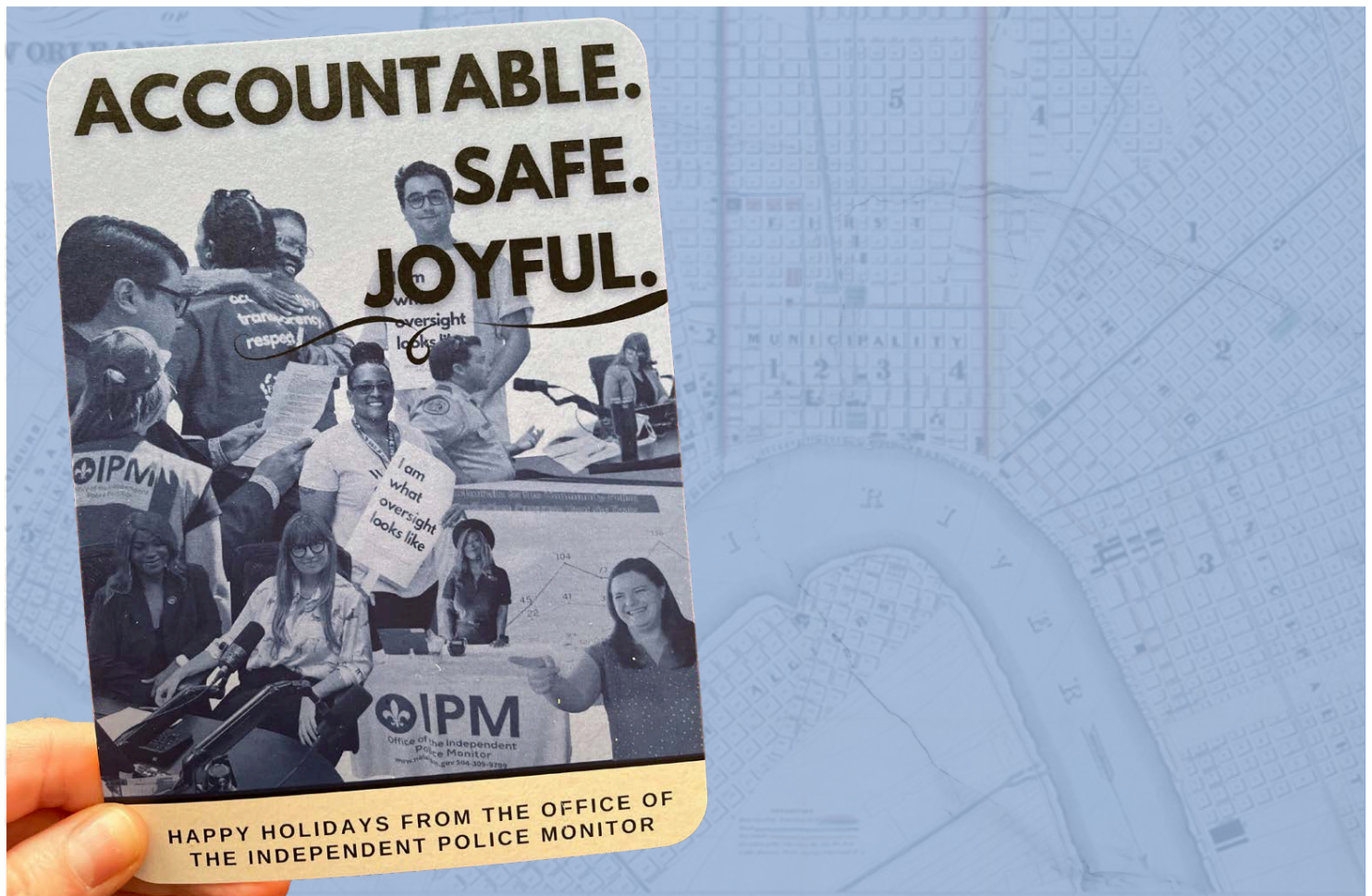


# OFFICE OF THE INDEPENDENT POLICE MONITOR

## MONTHLY COMMUNITY REPORT December 2025



**Transparency. Accountability. Respect.**



# LETTER TO THE COMMUNITY



Dear New Orleans Community,

During December, the Office of the Independent Police Monitor (OIPM) reflected on the year's end and started to look into our future. I am currently writing this letter during our **four days of reflection and mourning to mark the year anniversary of the New Year Eve's terrorist attack on Bourbon Street**. The OIPM extends our support to the survivors and the families and loved ones of those who died on Bourbon Street last year. I was on call that day, and I can say that standing at the intersection of Bourbon and Bienville was overwhelming and painful - and even reflecting on that day now is difficult.

The OIPM thanks the officers who ran towards the danger on January 1, 2025, the officers, medical personnel and bystanders who provided medical assistance, the officers who helped crowds disperse, and then tried to unite friends and families who were separated, the officers who then continued to serve New Orleanians for the rest of the day - despite the things they lived through just hours earlier. On behalf of the OIPM, I hope you treat yourself with kindness, empathy and patience during these days of reflection. If you or someone you know may need or want assistance, you can access **wraparound free trauma recovery** care from Seeds of NOLA at (504) 702-4335. Please visit [crimesurvivorsnola.org](https://crimesurvivorsnola.org) for more information and to access the Crime Survivors Guidebook to learn more about resources that may be available to you.

