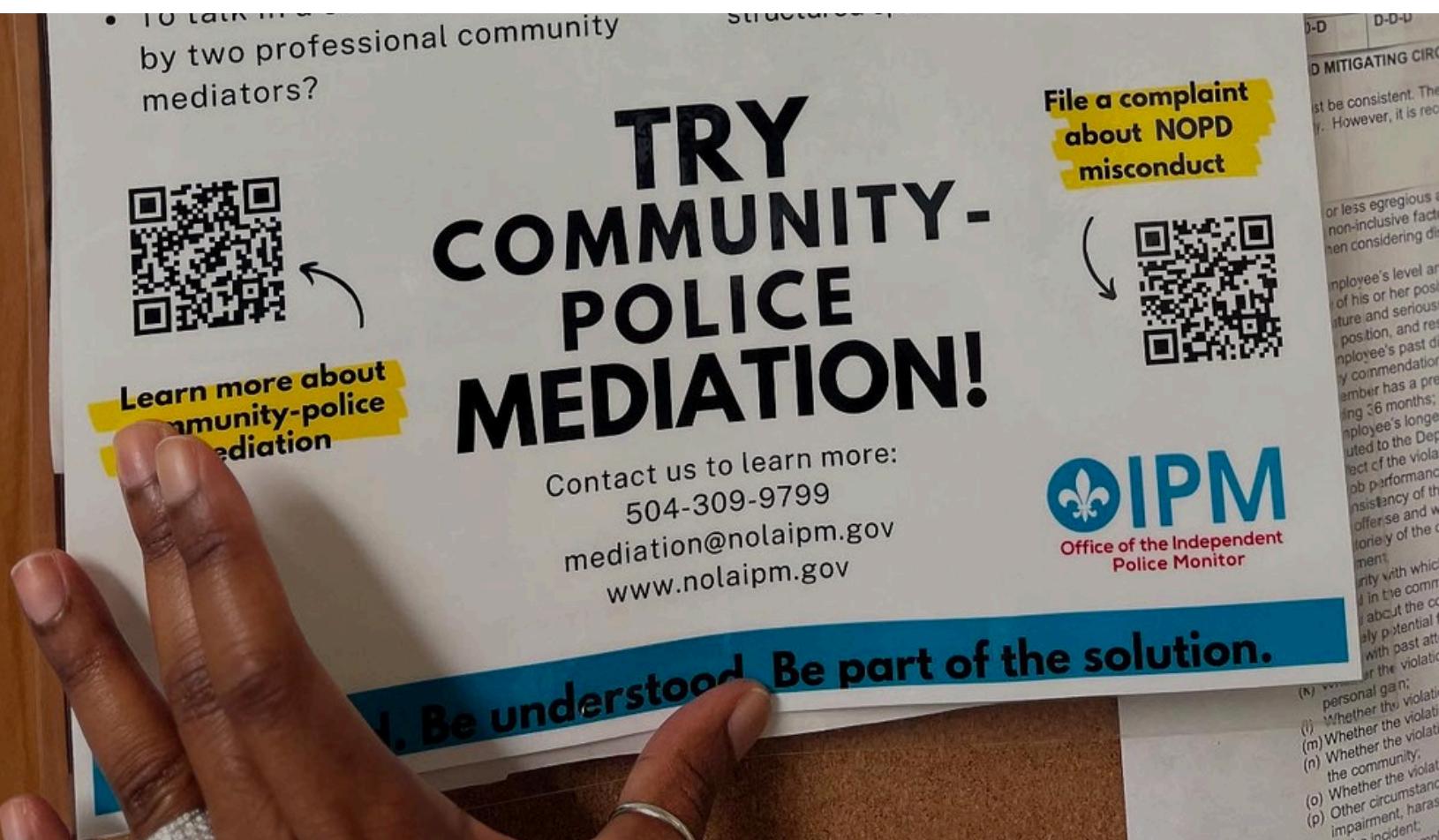


OFFICE OF THE INDEPENDENT POLICE MONITOR

MONTHLY COMMUNITY REPORT

July 2025



During the month of July, the Mediation Team posted the updated Community-Police Mediation fliers (above) at police stations, libraries, and NORD Centers in every neighborhood of New Orleans.

Transparency. Accountability. Respect.



LETTER TO THE COMMUNITY

Dear New Orleans Community,

I want to start this letter by **congratulating Class #204 on your graduation from the NOPD Academy**. As you step into your role as officers, remember the immense responsibility you carry and the impact you can make in our community. Stay committed, stay accountable, and always lead with service at heart and you will become police officers that make New Orleans proud.

At the next graduation for Class #205, there will be a new award given to a recruit: **the Constitutional Policing Award Sponsored by the Office of the Independent Police Monitor**. This award will be given to the recruit who scored the highest in documenting the application of the core principles of Constitutional Policing in reality-based training exercises. Recruits must demonstrate their understanding and compliance with policy and legal guidance preparing detailed departmental reports – including reasonable suspicion, probable cause, and justified (and legal) uses of force. This award is an amazing opportunity to push the prioritization and the comprehension of constitutional policing standards and requirements and recognize individuals who demonstrate a mastery of this important tenet of police work. The OIPM was inspired to create this award after watching recruits receive sponsored awards from other organizations, such as the New Orleans Police and Justice Foundation and the Fraternal Order of Police. The OIPM observed that these awards helped establish a positive initial connection between the recruits and the presenting agencies. The OIPM similarly seeks to reward and recognize the admirable work of our graduates and officers, while also ensuring that we are starting the career relationship of police officers and monitors on the right foot. We look forward to these critiques to be administered by the NOPD Academy Staff and for the first recipient of the award to be named in October 2025!

This month the OIPM learned that the proposal we wrote for the National Association for Civilian Oversight of Law Enforcement (NACOLE) was selected to be presented at the Annual Conference in Minneapolis, Minnesota. The proposal titled: **“Power of the Hashtag: Social Media in Policing and Oversight”** will be an opportunity for the OIPM (me) and the IPM of Fort Worth, Texas, to co-present on the legality of social media use in law enforcement and oversight, the impact of social media platforms in this field, and provide practical advice on how to navigate the challenges that social media may present in a “post-truth” environment where there is an abundance of “fake news.”

At the beginning of August, the **OIPM will host a public forum and panel with stakeholders regarding facial recognition software**, the pending ordinances lifting or changing prior restrictions on law enforcement use of the technology, and how this technology may affect policing strategies and impact in New Orleans. This event is on Wednesday, August 6, 2025, from 6:00 - 7:30pm at the Treme Community Center at 900 N. Villere Street New Orleans LA 70116. We hope to see you there!

Thank you,

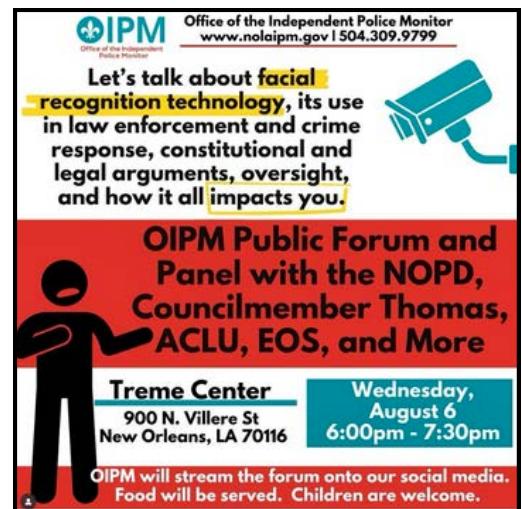
Stella Cziment

Stella Cziment, Independent Police Monitor



Above, the program and graduation event for Recruit Class #204.

Below is a mock up of the future Constitutional Policing Award sponsored by the OIPM.



ACHIEVEMENTS, UPDATES, & WORK



Policing, Oversight, and Facial Recognition Software

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 during the month of July. The OIPM used our public platforms to push vital information on law enforcement's use of this technology and inform the community on the ordinances potentially changing policing protocol on software use.

In July, the OIPM continued to build on the work started in June. Last month, 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 their facial recognition software and how they work with the NOPD. 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.

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 and the ACLU joins the OIPM for a robust conversation about facial recognition technology (FRT) and law enforcement on the Monitor's Mic.

Right Corner: The public comments and uploads questions for the Eye on Surveillance show about FRT.

 [nopo.news](#) On July 16, **#NOPD** Lt. Dave Barnes was a guest on the New Orleans Independent Police Monitor's "Monitor's Mic" radio show where he took part in an informative and engaging discussion with ACLU of Louisiana Executive Director Alana Odoms and IPM Stella Czimenti on the use of facial recognition software by law enforcement. Lt. Barnes has worked to craft the department's policy regarding the use of this software. A proposed restructuring of this ordinance will be taken up by the New Orleans City Council in the coming weeks.

