

University Police Internal Affairs

The members of the UMBC Police Department are committed to providing quality service to the community. Agency personnel are expected to always conduct themselves professionally and courteously. All allegations of poor service, brutality, or misconduct by sworn or civilian employees are investigated by the Department to resolve any incidents or perceptions of poor service.

Internal investigations into allegations of police officer misconduct that could lead to disciplinary action, demotion, or dismissal must be conducted in accordance with the Maryland Law Enforcement Officers' Bill of Rights (LEOBR). The LEOBR does not apply to other civilian employees of the agency. Alleged violations are investigated and receive one of the following disposition classifications:

- **Unfounded** - The alleged act(s) did not occur, or the alleged act(s) did not involve members of the Department.
- **Not Sustained** - Investigations failed to discover sufficient evidence to clearly prove violations of directives.
- **Exonerated** - The alleged act(s) did occur, and the act(s) were justified, lawful, and proper.
- **Sustained** - Sufficient evidence exists to clearly prove violations of directives.
- **Administrative Closure** - Complaints concerned matters of law or department policy and did not concern the employee's actions; complainants could not be contacted or refused to participate in inquiries and no other witnesses or evidence could be located; complainant does not want formal action taken or pursued; and/or closure is in the best interests of the agency and the community.

Persons wishing to file a complaint may do so in person at the station. Forms are available at the station or at <https://police.umbc.edu/about-us/contact-us/>. Complainants may remain anonymous; however, the Department encourages complainants to provide a name and phone number in order to conduct a thorough investigation.

Internal Affairs Report

Year	Allegation	Disposition	Additional Information
2019	Sworn employee was accused of neglect of duty while on duty.	Administrative Closure	Complainant withdrew complaint.
	Sworn employee was charged with discourtesy while on duty.	Sustained	Received a written reprimand.
2018	Sworn employee was charged with discourtesy while on duty.	Sustained	Received a counseling letter.
2017	Sworn employee was charged with serious traffic offense while off duty.	Sustained	Received unpaid suspension and a written reprimand.
	Sworn employee failed to comply with traffic laws while in marked cruiser on campus.	Exonerated	External traffic law expert consulted.

