

# Commission to Restore Trust in Policing Survey of Officer Views on Reporting Police Misconduct

SEPTEMBER 28, 2020

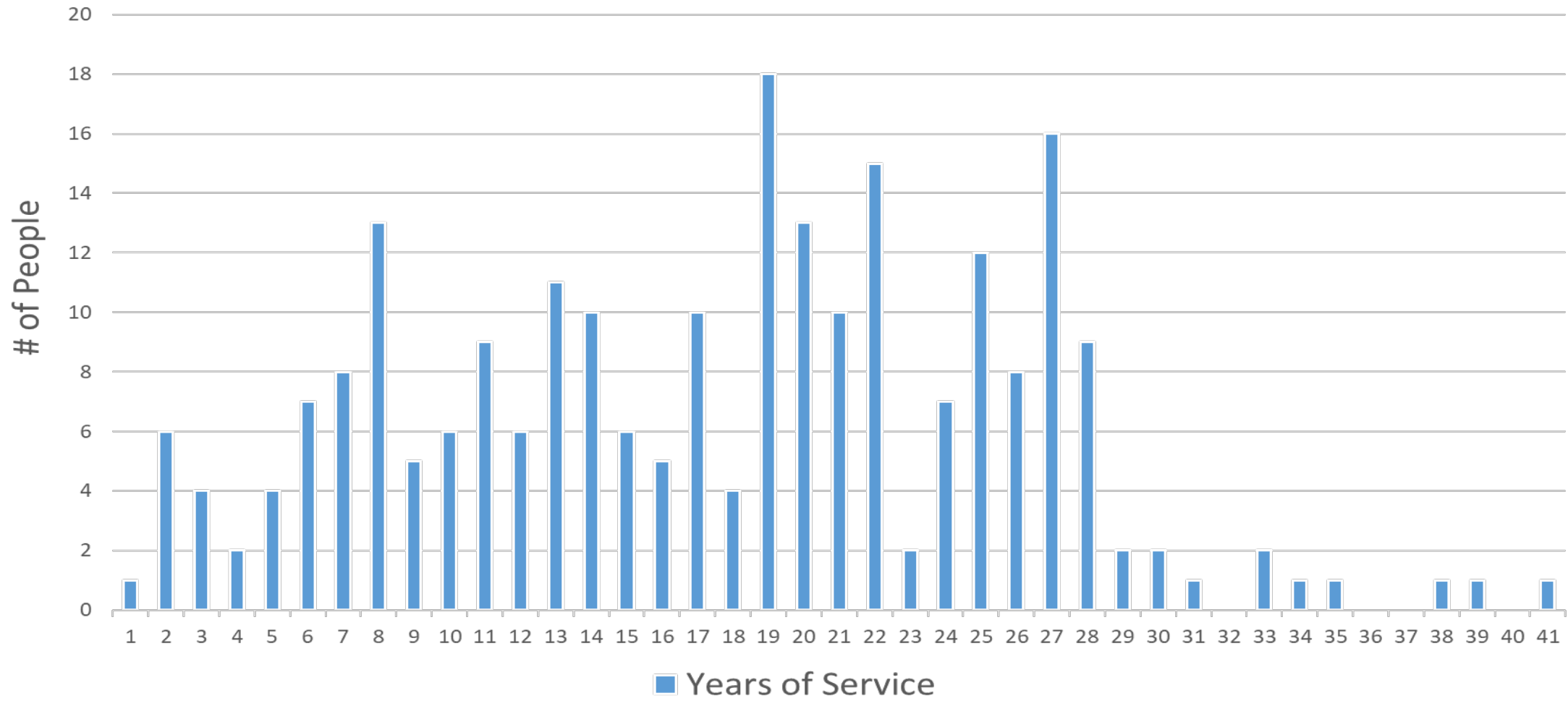
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# Overview

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- The 27-question survey was emailed on August 11, 2020 to more than 2,800 sworn officers, with several subsequent reminder emails sent.
- 247 responses were collected between Aug. 11, 2020 – Sept. 10, 2020.
- Officers were asked questions related to their experience of witnessing and reporting misconduct at BPD, as well as their experience of ethics and discipline at BPD.
- The survey was conducted anonymously, although officers were given the opportunity to provide narrative comments, and some chose to do so. Depending on their answers to the questions, respondents were “skipped” to the next question, and some officers manually chose to skip some of the questions.
- We very much appreciate the time and the candor of the officers who chose to participate in the survey.