The program was recorded and will air on Friday, July 18, at noon on WBOK 1230 AM.

We thank Director Odoms and the IPM for the opportunity and for the discussion on this vital topic. [#CommunityPolicing](#)

 [rachellauren.hair](#) Way to go Dave!! 

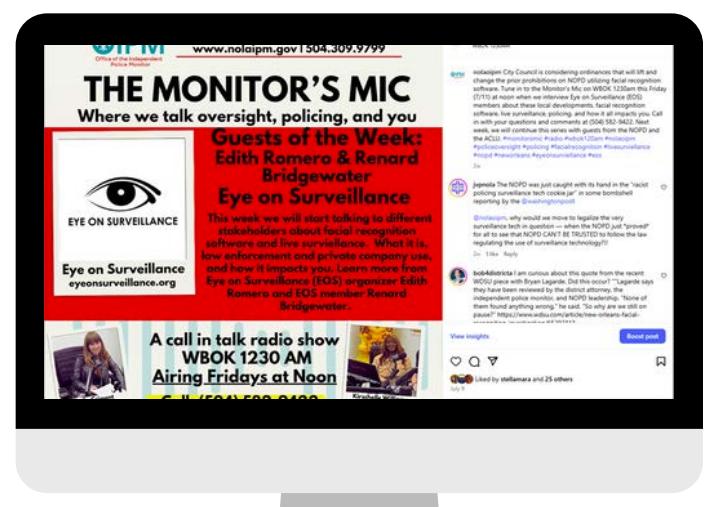
1w 1 like Reply

 [gavy.bailey](#) Thank you!!

1w Reply

 [nolaoipm](#) Thanks for coming on and participating in this timely discussion! We look forward to the community listening to this informative episode tomorrow at noon on WBOK 1230am !

1w 2 likes Reply



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 legality of facial recognition software with us. This discussion was a true primer in the question of whether legally the police can utilize live surveillance and facial recognition technology.



In the coming month, the **Monitor's Mic** will host at-large Councilmember **J.P. Morrell**, who will discuss 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. This show on August 1st will be a chance to discuss his privacy and constitutional concerns with this software being utilized by law enforcement and other policing ordinances to improve transparency that he's currently spearheading.

Additionally, **hold the date of Wednesday, August 6, because the OIPM is hosting a public forum and panel at the Treme Community Center** with stakeholders including: Councilmember Oliver Thomas, the NOPD, ACLU, Eye on Surveillance, and others to get public input on the technology prior to this matter being put to a vote before City Council.

The OIPM takes our responsibility seriously to facilitate public feedback and answer questions from the community on this software and all other policing tools and technologies in New Orleans. We will continue to provide information regarding this issue in the coming month.

Above, the OIPM poses with Lt. Barnes of the NOPD and Executive Director of the ACLU, Alanah Odoms.

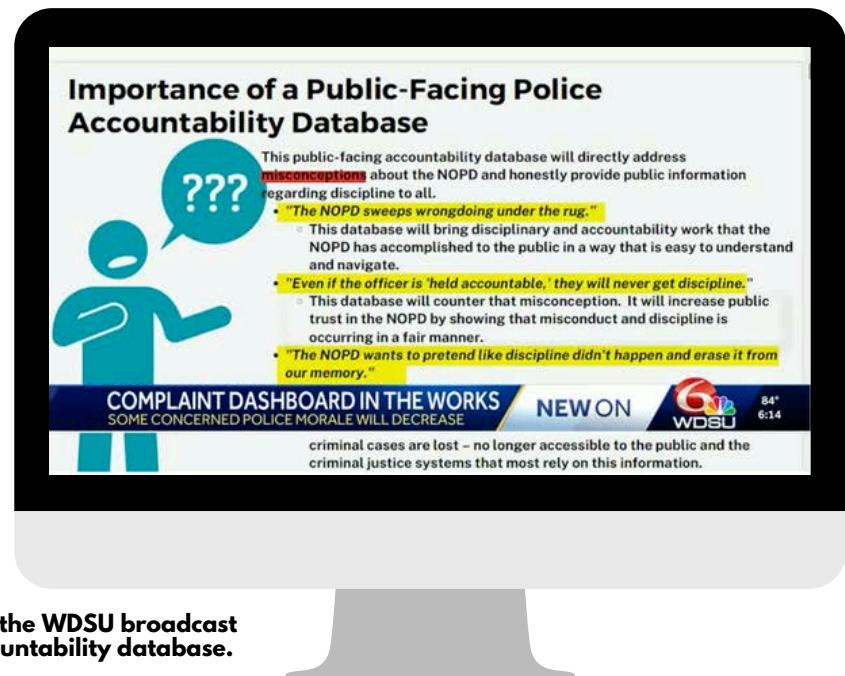
Below, the OIPM post about Councilmember Morrell on the Monitor's Mic on 8/1.



Police Accountability Dashboard: Officer Award, Misconduct, and Force Searchable Database

The Police Accountability Dashboard is a collaborative, city-led initiative designed to increase transparency around NOPD disciplinary outcomes and officer commendations. The OIPM is the project manager of this initiative. As the project nears public launch, we want to clarify its purpose, address recent concerns, and reinforce the safeguards built in to protect both public trust and officer integrity. In the month of July, WDSU reported on the progress of the dashboard and the concerns of a stakeholder: the New Orleans Police and Justice Foundation.

The OIPM wanted to briefly clarify some of the information shared during that broadcast and provide an update on this joint city project.

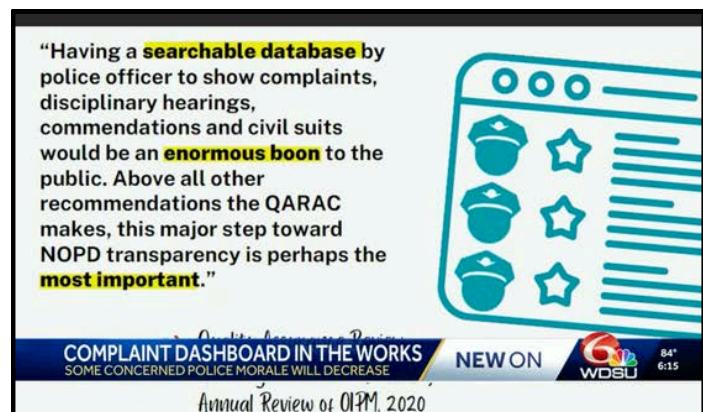


Right bottom, a still from the WDSU broadcast regarding the police accountability database.

ACHIEVEMENTS, UPDATES, & WORK

What is the purpose of the dashboard and who is behind it?

This is a joint city effort that was spearheaded by the City Council in the aftermath of the murder of George Floyd and the demand across the country for increased accountability and transparency in our police departments. This project was pitched to City Council by criminal justice stakeholders, and after a series of discussions, the Office of the Independent Police Monitor and the New Orleans Police Department were brought in as partners. Now, the OIPM manages the project and the NOPD is included in every step of the project development. NOPD leadership served on the RFP selection committee and will be involved in both the development of the database and the provision of data.



The primary purpose of the database is to inform the public of the very real accountability that is happening every day in the New Orleans Police Department. NOPD holds officers accountable, but often that reality is not felt or understood by the public. This database will ensure that the community understands who is policing them, increase public buy in to the accountability systems that the NOPD has built, and communicate that their department is committed to ethical and constitutional policing.

Will the dashboard display complaints that were found to be unfounded or not sustained? If so, how will that be clearly indicated or explained to avoid misinterpretation?

Everything available on the database will be public record. There are four possible outcomes to allegations that are investigated: sustained, not sustained, exonerated, and unfounded. This database is limited to only releasing disciplinary outcomes: "sustained" and "not sustained." Allegations that are unfounded or exonerated will not be included. It will also include officer awards and commendations.

This is not "complaint" information. Some of these disciplinary investigations will be the result of public complaints (so they will be classified with the P at the end) but some of these disciplinary investigations will be the result of rank-initiated matters from fellow officers and supervisors (so they will be classified with a R at the end). As for the language explaining what sustained and not sustained means – that is going to be a work in progress to ensure that the public understands that these are terms of art in accordance with the language of the Consent Decree and NOPD policy.

Current status of the Database?

Currently, the OIPM and the NOPD is reviewing a beta version of the site and providing feedback and notes to the vendor for changes. The OIPM intends to release a version of this database by the end of the year and looks forward to sharing this new tool with the public and all stakeholders!

July on the Monitor's Mic

In July on the Monitor's Mic, the OIPM predominately focused on providing relevant and timely information about facial recognition software and policing to the public (addressed earlier in the report); but the OIPM also interviewed **Louisiana State Representative Matthew Willard from District 97**. On the show, Representative Willard discussed public safety and law enforcement collaborations in his district and the state of Louisiana. He discussed legislation he sponsored to try to reduce the reasons the police could stop individuals for minor traffic offenses and his position on policing concerns across the city.

