

OFFICE OF THE INDEPENDENT POLICE MONITOR

MONTHLY COMMUNITY REPORT

September 2025



During the month of September, the OIPM participated in the Homicide Victim Remembrance Walk with the NOPD, social workers, partner organizations, elected leaders, and the community.

Transparency. Accountability. Respect.

LETTER TO THE COMMUNITY

Dear New Orleans Community,

I want to start this letter with acknowledging some of the losses that have occurred in New Orleans in September. This month was hard - the city was rocked with a handful of homicides from Bourbon Street to Bayou St. John. The community, OIPM, and the police department also came together for the **inaugural Homicide Victim Remembrance Walk** and ceremony to acknowledge those lost in homicides over the years. Hearing family members stand up and say the name of their loved ones who were killed (and learning how many of these homicides had no arrests or convictions) was difficult. And knowing that more names are now added to that list is painful. I want to say that we, at the Office of the Independent Police Monitor, hold the names of these victims in our heart and in our work. The health and wellbeing of our community is important - both in terms of safety and in terms of interactions with the NOPD. There was a shooting last night in Midcity, and a member of the public texted me to tell me that the “*NOPD was impressive, though. They had people on the scene in <5 min, and were canvassing within 30 min.*” While hearing about that well handled crime scene gives me hope, and standing with victim families and seeing the community and police department support them also gives me hope, I want to acknowledge that these are not easy days. Our office is here though. Please let us know how we can serve and assist you with your police department.

This month, there were two significant possibilities of federal involvement and federal departure in the police department. First, on September 4, 2025, the Department of Justice joined with the City of New Orleans (and the State Attorney General) to **request the immediate termination of the Consent Decree**. If granted, this Motion could terminate the Consent Decree and the attached Sustainment Strategy - ending federal oversight of the NOPD. If denied, it will most likely be appealed to the Fifth Circuit. This motion was filed in Judge Morgan’s court, and while we do not know what the future of the Consent Decree may include, we want to assure the community that the OIPM will remain. The OIPM receives jurisdictional power from the Home Rule Charter, the OIPM will continue to exist and work in accordance with its legal statute whether or not the Consent Decree is terminated.

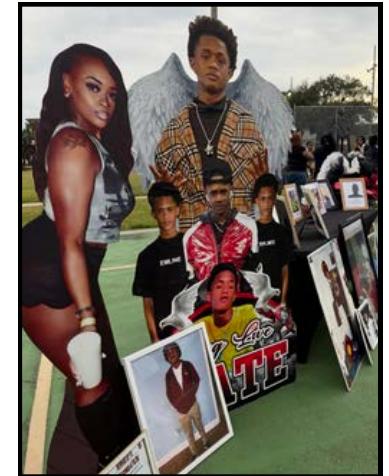
Second, the President floated the idea of the **National Guard being deployed to New Orleans** - a sentiment that was supported by Governor and some in the community. The NOPD discussed this possibility with City Council at the Criminal Justice Committee meeting on September 30th, and stated that if the National Guard is deployed, those troops will be most likely be taking direction from local law enforcement. At this time, we do not have more information other than what NOPD shared. The OIPM is aware of that some of the community is concerned regarding this policing / governmental action. The OIPM will continue to keep the community informed on how this may impact policing strategy and the NOPD moving forward.

Finally, a quick word on politics as we go deeper into the election season. It was brought to our attention that photos of elected leaders or candidates in our reports or on our social media can be misconstrued as an endorsement for those individuals in the upcoming elections. In order to do our work regarding policing and the community, the Office of the Independent Police Monitor does partner with, work congruently, or may be physically near people who are seeking election but the Office of the Independent Police Monitor does not endorse any candidates.

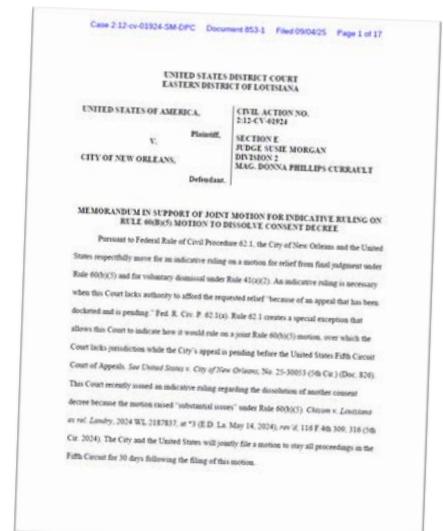
Thank you for your continued support and let’s stay safe,

Stella Cziment

Stella Cziment, Independent Police Monitor



Above are just some of the photos that families of homicide victims shared on the Homicide Victim Day of Remembrance.



Above is a screenshot of the joint motion filed to terminate the consent decree.

ACHIEVEMENTS, UPDATES, & WORK

OIPM Presents to the NOPD's Citizen Academy About the Role of Oversight

This month, the OIPM presented to the NOPD's Citizen's Academy class about the role and work of police oversight and how it affects the police department and the public. The NOPD's Citizen's Academy is a program designed to educate and involve the public in the operations and procedures of the NOPD and explain how the department works with different stakeholders.

