

SYRACUSE

CRB

CITIZEN REVIEW BOARD

Quarterly Report
April 1 to June 30, 2013

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MISSION & OBJECTIVES

The purpose of the Citizen Review Board is to provide an open, independent, and impartial review of allegations of misconduct by members of the Syracuse Police Department; to assess the validity of those allegations through the investigation and hearing of cases; to recommend disciplinary sanctions where warranted; and to make recommendations on Syracuse police policies, practices and procedures.

In fulfillment of its legislative purpose and mission, the Board is committed to:

- Creating an institution that encourages citizens to feel welcome in filing a complaint when they believe that they have been a victim of police misconduct;
- Making the public aware of the CRB's existence and process through ongoing community outreach events and coverage by local media;
- Completing investigations and reviews of complaints in a thorough, yet timely fashion;
- Remaining unbiased, impartial, objective and fair in the investigation, evaluation, and hearing of complaints;
- Engaging in community dialog that encourages citizen input with the CRB;
- Respecting the rights of complainants and subject officers;
- Upholding the integrity and purpose of the CRB's enabling legislation; and
- Reporting to the Mayor, the Common Council, the Chief of Police and the public any patterns or practices of police misconduct discovered during the course of investigation and review of complaints.
- Operating in an open and transparent manner to the extent permitted by applicable municipal and state laws, regulations and ordinances

BOARD MEMBERS & TERMS

The Board Members serve staggered three-year terms and are all unpaid volunteers. Board members devote an average of ten hours per month to CRB matters. This includes their attendance at monthly meetings, preparation for and participation in panel hearings, training, and community outreach. Biographies of each board member are available on the CRB website www.syracuse.ny.us/CRB_Members.aspx.

Current Members of the Syracuse Citizen Review Board

Mayoral Appointees

- Timothy Jennings-Bey - term expires December 2014
- Joseph Masella, Board Chair - term expires December 2015
- Diane Turner - term expires December 2013

District Councilor Appointees

- Sarah McIlvain – 1st District - term expires December 2014
- Carole Horan - 2nd District - term expires December 2015
- Open Seat - 3rd District - term expires December 2015
- Tafara Timmons - 4th District - term expires December 2014
- Louis Levine - 5th District - term expires December 2013

At-Large Councilor Appointees

- Mallory Livingston - term expires December 2015
- Raheem Mack, Board Vice Chair, - term expires December 2015
- Donna Oppedisano - term expires December 2013

OPERATIONS

Between April 1 and June 30, 2013, the full CRB membership held three monthly business meetings that were open to the public. Quorum was met for each meeting and all regular operating business was able to be conducted.

During this quarter, the CRB received a total of 35 new complaints and fully processed 33 existing cases. This represents an increase of three new received complaints and an increase of seven cases fully processed in comparison to the first quarter of 2013. By the end of the second quarter of 2013, the CRB received a total of 67 complaints. In comparison, the CRB received a total of 69 complaints through the entire year of 2012. Thus, the CRB is on track to receive about twice as many complaints as were received in 2012, the first year of operation for the new CRB. This likely indicates a growing public awareness of the CRB and its expanding operations as well as an increasing willingness among individuals to come forward to file a complaint. These are all positive indications that the CRB is gradually increasing its capacity for complaint intake and investigations.

During this second quarter of 2013, the CRB held nine hearings to examine a variety of complaints. Seven of those hearings resulted in a sustained finding against one or more officers. The CRB made disciplinary recommendations to the Chief of Police in those seven cases with disciplinary sanctions recommended against 13 different officers. The Chief of Police imposed discipline in three of the seven incidents where

the CRB provided disciplinary recommendations to him. There was a one-month delay in receiving the disciplinary findings from the Chief of Police's office, which led the Board to delay the release of this quarterly report to the public.