## Breakdown of Years of Service

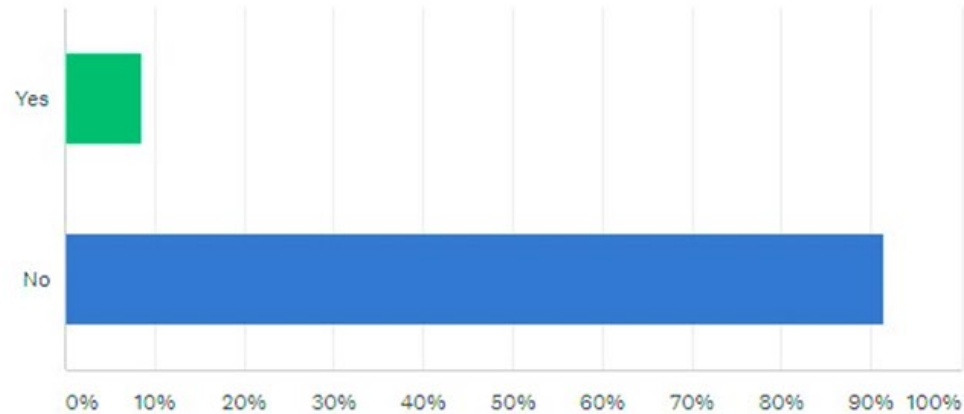


Q2



Have you ever personally witnessed a member of the BPD stealing money, taking or selling illegal narcotics, committing overtime fraud, planting evidence, or otherwise engaging in what you believed to be criminal misconduct?

Answered: 246 Skipped: 1



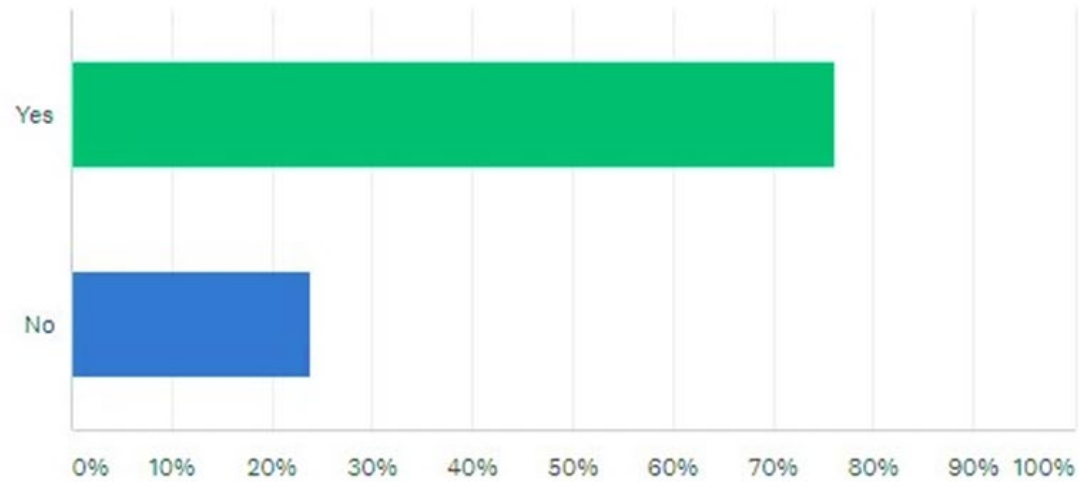
ANSWER CHOICES	RESPONSES	
Yes	8.54%	21
No	91.46%	225
<b>TOTAL</b>		<b>246</b>

Q3



If you answered Yes in Question 3, did you report the misconduct?

