



COPA Recommendations Regarding the CPD Policy on the Prohibitions of Sexual Misconduct (G08-06)

Project Overview

COPA provided feedback to the Chicago Police Department (CPD) regarding the Prohibitions of Sexual Misconduct (G08-06) directive beginning in September 2023. COPA first provided feedback through two recommendation letters, an initial preliminary review of G08-06 for expedited feedback, followed by a more comprehensive review of G08-06 that, per ordinance, requested a response from CPD. Subsequently, COPA and CPD established a dialogue through multiple response letters to further address and clarify the recommendations. As of August 2025, COPA continues to monitor new developments to G08-06. A summary of key events is below.

1. COPA's Policy Research and Analysis Division (PRAD) first completed an initial review of G08-06 and recommended CPD further develop the directive's guidelines regarding relationships between Department members and community members, including inappropriate or nonconsensual relations that occur on or off duty.
2. PRAD subsequently completed a comprehensive review of G08-06 that further examined COPA sexual misconduct investigations and reviewed CPD directives to provide detailed feedback regarding specific CPD prohibitions, procedures, and training. The Superintendent of Police had 60 days to respond to COPA's policy recommendations, but this was extended by one month due to special preparations for the 2024 Democratic National Convention in Chicago.
3. COPA and CPD exchanged several response letters over the course of a year for further clarification and cooperation on specific, outstanding recommendations that were not included in the revised directive.
4. CPD made effective a revised version of the directive, in accordance with consent decree requirements, and COPA finalized a report summarizing the status and inclusion of its recommendations in the revised directive.

Timeline

- **September 29, 2023:** PRAD completed its initial review of G08-06 by reviewing relevant COPA cases, speaking with COPA staff, and addressing immediate policy concerns. PRAD submitted a preliminary recommendation letter to CPD's Chief of the Office of Constitutional Policing and Reform.
- **October 2023 – May 2024:** PRAD performed a comprehensive review of G08-06, further examining COPA cases and exploring model policy and best practices.
- **May 31, 2024:** PRAD completed its comprehensive review and COPA's Chief Administrator sent a recommendation letter to CPD's Superintendent of Police.

- **August 30, 2024:** CPD's General Counsel sent a response to COPA's Chief Administrator, which included a letter, a matrix responding to COPA's recommendations, and preliminary revisions to G08-06.
- **December 6, 2024:** COPA completed its review of CPD's response by submitting a response letter to CPD's Superintendent of Police to clarify and comment on specific items for CPD to address. CPD had 60 days to respond.
- **May 1, 2025:** CPD's General Counsel sent a response to COPA's December 6, 2024 response, further revising the directive to incorporate COPA's recommendations.
- **June 30, 2025:** CPD made effective a revised version of G08-06 that incorporated several of COPA's recommendations.
- **August 1, 2025:** PRAD completed its report summarizing CPD's response from May 1, 2025 and reviewing the revisions to G08-06 made effective June 30, 2025.

Last updated: 8/1/2025



August 1, 2025

Summary of CPD’s Response to COPA’s Response Regarding Recommendations on Prohibitions of Sexual Misconduct (G08-06)

The Civilian Office of Police Accountability (COPA) has reviewed the Chicago Police Department’s (CPD) May 1, 2025 response¹ to COPA’s December 6, 2024 response² regarding COPA’s recommendations for Prohibitions of Sexual Misconduct (G08-06).³ COPA appreciates CPD’s response and willingness to further incorporate several of the recommendations into the directive. Below, COPA assesses whether each recommendation has been “fully addressed,” “mostly addressed,” “partially addressed,” or “not addressed” based on CPD’s most recent response as well as its revised directive made effective June 30, 2025.⁴

