No

LOGIC Hidden unless: #66 Question "Did the officer refuse to be audio/video recorded?" is one of the following answers ("Yes")

ID 188

67. Was officer's refusal to be recorded documented and a summary promptly written?

- ☐ Yes
- ☐ No

LOGIC Hidden unless: #63 Question "Were the employee(s) interviewed?" is one of the following answers ("Yes")

ID 189

68. Indicate any deficiencies or issues identified during the interview (select all that apply).

- ☐ Leading questions noted
- ☐ Inadequate questioning
- ☐ Appearance of bias
- ☐ Inconsistencies not addressed
- ☐ Relevant questions left unanswered
- ☐ Concerns about investigator demeanor
- ☐ Other - Write In (Required)

*

ID 190

69. Details/additional comments regarding officer/BPD witness interviews.

Investigation: Witnesses: Law Enforcement (Non-BPD) Witness Interviews

LOGIC Show/hide trigger exists.

ID 191

70. Were any non-BPD law enforcement witnesses identified or reasonably implicated by the complaint or investigation? *

☐ Yes ☐ No

LOGIC Show/hide trigger exists. Hidden unless: #70 Question "Were any non-BPD law enforcement witnesses identified or reasonably implicated by the complaint or investigation? " is one of the following answers ("Yes")

ID 192

71. All identified non-BPD law enforcement witnesses interviewed? *

☐ Yes ☐ No

LOGIC Hidden unless: #71 Question "All identified non-BPD law enforcement witnesses interviewed?" is one of the following answers ("Yes")

ID 193

72. Non-BPD Law Enforcement Interview Details

	Yes	No	Unable to Determine
Interviews video-recorded?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interviews audio-recorded?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All relevant lines of investigative inquiry reasonably and adequately pursued?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Possible bias noted?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leading questions used in the interview?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evidence of potential contamination of witness accounts?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interviewer inquiry as to potential contamination of employee accounts?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evidence suggesting that pre-interview questioning/discussion took place prior to the interview?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

LOGIC Show/hide trigger exists. Hidden unless: (Question "Interviews video-recorded?" is one of the following answers ("No") AND Question "Interviews audio-recorded?" is one of the following answers ("No"))

ID 293

73. Did non-BPD law enforcement refuse to be audio/video recorded?

- ☐ Yes
- ☐ No

LOGIC Hidden unless: #73 Question "Did non-BPD law enforcement refuse to be audio/video recorded?" is one of the following answers ("Yes")

ID 202

74. Office's refusal to be recorded documented and summary promptly written?

- ☐ Yes ☐ No

LOGIC Hidden unless: #71 Question "All identified non-BPD law enforcement witnesses interviewed?" is one of the following answers ("Yes")

ID 203

75. Indicate any deficiencies or issues identified during the interview (select all that apply).

- ☐ Leading questions noted
- ☐ Inadequate questioning
- ☐ Appearance of bias
- ☐ Inconsistencies not addressed
- ☐ Relevant questions left unanswered
- ☐ Concerns about investigator demeanor
- ☐ Other - Write In (Required)

 204

76. Details/additional comments regarding law enforcement (non-BPD) witness interviews.



Investigation: Physical Evidence, Documentation of Injuries

 350

77. Did the investigator promptly identify, collect, and consider all relevant evidence (including any audio or video recordings)? *

- ☐ Yes ☐ No ☐ Unable to Determine

 Show/hide trigger exists.

 205

78. Was there a complaint of injury by, or a readily apparent injury, to the complainant? *

- ☐ Yes ☐ No ☐ Unable to Determine

LOGIC Hidden unless: #78 Question "Was there a complaint of injury by, or a readily apparent injury, to the complainant?" is one of the following answers ("Yes")

ID 206

79. Regarding the complaint of injury:

	Yes	No	Unable to Determine
Complainant injuries documented?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Photographs taken?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Medical records release requested?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

LOGIC Show/hide trigger exists.

