

Government of the District of Columbia  
Police Complaints Board  
Office of Police Complaints

# Annual Report 2025



MESSAGE FROM  
THE EXECUTIVE DIRECTOR

Police reform and accountability is a major topic of discussion in communities across the nation. Community trust of law enforcement continues to erode with every video posted and story told on social media and news broadcast of a negative police encounter. Calls from the community to “reimagine policing” have substantially increased and fueled discussions on what it takes to rebuild community trust in law enforcement.

One of the most effective methods to improve community trust is to provide a means for our community to participate directly in oversight of our police departments. In the District of Columbia, the role of community participation in police oversight is provided by the full-time staff of the Office of Police Complaints (OPC) and the volunteers that comprise the Police Complaints Board (PCB).

As an agency independent of the Metropolitan Police Department (MPD), OPC impartially investigates complaints of police misconduct, offers mediation of appropriate complaints, and refers officers to individual training improvement programs. We are also tasked with independently monitoring First Amendment assemblies for compliance with the constitutional right to peaceably protest. In conjunction with the PCB, we issue policy recommendations when a pattern of conduct in need of improvement is identified through data trends, and we review and publicly report on all use of force incidents.

OPC’s primary task is to investigate complaints, and Fiscal Year 2025 continued a seven-year consecutive trend of all-time highs for number of complaints with a total of 1,065 filed. This is a record number of complaints for OPC. The high volume of complaints resulted in a tremendous increase in workflow, yet we maintained an average investigation completion time of just 89 days. As we move forward in this era of changes in policing, the voice of our community is more important than ever.

Our staff and dedicated board members will continue to work together to help drive change and improve trust in our police forces by providing timely, fair, and thorough investigations for those we serve.

Sincerely,

*Marke Cross*

Marke Cross

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## MISSION AND FUNCTION

The primary mission of the Office of Police Complaints (OPC) is to increase community trust in the police forces of the District of Columbia. By increasing community trust in our police forces, our community will be safer. OPC increases community trust by providing a reliable complaint system that holds police officers accountable for misconduct.

The primary function of OPC is to receive, investigate, and resolve police misconduct complaints filed by the public against sworn officers of the Metropolitan Police Department (MPD) and the D.C. Housing Authority Police Department (DCHAPD). OPC has jurisdiction over complaints alleging seven types of police officer misconduct: harassment, inappropriate language or conduct, retaliation, unnecessary or excessive force, discrimination, failure to identify, and failure to intervene.

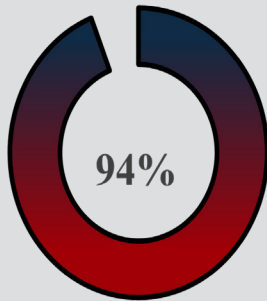
OPC also reviews police policies and practices to assist in ensuring the District police forces are using the best practices available, with a special emphasis on constitutional policing methods. These policy reviews often result in formal and informal recommendations for improvement. The policy recommendations may involve issues of training, procedures, supervision, or general police operations.

OPC's mission also includes helping bridge the gap in understanding that often exists between community members and D.C.'s police forces. OPC's rapid resolution and mediation programs help facilitate conversations to eliminate any misunderstandings between complainants and officers, while community outreach programs include activities focused on both the public and police officers to improve mutual understanding and awareness throughout the District of Columbia.

# FY25 KEY FINDINGS SUMMARY

13% 

In complaints since FY24; OPC received 1,065 complaints in FY25



94% of cases in FY25 were completed within 180 days

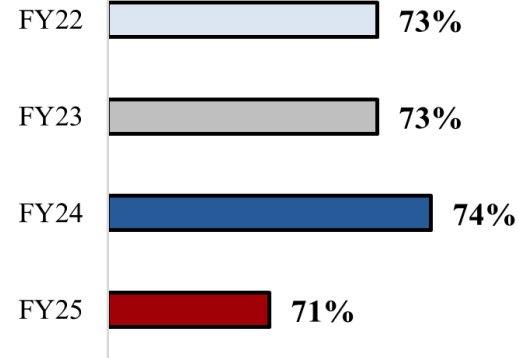


## Policy Recommendations in FY25

1. FY23 Implementation Update
2. Duties of Firearm Licenses
3. Stop and Frisk Data



Cases with BWC were less likely to be withdrawn by the complainant



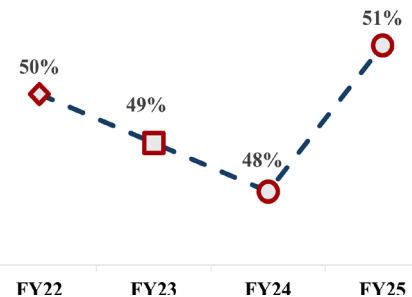
71% of complainants in FY25 were Black

## May

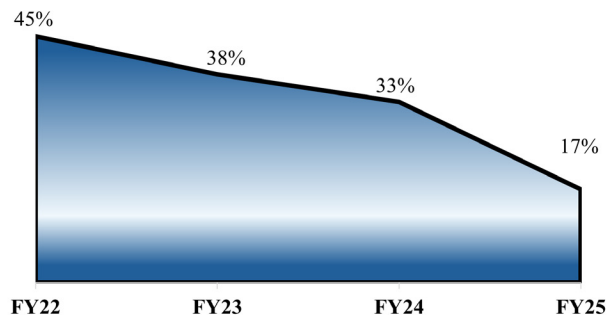
Was the month with the most complaints; 118 complaints were received



Of complaints received through online complaint form in FY25



Most frequent allegation was harassment; 51% in FY25



17% of cases contained at least one form of BWC non-compliance; an overall 48% decrease from FY24.

## POLICE COMPLAINTS BOARD

OPC is governed by the four-member Police Complaints Board (PCB), which was recently expanded to nine members by the Council of the District of Columbia (the Council). According to D.C. Code § 5–1104: “The Board shall be composed of 9 members, which shall include one member from each Ward and one at-large member, none of whom, after the expiration of the term of the currently serving member of the MPD, shall be affiliated with any law enforcement agency.” PCB members are nominated to staggered three-year terms by the Mayor and confirmed by the Council. There are currently five vacant seats on the Board.

The PCB actively participates in the work of OPC, offering guidance on many issues affecting OPC’s operations. The PCB reviews the Executive Director’s determinations regarding the dismissal of complaints, monitors, evaluates, and observes MPD’s handling of First Amendment assemblies and demonstrations held in the District. Further, the PCB makes policy recommendations to the Mayor, the Council, MPD and DCHAPD, where appropriate, to improve police practices. The current PCB includes the following members:

**Paul D. Ashton II**, appointed chair of the PCB on October 4, 2016, is the Deputy Director for the Perspectives Partnership, a nonprofit that expands educational and workforce opportunities for justice-impacted individuals and under-resourced communities through technology innovation and strategic partnerships. As Deputy Director, Mr.

Ashton directs organizational operations and works to enhance the organization’s effectiveness across its programs and initiatives.



Prior to joining Perspectives Partnership, Mr. Ashton spent over a decade at the Justice Policy Institute (JPI), a national nonprofit dedicated to criminal justice reform, serving in various roles including Deputy Executive Director and Interim Executive Director. During his tenure at JPI, he led the organization through critical transitions, directed organizational operations, and authored numerous publications on criminal justice reform topics including policing, juvenile justice, and public safety.

Before his work at JPI, Mr. Ashton conducted research examining intimate partner violence in the LGBTQ community and served as a sexual assault victim advocate at the University of Delaware. Mr. Ashton has been active in the Washington, D.C. community, including previous service with SMYAL, an LGBTQ youth service organization, and Rainbow Response Coalition, a grassroots advocacy organization addressing LGBTQ intimate partner violence.

Mr. Ashton received his bachelor’s degree in Criminology from The Ohio State University, a master’s degree in Criminology from the University of Delaware and completed an Executive Program in Social Impact Strategy from the University of Pennsylvania. He was appointed by Mayor Vince C. Gray, confirmed by the Council in October 2014, and sworn in on December 22, 2014. Mr. Ashton was re-nominated by Mayor Muriel Bowser and appointed on July 14, 2025, for a new term ending January 12, 2028.

**Earl Fowlkes II**, is the President/CEO Emeritus of the Center for Black Equity, Inc.

(formerly the International Federation of Black Pride -IFBP) after recently retiring. He founded the IFBP in 1999, as a coalition of organizers in the United States, Canada, United Kingdom and South Africa formed to promote a multinational network of Black LGBTQ Pride and community-based organizations. There are over fifty plus Black Pride events with over 450,000 attendees each year.



