

PERSONNEL COMPLAINT PROCEDURE

It is the policy of the East Cleveland Police Department to investigate all complaints made against the department or its personnel, thoroughly, completely and impartially. A proper relationship between the department and the citizens we serve, fostered by trust and confidence, is essential to effective law enforcement efforts.

The East Cleveland Police Department complaint process has been developed to ensure this proper relationship provides people with a fair and effective method to address legitimate complaints against Department personnel and to protect officers and employees from false charges of misconduct or wrongdoing.

The department would prefer you speak with a supervisor when you file a complaint. We do this to ensure that we obtain all the necessary information that we will need to fully and impartially investigate your complaint, as well as expedite the resolution of any complaints.

If you do not want to speak with a supervisor, you are able to file a complaint against an employee or officer by fully and accurately completing the attached complaint form. We ask that you print neatly or type the form if possible. An electronic version of this form is available online at <https://www.eastcleveland.org/departments/police/> if you prefer to utilize that format.

If you need help with the complaint form, which is attached, you can call an Internal Affairs Investigator at **216-681-2266**. The investigator will assist you with any questions you may have. When you have completed the complaint form, you can return it to the Police Department in any of the following ways:

- Drop it off at the Police Department front desk sealed in the attached envelope;
- Give it to any East Cleveland Police Department officer or employee sealed in the attached envelope;
- Mail it to the Police Department in the attached envelope;
- Fax it to the Police Department at **216-681-7651**;
- Email it to the Police Department at internalaffairs@eastclevelandpolice.org.

The East Cleveland Police Department will assign your complaint to a supervisor to investigate. The supervisor will contact you and send you a receipt for your complaint. You can contact that supervisor at any time to follow the progress of your complaint. The Chief of Police's Office will send you a letter notifying you of the conclusion of the investigation and any action taken.

It certainly is unfortunate that you had the occasion to be less than satisfied with a member of our department, and we certainly hope that all future contacts with members of our department are positive ones.

PERSONNEL COMPLAINT REPORT RECEIPT

On _____, (Name) _____ filed a complaint with the East Cleveland Police Department concerning the conduct of _____.

This was in reference to an incident which occurred on _____ and was documented in report/citation number _____. This form acknowledges receipt of the complaint. You should be aware of the following:

1. The East Cleveland Police Department investigates all complaints in an impartial manner.
2. The Department will investigate this allegation as an administrative matter (violation of Department policy) unless there is evidence that a crime was committed.
3. In administrative investigations, the burden of proof is "preponderance of the evidence."
4. Sworn statements may have to be taken from me or other persons who might be witnesses.
5. I will be notified of the status of my complaint during the course of the investigation and at the conclusion.
6. The accused officer or employee has rights that the Department cannot violate during the investigation.
7. I have received a copy of the completed initial Personnel Complaint Report.
8. If I have any further questions, I can call and speak with the supervisor listed herein.
9. I further understand that filing a false report may result in me being criminally charged under (Ohio Revised Code 2921.15)

Signature of person filing complaint

Date

Supervisor receiving complaint:

Printed name: _____

Signature: _____

We will provide you a copy of this form and your complaint.

PERSONNEL COMPLAINT REPORT - Continuation

PAGE _____ OF _____
COPY IF ADDITIONAL PAGES ARE NEEDED

Officer/employee's name: _____

I declare this to be a true and correct report and the information therein to be a fact. I further understand that I may be criminally charged for filing a false report, under (Ohio Revised Code 2921.15)

Printed name of person filing complaint

Date

Signature of person filing complaint