ID 210

80. Were officers injured? *

☐ Yes ☐ No ☐ Unable to Determine

LOGIC Hidden unless: #80 Question "Were officers injured?" is one of the following answers ("Yes")

ID 211

81. Were officer injuries documented?

☐ Yes ☐ No ☐ Unable to Determine

Investigative Timeliness

212

82. Regarding investigative timeliness: *

	Yes	No	Unable to Determine
Investigation completed within 90 days of initiation of the investigation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Extension requested at any point during the investigation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

LOGIC Hidden unless: Question "Extension requested at any point during the investigation?" is one of the following answers ("Yes")

215

83. Was the extension approved in writing by the PIB DC?

☐ Yes ☐ No

Investigative Summary and Case File

218

84. Did the investigative file provide: *

	Yes	No	Unable to Determine	Not Applicable
Sufficient documentation of all evidence gathered (including names, phone numbers, addresses of witnesses, etc.)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sufficient documentation if no known witnesses?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sufficient documentation of reason(s) why witnesses were unable to be identified or have contact information collected?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sufficient documentation of identification of anyone who refused to provide a statement?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sufficient documentation of whether officers/other BPD employees were interviewed?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sufficient documentation of names of all other BPD employees who witnessed interviews?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Audio, video, and/or transcripts of all witness interviews included?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

LOGIC Show/hide trigger exists.

227

85. Was an officer weapon used or involved during the incident? *

☐ Yes ☐ No

LOGIC Hidden unless: #85 Question "Was an officer weapon used or involved during the incident?" is one of the following answers ("Yes")

228

86. Did the investigative summary include documentation that officer's certification and training for the weapon were current?

☐ Yes ☐ No

217

87. Did the investigative file include an investigative summary – i.e. a narrative with description of incident that includes precise description of evidence that either justifies or fails to justify officer's conduct based on investigator's independent review of facts/circumstances of the incident? *

☐ Yes ☐ No

229

88. Evaluation of the Investigative Summary:

*The following questions require the reviewer to consider whether the investigative summary BOTH (1) contained necessary elements AND (2) reasonably, sufficiently, and soundly addressed the requirements. For example, if an investigative summary discussed credibility findings but those credibility determinations were not reasonable based on your review of the case, then the required answer would be "no" – because the credibility determinations were not sufficient. **

Yes No Unable to Determine Not Applicable

Sufficient evaluation of incident, based on review of gathered evidence, as to whether within policy, procedures, regulations, orders, or other standards of required conduct?

☐

☐

☐

☐

Explicit credibility findings, including precise description of evidence supporting/detracting from a person's credibility?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Explicit resolution or discussion of material inconsistencies, including precise description of evidence relied upon to resolve the inconsistencies?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evidence adequately examined and described?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Credibility determinations about statements based on independent, unbiased, and credible evidence?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Officer statements critically evaluated?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Past deception/untruthful statements by witnesses, complainants, officers taken into account?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Importance of evidence reasonably weighed?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Testimonial evidence reasonably weighed?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All relevant BPD officer activity in the incident and any evidence of potential misconduct uncovered, whether or not part of the original allegation, fully investigated and evaluated?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sufficient documentation of recommendations for non-punitive action or misconduct charges?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sufficient documentation of whether additional training, counseling, or intervention was recommended?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

LOGIC Show/hide trigger exists.

ID 242

89. Were there material inconsistencies between complainant, officers, witnesses statements and/or amongst the evidence? *

- ☐ Yes ☐ No

LOGIC Hidden unless: #89 Question "Were there material inconsistencies between complainant, officers, witnesses statements and/or amongst the evidence?" is one of the following answers ("Yes")

ID 243

90. What was the nature of the inconsistencies?

- ☐ Inconsistencies among statements
- ☐ Video inconsistent with statement(s)
- ☐ Inconsistent evidence
- ☐ Other - Write In (Required)

LOGIC Hidden unless: #89 Question "Were there material inconsistencies between complainant, officers, witnesses statements and/or amongst the evidence?" is one of the following answers ("Yes")

ID 245

91. Did the investigator make and the investigative summary describe all reasonable efforts to resolve material inconsistencies?

