

OFFICE OF THE INDEPENDENT POLICE MONITOR

MONTHLY COMMUNITY REPORT April 2025



Above, the IPM sits on a panel with Sheriff Susan Hutson and a representative from Sexual Trauma Awareness and Response (STAR) to discuss sexual assault and child abuse issues with the community. This public forum was hosted by the New Orleans United Front (NOUF)

Transparency. Accountability. Respect.



LETTER TO THE COMMUNITY

Dear New Orleans Community,

Spring has sprung, and the month of April was a busy one for our office. The majority of the month was spent trying to finalize the **2024 Annual Report** which included compiling massive amounts of NOPD use of force, misconduct, and disciplinary data. During the month of May, this 100+ page document will be reviewed, edited, and discussed with the NOPD and the Civil Service Commission during the 30 day comment period that our partners are legally entitled. We look forward to the final report being released to the public and sharing our reflections and assessments of 2024 with you.

During April, there was an officer involved shooting in the French Quarter. The OIPM was immediately notified and was at the scene to monitor the Force Investigation Team investigation. Frustratingly, there was an additional critical incident that was not monitored this month. There was a death - possibly in custody after a pursuit - that the OIPM was not notified of until the investigation was done. This will be explained more in our report.

This month the state of Louisiana released the **Sexual Assault Survivors' Bill of Rights**. This document highlights the state's obligations and responsibilities in serving those affected by sexual assault. The OIPM attached this resource to the end of the report.

On April 17th, the story hit the news cycle of an investigation into misconduct outcomes within the police department. David Hammer for FOX8 found that two dozen officers who were allegedly found guilty of misconduct by internal affairs potentially for criminal charges but are still employed by the NOPD. The OIPM is aware of multiple of those matters as our office may have filed the complaint, monitored the investigation, or attended and monitored the disciplinary hearing on the investigation. The OIPM echoes the statement made by Chief Kirkpatrick highlighting that while the department can recommend discipline; these outcomes must be upheld by the Civil Service Commission; and that is not always the case. Officer discipline - including the outcome of NOPD appeals - is a subject of the upcoming OIPM Annual Report.

The OIPM is excited to announce that our office is hiring! We are currently seeking a **Community Engagement Specialist** to join our team. This position will plan and execute community engagement programming, work with stakeholders and police leadership, and assist with OIPM projects while serving on the on-call calendar and writing misconduct referrals. So if you want to work with the community, talk to the police department about public input, and take complaints of misconduct and accounts of positive policing - this might be the job for you. Learn more about the position and apply here: <https://bit.ly/CommunityEngagementSpecialistJobPosting>

Additionally, the OIPM is also recruiting an **AmeriCorps member** for the 2025 - 2026 year to work with our Community Police Mediation Program. This is another exciting opportunity so don't miss out! The deadline is May 15, 2025.

Finally, please continue to tune in to the **Monitor's Mic on Fridays at noon on WBOK 1230AM** to learn more about oversight, policing, and community issues.

Thank you,

Stella Cziment



Above, Crime and Policing reporters John Simerman and Missy Wilkinson pose with the IPM and DPM after an episode of the Monitor's Mic.



ACHIEVEMENTS, UPDATES, & WORK

Work on the OIPM 2024 Annual Report

Every year, the OIPM issues an annual report detailing its monitoring and review activities and the appropriate statistical information from the internal investigation office, and other divisions of the NOPD. The OIPM is required to report upon problems it has identified, recommendations made, and recommendations adopted by the NOPD, along with identifying commendable performance and improvements made by the department to enhance the department's professionalism, accountability, and transparency. As always, the OIPM thanks our partners at the City of New Orleans and the NOPD for their assistance in completing this report and providing valuable input.

In this report, the OIPM strives to provide relevant policing data from the year to the community, the NOPD, and all stakeholders in this work. This data review utilizes both internally generated data and data that is input by the NOPD but analyzed by the OIPM. In this data analysis, the OIPM identifies potential patterns and trends within misconduct complaints, disciplinary proceedings, use of force and critical incidents and puts forth new recommendations. In this way, the Annual Report provides a space to reflect on what is learned through the policing data and to take those lessons into the coming year. We look forward to releasing this annual report to the public at the end of next month!



NOPD Failed to Notify the OIPM of Drowning Death in Custody, OIPM Responds to NOPD Leadership

Early in the morning of April 27th, an individual died while fleeing the police after jumping into a body of water and drowning. The Force Investigation Team (FIT) responded to the scene to investigate the incident as a death in custody. Though a death in custody is considered a critical incident and triggers a notification requirement, the OIPM was not notified of this death or the subsequent Force Investigation Team investigation.

Upon receiving notice of this failure, the OIPM informed the Deputy Chief of the Public Integrity Bureau and the Superintendent of Police of this failure. The OIPM is still addressing this matter, issuing a formal notice of this failure, and determining how to most appropriately move forward with the NOPD.

OIPM Presented at the New Orleans United Front Public Forum with Sexual Trauma Awareness and Response (STAR) , Sheriff Susan Hutson

On Monday, April 28, the Independent Police Monitor sat on a panel during a public forum hosted by the New Orleans United Front (NOUF). The IPM was joined by State Rep. Delisha Boyd and Sheriff Susan Huston.

The theme of the panel was "Honoring Sexual Abuse and Child Abuse Awareness Month Victims and Survivors." On the panel, the IPM discussed the steps the NOPD is taking to correct sex crime data discrepancies, the remedial action plans in place, and how the new leadership of the Investigative Services Bureau is trying to improve operations to better serve survivors and witnesses. The majority of the public forum was questions and narratives from the audience who sought assistance with how to proceed on child custody, child abuse, and sexual assault cases - both sharing experiences and seeking advice on appropriate next steps. The IPM provided guidance both on the individual cases and assessments on system failures on a larger scale.



Above, the IPM addresses the community during a panel with Sheriff Hutson and a STAR representative.

ACHIEVEMENTS, UPDATES, & WORK

Proposals to NACOLE

Ever wonder about the intersection of police oversight, policing and the First Amendment? What officers are allowed to post on Facebook or how practitioners in the police oversight field should use social media to connect with the community and monitor the police? This month, the OIPM submitted a proposal to the National Association for Civilian Oversight of Law Enforcement to co-lead a panel on the "Power of the Hashtag: Social Media and the First Amendment in Policing and Oversight."

We also submitted two additional proposals: one on how to lead an oversight agency on a budget and another showcasing the Community-Police Mediation Program with other mediation programs across the country. This year, the national NACOLE conference will be held in Minneapolis, Minnesota, and will be an opportunity for the OIPM to learn from and potentially teach police monitors from all over the United States and world.



April on the Monitor's Mic

This month on the Monitor's Mic, the OIPM interviewed different stakeholders in policing and the criminal legal field. This was a short month on the show due to annual report constraints, but the shows we had, were engaging and interesting.

First, we peeked behind the curtain of the NOPD Academy to ask what it's really like to go through recruit training to become an officer. We were joined by Officer Kalka, who recently graduated from the NOPD academy for the second time (!), and Recruit Matthews, who is just about to complete her training.

Next, we asked the "who, what, where, when, why, and how" to crime and police reporters John Simerman and Missy Wilkinson. Both of these investigative reporters work for the Times Picayune and the New Orleans Advocate covering crime, policing, and Consent Decree updates. During this interview, we asked about their reporting style, how they handle the challenges of the job, and source information. This was a valuable opportunity to learn more about the people behind the news articles.

If you've missed any of these shows, you can listen to recordings of the show on the OIPM website: <https://nolaipm.gov/the-monitors-mic/>

Update: Civil Service Commission Ruling on Mayor's Role on Promotions

In April, the Civil Service Commission issued its ruling that the Mayor had improperly interfered with the promotional process of NOPD Captains and Majors, potentially to benefit one officer: Lt. Richardson. The Civil Service Commission said it came to the finding based on the preponderance of evidence.