INCREASING CRB-SPD RATE OF AGREEMENT

During the second quarter of 2013 there was a significant increase in the SPD's Disciplinary Action Rate (DAR). The DAR is a measure of how frequently the Chief of Police imposes discipline in cases where the CRB recommends discipline. In effect, the DAR is a metric that quantifies the rate of agreement between the CRB and Chief on disciplinary decisions involving allegations sustained by the CRB. During the CRB's first quarter of operations in 2012, there was no agreement in the disciplinary findings between the CRB and the SPD. For the first quarter of 2013 there was only a 20% agreement rate, as the SPD imposed discipline in just one out of the five cases that resulted in a sustained finding by the CRB. **For the second quarter of 2013, the DAR increased to three out of seven—about 43%.** While it is too early to assess whether this will be a sustained and emergent trend, it is an indication that there is an increasing convergence in the findings of the CRB and those of the Chief of Police and the SPD's Office of Professional Standards. This is a pattern that would be expected in the early stages of the reestablishment of an external oversight system. While there may be occasional dips in the DAR going forward, the general trajectory should continue to reflect increasing convergence.

Increasing Disciplinary Action Rate since the reestablishment of the new CRB in mid-2012:

| | |
|-----------------|------------------|
| September 2012: | 0% (0 out of 4) |
| December 2012: | 20% (1 out of 5) |
| March 2013: | 20% (1 out of 5) |
| June 2013: | 43% (3 out of 7) |

COMMITMENT FROM CHIEF FOWLER TO PROVIDE RESPONSES & CREATE POLICE LIASON COMMITTEE

Over the past few months, the CRB, with the ongoing assistance of Councilor Jake Barrett, chair of the Common Council's Public Safety Committee, has sought to ensure full compliance with the CRB legislation in all aspects of the law. As part of that effort, the CRB Administrator and Board Chair recently met with the Mayor's Chief of Staff, William Ryan, and Chief of Police Frank Fowler to work out the process by which Chief Fowler will provide his reasoning to the CRB when the CRB sustains a complaint but the police department does not. Chief Fowler committed to meeting this obligation.

In addition, we discussed the legislative requirement that the Chief create a Police Liaison Committee composed of three members of the SPD that will serve as an avenue of information exchange with the CRB in regards to department policies, procedures and training. The CRB is especially eager to see the Police Liaison Committee created as it should assist in fostering more collaborative relations between the SPD and the CRB.

ASSISTANCE TO COUNTY LEGISLATURE IN FORMING A CRB FOR THE JUSTICE CENTER

On May 7, 2013 the CRB Administrator met with County Legislators on the creation of a CRB-like oversight agency for the Onondaga County Justice Center. The discussion was highly constructive as the legislators were already committed to the creation of a civilian oversight agency. The CRB Administrator was invited to provide insight into the critical issues and challenges inherent in the creation of a new external oversight system. The Syracuse CRB Administrator will remain committed to working with the County Legislature and the Sheriff's office as the Justice Center CRB is further developed and implemented.

HEARINGS FOR INMATES AT THE JUSTICE CENTER

Since establishing a presence in the Justice Center late last year, the CRB has begun to receive complaints against members of the Syracuse Police Department from inmates at the Justice Center. During the second quarter of 2013, the CRB began to hold hearings for inmate complainants. The Onondaga County Sheriff's Office has cooperated by agreeing to transport the inmates to the CRB hearing location. There have been three such hearings so far and each has gone smoothly. The CRB would like to express its appreciation to Lt. James Raus and the OCSO Transport Section for facilitating the transport of Justice Center inmates to the CRB hearings.

PURCHASE OF RECORD-KEEPING SOFTWARE

During this quarter of operations, the CRB purchased an extension of the SPD's licensing contract with CI Technologies, the company that provides the software package IA Pro. This program will help the CRB increase its efficiency and effectiveness by providing such capabilities as early identification of patterns of complaints, tracking of complaints against officers, general case management, data aggregation and the production of detailed statistical reports. The IA Pro system should be fully integrated into the CRB processes by the end of 2013.