Answered: 21 Skipped: 226



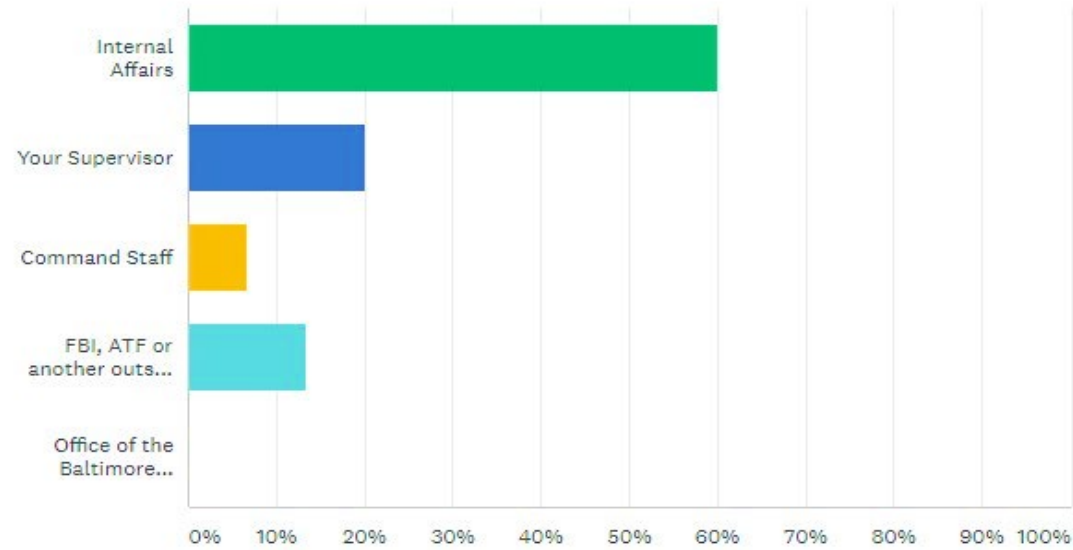
ANSWER CHOICES	RESPONSES	
Yes	76.19%	16
No	23.81%	5
<b>TOTAL</b>		<b>21</b>

Q4



## If you reported the incident, to whom did you report it?

Answered: 15 Skipped: 232



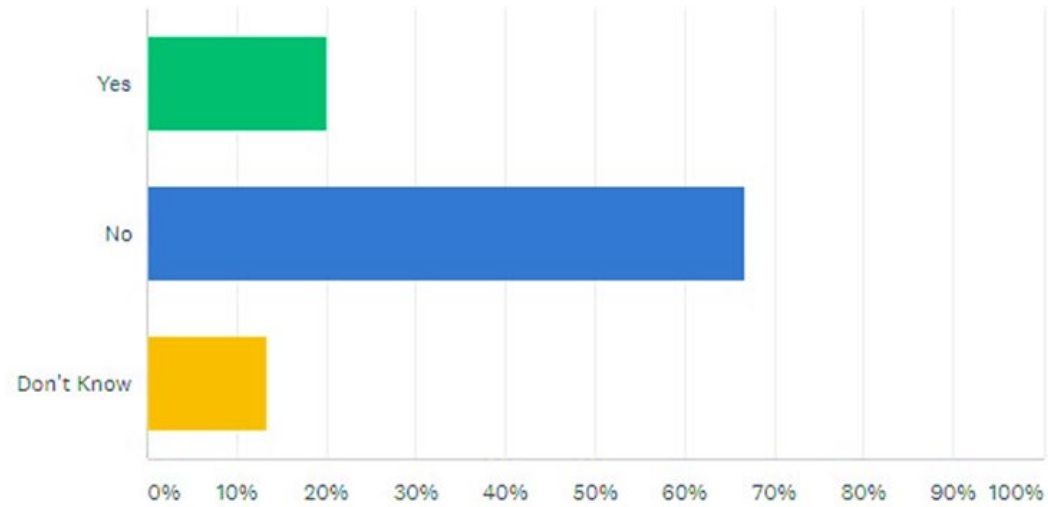
ANSWER CHOICES	RESPONSES	
Internal Affairs	60.00%	9
Your Supervisor	20.00%	3
Command Staff	6.67%	1
FBI, ATF or another outside law enforcement entity	13.33%	2
Office of the Baltimore State's Attorney	0.00%	0
<b>TOTAL</b>		<b>15</b>

Q5



If you reported the incident, do you feel that the matter was handled properly?

Answered: 15 Skipped: 232



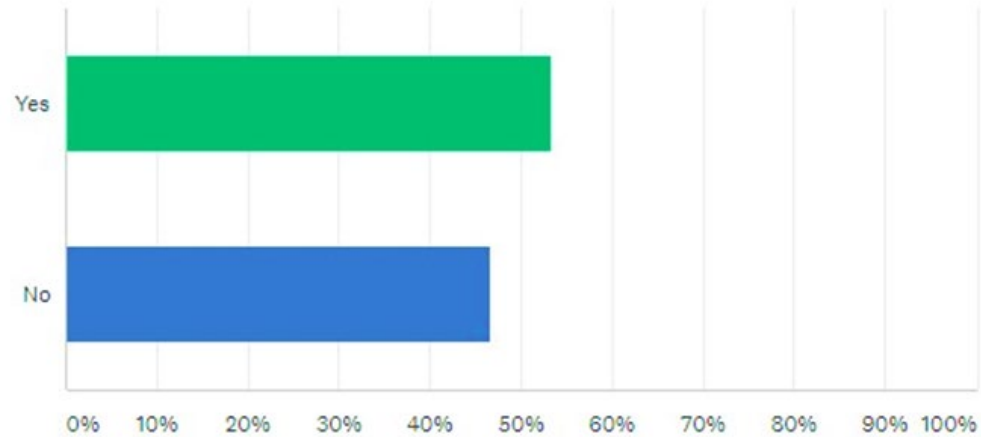
ANSWER CHOICES	RESPONSES	
Yes	20.00%	3
No	66.67%	10
Don't Know	13.33%	2
<b>TOTAL</b>		<b>15</b>

Q6



If you reported the incident, do you feel that you suffered any negative consequences for reporting the incident, either from other members of the BPD or from your supervisor or command staff?