Prior to working at the Center For Black Equity, Earl previously served fifteen years as the Executive Director of the DC Comprehensive AIDS Resources and Education Consortium (DC CARE Consortium) and Damien Ministries, organizations that provided services to Person Living With HIV/AIDS in Washington, DC.

Earl has worked on health, political and LGBTQ issues in many communities for over thirty years. Earl currently

serves as the Democratic National Committee (DNC) LGBT Caucus Chair and as an appointed member of the DNC Executive Committee. Mr. Fowlkes was appointed by Mayor Muriel Bowser on March 2, 2021. Mr. Fowlkes was re-nominated by Mayor Muriel Bowser and appointed on December 17, 2024, for a second term ending January 12, 2027.



**Bobbi Strang**, is a Claims Examiner with the District of Columbia Department of Employment Services (DOES) Office of Workers' Compensation. She was the first openly transgender individual to work for DOES where she provided case management for Project Empowerment, a transitional employment program that provides job readiness training, work experience, and job search assistance to District residents who face multiple barriers to employment.

Ms. Strang is a consistent advocate for the LGBTQ community in the District of Columbia. She has served as an officer for the Gertrude Stein Democratic Club, a board member for Gays and Lesbians Opposing Violence, and a co-facilitator for the DC LGBT Center Job Club. Ms. Strang was also awarded the 2015 Engendered Spirit Award by Capital Pride as recognition for the work she has done in the community.

Ms. Strang holds a bachelor's degree in Sociology and English Literature from S.U.N.Y. Geneseo as well as a Master of Arts in Teaching from Salisbury University. She was first appointed by Mayor Muriel Bowser and confirmed by the District Council on November 3, 2015. Ms. Strang was reappointed on February 6, 2024, for a term to end on January 12, 2026.



**Jeffrey H. Tignor**, is a practicing lawyer in Washington, DC and a Senior Lecturing Fellow at the Duke University School of Law. Mr. Tignor is the former Chairman of Advisory Neighborhood Commission (ANC) 4B. He was elected as the ANC Commissioner for ANC 4B-08 in November 2002 and served as the Chairman of ANC 4B during 2003 and 2004, often working on issues affecting public safety. Mr. Tignor is also currently the Chair of the Board of Washington Episcopal School.

Mr. Tignor graduated from Harvard with an AB in Government in 1996 and from the Duke University School of Law in 1999. He moved to Washington, D.C. to live in his grandfather's former home in Ward 4, where he still lives today with his wife, Kemi, and son, Henry. Someone in the Tignor family has been living in Washington, D.C. continually, as far as he knows, since just after the Civil War. Mr. Tignor was appointed by Mayor Muriel Bowser on November 15, 2018. Mr. Tignor was re-nominated by Mayor Muriel Bowser and appointed on December 17, 2024, for a third term ending January 12, 2027.

## PERSONNEL

AGENCY  
STAFF

OPC has a full-time staff of 22 talented and diverse employees. Many employees have advanced degrees and three possess a law degree. In addition, since its establishment, OPC has administered an internship program that has attracted many outstanding students from schools in the Washington D.C. area and beyond.

**Marke Cross**, was appointed OPC's Executive Director on December 1, 2025. Mr. Cross joined the agency as an investigator in March 2017 and was promoted to Senior Investigator in October 2018 before being appointed to the Legal Counsel position in October 2021. Mr. Cross also served as an Assistant State's Attorney in the Office of the State's Attorney for Baltimore City's Police Integrity Unit before returning to OPC in January 2024 as the Deputy Executive Director. Prior to joining OPC, Mr. Cross investigated complex multi-claimant schemes designed to defraud the Deepwater Horizon Economic and Property Damage Settlement Program in the wake of the 2010 British Petroleum Oil Spill disaster. Mr. Cross received his bachelor's degree from the University of Richmond, where he triple majored in International Studies, Political Science, and History, and he received his law degree from the Widener University Delaware Law School.

**Mona G. Andrews**, OPC's Chief Investigator, joined the agency in December 2004 as a Senior Investigator. She was promoted to Team Leader in December 2005, Investigations Manager in October 2008, and Chief Investigator in October 2011. Ms. Andrews came to OPC with 10 years of investigative experience. Prior to joining the agency, Ms. Andrews worked with the Fairfax County, Virginia Public Defender's Office as a Senior Investigator where she investigated major felony cases including capital murder, and she also developed and coordinated an undergraduate internship program. Ms. Andrews obtained her undergraduate degree in Political Science and English from Brigham Young University.

**Jacqueline Hazzan**, OPC's Legal Counsel, joined the agency as an investigator in August 2021. Ms. Hazzan was promoted to Senior Investigator in May 2022 before being appointed to the Legal Counsel position in June 2023. Prior to joining OPC, Ms. Hazzan worked at the International Association of Chiefs of Police (IACP), the Special Victim's Unit at the Erie County District Attorney's Office in New York, the Cybersecurity Unit at the United States Attorney's Office, and the United States Coast Guard's Office of Legal Affairs. Ms. Hazzan received her bachelor's degree from John Carroll University, her master's degree in forensic psychology from George Washington University, and her law degree from Case Western Reserve University School of Law.

## INVESTIGATIVE UNIT

OPC has an outstanding staff of talented and diverse employees who conduct and resolve investigations. By law, the investigators cannot have worked for either police department under OPC's jurisdiction. The Fiscal Year 2025 (FY25) staff of investigators and supervisory investigators had approximately 150 total years of combined investigative experience. The senior investigators and supervisory investigators each have 9 or more years of investigative experience. Investigators attend a substantial amount of training and professional development. Each investigator participates in at least two MPD or DCHAPD ride-alongs with officers per year.

## INVESTIGATIVE UNIT TRAINING

All investigative unit members attended:



- 6+ subject matter and legal training sessions;
- 16+ hours of MPD officer in person training at the academy; and
- 8+ hours of MPD officer virtual training

In addition:



- Several investigative unit members attended either a four-day training on interviewing techniques, or virtual or in person sessions of civilian oversight practitioner training; and
- Several investigative unit members attended other professional development and management training

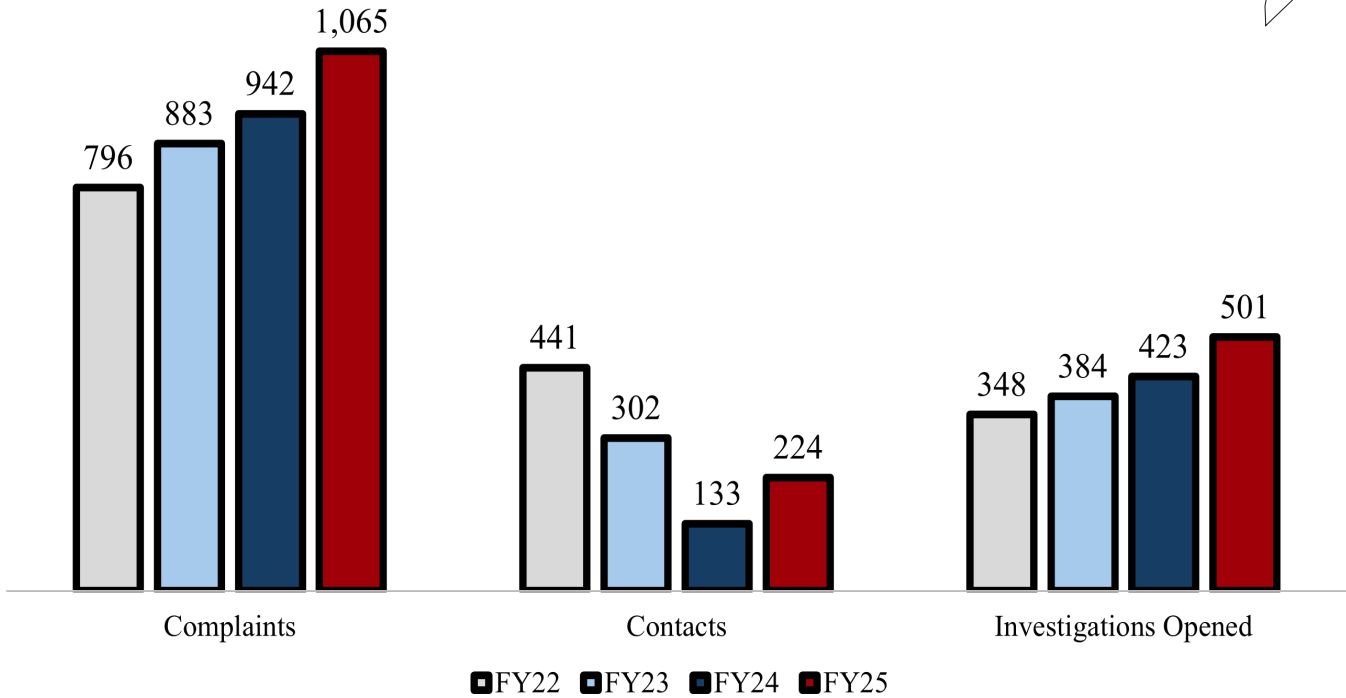
INVESTIGATOR Sterling Adonis  
 INVESTIGATOR Drew Calhoun  
 INVESTIGATOR Onyee Clarke  
 PUBLIC AFFAIRS SPECIALIST Nykisha Cleveland  
 INVESTIGATOR Witney Comeau  
 STAFF ASSISTANT Darlene Grant  
 INVESTIGATOR Shaylah Hailes  
 SENIOR INVESTIGATOR Quentin Jackson  
 INVESTIGATOR Brandon Lin  
 INVESTIGATIVE CLERK Kevin Maldonado  
 RESEARCH ANALYST Corina McCullough Vidal  
 INVESTIGATOR Brandon Mottley  
 INVESTIGATIONS MANAGER Lindsey Murphy  
 INVESTIGATIONS MANAGER Natasha Smith  
 RECEPTIONIST Crystal Stevenson  
 INVESTIGATOR Mackenzie Seward  
 SENIOR INVESTIGATOR Danielle Sutton  
 SENIOR INVESTIGATOR Tamika Walker  
 PROGRAM COORDINATOR Christopher Weber



