

SUMMARY REPORT OF INVESTIGATION¹

I. EXECUTIVE SUMMARY

Date of Incident:	May 1, 2016
Time of Incident:	1:45 am
Location of Incident:	[REDACTED]
Date of COPA Notification:	May 1, 2016
Time of COPA Notification:	3:26 am

On May 1, 2016, Officer [REDACTED], Officer [REDACTED], and Sergeant [REDACTED] responded to a 911 complaint of loud music. When they entered the apartment and instructed the DJ to turn off the music. Off-duty Chicago Police Officer [REDACTED] was attending the party.

According to the officers’ statements, Officer [REDACTED] appeared intoxicated and became belligerent with Sergeant [REDACTED] when he attempted to quiet the noise. Officer [REDACTED] reportedly pushed Sergeant [REDACTED], grabbed his wrist, and stood in his way in order to prevent him from approaching the DJ booth.

Not recognizing [REDACTED] to be an officer, Sergeant [REDACTED] requested that she provide identification, which she reportedly refused to do. Sergeant [REDACTED] then ordered Officers [REDACTED] and [REDACTED] to handcuff Officer [REDACTED] due to her obstructive behavior. Officer [REDACTED] was then taken outside and refused several of his direct commands to sit inside his squad car while the officers completed their investigation. Officer [REDACTED] was ultimately arrested because of her reported interference and unreasonable behavior. She was charged with Battery against Sergeant [REDACTED] and transported to the [REDACTED] District after a Lieutenant [REDACTED] was called to the scene.

Video and audio footage from Sergeant [REDACTED]’s In Car Camera System captured the majority of the interaction between Officer [REDACTED] and the other responding officers.⁵ Statements from the responding officers as well as several civilian witnesses were collected by IPRA. The results of Officer [REDACTED]’s breathalyzer and subsequent analysis determined that she was intoxicated at the time of the incident, with an estimated blood alcohol concentration between 0.135 and 0.168 g/dL at the time of the incident.

II. INVOLVED PARTIES

¹ On September 15, 2017, the Civilian Office of Police Accountability (COPA) replaced the Independent Police Review Authority (IPRA) as the civilian oversight agency of the Chicago Police Department. Therefore, this investigation, which began under IPRA, was transferred to COPA on September 15, 2017, and the recommendation(s) set forth herein are the recommendation(s) of COPA.

⁵ At the time of the incident, District [REDACTED] was not assigned Body Worn Cameras.

Involved Officer #1 (Accused):	██████████, Employee # ██████, Appointed ██████, 2007; Police Officer/██████████ Officer, Unit ██████/█████, DOB ██████████, 1977; Black Female
Involved Officer #2 (Witness):	██████████, Star # ██████, Employee # ██████, Appointed ██████, 2006; Police officer, Unit ██████, DOB ██████████, 1976; Asian Male
Involved Officer #3 (Witness):	██████████, Star # ██████, Employee # ██████, Appointed ██████, 2014; Police Officer/██████████ Officer, Unit ██████, DOB ██████████, 1981; White Hispanic Male
Involved Officer #4 (Witness):	██████████, Star # ██████, Employee # ██████, Appointed ██████, 2003; Police Officer, Unit ██████, DOB ██████████, 1978; Black Female
Involved Officer #5 (Witness):	██████████, Star # ██████, Employee # ██████, Appointed ██████, 1997; Sergeant of Police, Unit ██████, DOB ██████████, 1967; White Male
Involved Officer #6 (Witness):	██████████, Star # ██████, Employee # ██████, Appointed ██████, 2012; Police Officer, Unit ██████, DOB ██████████, 1985; White Male
Involved Officer #7 (Witness):	██████████, Star # ██████, Employee # ██████, Appointed ██████, 2013; Police Officer, Unit ██████, DOB ██████████, 1987; White Male
Involved Officer #8 (Witness):	██████████, Star # ██████, Employee # ██████, Appointed ██████, 2002; Police Officer, Unit ██████, DOB ██████████, 1969; White Male
Involved Officer #9 (Reporting Party Witness Officer):	██████████, Star # ██████, Employee # ██████, Appointed ██████, 1998, Lieutenant of Police, Unit ██████, DOB ██████████, 1968; White Male
Involved Officer #10 (Victim/Subject/Witness Officer):	██████████, Star # ██████, Employee # ██████, Appointed ██████, 1995; Sergeant of Police, Unit ██████, DOB ██████████, 1968; Black Male
Involved Individual #1 (Witness):	██████████, ██████, 1982, Male, Race unknown
Involved Individual #2 (Witness):	██████████, ██████, 1981, Female, Race unknown

