



Log # 2021-0003521

FINAL SUMMARY REPORT¹

I. EXECUTIVE SUMMARY

On September 6, 2021, the Civilian Office of Police Accountability (COPA) received an Initiation report detailing a complaint from Chicago Police Department (CPD) Officer [REDACTED] alleging that on multiple occasions, Officer Kristin Bailey, Officer [REDACTED] former [REDACTED] was harassing Officer [REDACTED] via electronic means and in person by showing up to her residence unannounced and uninvited.² COPA also served allegations for Officer Bailey appearing intoxicated or impaired during the visits and that on one occasion she used her body to block/restrict Officer [REDACTED] from moving freely about her residence. Following its investigation, COPA reached sustained findings for all allegations based on a preponderance of the evidence.

II. SUMMARY OF EVIDENCE³

Officer [REDACTED] and Officer Bailey were in a dating relationship from 2017-2019. They went through a short phase of reconciliation but finally ended the relationship in January 2020. From that time on, Officer Bailey harassed Officer [REDACTED] by various methods of communication, including emails, telephone calls, and text messages. Officer [REDACTED] initially ignored the emails, calls, and texts, but eventually blocked Officer Bailey from all forms of communication. However, Officer Bailey escalated this harassment when she began to arrive at Officer [REDACTED] residence unannounced and uninvited⁴ and appeared to be intoxicated/impaired.⁵ Due to this ongoing harassment, Officer [REDACTED] obtained an Order of Protection against Officer Bailey for harassment/stalking.⁶

Officer Bailey accepted responsibility for most of the allegations.; however, she did not recall blocking or restricting Officer [REDACTED] from moving about her home. Officer Bailey recalled having had some alcohol, but denied that she was intoxicated or impaired at the times of her random appearances at Officer [REDACTED] home. Officer Bailey expressed remorse. She asserted the acts were not committed maliciously but came from a place of heartbreak and her inability to cope

¹ Appendix A includes case identifiers such as the date, time, and location of the incident, the involved parties and their demographics, and the applicable rules and policies.

² Att. 1.

³ The following is a summary of what COPA finds most likely occurred during this incident. This summary utilized information from several different sources, including BWC footage, police reports, evidence technician photos, medical records, and statements to COPA by Officer [REDACTED].

⁴ Att. 5- Ring Video submitted by PO [REDACTED] depicting one of PO Bailey's unannounced visits to her residence.

⁵ Att. 2, pg. 4, lns. 21 to 24 through pg. 5, lns. 1 to 18; pg. 9, lns. 16 to 17.

⁶ Att. 4.

with the break-up. Eventually, she sought assistance from the department's Employee Assistance Program (EAP) which ultimately assisted her with moving on.⁷

COPA interviewed two outcry witnesses: Officer ██████████ friend, ██████████⁸ and Officer ██████████ brother, ██████████⁹ Both relayed that at some point, Officer ██████████ reached out to them after her breakup with Officer Bailey alleging harassment and concerns for Officer Bailey's dependency on alcohol. Additionally, ██████████ reported that on one occasion, he observed Officer Bailey sitting in her personal vehicle just a few doors away from his sister's residence.¹⁰

██████████ reported that Officer ██████████ told her of a few incidents where Officer Bailey arrived at Officer ██████████ residence unannounced. Further, Officer ██████████ shared concerns for Officer Bailey hurting herself, and she had suspicions of Officer Bailey's becoming alcohol dependent after the breakup.¹¹ ██████████ further reported that Officer Bailey called ██████████ on several occasions after the breakup and that Officer Bailey admitted that she had gone to Officer ██████████ house unannounced after being unable to reach her by phone. ██████████ stated that during these calls Officer Bailey exhibited signs of intoxication. On one call ██████████ became concerned because Officer Bailey appeared more intoxicated than before and seemed to be in a "bad place."¹² This prompted ██████████ to call the Crime Prevention & Information Center (CPIC) to initiate contact with EAP, a Lieutenant from the district in which Officer Bailey resided, and Officer Bailey's Captain.¹³

III. ALLEGATIONS

Officer Bailey:

1. It is alleged on various dates and times between January 2020-January 2021, the accused harassed PO ██████████ by electronic means in that she sent her multiple calls and/or emails and/or text messages.
 - **Sustained**, Violation of Rule 2 and 8.