# Complaints and Contacts



Community members contact OPC every year and hundreds file formal complaints. OPC then determines jurisdiction, and initiates an investigation or refers the complaint to the appropriate entity.



## CONTACTS AND COMPLAINTS RECEIVED

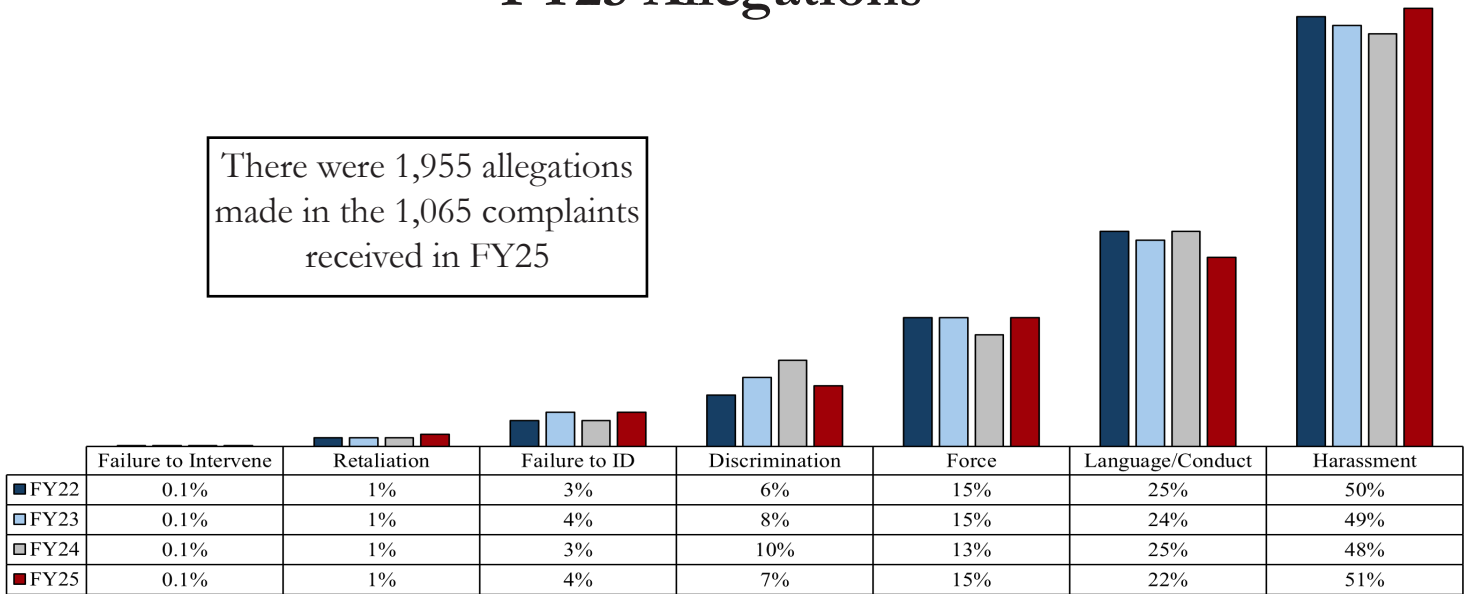
Following a record year in FY24, OPC received 1,065 complaints in FY25, which is a 13% increase from FY24, and is the most complaints OPC has ever received since its inception. In FY25, OPC received 224 contacts, which was a 70% increase from the 133 in FY24, and a 26% decrease from FY23. In April 2021, OPC streamlined the way in which contacts are tracked. In order for a contact to be tracked by OPC it must be regarding allegations of police misconduct involving MPD/DCHAPD or a law enforcement agency in the DMV area.<sup>1</sup> Some complaints filed with OPC are outside of the agency's jurisdiction and therefore not investigated by OPC. Examples of complaints outside of OPC's jurisdiction are 1) complaints involving an officer or officers from departments other than MPD or DCHAPD; 2) a complaint that was filed more than 90 days after the incident; or 3) a complaint that does not fall into one of the categories of allegations that OPC has jurisdiction to investigate. These complaints are administratively closed and/or referred to the appropriate agency. All other cases are investigated by OPC.

## ALLEGATIONS RECEIVED

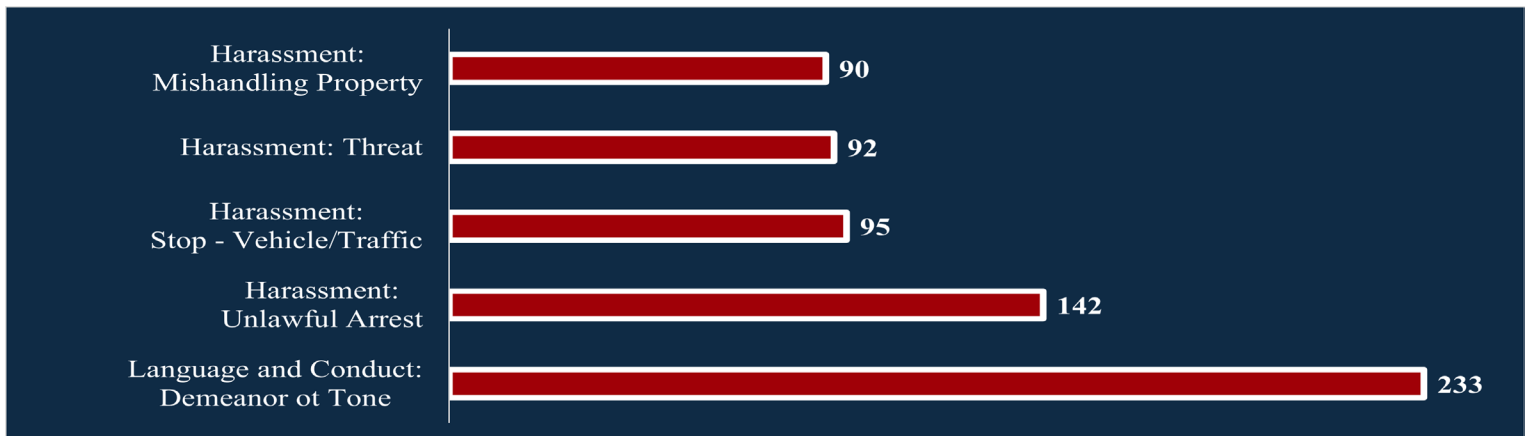
The 1,065 complaints OPC received in FY25 contained 1,955 allegations of misconduct against officers, a 26% increase from the 1,553 allegations in FY24. Each complaint OPC receives contains one or more allegations against one or more officers, and OPC is authorized to investigate seven categories of allegations: harassment, inappropriate language/conduct, retaliation, unnecessary or excessive force, discrimination, failure to identify, and failure to intervene. Furthermore, OPC can add allegations to a complaint if there is evidence of abuse or misuse of police powers discovered during an investigation into a properly submitted complaint. In FY25, OPC added 16 allegations to 11 different cases. All of these allegations were for inappropriate language or conduct and most included profanity or name calling.