Answered: 15 Skipped: 232



ANSWER CHOICES	RESPONSES	
Yes	53.33%	8
No	46.67%	7
<b>TOTAL</b>		<b>15</b>

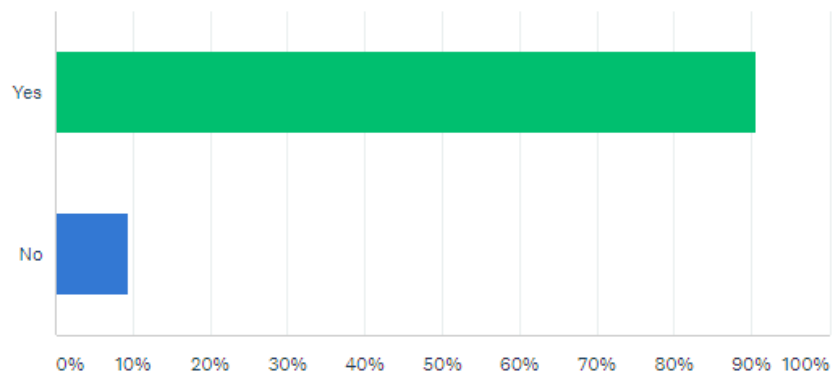


Q9



If today you observed a member of the BPD engaging in corruption, such as stealing drug money, taking or selling illegal narcotics, committing overtime fraud, or planting evidence at a crime scene, would you feel comfortable reporting it?

Answered: 233 Skipped: 14



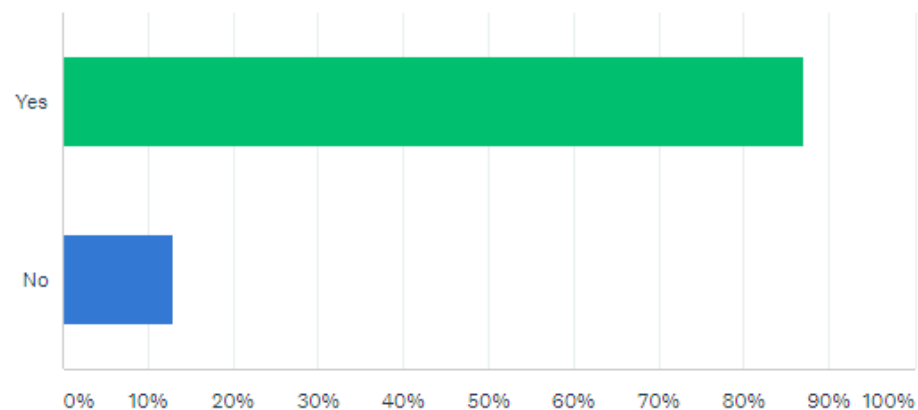
ANSWER CHOICES	RESPONSES
Yes	90.56% 211
No	9.44% 22
<b>TOTAL</b>	<b>233</b>

Q10



Do you believe that many officers currently would report an officer who engages in criminal misconduct or unethical behavior?

Answered: 232 Skipped: 15



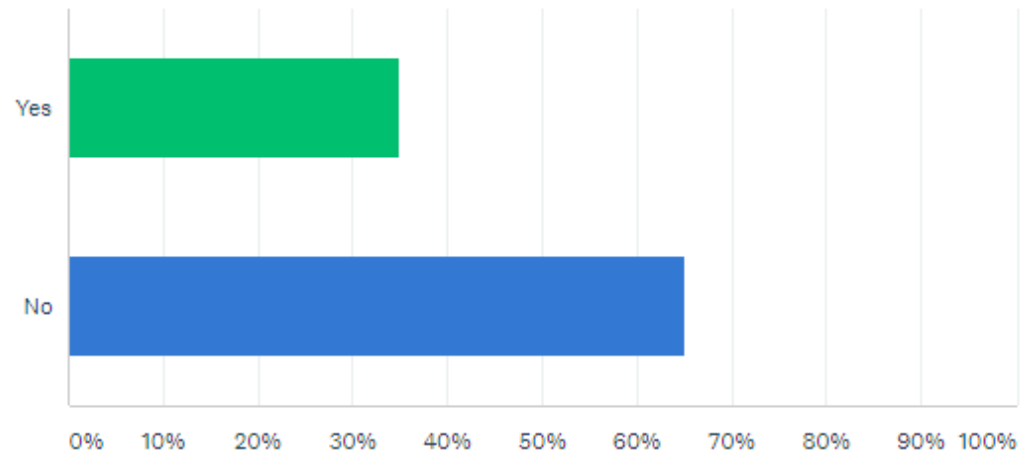
ANSWER CHOICES	RESPONSES
Yes	87.07% 202
No	12.93% 30
<b>TOTAL</b>	<b>232</b>