2. It is alleged that on or about June 26, 2020, at an unknown time at or near the vicinity of PO ██████████ residence, located at ██████████ Chicago, IL, the accused harassed and/or stalked PO ██████████ in that she was present/sitting in a vehicle near ██████████ residence without justification.
 - **Sustained**, Violation of Rule 2 and 8.

⁷ Att. 17 (Transcript), pg. 29, lns. 13 to 14; Att. 13 (Audio), .

⁸ Att. 12 (Transcript); Att. 11 (Audio).

⁹ Att. 10 (Transcript); Att. 9 (Audio).

¹⁰ Att. 10, pg. 29, lns. 9 to 24; pgs. 30 to 34

¹¹ Att. 12, pg. 14, lns. 21 to 24. ██████████ assisted Officer Bailey with finding an alcohol support group.

¹² Att. 12, pg. 15, ln. 22.

¹³ Att. 12, pgs. 14 lns. 21 to 24; pg.15, lns. 19 to 23.

3. It is alleged that on an unknown date and time in January 2021, at [REDACTED] Chicago, IL, the accused harassed and/or stalked PO [REDACTED] in that she appeared at her residence uninvited and/or unannounced.
 - **Sustained**, Violation of Rule 2 and 8.
4. It is alleged that on an unknown date and time in January 2021 at the location of [REDACTED] Chicago, IL; the accused used her body to block/restrict [REDACTED] from freely moving about her residence.
 - **Sustained**, Violation of Rule 2 and 8.
5. It is alleged that on an unknown date and time in January 2021 at the location of [REDACTED] Chicago, IL the accused was intoxicated and/or impaired while off-duty.
 - **Sustained**, Violation of Rule 2 and 15.
6. It is alleged that on various dates and times between January and September 2021, at the location of [REDACTED] Chicago, IL, the accused harassed and/or stalked PO [REDACTED] in that she appeared at her residence uninvited and/or unannounced and/or delivered a package to her residence containing various documents.
 - **Sustained**, Violation of Rules 2, 8 and 9.

IV. CREDIBILITY ASSESSMENT

While COPA finds Officer Bailey credible for the most part because she appeared to be forthcoming and admitted at least parts of most of the allegations, Officer Bailey's memory may have failed regarding some of the facts due to her intoxication, and her memory may have been altered by the alcohol. COPA also notes that Officer [REDACTED] brother [REDACTED] corroborated seeing Officer Bailey parked near Officer [REDACTED] residence. In addition, [REDACTED] had spoken to both Officer Bailey and Officer [REDACTED] during these times. [REDACTED] was an outcry witness for Officer [REDACTED] but [REDACTED] also spoke to Officer Bailey, who admitted both to [REDACTED] and to COPA that she struggled to cope during the breakup. [REDACTED] and Officer [REDACTED] were concerned about Officer Bailey's use of alcohol. Notably, Officer Bailey admitted to many of the allegations, and she was remorseful about her actions.

V. ANALYSIS¹⁴

COPA finds **Allegation #1**, that between various dates and times between January 2020 and September 2021, Officer Bailey harassed and/or stalked Officer [REDACTED] by electronic means using phone calls, text messages, and email, is **sustained**. Officer Bailey admitted that she

¹⁴ For a definition of COPA's findings and standards of proof, see Appendix B.

sent multiple emails and phone calls to Officer ██████ however, she denied harassing Officer ██████¹⁵ COPA finds that given that Officer Bailey knew that these contacts were unwelcome, her behavior in continuing to do this was harassing. Therefore, this allegation is sustained, in violation of CPD Rules 2 and 8.

COPA finds that **Allegation #2**, that Officer Bailey harassed and stalked Officer ██████ by being present and sitting in a vehicle near Officer ██████ residence, is **sustained**. Officer Bailey admitted to being near Officer ██████ residence, but she denied that she harassed or stalked Officer ██████¹⁶ COPA finds that Officer Bailey's presence near Officer ██████ residence when she knew she was not invited and was told to stay away was harassing behavior. Accordingly, Allegation #2 is sustained, in violation of CPD Rules 2 and 8.

