



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

December 20, 2017

**Re: Log #1086839
Officer Terrance Norris #16143
Disciplinary Recommendations**

Dear Superintendent Johnson:

This outlines disciplinary recommendations arising from the above-captioned investigation:

I. BACKGROUND

On December 15, 2012 at approximately 11:18 AM, a Trailblazer SUV occupied by four black males was involved in a pursuit with a Chicago Police Department (CPD) vehicle driven by Officer Christopher Hackett and occupied by Officer Ruth Castelli. The pursuit ended at a gas station located at 55th and Ashland after the Trailblazer crashed. After the crash, the suspect men fled the vehicle. The fourth man exiting, [REDACTED] was hit by the CPD vehicle while trying to flee. After the two officers exited their vehicles, [REDACTED] was involved in a struggle with Officer Hackett. [REDACTED] again tried to flee, and was shot twice by Officer Castelli. Moore died shortly after. After [REDACTED] shooting, a crowd of civilians formed and numerous CPD officers came to the scene. One of the officers, identified as Officer Terrence Norris, was seen on video pushing a civilian named [REDACTED]

II. INVESTIGATIVE ALLEGATIONS AND FINDINGS

Accused: Officer Terrance Norris, Star #16143

After careful examination of the evidence and thorough analysis of the applicable law, COPA recommends the following findings:

1. **ALLEGATION #1:** On December 15, 2012, Officer Norris Used excessive and unjustified force by shoving [REDACTED] is **SUSTAINED**.

III. DISCIPLINARY RECOMMENDATIONS

Pursuant to the Complaint Register Matrix, the starting point for the disciplinary recommendations is to first characterize the misconduct to thereby identify the applicable penalty ranges and then to determine whether any mitigating or aggravating factors are present.

Allegation number one is represented by Category Code 05B, Excessive Force On-Duty Not Injury. The Presumptive Range for this Code is 5-15 days suspension. The Aggravated Range for this Code is 16 - 60 days suspension.

COPA finds that Officer Norris' actions on December 15, 2015, were an egregious abuse of his police powers and entirely inconsistent with his duties and responsibilities as a police officer.

In sum, Officer Norris went out of his way to push [REDACTED] [REDACTED] was not involved in the shooting but was simply a witness to a police involved shooting. While [REDACTED] was near the incident, he was merely standing in a public parking lot and posed no risk. Officer Norris abused his authority as an officer by using completely unnecessary force against [REDACTED]. Further, Officer Norris expressed no remorse during his COPA statement and believed his actions were justified. Incidents like this contribute to public distrust and dislike of CPD. Actions, like that of Officer Norris, by police officers towards citizens are what shape public perception of law enforcement. The minor, daily mistreatment of citizens by police culminates in anti-police sentiment and lack of respect for officers. Evidenced in the instant case by the fact that immediately after the shooting, the public outcry limited Police and IPRA personnel from securing the scene.

COPA finds several aggravating factors that militate in favor of punishment under the aggravated range. First, Officer Norris failed to recognize, even with the benefit of hindsight, the problematic nature of his conduct. Officer Norris' conduct could have resulted in serious injury when he pushed [REDACTED] over a guard rail. Second, Officer Norris' conduct brought significant discredit to the Department. By engaging in completely unjustified force to a bystander for no apparent reason. Due to how egregious and unnecessary Officer Norris' actions were, we recommend discipline in the **Aggravated** range.

Based on the totality of the circumstances, the recommended discipline for these violations is **20 days**.

Respectfully, /

[REDACTED]

Deputy Chief Administrator