Everyone present was very informed and engaged in civic issues and as a result, asked very interesting questions about the logistics of oversight and how our work impacts policing strategy and public safety. The OIPM thanks all the participants for the great questions about community policing, the consent decree, and oversight



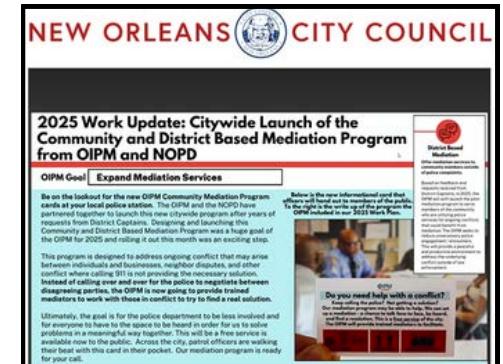
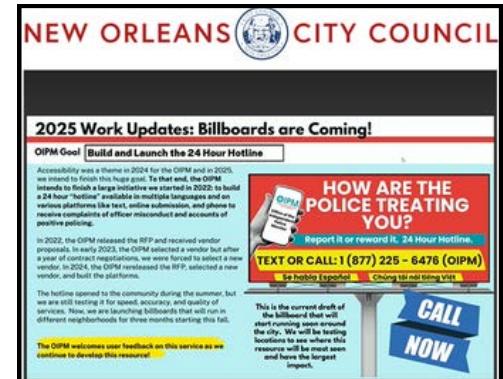
City Council Quarterly Criminal Justice Committee Meeting Presentation

On Tuesday, September 30th, the OIPM joined with our criminal justice stakeholders at the Quarterly City Council Criminal Justice Committee meeting to present to the committee as required by Ordinance Cal. No. 33,724.

The OIPM, alongside the NOPD, the District Attorney's Office, Criminal District Judges and Juvenile Court Judges, and the Orleans Parish Sheriff's Office, presented our quarterly data to the Council, reported project progress, and highlighted relevant legal and political updates affecting policing and oversight in Louisiana.

During this presentation, the OIPM presented relevant data regarding critical incidents and use of force the office monitored during the third quarter of 2025. The OIPM also presented data on the number of misconduct complaints submitted, community-police mediations conducted, the number of community liaisons facilitated, the public outreach completed, and other data regarding the work product completed by the office.

The OIPM provided updates on the projects highlighted in the OIPM budget presentation and 2025 work plan including the new constitutional policing award the OIPM is sponsoring at the NOPD's Academy, the launch of the Community District Mediation program, the information sharing the OIPM completed around facial recognition technology and the NOPD over summer, and the 24 hour hotline. The OIPM fielded questions from the Council and the public. If you missed this presentation, you can watch this committee meeting (and all past committee meetings) on the City Council website.



ACHIEVEMENTS, UPDATES, & WORK

September 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 welcomed **Alfred Marshall**, a chapter organizer for **Voice of the Experienced (VOTE)**. Marshall spoke about public safety, policing, and the importance of ensuring that people with lived experience have a seat at the table when shaping policy. He also described the work VOTE is leading in Louisiana to push for meaningful efforts on policing and beyond to build stronger community partnerships.

It has been twenty years since Hurricane Katrina. On the Monitor's Mic, we reflected on policing during that storm with **former NOPD Superintendent of Police Warren Riley**.

Superintendent of Police Warren Riley. Chief Riley reflected on what it was like to lead NOPD following Hurricane Katrina, navigating recovery during one of the most difficult moments in the city's history (and why he chose to write a book chronicling it). He shared insights on the dynamic between mayors and chiefs, his belief that police chiefs should be elected, and the progress he has seen in the NOPD since his tenure.

The Monitor's Mic then welcomed the **Honorable Judge Simone Levine of Section A, New Orleans Criminal District Court**. Judge Levine discussed her approach to accountability within the criminal legal system, emphasizing that while people must be held responsible for their actions, they should still be treated with dignity. Her perspective highlighted the balance courts must strike between justice and humanity. Judge Levine also connected how her experience as the former Deputy of the OIPM has informed her understanding of police work and its impact - in courtrooms and the community.

Finally, the Monitor's Mic closed the month with **Deputy Superintendent Keith Sanchez** and **Captain Wayne DeLarge** of NOPD's Public Integrity Bureau (PIB). This was a show that the OIPM wanted to hold to get valuable information about how police misconduct investigations work in the NOPD, explain officer discipline, and talk about whether officers are held accountable or if they are disciplined too much. These leaders within PIB, offered an inside look into internal affairs, explaining the responsibilities and challenges of investigating officer misconduct.

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/>

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



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THE MONITOR'S MIC

Where we talk oversight, policing, and you

Guest of the Week: Alfred Marshall, Chapter Organizer for Voice of the Experienced (VOTE)

Join us this Friday (9/5) when we speak with a Chapter Organizer for VOTE. We will discuss the Home Rule Charter Amendment on the ballot this October, the work that VOTE does to promote public safety, and the importance of those with lived experiences having a seat at the table where decisions are made.

Alfred Marshall Chapter Organizer Voice of the Experienced (VOTE)

Stella Clement Independent Police Monitor Host

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

Call: (504) 582-9422

Kirschelle Williams Deputy Police Monitor Host

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THE MONITOR'S MIC

Where we talk oversight, policing, and you

Guest of the Week: Chief Warren Riley, Superintendent of NOPD 2005 - 2010

Tune in to the Monitor's Mic to hear from former NOPD Superintendent Warren Riley.

Chief Riley will discuss what it was like to lead the NOPD in the wake of Hurricane Katrina, his book: "Inside the Eye: Hurricane Katrina," and the lessons he learned from his time as Chief.

Warren Riley, Former NOPD Chief

INSIDE THE EYE

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THE MONITOR'S MIC

Where we talk oversight, policing, and you

Guests of the Week: Keith Sanchez, Deputy Chief Public Integrity Bureau of the New Orleans Police Department & Wayne DeLarge, Captain Public Integrity Bureau of the New Orleans Police Department

This week is about internal affairs. From police misconduct investigations to discipline, let's talk about accountability in the NOPD.

