

# OFFICE OF THE INDEPENDENT POLICE MONITOR

## MONTHLY COMMUNITY REPORT

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### October 2025



*In October, the OIPM interviewed on the Monitor's Mic our own Community-Police Mediation Director, Jules Griff, and Mediator Jabori Brown, to introduce the newly launched Community-District Mediation Program.*

**Transparency. Accountability. Respect.**



# LETTER TO THE COMMUNITY

Dear New Orleans Community,

It is officially fall, and along with it being sweater weather, it is now the season of budgets. The Office of the Independent Police Monitor (OIPM) is not immune to the budgetary reality that the City of New Orleans is currently facing. During October, the OIPM prepared for our budget presentation to City Council (happening in early November) and finalized budget spreadsheets for the 2026 fiscal year that will see changes in our operations and reprioritizations of some of our work and projects. The OIPM funding stream is protected and the OIPM receives .16% of the general fund each year under statute. In 2026, as the general fund is reduced, as will be the personnel and operating budget of our office.

What does this logically mean for the OIPM? It means that the OIPM will continue to prioritize public facing services and necessary monitoring activities - such as our staff, the 24 hour hotline, community-police mediation services, and our website. What will change will be some of our projects: the OIPM will sunset our radio show, the Monitor's Mic, may delay the recruitment and training of a new cohort of mediators for a year, will cut office supplies, staff training, advertising for the hotline, and food and any other spending related to public forums. The OIPM will always prioritize the fundamental needs of our work to ensure we achieve our mission, but will make necessary pivots on our projects in order to operate within the budget we are allocated.

At the end of October, the OIPM awarded our first sponsored Constitutional Policing Award to a recipient of recruit class 205. We congratulate Jacob Barbe on his accomplishment and look forward to sharing more in the November report.

In October, the OIPM was asked to celebrate the life and legacy of Kim Marie Groves with her daughter, Jasmine Groves, and the community at a public event: a memorial dance and celebration. Kim Marie Groves was killed in retaliation by NOPD Officer Len Davis after Groves reported his misconduct. The OIPM does oversight work in her memory and reflects on the impact that individuals like her have had on our city and in our police department.

This month, the OIPM monitored two critical incident investigations conducted by the Force Investigation Team. The OIPM was immediately notified of both incidents and monitored as the FIT investigators identified and collected evidence, spoke to witnesses, conducted public safety walk throughs with the involved officers, conducted round counts on weapons, and took other investigatory steps. The OIPM was present during the critical incident video releases and the meetings with families of the loved ones. The OIPM will continue to monitor these force investigations as they progress.

Finally, during November the OIPM and Families Overcoming Injustice invite you to join us in marking the **National Day Against Police Brutality**. This event is a day of reflection and action. It is an opportunity to come together to reflect on those lost to police violence, say their names, and work together to ensure reforms and efforts put into place to stop unnecessary force are realized. This day is particularly meaningful now as we adapt to the possibility of the end of the Consent Decree this year (as discussed later in this report). Please join us on Thursday, November 13<sup>th</sup>, on the steps of City Hall as we mark this important day.

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

*Stella Cziment*

Stella Cziment, Independent Police Monitor



Jasmine Groves wears her Mardi Gras Indian suit at the community event celebrating the life and legacy of her mother.



Above, Kirschelle speaks with law students at a Pathway to Careers in Governmental Law event at Loyola Law School.

# ACHIEVEMENTS, UPDATES, & WORK

## OIPM Presented at the National Association for Civilian Oversight of Law Enforcement Conference and Training

In October, OIPM staff participated in the National Association for Civilian Oversight of Law Enforcement annual conference and training in Minneapolis, Minnesota. This event provided an invaluable opportunity to learn from oversight practitioners across the country, featuring sessions on national best practices for conducting reviews, tackling common challenges in data collection and creating metrics, exploring new trends in AI use in police departments, state preemption of local oversight, and how incident reports are utilized for police operations responding to civil protests.

Stella Cziment co-presented a symposium at the conference titled, "Power of the Hashtag: Social Media in Policing and Oversight." During this presentation, attendees learned how the First Amendment applies to social media and when employees (including police officers) may have First Amendment protections for their posts. This presentation also provided practical examples of how oversight can utilize social media platforms to share information and engage with the police department and community that oversight seeks to serve. Finally, this presentation outlined the legal limitations on police monitoring social media under the Code of Federal Regulations and relevant caselaw. The OIPM received positive feedback on the presentation from participants and appreciated the opportunity to share information on this platform.



## OIPM Participated in Night Out Against Crime

This month, the OIPM participated in "Night Out Against Crime" activities around the city. From tabling to attending events, the OIPM stood with stakeholders and the community striving for a safer New Orleans.

The OIPM worked a resource table at an event in Central City and spoke with members of the community who were interested in police oversight services. The OIPM thanks the NOPD and other organizational partners who organized these events for inviting us to participate.



## OIPM Presented at the Loyola Law School Pathways to Government Law Event

Calling all future police monitors! In October, Deputy Monitor, Kirschelle Williams, and Community, Police, Project Coordinator, Kiah Howard, represented the OIPM at Loyola Law School's Pathways to Careers in Government Law event.

The OIPM appreciated this opportunity to talk to law students about a career in police oversight and to inform the students about the work of the OIPM. If you or someone you know is interested in interning at the OIPM for the summer or a semester, please reach out.



