<table>
<thead>
<tr>
<th></th>
<th>Case Type</th>
<th>Complaint Type</th>
<th>Internal Affairs Unit Findings</th>
</tr>
</thead>
</table>
| 1 | IAU Case # 21-2865  | Code of Conduct 1.24 - Use of Force  
General Order 1.6 - Use of Force                                               | 3rd Degree-Exonerated x’s 4  
* 4 officers were involved in this investigation*                         |
| 2 | Referral Action Form| General Order 1.32 - Conflict of Interest                                      | 4th Degree-Unfounded                                                |
| 3 | IAU Case # 21-2861  | Code of Conduct 1.45 - Sexual Misconduct (x5)  
Code of Conduct 1.19 - Unbecoming Conduct (x5)                                | 2nd Degree Not Sustained (Unbecoming Conduct) - 1  
1st Degree Sustained (Unbecoming Conduct) x’s 5  
1st Degree-Sustained (Sexual Misconduct) x’s 4  
*With the exception of the first complainant as the Code of Conduct 1.45-Sexual Misconduct was not added to KPD code until 2012|
| 4 | Referral Action Form| General Order 1.6 - Use of Force  
General Order 1.1 - Personal Appearance  
General Order 4.2 - Mentally Ill Persons  
Code of Conduct 3.00 - Courtesy (x2)  
Code of Conduct 1.07 - Report for Duty  
General Order 3.9 - Visible Traffic Patrol  
General Order 2.16 - Digital Audio/Video Recording Equipment               | 3rd Degree-Exonerated (Use of Force)  
4th Degree-Unfounded (Personal Appearance)  
4th Degree-Unfounded (Mentally Ill Persons)  
2nd Degree-Not Sustained (Courtesy)  
2nd Degree-Not Sustained (Reporting for Duty)  
3rd Degree-Exonerated (Traffic Enforcement)  
7th Degree-Infraction not Based upon Original Complaint (Audio/Video Equipment)|
| 5 | Referral Action Form| General Order 2.8 - Domestic Violence  
Code of Conduct 4.00 - Identification before Taking Police Action            | 3rd Degree-Exonerated (DV)  
3rd Degree-Exonerated (CoC)                                                 |
| 6 | Referral Action Form| Code of Conduct 3.00 - Courtesy (x2)  
General Order 3.11 - Traffic Crashes Occurring on Private Property          | 4th Degree-Unfounded (CoC) (x2)  
3rd Degree-Exonerated (General Order) (x2)                                   |
<p>| 7 | IAU Case # 22-2871  | Code of Conduct 1.19 - Unbecoming Conduct                                      | 2nd Degree-Not Sustained                                            |</p>
<table>
<thead>
<tr>
<th>Case #</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>21-2846</td>
<td>City of Knoxville Administrative Policy 1.06-Harassment (x2) Code of Conduct 1.00-Insubordination (x2) Code of Conduct 2.07-Truthfulness (x2) Code of Conduct 1.19-Unbecoming Conduct (x5) Code of Conduct 3.00-Courtesy (x2) Code of Conduct 1.21-Unsatisfactory Performance</td>
</tr>
<tr>
<td>21-2862</td>
<td>Associations Code of Conduct 2.01 Employee Responsibilities General Order 1.39</td>
</tr>
<tr>
<td>22-2874</td>
<td>Response to Resistance Policy General Order 1.6 Use of Force Code of Conduct 1.24</td>
</tr>
</tbody>
</table>

*6 Complainants filed complaints against this officer

1st Degree-Sustained-Harassment 1st Degree-Sustained-Insubordination x’s 2 1st Degree-Truthfulness x’s 2 1st Degree-Sustained-Workplace Violence 1st Degree-Sustained-Unbecoming Conduct x’s 4 1st Degree-Sustained-Truthfulness 1st Degree-Sustained-Courtesy 1st Degree-Sustained-Unsatisfactory Performance 7th Degree-Infraction not based upon original complaint x’s 2

1st Degree-Sustained 3rd Degree-Exonerated

3rd Degree-Exonerated (x6) 3rd Degree-Exonerated (x6) * 6 officers were involved in this investigation*

**Meanings:**

**Referral Action Form:** Complaints consists of: rudeness, language, courtesy, citations issues, etc. may be documented on a "Referral Action Form" and forwarded to the Officers Supervisor. The Internal Affairs Unit (IAU) typically does not conduct investigations related to referrals, but will review all referrals to ensure their accuracy and completion.

**Internal Affairs Unit Case:** Complaints that consist of: deadly force, allegations of corruption, misuse of force, criminal misconduct, etc. will be investigated by the Internal Affairs Unit. Should an investigation uncover criminal conduct it would be turned over to the Criminal Investigative Unit (CID) of the Knoxville Police Department or in some cases the Tennessee Bureau of Investigation (TBI).

The Police Advisory and Review Committee (PARC) is tasked with either concurring or not concurring with the completeness of case investigations provided for review by KPD’s Internal Affairs Unit, in which committee members are able to ask questions and address concerns pertaining to the cases reviewed. PARC cannot impose discipline upon KPD officers. Instead, recommendations for discipline can be made to the Chief of Police at which they decide how to move forward.

**Disposition Classifications:**

**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 is therefore false.

**Fifth Degree-Policy Failure:** If the complaint investigation concludes that the allegation is true, but the employee's actions were consistent with department policy, the complaint will be classified as "exonerated-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.