- 1. Not Addressed – CPD did not accept COPA’s recommendation to remove the term “zero-tolerance.”** COPA recommends CPD reconsider removing the term “zero-tolerance” from Section II.B. CPD cited outdated resources that use this term, including International Association of Chiefs of Police best practices for sexual misconduct policies published in 2011⁵ and the Prison Rape Elimination Act from 2003.⁶ As stated in COPA’s previous response, current model policy suggests that “zero-tolerance” language is not meaningful and leaves policy open to misinterpretation.⁷ Additionally, CPD’s response cited consulting with community groups and subject matter experts about the directive, but did not specify when or how those engagements occurred. COPA reached out to CPD to better understand its engagement efforts with community groups and subject matter experts but has not received a response.
- 2. Not Addressed – CPD did not further address how lockup facility procedures will incorporate sexual misconduct prevention** during searches of detained individuals in Section III.D. CPD previously stated it will further review existing signage in lockup facilities regarding what information is given to detained individuals for reporting sexual misconduct. However, CPD’s most recent response to COPA stated, “further signage could be lost among the existing messaging.” COPA suggests that if the existing signage is a barrier, CPD should revisit COPA’s initial suggestion of verbally or physically providing detained individuals with reporting information directly upon arrival to a lockup facility.

¹ See CPD letter to COPA responding to COPA’s recommendations of Prohibitions of Sexual Misconduct (G08-06), dated May 1, 2025.

² See COPA letter to CPD regarding the Prohibitions of Sexual Misconduct (G08-06), dated December 6, 2024.

³ See COPA letter to CPD regarding the Prohibitions of Sexual Misconduct (G08-06), dated May 31, 2024.

⁴ See G08-06, Prohibitions of Sexual Misconduct (effective June 30, 2025 to present).

⁵ International Association of Chiefs of Police. *Addressing Sexual Offenses and Misconduct by Law Enforcement: Executive Guide*. June 2011.

⁶ Prison Rape Elimination Act of 2003, Pub. L. No. 108-79 (2003).

⁷ Roehling, Mark V. (2020). The Effective Use of Zero Tolerance Sexual Harassment Policies: An Interdisciplinary Assessment. *Labor Law Journal: Summer*, 90-96.

3. **Mostly Addressed** – CPD accepted this recommendation in their most recent response to COPA, but this change is not reflected completely in the revised, effective directive. The revised, effective directive relocated Item V.O. (formerly Note V.B.14) regarding CPD member conduct authority to Item III.A. under “General Information.” However, the revised, effective directive did not relocate Item V.E.2. (formerly Item V.B.4.b.) regarding CPD member use of law enforcement resources to Note V.O. (formerly Note V.B.14) under “Inappropriate and Unauthorized Use of Department Resources and Information Systems.”
4. **Mostly Addressed** – CPD further addressed member conflicts of interest by incorporating language regarding unnecessary contacts with community members for non-law enforcement purposes located in the note in Section V.N. COPA suggests its previous recommendation regarding inherent (and sensitive) power dynamics should also be included to more thoroughly address conflict of interest.⁸
5. **Mostly Addressed** – CPD indicated the Investigatory Stop System (S04-13-09)⁹ will not be revised because the directive is being replaced with a suite of directives titled Police Encounters and the Fourth Amendment (G03-08)¹⁰ that is currently in draft phase. COPA will continue to monitor the development of the suite of directives to ensure COPA’s recommendations are considered for pat down procedures and gender preferences.
6. **Fully Addressed** – CPD previously accepted COPA’s recommendation by incorporating language on CPD member use of CPD information systems and personal social media outlets in Sections V.J. and V.O.
7. **Fully Addressed** – CPD incorporated references to other directives addressing vulnerable populations in Section VI.B.2.b. as these populations present certain risks for sexual misconduct victimization.
8. **Fully Addressed** – CPD added the mandated reporting requirements for CPD members under Illinois Abused and Neglected Child Reporting Act in the note under Section VI.B.3.¹¹
9. **CPD further responded to each of COPA’s recommendations regarding sexual misconduct prevention, early warning signs, and peer intervention measures.** These recommendations are assessed individually below.
 - a. **Mostly Addressed** – COPA has requested relevant CPD member training on sexual misconduct for further review and evaluation.
 - b. **Partially Addressed** – CPD stated the Officer Support System (OSS) Pilot Program (D20-04)¹² is part of the consent decree and is now in development as the Early Intervention

⁸ See COPA letter to CPD regarding the Prohibitions of Sexual Misconduct (G08-06) on May 31, 2024.