# ACHIEVEMENTS, UPDATES, & WORK

## Update on the Consent Decree and OIPM Effort to Inform the Public

In October, the Court was asked to issue an “indicative ruling” regarding the Rule 60(b)(5) motion to dissolve the Consent Decree. An indicative ruling is when a judge signals how they would rule on a request for relief if they could rule on it. What this means is that the parties of the Consent Decree (the Department of Justice and the City of New Orleans) want to know if Judge Morgan had jurisdiction over the motion to terminate the Consent Decree, would she issue a ruling to end the Decree. Judge Morgan issued an order in response (an answer to their question) saying yes, she would.

At the time of the indicative ruling, the motion to dissolve the Consent Decree was under appeal in the Fifth Circuit Court of Appeals. This meant that the Fifth Circuit Court of Appeals had jurisdiction over the motion - not Judge Morgan. The Fifth Circuit would need to remand the motion to Judge Morgan (send the motion back to her court) for her to have the jurisdiction (ability) to rule on this request.

The OIPM created a social media post explaining the joint motion, the indicative ruling, and the process required. The OIPM also discussed this motion and the process on the Monitor’s Mic.

On October 31, the Fifth Circuit Court of Appeals granted the joint motion for limited remand in light of the indicative ruling. This means the request of an immediate termination of the Consent Decree is once again in Judge Morgan’s jurisdiction to grant or deny.

If Judge Morgan rules as she stated she would in the indicative ruling, then the Consent Decree ends. The sustainment period ends. The requirements of the NOPD under the Consent Decree and the Sustainment Strategy end.

The NOPD will still be required to follow local, state, and federal laws (and any aspect of the Consent Decree requirements that were codified into those laws). The NOPD will be still be expected to follow policy, but will now have the ability to change that policy as determined necessary by the department.

If this motion is granted, the OIPM will not be terminated but federal oversight will be. The OIPM was codified by the voters and is a part of the Home Rule Charter. The OIPM was created before the Consent Decree and will remain after the Consent Decree ends. Police accountability is not over, but it will change and it will no longer be determined by a Consent Decree.

## Understanding the Court Ruling

Today, the Court issued an order indicating it would grant a joint motion to terminate the Consent Decree.



What does this mean?



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## How does Judge Morgan not have jurisdiction?

Fifth Circuit Court of Appeals  
Jurisdiction is here.



It would need to be remanded back to Judge Morgan

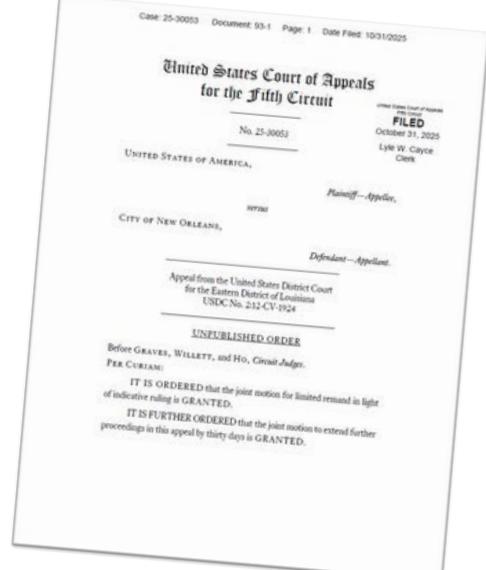
US District Court Eastern District of Louisiana - Judge Morgan



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The motion to dissolve the Consent Decree is currently under appeal in the Fifth Circuit Court of Appeals. They currently have the jurisdiction over this motion.

This means the Fifth Circuit would need to remand the motion to Judge Morgan (send the motion back to her court) for her to have the jurisdiction (ability) to rule on this request.



# ACHIEVEMENTS, UPDATES, & WORK

## October on the Monitor's Mic

This month on the Monitor's Mic, the OIPM hosted a wide range of voices from the community, law enforcement, and the judiciary to highlight different perspectives on policing, accountability, and justice in New Orleans.

First, the OIPM turned the mic on **Kirschelle Williams, Deputy Monitor**, to learn more about local police oversight, the recent Consent Decree ruling and indicative ruling, and what being neutral means in our work. We used this conversation as a way to inform the community about the work of the OIPM and how local oversight interacts with the federal Consent Decree.

In response to the recent homicides and facilitated meetings the OIPM led with families of victims and the Homicide Division leadership, the OIPM invited **Captain Burns, Captain of the Homicide Division** onto the Monitor's Mic to share relevant information with the community about how death investigations are conducted. Captain Burns explained the collaboration that occurs on these complicated scenes between the NOPD and the Coroner's Office. He discussed how homicides do not automatically result in murder arrests or charges, the role of the homicide detectives in prosecutions, and what television shows get wrong about how the police investigate murders.

Finally, the Monitor's Mic closed the month with **Jules Griff, Director of the Community-Police Mediation Program, and Jabari Brown, one of our mediators**, who discussed the launch of our new pilot program: the District-Community Mediation Program. During this episode, we discussed the Community-Police Mediation Program - how it works, who is eligible, and the benefits of coming to the table to speak with officers when there is conflict. We also discussed the new mediation being offered to individuals who keep calling 911 for ongoing disputes and would like an opportunity to try mediation to find a solution. Jules and Jabari broke down how mediation offers an alternative to the traditional complaint process, giving both community members and officers a space for open, honest dialogue.

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/>



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## THE MONITOR'S MIC

Where we talk oversight, policing, and you

**Guest of the Week:** **Kirschelle Williams,** Deputy Police Monitor

Time to turn the microphone on our co-host and the Deputy Police Monitor for the City of New Orleans: Kirschelle Williams. This week, we will learn more about Kirschelle and how her background in post-conviction appeals for Innocence Project New Orleans impacts her work now, and what she thinks the public most needs to know about police oversight.