Chief Kirkpatrick testified before the Commission that the Mayor wanted her to promote from the Civil Service eligible list disregarding the NOPD composite scoring (which the OIPM monitored). If done, this would have been a violation of the Consent Decree. The Mayor had refused to answer questions invoking her Fifth Amendment right against self-incrimination during the Civil Service Commission hearing on the matter. The ruling noted that the totality of questions that the Mayor refused to answer reflected that she knew her testimony would have "been adverse to her." The Commission found there was no legal justification for the ordered pause on the promotional list, and it was a "politically motivated" action.

At this time, no penalty or outcome has been ordered; though under the Home Rule Charter, Section 8-113(2), city employees face harsher penalties for failing to cooperate in these hearings including ineligibility from future city employment.

Civil Service: Mayor Cantrell wrongly intervened in police promotions

Commission says Cantrell violated LA constitution by pressuring NOPD to alter its federally mandated promotion process after a demotion controversy



ACHIEVEMENTS, UPDATES, & WORK

The Executive Branch and Police Oversight

On April 28th, the White House issued a new executive order titled: "Strengthening and Unleashing America's Law Enforcement to Pursue Criminals and Protect Innocent Citizens." This executive order is effective April 28th and puts some new expectations in place that must be executed within sixty (60) or ninety (90) days of the order.

Here are the relevant parts of the order and how it may affect the NOPD, the Consent Decree, and local oversight.

(b) Within 60 days of the date of this order, the Attorney General shall review all ongoing Federal consent decrees, out-of-court agreements, and post-judgment orders to which a State or local law enforcement agency is a party and modify, rescind, or move to conclude such measures that unduly impede the performance of law enforcement functions.

What does this mean? End Consent Decrees.

One component of the executive order calls for the Attorney General to review all current consent decrees, consent settlements, out-of-court agreements, and post-judgment orders regarding law enforcement agencies and effectively end the federal action.

What does this mean for New Orleans and the consent decree?

Most likely it means that this consent decree will be reviewed and the Department of Justice under the direction of the Attorney General will legally move to terminate the consent decree.

The termination could occur in a couple ways:

- The Department of Justice can withdraw as a party of the consent decree. In which case the appeal of the Motion to Terminate the Consent Decree will go uncontested and the sustainment strategy will continue but be unchecked by the Department of Justice.
- The Department of Justice can join in the now appealed Motion to Terminate the Consent Decree. Currently, this motion is up to the Fifth Circuit Court of Appeals and the City must file its brief explaining why the court should grant the motion by **May 13th**. The Department of Justice will be assigned a response brief date after the City turns in their brief. At that time, the Department of Justice can file a brief changing their position and joining in the motion to terminate.

If you wanted the consent decree to continue, what could you do?

Either of these options listed above leaves the "people" that were wronged by the Civil Rights violations listed in the Consent Decree and the basis of the legal action unrepresented. This opens up the possibility that other stakeholders could now file Motions to Intervene and Motions to Enroll as Parties of the Consent Decree in order to contest any possible termination of the decree. Previously, these motions were denied because the Court ruled that these individuals' position was already represented by the Parties of the Consent Decree; but now, if the Department of Justice changes their position, as may the Court.



On this page is an article with analysis on the recent Executive Order and below is a screenshot of the White House Executive Order issued on Monday, April 28th.



ACHIEVEMENTS, UPDATES, & WORK

The Executive Branch and Police Oversight Continued

Sec. 5. Holding State and Local Officials Accountable. The Attorney General shall pursue all necessary legal remedies and enforcement measures to enforce the rights of Americans impacted by crime and shall prioritize prosecution of any applicable violations of Federal criminal law with respect to State and local jurisdictions whose officials:

- (a) willfully and unlawfully direct the obstruction of criminal law, including by directly and unlawfully prohibiting law enforcement officers from carrying out duties necessary for public safety and law enforcement; or
- (b) unlawfully engage in discrimination or civil-rights violations under the guise of "diversity, equity, and inclusion" initiatives that restrict law enforcement activity or endanger citizens.

What does this mean? Individuals or organizations will be prosecuted if they try to impede on law enforcement's ability to do their job. The "impeding" has been read to mean it can include: requiring constitutional policing, community centered policing tactics, or requiring that officers do not ask about citizenship in a sanctuary city. The second part, (b), states that all diversity efforts to increase women in law enforcement, like the 30x30 Pledge that the NOPD signed onto, or any effort to increase African American leadership within the department could be discriminatory and may result in prosecution.

This component of the executive order can influence the ability for the consent decree or local oversight or local government to put into place the measures required for constitutional policing or community centered policing. Right now, the analysis of this executive order is focusing on examples that have to do with officials blocking ICE operations or with "Sanctuary Cities," but this language can be applied to all oversight practices.

The second part under subsection (b) would impact the ability for the NOPD to stop nondiscriminatory practices or to promote initiatives designed to increase women and people of color in the department and department leadership.

The OIPM would recommend that the public read the executive order to learn more about how it may influence policing. There are components of this executive order that focus on expanding qualified immunity, reducing officer liability, creating more legal safeguards for officers, providing military weaponry and support to local law enforcement, and promoting the expansion of prison capacities.

At this time, the OIPM will continue to legally follow the obligations and requirements of the consent decree, the Memorandum of Understanding between the OIPM and the NOPD, and the Home Rule Charter along with all other local and state laws regarding our office.

The OIPM will determine if it's appropriate to pursue any other legal actions regarding the Consent Decree after consultation with the Ethics Review Board and counsel.

This is the home page for the 30x30 Initiative. The 30x30 Initiative is "based on evidence indicating the importance of achieving at least 30% representation to empower a group to influence an organization's culture" - the goal being to have 30% of a police department be made up of women by 2030. NOPD onto the pledge.



WHO WE ARE

The OIPM is an independent, civilian police oversight agency created by voters in a 2008 charter referendum. Its mission is to improve police service to the community, community trust in the NOPD, and officer safety and working conditions. Since first opening its doors in August 2009, the Office of the Independent Police Monitor has been responsible for representing the community of New Orleans, providing accountability and oversight to the NOPD, and assisting in the reforms required under the Federal Consent Decree.

The OIPM is protected and required by City Charter and Ordinance. The OIPM operates through a Memorandum of Understanding (MOU) with the City of New Orleans and the New Orleans Police Department and has distinct responsibilities outlined by ordinance. This means this office was created by the people of New Orleans to represent all people interacting with the New Orleans Police Department to improve the way our community is policed.

Ensuring Compliance and Reform

- The OIPM reviews the NOPD's policies, practices, and investigations to ensure that every action taken is compliant with local, state, and federal law, and Consent Decree reforms.
- The OIPM advises on policy, tactics, training, and supervision to ensure that the NOPD is adopting national best practice and building a nondiscriminatory, safe, effective, and respectful police department that is responsive to the needs of the community and their employees.
- The OIPM does this through monitoring, case reviews, audits, and policy recommendations.

Amplifying the Needs of the Community

- The OIPM engages with the community to ensure that they both know about our services and understand how the police department works. Through providing information, the OIPM is equipping and empowering the community to navigate police encounters safely and demand what they need.
- Provides Complaint Intake.
- Operates the Community-Police Mediation Program.
- Partners with Families Overcoming Injustice.
- Coordinates public forums and outreach opportunities for the community to provide vital input on the way they are policed.

Making the NOPD a Safer and Nondiscriminatory Workplace

- The OIPM provides recommendations and assessments to ensure that the NOPD is a safe and nondiscriminatory work place for all employees.
- The OIPM assesses supervision and training to ensure that employees are being equipped and supported.
- The OIPM meets with police associations to hear concerns from their membership.
- The OIPM monitors disciplinary hearings to ensure that discipline is consistent and nonretaliatory.
- The OIPM receives commendations and accounts of positive policing from the community.