⁹ See S04-13-09, Investigatory Stop System (effective July 10, 2017 to present).

¹⁰ See Draft G03-08, Police Encounters and the Fourth Amendment (issued August 9, 2024).

¹¹ ILCS 325, Section 5, Abused and Neglected Child Reporting Act.

¹² See D20-04, Officer Support System (OSS) – Pilot Program (effective June 30, 2022 to present).

support System (EISS). COPA will continue to monitor the development of the Early Intervention support System (EISS) to ensure warning sign behaviors indicative of sexual misconduct and other issues (e.g. domestic violence, use of force) are included as behaviors to flag.

- c. *Not Addressed* – CPD stated the process for reviewing a CPD member’s social media for disciplinary purposes is “privileged information, confidential to the Bureau of Internal Affairs and not be put in a CPD directive for public viewing.”¹³ COPA suggests CPD reconsider this recommendation. Specific tools or techniques do not need to be disclosed, but transparency regarding CPD’s process for social media review is important because the community (including CPD members) benefits from understanding how CPD members are supervised and/or investigated for improper social media use.
- d. *Mostly Addressed* – CPD added language in Section VI.D.3. that requires supervisory review of CPD member language in reports, consistent with the Protection of Human Rights (G02-01).¹⁴ COPA still suggests CPD incorporate routine audits of CPD member performance for potential warning signs of sexual misconduct.
- e. *Mostly Addressed* – COPA has requested relevant CPD member training on sexual misconduct to further review how CPD supervisors are trained to prevent additional acts of sexual misconduct or retaliation.
- f. *Mostly Addressed* – COPA has requested relevant CPD member training for further review and evaluation.

10. Fully Addressed – CPD previously accepted COPA’s recommendation for developing a victim advocacy group directory. COPA will monitor the development of the directory and requests that CPD notify COPA of its implementation.

11. Not Addressed – CPD did not accept COPA’s recommendation to expand the information included for sexual misconduct allegations in the Bureau of Internal Affairs (BIA) annual report. COPA suggests CPD reconsider this recommendation as publicly reporting additional information on sexual misconduct allegations will provide more transparency on how CPD is addressing these types of allegations.

COPA’s review, recommendations, and follow-up regarding Prohibitions of Sexual Misconduct (G08-06), as well as CPD’s responses, have been extensive. The importance of this topic, and its relevance to COPA’s investigative work and CPD’s operations and legitimacy, necessitates regular review and enhancements. COPA will continue to monitor the evolution and implementation of this CPD directive regarding our recommendations and future insights about sexual misconduct we investigate.

¹³ See CPD letter to COPA responding to COPA’s recommendations of Prohibitions of Sexual Misconduct (G08-06), dated May 1, 2025.

¹⁴ See G02-01, Protection of Human Rights (effective June 30, 2022 to present).



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Larry Snelling
Superintendent of Police

May 1, 2025

VIA E-MAIL (justin.escamilla@chicagocopa.org)

Mr. Justin Escamilla
Deputy Chief of Policy, Research, and Analysis
Civilian Office of Police Accountability
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Dear Mr. Escamilla:

The Chicago Police Department's (CPD or Department) Research and Development Division has evaluated the recommendations made by the Civilian Office of Police Accountability (COPA) regarding General Order G08-06 "Prohibitions of Sexual Misconduct." The results of this evaluation are below.

