

OFFICE OF THE INDEPENDENT POLICE MONITOR

MONTHLY COMMUNITY REPORT

August 2025



During the month of August, the OIPM hosted a panel and public forum at the Treme Recreation Center to discuss facial recognition technology, police use of the software, and the proposed ordinances. Panelists included bill sponsor, Councilmember Thomas, the NOPD, the ACLU, and Eye on Surveillance.

Transparency. Accountability. Respect.



LETTER TO THE COMMUNITY

Dear New Orleans Community,

On August 29, 2005, Hurricane Katrina made landfall and New Orleans was forever changed. Now, twenty years later, we reflect on the lasting impact of Hurricane Katrina. In the wake of the storm, there were egregious acts committed by former NOPD officers that also forever influenced this city, including the murders of James Brissette and Ronald Madison on Danziger Bridge and the murder of Henry Glover on the Westbank. I reflect on these events and how they touched on all New Orleanians and our relationship with the police. The murders committed by NOPD officers and the coverups that occurred afterwards cast a long shadow and it is one that police oversight must always acknowledge in our work. To ensure accountability during every hurricane and storm to follow, each year, the OIPM prepares and releases a comprehensive oversight strategy to be implemented during storms and in the immediate recovery afterwards: the **OIPM Hurricane and Emergency Oversight Plan**.

The OIPM's hurricane plan reviews the NOPD's Hurricane Policing Plan and creates clear and detailed rubrics on how the OIPM will both monitor and evaluate all policing actions regarding anti-looting protocol and curfews, use of force, and alleged misconduct that may occur. This plan is presented to the NOPD. This year, the OIPM released the plan to the public in June 2025.

Hurricane season is never easy, and the anniversary of such a catastrophic storm may be particularly triggering. On behalf of the OIPM, we extend our thoughts to all who are mourning a loved one or still healing from the pain that storm caused. If you or someone you know may benefit from receiving counseling services, **you can access wraparound free trauma recovery care from Seeds of NOLA at (504) 702-4335.**

This month, the OIPM welcomed a new member of our team: Kiah Howard. Kiah Howard joined the OIPM after working as a staff investigator for the New Orleans Innocence Project and the Orleans Public Defenders Office. For over a decade, Kiah has interviewed people about crimes, arrests, and convictions. From members of our community, those incarcerated in jails all over the state, and former and current police officers and deputies - Kiah has heard all their stories. Now, Kiah will build on that experience to contribute to police oversight in New Orleans. Kiah will be working with the community, stakeholders, and the police department on various projects, planning public forums, and serving on our on call calendar. We are excited to welcome her to the team.

In this report, we will discuss the work we completed in August - like launching our new District Based Mediation Program, hosting a public forum, and our radio shows. We will also touch on what to expect from us in the month ahead. Thank you for your support - we could not do this work without you.

Thank you,

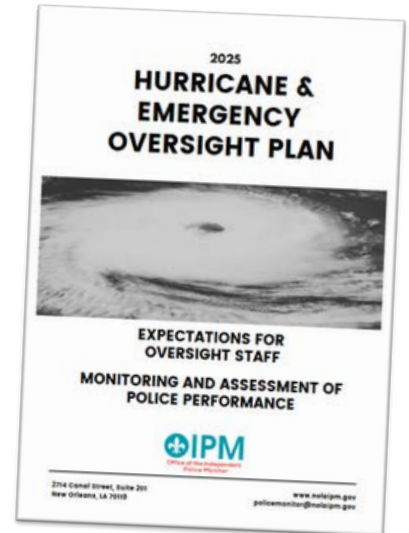
Stella Cziment

Stella Cziment, Independent Police Monitor

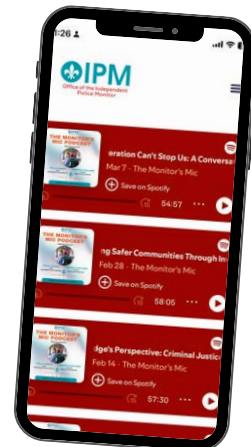


Left, Edith Romero, Organizer for Eye on Surveillance speaks while Lt. Barnes of the NOPD and Councilmember Thomas listen during the Panel and Public Forum the OIPM hosted regarding Facial Recognition Technology and the Police.

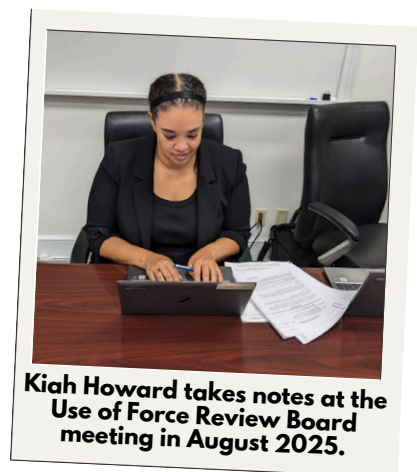
There is more information regarding this event and the OIPM work around this issue in this report.



Above, the OIPM Hurricane & Emergency Oversight Plan released in June 2025.



Reminder: if you've missed any episodes of the Monitor's Mic, you can listen to past shows (including recorded public forums) on our website!



Kiah Howard takes notes at the Use of Force Review Board meeting in August 2025.

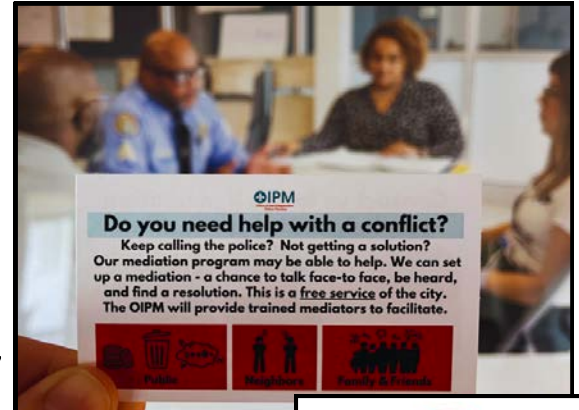
ACHIEVEMENTS, UPDATES, & WORK

Citywide Launch of the Community and District Based Mediation Program from OIPM and NOPD


Be on the lookout for the new OIPM Community Mediation Program cards at your local police station. The OIPM and the NOPD have partnered together to launch this new citywide program after years of requests from District Captains. Designing and launching this Community and District Based Mediation Program was a huge goal of the OIPM for 2025 and rolling it out this month was an exciting step.

This program is designed to address ongoing conflict that may arise between individuals and businesses, neighbor disputes, and other conflict where calling 911 is not providing the necessary solution. Instead of calling over and over for the police to negotiate between disagreeing parties, the OIPM is now going to provide trained mediators to work with those in conflict to try to find a real solution.

Ultimately, the goal is for the police department to be less involved and for everyone to have the space to be heard in order for us to solve problems in a meaningful way together. This will be a free service available now to the public. Across the city, patrol officers are walking their beat with this card in their pocket. Our mediation program is ready for your call.