On December 7, 2025, I along with our Deputy, Kirschelle Williams, attended the **Memorial Inspection and Mass** in remembrance of our fallen first responders. This annual event is an opportunity for all first responders in the city to come together in support.

In response to ongoing questions from the public regarding how NOPD may interact with ICE, the OIPM released our third edition of the series **"Baton Rouge Check In with the IPM."** In the post, the OIPM explained legislation passed in 2025 and implemented on August 1, 2025 affecting policing in the state of Louisiana. This post focused on Act 399 which was signed into law amending La R.S. § 14:130.1: Obstruction of Justice and La R.S. § 14:134: Malfeasance in Office. This post explains the law, the background for the law, and highlights how this creates new directives for police officers in Louisiana.

Looking to the year ahead, in the coming month, the OIPM will release our **2026 Work Plan**. Each January, the OIPM releases a work plan outlining our goals for the year. This plan serves as a roadmap to guide our efforts, helping us prioritize where we can best fulfill our mission, provide oversight, and serve the community. We look forward to sharing this document with you soon.

Thank you for your continued support and let's stay safe,

*Stella Cziment*

Stella Cziment, Independent Police Monitor

Above, the OIPM attends the Memorial Inspection and Mass in Jackson Square.

Below, are some of the slides of the informative post the OIPM created to explain requirements around the NOPD's interactions with ICE.

# ACHIEVEMENTS, UPDATES, & WORK

## OIPM Leads Training on Misconduct Investigations and Role of Oversight in Force Investigations

In December, Independent Police Monitor, Stella Cziment, led a training for officers responsible for initiating disciplinary investigations into potential misconduct that they observe in their platoons or in their district. Stella discussed the role of oversight in monitoring and reviewing formal disciplinary investigations and in use of force investigation scenes and investigations.



## OIPM Discusses Training Priorities and Training Videos with the NOPD Academy and Training Advisory Committees

What videos should be watched by recruits and during in-service trainings? What should our training priorities be for the coming year? This month, the OIPM participated in the Training Advisory Committee meeting and the Training Video Advisory Committee meeting where we discussed the answers to those questions. At the Training Video Advisory Committee meeting, the OIPM sat alongside NOPD Academy staff and instructors and leadership in the Force Investigation Team and the Public Integrity Bureau as we reviewed In Car Camera and Body Worn Camera footage of taser deployments. After each video, the group discussed if the footage should be used for training purposes - to teach what to do or what not to do, when to deploy a taser and when not to deploy, and how to properly utilize that equipment and how not to utilize the equipment. Additionally, the group flagged any other risk, legal, or training concerns from the video requiring additional follow up from the Academy.



## December on the Monitor's Mic

This month on the Monitor's Mic, the OIPM hosted three guests with unique expertise in law enforcement and law enforcement best practices. On December 5th, the Monitor's Mic interviewed **Jason Armstrong, a former Chief of Police and a nationally recognized expert in policing.** We discussed Chief Armstrong's long and impressive career--most notably his appointment as the Chief of Police in Ferguson, Missouri five years after the police killing of Michael Brown, Jr. In Ferguson, Chief Armstrong led reform efforts in collaboration with the U.S. Department of Justice while the department was under a Consent Decree. We asked Chief Armstrong about what he has learned while rebuilding after a crisis, implementing reforms, and creating community accountability. Chief Armstrong also talked about his career after his time in Ferguson which has brought him back to his home state of North Carolina.



Office of the Independent Police Monitor  
[www.nolaipm.gov](http://www.nolaipm.gov) | 504.309.9799

### THE MONITOR'S MIC

Where we talk oversight, policing, and you

**Guest of the Week:**  
**Chief Jason Armstrong**

Tune in to the Monitor's Mic on Friday, 12/5, to hear from Chief Armstrong - a leader in policing. Chief Armstrong is a retired police chief who served in Georgia, Missouri, and North Carolina. Most notably, Chief Armstrong was appointed police chief in Ferguson, Missouri, five years after the police killing of Michael Brown Jr. Listen in as Chief Armstrong talks about his career leading police departments, his work in Consent Decree reform, change management, and community accountability.

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



Stella Cziment  
Independent Police Monitor

Katherine Williams  
Deputy Police Monitor

Next, on December 19th, the Monitor's Mic spoke with **Major Lejon Roberts and Captain Preston Bax of NOPD's Special Operations Division (SOD).** We talked to the Major and Captain about the makeup of SOD and what units and specialties are contained within it. We asked how SOD work is different from the district stations within NOPD and about misconceptions people may have about SWAT. Both Major Roberts and Captain Bax discussed the training required for an officer to be admitted to SOD--be it in SWAT, the K9 unit, crisis negotiation, or bomb disposal. The Major and Captain explained when a situation warrants SOD's involvement and how SOD is activated with NOPD. We also asked Major Roberts and Captain Bax to fill us in on some of the equipment that SOD uses, how SOD reviews it's operations, high-risk warrants, inter-agency partnerships, and how SOD's officers cope with the intense, high-stress nature of the job.