OUTSIDE LEGAL COUNSEL

This quarter the CRB has also identified the outside legal counsel it will employ when a conflict of interest exists with Corporation Counsel. As the CRB caseload has expanded, it was inevitable that conflicts of interest would arise with Corporation Counsel's dual responsibility to represent the CRB and the City (and SPD personnel in cases involving potential lawsuits against the City). Therefore, the CRB and Corporation Counsel have worked cooperatively to identify the point at which a conflict arises and the CRB should access outside legal counsel. Additionally, the Common Council has included adequate funding in the CRB budget to ensure that the CRB has the resources needed to hire outside counsel when necessary. During the month of April, the CRB conducted a search for outside counsel. By May, the CRB had settled on attorney Jim Hopkins to represent the CRB and provide legal counsel when a conflict of interest exists for Corporation Counsel.

CRB CASES INVOLVING A POTENTIAL LAWSUIT AGAINST THE CITY

Corporation Counsel recently established a new policy regarding the provision of documents to the CRB from the investigatory case file of the SPD's Office of Professional Standards. From now on, when a complainant files a Notice of Claim (a prerequisite to filing a lawsuit) against the SPD or the City, SPD will

cease to provide the CRB with any additional documents related to the case. Going forward, the CRB will monitor the effect that this decision is having on active cases under investigation and will report to the public any impact that this new policy may have on the CRB process.

FILING A COMPLAINT WITH THE CRB

The Syracuse CRB accepts complaints against on-duty members of the Syracuse Police Department (SPD) involving allegations of misconduct that may violate SPD rules and regulations, as well as state, local and/or federal law. The CRB accepts complaints on active misconduct – such as excessive force, constitutional violations, harassment, racial or gender bias, poor demeanor, search & seizure violations, theft or damage to property, untruthfulness, and false arrest – as well as passive misconduct such as failure to respond or refusal to take a complaint.

Any member of the public can file a complaint with the Syracuse CRB; a complainant need not be a resident of the City of Syracuse. There are several ways a complaint can be filed. A complainant can walk in to the CRB office in City Hall Commons at 201 East Washington Street, Suite 705, to fill out a complaint, contact our office to have a complaint form mailed to their address, download the complaint form from the CRB website, or request a home visit if necessary. The form can be hand delivered or mailed to our office. The CRB website is www.syracuse.ny.us/CRB.aspx. The CRB office telephone number is 315-448-8750. The CRB can be reached by e-mail at crb@syr.gov.

HEARINGS & RECOMMENDATIONS

Once the full CRB votes to send a case to a panel hearing, a panel is composed of three members of the CRB (one mayoral appointee, one district councilor appointee, and one at-large councilors' appointee) and the hearing is typically held within two to three weeks based on the availability of the complainant.

During the second quarter of 2013, the CRB held nine hearings to determine whether the complaint should be sustained and discipline recommended to the Chief of Police. In seven of the nine hearings that were held this quarter, the CRB panel sustained at least one allegation of misconduct against an officer. A sustained finding means that the panel concluded that the alleged misconduct did occur. **The CRB's sustain rate for the second quarter of 2013 was 21%.** This represents an increase of 2% over the first quarter of 2013. The sustain rate is calculated by dividing the number of hearings that resulted in sustained findings that quarter (7) by the number of complaints fully processed during that quarter (33).

PUBLIC MEETINGS & OUTREACH

The CRB meets on the first Thursday evening each month from 5:30 to 7:30 PM in Common Council chambers in City Hall. This meeting is open to the public and there is a public comment period that begins no later than 6:30 PM. The purpose of the public meeting is to develop and refine CRB policies and procedures in an open, transparent and accountable fashion and to conduct the ongoing business of the CRB. The Board meetings typically include a vote on items that require Board approval, a series of items presented by the Chairman for the Board's consideration, a report on the CRB's monthly activities by the Administrator, a variety of committee reports and an opportunity for public comment. After the conclusion of the public comment period, the Board continues its meeting in a confidential Executive Session to deliberate and vote on whether or not to send investigated complaints to a hearing. During the Executive

Sessions, the Board processes on average ten to twelve complaints per month depending on current case load.