COPA finds **Allegation # 3**, that Officer Bailey appeared uninvited and unannounced at Officer ██████ residence, is **sustained**. Officer Bailey admitted to being at Officer ██████ residence while uninvited and/or unannounced; however, Officer Bailey denied that her actions were harassing or stalking.¹⁷ Given the state of their relationship and Officer ██████ expressions that Officer Bailey was not welcome at her residence, COPA finds this behavior constitutes harassing or stalking, in violation of CPD Rules 2 and 8.

COPA finds **Allegation #4**, that Officer Bailey used her body to block and/or restrict Officer ██████ from freely moving about her residence, is **sustained**. While Officer ██████ said that Officer Bailey did this while in Officer ██████ home,¹⁸ Officer Bailey denied blocking or restricting Officer ██████ movements.¹⁹ Given the fact that Officer Bailey admitted that during the breakup, she had issues about the breakup and may have used alcohol, as well as the fact that Officer ██████ claims are corroborated by either statements of ██████ and ██████ COPA finds Officer ██████ more credible and sustains this allegation in violation of CPD Rules 2 and 8.

COPA finds that **Allegation #5**, that Officer Bailey was intoxicated and/or impaired while off-duty, is **sustained**. Officer Bailey admits that she may have consumed alcohol on some occasions when she spoke to Officer ██████ however, she denied that she was intoxicated.²⁰ COPA notes that while Officer Bailey may not have deemed herself intoxicated, Officer ██████ said Officer Bailey appeared to be intoxicated while at Officer ██████ home. ██████ heard about the intoxication from Officer ██████ and ██████ spoke to Officer Bailey on occasions where she sounded intoxicated. COPA finds that due to Officer Bailey's impairment from the use of alcohol, her perception of her level of intoxication may have been altered. For those reasons, COPA finds this allegation is sustained, in violation of CPD Rules 2 and 15.

COPA finds that **Allegation #6**, that Officer Bailey harassed and/or stalked Officer ██████ when Officer Bailey appeared at Officer ██████ residence uninvited and/or unannounced and/ or

¹⁵ Att. 17, pg. 32, lns. 6 to 7.

¹⁶ Att. 17, pg. 32, lns. 16 to 16.

¹⁷ Att. 17, pg. 32, lns. 22 to 23.

¹⁸ Att. 3, pg. 5, lns.

¹⁹ Att. 17, pg. 33, ln. 5.

²⁰ Att. 17, pg. 33, lns. 10 to 11.

delivered a package is **sustained**. Officer Bailey admitted to delivering a package on one occasion, however, she denied that she stalked or harassed Officer ██████ COPA finds that Officer Bailey’s unannounced delivery of a package by throwing it over the fence, when she had not been invited to the residence, is harassing behavior. Accordingly, COPA finds this allegation is sustained, in violation of CPD Rules 2, 8, and 9,

VI. DISCIPLINARY RECOMMENDATION

a. Officer Bailey

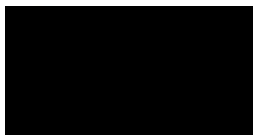
i. Complimentary and Disciplinary History²¹

Officer Bailey has received 37 various awards, and she has one case for which she received a “violation noted” for failure to provide service (Log # 2019-3284).

ii. Recommended Discipline

Here, COPA has found that Officer Bailey violated CPD Rules and Regulations 2, 8, 9, and 15 when she harassed and stalked Officer ██████ by making unannounced and uninvited visits to Officer ██████ residence and sending unwanted texts, emails, and phone calls to Officer ██████ In addition, Officer Bailey was intoxicated on various occasions and admittedly sought help for her inability to cope with the breakup between Officer Bailey and Officer ██████ While Officer Bailey later expressed remorse for her actions, these actions caused a lot of anxiety for Officer ██████ and should be subject to discipline. COPA recommends a suspension of up to 10 days. Given the time that has passed since this incident and the fact that EAP has already been involved with Officer Bailey, COPA does not feel a Behavioral Intervention System evaluation is necessary for this case; however, CPD can move forward with such an evaluation if they choose to do so.