If you missed this show or any of our programing, it is all available online. You can listen to recordings of the show on the OIPM website:

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



Above, the social media post regarding Rep. Willard on the Monitor's Mic.

Right, is a screenshot of how you listen to past episodes of the Monitor's Mic online.



ACHIEVEMENTS, UPDATES, & WORK

What the IPM is Reading Series

A word about our “What the IPM is Reading” series. In July, the OIPM posted the third book in the series. This social media post is meant to be a different way of engaging with the public and sharing information and resources on topics around policing, oversight, the NOPD, and the community’s history with policing.

Frequently, the OIPM is asked by interested individuals what they should or could read to learn more about these fields. This series seeks to answer that question with a variety of interesting takes on these subjects.

The IPM does read all the books that are posted, but she does so afterhours and purchases the books with her own money. Recently, when the OIPM showcased the young adult novel about a police shooting, the post was reshared by a partner agency in a negative manner. It was suggested that that the OIPM is using taxpayer dollars to push a book club that selects books about tearing down the police.

There are a lot of different perspectives, sciences, and historical lessons regarding the police in New Orleans and police across the country. In order to engage in a thoughtful manner, as people, we sometimes need to entertain perspectives, sciences, and historical experiences different from our own. Books are a medium for learning new things and for considering different perspectives. If the perspective is different from the readers, do not feel alienated, but use it as a chance to learn something new from someone different from you. That is what the IPM seeks to do with her book selection.

If there is a book that you would like to recommend to the OIPM for the next selection, please email: policemonitor@nolaipm.gov



Above and right, the IPM and Deputy IPM, presented to City Council.

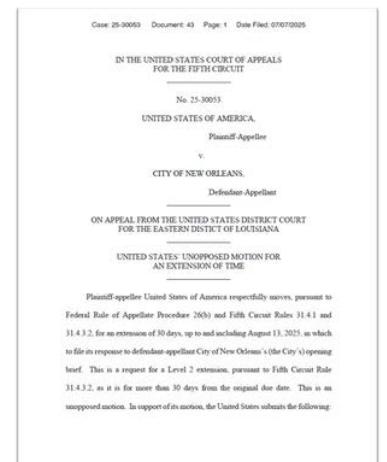
Consent Decree Updates

On July 7th, the Plaintiff-appellee, the Department of Justice, filed an unopposed Motion for an Extension of Time on their brief responding to the City's Appeal to Terminate the Consent Decree. In the motion, the Department of Justice made a disclosure that is worth noting to the public:

“Following the filing of the opening brief by the City of New Orleans, the parties have been in communication with each other to reach a resolution of the underlying decree in this matter which may avoid the need for this Court to rule on the issues raised in this appeal.”

The OIPM received questions from stakeholders regarding this disclosure of whether the OIPM was aware that the DoJ is trying to end the Consent Decree. At this time, the OIPM does not know of any DoJ effort to end the Consent Decree and has not been a part of any discussions regarding any effort. This does not mean that it is not happening; it only means the OIPM is not a part of that process and has not received any updates on this matter.

The OIPM will continue to track the filings. The DoJ new filing deadline is August 13th.



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	37	72	69	40	40	45	47	12	20	43.13
Police Complaint Count	2	1	0	0	4	0	0	4	2	1.38
Civilian w/in NOPD	0	0	0	0	1	0	0	0	0	0.13
Anonymous Complaint	15	13	10	21	19	22	0	0	0	10.63
Community Liaison Count	11	11	20	10	18	27	14	2	6	13.50
Case Monitoring Count	4	1	3	7	3	8	0	9	6	4.63
Case Review Count	0	0	1	4	4	2	4	3	0	2.25
Contact Only Count	33	62	30	20	12	26	14	2	4	21.25
Disciplinary Hearing Count	20	17	29	28	18	40	36	52	17	29.63
Critical Incident Count	10	4	3	5	7	9	8	4	6	5.75
Firearm Discharge Count	7	3	2	5	4	8	7	2	3	4.25
Lvl 4 Non-Critical	5	11	7	12	4	8	0	0	0	5.25
Force Monitoring*	1	3	1	0	0	0	0	0	0	0.50
Mediation Count	20	20	19	13	13	21	25	14	21	18.25
Commendation Count	1	5	3	0	3	1	1	0	2	1.88
Grand Total	166	223	197	165	150	217	156	104	87	162

	Jul 2025	Jul 2024	Jul 2023	Jul 2022	Jul 2021	Jul 2020	Jul 2019	Jul 2018	Jul 2017	2017-2024 Average
Citizen Complaint Count	4	4	8	8	7	4	4	1	2	4.75
Police Complaint Count	0	1	0	0	1	0	0	0	0	0.25
Civilian w/in NOPD	0	0	0	0	1	0				0.20
Anonymous Complaint	2	0	0	7	3	1				2.20
Community Liaison Count	0	2	1	2	4	2	1	1	3	2.00
Case Monitoring Count	2	0	0	1	1	0	0	2	1	0.63
Case Review Count	0	0	0	0	0	1	0	0	0	0.13
Contact Only Count	6	11	6	3	3	3	0	0	0	3.25
Disciplinary Hearing Count	3	6	1	4	5	5	16	3	4	5.50
Critical Incident Count	0	0	1	1	0	1	1	1	0	0.63
Firearm Discharge Count	0	0	1	1	0	1	1	1	0	0.63
Lvl 4 Non-Critical	0	2	2	3	0	0				1.40
Force Monitoring*	0	0	0							0.00
Mediation Count	3	4	5	0	1	3	3	3	3	2.75
Commendation Count	0	1	0	0	0	0	0	0	1	0.25
Grand Total	31	25	30	26	21	26	12	14	23.13	

*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:	\$677,519.00
Unexpended funds	\$628,266.00

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:

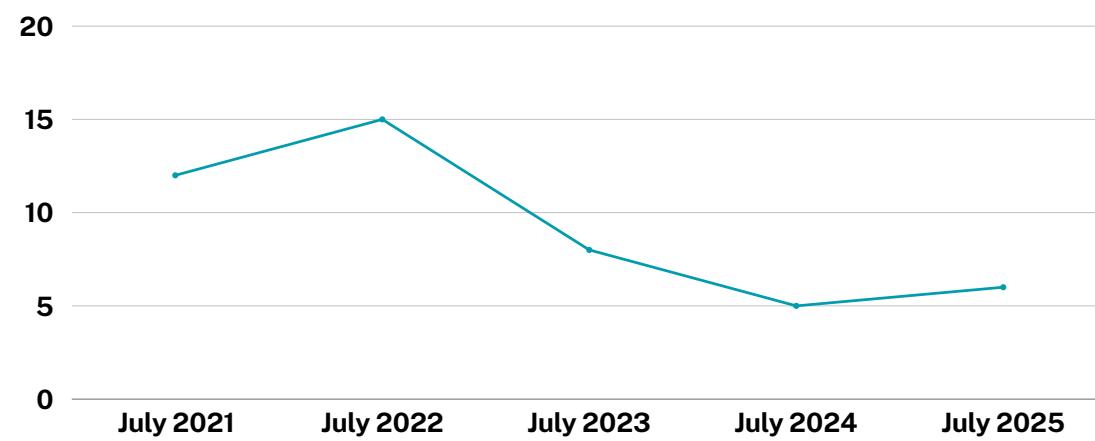
- Use of Force
- Abuse of Authority such as unlawful searches and seizures, premises enter and search, no warrant, threat to notify child services, threats to damage of property, etc., refusal to take complaint, refuse to identify themselves, damages to property seized
- Failure to supervise
- Falsification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