Keith Sanchez, PIB Deputy Chief

Wayne DeLarge, Captain

PIB Captain

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

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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	46	84	93	51	49	51	66	22	30	55.75
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	17	21	17	24	19	25	0	0	0	13.25
Community Liaison Count	15	13	27	12	20	33	15	3	6	16.13
Case Monitoring Count	4	5	4	7	4	9	0	9	8	5.75
Case Review Count	0	0	1	4	4	2	4	8	0	2.88
Contact Only Count	36	80	43	27	17	28	14	2	4	26.88
Disciplinary Hearing Count	26	40	38	47	20	54	39	53	23	39.25
Critical Incident Count	10	5	3	5	7	9	8	5	7	6.13
Firearm Discharge Count	8	4	3	5	6	8	7	3	4	5.00
Lvl 4 Non-Critical	10	15	7	18	6	8	0	0	0	6.75
Force Monitoring*	1	5	1	0	0	0	0	0	0	0.75
Mediation Count	26	28	24	17	18	27	26	19	24	22.88
Commendation Count	1	6	5	0	8	1	4	1	2	3.38
Grand Total	202	307	267	218	183	261	185	130	110	208

	Sept 2025	Sept 2024	Sept 2023	Sept 2022	Sept 2021	Sept 2020	Sept 2019	Sept 2018	Sept 2017	2017-2024 Average
Citizen Complaint Count	3	5	14	7	2	3	11	5	3	6.25
Police Complaint Count	0	0	1	0	0	3	1	1	0	0.75
Civilian w/in NOPD	0	0	0	0	0	1				0.20
Anonymous Complaint	1	5	6	1	0	2				2.80
Community Liaison Count	3	1	3	1	1	4	0			1.67
Case Monitoring Count	0	3	1	0	0	0	0	0	0	0.50
Case Review Count	0	0	0	0	0	0	0	0	0	0.00
Contact Only Count	1	5	7	2	3	1	0	0	0	2.25
Disciplinary Hearing Count	2	5	5	5	0	12	1	0	2	3.75
Critical Incident Count	2	1	0	0	0	0	0	0	1	0.25
Firearm Discharge Count	0	1	1	0	0	0	0	0	1	0.38
Lvl 4 Non-Critical	0	1	0	2	0	0				0.60
Force Monitoring*	0	0	0	0	0	0	0			0.00
Mediation Count	2	4	2	3	3	2	1	3	3	2.63
Commendation Count	0	0	0	0	2	0	0	1	0	0.38
Grand Total	14	31	40	21	11	28	14	10	10	20.63

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

CURRENT BUDGET



OIPM Budget Description	Amount
Personnel	\$905,785.00
Operating	\$400,000.00
2025 Total OIPM Budget	\$1,305,785.00
2025 Total OIPM Budget	\$1,305,785.00
Amounts Spent to Date:	\$838,409.00
Unexpended funds	\$467,376.00

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:

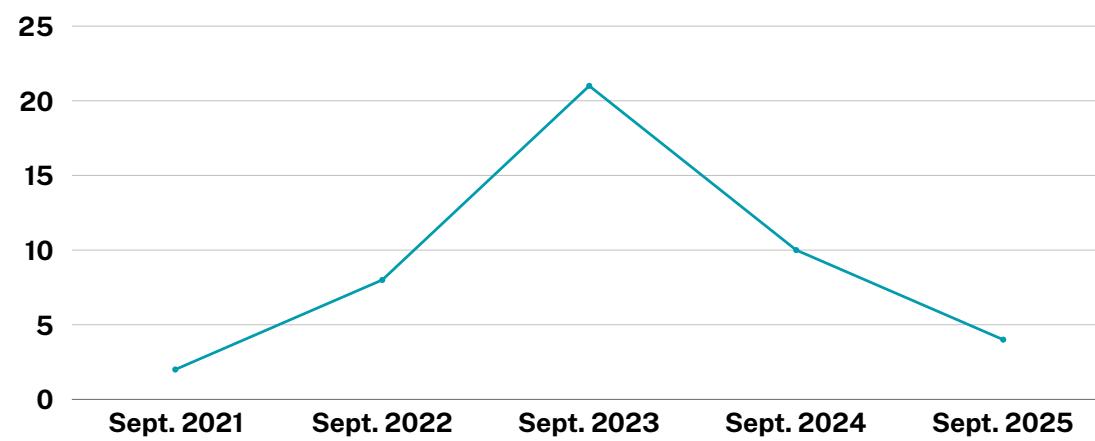
- Use of Force
- Abuse of Authority such as unlawful searches and seizures, premises enter and search, no warrant, threat to notify child services, threats to damage of property, etc., refusal to take complaint, refuse to identify themselves, damages to property seized
- Failure to supervise
- Falsification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