Above is a photo of the new informational card that officers will hand out to members of the public advertising the availability of the Community and District Based Mediation Program. To the left is the write up of the program the OIPM included in our 2025 Work Plan.



District Based Mediation

Offer mediation services to community members outside of police complaints.


Based on feedback and requests received from District Captains, in 2025, the OIPM will soft launch the pilot mediation program to serve members of the community who are utilizing police services for ongoing conflicts that could benefit from mediation. The OIPM seeks to reduce unnecessary police engagement / encounters. This will provide a peaceful and productive environment to address the underlying conflict outside of law enforcement.

Training Advisory Committee Meeting

This month, the OIPM participated in the Training Advisory Committee (TAC) with the NOPD Academy and other TAC members to discuss the proposed training plan for 2026. Our participation not only highlights our commitment to advancing professional standards and enhancing training programs, but it also ensures the input on officer training that the community provided to us public forums and throughout the year is heard, considered, and incorporated into future training by the NOPD. We all want the training our officers receive to be relevant, comprehensive, and aligned with best practices because that is how the NOPD will achieve better outcomes for both the officers and the community they serve.

To recap: this summer, the OIPM sought community feedback on officer training. The OIPM hosted a public forum with Chief Johnson, the Curriculum Director for the NOPD's Academy. During this public forum, Chief Johnson answered questions from the public on what training officers currently receive, what that training looks like, and how comprehension is ensured. The community came to the public forum – including some of our Police Community Advisory Board (PCAB) membership – to provide input on where they would like to see officer training improved. Next, Chief Johnson joined the OIPM on the Monitor's Mic to discuss on air the training plan and get caller feedback. Overall, the public provided the following feedback on training needs for new and experienced officers: cultural competency, First Amendment and protest responses, report writing, animal engagement, and how to engage with members of our community who have developmental disabilities.

The OIPM was pleased to see public feedback we received and provided incorporated into the 2026 Training Plan for the NOPD. The OIPM thanks the public for engaging in this process with us! Once the plan is final, we will share it with the public.


Office of the Independent Police Monitor
www.nolaipm.gov | 504.309.9799

Public Forum with OIPM and NOPD's Academy Director to Discuss 2026 Officer Training Needs

TUESDAY, JUNE 10TH
6:00PM - 7:30PM

TRÉME RECREATION COMMUNITY CENTER
900 N VILLERE ST, NEW ORLEANS, LA 70116

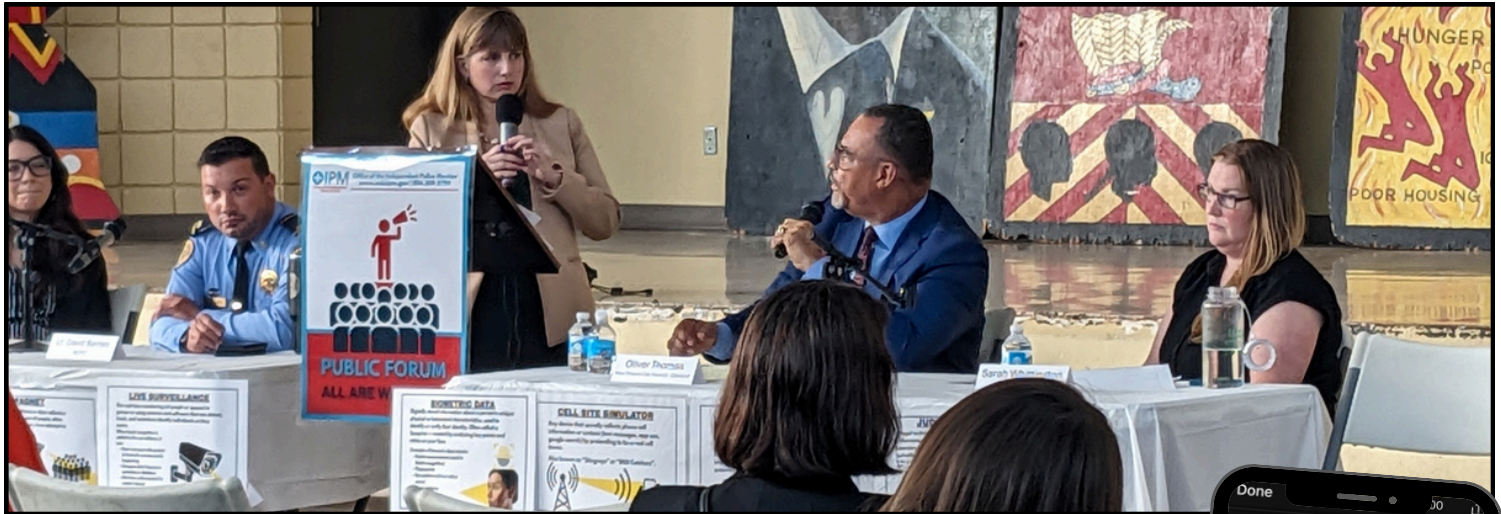
Come out to give your input. This is **YOUR** chance to discuss what training you believe police officers need in 2026.



OIPM will stream the forum onto our social media.

Above is the social media post advertising the OIPM and NOPD Academy Public Forum to solicit public feedback on officer training for the coming year.

ACHIEVEMENTS, UPDATES, & WORK



Policing, Oversight, and Facial Recognition Software

For the third month, the OIPM contributed to the public information and engagement on the topic of facial recognition technology and the police. In response to the outpouring of public emails and questions about the NOPD's potential use of facial recognition technology and the recently filed ordinances that may lift previous prohibitions and restrictions on NOPD's use of the software, the OIPM chose to continue to prioritize this issue. The OIPM used our public platforms to push information on law enforcement's use of this technology and inform the community on the ordinances potentially changing policing protocol on software use.

In August, the OIPM continued to build on the work started in June. This summer, there has been a frenzy of activity regarding facial recognition software after an article was published in the Washington Post suggesting that the NOPD was secretly utilizing facial recognition technology through a "loophole" in the ordinance that may have allowed the NOPD to receive tips based on facial recognition technology utilized by the nonprofit Project NOLA.

Here is a brief recap on this issue and the work conducted by the OIPM this summer:

- In June, stakeholders like the American Civil Liberties Union (ACLU) sent a formal letter to City Council requesting a moratorium on the use of facial recognition and an investigation into the police's use of the technology; and the City Council reached out to the OIPM to address those concerns.
- In June, the OIPM worked with the NOPD to speak with officers and leadership to learn more about facial recognition software and alerts from Project NOLA. The OIPM met with Project NOLA's, Brian Lagarde, and learned about its facial recognition software and how they work with the NOPD.
- In July, on the Monitor's Mic, the OIPM began speaking to stakeholders and leaders about facial recognition software - what it is, law enforcement and private company use, and how it impacts the public.
 - First, the OIPM interviewed Eye on Surveillance (EOS) organizer Edith Romero and EOS member Renard Bridgewater. These guests discussed their concerns about the accuracy of this technology and how it could be weaponized and abused by law enforcement against the public. EOS discussed their campaign to oppose the City Council ordinances that would lift the restrictions of 2022 on law enforcement use.