- **CPD should remove the term “zero-tolerance”**

CPD directive G08-06 "Prohibitions of Sexual Misconduct" has been through extensive review by both the Consent Decree Independent Monitoring Team and the Office of the Illinois Office Attorney General as part of the 627-review process outlined in the Consent Decree. CPD also had extensive community engagement in the development of this policy with various community groups, like the Chicago Alliance Against Sexual Exploitation and the Coalition. In addition, CPD consulted with subject matter expert Chief Thomas Tremblay (Ret) of Thomas Tremblay Consulting.

While researching for the development of G08-06 "Prohibitions of Sexual Misconduct" best practices from the International Association of Chiefs of Police recommend a zero-tolerance position regarding sexual misconduct.

The Prison Rape Elimination Act of 2003 also has a "zero tolerance standard" on rape in prisons. The federal statute defines "prison" as any confinement facility of a federal, state, or local government, whether administered by such government or by a private organization on behalf of such government and includes any local jail or police lock-up facility and any juvenile facility used for the custody or care of juvenile inmates. CPD has lockups located in every district in the city that are governed under this standard. As a response to an Office of the Attorney General comment that related that the policy did not adequately incorporate the Prison Rape Elimination Act ("PREA"), 34 U.S.C. § 30301 et seq., or its implementing regulations, the "zero tolerance standard" from The Prison Rape Elimination Act was added.

- **The policy should, at a minimum, reference the CPD directives that address lock up procedures in Section III, Subsection C and outline which existing general and special orders for “Processing Persons Under Department Control” apply to lock up facilities.**

The current arrangement and language used for lock up signage was not provided. There should be specific direction on how people(detainees) can obtain information or resources regarding sexual harassment, sexual abuse, and retaliation (physically or verbally).

The Department is currently looking into the use of existing signage in its lockup facilities to determine the best way to move forward with a sexual misconduct informational sign. Because of existing extensive signage requirements, the Department is concerned that information on further signage could be lost among the existing messaging. However, the Department already has multiple policies that address searching of citizens under various circumstances, including lockups. This information was added to Item III.D.1 in a note that now reads:

Department members working in any Department detention facility will search arrestees consistent with the policies and procedures outlined in all Department directives including ["Restraining Arrestees,"](#) ["Processing of Juveniles and Minors Under Department Control,"](#) ["Conducting Strip Searches,"](#) and, ["Detention Facilities General Procedures and Responsibilities."](#)

- **CPD should review the location and language for Item V.B.4.b and V.B.14, as they may have been unintentionally switched.**

Indeed, those Items were in fact unintentionally switched and have been relocated to their correct positions in the policy.

- **The policy should address Department member conflicts of interest with community members involved in a police investigation or police response.**

CPD reviewed the specific cases that COPA referenced in its May 31, 2024 recommendation letter on G08-06 "Prohibitions of Sexual Misconduct". It was determined that the common theme among the cited cases were violations of RULE # 2, of the Rules and Regulations of the Chicago Police Department ("Any action or conduct which impedes the Department's efforts to achieve its policy and goals or brings discredit upon the Department. This rule applies to both professional and private conduct.") In response, the Department added the following note:

Item V.B.13

Unnecessary contacts—actions taken by Department members for personal or sexually motivated reasons including unwarranted call backs to crime victims and unnecessary law enforcement activity are prohibited (e.g., making a traffic stop or pedestrian stop without lawful justification to get a closer look at the driver for non-professional reasons).

NOTE: Unnecessary contacts with citizens like asking/using their phone numbers for non-law enforcement reasons can cause conflicts of interest between Department members and members of the community they serve and lead to possible violations to the [Rules and Regulations of the Chicago Police Department.](#)

- **Additional review of existing policies (S04-13-09"Investigatory Stop System," G02-01-03 "Interactions With Transgender, Intersex, and Gender Nonconforming (TIGN) Individuals.") involving pat down procedures. It is also recommended that CPD conduct a transparent assessment of any related trainings that might prevent inappropriate or unnecessary physical contact**

At this time CPD will not be making any changes to S04-13-09 "Investigatory Stop System" as it is a Consent Decree related policy. However, S04-13-09 "Investigatory Stop System" is being replaced by a suite of policies in which CPD will ensure pat down procedures and gender presences will be addressed in a similar way to those used in G02-01-03 "Interactions with Transgender, Intersex, and Gender Nonconforming (TIGN) Individuals." As stated in G02-01-03 Item VI.C., members will respect the gender identity as expressed, clarified, or requested by the individual and will not rely on proof of the individual's gender identity, such as an identification card. Department members will inform the individual of the option to express a preference for the gender of the member who will conduct the protective pat down.