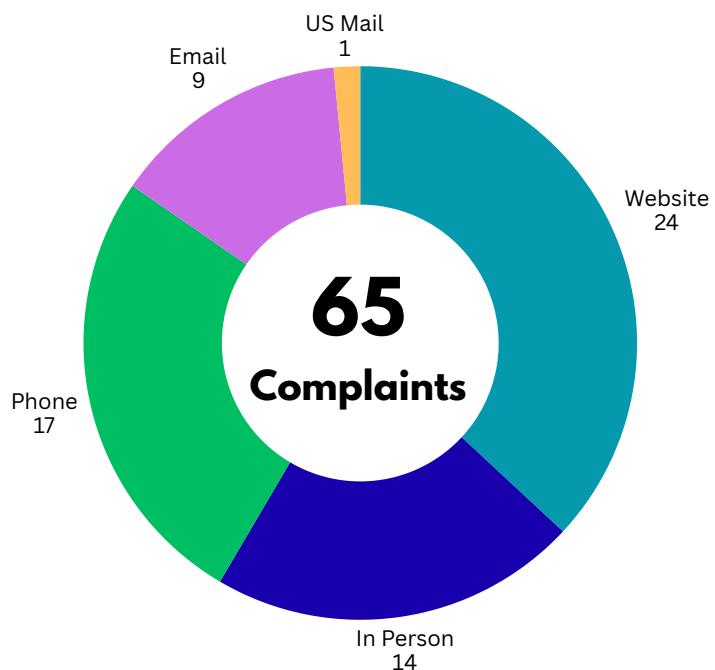
4

Total Complaints
Received this
month

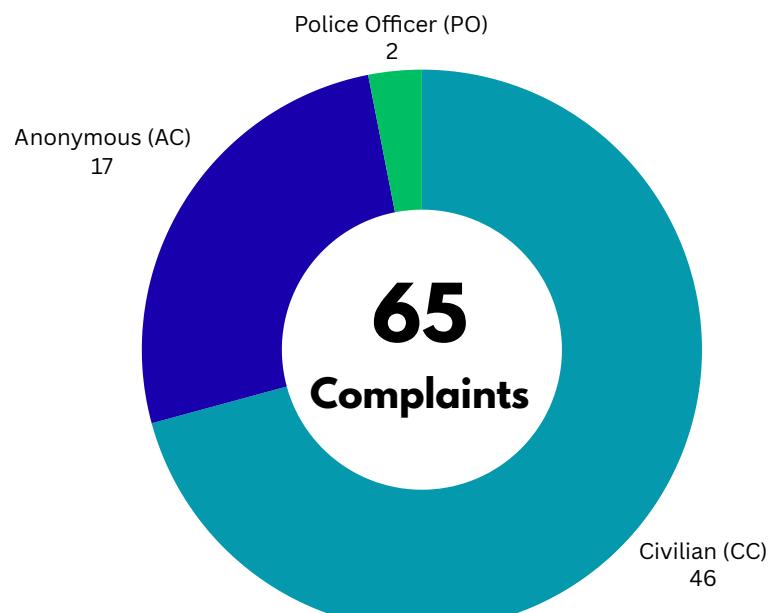
65

Total Complaints
Received This
Year

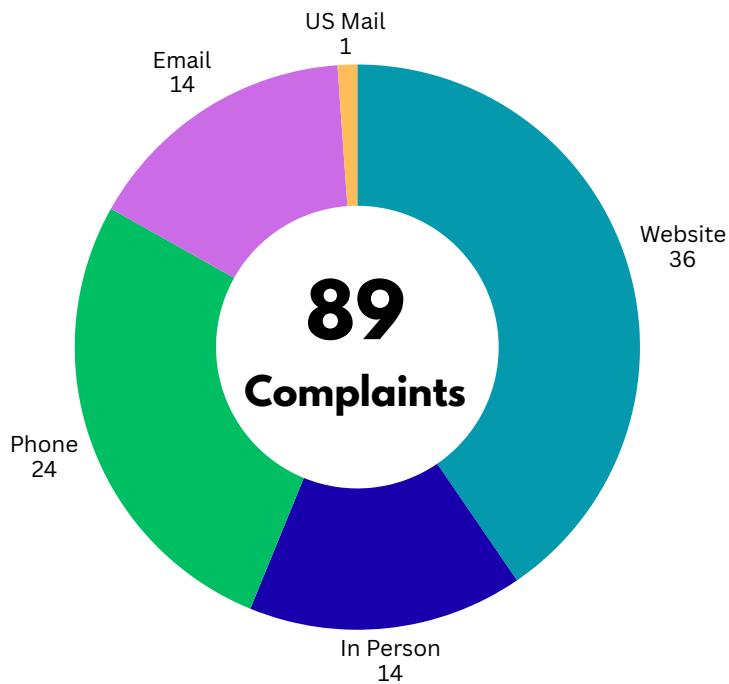
Complaint Intake Source - 2025



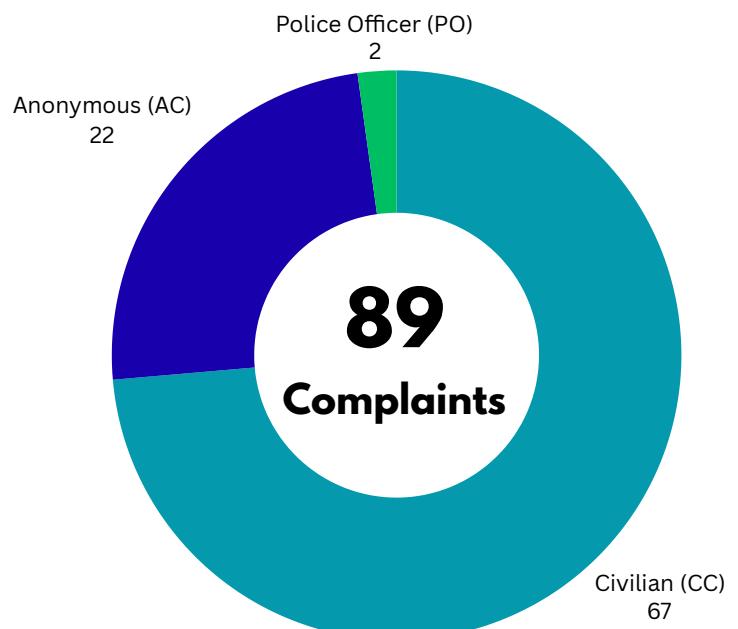
Complainant Type - 2025



Complaint Intake Source - Past 12 Months

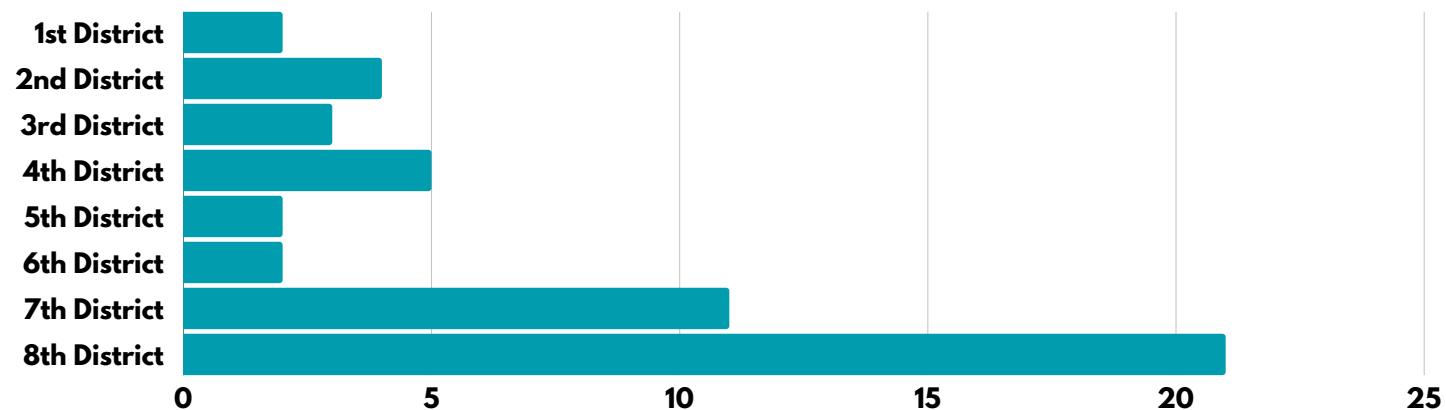


Complainant Type - Past 12 Months

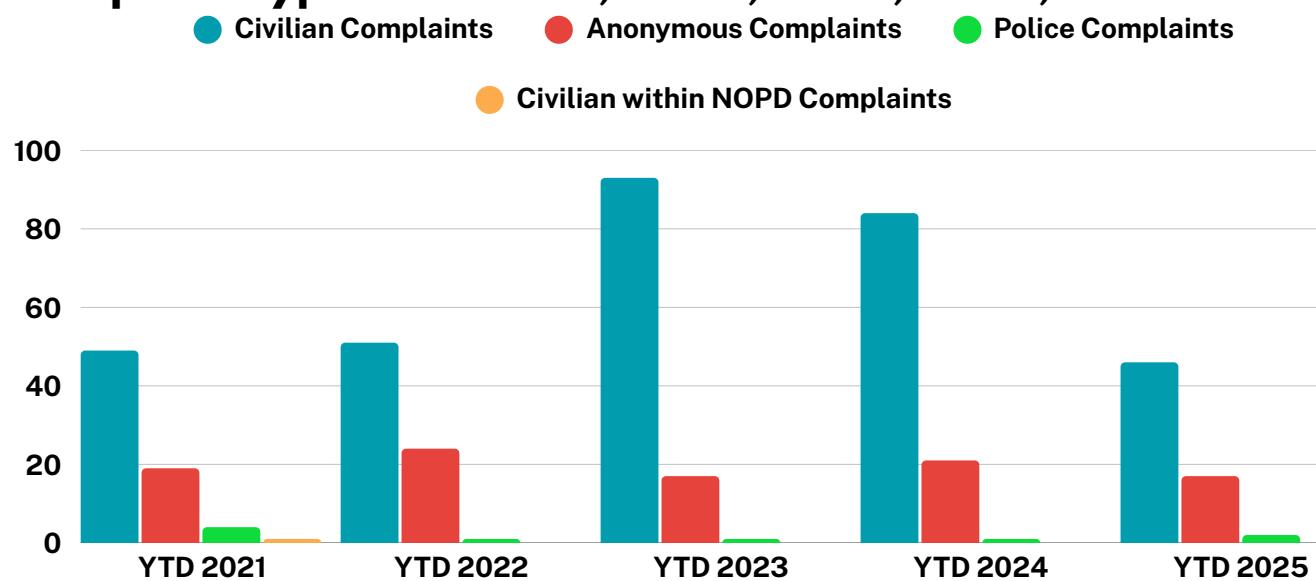