Top Center: the NOPD, ACLU, EOS, and Councilmember Thomas joined the OIPM for a public forum and panel about the facial recognition technology (FRT) and law enforcement.

Immediate right: the screenshot of the Washington Post article regarding FRT.

Below: the social media post about the Monitor's Mic post regarding the interview of Eye on Surveillance.



ACHIEVEMENTS, UPDATES, & WORK

Policing, Oversight, and Facial Recognition Software Continued

- Next, the Monitor's Mic facilitated a robust discussion and debate between the NOPD and the ACLU on the technology. The OIPM thoroughly appreciates Lt. David Barnes, policy writer for the NOPD, and executive director, Alanah Odoms, of the ACLU - Louisiana for participating in this informative conversation regarding the law enforcement use of the technology, its value and risk in investigations and police work, and the legality of facial recognition software. This discussion was a true primer in the question of whether legally the police can utilize live surveillance and facial recognition technology.
- Over the last three months, the OIPM also engaged directly with the public on this issue – receiving countless emails from the public and asking for additional information on what the ideal approach should be.

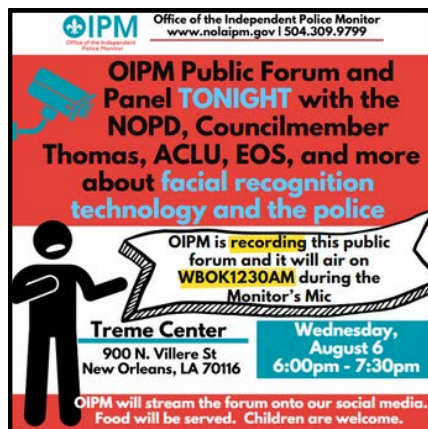


Above is a screenshot from the Monitor's Mic episode with Lt. Barnes of the NOPD and Executive Director of the ACLU, Alanah Odoms.

In August specifically, the OIPM Monitor's Mic will hosted at-large Councilmember J.P. Morrell, who discussed his position on the technology. In July, Councilmember Morrell posted a video to social media platforms strongly opposing the ordinances changing the NOPD's access to the technology. On August 1st, Councilmember Morrell came onto the Monitor's Mic and answered questions about his privacy and constitutional concerns with this software being utilized by law enforcement, why he believed other policing ordinances (that he's currently spearheading) to improve transparency is not enough to curb the impact of this technology, and why he will vote against any ordinance lifting prior restrictions.



On August 6, the OIPM hosted **public forum and panel at the Tremé Community Center with stakeholders including: Councilmember Oliver Thomas (ordinance sponsor), the NOPD, ACLU, and Eye on Surveillance** to public input on the technology prior to this matter being put to a vote before City Council. The public forum was well attended with the public, organizational partners, and the media. The public took to the microphone with powerful points and important questions like how will the proposed ordinance work with the new state law expecting local government to assist ICE. The different stakeholders answered questions to the best of their ability and took notes on outstanding concerns that they would consider moving forward.



OIPM recorded the public forum and panel and then played the full hour and half recording on WBOK 1230AM during the Monitor's Mic in August. The intent of airing this panel and forum was so residents who were unable to make the event could receive this relevant information and hear these questions and critiques. We want to ensure accessibility in our services and information. When there is a communitywide concern on a policing issue, like this, the OIPM seeks to facilitate public feedback and answer questions from the community in the most accessible way possible. Through sharing this public forum and panel on the radio, we are able to broadcast timely and relevant law enforcement, legal, and political issues impacting how New Orleanians are policed.

At the end of August, the ordinance sponsors decided to withdraw their bill to change and lift prior restrictions on the NOPD's use of facial recognition technology.

Though this issue is now temporarily paused, the OIPM still intends to produce a document outlining all that was learned about this policing issue.



The three photos above are posts on social media documenting Councilmember Morrell on the Monitor's Mic. The bottom two are posts notifying the public of the public forum and panel and the airing of the panel on the radio.

ACHIEVEMENTS, UPDATES, & WORK

August on the Monitor's Mic

In August on the Monitor's Mic, the OIPM focused on providing relevant and timely information about facial recognition software and policing to the public (addressed earlier in the report).

Additionally, the OIPM showcased Supreme Court rulings about policing that were issued this summer. In order to do that, the OIPM interviewed civil rights attorney William Most of Most & Associates. On the show, William Most discussed constitutional law and civil rights statutes that dictate policing limits. William Most explained the Fourth Amendment protections to be free from unreasonable searches and seizures and then described how that right is interpreted in the legal standards from Graham v. Connor and Barnes v. Felix (Barnes is the new ruling from summer 2025). Both of these Supreme Court cases set the standards that will apply to a claim of excessive force during a police seizure. Legal eagles will love this informative lesson on constitutional and criminal law - so check it out if you missed it!

If you want to listen to this show, the recording of the public forum and panel held in August, or any of our Monitor's Mic programing, it is all available online. You can listen on the OIPM website:

<https://nolaipm.gov/the-monitors-mic/>

OIPM Office of the Independent Police Monitor
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THE MONITOR'S MIC

Where we talk oversight, policing, and you

Guest of the Week: William Most

This Friday, August 15th, civil rights attorney, William Most, will join the Monitor's Mic to discuss the impact that courtrooms, lawsuits, and Supreme Court rulings have on how you're policed. If you've ever wondered why Supreme Court cases matter to police departments, this is the show for you.

**A call in talk radio show
WBOK 1230 AM
Airing Fridays at Noon
Call: (504) 582-9422**

Stella Ciment
Community Police Monitor

Kirechelle Williams
Deputy Police Monitor

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	43	79	79	44	47	48	55	17	27	49.50
Police Complaint Count	2	1	0	1	4	2	1	4	2	1.88
Civilian w/in NOPD	0	0	0	0	1	0	0	0	0	0.13
Anonymous Complaint	16	16	11	23	19	23	0	0	0	11.50
Community Liaison Count	12	12	24	11	19	29	15	3	6	14.88
Case Monitoring Count	4	2	3	7	4	9	0	9	8	5.25
Case Review Count	0	0	1	4	4	2	4	8	0	2.88
Contact Only Count	35	75	36	25	14	27	14	2	4	24.63
Disciplinary Hearing Count	24	35	33	42	20	42	38	53	21	35.50
Critical Incident Count	11	4	3	5	7	9	8	5	6	5.88
Firearm Discharge Count	8	3	2	5	6	8	7	3	3	4.63
Lvl 4 Non-Critical	6	14	7	16	6	8	0	0	0	6.38
Force Monitoring*	1	5	1	0	0	0	0	0	0	0.75
Mediation Count	24	24	22	14	15	25	25	16	21	20.25
Commendation Count	1	6	5	0	6	1	4	0	2	3.00
Grand Total	187	276	227	197	172	233	171	120	100	187

