

**Office of Professional Standards
Annual Report for 2022**

The Office of Professional Standards of the Knoxville Police Department falls under the direct command and control of the Chief of Police. The Office of Professional Standards is comprised of three sworn investigators and one civilian employee. The focus of the office is to investigate and monitor allegations of misconduct that come from concerned citizens, employees, and/or supervisory personnel within the city. While the Office of Professional Standards is primarily focused on misconduct within the police department, the unit can conduct investigations within other city departments. The Office of Professional Standards is committed to maintaining the integrity of the Knoxville Police Department. This is accomplished through fair and impartial investigations that recognize the rights of employees while holding them accountable for their actions.

All complaints received by the Office of Professional Standards are thoroughly investigated and the findings are classified in one or more of the following areas:

FIRST DEGREE – SUSTAINED

The allegation is supported by sufficient evidence to believe the incident occurred. Recommendation for appropriate disciplinary action is made.

SECOND DEGREE – NOT SUSTAINED

Investigation discloses insufficient evidence either to prove or disprove the allegation.

THIRD DEGREE – EXONERATED

The incident complained of occurred; however, the actions of the employee were lawful and proper.

FOURTH DEGREE – UNFOUNDED

The investigation disclosed that the allegation complained of never occurred and, therefore is false. (This may apply to one or all accusations against the employee).

FIFTH DEGREE – POLICY FAILURE

Investigation concludes that the allegation is true, but the employee's actions were consistent with departmental policy, the findings are exonerated by policy failure.

SIXTH DEGREE – PARTIALLY SUSTAINED

The incident has two (2) or more allegations and at least one (1) of the allegations is sustained.

SEVENTH DEGREE – INFRACTION NOT BASED UPON ORIGINAL COMPLAINT

A substantiated infraction not mentioned in the initial allegation was disclosed by the investigator.

During 2022, the Office of Professional Standards received 40 complaints that warranted an investigation. Of those 40 complaints, the Office of Professional Standards conducted 30 internal investigations and the remaining 10 complaints were investigated by the employee's immediate supervisor.

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CASES

(Sworn Personnel)

1 st Degree.....	13
2 nd Degree.....	6
3 rd Degree	8
4 th Degree.....	0
5 th Degree.....	4
6 th Degree.....	0
7 th Degree.....	12
Resignation.....	6
Pending.....	2

(Non-Sworn Personnel)

1 st Degree.....	3
2 nd Degree.....	1
3 rd Degree.....	2
7 th Degree.....	1

**** Numerous cases from the 30 total cases investigated in 2022 had multiple findings; those numbers are accurately represented in the above columns. ****

CASE TOTALS

Sworn Personnel.....	26
Non-Sworn Personnel.....	4
Total Investigated by OPS...	30

REFERRALS

(Sworn Personnel)

1 st Degree.....	1
2 nd Degree.....	0
3 rd Degree.....	5
4 th Degree.....	4
5 th Degree.....	0
6 th Degree.....	0
7 th Degree.....	0
Resignation.....	0
Pending.....	0

REFERRAL TOTALS

Sworn Personnel.....	10
Non-Sworn Personnel.....	0
Total Referred to Supervisors...	10

In 2022, the Office of Professional Standards received numerous additional phone calls, walk-ins, or e-mails that were addressed, but did not warrant an official investigation. In most of these cases, the complainants were advised by a member of OPS or referred to the proper division or district. In some cases, complainants were referred to the appropriate agency when the subject of the complaint was not employed by KPD.