- ☐ All inconsistencies reasonably addressed
- ☐ Inconsistencies not reasonably addressed

LOGIC Hidden unless: #89 Question "Were there material inconsistencies between complainant, officers, witnesses statements and/or amongst the evidence?" is one of the following answers ("Yes")

ID 246

92. Were the inconsistencies appropriately resolved?

☐ Yes ☐ No

ID 247

93. Details/additional comments regarding the investigation summary.

ID 315

94. Did the investigation implicate any issues or deficiencies that suggest that specialty training for investigators might have been necessary? (Example: Cases involving minors and sexual assault.) *

☐ Yes ☐ No

Investigative Findings

95. Investigative Findings *

	Yes	No	Unable to Determine
For each misconduct allegation, did the investigator expressly identify and recommend a disposition of "unfounded," "sustained," "not sustained," or "exonerated" explicitly identified and recommended by the investigator?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Did findings consider patterns in officer behavior based on disciplinary history?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Did findings consider prior complaints in which allegations were not sustained?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Did findings consider officer training records?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
For any allegation, was the disposition "closed" used?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
For any allegation, was the disposition "administratively closed" used?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Based on your review of the investigation, did the investigator's recommended disposition of each allegation and/or finding meet the required level of proof? ("Preponderance of the evidence" for all dispositions other than "unfounded," for which required level of proof is "clear and convincing evidence").	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

LOGIC Hidden unless: Question "For any allegation, was the disposition "closed" used?" is one of the following answers ("Yes")

ID 257

96. Was approval for the use of the "closed" disposition documented in writing?

☐ Yes ☐ No

LOGIC Hidden unless: Question "For any allegation, was the disposition "administratively closed" used?" is one of the following answers ("Yes")

ID 312

97. Was approval for the use of the "administratively closed" disposition documented in writing?

☐ Yes - Specify/describe
(required)

☐ No

LOGIC Hidden unless: #11 Question "Was a criminal investigation of one of more BPD members conducted (or is one still being conducted) that addressed or was related to the complaint?" is one of the following answers ("No")

ID 319

98. Based on your review of the investigation, *should* this case have been referred for criminal misconduct investigation by an outside entity? (See pp. 104–105, PIB Internal Operations Manual.)

☐ Yes ☐ No ☐ Unable to
Determine

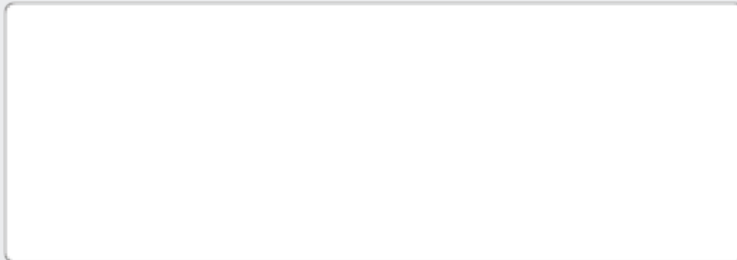
 320

99. Based on your review of the investigation, *should* the administrative investigation have been conducted by an outside entity? (See pp. 105–106, PIB Internal Operations Manual.)

