

SUMMARY REPORT OF INVESTIGATION<sup>1</sup>

I. EXECUTIVE SUMMARY

Date of Incident:	January 8, 2016
Time of Incident:	12:30 PM
Location of Incident:	6900 S. Ashland Ave.
Date of COPA Notification:	January 8, 2016
Time of COPA Notification:	1:04 PM

On January 8, 2018 at approximately 12:30 PM, Mr. [REDACTED] and an unknown female driver, in separate vehicles, arrived at the Bank of America branch located at 6900 S. Ashland Ave. It was reported that both vehicles were illegally parked and received citations, written by Officer Ricardo Dixon.

A civilian bystander, [REDACTED] approached Officer Dixon and inquired why the officer was writing the tickets. Mr. [REDACTED] alleged that Officer Dixon replied, "I don't like that nigga shit." Mr. [REDACTED] also reported that Officer Dixon was rude, belligerent and used derogatory language while the officer issued him a citation. Mr. [REDACTED] alleged that Officer Dixon said, "I don't give a fuck about this nigga shit, fuck you!" Mr. [REDACTED] the security guard for Bank of America, witnessed the incident and alleged that he heard Officer Dixon say, "I hate for people to do dumb nigger shit."

Mr. [REDACTED] and Mr. [REDACTED] both called to report the incident, however, only Mr. [REDACTED] cooperated and provided a sworn statement.

II. INVOLVED PARTIES

Involved Officer #1:	Ricardo Dixon, star 19995, employee ID# [REDACTED], Date of Appointment October 10, 2000, rank Police Officer, Unit of Assignment 007, DOB [REDACTED], 1965, Male, Black.
Involved Civilian #1:	[REDACTED] DOB [REDACTED], 1959, Male, Black.
Involved Civilian #2:	[REDACTED] DOB [REDACTED], 1961, Male, Black.

<sup>1</sup> 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.

<sup>2</sup> Despite attempts to schedule Mr. [REDACTED] for an interview, he did not cooperate with the investigation and did not provide a recorded statement or affidavit.

<sup>3</sup> Despite attempts to schedule Mr. [REDACTED] for an interview, he did not cooperate with the investigation and did not provide a recorded statement or affidavit.

Civilian Witness #1:

██████████ DOB ██████, 1972, Male, Black.

**III. ALLEGATIONS**

Officer	Allegation	Finding
Officer Ricardo Dixon	1. It is alleged that on January 8, 2016, at 6900 S. Ashland Ave., Officer Ricardo Dixon used derogatory language while speaking to Mr. ██████ when he said words to the effect, "I hate for people to do dumb nigger shit", in violation of Rules 2, 8 and 9.	<b>Sustained/ Suspension</b>

**IV. APPLICABLE RULES AND LAWS**

Rules

1. **RULE 2** – Prohibits: Any action or conduct which impedes the Department’s efforts to achieve its policy and goals or brings about discredit upon the Department.
2. **RULE 8** – Prohibits: Disrespect or maltreatment of any person, while on or off duty.
3. **RULE 9** – Prohibits: Engaging in any unjustified verbal or physical altercation with any person, while on or off duty.

**V. INVESTIGATION<sup>4</sup>**

**a. Interviews**

██████████

On January 22, 2016 at approximately 6:00 PM, in a room at the Bank of America at 6900 S. Ashland Ave., Mr. ██████ appeared for a recorded interview. Mr. ██████ worked as a Security Guard for the Bank of America, and on January 8, 2016 he was posted outside, near the front door.

Mr. ██████ stated that on the date in question, at around 12:30 PM, he witnessed an incident between Officer Dixon, a black female driver, a black male driver, and a black male named ██████. As Mr. ██████ and ██████ stood near the front door of the bank talking, Officer Dixon pulled up behind the male driver, who was allegedly parked illegally, and started to

<sup>4</sup> COPA conducted a thorough and complete investigation. The following is a summary of the material evidence gathered and relied upon in our analysis.

<sup>5</sup> Attachment 6

Officer Dixon pulled up behind the male driver, who was allegedly parked illegally, and started to write a citation. The female driver was also alleged to be parked illegally. As Officer Dixon handed a citation to the male driver, [REDACTED] approached Officer Dixon and asked him why he gave people tickets rather than asking them to move. Officer Dixon replied, "Well, I just hate for people to do dumb nigger shit." Mr. [REDACTED] told Officer Dixon that because he is a police officer, he should not use that type of language. Officer Dixon replied that he never called the guy a racist term, but only said that he hates when people do dumb nigger shit.

According to Mr. [REDACTED] the male driver was present and heard the comment made by Officer Dixon, however, the female driver had already left. Mr. [REDACTED] also said that he was familiar with Officer Dixon because he regularly wrote tickets near the bank, and that he had never heard Officer Dixon use such language before.