Districts - Past 12 Months

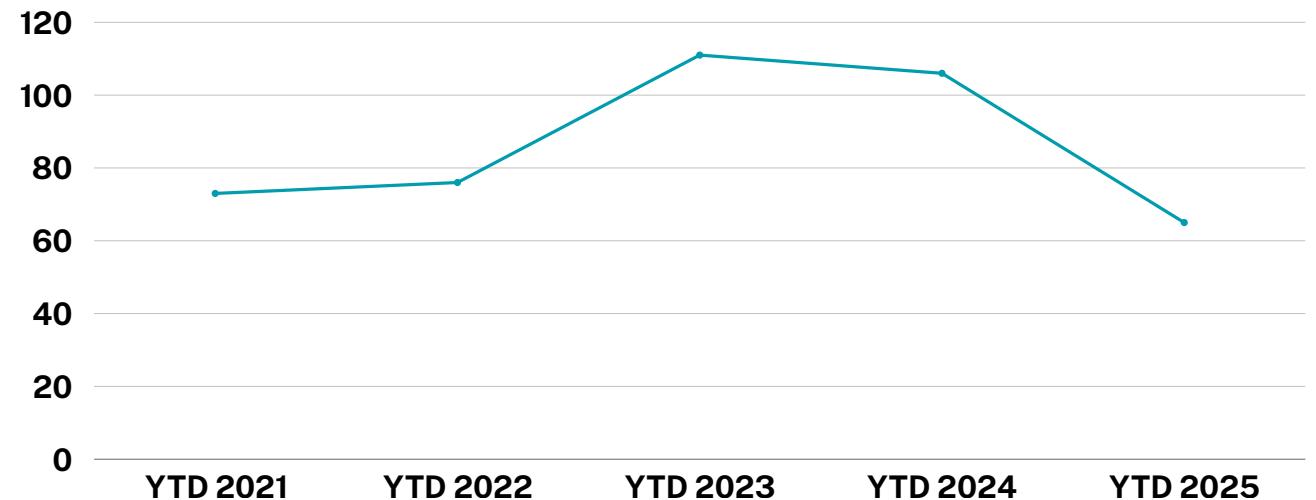
This chart communicates where the alleged misconduct occurred by police district. This requires the misconduct to occur in a physical space (instead of an incident that occurs over the phone or internet for example). This is based on complainant disclosure and the OIPM tries to verify this information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