	Aug 2025	Aug 2024	Aug 2023	Aug 2022	Aug 2021	Aug 2020	Aug 2019	Aug 2018	Aug 2017	2017 - 2024 Avg
Civilian Complaint Count	6	7	10	4	7	3	8	5	7	6.38
Police Complaint Count	0	0	0	1	0	2	1			0.67
Civilian w/in NOPD	0	0	0	0	0	0				0.00
Anonymous Complaint	1	3	1	2	0	1				1.40
Community Liaison Count	1	1	4	1	1	2	1	1	0	1.38
Case Monitoring Count	0	1	0	0	1	1	0	0	2	0.63
Case Review Count	0	0	0	0	0	0	0	5	0	0.63
Contact Only Count	2	13	6	5	2	1	0	0	0	3.38
Disciplinary Hearing Count	4	18	4	14	2	2	2	1	4	5.88
Critical Incident Count	1	0	0	0	0	0	0	1	0	0.13
Firearm Discharge Count	1	0	0	0	2	0	0	1	0	0.38
Lvl 4 Non-Critical	1	3	0	4	2	0				1.80
Force Monitoring*	0	2	0							1.00
Mediation Count	4	4	3	1	2	4	0	2	0	2.00
Commendation Count	0	1	2	0	3	0	3			1.50
Grand Total	21	53	30	32	22	16	15	16	13	24.63

*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:	\$751,510.00
Unexpended funds	\$554,275.00

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:

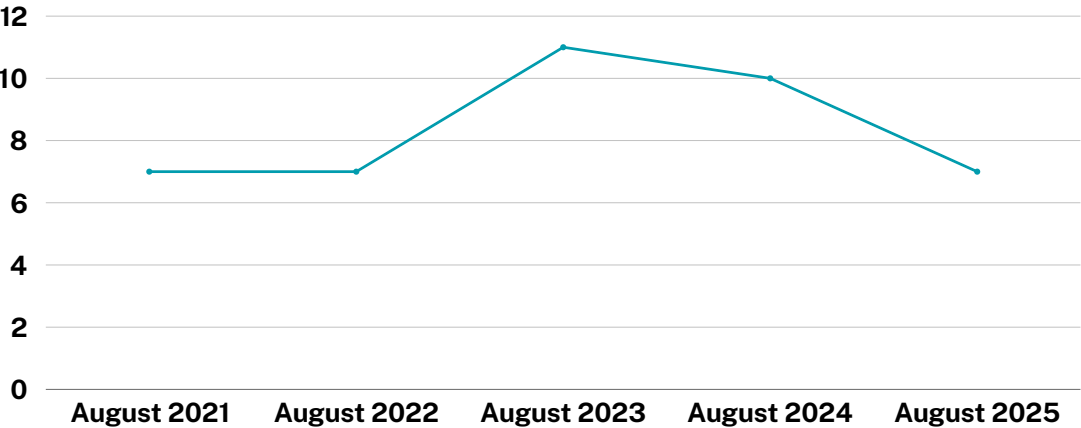
- Use of Force
- Abuse of Authority such as unlawful searches and seizures, premises enter and search, no warrant, threat to notify child services, threats to damage of property, etc., refusal to take complaint, refuse to identify themselves, damages to property seized
- Failure to supervise
- Falsification 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 - August