Harassment and language/conduct were the most frequent types of allegations received by OPC in each of the last seven fiscal years. In FY25, allegations of harassment accounted for 51% of all allegations OPC received, and language/conduct complaints accounted for 22% of all allegations. The third most common allegation for FY25 was force, with 15%. This was followed by discrimination, which accounted for 7% of all allegations in FY25. Allegations of retaliation and officers failing to identify themselves or intervene are the least frequent allegation categories reported. Failure to identify and failure to intervene accounted for 4% of the allegations for FY25. Retaliation generally accounts for less than 1% of allegations received per year, and this trend continued in FY25. These allegation trends are comparable to the allegations OPC has received in previous years. The most frequent allegation sub-category in FY25 was for demeanor or tone within the language/conduct category with 233 allegations. The second most common sub-allegation was for unlawful arrest within the harassment category with 142 allegations.

## FY25 Allegations

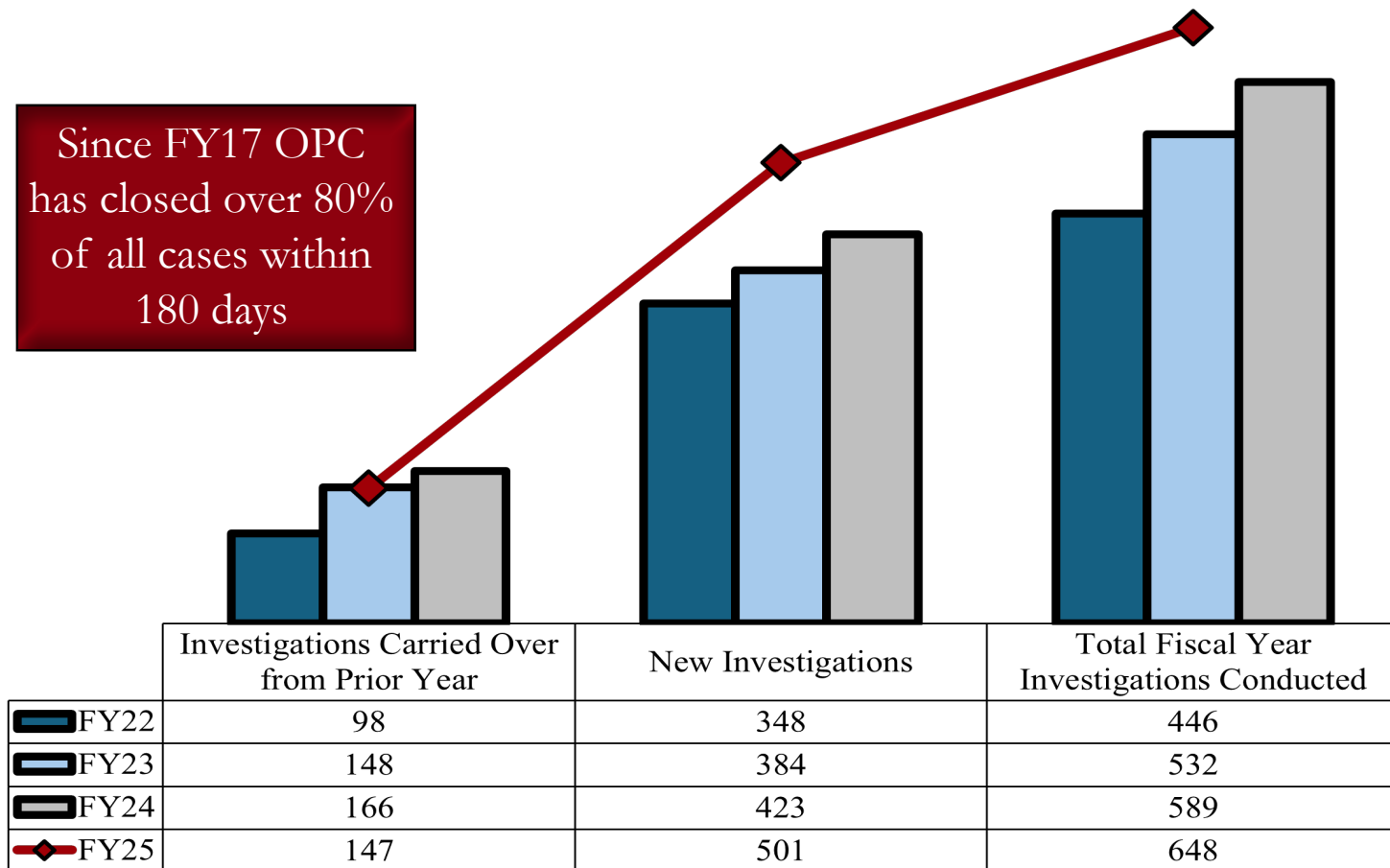


## Top 5 FY25 Sub-Allegations



## INVESTIGATIONS CONDUCTED

OPC opened 501 new investigations in FY25. OPC also continued investigating 147 cases that were opened in FY23 and FY24 that carried over into FY25. Between the 147 carryover cases and the 501 new cases, OPC investigated a total of 648 cases in FY25.<sup>2</sup> Of these 648 cases, 204 were still open at the end of FY25, though only 15 were more than 180 days old. Cases that are carried over from one fiscal year to the next are typically cases received late in the fiscal year, cases that OPC sends to the United States Attorney’s Office to review for possible criminal prosecution, or cases that are sent to a complaint examiner for review and determination of merits. Of the 648 cases investigated in FY25, OPC completed 441, which means each complaint was within OPC jurisdiction, a disposition was determined, and the cases were closed.



## INCREASED INVESTIGATIVE EFFICIENCY

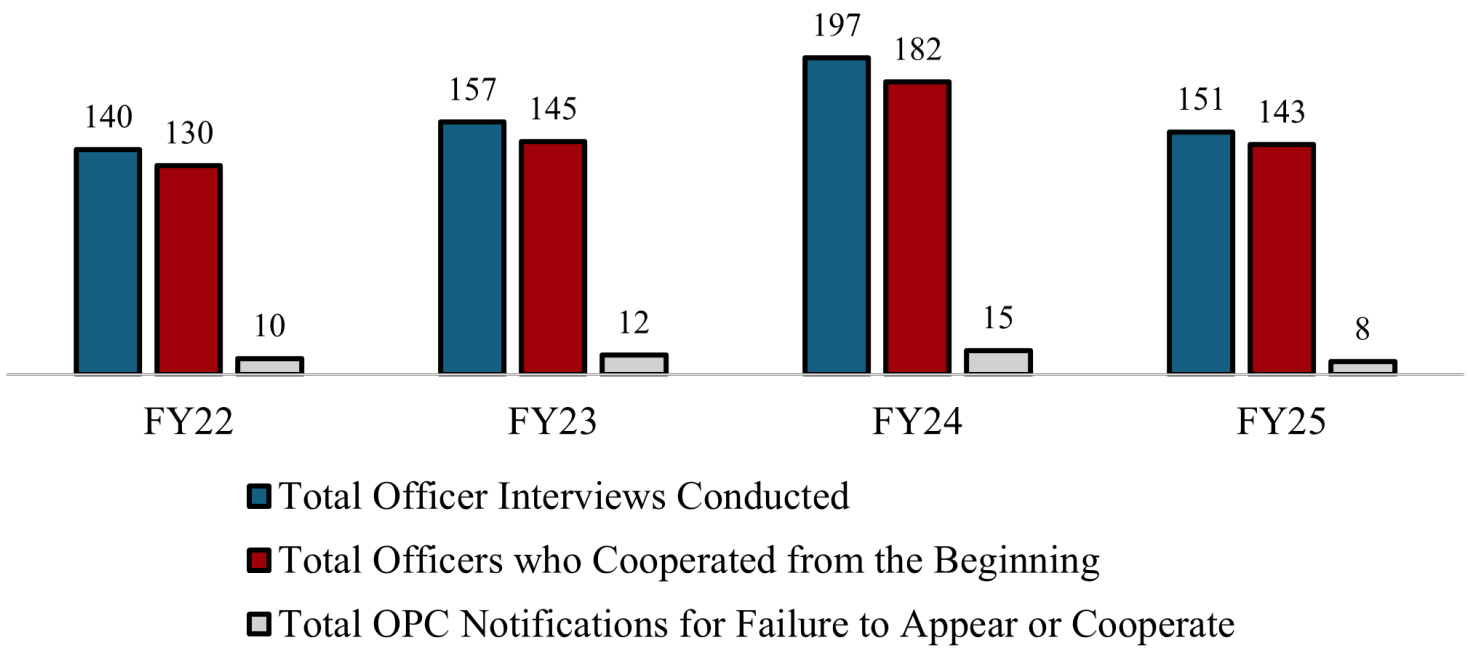
OPC continued to efficiently manage its caseload in FY25. The average number of days between an investigation being opened and being completed has decreased from more than 355 days in FY15 to 89 days in FY25. Similarly, the percentage of investigations completed within 180 days has increased from 42% in FY15 to 87% in FY25. Increasing the speed and efficiency of investigations increases community members’ satisfaction and trust in the civilian police oversight process. Better case processing and efficiency of civilian oversight investigations are important aspects of ensuring community members’ complaints are properly addressed in a fair and independent forum.