Involved Individual #3
(Witness):

██████████, ██████████, 1960, Female, Race unknown

Involved Individual #4
(Witness):

██████████, ██████████, 1956, Female, Race unknown

III. ALLEGATIONS

Officer	Allegation	Finding / Recommendation
Officer ██████████	<p>It is alleged that on 1 May 2016, at 0145 hours, at ██████████ ██████████, Officer ██████████:</p> <ol style="list-style-type: none"> 1. Was intoxicated while off-duty; 2. Failed to provide her name and badge number upon request by Department members; 3. Failed to follow a verbal order given by Sergeant ██████████ to sit inside a police vehicle; 4. Was arrested and charged with Battery under RD# ██████████; and 5. Brought discredit upon the Department by her overall actions. 	<p>Sustained/ 15 Day Suspension Unfounded Sustained/10 Day Suspension Sustained/10 Day Suspension Sustained/ 10 Day Suspension</p>

IV. APPLICABLE RULES AND LAWS

RULES

Rule 1: Violation of any law or ordinance.

Rule 2: Any action or conduct which impedes the Department’s efforts to achieve its policy and goals or brings discredit upon the Department.

Rule 6: Disobedience of an order or directive, whether written or oral.

Rule 7: Insubordination of disrespect toward a supervisory member on or off duty.

Rule 15: Intoxication on or off duty.

Rule 37: Failure of a member, whether on or off duty, to correctly identify himself by giving his name, rank, and star number when so requested by other members of the Department or by a private citizen.

V. INVESTIGATION⁷

a. Interviews

Witness ██████████⁸

In his interview with IPRA on August 5, 2016, Officer ██████████ stated that he was working with his partner, Officer ██████████, on the night of the incident when they received a service call from Dispatch about a noise disturbance at ██████████. When Officers ██████████ and ██████████ arrived at the address with Sergeant ██████████, they could see and hear a party occurring on the third floor of the building. The door to the building was open, and the officers walked up to the unit. Sergeant ██████████ knocked on the door to the third floor unit, and the officers were eventually let inside. A woman later identified as off-duty Officer ██████████ was attending the party, and she became upset and angry at the officers, asking what they were doing there and standing very close to Sergeant ██████████'s face while yelling at him. Sergeant ██████████ instructed Officer ██████████ at least twice to back off. Officer ██████████ was gesturing with her hands while speaking, and in the course of doing so, she made contact with Sergeant ██████████ on the upper shoulder area; Sergeant ██████████ then instructed Officer ██████████ to handcuff her. Officer ██████████ placed one handcuff on Officer ██████████'s wrist, and she pulled away from him and announced that she was a police officer. All three officers instructed Officer ██████████ to give her other hand, and she would not; so with one handcuff on, she was escorted to the hallway. By this time, other officers had arrived, and Officer ██████████ was eventually fully handcuffed and taken outside. She remained angry and yelled at the officers, refusing to get into a squad car after being instructed to do so. A Lieutenant arrived to the scene, and at least 30 minutes later, Officer ██████████ finally got into the squad car. Officer ██████████ believed that Officer ██████████ was intoxicated by the way she was behaving, acting emotional and loud, repeating herself, and creating a scene. He also noted that Officer ██████████ was asked for her identification at one point by the officers and did not provide it.

Witness Officer ██████████⁹

In his interview with IPRA on August 5, 2016, Officer ██████████ confirmed that he and Officer ██████████ arrived to ██████████ with Sergeant ██████████, who knocked on the door to the third

⁷ COPA conducted a thorough and complete investigation. The following is a summary of the material evidence gathered and relied upon in our analysis.

⁸ Atts 34 & 41.