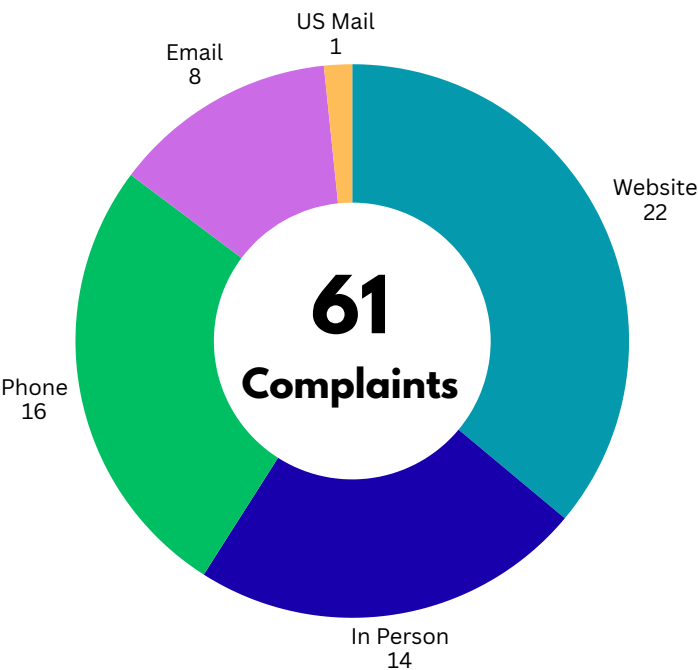
7

Total Complaints
Received this
month

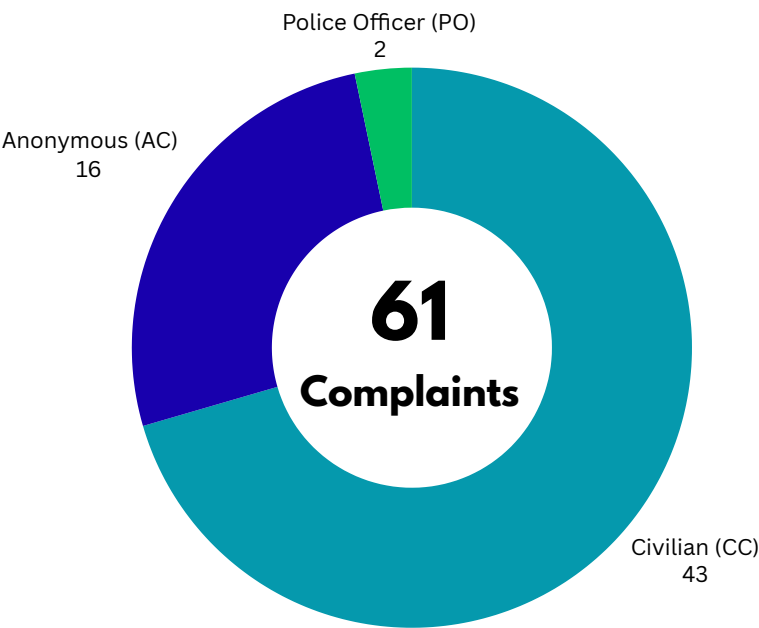
61

Total Complaints
Received This
Year

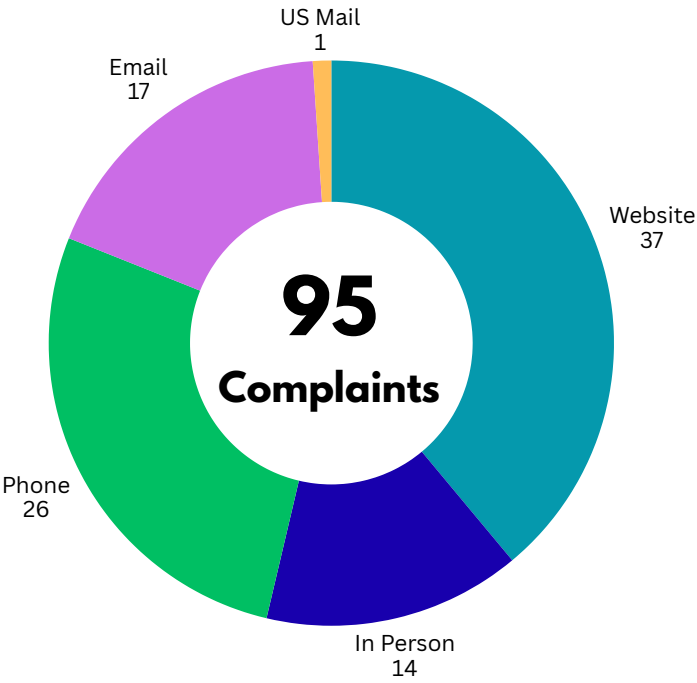
Complaint Intake Source - 2025



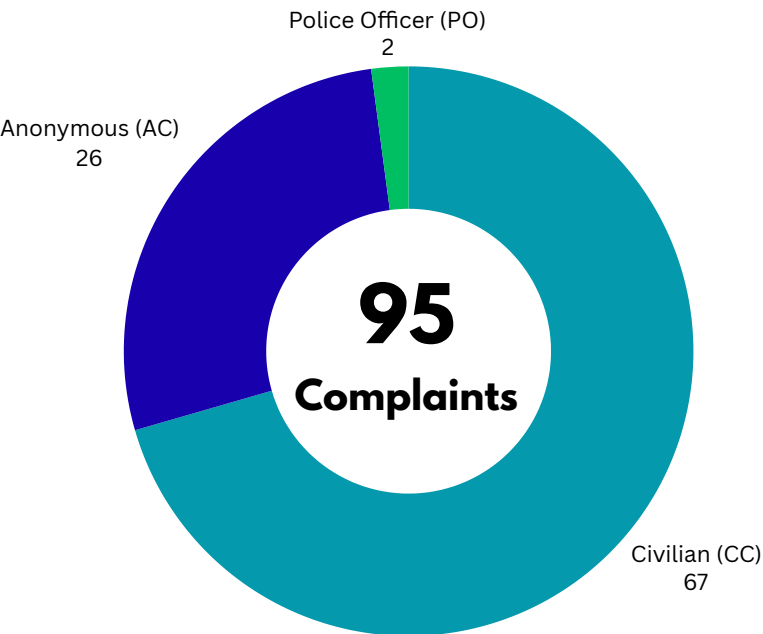
Complainant Type - 2025



Complaint Intake Source - Past 12 Months

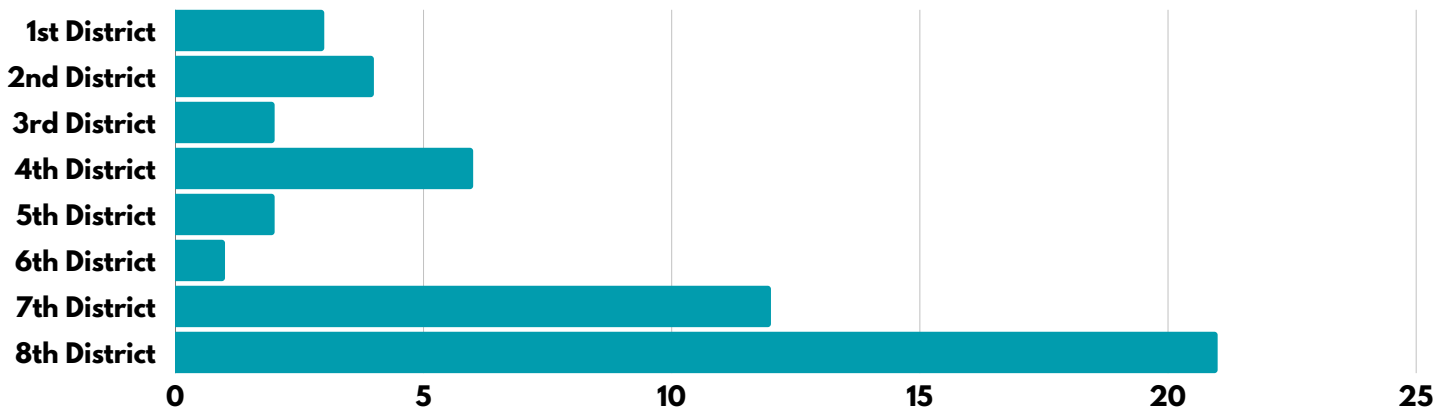


Complainant Type - Past 12 Months

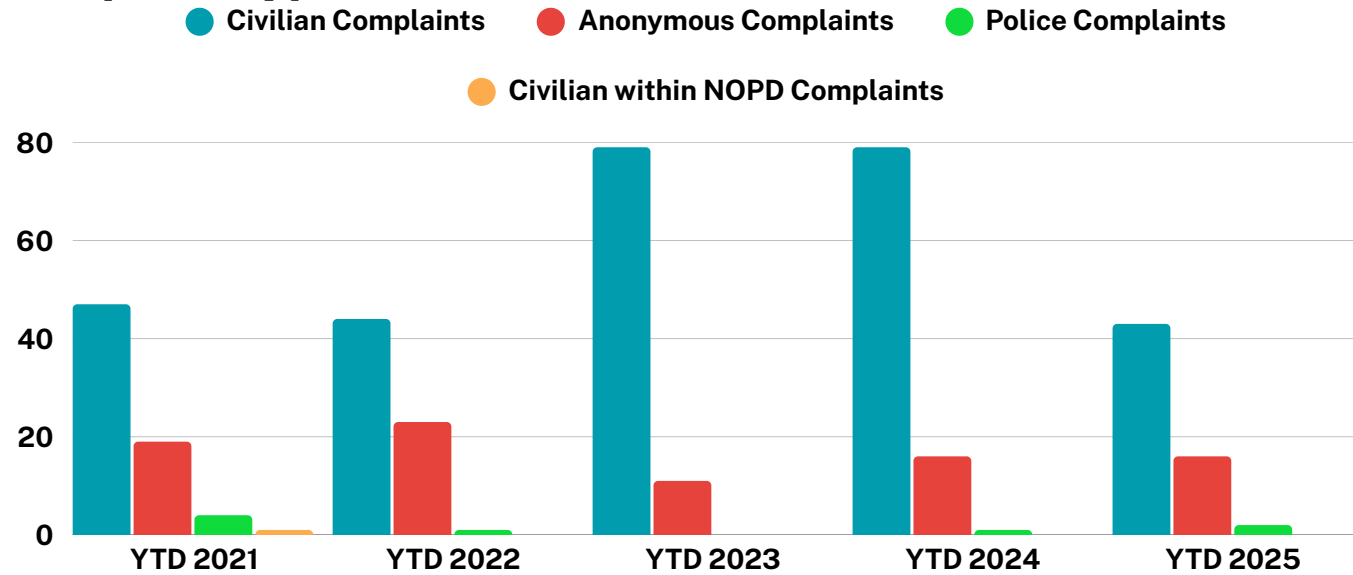


Districts - Past 12 Months

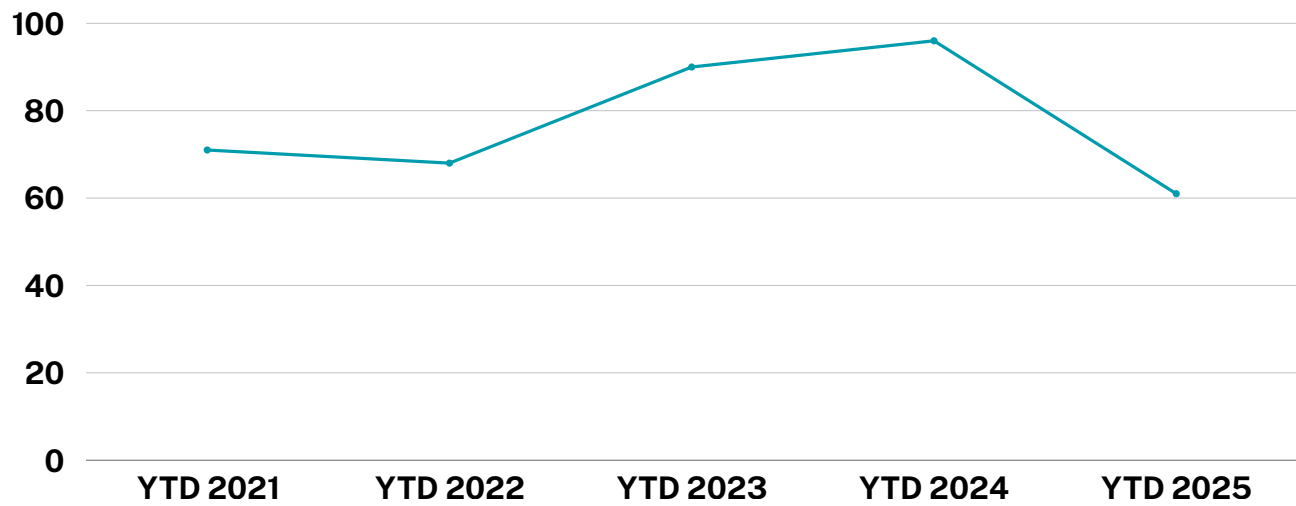