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

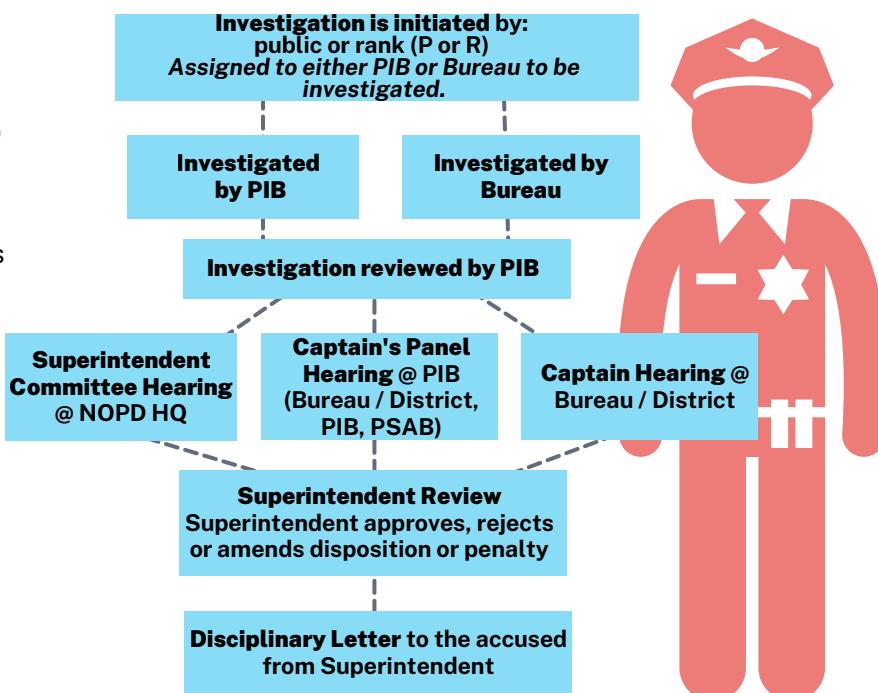


Complaint Totals YTD - 2021, 2022, 2023, 2024, 2025



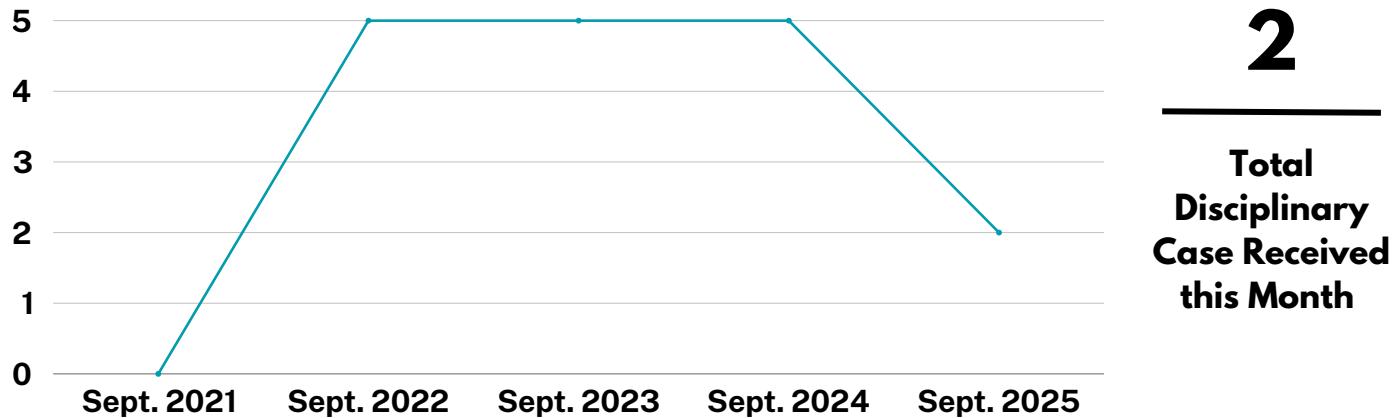
DISCIPLINARY PROCEEDINGS

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 - September



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.