# 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	63	103	110	74	63	65	102	38	43	74.75
Police Complaint Count	3	1	2	1	5	6	2	5	3	3.13
Civilian w/in NOPD	0	0	1	0	1	1	0	0	0	0.38
Anonymous Complaint	22	26	22	27	21	29	0	0	0	15.63
Community Liaison Count	20	13	30	26	20	43	17	8	7	20.50
Case Monitoring Count	7	5	4	7	5	12	0	10	8	6.38
Case Review Count	0	0	1	4	5	3	9	8	1	3.88
Contact Only Count	44	108	66	34	17	29	23	2	9	36.00
Disciplinary Hearing Count	47	49	43	67	71	64	61	66	35	57.00
Critical Incident Count	12	8	5	6	8	11	10	7	7	7.75
Firearm Discharge Count	9	8	6	7	7	9	9	4	4	6.75
Lvl 4 Non-Critical	15	17	10	18	9	12	0	0	0	8.25
Force Monitoring*	2	5	1	0	0	0	0	0	0	0.75
Mediation Count	34	33	28	25	23	38	38	23	31	29.88
Commendation Count	2	8	6	2	8	3	7	1	2	4.63
Grand Total	280	384	335	298	263	325	278	172	150	276

	Dec 2025	Dec 2024	Dec 2023	Dec 2022	Dec 2021	Dec 2020	Dec 2019	Dec 2018	Dec 2017	2017-2024 Average
Citizen Complaint Count	8	5	3	3	4	4	17	6	6	6.00
Police Complaint Count	0	0	0	0	1	1	0	0	0	0.25
Civilian w/in NOPD	0	0	1	0	0	0				0.20
Anonymous Complaint	1	1	2	1	0	1				1.00
Community Case Liaison Count	2	0	2	2	0	3	0	0	0	0.88
Case Monitoring Count	1	0	0	0	1	0	0	0	0	0.13
Case Review Count	0	0	0	0	0	0	1	0	0	0.13
Contact Only Count	3	6	9	3	0	0	5	0	0	2.88
Disciplinary Hearing Count	6	4	0	2	5	0	7	3	2	2.88
Critical Incident Count	0	1	1	0	0	0	1	0	0	0.38
Firearm Discharge Count	0	1	2	1	0	0	1	0	0	0.63
Lvl 4 Non-Critical	0	0	1	0	0	2				0.60
Force Monitoring*	0	0	0							0.00
Mediation Count	1	3	0	2	2	1	3	1	3	1.88
Commendation Count	0	1	1	1	0	0	0	0	0	0.38
Grand Total	22	22	22	15	13	12	35	10	11	17.50
Community Outreach Events	5	5	4	5	5					

*\*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:	\$1,084,357.00
Unexpended funds	\$221,428.00

# 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:

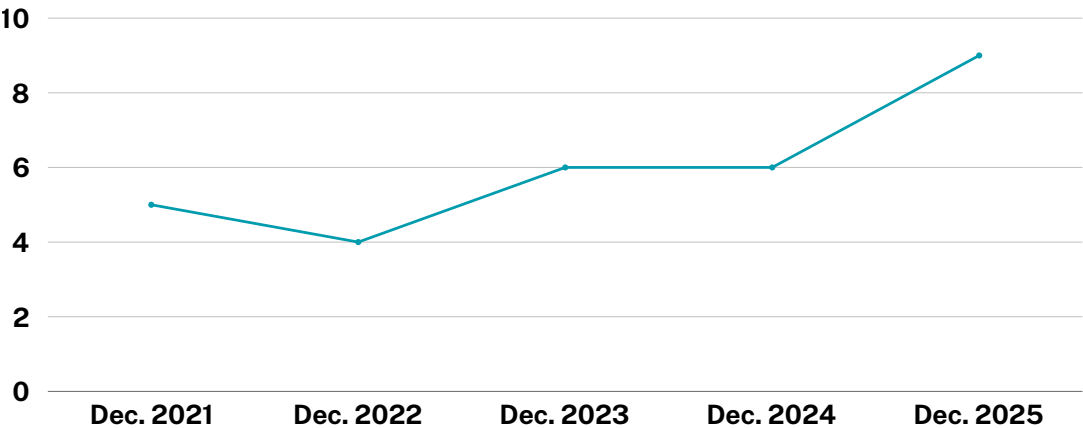
- Use of Force
- Abuse of Authority such as unlawful searches and seizures, premises enter and search, no warrant, threat to notify child services, threats to damage of property, etc., refusal to take complaint, refuse to identify themselves, damages to property seized
- Failure to supervise
- Falsification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