OPC’s investigations generally include some or all of the following investigative steps: interviewing the complainant and witnesses; identifying and interviewing the officers; collecting evidence; reviewing MPD or DCHAPD documents; visiting the location of the incident; reviewing officers’ BWC videos; and reviewing any other photographic or video evidence. OPC investigations can be complex due to the number of witnesses who must be interviewed and the amount of other evidence that must be gathered and analyzed. In FY25, OPC investigators conducted 485 complaint-related interviews, including 370 community member interviews and 115 officer interviews. An additional 36 officers participated in mediations.

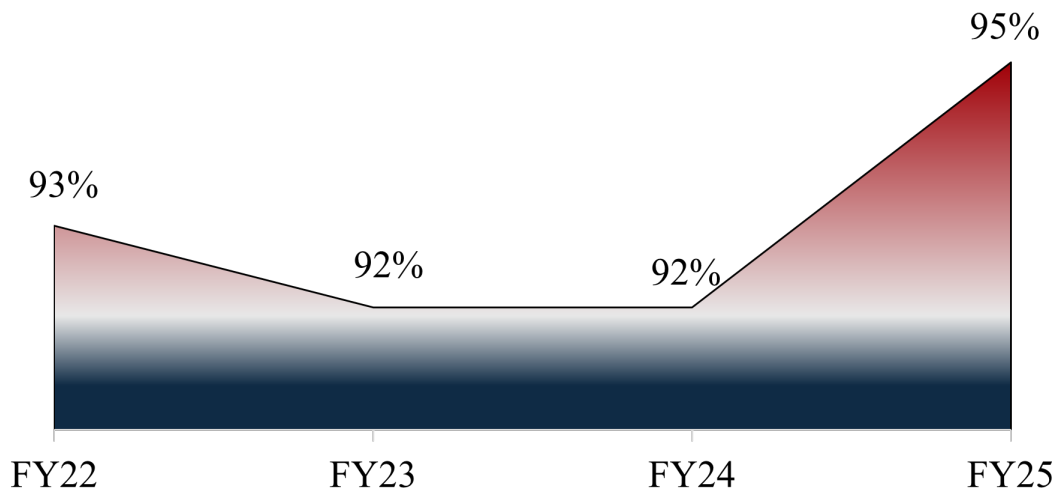
## FAILURE TO COOPERATE

District law requires MPD and DCHAPD officers to cooperate fully with OPC investigations. Each time an MPD or DCHAPD officer fails to appear or fails to cooperate in the investigation or mediation, OPC issues a discipline memorandum to their department, as required by District law. Absent extenuating circumstances, the department disciplines the officer, and the officer is then required to resume cooperation with OPC's investigation. The rate of officers failing to cooperate with OPC has been relatively low in recent years, with lower than 10% non-cooperation from FY17 to FY25. In FY25, 5% of the 151 officers failed to cooperate, which is a decrease from FY24. In FY21, the cooperation rate was 97%, which is the lowest rate of officers failing to cooperate with OPC since OPC began operating in 2001. Two of the eight failure to appear notifications were issued to officers who did not show up to a scheduled mediation.