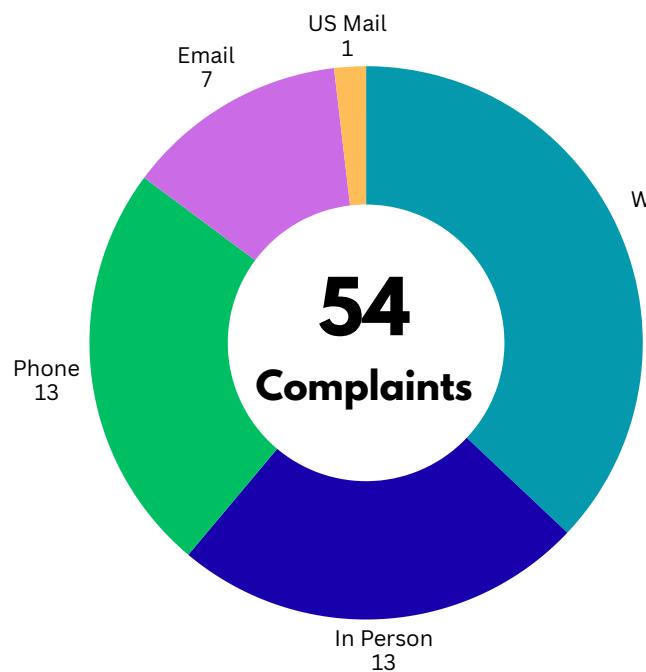
6

**Total Complaints
Received this
month**

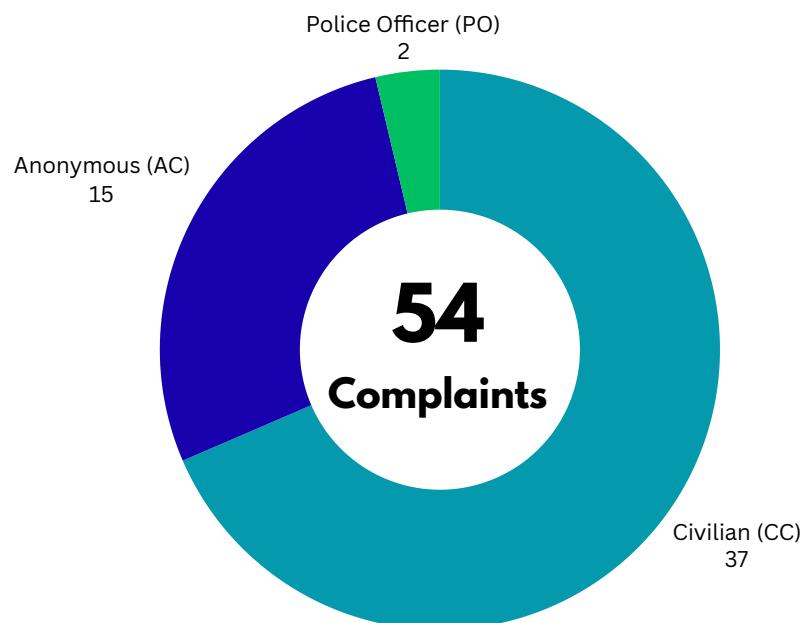
54

**Total Complaints
Received This
Year**

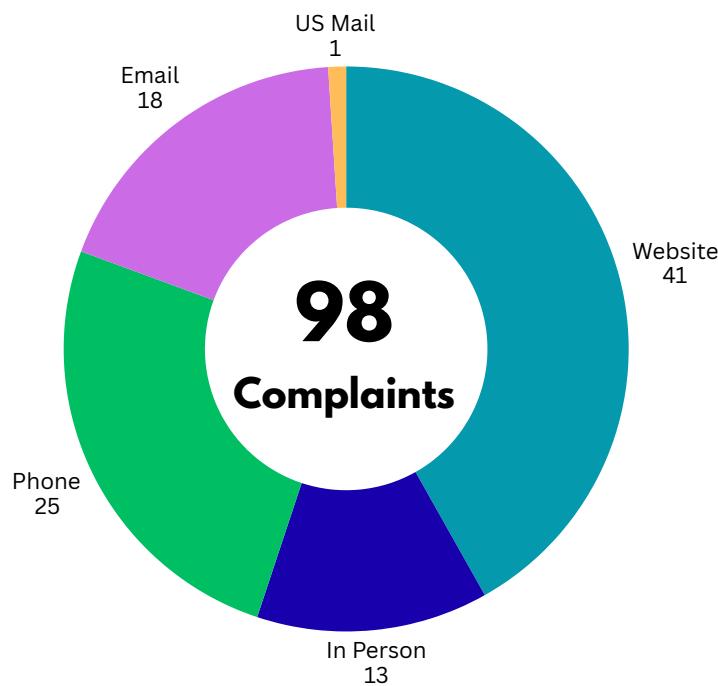
Complaint Intake Source - 2025



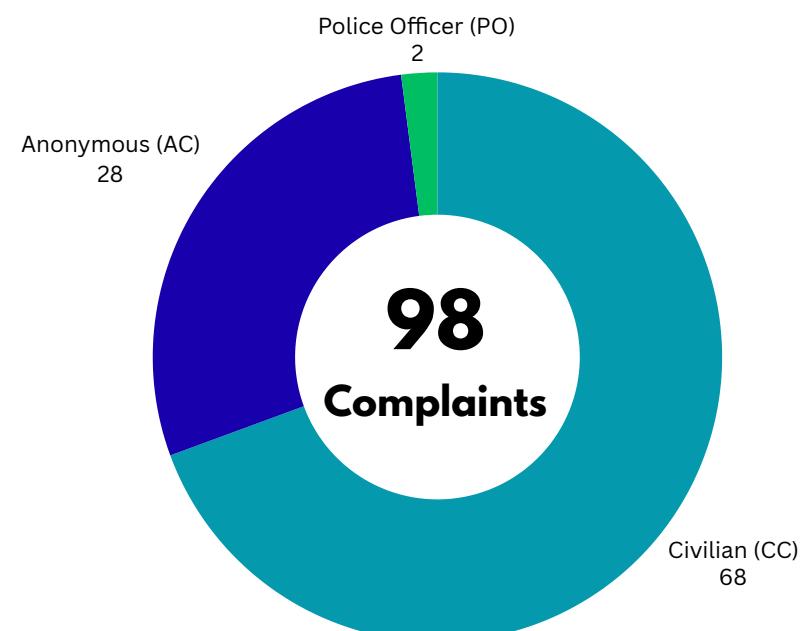
Complainant Type - 2025



Complaint Intake Source - Past 12 Months

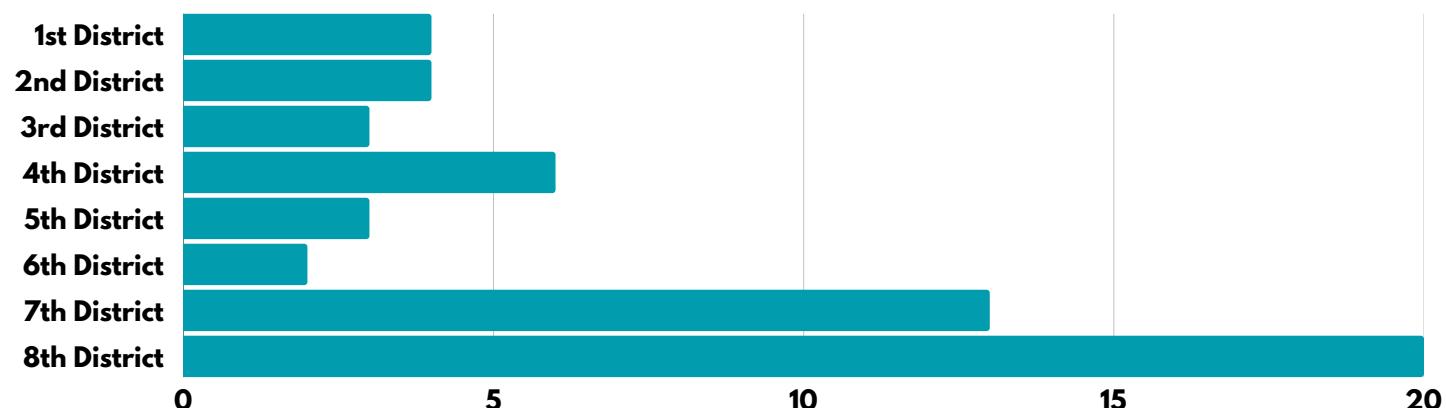


Complainant Type - Past 12 Months



Districts - Past 12 Months

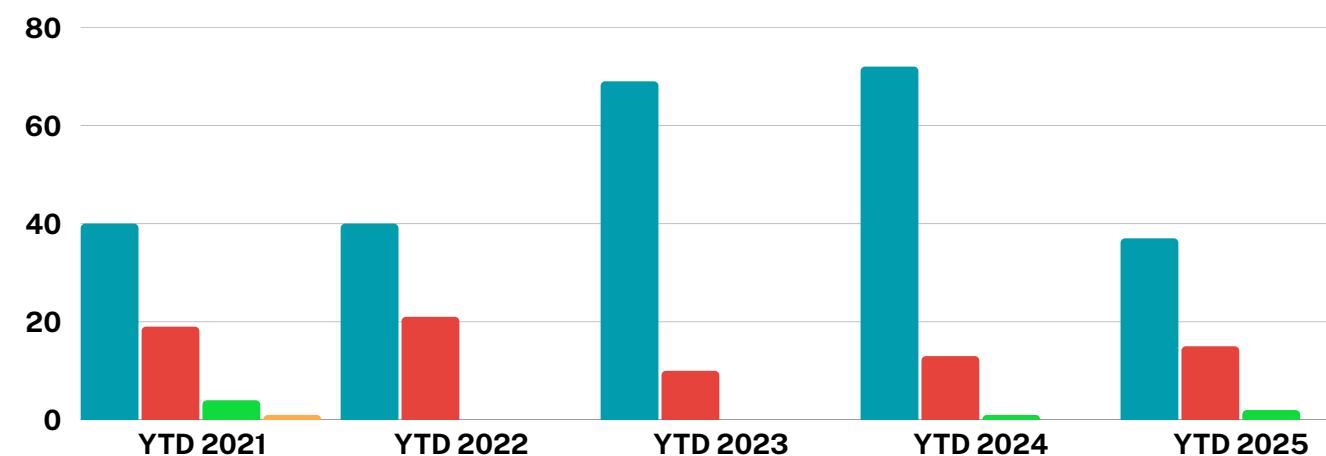
This chart communicates where the alleged misconduct occurred by police district. This requires the misconduct to occur in a physical space (instead of an incident that occurs over the phone or internet for example). This is based on complainant disclosure and the OIPM tries to verify this information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



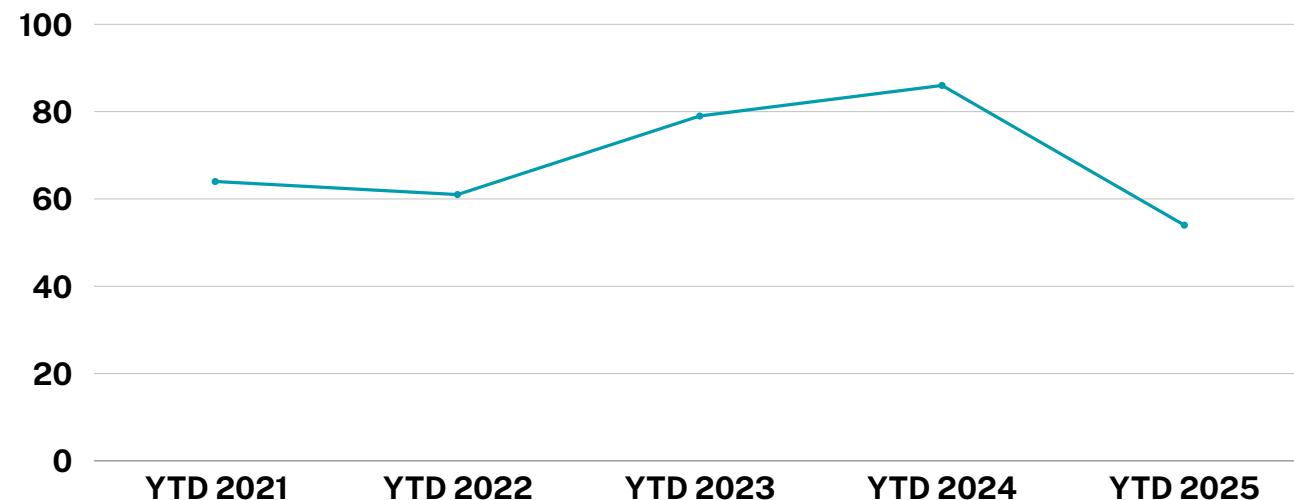
Complaint Type YTD - 2021, 2022, 2023, 2024, 2025

● Civilian Complaints ● Anonymous Complaints ● Police Complaints

● Civilian within NOPD Complaints

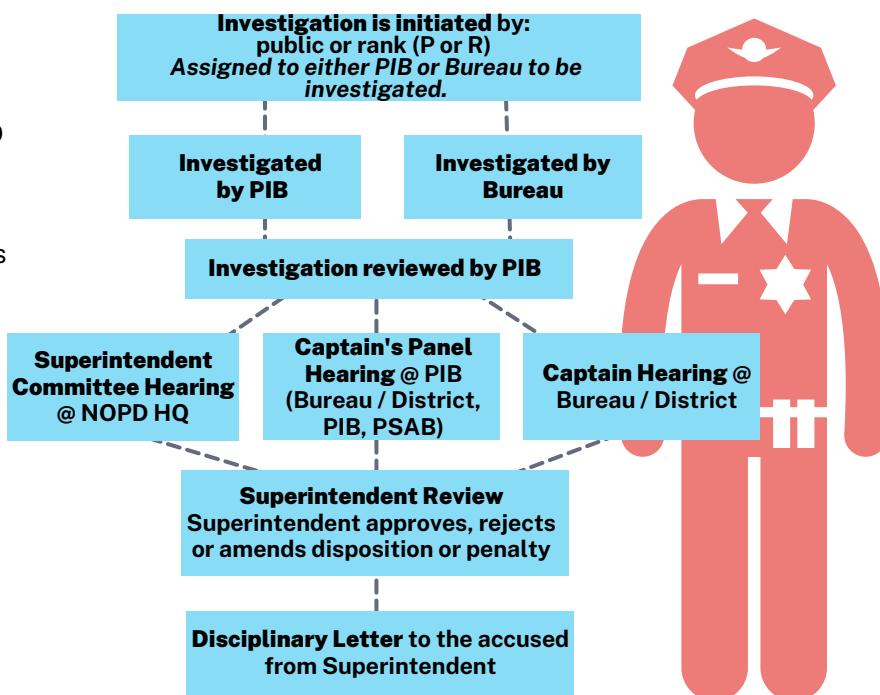


Complaint Totals YTD - 2021, 2022, 2023, 2024, 2025



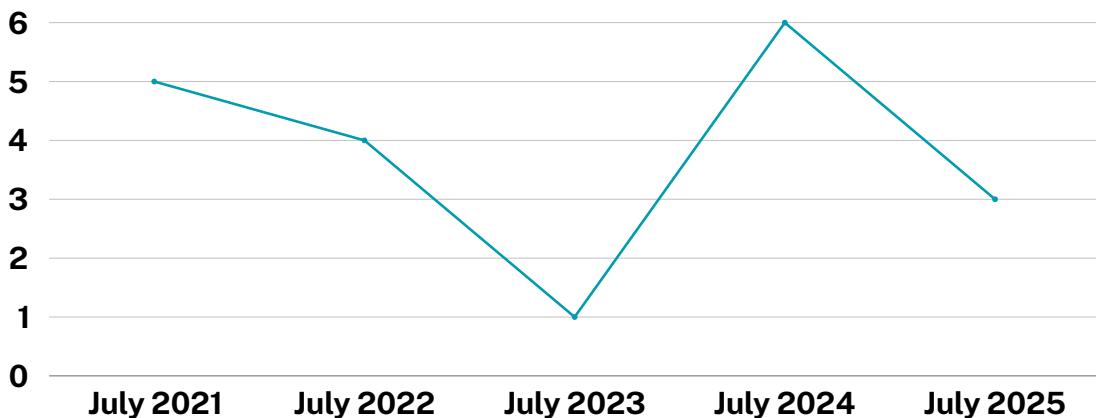
DISCIPLINARY PROCEEDINGS

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 - July



3

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.

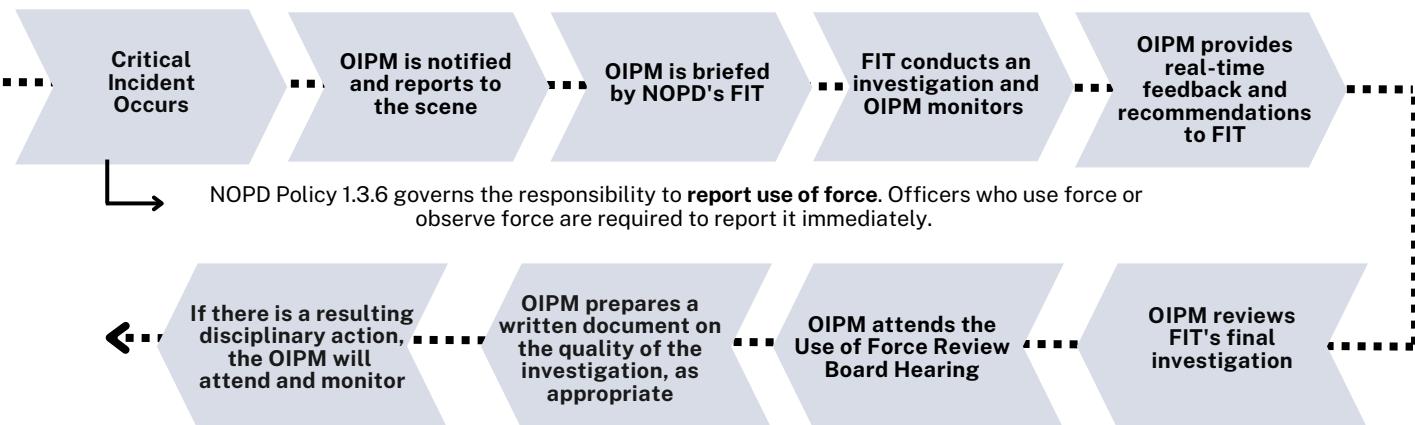
Use of Force

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

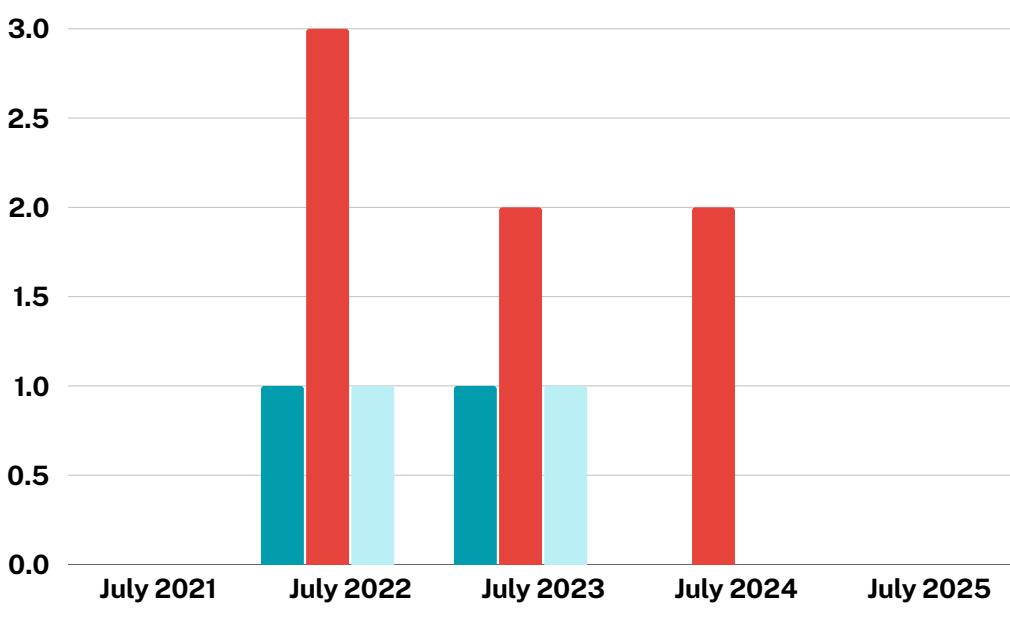


Use of Force Work

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

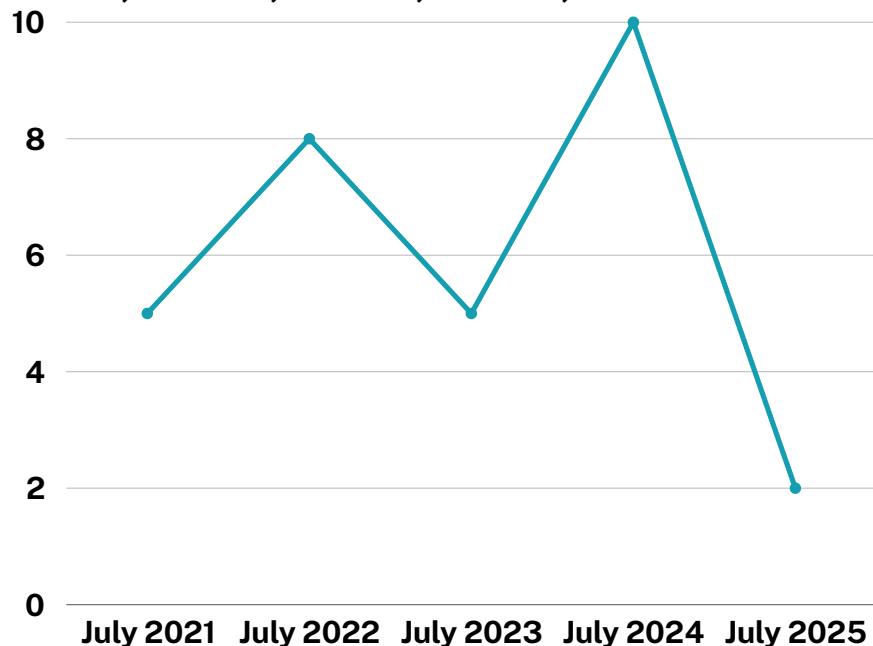
0
Additional Force
Monitoring this
Month

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 - July

2021, 2022, 2023, 2024, 2025



3

**Total Outreach
Events this Month**



Above, mediators gathered for a monthly in-service training session to practice and hone their skills

Outreach Events

- 2-hour in-service training in-person (OIPM's office)
- Interview w/John Simerman regarding facial recognition
- NOPD Recruit Class # 204 Graduation



**NOPD Recruit Class # 204
Graduation**

COMMUNITY-POLICE MEDIATION

Relevant Definitions

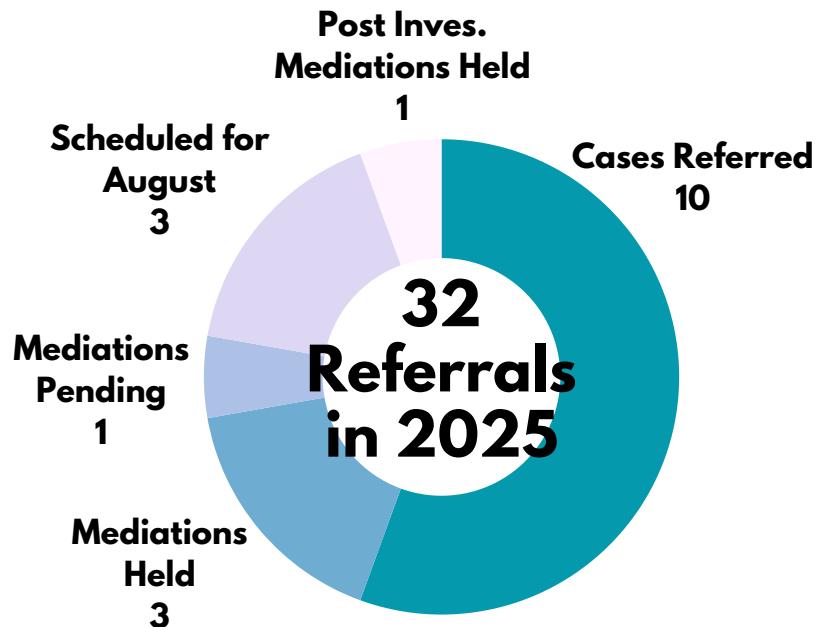
Mediation

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.

Mediation Numbers - July



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.

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 courtesy.

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.

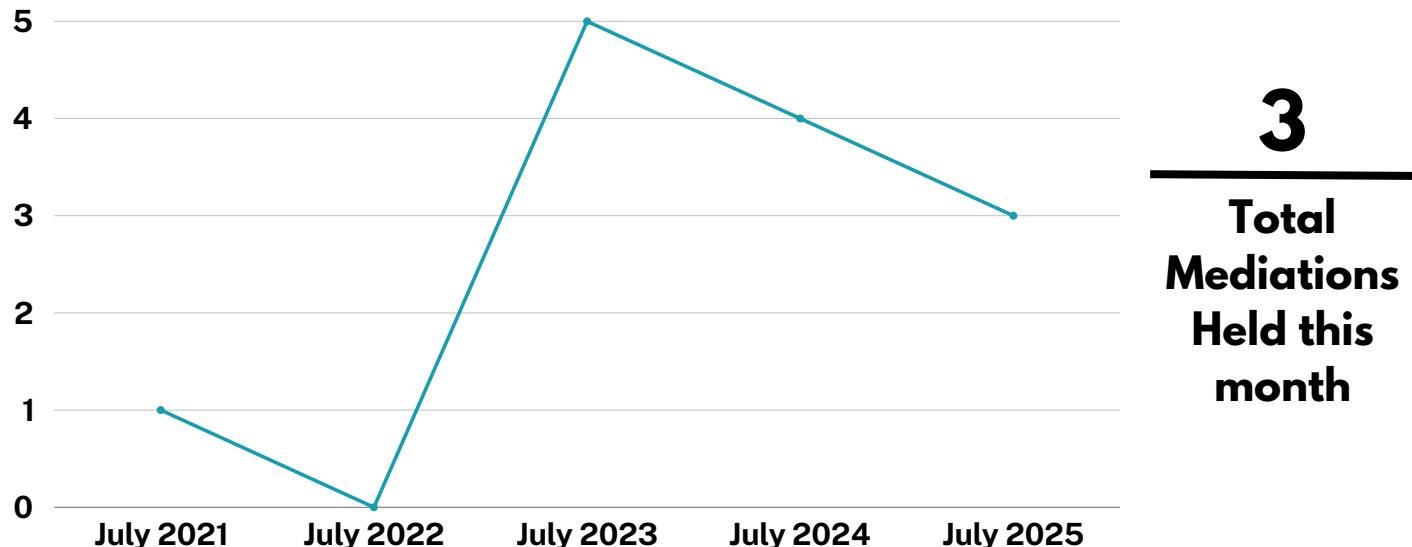
Non-judgmental
Confidential
Voluntary



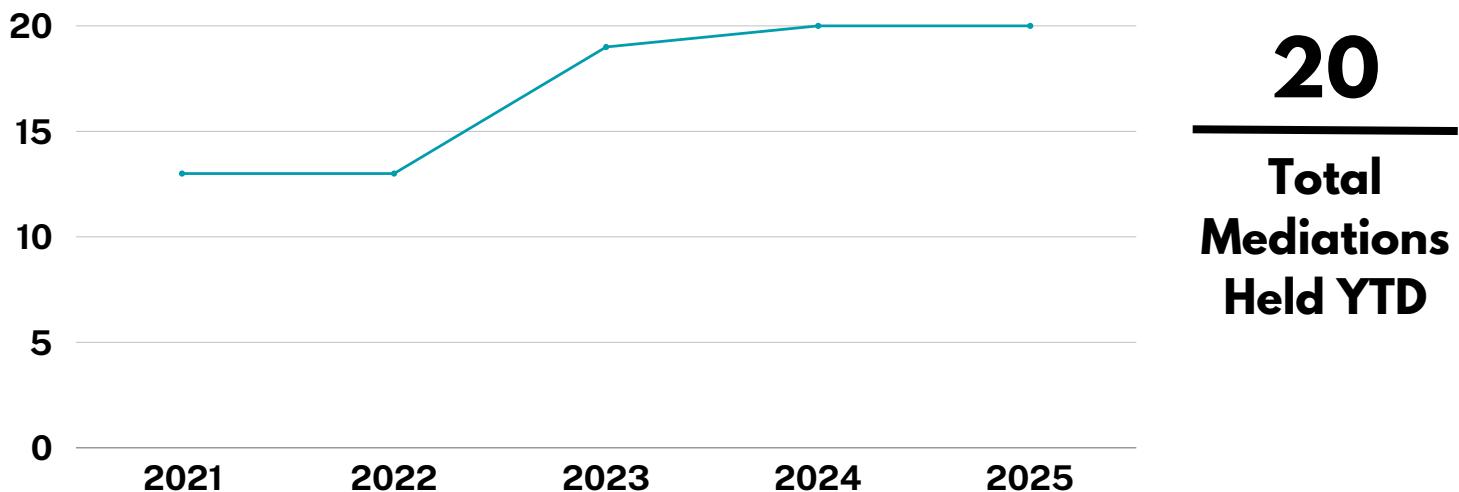
Mediation is:

- 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



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



CONSENT DECREE & OVERSIGHT BACKGROUND

The OIPM is providing the following information in our monthly reports as a way to keep our partners and the public informed of the role of oversight, the policing history that led to the creation of the Consent Decree, and the differences between different types of oversight.

The OIPM wants to use every opportunity available to share valuable information and historical context to our work so everyone working towards the goal of accountability, transparency, and police oversight can be equipped, informed, and engaged.

Over the year, the OIPM may add to this section additional resources and information that we assess as helpful and empowering.



LEGAL JURISDICTION; OBLIGATIONS OF THE OIPM OFFICE AND STAFF

The OIPM operates under three core legal documents that guide the scope of local oversight and the jurisdiction of our work. Additionally, below are overviews of other ordinances that affect our work and create new legal obligations on the OIPM.

New Orleans Code of Ordinances Stat. § XIV: Office of the Independent Police Monitor

This statute was created by voter referendum and provides the legal responsibilities, perimeters, and budgetary support of the OIPM. This was put to a public vote in November 2016 and passed. This statute states the responsibilities of the OIPM and requires particular work streams and tasks. The statute also describes the disclosure requirements of the office.

Louisiana Revised Stat. § 33:2339: Detail or Secondary Employment; City of New Orleans

This statute was created in 2013 and gives legal abilities and subpoena power for the OIPM to investigate allegations of misconduct in the secondary employment system operated by the Office of Police Secondary Employment. The statute is silent as to the ability for the OIPM to refer these investigations to the NOPD or the District Attorney's Office for subsequent criminal or administrative accountability based on the OIPM investigation.

Memorandum of Understanding between NOPD and OIPM Executed November 10, 2010

The MOU is a Memorandum of Understanding between the NOPD and OIPM which outlines the responsibilities, expectations, and authority of the OIPM when providing oversight to the NOPD. Through this MOU, there is clarity regarding the work the OIPM will complete and how the OIPM will access NOPD records, data, and reports and monitor NOPD during on scene investigations. The MOU was entered into in November 2010 and in the coming year the OIPM intends to work with NOPD leadership to review this agreement and determine if it should be updated to ensure it is still relevant and considers updates to technology.

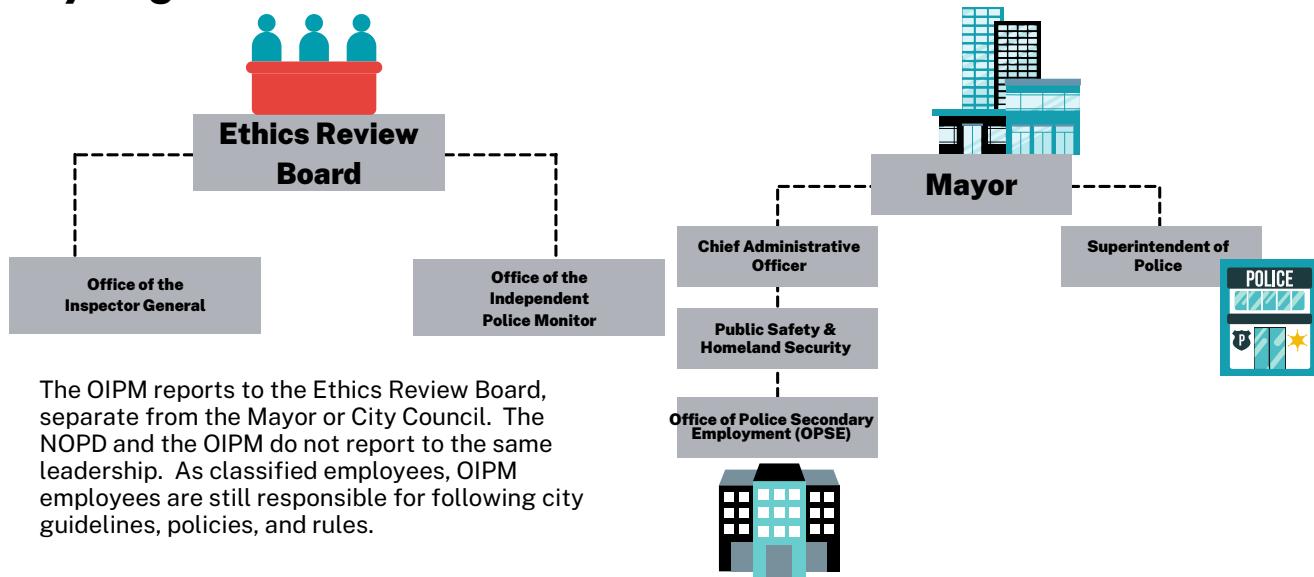
Ordinance 29130: Sharing of Data

Ordinance 29130 requires that our office (along with other public safety agencies) provide data monthly to City Council.

Ordinance 29063: Quarterly Presentations to the Criminal Justice Committee

Ordinance 29063 requires that our office (along with other public safety agencies) present quarterly to the City Council Criminal Justice Committee.

City Organizational Structure - Truncated



OVERSIGHT MODELS

Different Reasons Why There is Oversight / Monitors

Court Ordered

Court ordered monitors through litigation brought by the US Dept. of Justice to end "patterns and practices" of unconstitutional policing under federal law.

Consent Decree Monitors

Monitors that are the result of federal Consent Decrees.

Oversight Agencies

Oversight agency like civilian oversight that is responsible for review, auditing, or investigation.

New Orleans has both of these types of oversight

Models of Civilian Oversight

Review-Focused Model

Review-Focused models tend to utilize volunteer boards and commissions.

- Review-focused models assess the quality of finalized investigations conducted by an internal affairs division or the police department
- Conduct reviews of the agency's policies, procedures and disciplinary proceedings.
- Hold public forums, hear appeals, or make recommendations for investigations regarding allegations of misconduct

OIPM reviews the quality of finalized investigations conducted by the Public Integrity Bureau (which is the internal affairs of the NOPD)

Investigative-Focused Model

Investigative-focused models will employ professionally trained staff

- Investigative-Focused Conduct independent misconduct investigations
- Operate as an intake site for complaints.
- These models may: mediate complaints, analyze policies and practices issue recommendations to the police and public.

OIPM is a complaint intake site and OIPM has investigatory power over the secondary employment office.

Auditor / Monitor-Focused

- Auditor / Monitor-Focused model assesses systemic reform efforts.
- Review processes, evaluate policies, practices, and training. Based on those assessments, this oversight model will identify patterns and make recommendations Share findings with the public.
- These oversight agencies may participate in investigations.

OIPM assesses systemic efforts and will evaluate and review policies, practices and training then provide recommendations to NOPD.

Hybrid Civilian Oversight Model

Hybrid Civilian Oversight Hybrid civilian oversight means there is one office serving functions from different models or multiple agencies in one jurisdiction which may be different models (like an advisory civilian board and the investigatory OIG).

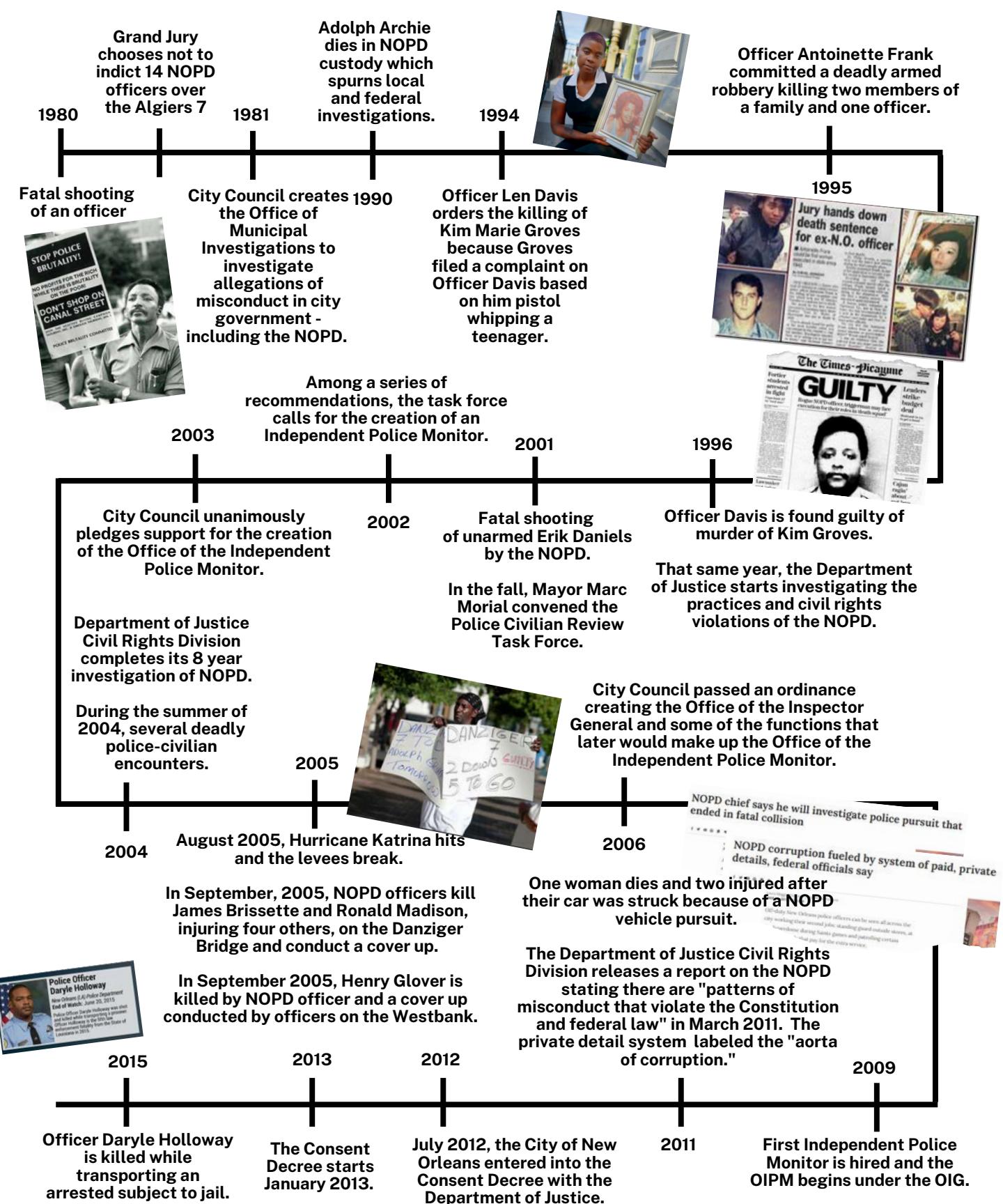
OIPM is a hybrid oversight agency because it has elements of all the different types of oversight models. Additionally, New Orleans has hybrid civilian oversight since we have multiple oversight agencies serving different functions.

13 Principles of Effective Oversight

The National Association for Civilian Oversight of Law Enforcement (NACOLE) identifies these 13 principles as necessary for effective oversight. The OIPM adopted these principles:

- Independence
- Clearly defined and adequate jurisdiction and authority
- Unfettered access to records and facilities
- Access to law enforcement executives and internal affairs staff
- Full cooperation
- Sustained stakeholder support
- Adequate funding and operational resources
- Public reporting and transparency
- Policy patterns in practice analysis
- Community outreach
- Community involvement
- Confidentiality, anonymity, and protection from retaliation
- Procedural justice and legitimacy

BRIEF HISTORICAL HIGHLIGHTS OF THE CONSENT DECREE; POLICING IN NEW ORLEANS



UNDERSTANDING THE CONSENT DECREE AND HISTORY

New Orleans entered a formal consent decree in January, 2013. This Consent Decree process started in the years prior with the investigation of the patterns and practices of the NOPD by the Department of Justice's Civil Rights Division. In order to understand the necessity of the Consent Decree and the reforms required within it, it's important to understand the historical context of the city and the NOPD's problematic behavior within the community.

The NOPD had a long history of misconduct, violence, discriminatory practices, and corruption stemming back decades. In the 1980s was the beginning of a community effort to organize civilian based oversight of the NOPD. This effort resulted in multiple initiatives from the Office of Municipal Investigations to the Police Civilian Review Task Force to eventually the creation of the Office of the Inspector General to the Office of the Independent Police Monitor.

While these local efforts were evolving, simultaneously, the federal government was conducting ongoing investigations of the NOPD, the most recent ending in March 2011. Ultimately, the Department of Justice found that the patterns and practices of the NOPD violated the Constitution and federal law. The report identified systemic deficiencies in multiple operational and substantive areas including policy, supervision, training, discipline, accountability - all of which "led to unconstitutional discrimination, uses of force, stops, searches, and arrests." The findings of the Department of Justice may have surprised the country, but the community of New Orleans was already well aware of the violent and unchecked behavior of the NOPD and the culture of obstructionism and discrimination that existed within the department.

This shared history of policing is briefly overviewed on the next page and the OIPM included examples of the dynamics of the NOPD and the crimes committed that directly impacted the safety of the community and public trust in the police department.

The OIPM strives to acknowledge and remember those in the community who both fought for oversight and were impacted by the pain caused by the NOPD. This is why a tenant of the work completed by civilian oversight is to amplify the voice of the community. It is in that memory that the OIPM works and stays vigilant monitoring the policing occurring today because a possible backslide from compliance, depending on the severity, could result in a return to a pattern and practices of policing that was corrupt, violent, and unconstitutional.

The goal of the Consent Decree is for the reforms to be so deeply enmeshed into the operations, policies, systems, and culture of the police department that to dismantle those reforms would be easily catchable and not only cause alarm in the community but also be virtually impossible because of the changed culture and expectations within supervision and the police department.

The position of the OIPM is that New Orleans must own our history with the police. Our history informs our fears. This is why there is a fear of history repeating itself. In New Orleans there is a real concern of "backsliding" and a return of the "old NOPD." Our neighbors, friends, coworkers, and loved ones may have experienced injustices at the hands of the NOPD. In our recent history as a city, filing a misconduct complaint about the police could have ended with retaliation or violence, walking in an unfamiliar neighborhood may have resulted in intrusive and illegal searches, arrests were conducted with force, officers could be bought, and supervisors turned a blind eye to a culture of corruption, discrimination, and violence.

For this reason, the OIPM is sensitive of allegations or noncompliance in areas that touch on these historical problems and shared fears that may exist in our community. The OIPM will not sweep these fears under a rug, but instead ensure that these allegations are immediately prioritized and addressed:

Criminal activity or associations
Corruption
Violence
Use of Force
Receiving payouts
Field strip searches
Targeting of young African American boys
Supervisors failing to take misconduct allegations
Unauthorized pursuits
Cover-up of wrong doing and manipulation of misconduct investigations
Discriminatory practices