⁹ Atts 33 & 37.

floor unit of the building. No one answered, so the officers entered the room.¹⁰ Sergeant [REDACTED] tried to signal the DJ to turn the music down, and when he started moving across the room toward the DJ booth, Officer [REDACTED] stepped in front of him, impeding his path and saying he did not have the right to come in without a search warrant. She also placed her hands on Sergeant [REDACTED]'s shoulders and grabbed his wrist to prevent him from walking forward. Sergeant [REDACTED] stepped around Officer [REDACTED] to get to the DJ booth, and Officer [REDACTED] started yelling and becoming upset. Sergeant [REDACTED] instructed Officer [REDACTED] to put her hands behind her back, which she did. While Officer [REDACTED] attempted to handcuff Officer [REDACTED], she began swinging her arms and pulling away. Officer [REDACTED] was ultimately able to cuff Officer [REDACTED], who then stated that she was a police officer. When asked for her identification, Officer [REDACTED] did not have it. As Officers [REDACTED] and [REDACTED] brought Officer [REDACTED] downstairs, she remained upset, yelling and crying. She appeared to be intoxicated to Officer [REDACTED] because of her overall demeanor and belligerence. Officer [REDACTED] also recalled noting a faint smell of alcohol. Once outside, Sergeant [REDACTED] gave Officer [REDACTED] a direct order more than once to get into a squad car, and Officer [REDACTED] did not comply. A Lieutenant was then called to the scene by Sergeant [REDACTED].

Victim/Witness Sergeant [REDACTED]¹¹

In his interview with IPRA on May 19, 2016, Sergeant [REDACTED] confirmed his arrival to the party with Officers [REDACTED] and [REDACTED]. No one answered the door to the building at first, but approximately five minutes later, a civilian exited the building and the officers walked up to the third floor. When they reached the third floor, the door opened, and Sergeant [REDACTED] began walking up to the DJ table. He took a few steps when Officer [REDACTED] came up to him with both her hands up, blocking his movement forward and pushing him on his vest. She asked what they were doing there and getting in Sergeant [REDACTED]'s face. Sergeant [REDACTED] kept walking to the DJ stand, and Officer [REDACTED] grabbed him by the wrist. Sergeant [REDACTED] yanked his arm away and asked her not to do that. Sergeant [REDACTED] made it to the DJ table and while speaking to the DJ, Officer [REDACTED] approached again and slammed the DJ's laptop shut. Officer [REDACTED] continued talking even though the responding officers intended to leave, stating that she was an officer and providing her last name. Sergeant [REDACTED] then gave her a direct order to provide her ID, but she refused.¹² Sergeant [REDACTED] then asked Officer [REDACTED] to step outside with him so they could continue talking; he did not believe she was an officer based on her conduct, so he instructed the other officers handcuff her. When they attempted to do so, Officer [REDACTED] struggled with them and refused to comply by pulling away. Sergeant [REDACTED] gave Officer [REDACTED] a direct order to go outside and talk; she refused, stating she was a Field Training Officer from District [REDACTED] and repeated her last name and st[REDACTED] number. When Officer [REDACTED] was finally led downstairs, Sergeant [REDACTED] asked her to sit inside the squad car, and she refused. Officer [REDACTED] remained argumentative and talked incessantly for the duration of the incident, which lasted approximately 30 to 40 minutes.¹³ Sergeant [REDACTED] stated that he did not originally intend to make an arrest and attempted to deescalate the situation based on his training. He verified Officer [REDACTED]'s identity

¹⁰ Officer [REDACTED] simply stated that they 'made entrance to the room and were met with FTO [REDACTED].' (Att 37, pg 6). He did not how they gained access to the room.

¹¹ Atts 13 & 18.

¹² Sergeant [REDACTED] stated he turned on the microphone for his In Car Camera at this time because things were getting uncomfortable.

¹³ Sergeant [REDACTED] stated that Officer [REDACTED] appeared intoxicated once they got outside because of her loud behavior.

at the scene by calling the [REDACTED] District, and he also called Lieutenant [REDACTED], who arrived and spoke to Officer [REDACTED]. Lieutenant [REDACTED] then ordered the responding officers to transport Officer [REDACTED] to the [REDACTED] District.

Witness Officer [REDACTED]¹⁴

In his interview with IPRA on August 16, 2016, Officer [REDACTED] stated that he and his partner, Officer [REDACTED], received a call from Beat [REDACTED] requesting assistance for a noise disturbance at [REDACTED] on May 1, 2016. When Officers [REDACTED] and [REDACTED] arrived, they saw Sergeant [REDACTED] and Officer [REDACTED] inside the home on the third floor with several other individuals. Officer [REDACTED] was instructing a black woman to put her hands behind her back; she was not complying, yelling and pulling away from Officer [REDACTED]. Sergeant [REDACTED] was next to Officer [REDACTED] trying to keep the partygoers inside the unit, and Officer [REDACTED] was eventually able to cuff her. She responded by yelling that she was a police officer. She appeared intoxicated to Officer [REDACTED] because she was yelling, fighting and resisting. Officer [REDACTED] did not hear her conversation with Lieutenant [REDACTED] when he arrived.