WHAT DO WE DO?

Mission, Vision, Work

We serve the community, ensure police transparency, compliance, and accountability, and make policing a safer and more rewarding employment experience.

WHAT WE DO



Misconduct Complaints



Disciplinary Proceedings



Data Analysis



Community Outreach



Use of Force



Community-Police Mediation Program



Audits and Policy



Commendations

The OIPM is the oversight body for the New Orleans Police Department (NOPD). The OIPM provides oversight through monitoring, reviewing, and auditing police activity and data. The OIPM is responsible for conducting complaint and commendation intake, on-scene monitoring of critical incidents and uses of force, overseeing the community-officer mediation program, reviewing investigations, providing assessments, identifying patterns, and making recommendations for improved practice, policy, resource allocation, and training.

The OIPM envisions a police force where the community is a valued and respected partner in public safety and law enforcement. This is achieved through:

- Assurance of transparency, accountability, and fairness within the NOPD and in all policing practices
- Community-driven policing policy that reflects the changing and dynamic needs of New Orleanians
- Continued efforts to engage the community and collaborate with community partners
- Recruitment and retention of a police force that is representative of and responsive to the community it serves
- Utilization of de-escalation techniques and methods when responding to calls of service
- Conducting only lawful and necessary arrests free of discriminatory practices
- Thorough and effective investigations resulting in appropriate arrests and prosecutions
- Clear and professional communication with victims and witnesses of crime and all that come into contact with the NOPD
- Responsible utilization of equipment and allocation of resources
- Development of highly trained supervisors and organizational leadership
- Interactions with the public and internally within the police force that are based in mutual trust and respect

The OIPM seeks to amplify the voice of the community to ensure that all within the city – visitors and residents alike – can access police services equally and have a positive experience with officers.

DATA OVERALL: YEAR TO DATE AND MONTH

| | 2025 | 2024 | 2023 | 2022 | 2021 | 2020 | 2019 | 2018 | 2017 | Avg 2017-2024 |
|----------------------------|------------|------------|------------|-----------|-----------|-----------|-----------|-----------|-----------|---------------|
| Civilian Complaint Count | 25 | 46 | 39 | 21 | 20 | 15 | 25 | 9 | 11 | 23.25 |
| Police Complaint Count | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 4 | 2 | 1.00 |
| Civilian w/in NOPD | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.00 |
| Anonymous Complaint | 10 | 9 | 8 | 4 | 14 | 8 | 0 | 0 | 0 | 5.38 |
| Community Liaison Count | 4 | 7 | 15 | 6 | 7 | 19 | 13 | 1 | 3 | 8.88 |
| Case Monitoring Count | 2 | 1 | 2 | 6 | 1 | 8 | 0 | 7 | 4 | 3.63 |
| Case Review Count | 0 | 0 | 1 | 4 | 1 | 1 | 3 | 2 | 0 | 1.50 |
| Contact Only Count | 20 | 36 | 19 | 15 | 2 | 5 | 8 | 0 | 2 | 10.88 |
| Disciplinary Hearing Count | 12 | 9 | 17 | 14 | 7 | 5 | 6 | 35 | 12 | 13.13 |
| Critical Incident Count | 6 | 4 | 2 | 3 | 4 | 6 | 5 | 3 | 5 | 4.00 |
| Firearm Discharge Count | 4 | 3 | 1 | 4 | 3 | 6 | 4 | 1 | 2 | 3.00 |
| Lvl 4 Non-Critical | 3 | 6 | 3 | 5 | 3 | 6 | 0 | 0 | 0 | 2.88 |
| Force Monitoring * | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0.38 |
| Mediation Count | 13 | 9 | 5 | 7 | 7 | 11 | 13 | 6 | 9 | 8.38 |
| Commendation Count | 1 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0.50 |
| Grand Total | 101 | 134 | 114 | 89 | 72 | 90 | 77 | 68 | 50 | 87 |

| | Apr 2025 | Apr 2024 | Apr 2023 | Apr 2022 | Apr 2021 | Apr 2020 | Apr 2019 | Apr 2018 | Apr 2017 | 2017-2024 Average |
|----------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|-------------------|
| Citizen Complaint Count | 9 | 9 | 6 | 7 | 6 | 5 | 3 | 3 | 3 | 5.25 |
| Police Complaint Count | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 1 | 0.38 |
| Civilian w/in NOPD | 0 | 0 | 0 | 0 | 0 | 0 | | | | 0.00 |
| Anonymous Complaint | 6 | 1 | 0 | 1 | 5 | 6 | | | | 2.60 |
| Community Liaison Count | 2 | 4 | 5 | 3 | 1 | 1 | 2 | | | 2.67 |
| Case Monitoring Count | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0.50 |
| Case Review Count | 0 | 0 | 1 | 0 | 1 | 0 | 2 | 1 | 0 | 0.63 |
| Contact Only Count | 6 | 8 | 1 | 6 | 1 | 2 | 2 | 0 | 0 | 2.50 |
| Disciplinary Hearing Count | 4 | 0 | 7 | 7 | 3 | 0 | 0 | 23 | 0 | 5.00 |
| Critical Incident Count | 3 | 1 | 1 | 0 | 1 | 3 | 1 | 2 | 0 | 1.13 |
| Firearm Discharge Count | 2 | 0 | 0 | 0 | 1 | 3 | 1 | 0 | 0 | 0.63 |
| Lvl 4 Non-Critical | 1 | 3 | 0 | 1 | 1 | 1 | | | | 1.20 |
| Force Monitoring* | 0 | 2 | 0 | | | | | | | 1.00 |
| Mediation Count | 4 | 8 | 2 | 4 | 2 | 4 | 5 | 5 | 3 | 4.13 |
| Commendation Count | 0 | 0 | 0 | 0 | 1 | 0 | 0 | | | 0.17 |
| Grand Total | 37 | 37 | 23 | 29 | 25 | 26 | 16 | 36 | 7 | 24.88 |

*indicates a new category or a category that was not always captured by OIPM

CURRENT BUDGET



| OIPM Budget Description | Amount |
|-------------------------------|-----------------------|
| Personnel | \$905,785.00 |
| Operating | \$400,000.00 |
| 2025 Total OIPM Budget | \$1,305,785.00 |
| 2025 Total OIPM Budget | \$1,305,785.00 |
| Amounts Spent to Date: | \$407,248.00 |
| Unexpended funds | \$898,537.00 |

MISCONDUCT WORK

Relevant Definitions

Complaint

A complaint is an allegation of misconduct filed against a NOPD officer(s) by a member of a public or civilian (external) or another officer (internal). A complaint may concern an action or lack of action taken by a NOPD officer(s), an interaction with a NOPD officer, or a witnessed interaction with a NOPD officer.

Complainant

A complainant is the individual who files a complaint against a NOPD officer(s). A complainant may be generated internally (by another officer or a supervisor) or externally (by a member of a public). The complainant does not need to be personally affected by the incident.

OIPM Complaint Codes

When the OIPM receives a complaint referral, the OIPM organizes the complaint according to the source of the complaint.

- Civilian based complaints are classified as: CC.
- Complaints from police officers are classified as: PO.
- Complaints from civilians working within the NOPD are classified as: CN.
- Anonymous complaints are classified as: AC.