COPA's recommendation that CPD conduct a transparent assessment of any related trainings that might prevent inappropriate or unnecessary physical contact is a matter will be brought to the attention of the Training and Support Group for their follow up.

- **Provide relevant guidance on interacting with the vulnerable populations mentioned in Section VI Note.**

Item VI.B.2 discusses potential victims of sexual misconduct and their vulnerabilities. COPA recommended that the policies that involve interacting with these communities be cross-referenced. Item VI.B.2 lists minors; commercial sex worker; those under the influence of drugs or alcohol; undocumented persons; those with limited English proficiency; those with mental illness, developmental challenges, or physical disabilities; and those that have been previously victimized as members of vulnerable communities. This section has been revised to add those policies specific to these communities. It now reads:

Item VI.B.2

2. Potential victims of sexual misconduct are often selected based on perceived or actual vulnerabilities like lack of credibility, socioeconomic status, and race.
 - a. Therefore, Department members should be aware that victimization is often higher among certain populations, including the following: minors; commercial sex worker; those under the influence of drugs or alcohol; undocumented persons; those with limited English proficiency; those with mental illness, developmental challenges, or physical disabilities; and those that have been previously victimized.
 - b. *For additional direction in interacting with members of above listed vulnerable populations Department members will refer to the CPD directives titled "[Protection of Human Rights](#)," "[Interactions With Transgender, Intersex, and Gender Nonconforming \(TIGN\) Individuals](#)," "[Community Policing Mission and Vision](#)," "[Interactions With Youth and Children](#)," "[Crime Victim And Witness Assistance](#)," "[Interactions With Persons With Limited English Proficiency](#)," "[Recognizing and Responding To Individuals In Crisis](#)," and "[Abused, Neglected, Dependent or Abandoned Children Coming Under Department Control](#)."*

- **The policy should reference the specific laws on mandatory reporting, such as the Illinois Abused and Neglected Child Reporting Act and other relevant law enforcement training requirements.**

CPD accepts this recommendation. A note that the Illinois Abused and Neglected Child Reporting Act identifies Department members as mandated reporters to report any sexual misconduct by an adult against a child was added.

Item VI.B.3.d. NOTE

NOTE: [Per the Illinois Abused and Neglected Child Reporting Act](#), Department members are mandated reporters. A mandated reporter must report to the Illinois Department of Children & Family Services (DCFS) any sexual misconduct by an adult against a child as well as any interactions or behaviors that suggest that an adult has or had an inappropriately intimate relationship with a child or may be grooming a child, even if the employee does not have reasonable suspicion that sex abuse is occurring or has occurred. A mandated reporter is required to immediately call the DCFS Hotline at 1-800-252-2873 (1-800-25-ABUSE).

- **CPD responded to each of COPA's policy recommendations regarding sexual misconduct prevention, early warning signs, and peer intervention measures. These are assessed individually below.**
 - a. **COPA will request relevant Department member training for further review and evaluation.**

Any request for materials regarding training should be coordinated through the Office of Legal Affairs.

