

Disciplinary Action

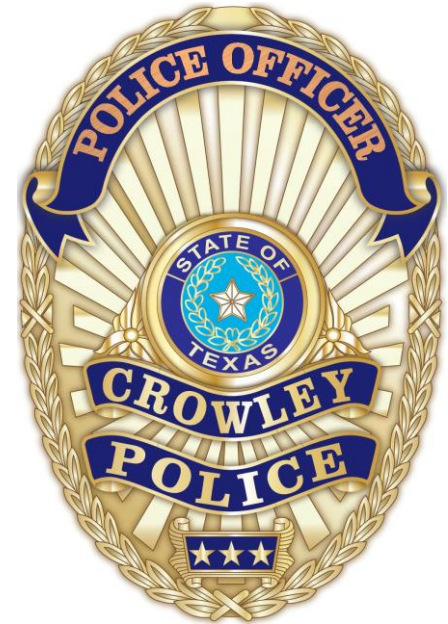
If a complaint is sustained, the accused employee is subject to any of the following disciplinary actions:

- Counseling Report
- Oral or Written Reprimand
- Training
- Suspension
- Demotion
- Transfer
- Probation
- Termination

Appeals

The accused employee has the right to appeal a disciplinary action in accordance with “City of Crowley Personnel Policy Manual.”

If the complainant is not satisfied with the finding and recommendation, the complaint may be appealed to the Chief of Police or to the City Manager.



Crowley Police Department
617 Business FM 1187 West
Crowley, Texas 76036
(817) 297-2276
(817) 297-1296 fax

Racial Profiling Complaint Procedures

Policy Statement

The Crowley Police Department is vitally interested in taking action when any of its employees performs below acceptable standards.

The Police Department, through its written directives and training, strictly prohibits the practice of racial profiling. All racial profiling complaints will be thoroughly and fairly investigated.

Definitions

Law enforcement agency means an agency of the state, or of a county, municipality, or other political subdivision of the state, that employs peace officers who make traffic stops in the routine performance of the officers' official duties.

Race or ethnicity means of a particular descent, including Caucasian, African, Hispanic, Asian, or Native American descent.

Racial profiling means a law enforcement-initiated action based on an individual's race, ethnicity, or national origin rather than on the individual's behavior or on information identifying the individual as having engaged in criminal activity.

Who May File a Complaint?

Generally, the person who was wronged must file the complaint. Other persons may give statements as witnesses.

A complaint may be filed against a Crowley Police Department employee by:

- another employee;
- a supervisor; or
- a member of the community.

How Are Complaints Made?

The complaint process may be started by contacting the Police Department in any of the following ways:

- in person
- by telephone
- by mail
- through the City of Crowley Police Department's website

Complaints made in person or by telephone should be directed to the on-duty supervisor, who will forward the complaint, as required per policy.

Texas law requires that a complaint against a police officer be in writing and signed by the complainant.

Barring extenuating circumstances, racial profiling complaints must be made within 90 days of the alleged incident.

False Complaints

Filing a false complaint is a violation of Section 37.02, Texas Penal Code. If a person knowingly and intentionally makes a false statement under oath, or swears to the truth of a false statement previously made under oath, a person may be found guilty and punishable by a fine up to \$4,000, or confined in jail up to one year, or both.

The accused employee may also have civil recourse against the person making a false statement or complaint.

What Happens Next?

- The complaint is forwarded to the Administration Bureau where the complaint is classified and assigned for investigation.

- The allegations are listed on a "Universal Complaint" form, which is presented to the employee.
- The employee signs the form to acknowledge receiving the complaint. Signing the complaint by the employee does not indicate guilt or innocence.

Polygraph Examinations

Both the complainant and the accused employee may be asked to submit to a polygraph examination. Usually, a police officer may not be compelled to submit to a polygraph examination unless the complainant first takes and passes a polygraph examination.

How Long Will the Investigation Take?

Most investigations are completed within 30 working days. However, there may be extenuating circumstances and/or the need for legal review, which may extend the time period.

The investigator assigned to the complaint will inform the complainant if an extended investigation is needed.

What Happens if the Complaint is Sustained?

If a complaint is sustained, each person in the employee's chain of command reviews the finding and makes a disciplinary recommendation.

The Chief of Police makes the final disciplinary action decision.