This chart communicates where the alleged misconduct occurred by police district. This requires the misconduct to occur in a physical space (instead of an incident that occurs over the phone or internet for example). This is based on complainant disclosure and the OIPM tries to verify this information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



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

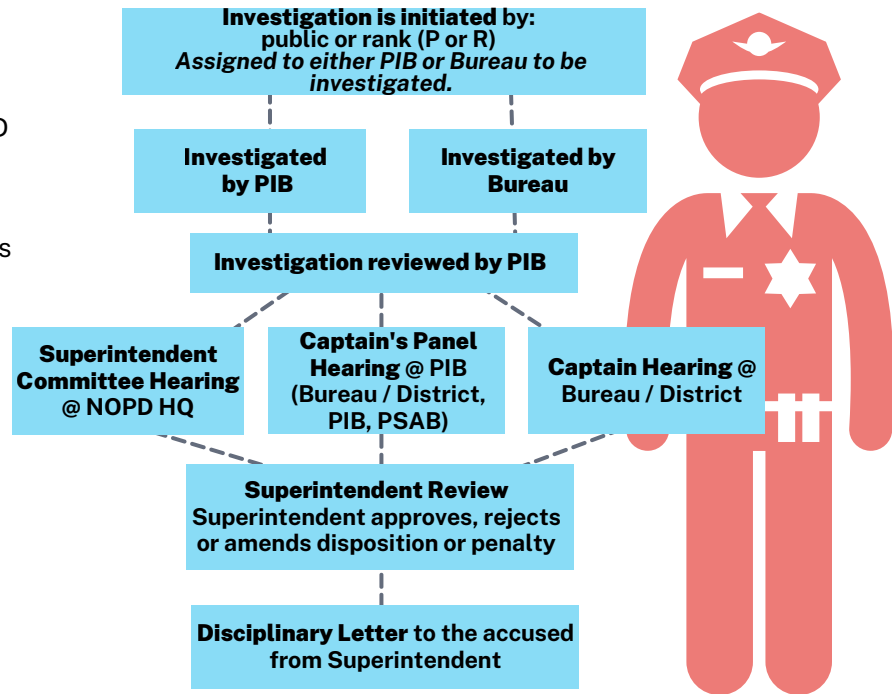


Complaint Totals YTD - 2021, 2022, 2023, 2024, 2025



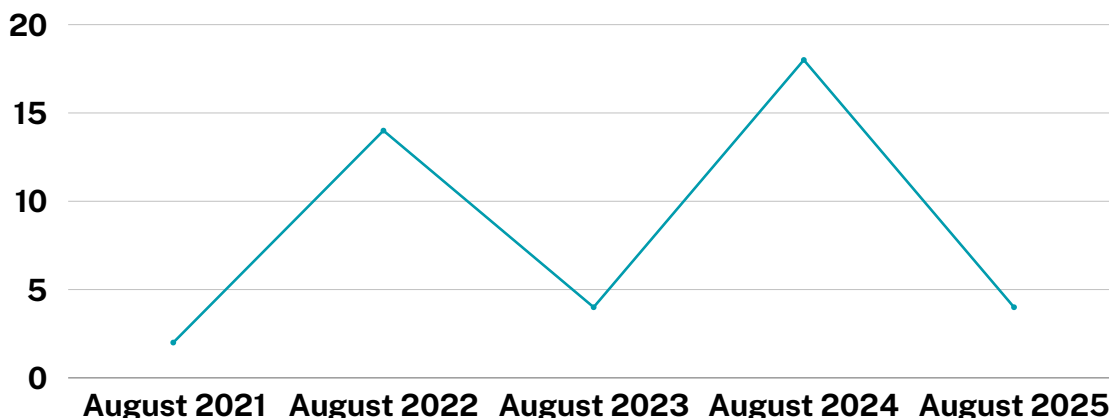
DISCIPLINARY PROCEEDINGS

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 - August



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.