- b. **CPD incorporates some but not all the model policies' early warning signs of sexual misconduct. Please incorporate all or explain why they were excluded. To fully address this recommendation, CPD should provide an update regarding the status of the Officer Support System (OSS) Pilot Program (D20-04) including current program expectations and the plan for continued implementation. The OSS Program should also incorporate the model policies' early warning signs of sexual misconduct.**

The behaviors listed as early warning signs of sexual misconduct were reviewed to prevent unjustly subjecting Department members to questions of committing sexual misconduct. Some behaviors are indicative of other issues (e.g. domestic violence, use of force) not just sexual misconduct and would be flagged by those that compile complaints against Department members. The early warning signs identified in item VI.B of G08-06 "Prohibitions of Sexual Misconduct" were reviewed and approved through the Consent Decree 627 process and were agreed upon by the Independent Monitoring Team (IMT), the Office of the Attorney General (OAG), and subject matter expert Chief Thomas Tremblay (Retired), who co-authored the Model Policy on Law Enforcement Sexual Misconduct Prevention and Accountability. A complete and comprehensive list of early warning signs cannot fully be memorialized in policy to address all aspects of these behaviors. The potential early warning signs are better suited to be explained and discussed in training.

The Officer Support System (OSS) is a part of the consent decree process and is still under development. It is now called the Early Intervention Support System (EISS) and the Department is currently working with the IMT, OAG, and software application developers.

- c. **CPD should more clearly outline the review process for member social media content in both the Use of Social Media (G09-01-06)22 and the Prohibitions of Sexual Misconduct (G08-06) policies.**

G08-06 "Prohibitions of Sexual Misconduct" and G09-01-06 "Use of Social Media" are not the proper spaces to outline the process for social media review for disciplinary purposes. Both policies issue guidance on the use of social media and clearly outline prohibited activity surrounding the use of social media for Department members. The process for the review of a Department member's social media for disciplinary purposes is something that is for those that investigate and supervise Department members and would be more appropriately located in directives for them. Additionally, when a Department member's social media is reviewed for investigatory/disciplinary purposes that investigation is conducted by the Bureau of Internal

Affairs. The process for the review of social media and how they conduct their investigations is privileged information, confidential to the Bureau of Internal Affairs and not to be put in a Department directive for public viewing.

- d. Incorporate routine audits of Department member performance for potential warning signs of sexual misconduct. Supervisors should review the language used by members in reports (e.g., derogatory language against women or TIGN individuals).**

CPD appreciates this recommendation. CPD believes this recommendation has been addressed in G08-06 "Prohibitions of Sexual Misconduct." In Item VI.D under Supervisor Role In Prevention and Intervention, it is outlined that in an effort to prevent, identify, and correct adverse officer behavior Department supervisors will perform random observation and in-person supervision and support for calls for service, traffic stops, investigatory stops, pat downs, and searches. However, it is not specified that the language used by members in reports (e.g., derogatory language against women or TIGN). CPD accepts this recommendation and Item VI.D.2 now reads:

Item VI.D.2 Supervisor Role In Prevention and Intervention

Supervisors of all ranks are held accountable to prevent, identify, and correct adverse officer behavior directly observed or under their direct command. Department supervisors will:

1. perform random observations and in-person supervision and support at calls for service, traffic stops, investigatory stops, pat downs, and searches;
2. review the language used by Department members in reports (e.g., language intended to taunt or denigrate an individual, including using racist or derogatory terms against women or TIGN). Consistent with G02-01 "Protection of Human Rights."

EXCEPTION: Unless the derogatory language used in a report is a direct quote from a victim, witness, or offender.

3. monitor the work environment, for warning signs, patterns, or indicators that sexual misconduct may be occurring; etc.
 4. utilize all reasonable means to prevent prohibited acts of sexual misconduct from occurring when they know or suspect that a Department member will or may perform such an activity;
 5. upon observing or receiving information regarding conduct that may violate this policy, take immediate action to prevent further sexual misconduct, regardless of whether the complainant wants any action taken on the complainant's behalf; and
 6. take immediate action to prevent retaliatory conduct toward the victim and witnesses and to eliminate the hostile, humiliating, demeaning, or sexually offensive environment where there has been a complaint of sexual misconduct.
- e. CPD should make available a comprehensive set of actions for supervisors to prevent further sexual misconduct or retaliation. COPA will request relevant Department member training for further review and evaluation.**

CPD appreciates this recommendation. CPD believes both these recommendations have been addressed in G08-06 "Prohibitions of Sexual Misconduct" in several Items. Direction in supervisors preventing further sexual misconduct is located in Items II.E, VI.D.4, and VIII. Direction on the prevention of retaliation is located in items II.G, VI.D.5, and X. Any request on Department member training can be directed to the Training and Support Group.