Witness Officer [REDACTED]¹⁵

In his interview with IPRA on August 19, 2016, Officer [REDACTED] confirmed that when he and Officer [REDACTED] responded to the scene, they saw Officer [REDACTED] trying to handcuff a woman. Officer [REDACTED] assisted Sergeant [REDACTED] in containing the civilians inside the unit while Officer [REDACTED] assisted Officer [REDACTED] in handcuffing the woman. She was yelling that she was a police officer and kept pulling away from Officer [REDACTED], placing her right hand on the wall. She stated she did not have identification on her. When the officers finally handcuffed her and got her down to the street, she continued screaming and refused to get in the squad car after Officer [REDACTED] gave her several direct orders to do so. Her family came downstairs and tried to calm her down. Officer [REDACTED] believed she was intoxicated because she was screaming and yelling during the entire incident. Officer [REDACTED] also did not witness the interaction between her and Lieutenant [REDACTED].

Witness Officer [REDACTED]¹⁶

In his interview with IPRA on August 5, 2016, Officer [REDACTED] stated that on the date of the incident, he and his partner, Officer [REDACTED],¹⁷ assisted the other officers at [REDACTED]. When they arrived, they saw Officer [REDACTED]¹⁸ in the hallway; she was handcuffed and screaming that she was a police officer and cursing at Sergeant [REDACTED].¹⁹ She also appeared intoxicated because she was speaking loudly and her body was swaying. Once Officer [REDACTED] was taken outside, Sergeant [REDACTED] instructed her repeatedly to get inside the squad car, and she refused. She was uncooperative and pulled away as Sergeant [REDACTED] tried to escort her. Officer [REDACTED] was

¹⁴ Atts 45 & 47.

¹⁵ Att 44 & 46.

¹⁶ Att 32 & 40.

¹⁷ Officer [REDACTED] was not interviewed by IPRA.

¹⁸ He did not recognize [REDACTED] as an officer but stated she looked familiar.

¹⁹ Officer [REDACTED] could not recall the exact profanity that was used.

also getting “handsy”²⁰ with Sergeant [REDACTED], making hand gestures and getting in his face but not striking him. A few minutes later, Lieutenant [REDACTED] arrived and spoke to Officer [REDACTED], trying to calm her down. Officer [REDACTED] eventually got into the squad car, and Officer [REDACTED] transported her to District [REDACTED]. Officer [REDACTED] believed he recalled Officer [REDACTED] providing her badge number at one point to Sergeant [REDACTED].

Witness Sergeant [REDACTED]²¹

In his interview with IPRA on August 12, 2016, Sergeant [REDACTED] stated that during the early morning hours of his tour of duty in the [REDACTED] District, he received a telephone call from Lieutenant [REDACTED], who inquired as to the duty assignment of Officer [REDACTED]. Sergeant [REDACTED] confirmed that Officer [REDACTED] was assigned to the [REDACTED] District as a [REDACTED] Officer. Lieutenant [REDACTED] informed Sergeant [REDACTED] that Officer [REDACTED] had been involved in a situation where she attempted to interfere with a Sergeant and other officers and that she had been drinking while off duty. Sergeant [REDACTED] was not present on scene where Officer [REDACTED] was arrested.

Witness Lieutenant [REDACTED]²²

In his interview with IPRA on August 17, 2016, Lieutenant [REDACTED] stated that on May 1, 2016 he received a telephone call from Sergeant [REDACTED] who responded to a disturbance call at [REDACTED]. Sergeant [REDACTED] told Lieutenant [REDACTED] that he had encountered Officer [REDACTED] at the scene, who interfered with his duties by attempting to stop him from entering the apartment. Sergeant [REDACTED] also stated that Officer [REDACTED] struck him on the arm, did not provide her ID when requested, and refused to sit inside the police vehicle. Lieutenant [REDACTED] went to the scene and spoke to Officer [REDACTED], who appeared to be intoxicated; her speech was slurred and she was loud, animated and smelled of alcohol. No injuries were observed, and Officer [REDACTED] eventually calmed down. Lieutenant [REDACTED] also called the [REDACTED] District and spoke to Sergeant [REDACTED], who confirmed Officer [REDACTED]’s identity.