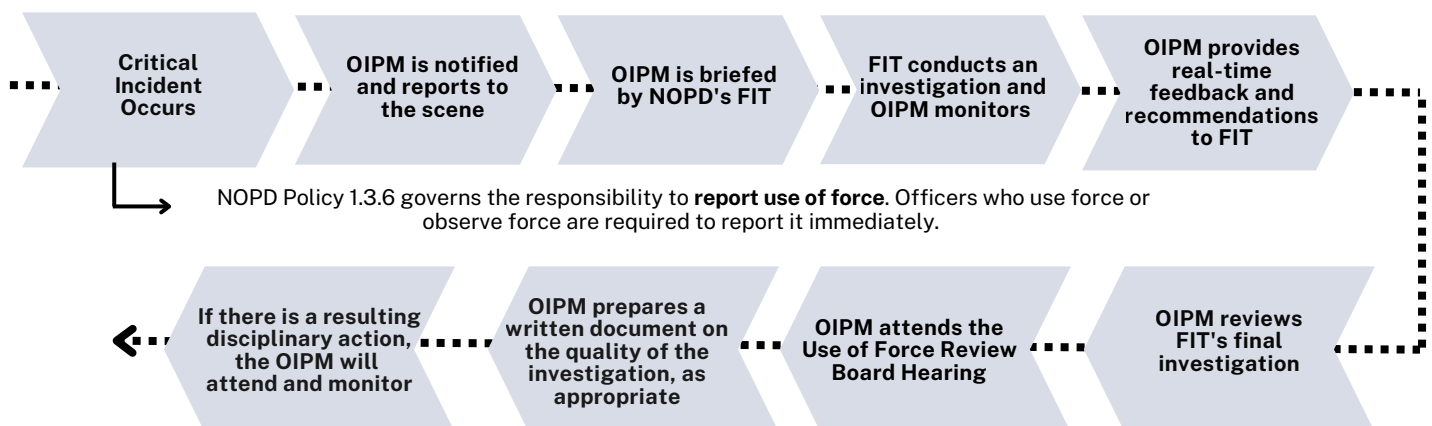
Use of Force

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

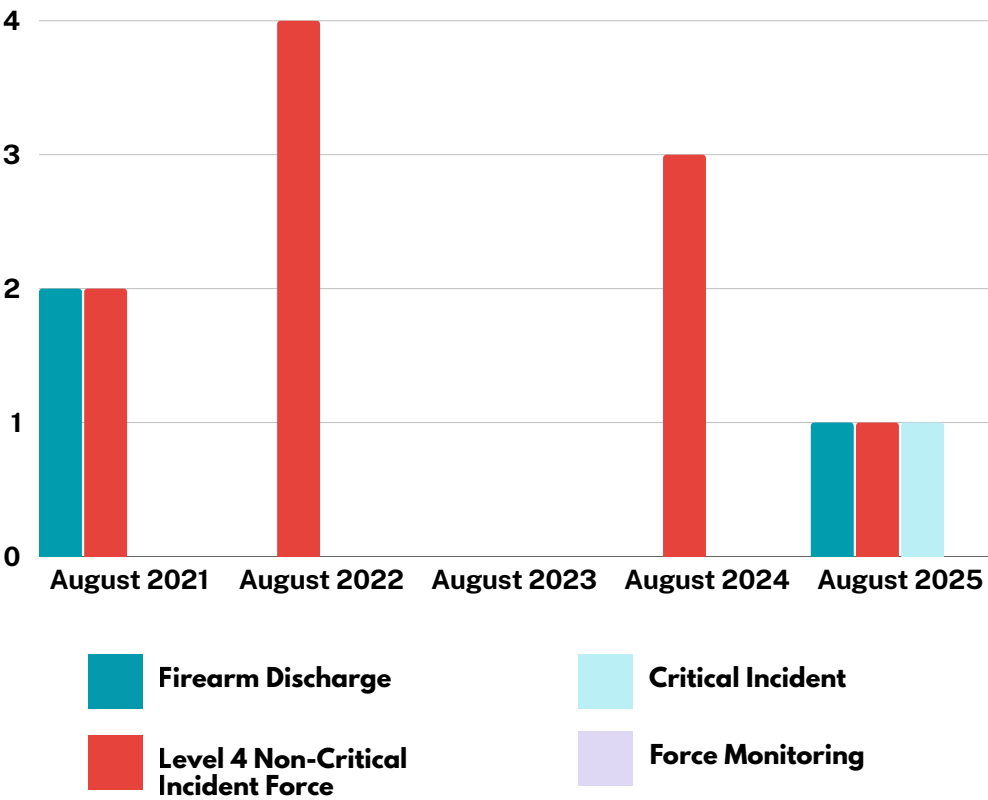


Use of Force Work

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



1
Firearm Discharge this Month

1
Critical Incidents this Month

1
Level 4 Non-Critical Use of Force this Month

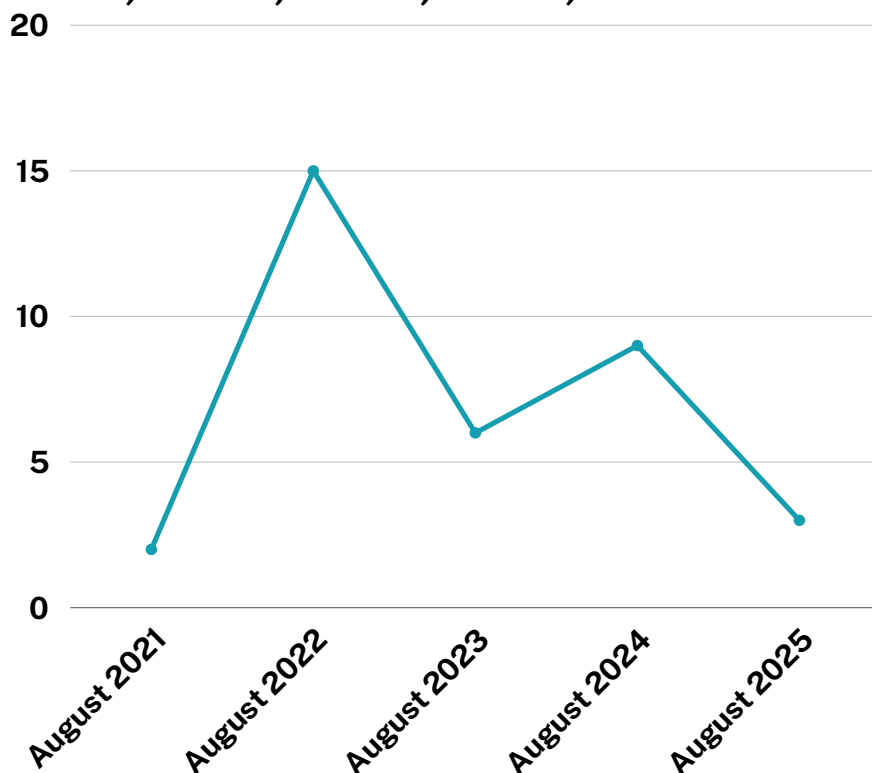
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Additional Force Monitoring this Month

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 - August

2021, 2022, 2023, 2024, 2025



Outreach Events

- Facial Recognition Public Forum at the Treme Center w/ Councilmember Thomas, Edith Romero (EOS), Sarah Whittington (ACLU-La), Lt. David Barnes (NOPD)
- Training Advisory Committee (TAC) Meeting
- 2 Hour Mediator In-Service Training at OIPM



At this monthly in-service training, mediators practiced skills to address what to do when participants yell, curse, or talk on top of each other.