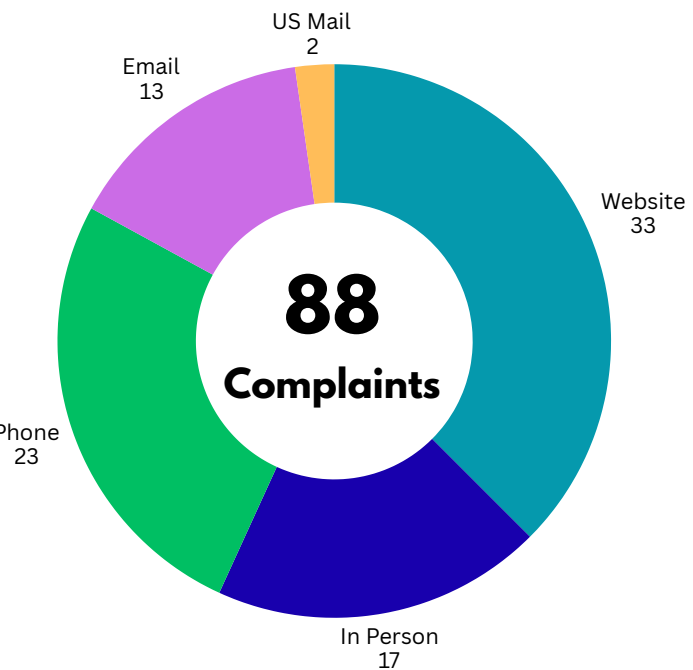
9

**Total Complaints  
Received this  
month**

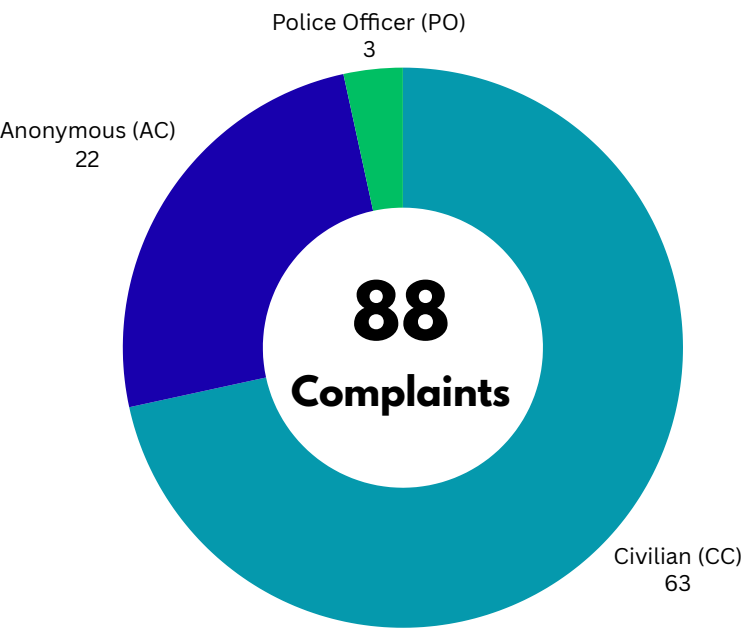
88

**Total Complaints  
Received This  
Year**

Complaint Intake Source - 2025

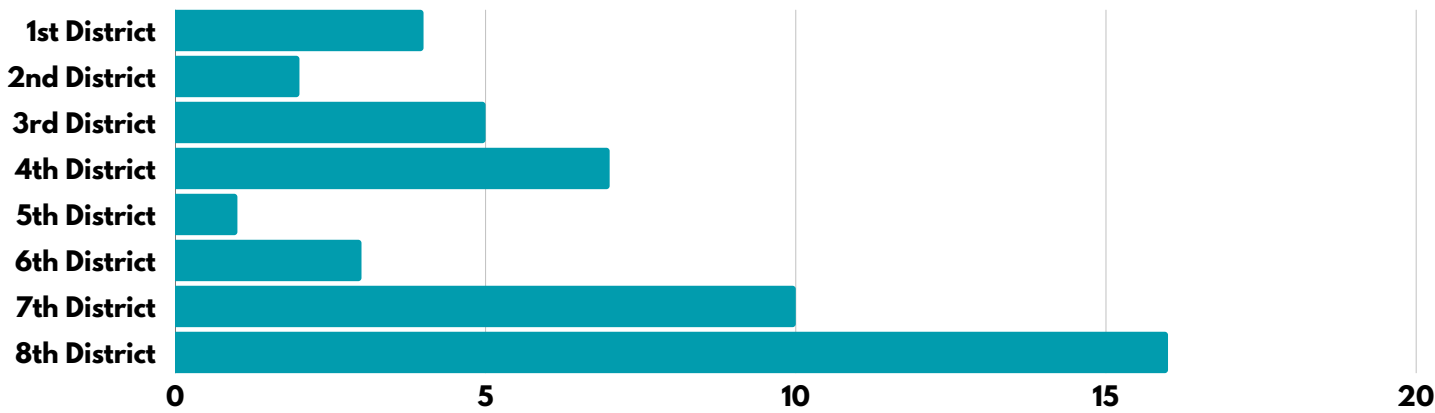


Complainant Type - 2025

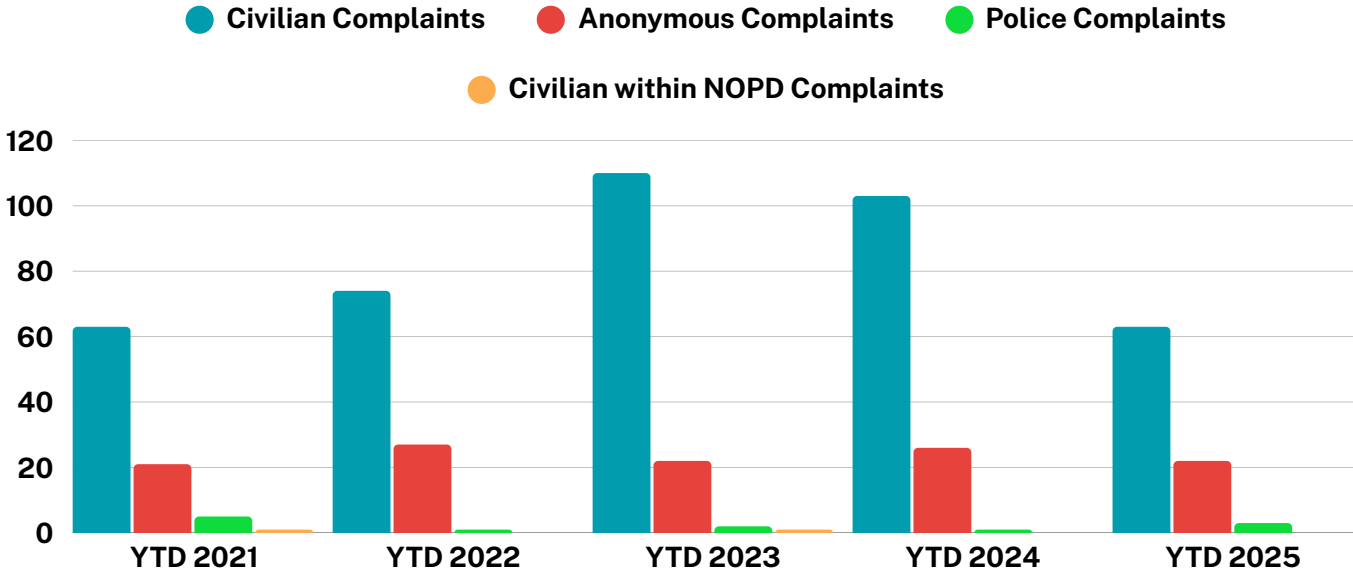


# Districts - Past 12 Months

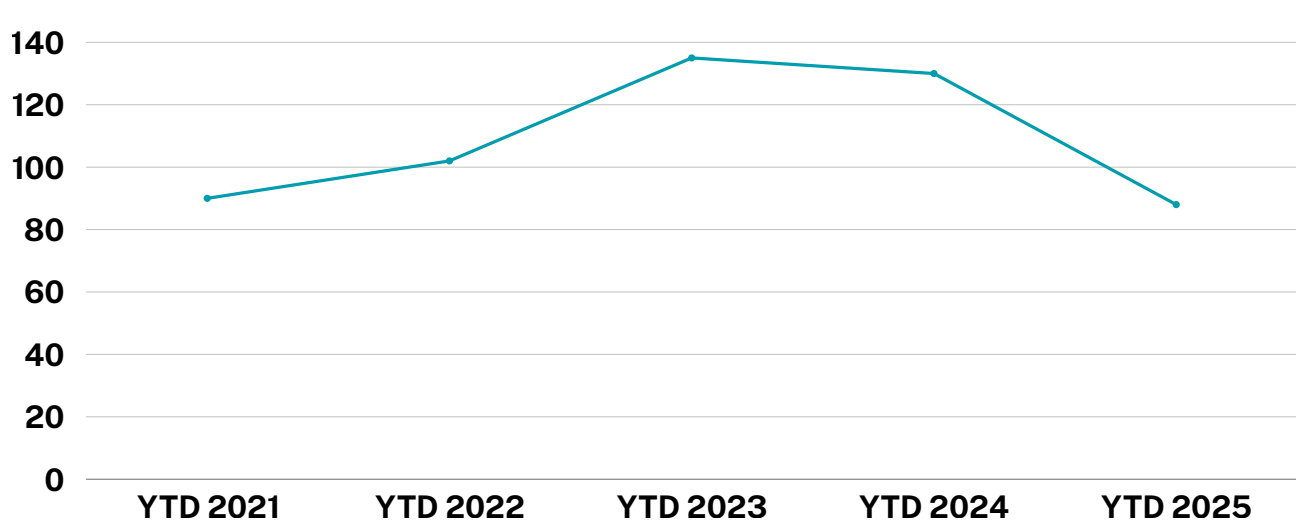
This chart communicates where the alleged misconduct occurred by police district. This requires the misconduct to occur in a physical space (instead of an incident that occurs over the phone or internet for example). This is based on complainant disclosure and the OIPM tries to verify this information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