Witness Officer [REDACTED]²³

In his interview with IPRA on October 18, 2016, Officer [REDACTED] stated he met Officer [REDACTED] when she was a [REDACTED] Officer in the [REDACTED] District and worked with her previously, and they maintained a friendship. On April 31, 2016, Officer [REDACTED] told Officer [REDACTED] about a party that her cousin [REDACTED] was having later that evening. Officer [REDACTED] picked her up and drove her to the party at approximately 11:00 pm at her request, but did not accompany her; he was planning to pick her up after the party was over. Officer [REDACTED] did not hear from Officer [REDACTED] that evening until approximately 1:00 am, when she called and said that she had been removed from the party and was en route to the [REDACTED]^h District.²⁴ Officer [REDACTED] went to the

²⁰ Att 40, pg 10.

²¹ Att 38 & 42.

²² Att 39 & 43.

²³ Att 55.

²⁴ Officer [REDACTED] noted that Officer [REDACTED] did not explain much about what happened, and he could not tell by the phone call if she had been drinking.

station and waited for Officer ██████ to be released along with other members of her family. He asked a Desk Sergeant²⁵ why Officer ██████ was there, and the Sergeant responded that she failed to obey a direct order and had been behaving belligerently. Officer ██████ was released approximately four hours later and was in an upset and emotional state. Officer ██████ noted that Officer ██████ only drank alcohol socially, and he had never seen her drink to excess in the past.²⁶

Accused Officer ██████²⁷

In her interview with IPRA on September 19, 2016, Officer ██████ stated that on May 1, 2016, she was driven by a friend to a party for her cousin, ██████, at approximately 11:00 pm after doing some shopping. There was alcohol being served at the party, and Officer ██████ drank three consecutive shots of tequila at approximately 12:30 am. When she saw the officers walk in, the Sergeant approached the DJ table and spoke to the DJ. At this time, Officer ██████ was standing back watching, and another female partygoer – ██████'s girlfriend, ██████ – confronted the Sergeant and started to shout that she was the leaseholder of the apartment. Officer ██████ then intervened and told Ms. ██████ to sit down, then turned to the DJ and told him to turn off the music. The DJ did not respond, so Officer ██████ closed his laptop. Ms. ██████ became confrontational with the officers, so Officer ██████ turned to the Sergeant and said she was leaving, which the Sergeant said she could not do.

Officer ██████ denied blocking Sergeant ██████ or making any physical contact with him; she also denied being given any direct orders except when the Sergeant instructed her to step outside the apartment, which she complied with. Officer ██████ stated that when asked to get inside the police squad car, she was compliant. She went home after being released from the police station later on and was relieved of her police powers that same evening.

Civilian Witness ██████²⁸

In his interview with IPRA on October 21, 2016, Mr. ██████ stated that he was hosting a party at his girlfriend ██████'s apartment at ██████ to celebrate getting his Masters degree. Officer ██████ arrived at the party with Mr. ██████'s Aunt, ██████, and observed her take three shots of tequila. When the police arrived, Mr. ██████ was in the kitchen, and he heard the music stop and went into the living room where everyone was. Mr. ██████'s girlfriend, ██████, asked the police why they were there. An officer handcuffed ██████, who appeared stressed. Officer ██████ was then taken outside where she spoke to the Sergeant in a calm manner. Mr. ██████ did not witness Officer ██████ block or touch any officers. He stated that Officer ██████ was asked several times to get into the police vehicle and finally did so on her own volition.

²⁵ Officer ██████ could not identify this Sergeant; he only described him as a white male.

²⁶ During his interview, Officer ██████ mentioned that he had heard something about a video of the incident taken by a civilian, but he was not aware of the origin. The existence of additional video and its possible owner were not determined.

²⁷ Atts 50 & 53.

²⁸ Atts 57 & 68.

Civilian Witness ██████████²⁹

In her interview with IPRA on October 9, 2016, Ms. ██████████ confirmed that she attended the party and arrived before her niece ██████████. When ██████████ arrived at the party, she was in good spirits. At one point, some police officers entered the apartment, saying they had been standing outside knocking for 20 minutes. Sergeant ██████████ walked over to the DJ booth and encountered Officer ██████████. He asked for her star number, and she provided it, identifying herself as Chicago Police. Ms. ██████████ stated that Officer ██████████ was “all in Sergeant ██████████’s face, charging him up”³⁰ but that she did not make physical contact. Officer ██████████ appeared agitated and upset when she was ultimately handcuffed and taken outside. Ms. ██████████ stated that she did not know whether Officer ██████████ was drinking at the party but in her opinion, Officer ██████████ did not appear intoxicated.