**Stella Clements** Deputy Police Monitor Host

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



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## THE MONITOR'S MIC

Where we talk oversight, policing, and you

**Guests of the Week:** **Jules Griff** Director of the Community-Police Mediation Program, OIPM & **Jabari Brown** Community-Police Mediation Program Mediator

This week we'll be discussing how OIPM's Mediation Program has expanded — from Community-Police Mediation to Post-Mediation and now District-Based Mediation. We'll talk about how mediation works today, who the mediators are, and why officers and community members continue to come to the table.

A call in talk radio show **WBOK 1230 AM** **Airing Fridays at Noon**

# 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	49	96	100	60	55	56	74	27	35	62.88
Police Complaint Count	2	1	1	1	4	5	2	5	2	2.63
Civilian w/in NOPD	0	0	0	0	1	1	0	0	0	0.25
Anonymous Complaint	20	23	19	24	19	26	0	0	0	13.88
Community Liaison Count	17	13	27	12	20	36	17	6	6	17.13
Case Monitoring Count	5	5	4	7	4	10	0	9	8	5.88
Case Review Count	0	0	1	4	5	3	4	8	0	3.13
Contact Only Count	39	94	51	28	17	29	14	2	8	30.38
Disciplinary Hearing Count	32	45	38	59	60	61	41	56	27	48.38
Critical Incident Count	12	7	4	5	7	10	9	7	7	7.00
Firearm Discharge Count	9	6	4	5	6	9	8	4	4	5.75
Lvl 4 Non-Critical	13	15	7	18	8	9	0	0	0	7.13
Force Monitoring*	1	5	1	0	0	0	0	0	0	0.75
Mediation Count	31	29	26	20	20	33	30	21	26	25.63
Commendation Count	1	6	5	0	8	1	5	1	2	3.50
<b>Grand Total</b>	<b>231</b>	<b>345</b>	<b>288</b>	<b>243</b>	<b>234</b>	<b>289</b>	<b>204</b>	<b>146</b>	<b>125</b>	<b>234</b>

	Oct 2025	Oct 2024	Oct 2023	Oct 2022	Oct 2021	Oct 2020	Oct 2019	Oct 2018	Oct 2017	2017-2024 Average
Citizen Complaint Count	3	12	7	9	6	5	8	5	5	7.13
Police Complaint Count	0	0	0	0	0	0	0	0	0	0.00
Civilian w/in NOPD	0	0	0	0	0	0				0.00
Anonymous Complaint	3	2	2	0	0	1				1.00
Community Liaison Count	2	0	0	0	0	3	2	3	0	1.00
Case Monitoring Count	1	0	0	0	0	1	0	0	0	0.13
Case Review Count	0	0	0	0	1	1	0	0	0	0.25
Contact Only Count	3	14	8	1	0	1	0	0	4	3.50
Disciplinary Hearing Count	6	5	0	12	40	7	2	3	4	9.13
Critical Incident Count	2	2	1	0	0	1	1	2	0	0.88
Firearm Discharge Count	1	2	1	0	0	1	1	1	0	0.75
Lvl 4 Non-Critical	3	0	0	0	2	1				0.60
Force Monitoring*	0	0	0							0.00
Mediation Count	5	1	2	3	2	6	4	2	2	2.75
Commendation Count	0	0	0	0	0	0	1	0	0	0.13
<b>Grand Total</b>	<b>29</b>	<b>38</b>	<b>21</b>	<b>25</b>	<b>51</b>	<b>28</b>	<b>19</b>	<b>16</b>	<b>15</b>	<b>26.63</b>

\*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
<b>2025 Total OIPM Budget</b>	<b>\$1,305,785.00</b>
<b>2025 Total OIPM Budget</b>	<b>\$1,305,785.00</b>
Amounts Spent to Date:	\$955,886.00
Unexpended funds	\$349,899.00

# 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:

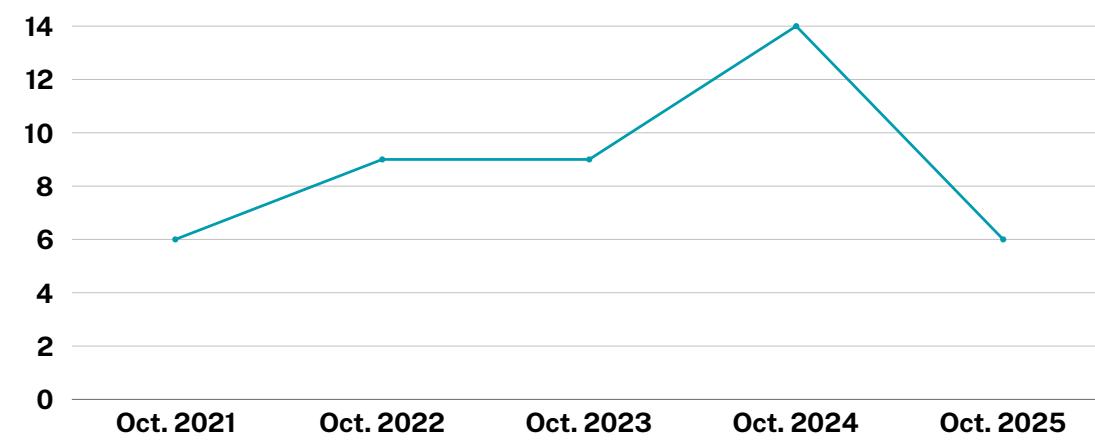
- Use of Force
- Abuse of Authority such as unlawful searches and seizures, premises enter and search, no warrant, threat to notify child services, threats to damage of property, etc., refusal to take complaint, refuse to identify themselves, damages to property seized
- Failure to supervise
- Falsification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