## FY25 Officer Interviews



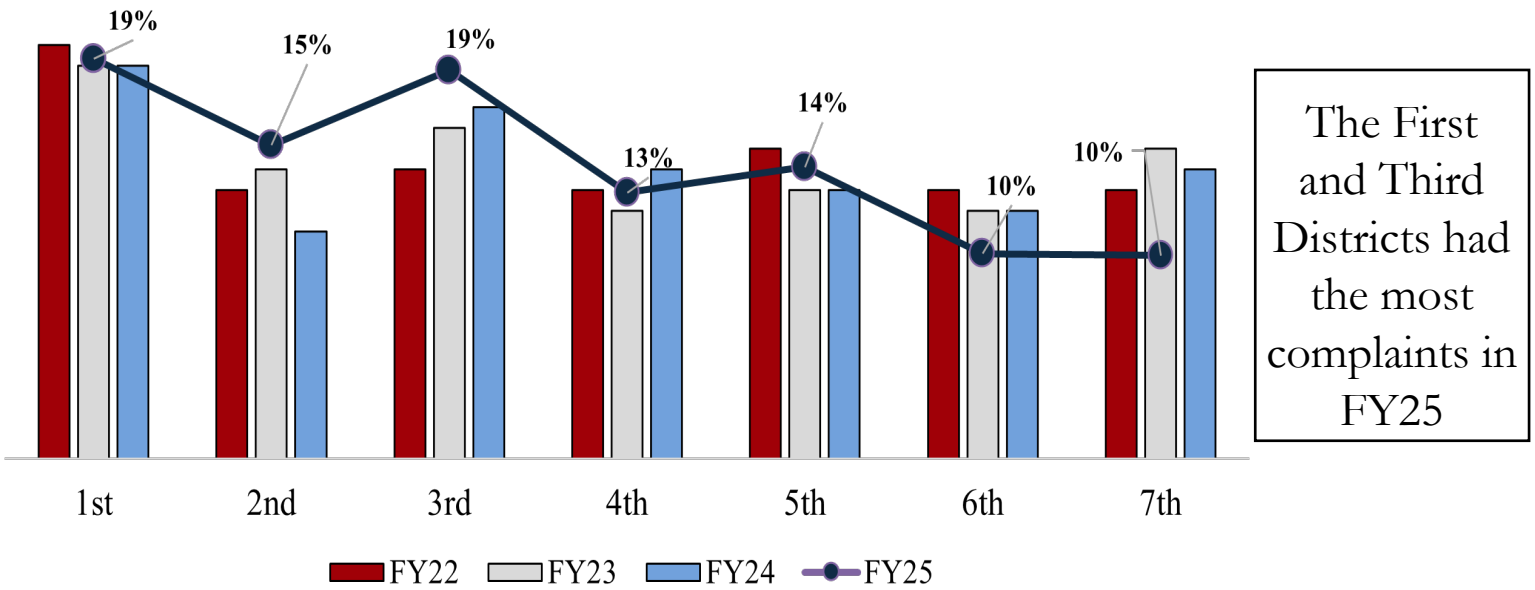
## FY25 Compliance Rates



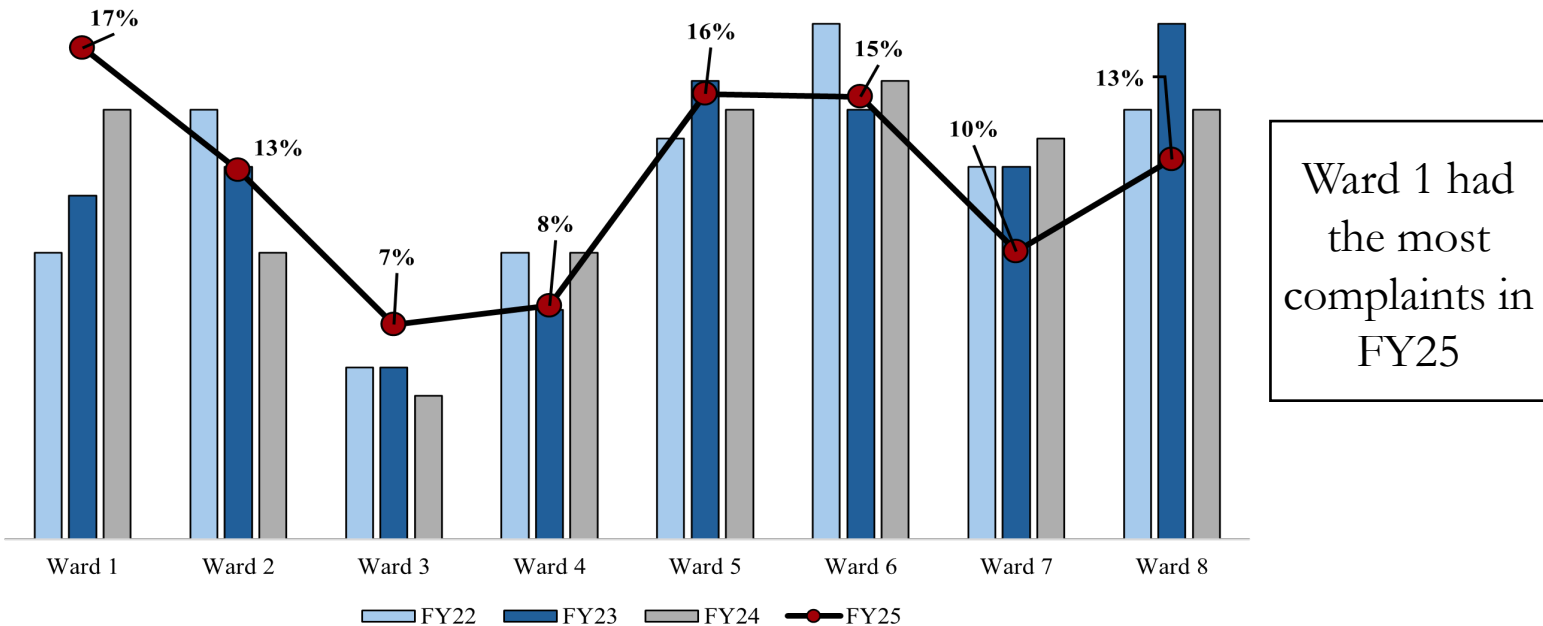
## WHERE INCIDENTS OCCURED

Each of the seven police districts accounted for between 10% and 20% of complaints received in FY25. The First, Second, Third, Fourth, and Fifth Districts have fluctuated between 10% and 19% of complaints received per year since FY16. Complaints received from the Sixth District decreased from 22% in FY16 to 10% in FY25. Complaints from the Seventh District increased from 6% in FY16 to 10% in FY25. The First and Third Districts had the most complaints with 19% in FY25, followed by the Second District with 15%.

Police districts do not overlap completely with D.C. Council Wards. Therefore, OPC also reports the distribution of complaints by Ward. Please see the table in the appendix on page 31 that reports the complaint percentages by Ward since FY17. Each of the eight Council Wards<sup>3</sup> in D.C. accounted for between 7% and 17% of complaints received in FY25.



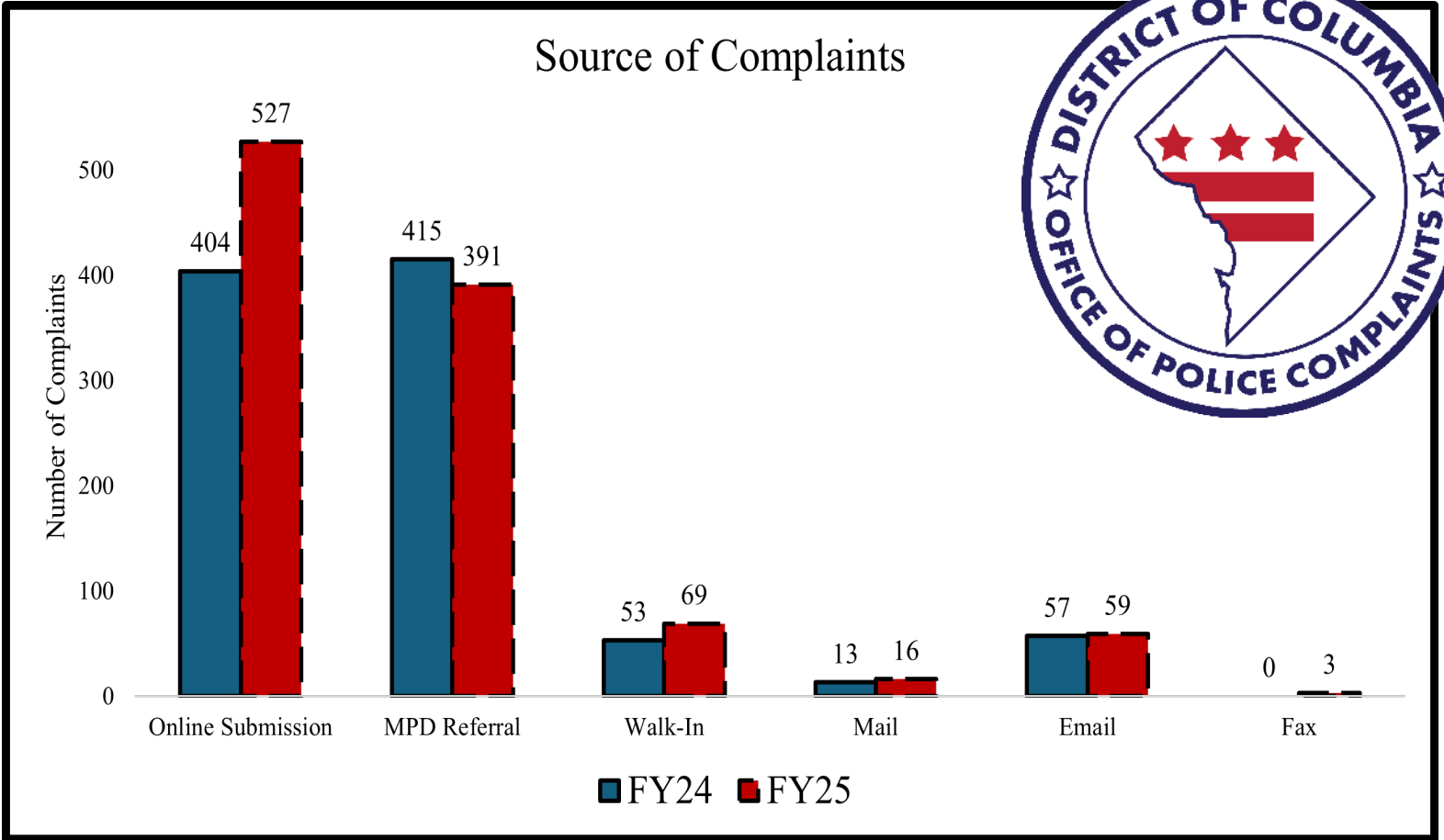
Complaints by Ward



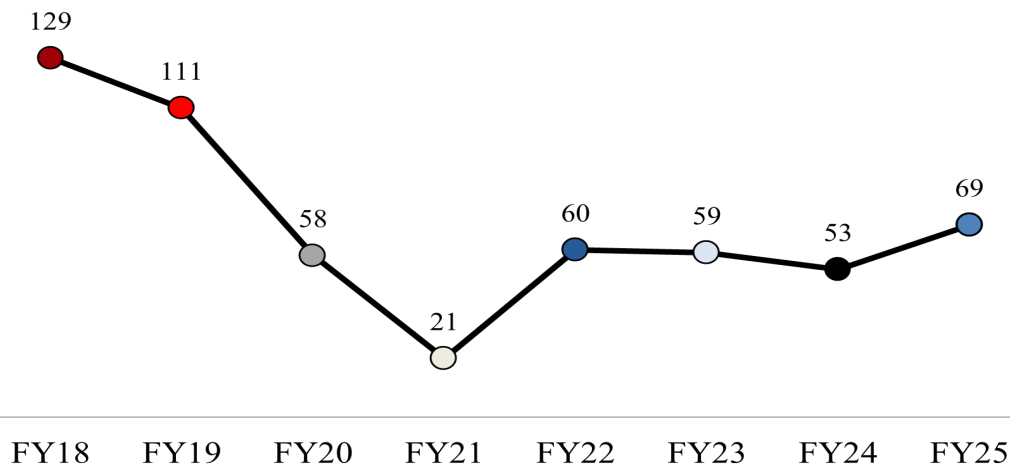
## SOURCE OF COMPLAINTS

OPC now receives the majority of its complaints from the online complaint form and MPD/DCHAPD referrals. In the last eight years since the implementation of the NEAR Act in FY16,<sup>4</sup> there has been over a 2,000% increase in the number of complaints referred from MPD/DCHAPD. In FY25, the number of cases forwarded to OPC was 391, a 6% decrease from FY24. The most referrals made by MPD/DCHAPD occurred in FY24.