Civilian Witness ██████████³¹

In her interview with IPRA on November 4, 2016, Ms. ██████████ stated that she had been hosting a party for her boyfriend ██████████ when three officers suddenly entered the room, and the Sergeant walked over to the DJ booth. When he did so, Officer ██████████ stepped up to him, blocked his path and asked what the problem was. The two spoke back and forth and when the Sergeant asked Officer ██████████ for her ID, she said she did not have any. Ms. ██████████ did not see ██████████ make physical contact with the Sergeant. Another officer appeared and handcuffed Officer ██████████, but she initially did not give him her hand. The partygoers were telling Officer ██████████ that she should let the officers handcuff cuff her, but she did not. The officers then took Officer ██████████ outside, and Ms. ██████████ heard Officer ██████████ say that she would file a report against them. The officers could not succeed in calming Officer ██████████ down, and she also refused to get into the squad car. When a Lieutenant arrived at the scene, Officer ██████████ was taken to the station. Ms. ██████████ did not witness Officer ██████████ take shots and did not think she seemed intoxicated; however, she described Officer ██████████ as being “upset,” “pumped up,” and “wild.”³²

Civilian Witness ██████████³³

In her interview with IPRA on May 26, 2016, Ms. ██████████ stated that she lived at ██████████ and heard a party going on across the street late at night. Due to the loud music, she called the police at approximately 12:00 am. Three police officers arrived after approximately 20 minutes, and Ms. ██████████ watched them through her living room window. They knocked on the building door to ██████████ and eventually entered. She heard to music turn off approximately 5-7 minutes later. Ms. ██████████ then heard what she described as a “ruckus,”³⁴ which included people hollering. A few more police officers arrived and ran inside the building of the party. Eventually, the police brought a woman out in handcuffs; she appeared intoxicated and kept

²⁹ Atts 54 & 65.

³⁰ Att 65, pg 14.

³¹ Atts 63 & 69.

³² Att 69, pg 20.

³³ Atts 13 & 17.

³⁴ Att 17, pg 18.

moving around, pushing up against the officers, pointing at them, cursing them out, and being combative. Ms. [REDACTED] also heard her say that she was a police officer and state her star number. Ms. [REDACTED] saw the Sergeant near her porch making a phone call to ask what he should do. Ms. [REDACTED] stated that none of the officers responded to the woman with any type of aggression; they remained calm during the entire incident. The handcuffed woman eventually got into the s[REDACTED] car willingly and was taken away.

b. Digital Evidence

The **OEMC Transmissions**³⁵ for May 1, 2016 documented an unidentified woman made a 911 call at approximately 1:06 am about a party going on at [REDACTED] with music playing so loud that it was filled the entire block. The same caller phoned 911 again at 1:29 am, and stated that the officers responded to the scene but were having trouble getting into the building at [REDACTED].

The **In Car Camera Video**³⁶ from Beats [REDACTED] and [REDACTED] captured most of the incident, recording primarily audio footage, between 1:44 am to 2:14 am from Sergeant [REDACTED]'s microphone. The footage began when the officers were inside the third floor apartment, recording raised voices and yelling inside the party. Only a few seconds into the footage, Officer [REDACTED] stated in a raised voice that she was a police officer and that she was not doing anything wrong. Sergeant [REDACTED] asked Officer [REDACTED] to step outside, and Officer [REDACTED] replied "No" several times. Officer [REDACTED] asked why she was being handcuffed and demanded that they be removed. Officer [REDACTED] identified herself as a Field Training Officer and stated her star number more than once,³⁷ she repeated that she was not the homeowner and that she was being detained for no reason. Officer [REDACTED] also said she was going to get a CR number on the officers.