Q11



Do you believe that it would be easy for an officer who engages in criminal misconduct or unethical behavior to go undetected by the BPD?

Answered: 232 Skipped: 15



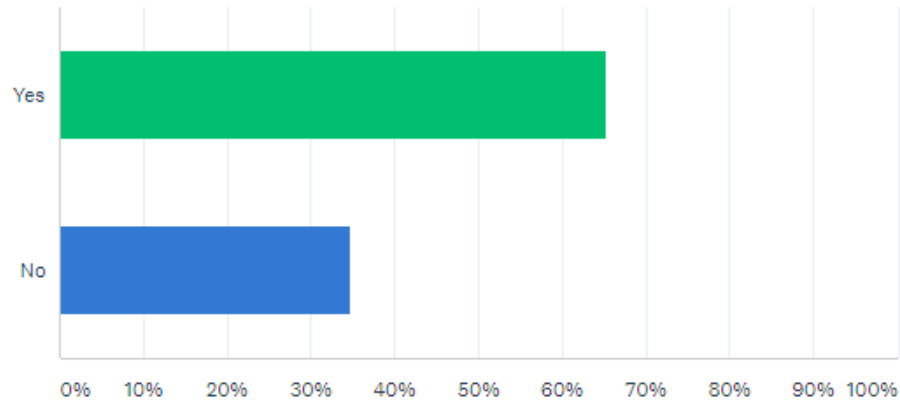
ANSWER CHOICES	RESPONSES	
Yes	34.91%	81
No	65.09%	151
<b>TOTAL</b>		<b>232</b>

Q12



Do you believe that the BPD is doing a good job in emphasizing the importance of high standards of ethical behavior during recruitment and at the Academy?

Answered: 231 Skipped: 16



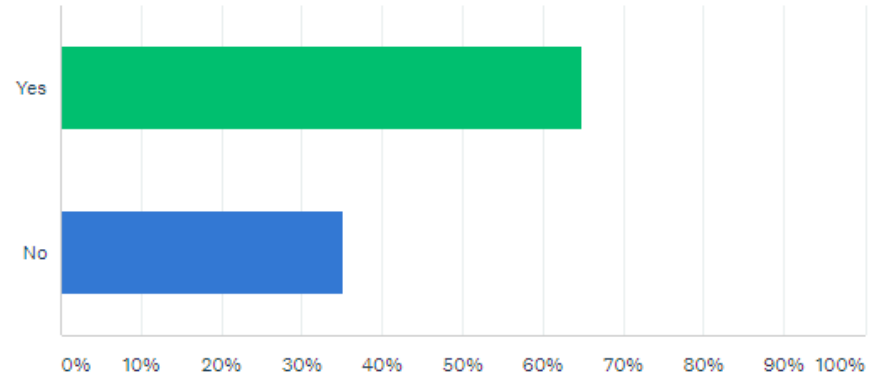
ANSWER CHOICES	RESPONSES	
Yes	65.37%	151
No	34.63%	80
<b>TOTAL</b>		<b>231</b>

Q13



Do you believe that the BPD is doing a good job in emphasizing the importance of high standards of ethical behavior for officers after they have graduated the Academy?