Approved:



Shannon Hayes
Director of Investigations

April 29, 2024

Date

²¹ Att. 18.

Appendix ACase Details

Date/Time/Location of Incident:	September 6, 2021 / 5:40 pm / ██████████, Chicago, IL 60638, and other various dates between January 2020-September 2021.
Date/Time of COPA Notification:	September 6, 2021 / 10:00 pm.
Involved Officer #1:	Officer Kristin Bailey / Star #13645 / Employee ID #████████ / DOA: December 12, 2016 / Unit: 019/231 / Female / White.
Involved Officer #2 (complainant):	Officer ██████████ / Star #██████ / Employee ID #████████ / DOA: ██████████ / Unit: ██████ / Female / White

Applicable Rules

- 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 3:** Any failure to promote the Department's efforts to implement its policy or accomplish its goals.
- Rule 5:** Failure to perform any duty.
- Rule 6:** Disobedience of an order or directive, whether written or oral.
- Rule 8:** Disrespect to or maltreatment of any person, while on or off duty.
- Rule 9:** Engaging in any unjustified verbal or physical altercation with any person, while on or off duty.
- Rule 10:** Inattention to duty.
- Rule 14:** Making a false report, written or oral.
- Rule 15:** Intoxicated on or off duty.
- Rule 38:** Unlawful or unnecessary use or display of a weapon.

Applicable Policies and Laws

- Rules and Regulations of the Chicago Police Department, April 16, 2015.

Appendix B

Definition of COPA’s Findings and Standards of Proof

For each Allegation, COPA must make one of the following findings:

1. Sustained – where it is determined the allegation is supported by a preponderance of the evidence;
2. Not Sustained – where it is determined there is insufficient evidence to prove the allegations by a preponderance of the evidence;
3. Unfounded – where it is determined by clear and convincing evidence that an allegation is false or not factual; or
4. Exonerated – where it is determined by clear and convincing evidence that the conduct described in the allegation occurred, but it is lawful and proper.

A **preponderance of evidence** can be described as evidence indicating that it is **more likely than not** that a proposition is proved.²² For example, if the evidence gathered in an investigation establishes that it is more likely that the conduct complied with CPD policy than that it did not, even if by a narrow margin, then the preponderance of the evidence standard is met.

Clear and convincing evidence is a higher standard than a preponderance of the evidence but lower than the “beyond-a-reasonable doubt” standard required to convict a person of a criminal offense. Clear and convincing can be defined as a “degree of proof, which, considering all the evidence in the case, produces the firm and abiding belief that it is highly probable that the proposition . . . is true.”²³

²² See *Avery v. State Farm Mutual Automobile Insurance Co.*, 216 Ill. 2d 100, 191 (2005) (a proposition is proved by a preponderance of the evidence when it is found to be more probably true than not).

²³ *People v. Coan*, 2016 IL App (2d) 151036, ¶ 28 (quoting Illinois Pattern Jury Instructions, Criminal, No. 4.19 (4th ed. 2000)).

Appendix C**Transparency and Publication Information**

Check all that apply:

- Abuse of Authority
- Body Worn Camera Violation
- Coercion
- Death or Serious Bodily Injury in Custody
- Domestic Violence
- Excessive Force
- Failure to Report Misconduct
- False Statement
- Firearm Discharge
- Firearm Discharge – Animal
- Firearm Discharge – Suicide
- Firearm Discharge – Unintentional
- First Amendment
- Improper Search and Seizure – Fourth Amendment Violation
- Incidents in Lockup
- Motor Vehicle Incidents
- OC Spray Discharge
- Search Warrants
- Sexual Misconduct
- Taser Discharge
- Unlawful Denial of Access to Counsel
- Unnecessary Display of a Weapon
- Use of Deadly Force – other
- Verbal Abuse
- Other Investigation: (*Intoxication off duty*)