**Officer Ricardo Dixon<sup>6</sup>**

Officer Dixon appeared at COPA for a recorded interview on July 11, 2018. Officer Dixon said that he did not directly recall the incident, but that he regularly worked in the area of the incident. He also said that while he may have used the word "nigger" while on duty with other black officers, he did not believe that he ever used the word while dealing with a member of the public. Officer Dixon maintained that even when people complain and say derogatory things to him about what he is doing as an officer, such as writing tickets, he does not get impatient; he is strictly professional, he does not curse and he treats people the way he wants them to treat him.

Officer Dixon disclosed that he was familiar with the security guard at Bank of America named [REDACTED] but said that he never discussed the incident with him.

**b. Documentary Evidence**

**Log #1078793, Face Sheet-Reporting Party: [REDACTED]**

This Face Sheet reported that the accused officer was rude, belligerent and used derogatory language toward him while he was being issued a citation. Mr. [REDACTED] alleged that the accused officer said, "I don't give a fuck about this nigga shit, fuck you!"

**Log #1078793, Face Sheet-Reporting Party: [REDACTED]**

This Face Sheet reported that the accused officer gave traffic citations to unknown individuals and afterward remarked, "That's that Nigga Shit." Mr. [REDACTED] further alleged that he questioned the officer about his remark and the officer stated, "I don't like that Nigga Shit."

<sup>6</sup> Attachment 18

<sup>7</sup> Security Guard and Witness, [REDACTED]

<sup>8</sup> Attachment 1

<sup>9</sup> Attachment 11

## VI. ANALYSIS

The Burden of Proof COPA must satisfy to support the findings for the allegations discussed below is preponderance of the evidence.

COPA recommends the finding for **Allegation #1**, that it is alleged that on January 8, 2016, at 6900 S. Ashland Ave., **Officer Ricardo Dixon** used derogatory language while speaking to Mr. [REDACTED] when he said words to the effect of, "I hate for people to do dumb nigger shit," in violation of Rules 2, 8 and 9, be **SUSTAINED**.

Officer Dixon stated in his recorded interview that he did not recall the incident and that he did not believe he would have used such language in front of members of the public. Even though Officer Dixon's statement seemed credible, it does not overcome the statement given by Mr. [REDACTED] and the complaints filed by Mr. [REDACTED] and Mr. [REDACTED]

Mr. [REDACTED] statement, given just two weeks after the incident, was consistent with the complaints previously filed by both Mr. [REDACTED] and Mr. [REDACTED]. All three men stated that Officer Dixon used the phrase, "nigger shit", or "nigga shit" while speaking to Mr. [REDACTED] and Mr. [REDACTED]. Weight is given that two separate individuals filed similar complaints against Officer Dixon, and their complaints were corroborated by Mr. [REDACTED] a witness identified by IPRA following the initial complaints.

The use of racially tainted language by a police officer, such as the phrases, "nigger shit" or "nigga shit," is reasonably described as not only disrespectful and unjustified, but brings discredit upon the Chicago Police Department.

Based on the evidence, it is more likely than not that Officer Ricardo Dixon made the comment(s): "I hate for people to do dumb nigger shit" or words to that effect, in violation of Chicago Police Department Rules and Regulations.

**VII. RECOMMENDED DISCIPLINE FOR SUSTAINED ALLEGATIONS**

**a. Officer Ricardo Dixon**

**i. Complimentary and Disciplinary History**

**Complimentary History**

Emblem of Recognition – Physical Fitness	2
Presidential Election Deployment Award 2008	1
2004 Crime Reduction Ribbon	1
Honorable Mention	13
Complimentary Letter	5
NATO Summit Service Award	1
2009 Crime Reduction Award	1

**Disciplinary History**

Officer Dixon does not have any disciplinary history relevant to the allegations in this investigation. In July 2018 he was Reprimanded for an Excessive Time Violation that occurred on May 08, 2018.

**ii. Recommended Penalty, by Allegation**

**1. Allegation No. 1. 10 Day Suspension**

Officer Dixon used derogatory language when he made the comment “I hate for people to do dumb nigger shit” or words to that effect, in violation of Chicago Police Department Rules and Regulations.

**CONCLUSION**

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

<b>Officer</b>	<b>Allegation</b>	<b>Finding</b>
Officer Ricardo Dixon	1. It is alleged that on January 8, 2016, at 6900 S. Ashland Ave., Officer Ricardo Dixon used derogatory language while speaking to Mr. [REDACTED] when he said words to the effect, "I hate for people to do dumb nigger shit", in violation of Rules 2, 8 and 9.	<b>SUSTAINED</b>

Approved   
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Andrea Kersten  
Deputy Chief Administrator – Chief Investigator

10/31/18  
\_\_\_\_\_  
Date

Appendix A

Assigned Investigative Staff

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<b>Squad#:</b>	2
<b>Investigator:</b>	Frances Lee
<b>Supervising Investigator:</b>	Sherry Daun
<b>Deputy Chief Administrator:</b>	Andrea Kersten

