

INTERNAL AFFAIRS

2009

ANNUAL SUMMARIES

INTRODUCTION

The Bristol Police Department is committed to monitoring the performance of its employees, as well as investigating complaints forwarded by the general public, to ensure that all employees are providing its citizenry with a service that is professional and consistent with Department policies and rules and regulations.

DISCIPLINE

Between January 1st and December 31st of year 2009, the Bristol Police Department's Internal Affairs investigated three (3) complaints related to employee misconduct. All three complaints involved sworn officers. All of the three (3) complaints investigated involved three (2) different employees.

Month Investigation Began	Substantiated	Unsubstantiated	Other	Generated Within Department	Citizen's Complaint
January	0	0	0	0	0
February	1	0	0	0	1
March	0	0	0	0	0
April	0	0	0	0	0
May	0	0	0	0	0
June	1	0	0	1	0
July	0	1	0	0	0
August	0	0	0	0	0
September	0	0	0	0	1
October	0	0	0	0	0
November	0	0	0	0	0
December	0	0	0	0	0

Description of Disciplinary Action	Number of Action Taken
Oral Reprimands, Counseling and Training	1
Written Reprimand	0
Administrative Leave	0
Suspension Without Pay	0
Demotion	0
Dismissal	0

CONCLUSION

The Bristol Police Department declares zero tolerance for deliberately unethical or illegal conduct. The Bristol Police Department recognizes that other repetitive or uncorrectable conditions require decisive action to protect the town, the department and its other employees from harm to their reputation and allegations of negligent retention or failure to discipline.

It is the Bristol Police Department's policy to utilize the disciplinary process fairly and impartially with adequate appeal procedures to ensure that the rights of employees are protected.