At 1:47 am, Officer [REDACTED] was visible in the footage wearing street clothes and being escorted in handcuffs to the police vehicle by officers. While walking, Officer [REDACTED] moved around and attempted to pull her arm away from the escorting officer, and again demanded the removal of the handcuffs. Sergeant [REDACTED] gave a direct order to Officer [REDACTED] to sit inside the police vehicle at least three times; Officer [REDACTED] responded, "No. I'm not getting in. I have not did anything."³⁸ Sergeant [REDACTED] then called over police radio to Lieutenant [REDACTED] and explained that Officer [REDACTED] had pointed and yelled in his face. For the duration of Sergeant [REDACTED]'s call to the Lieutenant, Officer [REDACTED] stood in the street and in the background shouted to other officers, calling one of them a liar and saying, "Shut the fuck up. Shut the fuck up. You need to step back and shut the fuck up cuz I know what I'm talking about. With your cynical bullshit, you can step the fuck back. So fucking what the Sergeant gave you the order."³⁹ When Lieutenant [REDACTED] arrived, he spoke to Officer [REDACTED] in front of the squad car. Still handcuffed, Officer [REDACTED] appeared agitated by waving her hands, moving around, and shouting.⁴⁰ The footage ended shortly after this interaction when Lieutenant [REDACTED] took out

³⁵ Atts 22-24.

³⁶ Atts 20-21.

³⁷ Att 75, Beat [REDACTED], 02:26, 03:15, and Beat [REDACTED] footage at 03:35. She recited her star # as [REDACTED].

³⁸ Att 75, Beat [REDACTED], 03:31.

³⁹ Att 75, Beat [REDACTED], 08:48 and 10:05-10:33.

⁴⁰ Att 75, Beat [REDACTED], 29:53. There was no audio footage of Officer [REDACTED]'s conversation with Lieutenant [REDACTED], but it was obvious from her gestures and mouth movements that she was speaking in a raised voice.

his cell phone and made a phone call, while Officer ██████ was still handcuffed standing on the street.

Throughout the footage, Officer ██████ could be heard using a raised voice with all of the officers and refusing to comply with their instructions, saying “No” several times. She was audibly and visibly upset, and she repeatedly stated that she had not been drinking and had not disrespected Sergeant ██████. Her speech was slurred. All of the responding officers remained calm throughout the duration of the incident and were not shown being aggressive in any way or raising their voices in response to Officer ██████.

c. Documentary Evidence

The **Initiation Report**⁴¹ filed by Lieutenant ██████ on May 1, 2016 documented Sergeant ██████’s encounter with Officer ██████. The report documented that Officer ██████ attempted to block Sergeant ██████’s path and grabbed his arm. Officer ██████ identified herself as an officer at some point during the interaction, but refused Sergeant ██████’s direct order to exit the party and go outside. The report also documented Lieutenant ██████’s arrival to the scene and described Officer ██████ as being loud and animated, slurring her speech and smelling of alcohol. While at the scene, Lieutenant ██████ confirmed that Officer ██████ worked in District ██████; she was then transported to District ██████ for Simple Battery.

The **Department Reports**⁴² documented Officer ██████’s arrest on May 1, 2016 at approximately 1:45 am for Misdemeanor Battery against Sergeant ██████ after she reportedly blocked Sergeant ██████’s path, placed her hands on his shoulders and pushed against him, then grabbed his wrist and began pulling his arm. Sergeant ██████ responded with an emergency handcuffing and placed Officer ██████ into custody. When Officer ██████ handcuffed one of Officer ██████’s hands at the request of Sergeant ██████, Officer ██████ stiffened her left arm and yelled loudly to take the handcuffs off, struggling and stating that she was a police officer. Officer ██████ was taken outside and was reportedly very loud, refusing to obey verbal direction and pulling away from the responding officers. No injuries were reported.

The **Blood Alcohol Content Estimation Report**⁴³ generated by the Illinois State Police on January 23, 2017 estimated Officer ██████’s Blood Alcohol Content (BAC) to be between 0.135 and 0.168 at 1:45 am on May 1, 2016.

The **Court Documents**⁴⁴ for Officer ██████’s Battery charge showed that the case was Stricken Off With Leave to Reinstate⁴⁵ on June 27, 2016 because the complaining witness did not appear at trial.

VI. ANALYSIS

⁴¹ Att 4.

⁴² Atts 5-8, 10, & 25.

⁴³ Att 70.

⁴⁴ Att 74. Case # ██████.

⁴⁵ This case was not reinstated.

