



RUTGERS

ADMINISTRATION AND PUBLIC SAFETY
OFFICE OF THE CHIEF OF UNIVERSITY POLICE
& EXECUTIVE DIRECTOR OF POLICE SERVICES

To: Members of the University Community

From: Kenneth B. Cop
Chief of University Police
& Executive Director of Police Services

Date: March 6, 2015

Re: Internal Affairs Statistics – 2014 Calendar Year

The Rutgers University Police Department is committed to providing law enforcement and security services that are fair, effective, and impartially applied. To help achieve this, all department personnel including both sworn officers and civilian employees are held to the highest standards of conduct and are expected to treat all individuals with respect and to acknowledge the rights of all persons. Adherence to these standards, by personnel motivated by a moral and professional obligation to perform their job to the best of their ability, is the ultimate objective of this agency.

Providing police and security services can often be a very difficult and complex job. The Rutgers University Police Department recognizes that mistakes may be made and the actions of our employees may fall short of expectations. The Rutgers University Police Department has established rules and regulations and standard operating procedures governing the professional and personal conduct of employees and acceptable work performance standards. These guidelines are designed to protect the well-being and the rights of all citizens and employees. The Professional Standards Division will thoroughly investigate all reports of misconduct by employees regardless of the source. Anyone who files a complaint against an employee will be treated with courtesy and respect.

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It is the policy of the Rutgers University Police Department to accept and investigate all complaints of alleged personnel misconduct or wrongdoing from all persons who wish to file a complaint regardless of the hour or day of the week. This includes reports from anonymous sources, juveniles, intoxicated persons, and persons under arrest or in custody. The Police Department will conduct a thorough and impartial examination of the available pertinent information and will notify you of the results of the investigation. Employee misconduct or violations of departmental policies or procedures will be addressed and corrective actions will be taken as appropriate within the department's policy and procedure.

The Internal Affairs function is responsible for investigating all misconduct complaints made against members of the Rutgers University Police Department. Due to the unique mission of the University Police Department, the Internal Affairs Function is tasked with handling complaints from the public regarding employee' conduct, as well as allegations of criminal conduct by members. In 2011, members in the New Brunswick Division were involved in nearly 70 thousand police/citizen contacts. While many of these interactions were routine; many also involved stressful and critical situations.

The department takes the investigation of complaints seriously and acknowledges that our agency's internal affairs procedure is a critical function of the police department. A thorough internal affairs procedure provides guidance and direction to our investigating supervisors. Additionally our agency progressively trains our supervisors in various aspects of internal affairs so that an investigation is thorough and in comportment with applicable state law and nationally accepted best practices.

As Chief of University Police, I take pride in the fact that our self-initiated internal affairs investigations numbers are indicative of a police department that takes proactive steps towards identifying potential problems within the department and administering corrective action according to agency guidelines, with the overall goal of improving the performance of the department.

Additional information regarding the Internal Affairs Process can be found on our website at: <http://publicsafety.rutgers.edu/rupd/internal.php>.

Thank you for taking the time to review this report and the attached statistics.

These complaints are categorized as follows:

- Crime: Complaint regarding commission of an illegal act that constitutes a violation of the criminal code including disorderly and petty disorderly persons offenses.
- Excessive Force: Complaint regarding the use or threatened use of excessive force against a person.
- Improper Arrest: Complaint that the restraint of a person's liberty was improper or unjust, or violated the person's civil rights.
- Improper Entry: Complaint that entry into a building or onto property was improper or that excessive force was used against property to gain entry.
- Improper Search: Complaint that the search of a person or property was improper, unjust, violated established agency procedures, or violated a person's civil rights.
- Differential Treatment: Complaint that the taking, failure to take, or method of police action was predicated upon factors that should have been irrelevant such as race, appearance, age, or sex.
- Serious Rule Infractions: Complaint for conduct such as insubordination, drunkenness on duty, sleeping on duty, false statements or malingering.
- Repeated Minor Rule Infractions: Repeated complaint for conduct such as untidiness, tardiness, faulty driving, or failure to follow procedures.

Additionally the outcome of the investigation, also known as the disposition, is provided for each category.