Misconduct

Officer action or failure to take action that violates any rule, policy, procedure, order, verbal or written instruction of the NOPD or is a violation of any city ordinance, state or federal criminal law. Misconduct includes, but is not limited to:

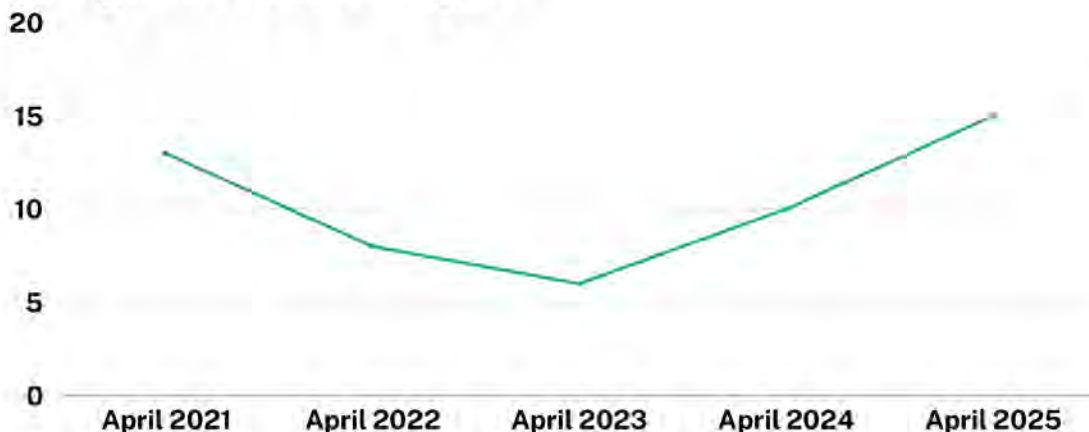
- Use of Force
- Abuse of Authority such as unlawful searches and seizures, premises enter and search, no warrant, threat to notify child services, threats to damage of property, etc., refusal to take complaint, refuse to identify themselves, damages to property seized
- Failure to supervise
- Falsification of records
- Inappropriate language or attitude
- Harassment
- Interference with Constitutional rights
- Neglect of duty
- Discrimination in the provision of police services or other discriminatory conduct on the basis of race, colors, creed, religion, ancestry, national origin, gender, sexual orientation
- Theft
- Retaliation for filing complaint with NOPD or the OIPM

Complaint Procedures

The OIPM does not verify the statements made during complaint intake or agree with the statements provided by the complainant. The OIPM strives to accurately capture the words, emotions, goals and narrative shared by the complainant and selects the policy, practice, or rule that each allegation of behavior / incident could have violated if determined to be true. OIPM personnel may review information in NOPD systems regarding the interaction complained of, including body worn camera video, in car camera video, electronic police reports and field interview cards. The OIPM may include information obtained from NOPD information systems in the complaint referral.

The OIPM assesses whether in the information provided should be provided confidentially or if the OIPM would recommend covert operations conducted by the Special Investigation Squad (SIS). Anything shared in this report is public information.