Item II.E states:

A Department member who directly observes or has knowledge of another Department member's violation of this directive will, except in extraordinary circumstances, act to intervene and stop the policy violation. Such action may include, but is not limited to, verbally or physically intervening to try to stop the violation. A supervisor who observes a violation will issue a direct order to stop the violation.

Item VI.D.4 states:

Upon observing or receiving information regarding conduct that may violate this policy, take immediate action to prevent further sexual misconduct, regardless of whether the complainant wants any action taken on the complainant's behalf;

Item VIII states:

Whenever a supervisory Department member or command staff member observes a Department member engaged in misconduct, or becomes aware that a member of the public or a Department member wants to submit a complaint of misconduct, they will immediately intervene to stop the misconduct and, once the scene is safe and as soon as practical, the supervisor must:

- A. take immediate action to stop any misconduct and perform all duties consistent with any applicable Department directives including those outlined in the CPD directive titled "[Complaint Initiation and Log Number Investigation Assignment](#)."
- B. provide appropriate medical care consistent with their training and request emergency medical services from the Chicago Fire Department via the Office of Emergency Management and Communications whenever a person is injured, complains of injury, or requests medical attention.

Retaliation

Item II.G states:

Consistent with the CPD directive titled "[Prohibition of Retaliation](#)," CPD strictly prohibits all forms of retaliation, intimidation, coercion, or adverse action against any person, including a Department member or member of the public, who reports misconduct or cooperates with a Log Number investigation.

Item VI.D.5 states:

[T]ake immediate action to prevent retaliatory conduct toward the victim and witnesses and to eliminate the hostile, humiliating, demeaning, or sexually offensive environment where there has been a complaint of sexual misconduct.

Item X states:

RETALIATION

- A. CPD prohibits all forms of retaliation, including discouragement, intimidation, coercion, or adverse action, against any person who reports misconduct, makes a misconduct complaint,

or cooperates with an investigation of misconduct. Department members will speak and conduct themselves in a professional manner and maintain a courteous attitude to minimize re-victimization.

- B. No Department member who is the subject of a misconduct complaint will intentionally contact, cause another to contact, or take any action against a victim or a witness involved in the misconduct complaint in retaliation for the victim or witness having filed or provided information in support of a misconduct victim. If the accused Department member makes such contact or takes such action, the victim or witness should immediately notify a supervisor.

NOTE: Supervisors who determine that alternative reporting or notification methods are necessary for officer safety or to prevent further retaliation or misconduct will contact a supervisor in the BIA for guidance and alternative methods as outlined in the CPD directive titled "[Prohibition of Retaliation](#)."

- C. Department members responding to and investigating reported violations of this policy will work with victims and service providers to address victim fears in the reporting process, conduct safety planning, and develop steps to prevent and address potential for retaliation.
- D. Retaliation is an egregious offense that will not be tolerated. Any Department member who retaliates against another member or member of the community will be subject to disciplinary action up to and including separation from the Department.

f. COPA will request relevant Department member training for further review and evaluation.

Any request for materials regarding training should be coordinated through the Office of Legal Affairs.

- **CPD should publish an annual report on sexual misconduct with detailed information that assess prevention and detection efforts (e.g. supervision, early-warning systems, etc.), evaluates the Department's professional standards, reviews training practices and procedures (e.g. for pat downs), and identifies and responds to any outstanding policy violations (e.g. corrective action).**

The Department has noted the recommendation and appreciates it. CPD's Bureau of Internal Affairs produces annual reports with statistical information around sexual misconduct allegations.

Best regards,



Scott D. Spears
General Counsel
Chicago Police Department