Answered: 233 Skipped: 14



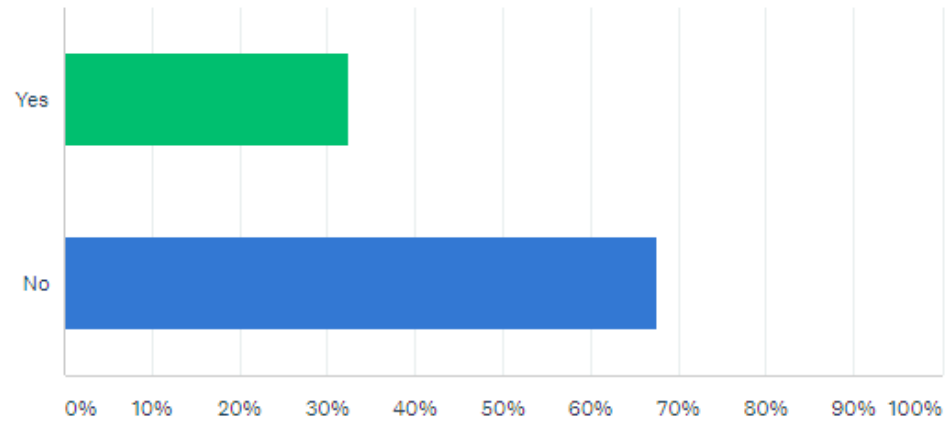
ANSWER CHOICES	RESPONSES	
Yes	64.81%	151
No	35.19%	82
<b>TOTAL</b>		<b>233</b>

Q14



Do you believe that the BPD prioritizes high standards of ethical behavior when it makes decisions about promotions?

Answered: 232 Skipped: 15



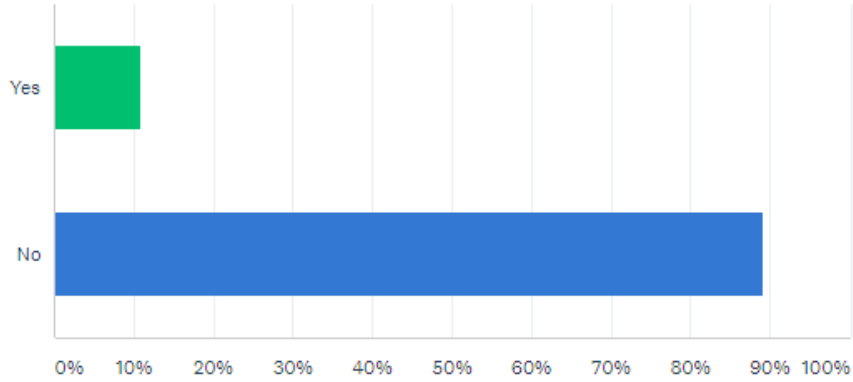
ANSWER CHOICES	RESPONSES	
Yes	32.33%	75
No	67.67%	157
<b>TOTAL</b>		<b>232</b>

Q16



Have you ever worked in Internal Affairs?

Answered: 232 Skipped: 15



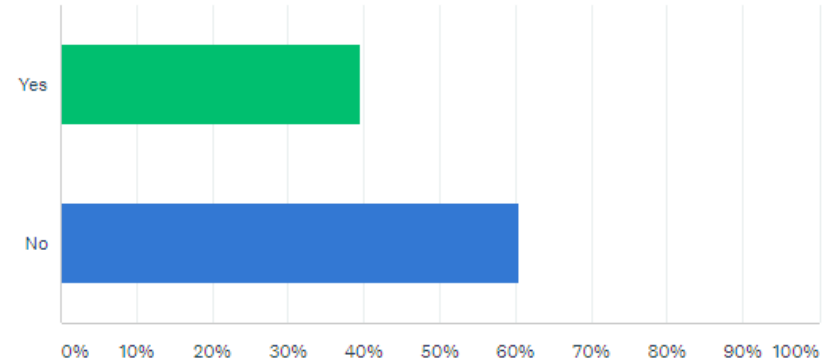
ANSWER CHOICES	RESPONSES
Yes	10.78% 25
No	89.22% 207
<b>TOTAL</b>	<b>232</b>

Q17



If you have not worked in Internal Affairs, would you consider doing so?

Answered: 205 Skipped: 42



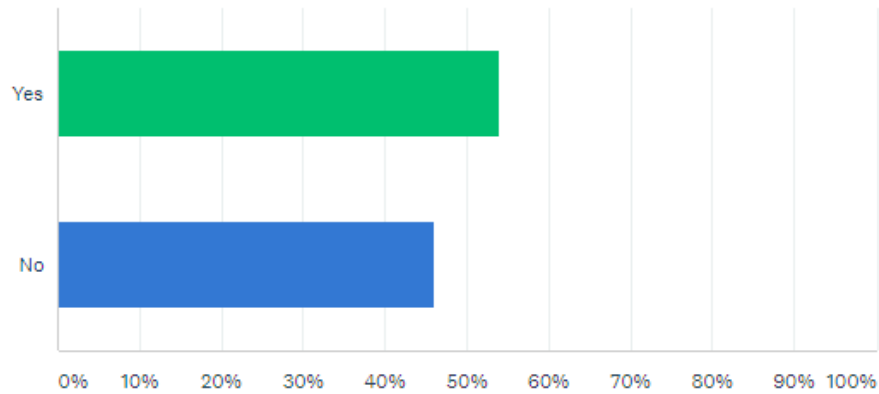
ANSWER CHOICES	RESPONSES
Yes	39.51% 81
No	60.49% 124
<b>TOTAL</b>	<b>205</b>

Q19



If you have been the subject of a misconduct investigation, was it handled thoroughly and fairly?