Complaint Totals - April



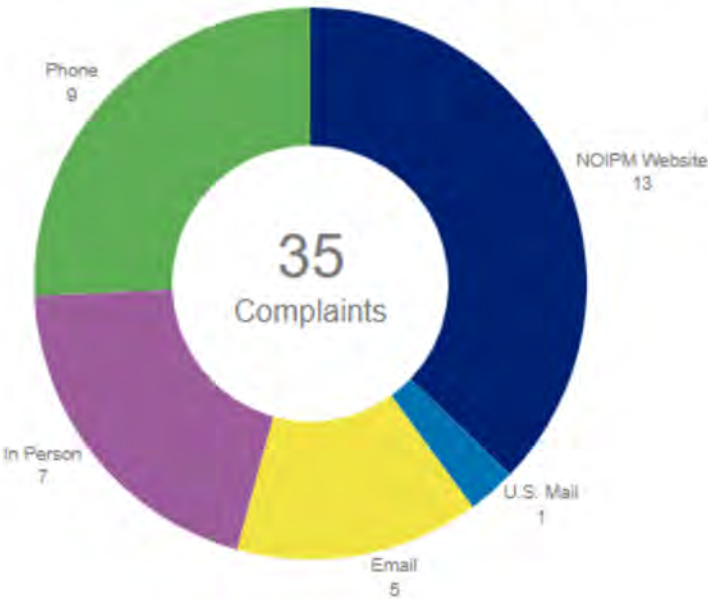
15

Total Complaints
Received this
month

35

Total Complaints
Received This
Year

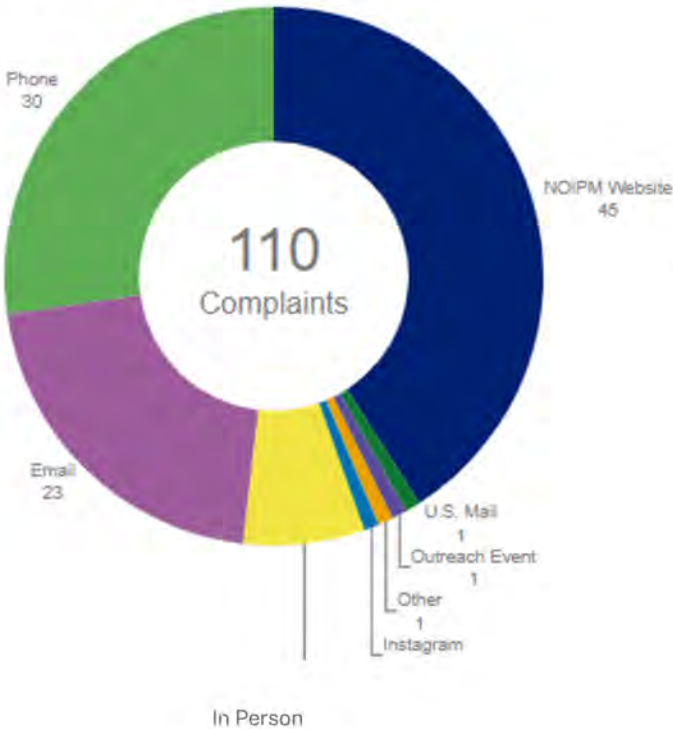
Complaint Intake Source - 2025



Complainant Type - 2025



Complaint Intake Source - Past 12 Months

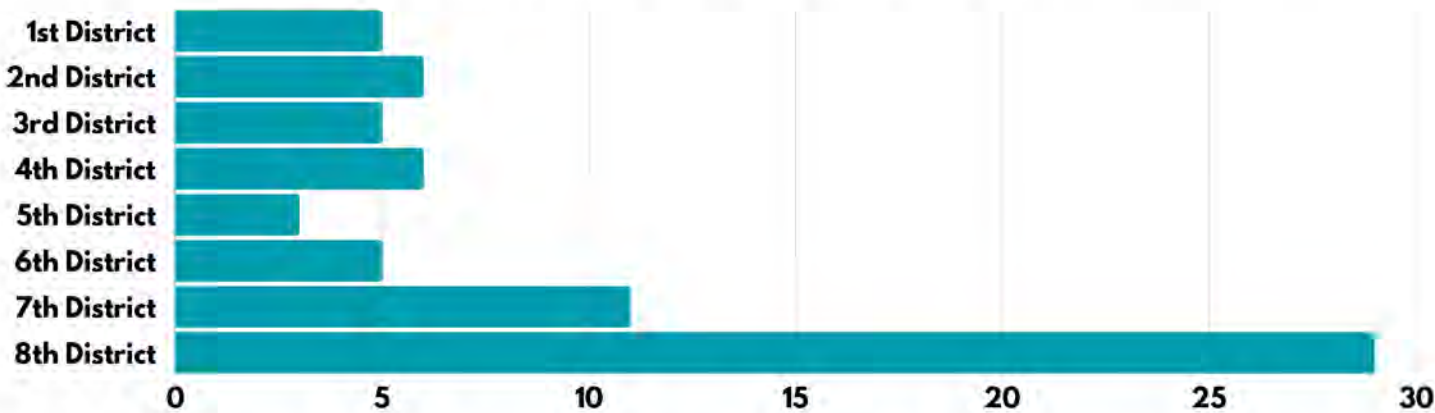


Complainant Type - Past 12 Months

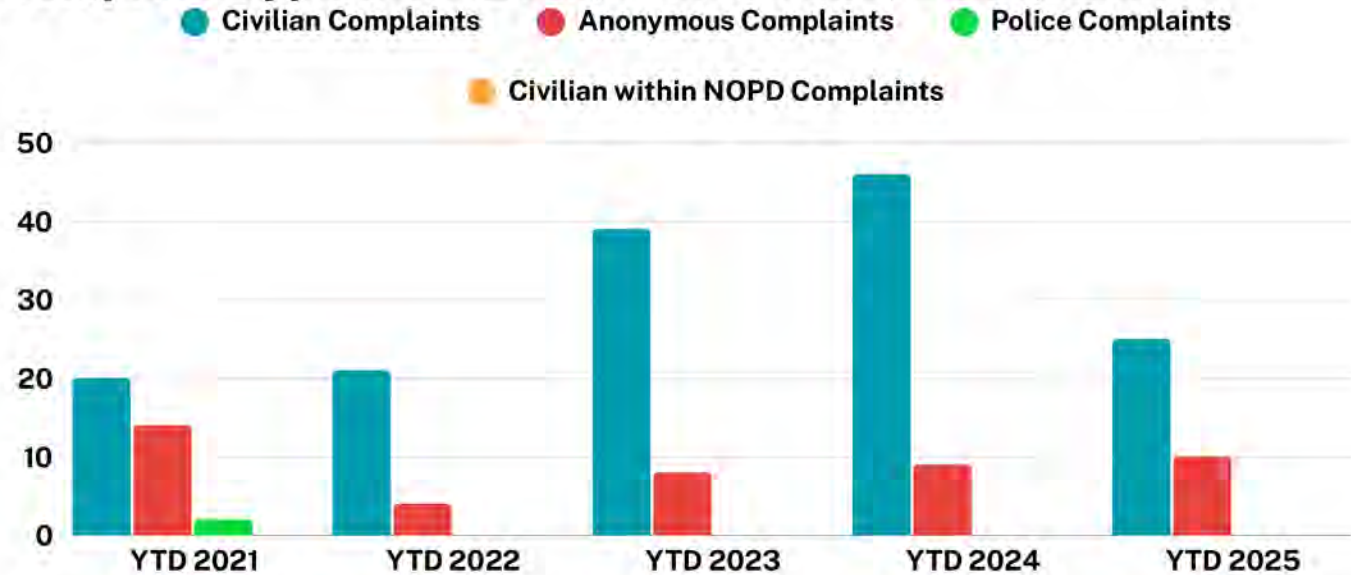


Districts - Past 12 Months

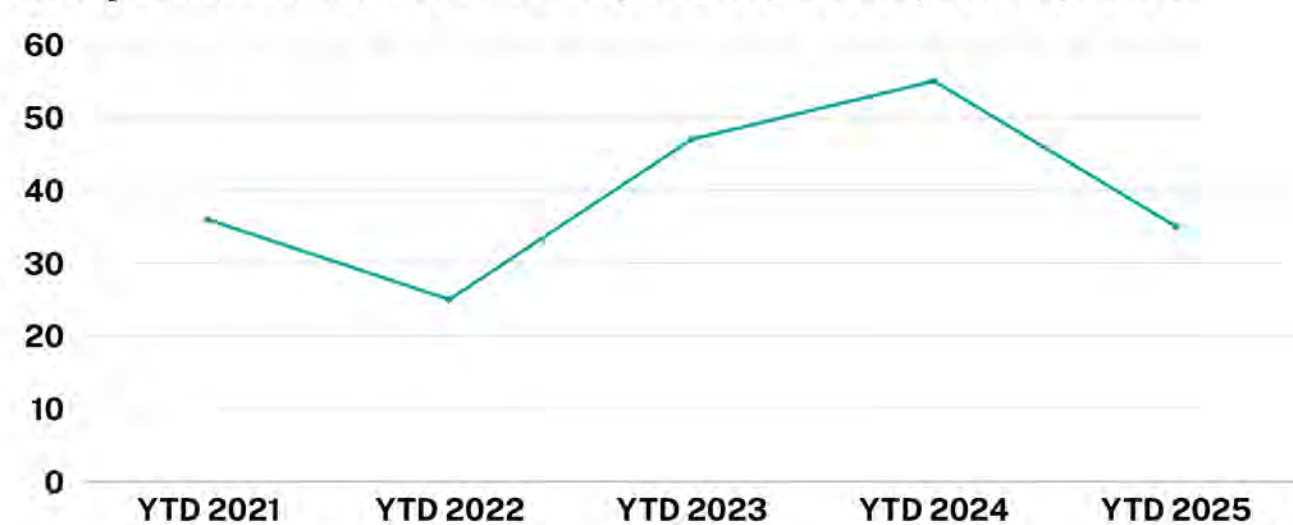
This chart communicates where the alleged misconduct occurred by police district. This requires the misconduct to occur in a physical space (instead of an incident that occurs over the phone or internet for example). This is based on complainant disclosure and the OIPM tries to verify this information through electronic police reports, body worn camera footage, and field identification cards.



