

# PROFESSIONAL STANDARDS INVESTIGATIONS

The Police Department investigates allegations of employee misconduct and alleged violations of department policies, procedures, or the law. All Standard Investigations complaints are routed to the Office of Accountability through the chain of command by the Supervisor. The complete internal investigations policy can be found [here](#).

Information about the complaint process, including how to file a complaint, can be found [here](#).



2015 – Seven Formal Standards Investigations were generated internally and 19 Informal Standards Investigations were generated internally. Six complaints were received from the public, two were Formal Standards.

2016 – Four Formal Standards Investigations were generated internally and 27 Informal Standards Investigations were generated internally. Six complaints were received from the public, four were Formal Standards.

2017 – Of the six Formal Standards Investigations, three were generated internally. Of the 29 Informal Standards Investigations, 28 were generated internally. Four complaints were received from the public, three were Formal Standards.

2018 – Of the 13 Formal Standards Investigations, nine were generated internally. Of the 22 Informal Standards Investigations, 22 were generated internally. Four complaints were received from the public, four were Formal Standards.

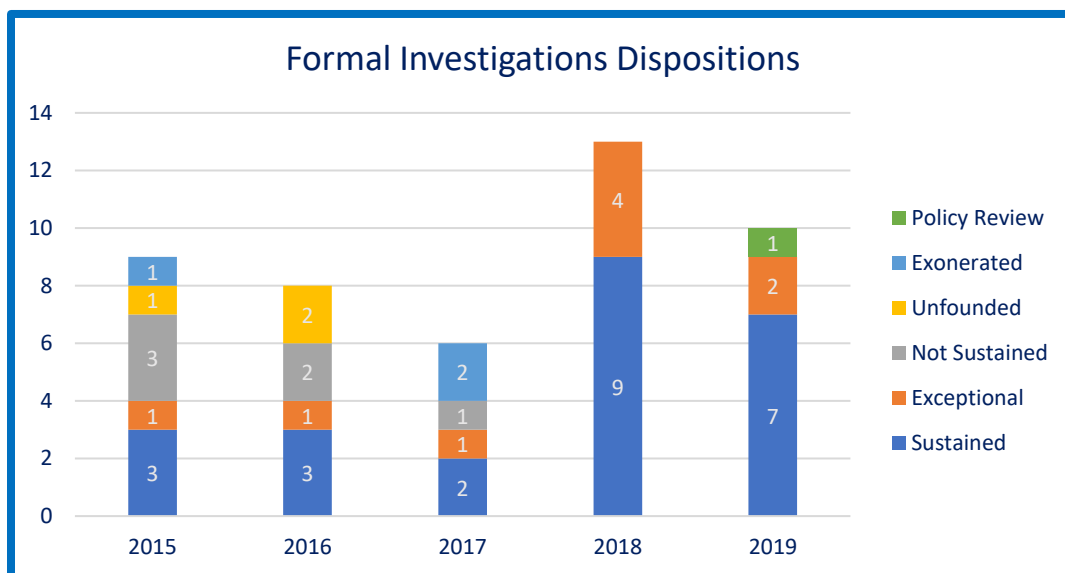
2019 – Of the ten Formal Standards Investigations, nine were generated internally. Of the eight Informal Standards Investigations, eight were generated internally. One complaint was received from the public, one was a Formal Standards Investigation.

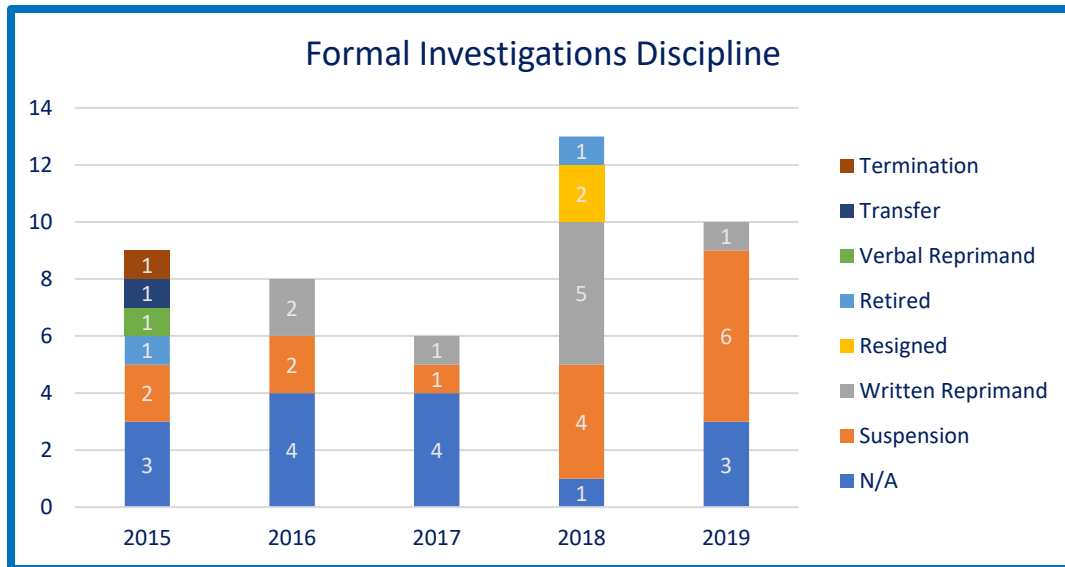
The vast majority of internal complaints stem from vehicle collisions. A Professional Standards investigation is conducted for every collision.