Answered: 115 Skipped: 132



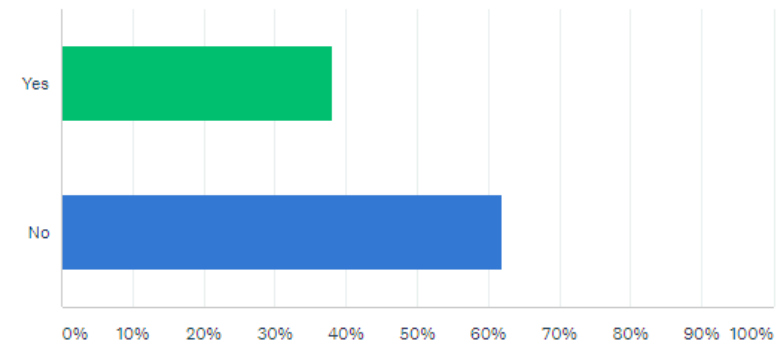
ANSWER CHOICES	RESPONSES	
Yes	53.91%	62
No	46.09%	53
<b>TOTAL</b>		<b>115</b>

Q20



If you have never been the subject of a misconduct investigation, do you have confidence that if you were to be investigated for misconduct in the future, Internal Affairs would conduct a thorough, fair, and impartial investigation?

Answered: 113 Skipped: 134



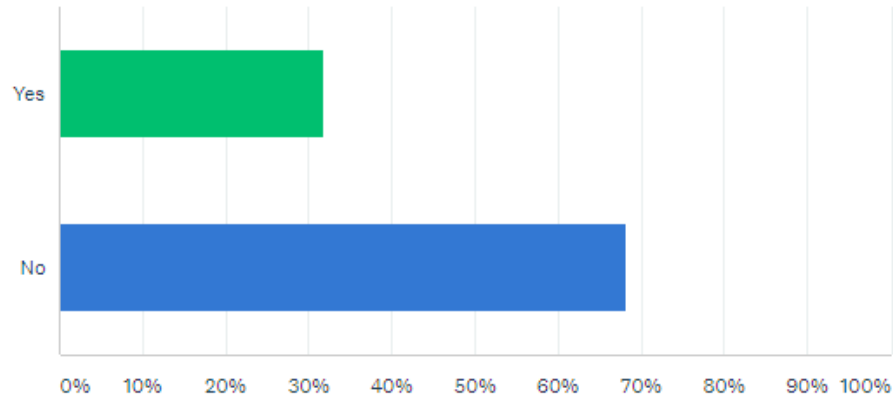
ANSWER CHOICES	RESPONSES	
Yes	38.05%	43
No	61.95%	70
<b>TOTAL</b>		<b>113</b>

Q21



Have you ever been involved in the trial board process?

Answered: 230 Skipped: 17



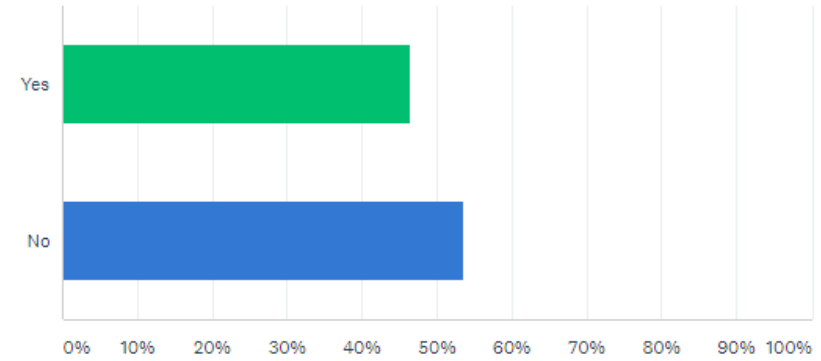
ANSWER CHOICES	RESPONSES	
Yes	31.74%	73
No	68.26%	157
<b>TOTAL</b>		<b>230</b>

Q22



If you have been involved in the trial board process, is it your impression that the process works well and generally reaches the correct result?