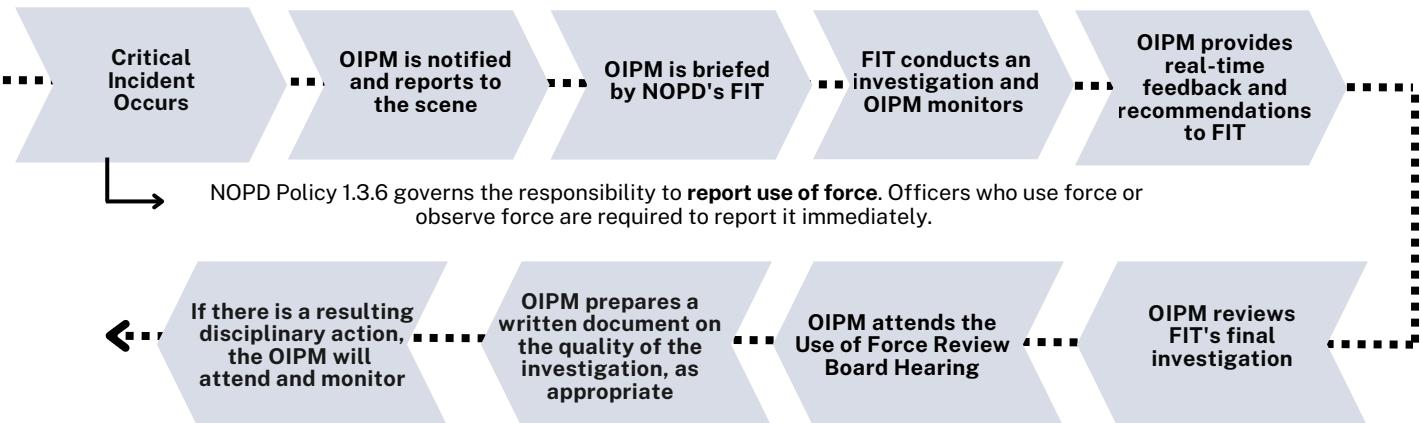
Use of Force

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

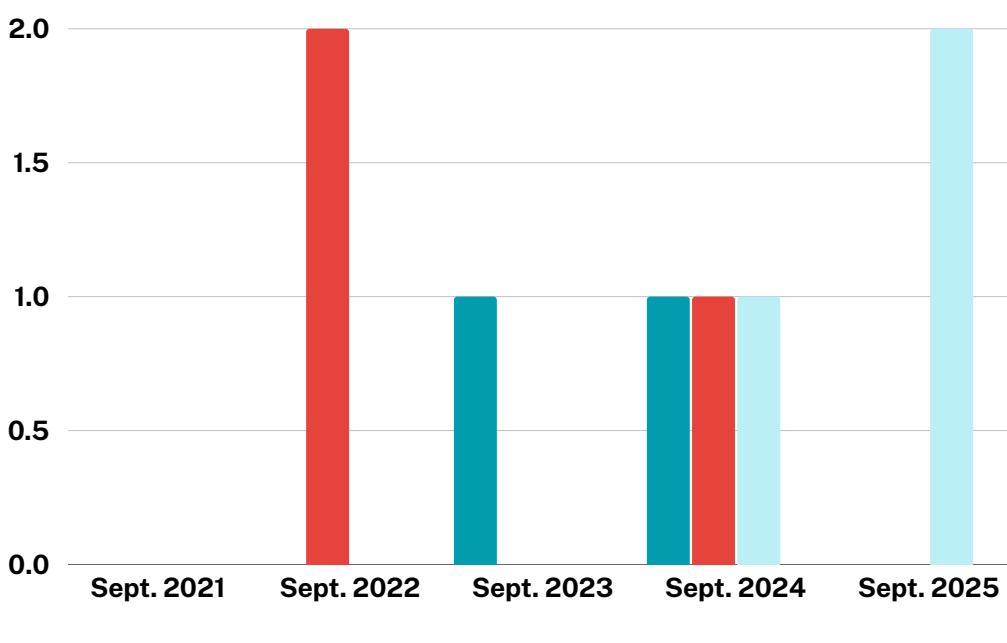


Use of Force Work

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

2
Critical Incidents this Month

0
Level 4 Non-Critical Use of Force this Month

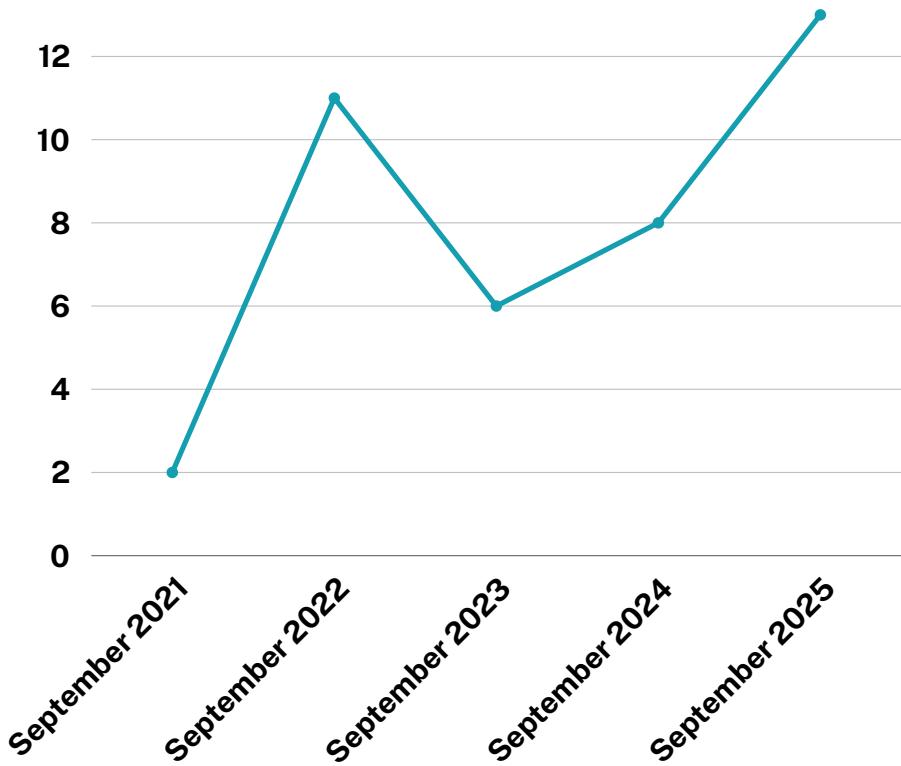
0
Additional Force Monitoring this Month

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 - September 2021, 2022, 2023, 2024, 2025

14



Outreach Events

- Mediator Meet and Greet Mid-City, 9/6/25
- Mediator in service training, 9/18/25
- Community-Based Mediation presentation at 2nd District Roll Call (4x), 9/9/25 & 9/10/25
- Community-Based Mediation presentation at 1st District Roll Call (3x), 9/16/25 & 9/17/25
- Presented at NOPD's Citizen's Academy, 9/20/25
- Participated in the National Day of Remembrance Walk and Ceremony, 9/25/25
- NO Alliance Meeting and Panel regarding Police Corruption / Misconduct in Death Investigations, 9/25/25

13

**Total Outreach
Events this Month**



The IPM, Stella Cziment, presents to the community at NOPD's Citizen Academy



The OIPM presents at roll call regarding the launch of the Community District Mediation Program.