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

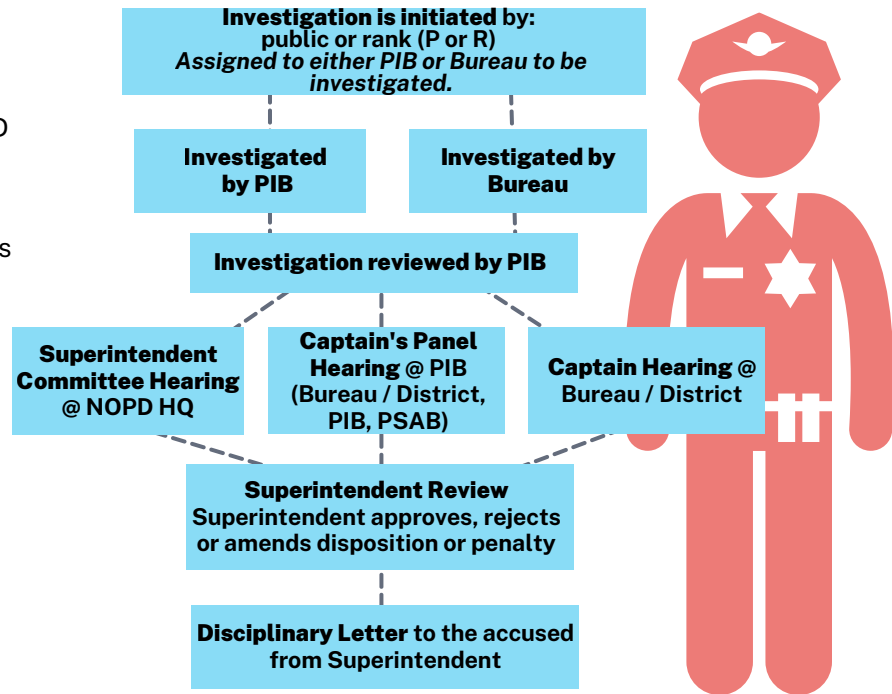


## Complaint Totals YTD - 2021, 2022, 2023, 2024, 2025



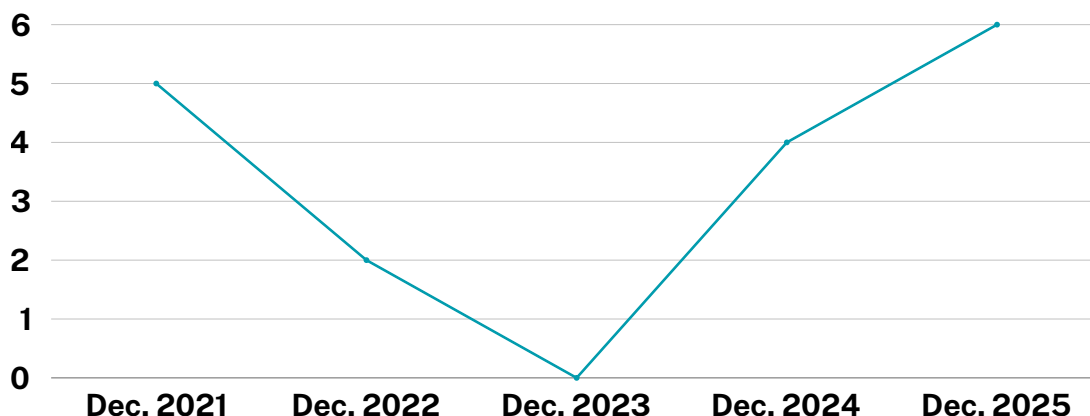
# DISCIPLINARY PROCEEDINGS

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 - December



6

**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.

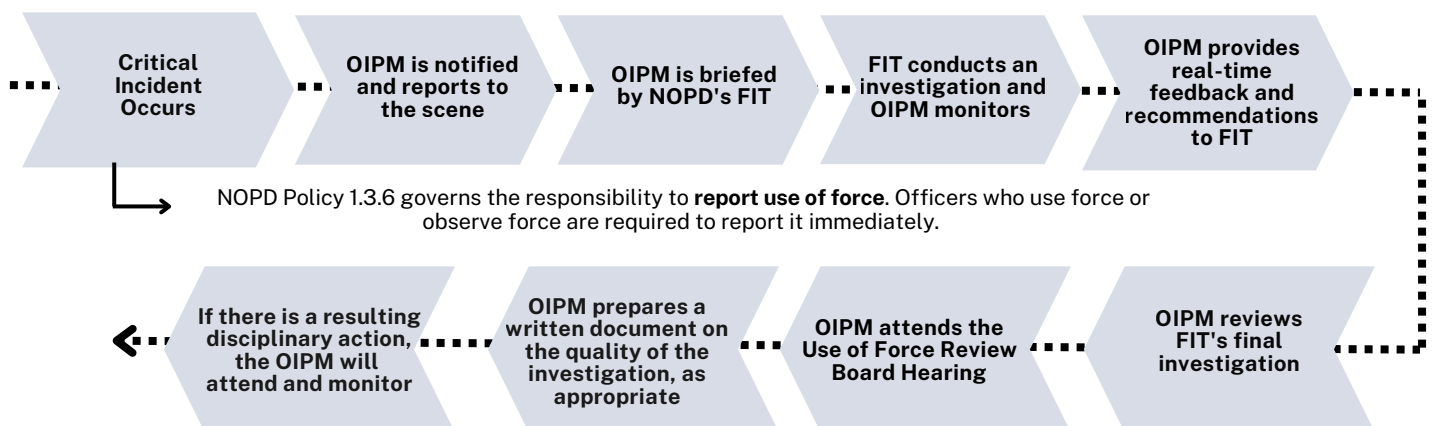
### Use of Force

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

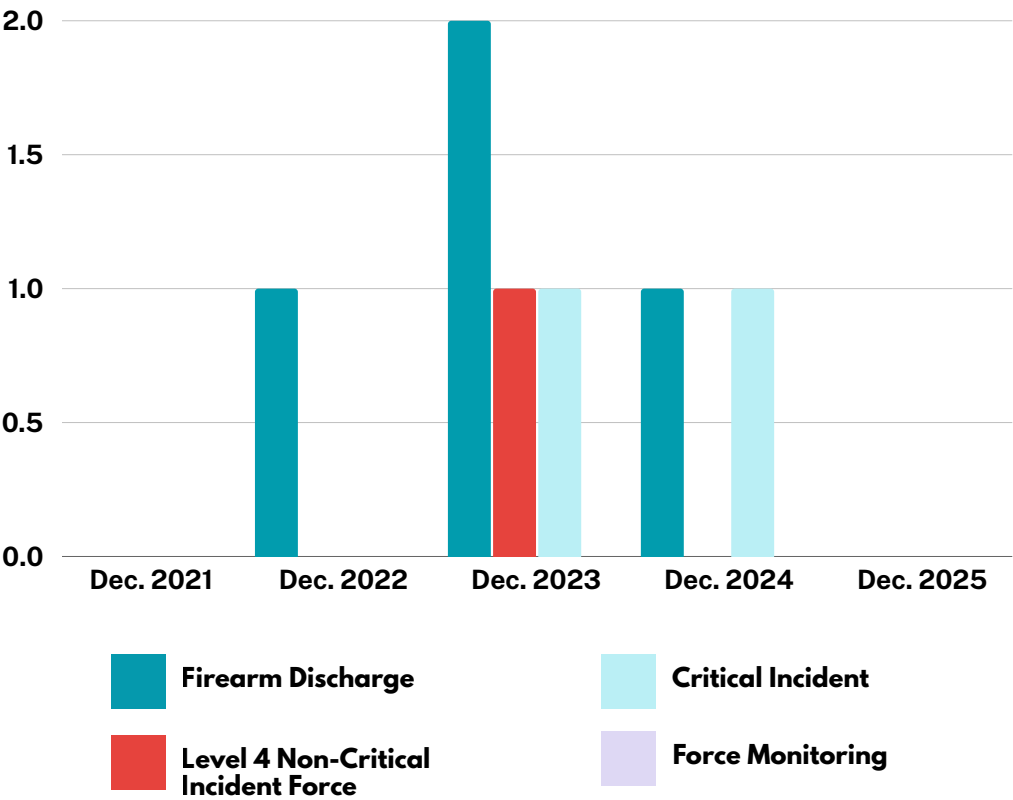


# Use of Force Work

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



**0**  
**Firearm Discharge this Month**

**0**  
**Critical Incidents this Month**

**0**  
**Level 4 Non-Critical Use of Force this Month**

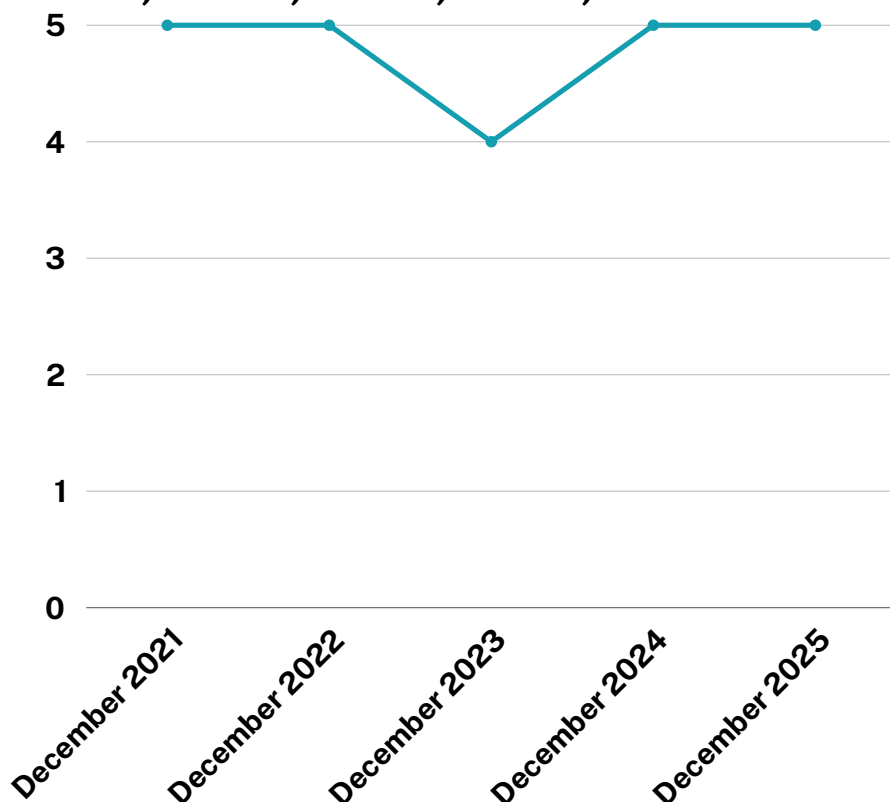
**0**  
**Additional Force Monitoring this Month**

# 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 - December

2021, 2022, 2023, 2024, 2025



5

**Total Outreach  
Events this Month**

## Outreach Events

- IPM Stella Cziment Trained on Oversight/Monitoring @ NOPD Training Academy
- NOPD Municipal Training Academy Training Advisory Committee Meeting
- NOPD Training Video Approval Committee Meeting
- Memorial Inspection & Mass in Remembrance for Fallen First Responders
- 4th District PCAB Meeting, Dec. 16<sup>th</sup>



If you want to listen our Monitor's Mic programing, it is all available online. You can listen on the OIPM website:

