

PSCOB Compliment & Complaint Form Allegations

Abuse of Authority	Using their authority as an Officer to abuse, harass, oppress, or persecute any person.
Abusive Language	Harsh, violent, profane, or derogatory language that would demean the dignity of an individual and that shall include profanity and racial, ethnic, or sexist slurs.
Appropriate Action Required	Employees shall respond in an appropriate manner to all situations by: <ul style="list-style-type: none"> • Being considerate of the rights, feelings, and interests of all persons; • Taking action in each situation to provide the necessary and appropriate service based on established case law and department policy and ensuring proper notification of the proper superiors or supervisors when indicated by the circumstance; and/or • Requesting the assistance of supervisors when the appropriate action required is unclear or not possible given the circumstances, or not within the scope of authority of the employee of whom such action was requested. Conversely, a supervisor will not direct a subordinate employee to undertake an action that is not within the scope of the supervisor's authority.
Conduct Unbecoming	Employees did not act in an official or private capacity in a manner that shall bring discredit upon their respective department or themselves. Employee misconduct includes but is not limited to engaging in offensive, unprofessional, lewd, and/or unethical behavior toward the public, inmates/detainees, fellow employees, and/or supervisory personnel.
Discrimination	Actions or decisions affected by prejudice of gender, race, color, religion, sexual orientation, social class, position or standing in the community, or political belief.
Failure to Provide Identification	Failure to provide name and badge number upon request while on duty or performing their official duties provided that time, circumstances, and safety considerations allow for such identification.
False Arrest	Arrest by an Officer of a person that is inconsistent with established criminal arrest and detention procedures.
False Imprisonment	The unlawful detention of the person of another that is inconsistent with established investigatory stop case law.
Harassment	A course of unwanted, unwelcomed, and uninvited behavior that has no law enforcement or public safety purpose and is done with the intent of annoying, demeaning, threatening, intimidating, alarming, or putting a person in fear for their safety.
Use of Excessive Force	The use of force than is reasonable and necessary based on established case law and department policy to affect an arrest, prevent an escape, necessarily restrict the movement of a prisoner, defend himself or another from physical assault, or to accomplish other lawful objectives.
Misconduct	Any act or omission of a departmental employee, whether on duty or off duty, if proven true would constitute a violation of departmental policy, procedure, or training.
Retaliation	The act of interfering, harassing, or intimidating a person who filed a complaint, attempted to file a complaint, expressed a desire to file a complaint, or participated in the investigation of a complaint. This does not prohibit legitimate criminal investigation from continuing simply because a complaint has been filed.
Serious Bodily Injury	Bodily injury that creates a substantial risk of death, causes serious or permanent disfigurement, or results in long-term loss or impairment of the functioning of any body part or organ.
Violation of Department Standard Operating Procedures	Disobeying rules issued at the division, section, or unit level of command; any written document pertaining to matters at the division, section, or unit level, these procedures supplement rather than duplicate the police directives.

PSCOB Compliment & Complaint Form Findings

Unfounded	Allegation is false or not factual
Sustained	The allegation is supported by sufficient evidence
Not Sustained	There is insufficient evidence either to prove or disprove the allegation
Exonerated	The incident complained of occurred but was both lawful and appropriate according to policy
Policy Review	The allegation is true, and although the action of the employee was within the existing policy should be reviewed.