

**Internal Affairs Unit  
Annual Report for 2019**

The Internal Affairs Unit of the Knoxville Police Department falls under the direct command and control of the Chief of Police. The Internal Affairs Unit is comprised of three sworn investigators and one civilian employee. The focus of the unit is to investigate and monitor allegations of misconduct that come from concerned citizens, employees and/or supervisory personnel within the city. While Internal Affairs is primarily focused on misconduct within the police department, it is not uncommon for the unit to conduct investigations within other city departments. The Internal Affairs Unit is committed to maintaining the integrity of the Knoxville Police Department and other offices throughout the city. This is accomplished through fair and impartial investigations that recognize the rights of employees while holding them accountable for their actions.

In addition to conducting investigations, the Internal Affairs Unit also completes pre-employment background investigations on all police department employees. Upon request, this same service is and has been extended to other departments within the city. The unit also administers and oversees the Professional Excellence Program for the Knoxville Police Department.

All complaints received by the Internal Affairs Unit 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 2019, the Internal Affairs Unit received 34 complaints that warranted an investigation. Of those 34 complaints, Internal Affairs conducted 19 administrative investigations and the remaining 15 complaints were referrals that were investigated by the employee's immediate supervisor.

<b><u>CASES</u></b>	
(Sworn Personnel)	
1st Degree .....	7
2nd Degree .....	0
3rd Degree.....	2
4th Degree.....	1
5th Degree.....	0
6th Degree.....	0
7th Degree.....	6
Resignation .....	1
Pending .....	0

(Non-Sworn Personnel)	
1st Degree .....	1
7th Degree.....	1

**CASE TOTALS**

Sworn Personnel .....	17
Non-Sworn Personnel .....	2
<b>Total Investigated by IAU .....</b>	<b>19</b>

<b><u>REFERRALS</u></b>	
(Sworn Personnel)	
1st Degree .....	2
2nd Degree.....	2
3rd Degree.....	7
4th Degree.....	2
5th Degree.....	0
6th Degree.....	0
7th Degree.....	2
Pending .....	0

**REFERRAL TOTALS**

Sworn Personnel .....	15
Non-Sworn Personnel .....	0
<b>Total Referred to Supervisors.....</b>	<b>15</b>

In 2019, the Internal Affairs Unit received 183 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 IAU or referred to the proper division or district. In some cases the complainants were referred to the appropriate agency when the subject of the complaint was not employed by KPD.

Also in 2019, IAU investigators conducted pre-employment background investigations on 129 applicants for KPD.