During the second quarter of 2013, the CRB also took part in several events designed to increase public awareness of the CRB. The CRB Administrator attended three targeted outreach events. On Tuesday, May 7, 2013, the CRB Administrator led a discussion on the history of policing and civilian oversight at the Century Club. On Sunday, May 12, 2013, the CRB Administrator gave a similar presentation at the monthly meeting of SAGE UPSTATE, an organization that promotes the well-being of aging members of the Central New York LGBT community. Both presentations were well received and were followed by a constructive dialog on the ongoing efforts to reestablish the Syracuse CRB. Then on Friday, June 14, 2013, the CRB participated in the Juneteenth event at The Spirit of Jubilee Park on South Avenue, where representatives of the CRB were able to conduct significant outreach to increase public awareness of the CRB.

CASE SUMMARIES OF SUSTAINED FINDINGS

Out of the nine panel hearings held during the second quarter of 2013, seven resulted in a sustained finding against one or more officers. The CRB provides a summary of the sustained cases below in an effort to provide the public with an accurate understanding of the cases sustained by CRB panels.

- **Failure to Act Allegation Sustained**

A disabled resident at a group home who felt threatened by another resident called 911 for assistance. An officer was assigned to the call. This officer placed a call to the original caller informing the caller that the officer was on the other side of town and was not willing to respond to the call for assistance in what the officer allegedly considered to be a minor dispute. The CRB panel determined that the officer did not respond adequately to the call and recommended disciplinary action be taken.

- **Three Allegations of Improper Offer in Exchange for Information Sustained**

Over the course of 2013, the CRB has received a total of four complaints alleging that an officer made an offer to ignore potential criminal actions against the complainant in exchange for the complainant providing incriminating information on other individuals in regards to illegal gun sales, the local drug trade, or unsolved homicides.

The CRB strongly supports the SPD's ongoing efforts to remove illegal guns and drugs from the streets and to vigorously pursue and solve the city's major crimes. There are often situations where a suspect arrested for a low level crime could very well be in a position to share valuable information with police that could lead to an arrest in a much more serious crime. The CRB recognizes that this is a valuable investigative tool to law enforcement. However, official SPD policy requires officers to take enforcement action against a criminal offence. Moreover, the practice of making informal and unofficial offers can produce unintended consequences. When an officer or detective makes an informal offer on the spot, it can lead to baseless allegations by an individual desperate to avoid charges and it can leave criminal suspects vulnerable to acts of retribution.

The CRB discussed this practice with the DA's office which indicated that officers are allowed to ask for such information but cannot offer to ignore evidence of a crime in exchange for cooperation. Officers are allowed to tell a suspect that notice of their cooperation will be forwarded to the DA's office for the DA's consideration in the final disposition of their charges, but the authority to make that decision resides with the DA's office. Ensuring there is a means by which SPD officers can gain access to this information without violating department policy and without risking the effects of unintended consequences will be a priority of the CRB over the next quarter. The CRB will attempt to work with the SPD and the District Attorney's office to ensure compliance with current SPD policy and to assess whether any adjustments should be made to SPD policy, practice and training in this regard.

The CRB came to a sustained finding in three of the four incidents that involved allegations of this nature during the second quarter of 2013. All involved individuals who were found to be in possession of a small amount of narcotics. The offers were typically made in one of two locations: either on the street at the point of contact or during an interview in the Criminal Investigations Division at the Public Safety Building. One case involving an allegation of this sort resulted in the CRB panel exonerating an officer because the offer only involved a traffic violation which is not considered a crime.

It should also be noted that some complainants in these cases also alleged a variety of other misconduct such as excessive force, demeanor, and false arrest. While one excessive force allegation was also sustained by a CRB panel in such a case, the demeanor allegation was found to have insufficient evidence while another officer was exonerated on a false arrest allegation in separate CRB hearings.

The CRB recommended to the Chief of Police that the department conduct a review of its policies and practices on this matter. Since it was considered a violation of department policy, the CRB panels did also recommend specific though limited disciplinary measures for subject officers in the cases where such an allegation was sustained. However, the CRB panels for these hearings concluded that this practice should be primarily addressed at the command level through a review of the department's formal and informal policies and practices while any necessary corrections should be made through a revision of the department's training practices as well as through the retraining of specific officers who have been found in violation.