Complaint Type YTD - 2021, 2022, 2023, 2024, 2025

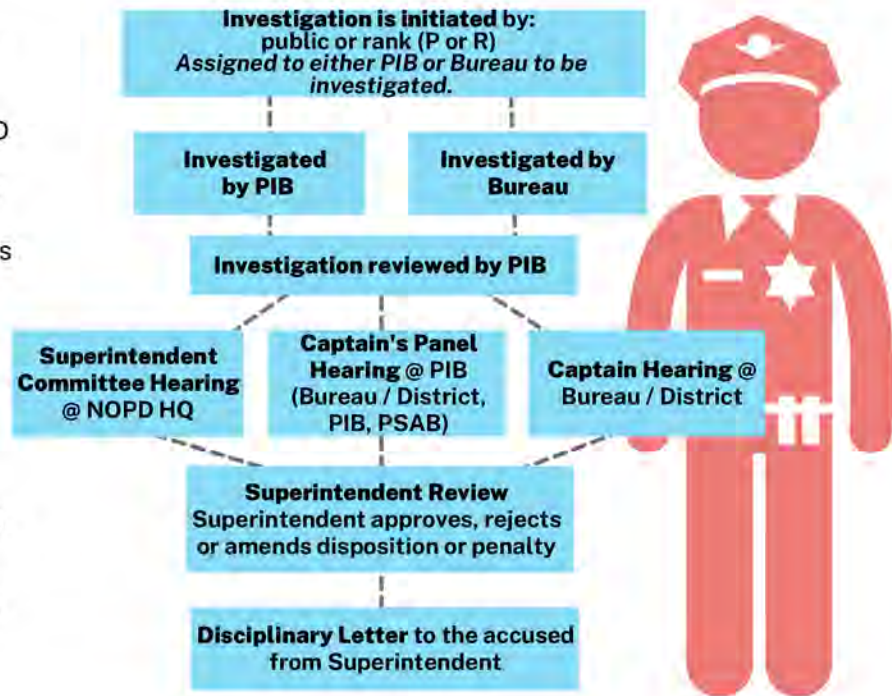


Complaint Totals YTD - 2021, 2022, 2023, 2024, 2025



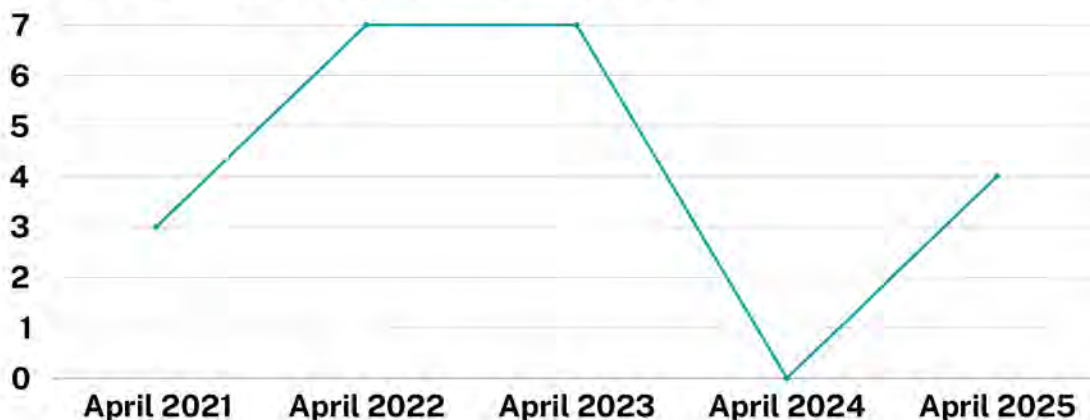
DISCIPLINARY PROCEEDINGS

After the misconduct investigatory process, if the investigating officer sustained an allegation, then that allegation must be affirmed by NOPD leadership in order for that accused officer to be disciplined. This occurs through the disciplinary proceeding process. The disciplinary proceedings are conducted by the NOPD - either by Captains or Deputy-Chiefs. The OIPM monitors and assesses the efforts of NOPD to ensure all disciplinary investigations and proceedings are conducted in a manner that is non-retaliatory, impartial, fair, consistent, truthful, and timely in accordance with NOPD policies and law. Adjudication of misconduct is handled internally by the PIB or the Bureau of the officer / employee.



The OIPM may monitor the process conducted by the PIB or by the Bureau; however, under the MOU, there are detailed directions regarding how the OIPM is notified of investigations by the PIB and similar protocol does not currently exist for Bureaus. For that reason, the OIPM tends to be more involved with investigations and disciplinary proceedings conducted by the PIB. During every disciplinary proceeding, the OIPM remains in the room for deliberation with the NOPD leadership to give the hearing officers feedback and input. This process is how the OIPM provides our recommendations and feedback regarding the strength of the investigation, liability and risk management concerns, and areas where the policy required clarification or was being applied inconsistently. Though OIPM may provide this feedback in memorandums to the NOPD prior to the hearing or supplementing these hearings, these discussions during the deliberation process enable the NOPD to consider and digest our points before any final decision was made on the matter. These discussions are an opportunity for the OIPM to provide and receive insight into the NOPD investigation and often these comments lead to meaningful discussion with not just the hearing officers, but the assigned investigator on the case, since it was an opportunity for that investigator to explain investigatory decisions and to answer questions.

Disciplinary Proceedings - April



4

**Total
Disciplinary
Case Received
this Month**

OIPM tracks Disciplinary Proceedings based on the date notice is received from NOPD and not necessarily on when the disciplinary proceeding occurs. Additionally, this figure does not account for investigations in which multiple officers are accused, or for hearing notifications received in a prior year but rescheduled to the current month. These proceedings are often rescheduled for scheduling conflicts. Tracking by notification date allows for consistent and accurate data collection.

USE OF FORCE

Relevant Definitions

Critical Incident

Critical incidents are an internal definition that was agreed upon by the OIPM and the NOPD through the November 10, 2010 Memorandum of Understanding. This definition captures that the OIPM should be notified of deaths, certain levels of injuries, and officer involved shootings within an hour so the OIPM has the ability to monitor the on scene investigation by the Force Investigation Team. According to this shared definition, critical incidents are:

- All incidents including the use of deadly force by an NOPD officer including an Officer Involved Shooting ("OIS");
- All uses of force by an NOPD officer resulting in an injury requiring hospitalization;
- All head and neck strikes with an impact weapon, whether intentional or not;
- All other uses of forces by an NOPD officer resulting in death; and
- All deaths while the arrestee or detainee is in the custodial care of the NOPD.

Use of Force

Use of Force is when an officer uses physical contact on an individual during a civilian-police interaction. The force can be mild to severe based on the levels of force outlined in the NOPD policy. The force may be considered justified by NOPD policy considering the facts and circumstances known to the officer at the time which would justify that appropriate physical contact based on how officers are trained to handle that interaction. Force will be assessed based on the type of contact utilized compared to the resistance encountered, resulting injuries, witness statements, officer statements, and evidence found.

Levels of Force

- **Level 1:** Includes pointing a firearm at a person and hand control or escort techniques (e.g., elbow grip, wrist grip, or shoulder grip) applied as pressure point compliance techniques that are not reasonably expected to cause injury; takedowns that do not result in actual injury or complaint of injury; and use of an impact weapon for non-striking purposes (e.g., prying limbs, moving or controlling a person) that does not result in actual injury or complaint of injury. It does not include escorting, touching, or handcuffing a person with minimal or no resistance.
- **Level 2:** Includes use of a CEW also known as "tasers" (including where a CEW is fired at a person but misses); and force that causes or could reasonably be expected to cause an injury greater than transitory pain but does not rise to a Level 3 use of force.
- **Level 3:** Includes any strike to the head (except for a strike with an impact weapon); use of impact weapons when contact is made (except to the head), regardless of injury; or the destruction of an animal.
- **Level 4:** Includes all 'serious uses of force' as listed below:
 - (a) All uses of lethal force by an NOPD officer;
 - (b) All critical firearm discharges by an NOPD officer;
 - (c) All uses of force by an NOPD officer resulting in serious physical injury or requiring hospitalization;
 - (d) All neck holds;
 - (e) All uses of force by an NOPD officer resulting in a loss of consciousness;
 - (f) All canine bites;
 - (g) More than two applications of a CEW on an individual during a single interaction, regardless of the mode or duration of the application, and whether the applications are by the same or different officers, or CEW application for 15 seconds or longer, whether continuous or consecutive;
 - (h) Any strike, blow, kick, CEW application, or similar use of force against a handcuffed subject; and
 - (i) Any vehicle pursuit resulting in death, serious physical injury or injuries requiring hospitalization.