Mediators gathered in August for our monthly in-service training.

3

Total Outreach Events this Month



Facial Recognition Panelist from Left to Right: Romero (EOS), Lt. Barnes (NOPD), CM Thomas, Whittington (ACLU- La)



Community Members express concern and ask questions to the panelists at the forum.

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.

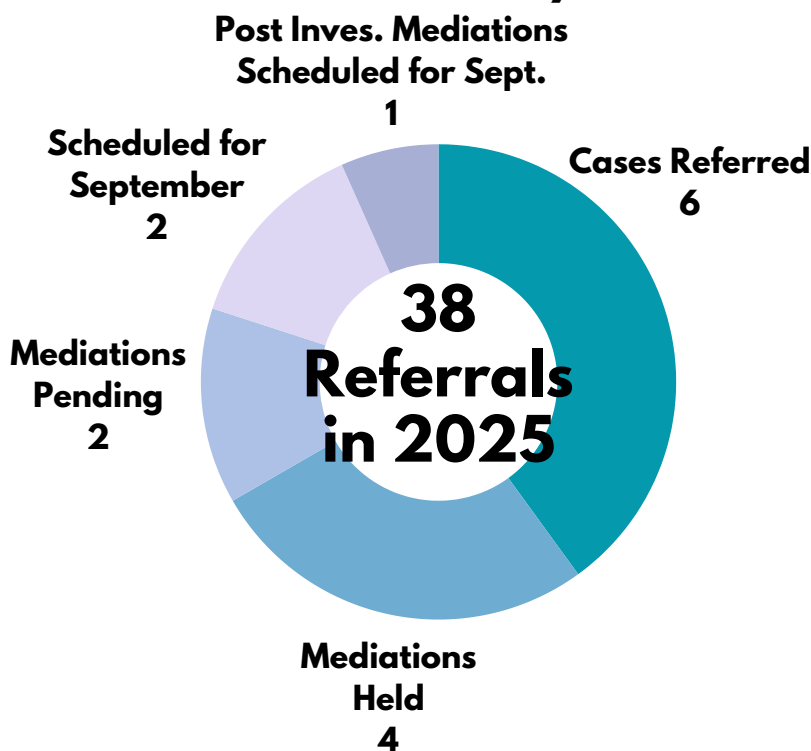
Mediator

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 - July



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.

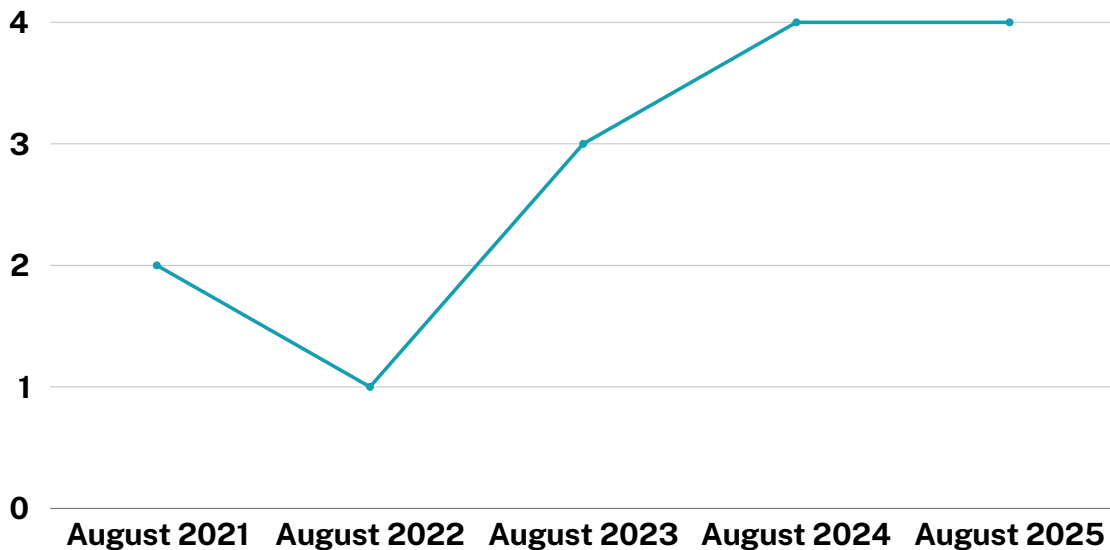
Non-judgmental
Confidential
Voluntary



Mediation is:

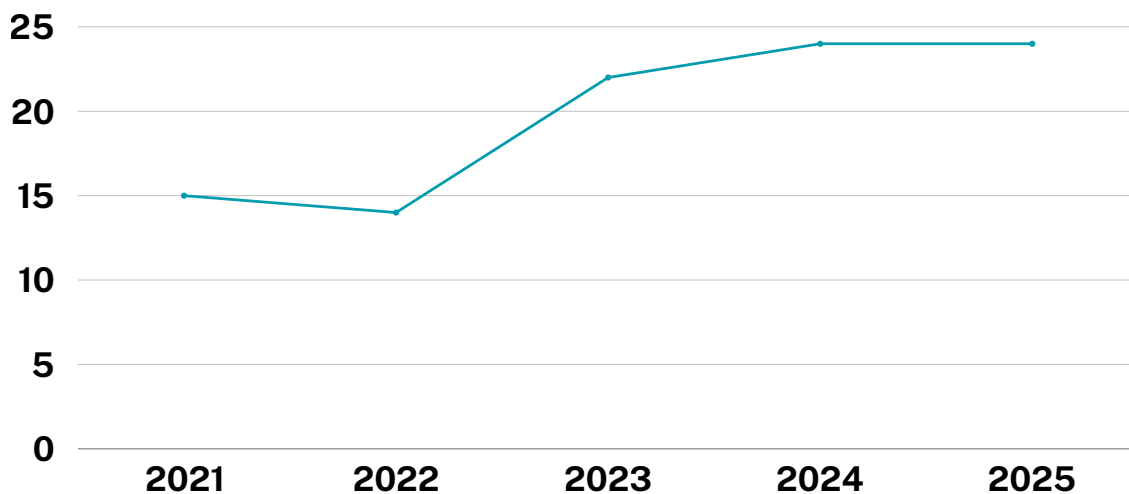
- ➔ A participant-guided process that helps the community member and the officer come to a mutually-agreeable solution. This helps to create mutual understanding and improve relationships.
- ➔ A space of discussion without the need to say who is right or wrong. No evidence is needed. The mediators are 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



24
**Total
Mediations
Held YTD**