On average, the Bellevue Police Department receives 50 Dissatisfaction with Service complaints per year. A Dissatisfaction with Service involves a complaint regarding customer service or the nature of department practices where it has been determined that no departmental policy violations occurred.

## FORMAL INVESTIGATIONS

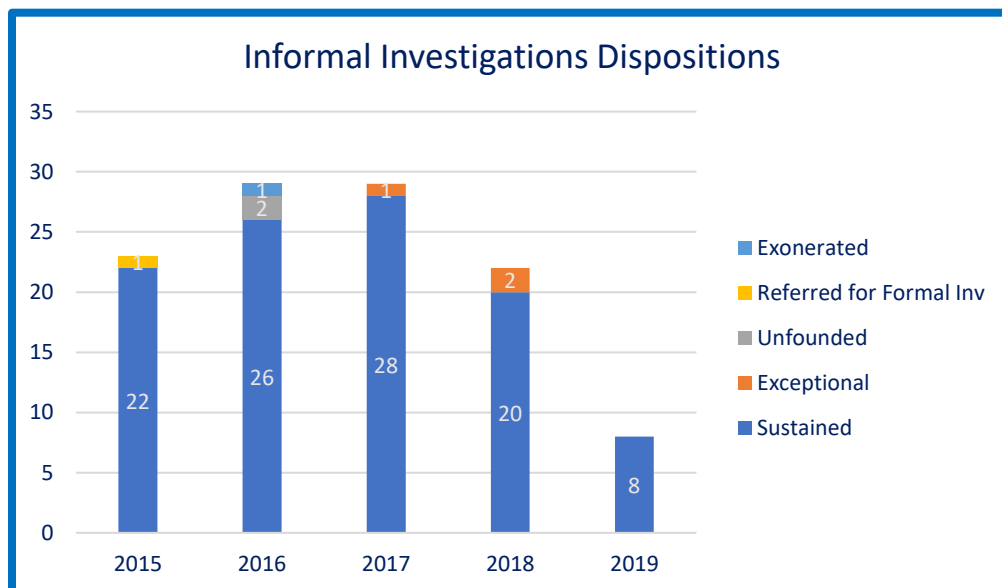
Formal Standards Investigations are conducted for the more serious allegations by the Office of Accountability (or other person assigned by the Chief of Police). The person assigned to conduct a Formal Standards Investigation shall report directly to the Chief of Police. Disciplinary actions for sustained findings will result in the employee receiving a range of corrective measures from training to termination.

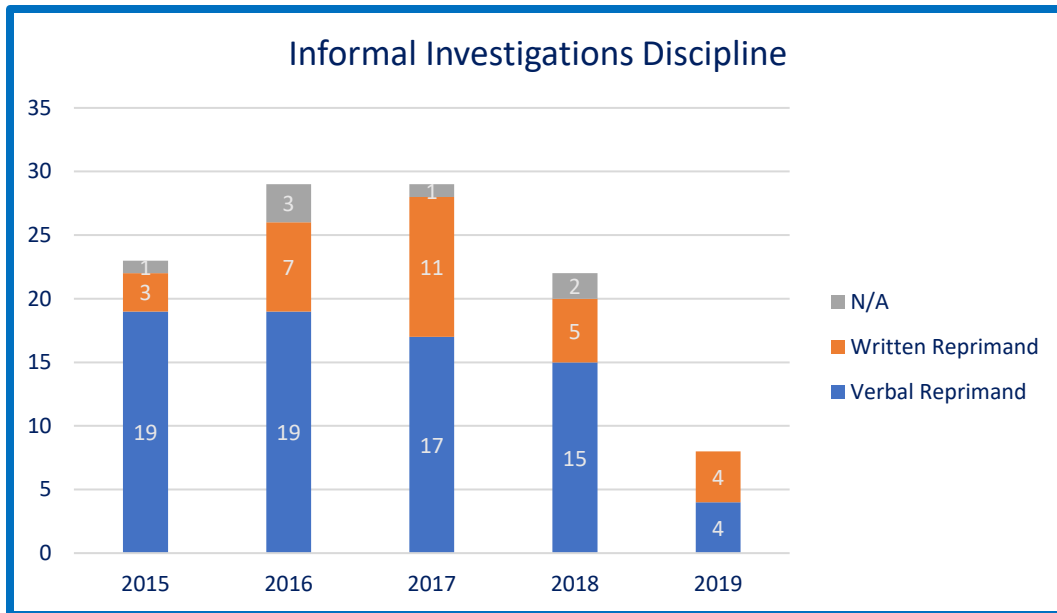




## INFORMAL INVESTIGATIONS

Informal Standards Investigations are conducted for minor alleged violations. The maximum action for sustained findings is a written reprimand. These investigations are generally completed by the employee's immediate supervisor but may be performed by the Office of Accountability at the direction of the Chief of Police.





**Dispositions:**

**Sustained:** The allegation is substantiated by sufficient factual evidence.

**Not Sustained:** There is insufficient factual evidence to prove or disprove the allegation.

**Unfounded:** The allegation has been disproven by factual evidence.

**Exonerated:** The incident occurred but was lawful and proper.

**Policy Review:** The investigation into the complaint revealed a need to review Department policy, standards, and/or training.

**Exceptional:** The investigation was discontinued because the employee left the department, there was a settlement of the allegation, or there is a legal bar to completing the investigation.