COMMUNITY-POLICE MEDIATION

Relevant Definitions

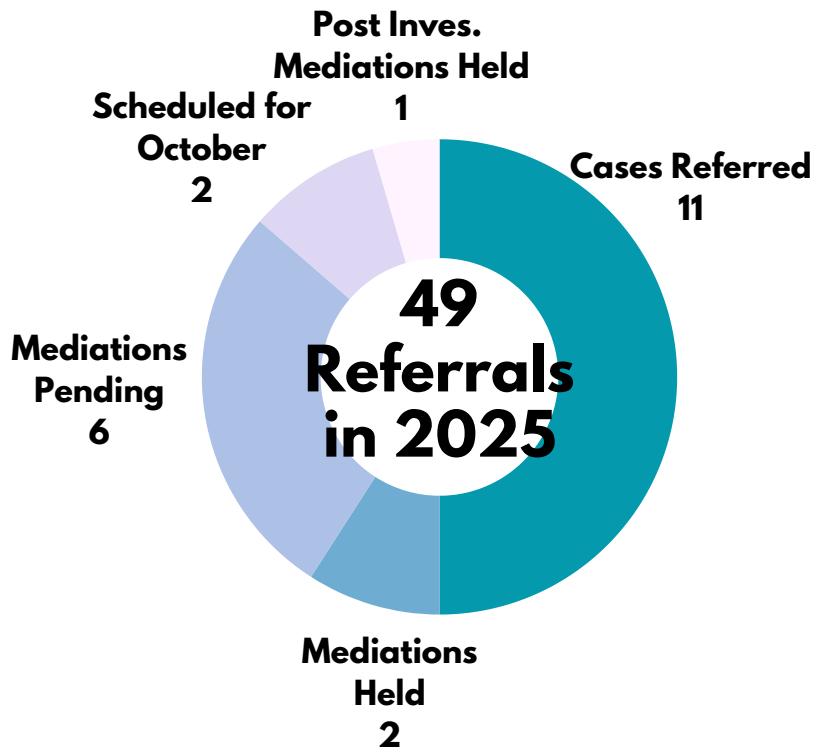
Mediation

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 - September



**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?

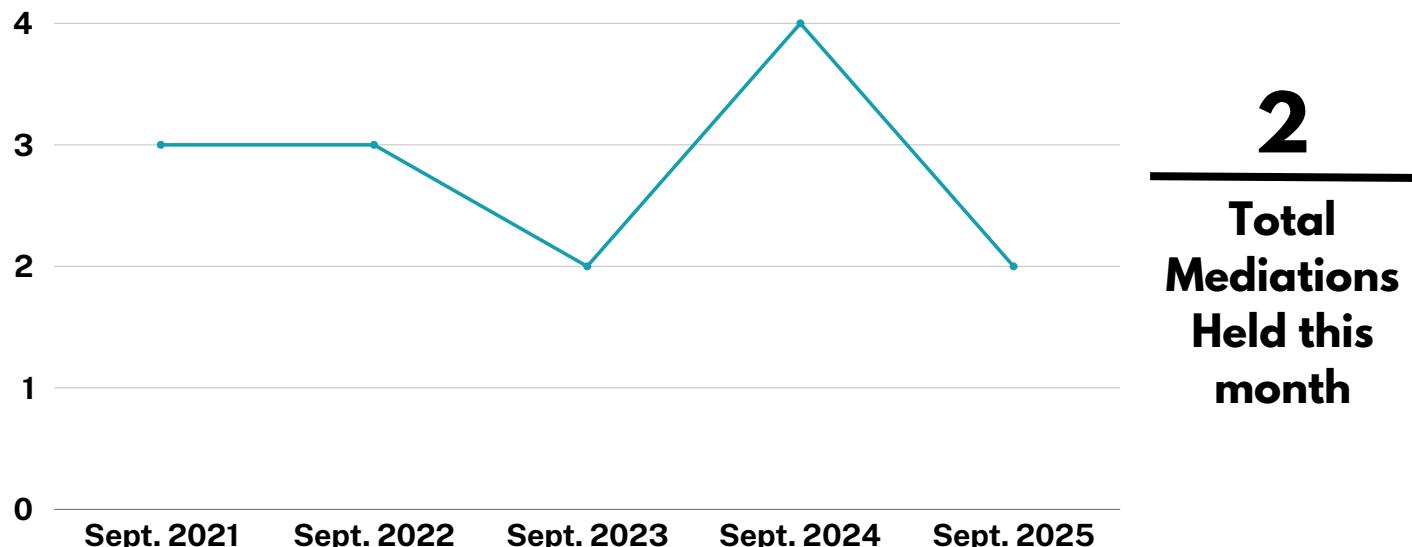
Mediation is an alternative to the traditional process of resolving complaints of police officer misconduct. Mediation provides a process facilitated by two professionally-trained community mediators to create mutual understanding and allow the officer and civilian to be fully heard and understood in 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**