- **Two Demeanor Allegations Sustained**

Two CRB panels found substantial evidence that in two separate incidents officers demonstrated poor demeanor in violation of department policy. During one incident a 17 year old female was cursed at and mocked by an officer during a response to a call about a suspicious car in relation to a prowler complaint. Another CRB hearing panel sustained a demeanor allegation against an officer for using discourteous, belittling and profane language during a response to a report of a stolen vehicle. The CRB panels recommended discipline in both cases.

- **Excessive Force & Demeanor Allegation Sustained, Insufficient Evidence found for Destruction of Property & Racial Bias**

Police responded to a 911 call reporting two possible suspects (male and female) that had allegedly trespassed and stole several items of value from a vacant house that was under construction. The suspects were located by police and ultimately arrested and charged. One of the suspects alleged that during the course of the investigation and arrest an officer made racially charged remarks and then pepper sprayed him without justification. He further claimed that another officer pulled him out of a patrol car and kicked him. In addition, the complainants provided a video showing one of the subject officers acknowledging that he threatened to “throw [her] on [her] face” if she did not comply with his order to back away from a suspect vehicle.

An involved officer did report deploying pepper spray on one of the suspects in the back of a patrol car but officers reported that the suspect had begun to violently smash his head against the divider shield and kick at the rear windows of the car. The complainant contended that he did not smash his head against the divider or kick the windows. Rather, he claimed the officer became angry with him and then deployed the pepper spray after he could not provide keys to a suspect vehicle, repeatedly asked questions about his charges, and requested an attorney.

The CRB investigation found no evidence to substantiate the officer’s claim that the complainant smashed his head against the divider shield (photographs showed no discoloration or injuries consistent with such a blow). The CRB panel ultimately concluded that the officer’s use of pepper spray was excessive and unreasonable.

In light of the video that captured another officer acknowledging that he made the statement threatening to throw the other suspect on her face, the CRB panel sustained the allegation of poor demeanor against this officer.

The complainants additionally alleged that one of the officers took the cell phone that had been used to record a portion of the incident and threw it on the ground, causing the screen to crack. The CRB panel found insufficient evidence to sustain this allegation.

Finally, one of the complainants alleged that an arresting officer made a derisive comment regarding interracial relationships. The CRB panel found insufficient evidence to sustain this allegation.

The CRB panel ultimately made a series of disciplinary recommendations to the Chief of Police in regards to this case.

BUDGET

The city budget process also unfolded during the second quarter of 2013. The CRB's total authorized budget for Fiscal Year 2013-2014 was increased by 7% from \$119,000 to \$128,288. The adjustments include a \$10,000 increase for an investigator on a contractual basis as the CRB caseload expands; an additional \$3,500 for Board development and training, and the implementation of a freeze on the salaries of the CRB administrator and secretary. As noted earlier, all members of the Board are volunteers and receive no remuneration for the time they spend on CRB business, nor do Board members receive reimbursement for expenses they incur in carrying out CRB business.

2013-2014 Adopted

DETAIL ANALYSIS OBJECT OF EXPENDITURE

100 PERSONNEL SERVICES

| | | |
|-----|----------|--------------|
| 101 | Salaries | \$ 88,388.00 |
| | Totals: | \$ 88,388.00 |

200 EQUIPMENT

| | | |
|-----|--------------------------------|-------------|
| 202 | Office Equipment & Furnishings | \$ 6,000.00 |
| | Totals: | \$ 6,000.00 |

400 CONTRACTUAL EXPENSES

| | | |
|-----|---|---------------------|
| 403 | Office Supplies | \$ 1,000.00 |
| 407 | Equipment Repair Supplies & Expenses | \$ 400.00 |
| 415 | Rental, Professional & Contractual Services | \$ 27,500.00 |
| 416 | Travel, Training & Development | \$ 5,000.00 |
| 418 | Postage and Freight | \$ 0.00 |
| | Totals: | \$ <u>33,900.00</u> |

TOTAL: **\$128,288.00**

Total Complaints Received during Second Quarter of 2013 (April 1 to June 30, 2013): 35

Categories of complaints as defined in CRB Ordinance (totals from all complaints received from April 1 to June 30, 2013):