- ☐ Yes ☐ No ☐ Unable to Determine

 258

100. Details/additional comments regarding the investigation findings.



Administrative Review of Completed Investigation

259

101. Administrative Review of Completed Investigation *

	Yes	No	Unable to Determine
Was completed investigation timely forwarded through investigator's chain of command to Director of PIB?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Did review/findings consider patterns in officer behavior based on disciplinary history?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Did review/findings consider prior complaints in which allegations were not sustained?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Did review/findings consider officer training records?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Was the disposition "closed" or "administratively closed" used?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

321

102. Did PIB conclude that an/any officer's actions violated policy (i.e., were any allegations sustained)? *

☐ Yes ☐ No

267

103. Details/additional comments regarding the BPD's review of the completed investigation.

Additional Considerations

268

104. Evidence/documentation across BPD review of misconduct investigations of assessment of whether: *

	Yes	No	Unable to Determine
Law enforcement action was in compliance with training and legal standards?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other tactics were more appropriate under the circumstances?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Incident indicates need for additional training, counseling, or other non-disciplinary corrective actions?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Incident suggests that BPD should revise its policies, strategies, tactics, or training?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

105. Additional questions regarding the investigation overall:*

	Yes	No	Unable to Determine
Meetings documented between PIB supervisors and investigators to evaluate progress of an investigation documented?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Was an employee who was involved in or a witness to the incident conduct or review the investigation arising from the incident?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Did an employee with (1) an external business relationship, or (2) a personal relationship with a principal or witness in the investigation conduct or review the misconduct investigation? (If yes, note nature of documentation below).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Was the investigation re-assigned to another investigator at any point?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Did an officer who was the subject of the investigation resign while the misconduct investigation was ongoing?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Did an officer who was the subject of the investigation resign while disciplinary charges were pending?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

LOGIC Hidden unless: Question "Was the investigation re-assigned to another investigator at any point?" is one of the following answers ("Yes")

ID 280

106. Was the re-assignment documented?

☐ Yes ☐ No

ID 286

107. Details/additional comments regarding the above additional considerations.

Overall

108. The Consent Decree requires that misconduct investigations be objective, comprehensive, and timely; and that they comply with a number of specific requirements to ensure such high-quality investigations.

Based on your overall review of the investigation, what was the overall quality of the investigation? *

- ☐ 5 – Excellent – The investigation complied with all Consent Decree requirements and BPD protocols, and investigators made reasonable attempts to follow all leads and answer all material questions. The investigation was fair, thorough, objective, and timely.
- ☐ 4 – Very Good – The investigation complied with most Consent Decree requirements and BPD protocols and investigators made reasonable attempts to follow all leads and answer all material questions.
- ☐ 3 – Good – Although some aspects of the investigation could be improved, the identified flaws did not appear to materially or unduly impact the quality of the overall investigation. The resulting investigation provided sufficient information to evaluate the incident but could be improved.
- ☐ 2 – Fair – Several aspects of the investigation could be improved. Identified flaws materially impacted the quality of the overall investigation, and the resulting file provided insufficient information to evaluate the incident.
- ☐ 1 – Poor – All or nearly all aspects of the investigation could be improved. The investigation failed to establish sufficient information to support an evidence-based evaluation of the incident due to investigative deficiencies, material omissions, or other issues.

288

Describe in detail the aspects of the investigation that were most significant in terms of quality and compliance with Consent Decree requirements. What was most impressive? What was least impressive? What actions or omissions most impacted the overall fairness, thoroughness, objectivity, and timeliness of the investigation?

*

Discipline

Page entry logic:

This page will show when: #102 Question "Did PIB conclude that an/any officer's actions violated policy (i.e., were any allegations sustained)?" is one of the following answers ("Yes")

323

109. Considering the disciplinary charges brought by PIB for the "sustained" allegations:

	Yes	No	Unable to Determine
Were all appropriate charges brought for all instances where officer actions were found to violate policy?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Were the charges brought consistent with the categories and procedures memorialized in BPD's disciplinary matrix?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Was each sustained misconduct allegation considered for the purposes of recommending discipline?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

327

110. During the course of documenting discipline charges and making discipline determinations, were mitigating and aggravating factors specifically identified, applied, and documented?

☐ Yes ☐ No

LOGIC Show/hide trigger exists.