Answered: 71 Skipped: 176



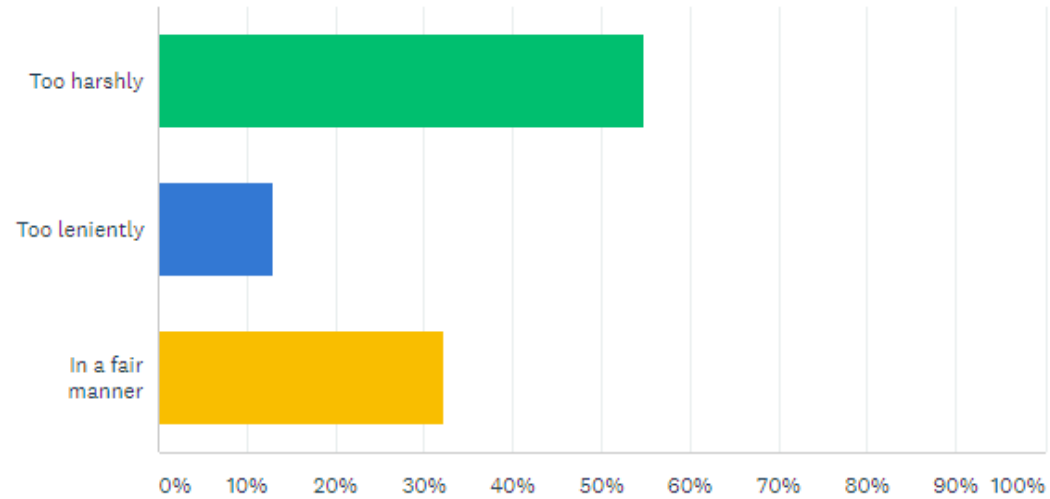
ANSWER CHOICES	RESPONSES	
Yes	46.48%	33
No	53.52%	38
<b>TOTAL</b>		<b>71</b>

Q23



When an officer is reprimanded for misconduct by the BPD do you believe that they are generally reprimanded:

Answered: 223 Skipped: 24



ANSWER CHOICES	RESPONSES	
Too harshly	54.71%	122
Too leniently	13.00%	29
In a fair manner	32.29%	72
<b>TOTAL</b>		<b>223</b>

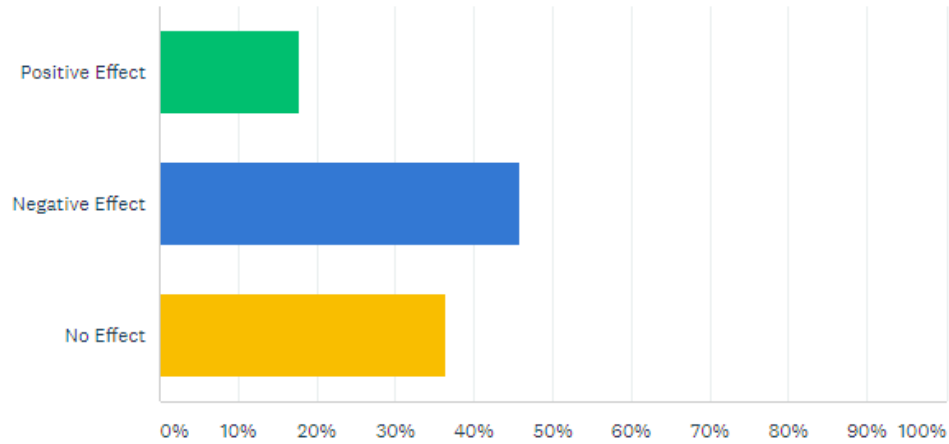


Q24



Do you believe that the emphasis in Baltimore on producing favorable numbers -- that is, lowering the homicide rate, raising the number of arrests, guns seized, etc. -- has positive, negative, or no effect on the goal of policing in a manner that is lawful and ethical?

Answered: 220 Skipped: 27



ANSWER CHOICES	RESPONSES
Positive Effect	17.73% 39
Negative Effect	45.91% 101
No Effect	36.36% 80
<b>TOTAL</b>	<b>220</b>

Q25



We welcome any additional thoughts or comments you may have about the GTTF scandal, how to detect and prevent police misconduct, and how best to restore the community's trust in the BPD.

Answered: 146 Skipped: 101

### **Comment Suggestions Include:**

- Less emphasis on stats
- Strategies for early detection of officer misconduct
- Effective and timely investigation of complaints
- More effective supervision
- Create a culture with a stronger focus on ethics/integrity