Active Misconduct: 28
Passive Misconduct (Failure to Act): 8
Damage to Property: 1
Denial or Violation of Constitutional Rights: 0
Lack of Truthfulness in a Police Report: 1

The number of cases fully processed and closed by the Board during first quarter of 2013: 33

The number of cases where a CRB panel recommended disciplinary sanctions be imposed by the Chief of Police during the second quarter of 2013: 8*

The number of CRB cases where the Chief of Police or the SPD imposed sanctions or discipline when disciplinary recommendations were made by a CRB panel during the second quarter of 2013: 3

The number of complaints processed and not sent to a panel hearing during the quarter: 24

The number of cases that successfully were routed to conciliation: 0

The number of complainants who initiated extended contact with the CRB but did not follow through with a formal signed complaint: 0

The length of time each case was pending before the Board: 2 months on average (but some occasionally take slightly longer due to unavoidable delays).

The number of complaints in which the Board recommended that the City provide restitution to the complainant and type of restitution recommended: 0

The number of complainants who filed a Notice of Claim against the City of Syracuse while their complaint was being considered by the Board: 11

Hearing outcomes

Panel hearings scheduled: 9
Panel hearings held: 9
Panel hearings resulting in disciplinary recommendations from CRB: 7*
Panel hearings resulting in no disciplinary recommendations from CRB: 2

*One hearing was held for two complaints regarding the same incident

Second Quarter of 2013 CRB Sustain Rate: 21% (7 hearings resulting in sustained findings out of 33 fully processed cases as of June 30, 2013)

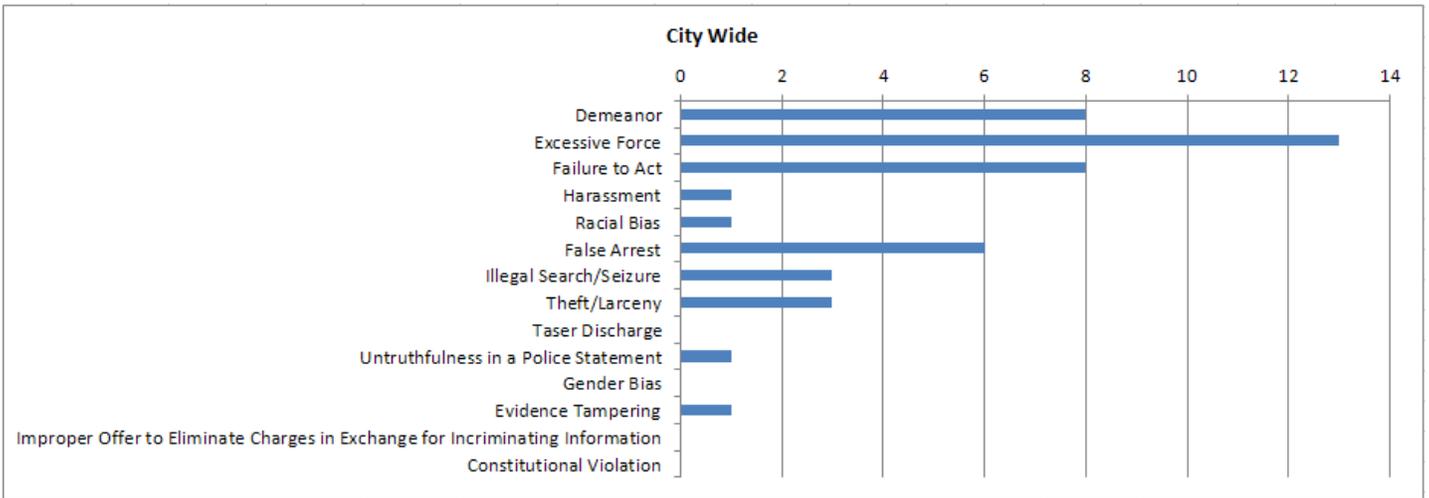
Second Quarter Disciplinary Action Rate: 43% (rate at which SPD imposed discipline when a CRB hearing found misconduct)

