

Investigation

The GVPD must follow certain procedures when investigating personnel complaints:

- The employee is notified of the impending complaint and investigation.
- The investigator contacts the complainant, all available witnesses, and involved employees.
- Taped interviews may be conducted, and the investigator will examine any relevant physical evidence and gather information pertinent to each allegation made in the complaint. Each allegation will be objectively examined on its own merit.
- The investigator completes a comprehensive investigative report and submits it to the police chief.

A finding is made on each allegation and classified as follows:

- **Unfounded**—The alleged act(s) did not occur or did not involve department personnel.
- **Exonerated**—The alleged act(s) occurred but were justified, lawful, and/or proper.
- **Not Sustained**—There is insufficient evidence to prove or disprove the allegation.
- **Sustained**—There is sufficient evidence to establish the act(s) occurred and that it constituted misconduct.

Notification Of Findings

When the investigation is completed, complainants will be notified in writing of the disposition (finding) of the complaint. The GVPD is prohibited from disclosing what discipline (if any) was taken against the employees.

If complaint allegations are sustained, the police chief will administer appropriate disciplinary action against the employee(s), which may vary depending on the sever-

ity of the offense, the employee(s)' past performance, and other associated factors. Discipline may range from remedial training, counseling, verbal or written reprimand, suspension, demotion, termination, and or prosecution.

To comply with State Statute (insert here), the GVPD retains personnel complaints for five years. All peace officer personnel files, including personnel complaints, are

considered confidential (insert State Statute here).

Complainants who are not satisfied with the results of an investigation may contact the police chief to discuss the outcome. We may be able to provide additional information and explanation that would be helpful to you. If this does not bring you satisfaction, you may call the city manager.

Questions?

If you have additional questions regarding the personnel complaint process, call the on-duty watch commander at 763-593-8059.



Mail Completed Form To:
 Police Chief Virgil Green
 Golden Valley Police Department
 7800 Golden Valley Rd, Golden Valley, MN 55427