Online submissions are often the most frequently used method to file a complaint. In FY20, the percentage was 51%, slightly higher than the percentage of FY19, and in FY21 online submissions comprised 58% of all complaints filed with OPC, which is the highest percentage since the inception of the online complaint form. In FY22, online submissions dropped to 52% of all complaints. In FY24 the percentage was 43%, and in FY25 the percentage increased to 50%.



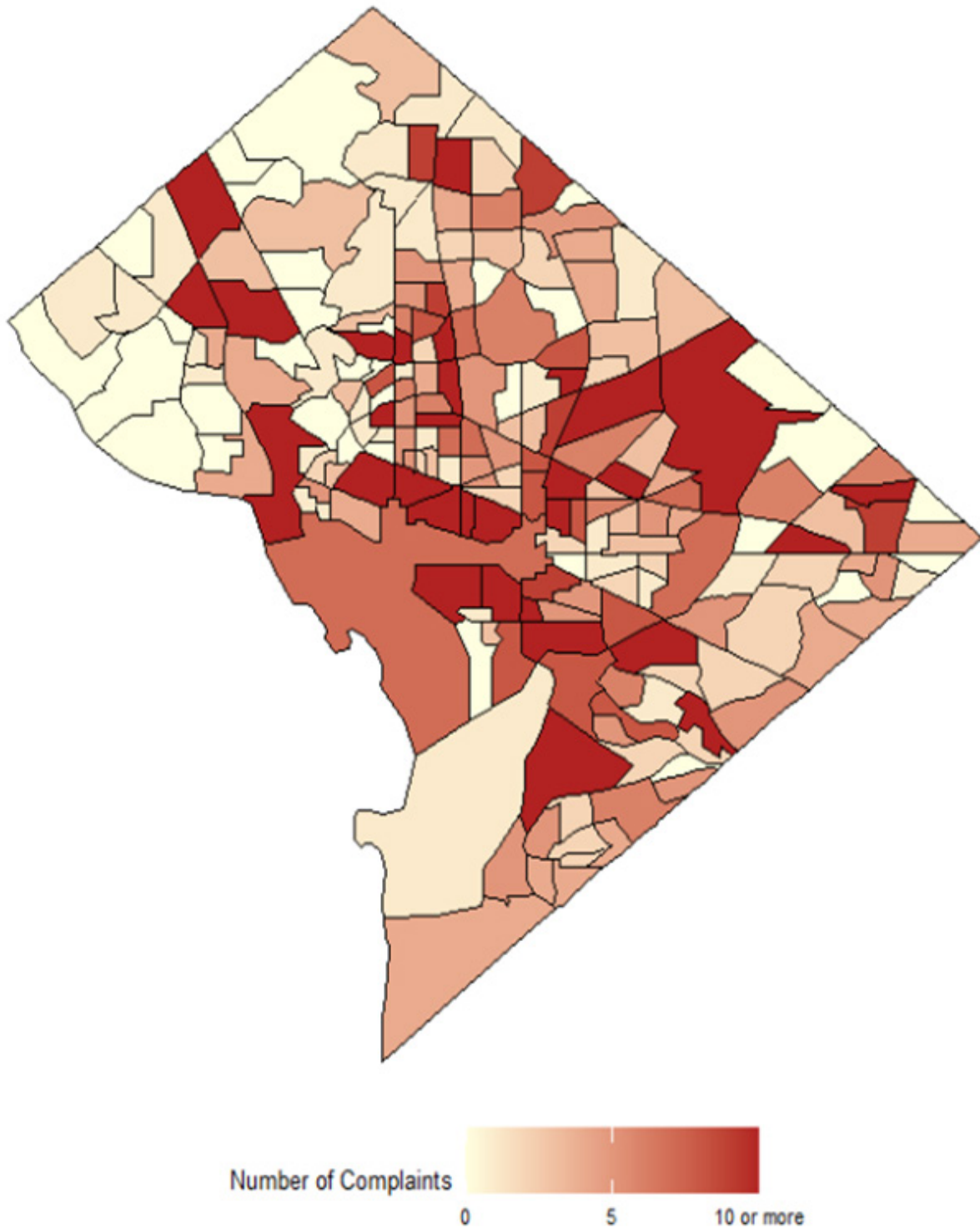
## Walk-In Complaints FY18-FY25



Walk-in complaints are 47% lower than they were in FY18, before the COVID-19 pandemic.

FY18    FY19    FY20    FY21    FY22    FY23    FY24    FY25

# Map of FY25 Complaints

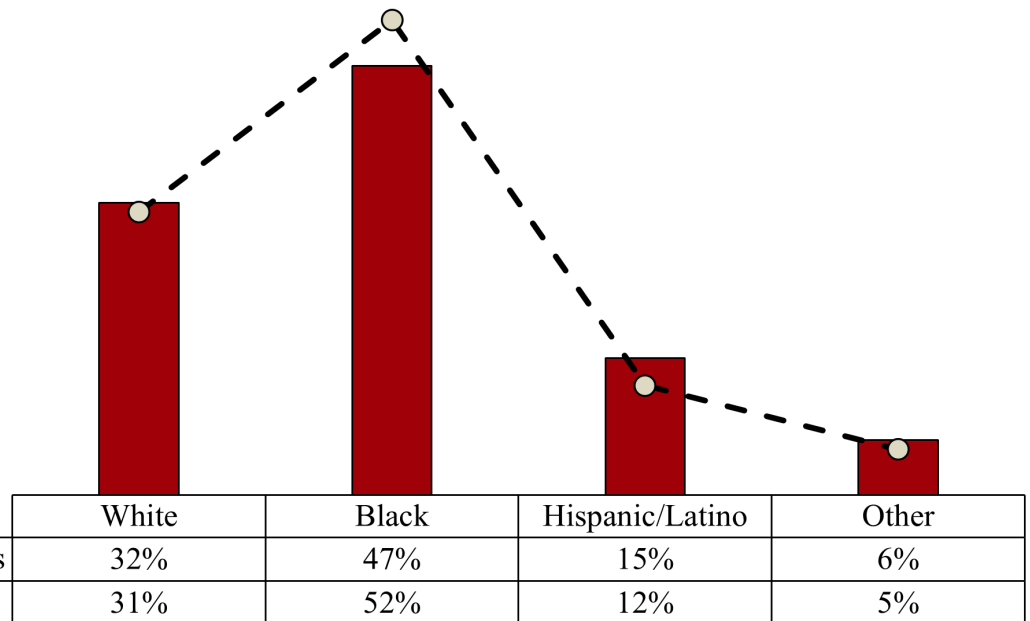


Above is a map depicting the locations of all FY25 complaints involving incidents that occurred within D.C. and had a valid address.