Critical Incident / Use of Force Chain of Events

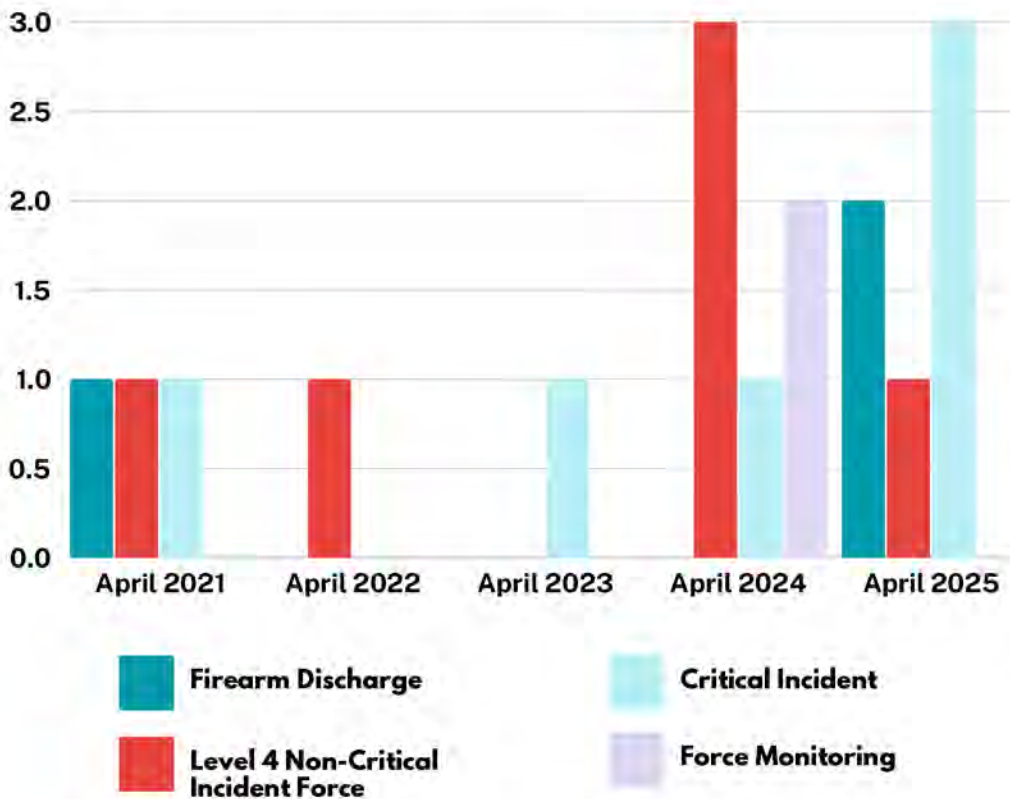


Use of Force Work

Use of Force monitoring and reviews are an opportunity for the OIPM to conduct a qualitative assessment of an investigation to ensure thoroughness, timeliness, fairness, transparency, accountability, and compliance with law, policy, and the Federal Consent Decree. The OIPM monitors and reviews the use of force, in-custody death, and critical incident investigations conducted by the Force Investigation Team (FIT) within the Public Integrity Bureau (PIB) of the NOPD. The OIPM is required by City Code § 2-1121 and by the MOU to monitor the quality and timeliness of NOPD's investigations into use of force and in-custody deaths. The OIPM will attend the investigation or the relevant activity, and will document the activity taken and not taken by the NOPD. The expectation is that the OIPM representative does not participate in the activity, but instead observes the police actions and takes notes.

While OIPM is notified of each use of force that occurs, OIPM gives the most attention to the most serious uses of force incidents, Critical Incidents. However, OIPM will often review lower-level uses of force incidents to ensure NOPD policy is being upheld.

Use of Force This Month 2021, 2022, 2023, 2024, 2025



2

Firearm Discharge this Month

3

Critical Incidents this Month

1

Level 4 Non-Critical Use of Force this Month

0

Additional Force Monitoring this Month

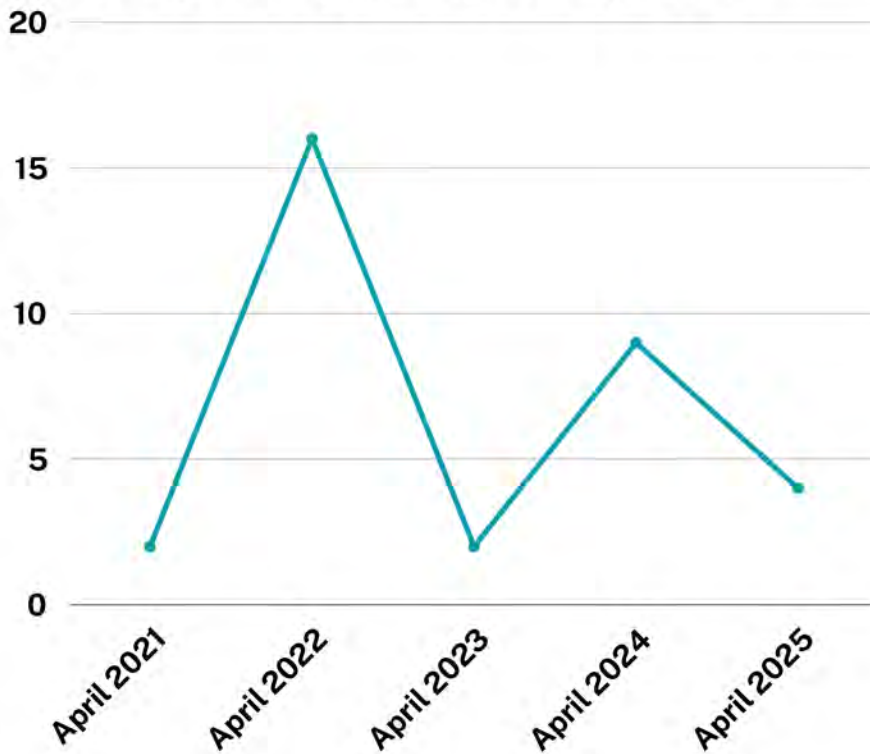


The OIPM posted this notification on social media after monitoring this OIS in the French Quarter during April.

COMMUNITY ENGAGEMENT

The community is vital to police oversight and the center of the work conducted by the OIPM. In the Memorandum of Understanding, the OIPM committed to developing relationships with community and civil groups to receive civilian and anonymous complaints, meeting with police associations, and conduct public outreach meetings and engagement activities. In this section of the Monthly Report, the OIPM explains the community outreach and public events that the OIPM coordinated or participated in the last month.

Outreach - March 2021, 2022, 2023, 2024, 2025



4

Total Outreach Events this Month



Dr. Ashonta Wyatt moderates the public forum on honoring sexual abuse and child abuse survivor month.

Outreach Events

- Attended the graduation for NOPD Recruit Class 203 at Gallier Hall
- Spoke at the New Orleans United Front (NOUF) panel with Sheriff Susan Hutson and STAR representative at the Healing Center in the Marigny
- 2 hour in-service training in person at IPM office
- National call with other community-police mediation programs from around the country



Above is a photo the OIPM took at the NOPD Recruit graduation for Class 203

COMMUNITY-POLICE MEDIATION

Relevant Definitions

Mediation

A mediation process helps parties develop a mutual understanding of a conflict. Mediation may help the parties identify disputed issues, facilitate communication, provide an opportunity to improve community relationships, and generate options that may help the parties reach a mutually acceptable resolution.

Consent

All parties must voluntarily agree to participate in mediation and give consent. The consent process involves communication between the participant and the Mediation Director or program staff about the mediation process, what to expect, and clarification of any questions. Consent forms are signed in advance of confirming the mediation session.

Mediator

The role of the mediator is to be a neutral and trained third party who listens, clarifies, and facilitates conversation. Mediators are non-judgmental and do not give advice, take sides, or decide who is right or wrong. Mediators do not influence or pressure participants to come to an agreement. Mediators are trained and recruited by the OIPM.

Voluntary

All participants engage in mediation at their own free will. They can end the process at any time and will not be forced to do anything or say anything they do not want to. No one is forced to agree to anything they do not want to.

Mediation Numbers - April



What is Mediation?

Mediation is an alternative to the traditional process of resolving complaints of police officer misconduct. Mediation provides a process facilitated by two professionally-trained community mediators to create mutual understanding and allow the officer and civilian to be fully heard and understood in a non-judgmental way. Mediation creates a safe, neutral space for officers and civilians to speak for themselves, share about their interaction and how it impacted them, explain what is important to them, and come to their own agreements and solutions about moving forward.

The Public Integrity Bureau (PIB) of the NOPD determines which complaints are referred to the Mediation Program. The types of complaints that are most often referred to mediation are those that allege lack of professionalism, neglect of duty, or discourtesy.

Complaints such as unauthorized use of force, unlawful search, and criminal allegations are ineligible for mediation and continue through the formal complaint investigation process by the PIB.