334

111. Was any discipline ultimately imposed (on any officer, relating to any allegation)?

☐ Yes ☐ No ☐ Unable to Determine

LOGIC Hidden unless: #111 Question "Was any discipline ultimately imposed (on any officer, relating to any allegation)?" is one of the following answers ("Yes")

332

112. Was the discipline imposed:

	Yes	No	Unable to Determine
Consistent with due process?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consistent with BPD's disciplinary matrix?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fair in light of the investigative findings?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Based on the nature of the charges and evidence?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consistent with a fair and reasonable accounting of mitigating and aggravating factors?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Additional Considerations: Bias/Appearance of Bias & Peer Intervention

113. Bias and the Appearance of Bias *

	Yes	No	Unable to
Did an employee who was involved in or witnessed the underlying conduct or incident CONDUCT the investigation?	<input type="radio"/>	<input type="radio"/>	
Did an employee who was involved in or witnessed the underlying conduct or incident REVIEW the investigation?	<input type="radio"/>	<input type="radio"/>	
Did an employee who had an external business relationship or close personal relationship with a principal or witness in the misconduct investigation either CONDUCT or REVIEW the investigation?	<input type="radio"/>	<input type="radio"/>	
Did an employee who had an external business relationship or close personal relationship with a principal or witness in the misconduct investigation MAKE ANY DISCIPLINARY DECISIONS with respect to the misconduct, including the determination of any applicable grievance or appeal arising from any discipline?	<input type="radio"/>	<input type="radio"/>	
Was any employee involved in the investigation investigating someone who they directly report to in their chain of command?	<input type="radio"/>	<input type="radio"/>	
Was any employee involved in the disciplinary decision making a decision about someone who they directly report to in their chain of command?	<input type="radio"/>	<input type="radio"/>	
Was there any evidence, based on this investigation, that the PIB investigator was inappropriately placed in an assignment that created a conflict of interest (including any assignment in which the investigator would report to or work with the subject of an open investigation)?	<input type="radio"/>	<input type="radio"/>	

359

114. Considering the underlying incident that was investigated (i.e., the officer conduct at issue rather than the nature or quality of the investigation): *

	Yes	No	Unable to Determine
At any point during the incident, should an officer under the circumstances have taken affirmative steps to prevent or stop illegal, out-of-policy, inappropriate, or otherwise inappropriate conduct by other members?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At any point during the incident, did any officer take affirmative steps to prevent or stop illegal, out-of-policy, inappropriate, or otherwise inappropriate conduct by other members?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

LOGIC Hidden unless: Question "At any point during the incident, did any officer take affirmative steps to prevent or stop illegal, out-of-policy, inappropriate, or otherwise inappropriate conduct by other members?" is one of the following answers ("Yes")

362

115. Regarding the affirmative steps that at least one officer took to prevent or stop illegal, out-of-policy, inappropriate, or otherwise inappropriate conduct, was this intervention (check all that apply):

- ☐ Verbal?
- ☐ Physical?

LOGIC Hidden unless: Question "At any point during the incident, did any officer take affirmative steps to prevent or stop illegal, out-of-policy, inappropriate, or otherwise inappropriate conduct by other members?" is one of the following answers ("Yes")

ID 363

116. Was the intervention effective in preventing or stopping the illegal, out-of-policy, inappropriate, or otherwise inappropriate conduct?

- ☐ Yes
- ☐ No
- ☐ Unable to Determine

ID 364

117. Details/additional comments regarding bias AND/OR officer intervention.

Confirm Your Answers

Page description:

Please review the answers that you have submitted below to ensure they accurate.

By clicking the "submit" button at the end of this page, your answers become final

Also, **you may download a PDF record of this assessment for your records.** This is a good idea, as a few responses have been lost somewhere in the world-wide web.

Action: Review

Your Responses

Thank You!



You have completed your assessment, and it has been successfully transmitted. Thank you!