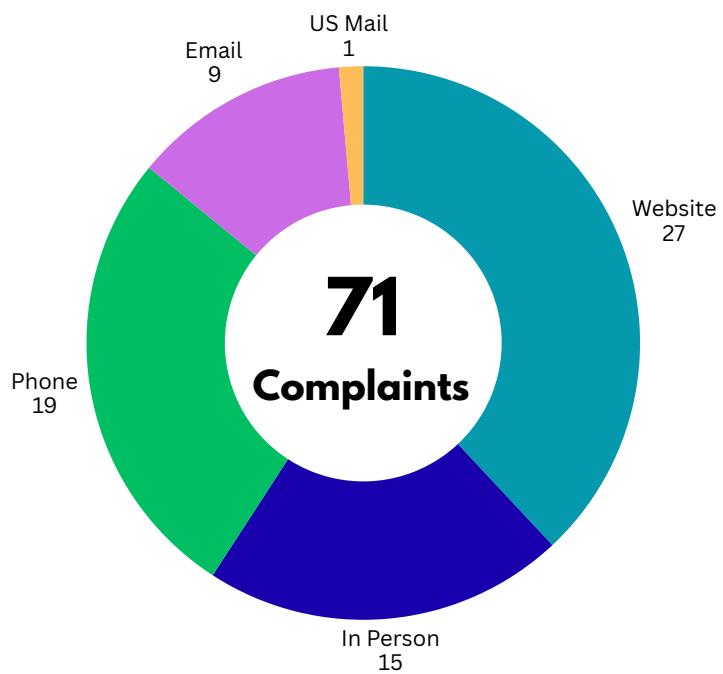
6

**Total Complaints  
Received this  
month**

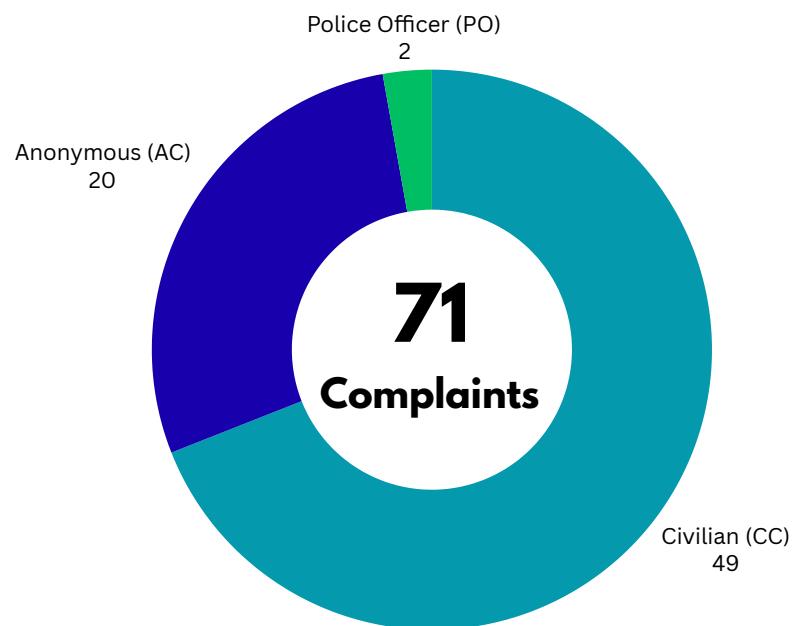
71

**Total Complaints  
Received This  
Year**

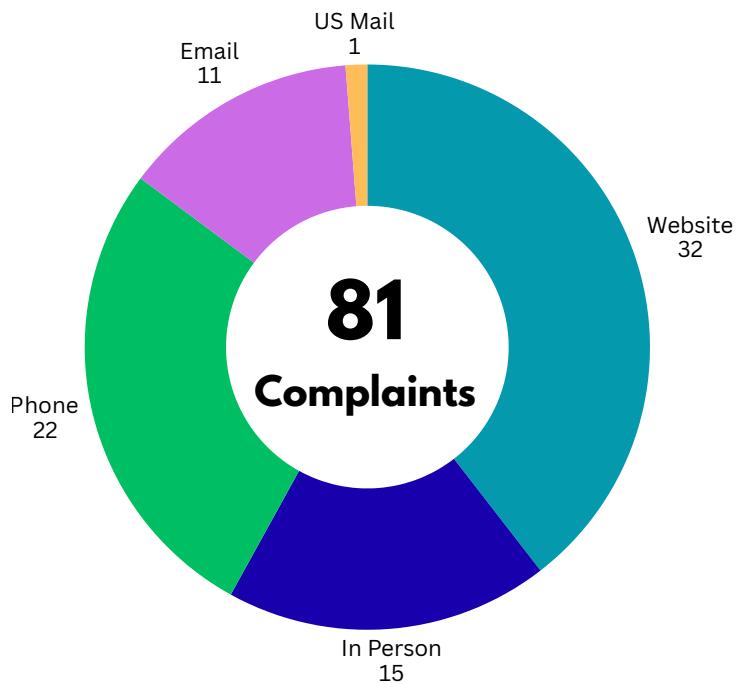
## Complaint Intake Source - 2025



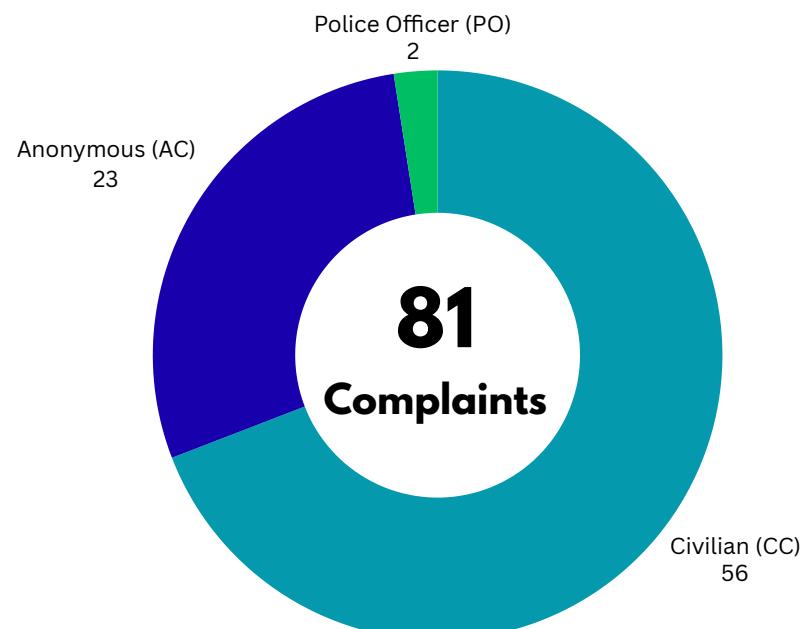
## Complainant Type - 2025



## Complaint Intake Source - Past 12 Months

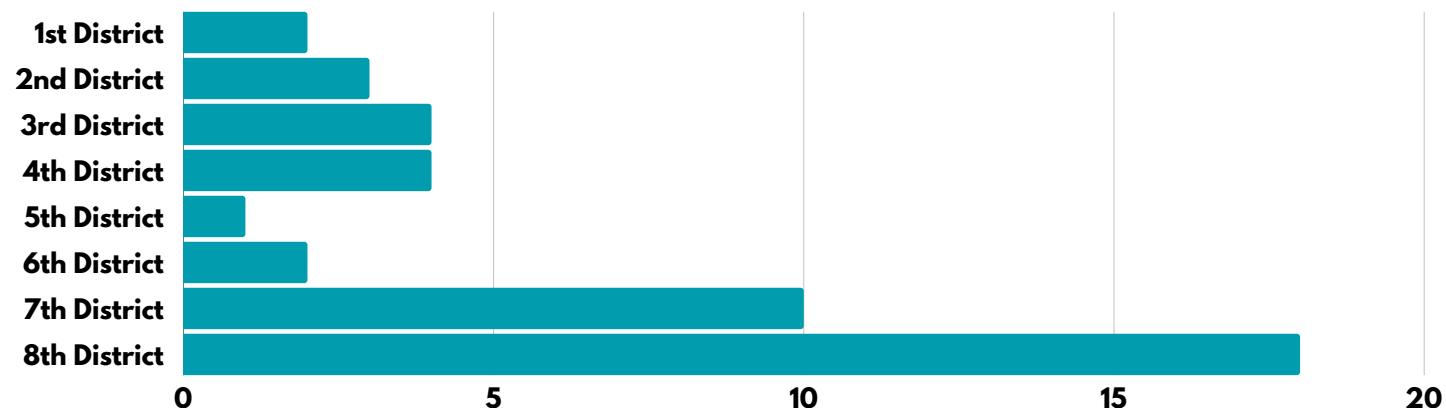


## Complainant Type - Past 12 Months

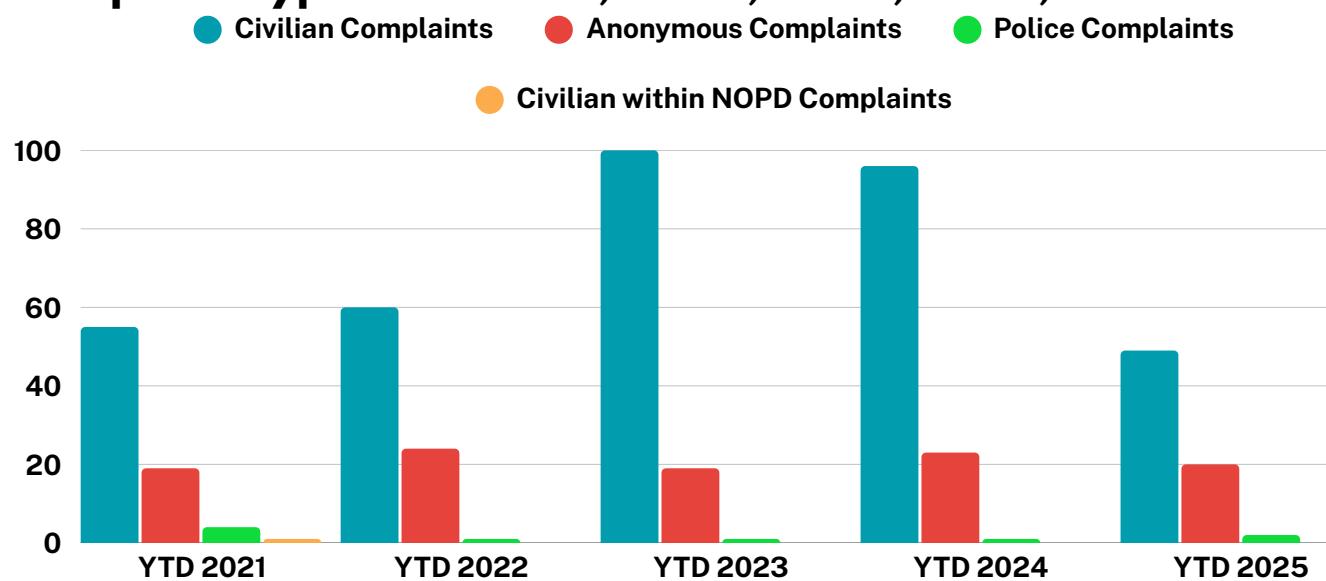


## Districts - Past 12 Months

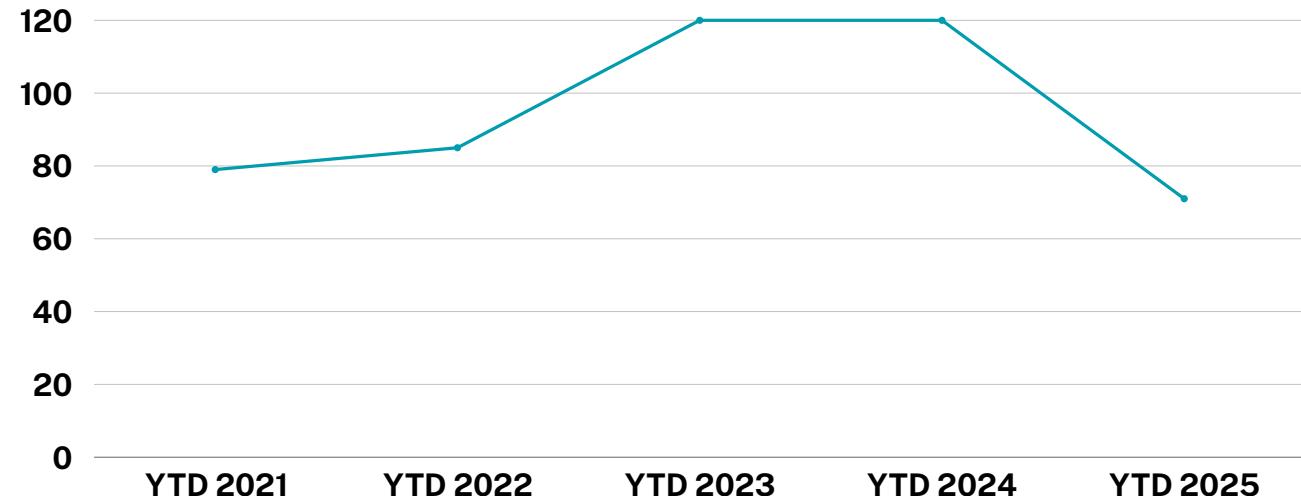
This chart communicates where the alleged misconduct occurred by police district. This requires the misconduct to occur in a physical space (instead of an incident that occurs over the phone or internet for example). This is based on complainant disclosure and the OIPM tries to verify this information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



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

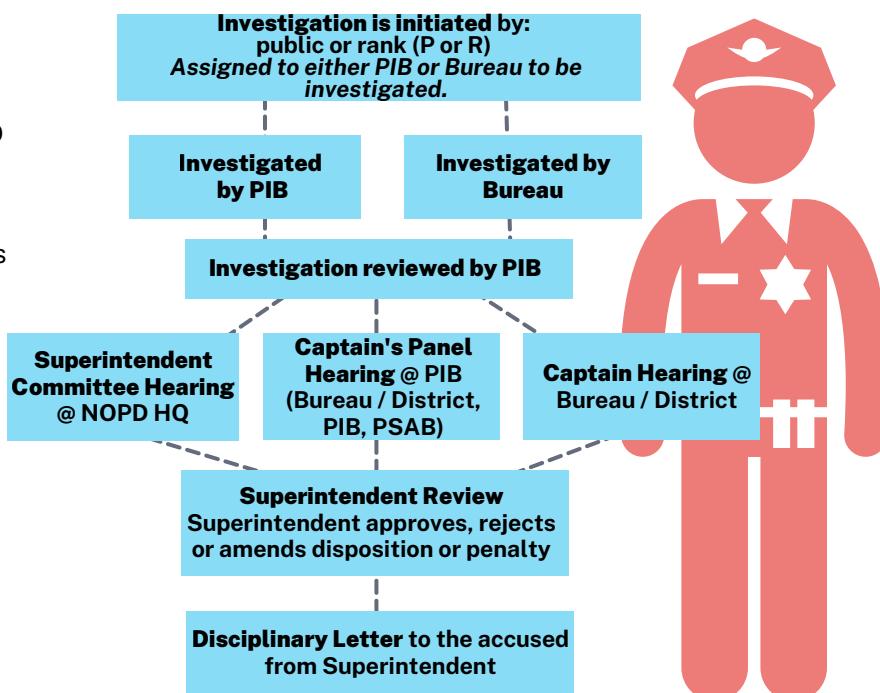


## Complaint Totals YTD - 2021, 2022, 2023, 2024, 2025



# 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 - October



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.

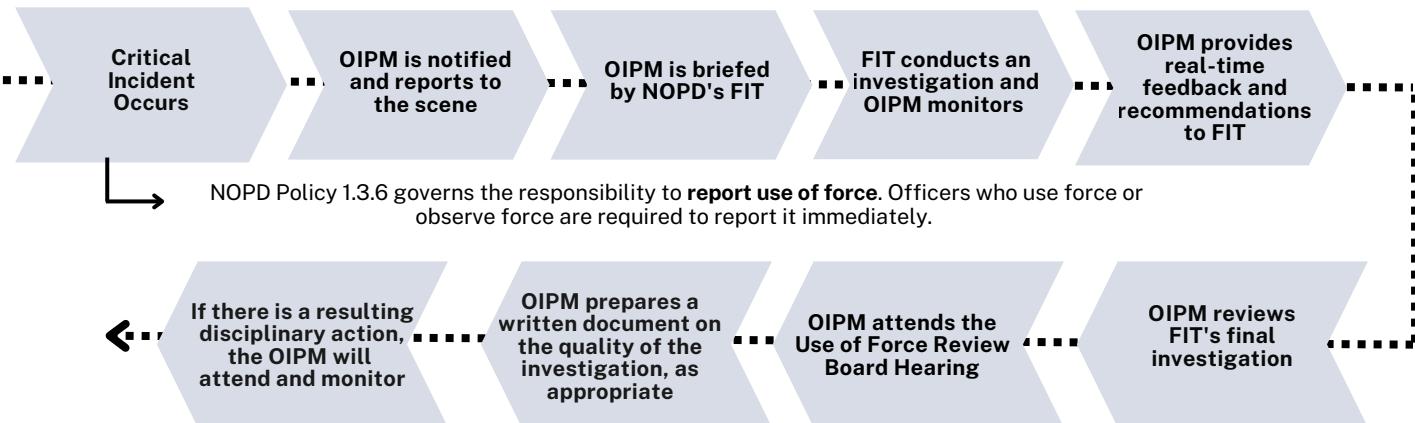
### Use of Force

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

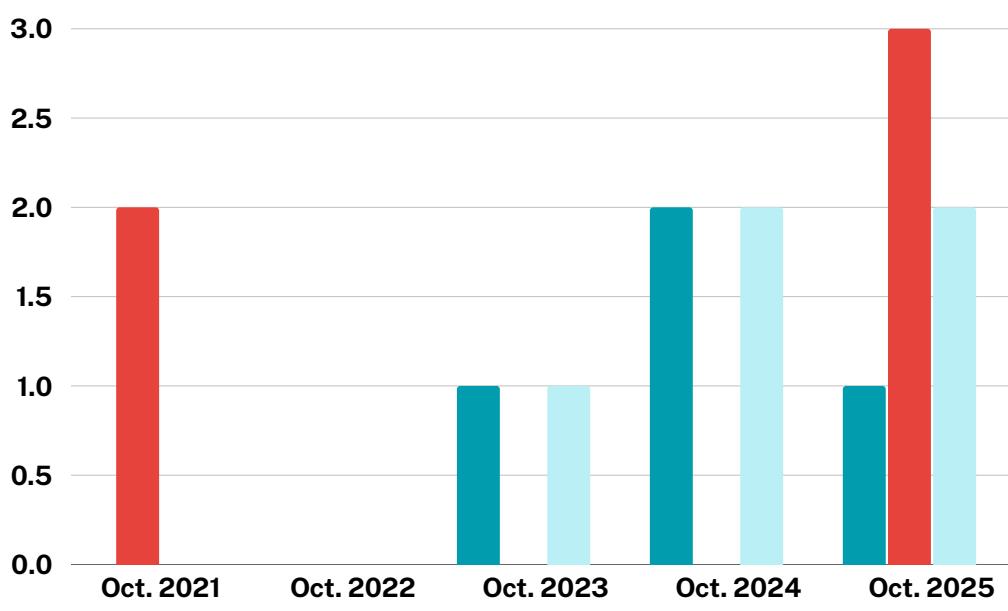


# Use of Force Work

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

2

Critical  
Incidents this  
Month

3

Level 4  
Non-Critical  
Use of Force  
this Month

0

Additional Force  
Monitoring this  
Month



This is just one of the force incidents that the OIPM monitored on scene during the month of October.

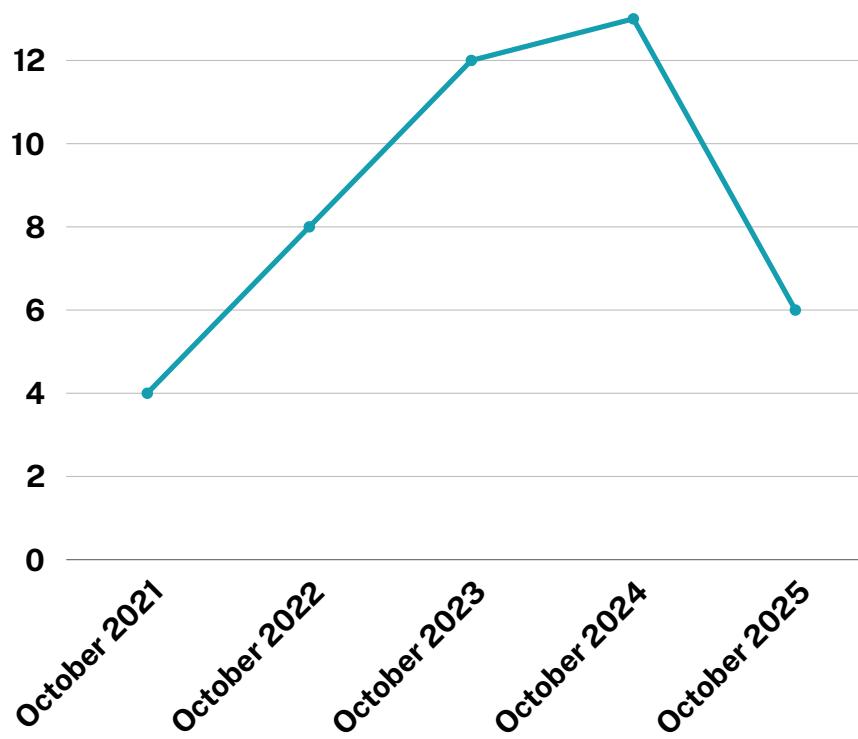
# COMMUNITY ENGAGEMENT

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 - October

**2021, 2022, 2023, 2024, 2025**

14



## Outreach Events

- **Online Roundtable, Women in Oversight, George Mason University - 10/2/25**
- **Kim Groves Memorial Celebration Dance - 10/11/25**
- **Night Out Against Crime - Rosenwald Recreation Center - 10/21/25**
- **Night Out Against Crime - Central City Christian Fellowship Church - 10/21/25**
- **Loyola Law School Career Event, Pathways to Careers in Government Law - 10/21/25**
- **NOPD Recruit Class #205 Graduation - 10/24/25**

6

**Total Outreach Events this Month**



The OIPM wore Kim Groves remembrance pins at the Kim Groves Celebration Community Dance



The OIPM attended the Kim Groves Remembrance Celebration Community Dance on the anniversary of her murder.

# COMMUNITY-POLICE MEDIATION

## Relevant Definitions

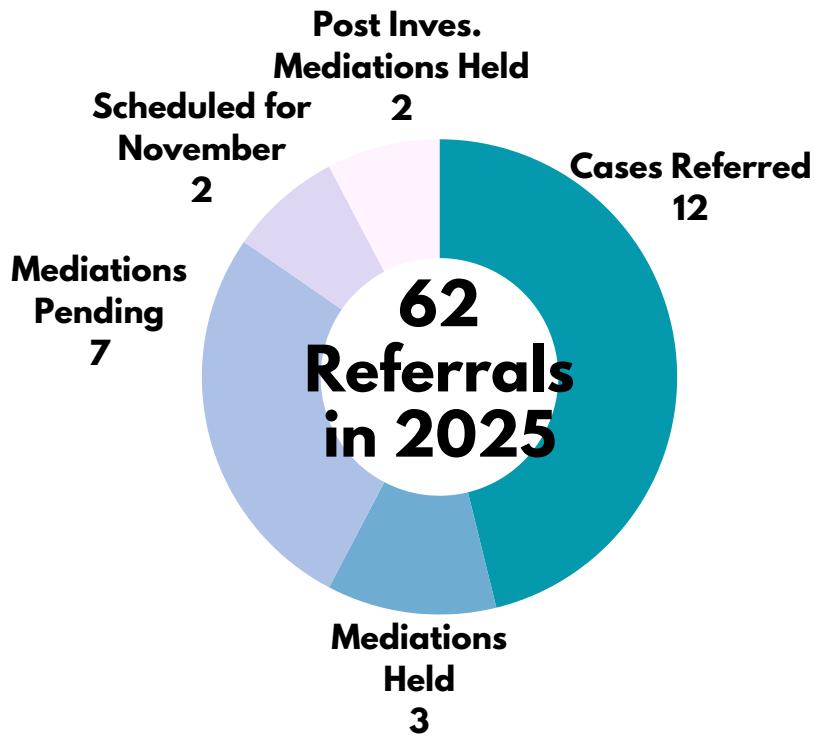
### Mediation

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 - October



**Non-judgmental  
Confidential  
Voluntary**

### 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.

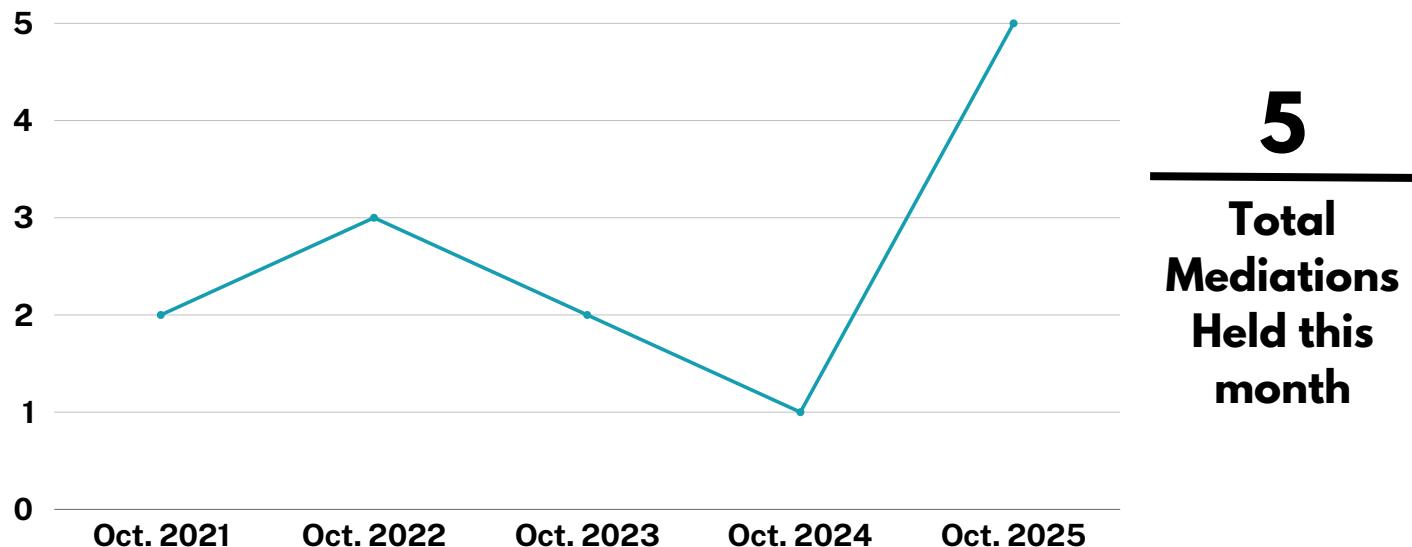
The Public Integrity Bureau (PIB) of the NOPD determines which complaints are referred to the Mediation Program. The types of complaints that are most often referred to mediation are those that allege lack of professionalism, neglect of duty, or courtesy. Complaints such as unauthorized use of force, unlawful search, and criminal allegations are ineligible for mediation and continue through the formal complaint investigation process by the PIB.



### 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