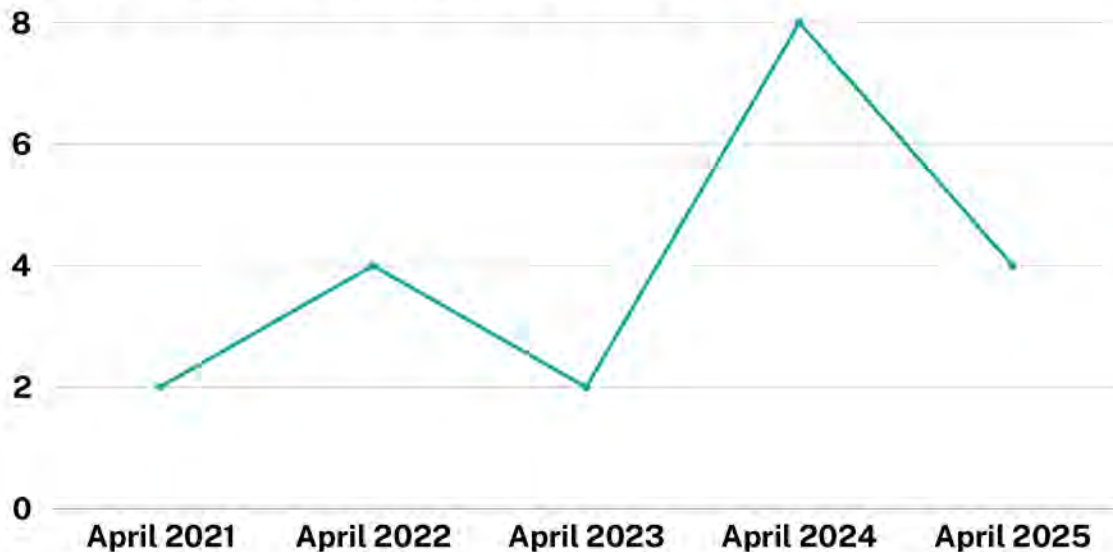
Non-judgmental
Confidential
Voluntary



Mediation is:

- ➔ A participant-guided process that helps the community member and the officer come to a mutually-agreeable solution. This helps to create mutual understanding and improve relationships.
- ➔ A space of discussion without the need to say who is right or wrong. No evidence is needed. The mediators are not judges. The mediators do not present their thoughts on the issue.
- ➔ It's about dialog, not forced resolutions. People are not forced to shake hands or make-up. The role of the mediators is to be neutral 3rd party facilitators. They will not pressure either participant to come to an agreement.
- ➔ An opportunity for the community member and the officer to be in charge of their own process and outcome. It will not be decided by an outside agency or person. It is outside of any punishment framework or the legal process. There is no appeal because mediation is voluntary.

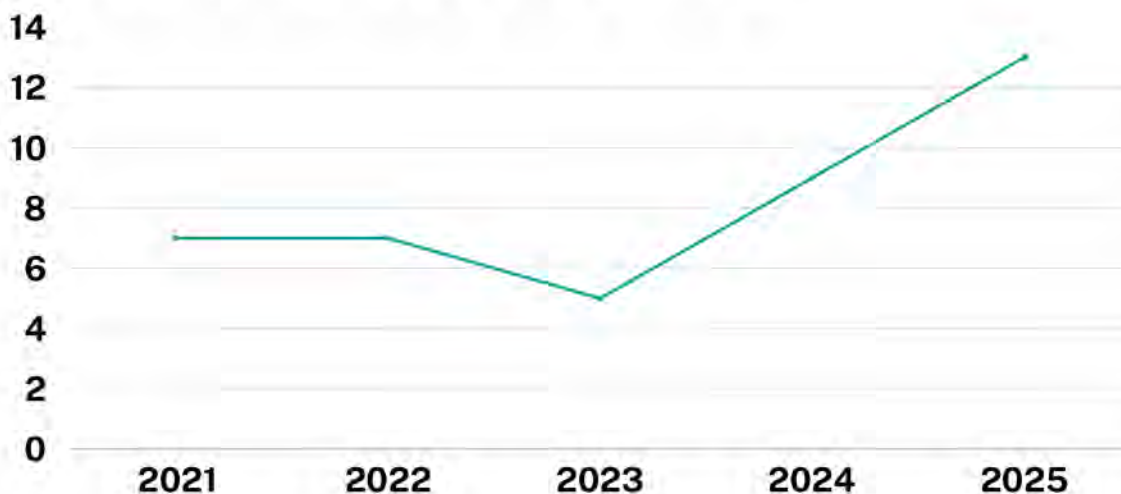
Mediations Held This Month 2021, 2022, 2023, 2024, 2025



4

**Total
Mediations
Held this
month**

Mediations Held YTD In 2021, 2022, 2023, 2024, 2025



13

**Total
Mediations
Held YTD**

The State of Louisiana's Responsibility to All Survivors:

- Support survivors in their decision to report or not report the incident to law enforcement.
- Not require survivors to report the incident to receive medical attention or collect evidence.
- Notify law enforcement if the survivor is under 18 or is physically or mentally incapable of making the decision to report.
- Ensure survivors are examined and treated without undue delay.
- Provide a private space to ensure the health, safety, and welfare of survivors.
- Adapt the Forensic Medical Examination (FME) to meet the unique needs and circumstances of each patient.
- Provide survivors an advocate.
 - Advocate's communications are privileged.
 - The advocate shall remain in the room during the FME with consent from the patient.

What is Included in a Forensic Medical Examination (FME)?

With the consent of the survivor:

- An examination of physical trauma.
- A patient interview, including medical history, triage, and consultation.
- Collection and evaluation of evidence, including but not limited to:
 - Photographic documentation.
 - Preservation and maintenance of chain of custody.
 - Medical specimen collection.
- If necessary, an alcohol or drug-facilitated sexual assault assessment and toxicology screening, as determined by the healthcare provider (HCP).
- Any testing related to the sexual assault or recommended by the HCP.
- Any medication provided during the FME, which may include emergency contraception (EC), HIV, or STI prophylaxis.

What Happens to my FME Kit Afterwards?

If you choose to report:

- When the FME is complete, the hospital or healthcare provider (HCP) will contact the appropriate law enforcement agency (LAE) with jurisdiction over the crime location.
- If the location cannot be determined, the hospital or HCP will contact the LAE where the FME is performed.
- Law enforcement has 72 hours to take possession of the sexual assault kit upon completion notification. Until pickup, it will be stored in a secure location.
- *No sexual assault kit will remain at a hospital or medical facility if it cannot be stored securely to ensure proper chain of custody.*

What Happens to my FME Kit Afterwards (Cont.)?

If you do not choose to report:

- The hospital or HCP will contact the LAE with jurisdiction over the FME location to transfer possession of the unreported sexual assault kit for storage.
- The kit will not be labeled with a survivor's identifying information. The hospital or HCP will maintain a record of the kit number for future identification, should the survivor later choose to report.
- The HCP will provide all necessary information to the statewide tracking system operated by the Louisiana State Police.
- *The LAE or Coroner's office shall not destroy or dispose of an unreported sexual assault kit for at least twenty years after the FME.*

You Will NOT be Billed for FME-Related Services.

- No hospital or HCP can bill a survivor of a sexually oriented criminal offense for any healthcare services rendered in conducting an FME.
- Crime Victim Reparations Board (CVRB):
 - If you receive a bill for non-covered medical services other than the forensic medical exam, you may be able to have the bills paid by the Crime Victims Reparations Board. For more information about covered costs or how to apply, visit www.lcle.state.la.us/programs/cvr.asp or call (888) 6-VICTIM (888-684-2846).
- Every hospital and HCP in Louisiana will have access to a pamphlet explaining the billing process for services rendered.
 - A copy of this pamphlet will be provided to any person presented for treatment of a sexually oriented criminal offense.

Emergency Contraception (EC)

- Survivors will be provided with information about emergency contraception through the Louisiana Department of Health's website or by paper form upon request.
- The treating HCP will inform survivors of the option to receive emergency contraception at the hospital or healthcare facility (HCF) and, upon a negative pregnancy test result, will provide emergency contraception if requested.
 - Note: Emergency contraception refers only to drugs approved by the United States Food and Drug Administration (FDA).

Scan to Access your Region's Plan:

