



Cornell University

Cornell Police

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Distribution: Chief, Deputy Chief,
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Annual Internal Affairs Summary

Policy Statement on Internal Affairs

(from CUPD Policy Manual Article 25 – Internal Affairs)

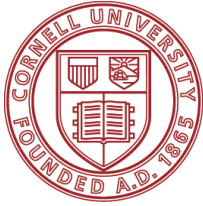
It is the policy of the Cornell University Police to accept all complaints of alleged employee misconduct; to conduct a fair and impartial investigation of the complaint; to determine whether the complaint is valid or invalid; and, where indicated take appropriate action. Law enforcement personnel, like all citizens, are protected by the guarantees of the United States Constitution. However, as law enforcement personnel they are in a peculiar and unusual position of public trust and responsibility. The public and the Chief of the Cornell University Police have the expectation that employees will give an honest reply to questions which are directly related to the performance of their official duties and/or their fitness to serve in a position of public trust.

Types of Internal Affairs Complaints:

Category 1: A complaint that alleges failure to supply services that meet the expectations of the complainant although laws, policies and procedures have been followed. Examples of a Category 1 Complaint may allege acts of rudeness, discourtesy, unprofessional conduct, sarcasm directed towards another person, poor attitude, or a rude and insulting demeanor.

Category 2: A complaint that alleges misconduct by an employee in failing to follow policies and procedures. Examples of Category 2 Complaints are insubordination, inattention/neglect to duty, intoxication, and minor V&T laws.

Category 3: A complaint that alleges that an employee committed an act that violated the law. An exception to this category is minor Vehicle and Traffic Law violations (said violations would be handled as a category 2 complaint).



Dispositions of Internal Affairs Complaints:

Sustained: The allegation is found to be factual and is substantiated by competent evidence.

Not Sustained: Insufficient evidence exists to prove or disprove the allegation.

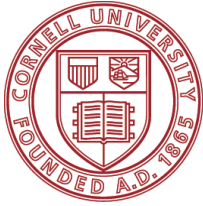
Unfounded: The allegation is not supported by the facts or is a false allegation.

Exonerated: The allegation is factual and did occur, however, the involved employee acted lawfully and properly within the bounds of policy and acceptable conduct.

Closed: The current investigation of the allegation is terminated without conclusion. The reason for closing the case file shall be noted therein.

2018 Internal Affairs Investigations

Total Number of IA Investigations Initiated:	3
Categories of IA Investigations:	
Category 1:	3
Category 2:	0
Category 3:	0
Dispositions of IA Investigations:	
Sustained:	0
Non-Sustained:	0
Unfounded:	3
Exonerated:	0
Closed:	0
Unreported:	0
Corrective Action Taken:	
Counseling:	0
Reprimand:	0
Suspension:	0
Termination:	0
No Action Taken:	3
Unreported:	0
Special Categories & Dispositions:	
Category:	#
Racial Bias/Profiling:	N/A
Sexual Harassment:	N/A
Excessive Force:	N/A
Disposition(s)	
Annual Comparisons:	
Total IA Investigations:	
2014	8
2015	9
2016	6
2017	5



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Observable Trends:

No discernable trends appeared in this year's review of Internal Affairs investigations. There were no allegations which alleged any of the special categories concerns of racial profiling/biased-based policing, excessive force or sexual harassment. One anonymous complaint was filed and was investigated. The number of internal affairs investigations was the lowest on record and all were concluded as UNFOUNDED.