Categories of complaints received by the CRB between April 1 and June 30, 2013

City Wide

| | | | | | | |
|-----------------|------------------------|-----------------------|-------------------|--------------------|---------------------|-------------------------------|
| Demeanor | Excessive Force | Failure to Act | Harassment | Racial Bias | False Arrest | Illegal Search/Seizure |
| 8 | 13 | 8 | 1 | 1 | 6 | 3 |

| | | | | | | |
|----------------------|------------------------|---|--------------------|---------------------------|--|---------------------------------|
| Theft/Larceny | Taser Discharge | Untruthfulness in a Police Statement | Gender Bias | Evidence Tampering | Improper Offer to Eliminate Charges in Exchange for Incriminating Information | Constitutional Violation |
| 3 | 0 | 1 | 0 | 1 | 0 | 0 |



Complaints Received per Common Council District during the 2nd quarter of 2013*

District 1:

Demeanor: 2
Excessive Force: 3
Failure to Act: 3
Harassment: 1
Racial Bias: 0
False Arrest: 1
Illegal Search/Seizure: 0
Theft/Larceny: 1
Taser Discharge: 0
Untruthfulness in a Police Statement: 0
Gender Bias: 0
Evidence Tampering: 1
Improper Offer to Eliminate Charges in Exchange for Incriminating Information: 0
Constitutional Violation: 0

District 2:

Demeanor: 1
Excessive Force: 7
Failure to Act: 3
Harassment: 0
Racial Bias: 0
False Arrest: 2
Illegal Search/Seizure: 2
Theft/Larceny: 1
Taser Discharge: 0
Untruthfulness in a Police Statement: 1
Gender Bias: 0
Evidence Tampering: 0
Improper Offer to Eliminate Charges in Exchange for Incriminating Information: 0
Constitutional Violation: 0

District 3:

Demeanor: 0
Excessive Force: 0
Failure to Act: 0
Harassment: 0
Racial Bias: 0
False Arrest: 0
Illegal Search/Seizure: 0
Theft/Larceny: 0
Taser Discharge: 0
Untruthfulness in a Police Statement: 0
Gender Bias: 0
Evidence Tampering: 0
Improper Offer to Eliminate Charges in Exchange for Incriminating Information: 0
Constitutional Violation: 0

District 4:

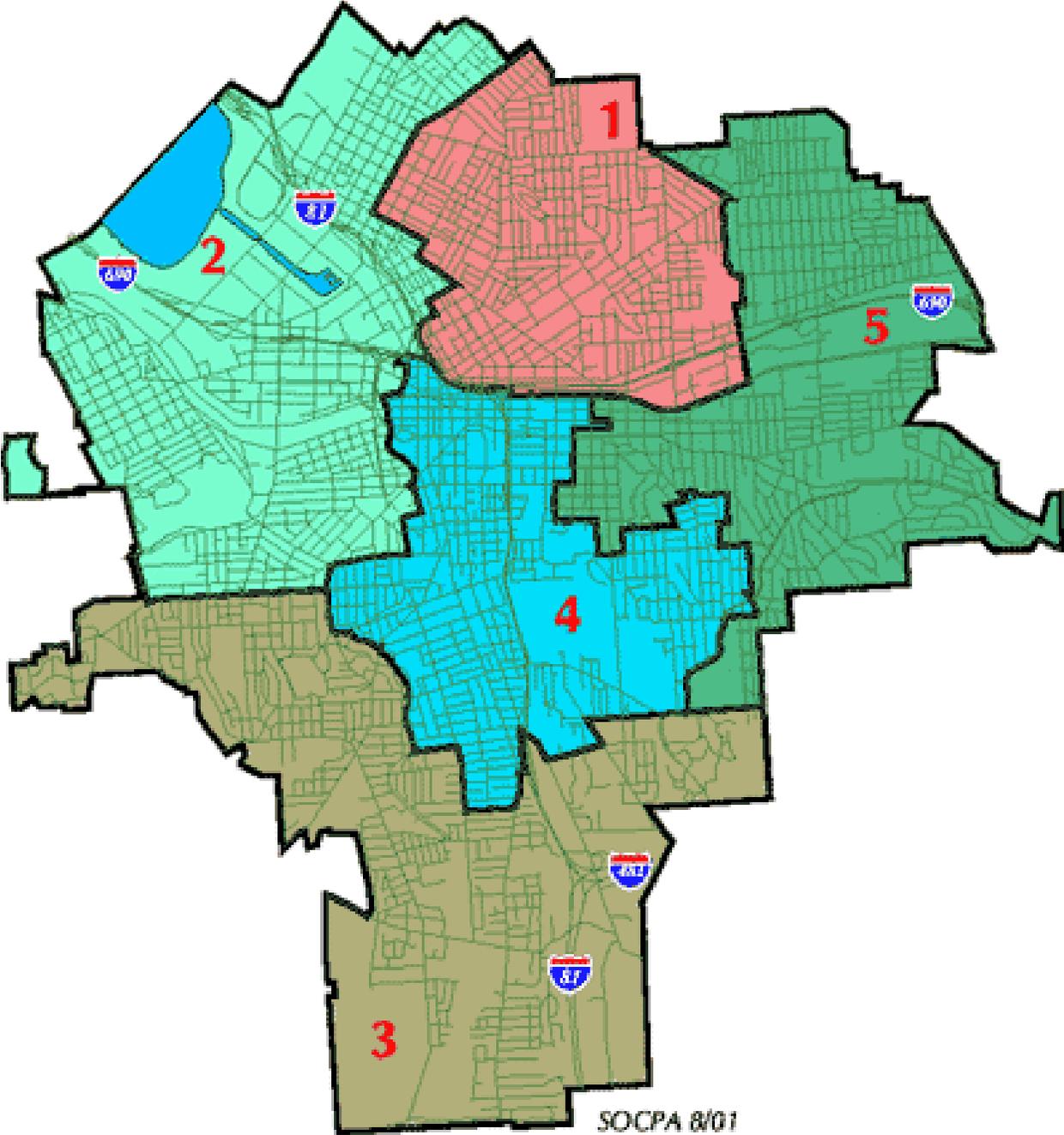
Demeanor: 2
Excessive Force: 0
Failure to Act: 2
Harassment: 0
Racial Bias: 1
False Arrest: 3
Illegal Search/Seizure: 1
Theft/Larceny: 0
Taser Discharge: 0
Untruthfulness in a Police Statement: 0
Gender Bias: 0
Evidence Tampering: 0
Improper Offer to Eliminate Charges in Exchange for Incriminating Information: 0
Constitutional Violation: 0

District 5:

Demeanor: 3
Excessive Force: 3
Failure to Act: 1
Harassment: 0
Racial Bias: 0
Gender Bias: 0
False Arrest: 0
Illegal Search/Seizure: 0
Theft/Larceny: 0
Taser Discharge: 0
Untruthfulness in a Police Statement: 0
Evidence Tampering: 0
Improper Offer to Eliminate Charges in Exchange for Incriminating Information: 0
Constitutional Violation: 0

***See the following page for a map of the Common Council Districts**

CITY OF SYRACUSE COMMON COUNCIL DISTRICTS



Complainant Demographics for All Complaints Received in Second Quarter of 2013

| Ethnicity | | |
|------------------|----|------|
| Black | 18 | 51% |
| White | 11 | 31% |
| Latino | 4 | 11% |
| Asian | 1 | 3% |
| Other | 1 | 3% |
| Total | 35 | 100% |

| Sex | | |
|---------------|----|------|
| Male | 28 | 80% |
| Female | 8 | 23%* |

*One complaint filed by both a male and female

| Sexual Identity of Complainant | | |
|---------------------------------------|---|----|
| LGBTQ | 0 | 0% |

| Age | | |
|-----------------|----|-----|
| Under 18 | 0 | 0% |
| 18-35 | 18 | 51% |
| 36-50 | 13 | 37% |
| 51+ | 5 | 14% |

| Disability | | |
|---------------------|---|----|
| Visual | 0 | 0% |
| Hearing | 0 | 0% |
| Physical | 0 | 0% |
| Intellectual | 0 | 0% |

| Language other than English | | |
|------------------------------------|---|----|
| Spanish | 2 | 6% |
| Vietnamese | 0 | 0% |
| Other | 0 | 0% |