



Superintendent Eddie T. Johnson
Chicago Police Department
3510 S. Michigan Avenue
Chicago, Illinois 60653

May 12, 2016

Re: Advisory Letter Regarding Log 1077812

Dear Superintendent Johnson:

Pursuant to the Municipal Code of Chicago Section 2-57-040, the Chief Administrator of the Independent Police Review Authority (IPRA) is empowered to and has a duty to make recommendations to the superintendent, the police board, and the chairman of the city council committee on public safety concerning revisions in policy and operating procedures to increase the efficiency of the department. To fulfill the mission, as outlined in Section 4.2.2 of the draft Rules of the Independent Police Review Authority (published April 15, 2016), at the conclusion of an investigation, IPRA may issue an Advisory Letter to the department if the investigation uncovered a problem that hinders the effectiveness of department operations and programs or if the investigation has identified a verifiable potential liability or risk that warrants attention by the department.

IPRA is concluding its investigation regarding the above-captioned Log Number which was initiated based on an allegation that a Department member made an offensive racial remark while on duty in front of a group of officers. During the investigation of this incident, IPRA has identified the following issues that warrant attention by the department.

- 1) Section I(B) of the Rules and Regulations of the Chicago Police Department, which outlines the "Standards of Conduct" for department members, lacks any discussion of the Department's position on discrimination on the basis of race, or any other improper factors. Although the Department's Human Rights and Human Resources Policy, as outlined in General Order G02-01, explicitly prohibits department members from exhibiting racial bias, this issue is sufficiently important to warrant inclusion in the Standards of Conduct. IPRA recommends that the department incorporate a prohibition against discrimination on the basis of any protected class into the Standards of Conduct.



- 2) During this investigation, it appears that several officers interviewed were not as forthcoming as they should be. According to the complainant, who was offended by and reported the offensive racial remark, several Department Members were present when the remark was uttered, and reacted in such a way to indicate that they overheard the remark. Moreover, when interviewed, the Department member who made the remark identified several other officers who had witnessed the incident. However, ten out of twelve District 12 Department members [nine officers and one sergeant], when interviewed by IPRA about the incident claimed that they were either not present when the remark was uttered or did not hear the remark. This is troubling. I believe that the department should bring these individuals together to remind them of their duty to be truthful. In addition, I would like to personally address these individuals about this incident and the concerns that I have about their response to IPRA investigators.

- 3) The complainant provided IPRA with a photograph taken of items that were posted on a bulletin board at the District 12 station. One of the items is a drawing labeled “President Obama” that appears to be the artwork of a child. I have attached the photograph to this letter. None of the Department members interviewed were willing or able to identify the source of this drawing. The complainant found the drawing offensive, as do I. Therefore, IPRA recommends that the Department examine any and all policies that exist regarding what material is acceptable for posting within a department facility to ensure that this type of offensive material is deemed impermissible. Moreover, because the posting of this artwork was allowed, it implies that the command staff at the 12th District had given their tacit approval of the posting. To that end, IPRA recommends that all supervisory staff at the 12th District receive Equal Employment Opportunity, Human Rights, or other relevant Diversity training as soon as possible.

Superintendent Johnson, we appreciate your time and attention to these concerns and we respectfully request a response within 30 days. IPRA will publish this letter and the Department’s response, if any, on the IPRA website after the 30-day response period has passed. Thank you for your time and consideration of these issues.

Regards,


Sharon R. Fairley
Chief Administrator

Responsibility
3 Dec 15
Credent
Date 30 Nov

GC # 012-15-004

High Threat Level
GANG CONFLICT ZONE

Madison-Van Buren
men-WESTERN

Dispersals can be
conducted in whole

or 1/2

or 1/3

or 1/4



President Obama

LOG# 1077812

Attachment 6