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



**Stella and Kirschelle interview  
Chief Armstrong on the Monitor's  
Mic**



**ISB Sgt. Blackman at the  
Memorial Inspection and Mass.**

# COMMUNITY-POLICE MEDIATION

## 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.

### Voluntary

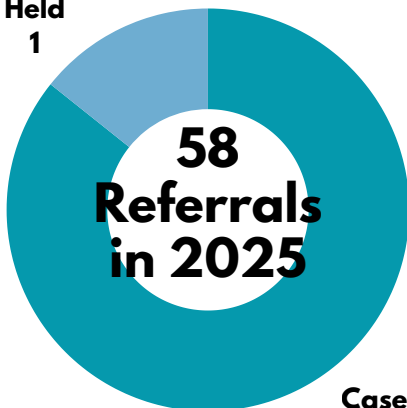
All participants engage in mediation at their own free will. They can end the process at any time and will not be forced to do anything or say anything they do not want to. No one is forced to agree to anything they do not want to.

### 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.

## Mediation Numbers - December

Mediations  
Held  
1



Cases Referred  
6

## Post-Investigation / Cleared by Camera (CBC) Mediation Numbers - December



Mediations  
Scheduled for  
January  
1

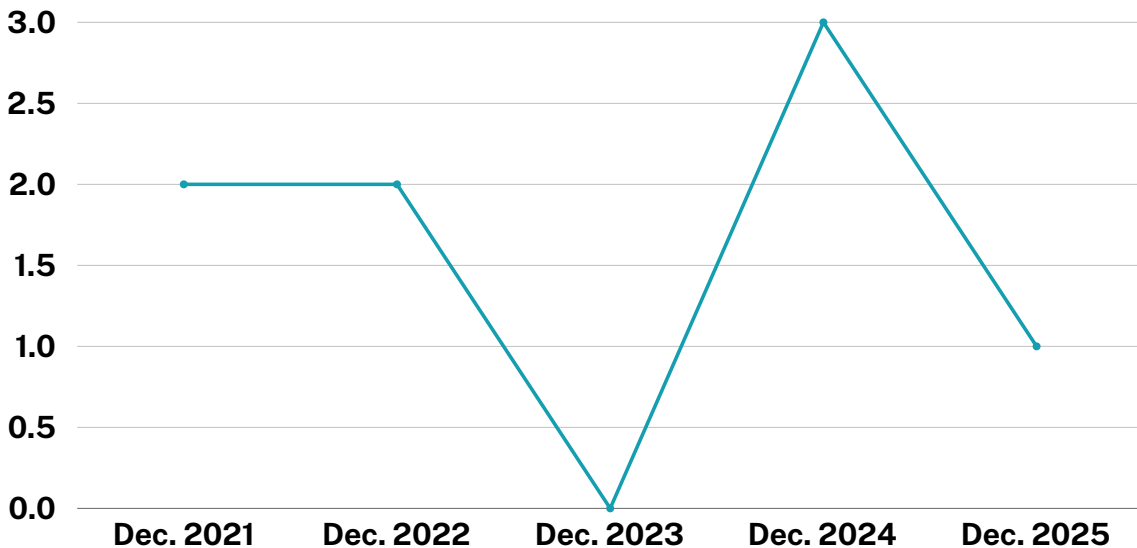
**Non-judgmental**  
**Confidential**  
**Voluntary**



### 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.

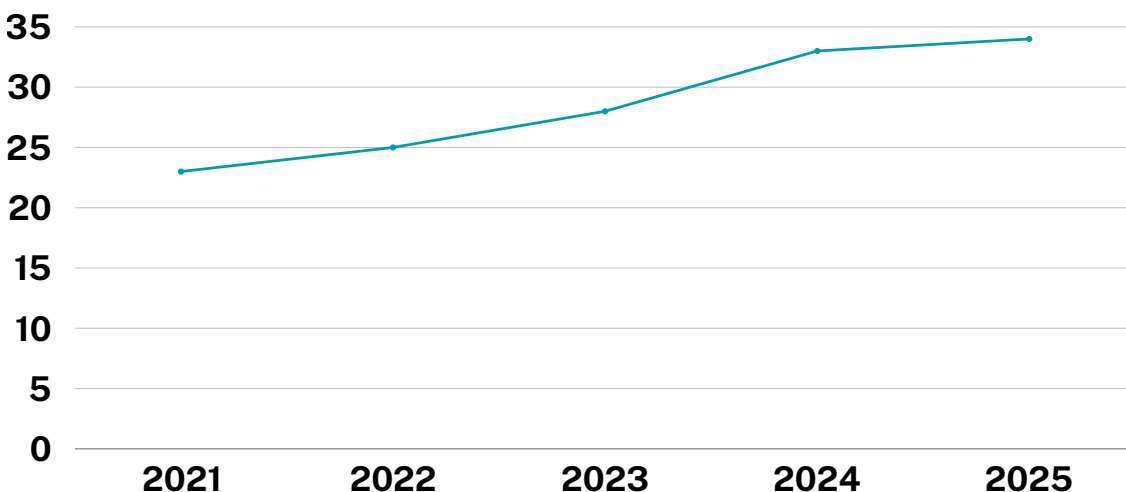
## Total Mediations Held This Month 2021, 2022, 2023, 2024, 2025



**1**

**Total  
Mediations  
Held this  
month**

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



**34**

**Total  
Mediations  
Held YTD**