COPA finds **Allegation #1** that Officer ██████ was intoxicated while off duty, in violation of Rules 2 and 15, **Sustained**. Officer ██████ admittedly attended a party in which there was alcohol being served and consumed three shots of tequila consecutively; witnesses at the party also attested to this. Illinois state law establishes the level of legal impairment as being a BAC of .08% or higher.⁴⁷ Officer ██████'s BAC was between .135% and .168% at the time of the incident, which was almost twice the legal limit. It can therefore be deduced that Officer ██████ was intoxicated at the time of the incident in violation of Department policy.

COPA finds **Allegation #2** that Officer ██████ failed to provide her name and badge number upon request by Department members, in violation of Rules 6, 7, and 37, **Unfounded**. Although Officer ██████ could not provide a physical copy of her identification to Sergeant ██████, the allegation brought by IPRA was that she did not provide her name and badge number. The evidence refuted this and documented Officer ██████ reciting this information more than once to responding officers, making it possible for them to establish her identity.

COPA finds **Allegation #3** that Officer ██████ failed to follow a verbal order given by Sergeant ██████ to sit inside a police vehicle, in violation of Rules 6 and 7 **Sustained**. The video footage documented Officer ██████ repeatedly refuse to get in the vehicle after receiving several commands from her superior officer, saying "No" several times. She only got into the vehicle after approximately 30 minutes had passed and after Lieutenant ██████ gave the order to arrest her.

COPA finds **Allegation #4** that Officer ██████ was arrested and charged with Battery under RD# ██████, in violation of Rules 1 and 2, **Sustained**. Although Officer ██████'s Battery charge was ultimately dismissed in court, the fact that she was arrested and charged with a crime violates Department policy and rules of behavior.

COPA finds **Allegation #5** that Officer ██████ brought discredit upon the Department by her overall actions, in violation of Rules 1, 2, and 15, **Sustained**. The evidence obtained in this case confirmed that Officer ██████ shouted at and used profanity toward the responding officers on a public street within view of others. She also resisted their attempts to detain her and behaved insubordinately to a superior officer by refusing to comply with direct orders from Sergeant ██████.

⁴⁷ www.ilga.gov

VII. RECOMMENDED DISCIPLINE FOR SUSTAINED ALLEGATIONS**a. Officer [REDACTED]****Complimentary and Disciplinary History**

COPA has taken into account both the complimentary and prior disciplinary history of the officer.

Complimentary History

8, Emblem of Recognition – Physical Fitness
1, Presidential Election Deployment Award 2008
3, Attendance Recognition Award
11, Honorable Mention
1, Complimentary Letter
1, NATO Summit Service Award
1, 2009 Crime Reduction Award

Disciplinary History

CR – None
SPAR - None

i. Recommended Penalty, by Allegation**1. Allegation No. 1**

Field Training Officer [REDACTED] was intoxicated while off-duty. COPA finds a (15) day suspension appropriate.

2. Allegation No. 3

Field Training Officer [REDACTED] failed to follow a verbal order given by Sergeant [REDACTED] to sit inside a police vehicle. COPA finds a (10) day suspension appropriate.

3. Allegation No. 4

Field Training Officer [REDACTED] was arrested and charged with Battery under RD# [REDACTED]. COPA finds a (10) day suspension appropriate.

4. Allegation No. 5

Field Training Officer [REDACTED] brought discredit upon the Department by her overall public actions. COPA finds a day suspension appropriate.

VIII. CONCLUSION

Based on the analysis set forth above, COPA makes the following findings:

Officer	Allegation	Finding / Recommendation
Officer [REDACTED]	<p>It is alleged that on 1 May 2016, at 0145 hours, at [REDACTED], Officer [REDACTED]:</p> <ol style="list-style-type: none"> 1. Was intoxicated while off-duty; 2. Failed to provide her name and badge number upon request by Department members; 3. Failed to follow a verbal order given by Sergeant [REDACTED] to sit inside a police vehicle; 4. Was arrested and charged with Battery under RD# [REDACTED]; and 5. Brought discredit upon the Department by her overall actions. 	<p>Sustained/ 15 Day Suspension Unfounded Sustained/10 Day Suspension Sustained/10 Day Suspension Sustained/ 10 Day Suspension</p>

Approved:

[REDACTED SIGNATURE]

7-30-19

 Angela Hearts-Glass
 Deputy Chief Administrator – Chief Investigator

 Date

Appendix A

Assigned Investigative Staff

Squad#:	█
Investigator:	████████████████
Supervising Investigator:	██████████
Deputy Chief Administrator:	Angela Hearts-Glass