- Exonerated: The alleged incident did occur, but the actions of the employee were justified, legal, and proper.
- Sustained: The investigation disclosed sufficient evidence to prove the allegation, and the actions of the employee violated a provision of the agency's rules, regulations or procedures.
- Not Sustained: The investigation failed to disclose sufficient evidence to clearly prove or disprove the allegation.
- Unfounded: The alleged incident did not occur.
- Administratively Closed: The complaint or investigation is closed prior to reaching a disposition.

RUTGERS UNIVERSITY POLICE DEPARTMENT
PROFESSIONAL STANDARDS DIVISION
INTERNAL AFFAIRS SUMMARY REPORT
JANUARY 1 – DECEMBER 31, 2014

Type of Complaint	Number of Dispositions					Total
	Sustained	Exonerated	Not Sustained	Unfounded	Administratively Closed	
Demeanor	6	9	17	1	2	37 ¹
Differential Treatment	0	1	0	0	0	1
Domestic Violence	0	0	0	0	0	0
Excessive Force	0	0	2	0	1	3
Improper Arrest	0	0	0	0	0	1 ¹
Improper Entry	0	0	0	0	0	0
Improper Search	1	0	0	0	0	1
Other Criminal Violation	5	0	0	0	0	5
Other Rule Violation	32	14	15	0	4	67 ¹
Total	44	24	34	1	7	115

¹ An investigation(s) in this category remain on-going as of March 6, 2015. This report will be updated when the investigation(s) has reached a conclusion and a disposition has been affixed.

This table is inclusive of all sworn and civilian police department employees assigned to the Rutgers University Police Department.

RUTGERS UNIVERSITY POLICE DEPARTMENT
PROFESSIONAL STANDARDS DIVISION
INTERNAL AFFAIRS SUMMARY REPORT / CAMDEN DIVISION
JANUARY 1 – DECEMBER 31, 2014

Type of Complaint	Number of Dispositions					Total
	Sustained	Exonerated	Not Sustained	Unfounded	Administratively Closed	
Demeanor	2	0	0	0	0	2
Differential Treatment	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0
Excessive Force	0	0	1	0	0	1
Improper Arrest	0	0	0	0	0	0
Improper Entry	0	0	0	0	0	0
Improper Search	1	0	0	0	0	1
Other Criminal Violation	3	0	0	0	0	3
Other Rule Violation	13	3	3	0	0	19
Total	19	3	4	0	0	26

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RUTGERS UNIVERSITY POLICE DEPARTMENT
PROFESSIONAL STANDARDS DIVISION
INTERNAL AFFAIRS SUMMARY REPORT / NEWARK DIVISION
JANUARY 1 – DECEMBER 31, 2014

Type of Complaint	Number of Dispositions					Total
	Sustained	Exonerated	Not Sustained	Unfounded	Administratively Closed	
Demeanor	2	2	15	0	0	21 ²
Differential Treatment	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0
Excessive Force	0	0	1	0	1	2
Improper Arrest	0	0	0	0	0	1 ²
Improper Entry	0	0	0	0	0	0
Improper Search	0	0	0	0	0	0
Other Criminal Violation	0	0	0	0	1	1
Other Rule Violation	9	5	7	0	2	25 ²
Total	11	7	23	0	4	50

² An investigation(s) in this category remain on-going as of March 6, 2015. This report will be updated when the investigation(s) has reached a conclusion and a disposition has been affixed.

RUTGERS UNIVERSITY POLICE DEPARTMENT
PROFESSIONAL STANDARDS DIVISION
INTERNAL AFFAIRS SUMMARY REPORT / NEW BRUNSWICK DIVISION
JANUARY 1 – DECEMBER 31, 2014

Type of Complaint	Number of Dispositions					Total
	Sustained	Exonerated	Not Sustained	Unfounded	Administratively Closed	
Demeanor	2	7	2	1	2	14
Differential Treatment	0	1	0	0	0	1
Domestic Violence	0	0	0	0	0	0
Excessive Force	0	0	0	0	0	0
Improper Arrest	0	0	0	0	0	0
Improper Entry	0	0	0	0	0	0
Improper Search	0	0	0	0	0	0
Other Criminal Violation	1	0	0	0	0	1
Other Rule Violation	10	6	5		2	23
Total	13	14	7	1	4	39

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PUBLIC SYNOPSIS OF DISCIPLINARY ACTION – 2014 CALENDAR YEAR

No department member was assessed a fine or suspension of ten days or more during the 2014 calendar year.