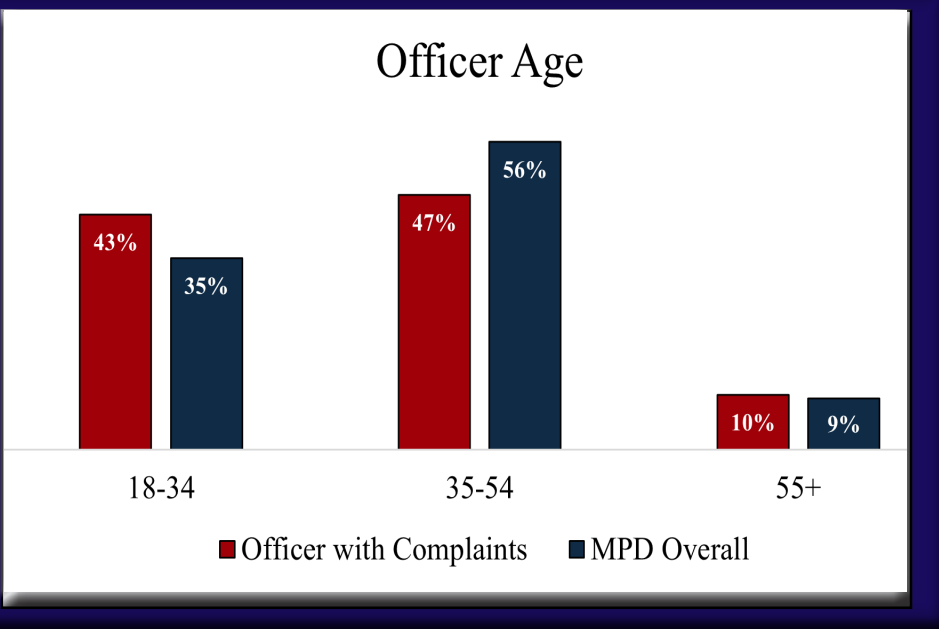
## OFFICER DEMOGRAPHICS

A total of 852 MPD officers and 7 DCHAPD officers received complaints in FY25, with 263 (31%) receiving more than one complaint. In FY25, 57 officers received three complaints; 17 officers received four complaints; 9 officers received five complaints; 11 officers received six complaints; and 4 officers received seven complaints. OPC tracks the demographics of MPD officers. Male officers are typically the subjects of 80% or more complaints per year and that trend continued in FY25 with 81% of complaints made against male officers. Female officers were the subjects of 19% of complaints received in FY25. Black officers accounted for about 47% of complaints, White officers accounted for 32% of complaints, and Hispanic/Latino officers accounted for 15% of complaints. Furthermore, Asian officers accounted for 4% of all complaints in FY25, while Multi-Racial and Native American officers accounted for less than 1% of all complaints. Compared to the department overall, younger officers tended to receive a higher proportion of complaints: officers younger than 35 comprise 35% of officers and were the subjects of 43% of the complaints filed in FY25. This is probably due to the fact that newer officers are more likely to be on patrol and thus have more interactions with the public. Officers aged 35 to 54 were the subjects of 47% of complaints; and officers 55 and older were the subjects of 10% of complaints.

### Officer Race



### Officer Age



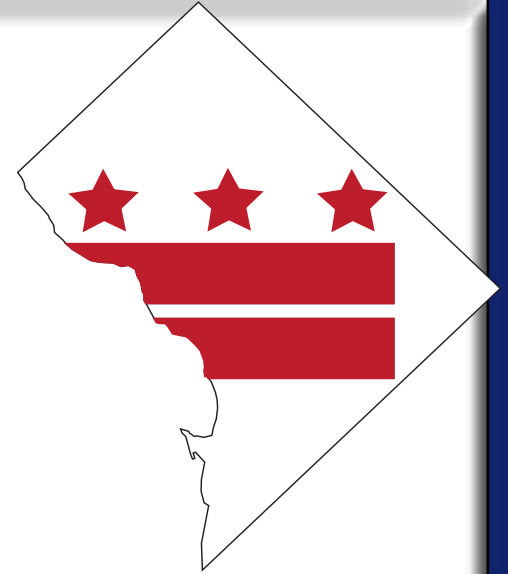
81% of MPD officers with a complaint in FY25 were male

## COMPLAINANT DEMOGRAPHICS

The demographics of complainants in FY25 were very similar to those of complainants in FY16 through FY24. The majority of the complainants, 71%, in FY25 were Black, 18% were White, and 6% were Hispanic/Latino. Complainants younger than 35 accounted for 41% of complainants in FY25, while complainants aged 35 to 54 comprised 39% to 47% of complainants in each of the last eight fiscal years. Complainants aged 55 years and older increased slightly from 17% in FY24 to 20% in FY25.

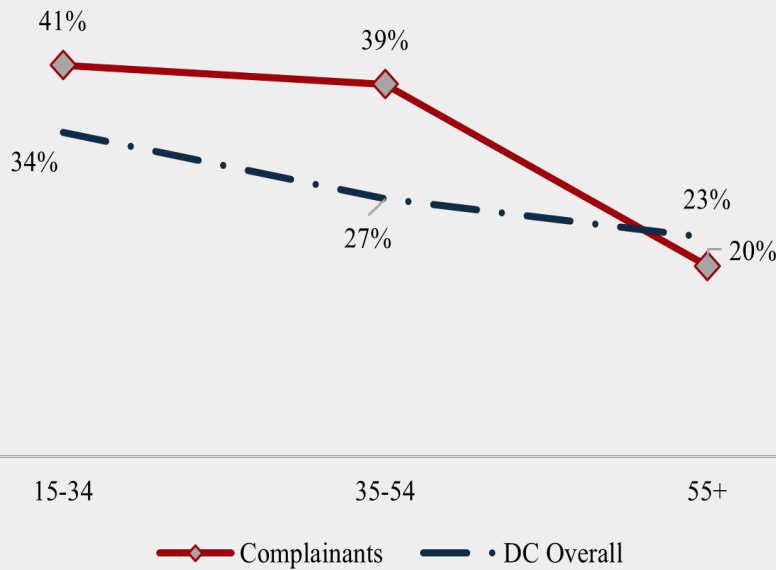
### Community Member Race

**Black community members make up 42% of D.C. but 71% of Complainants in FY25**



	White	Black	Hispanic/Latino	Other
■ Complainants	18%	71%	6%	5%
■ DC Overall	37%	42%	12%	9%

### Community Member Age<sup>5</sup>

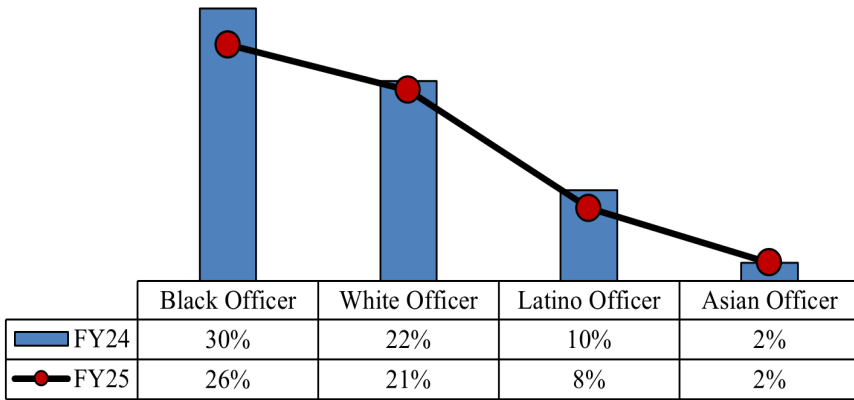


In FY25, four complainants identified as non-binary

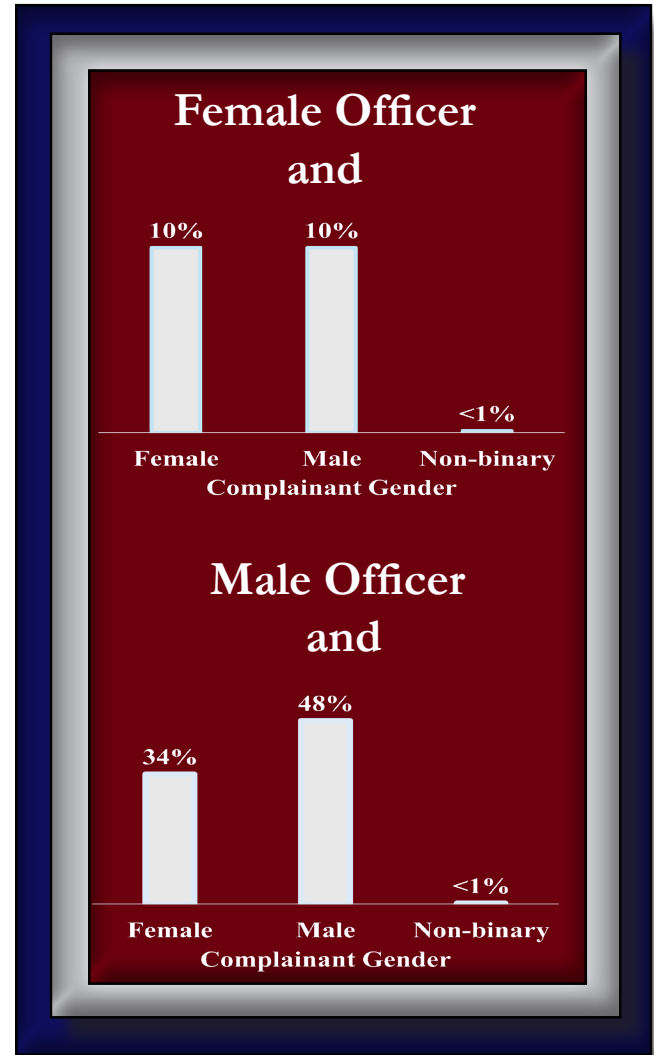
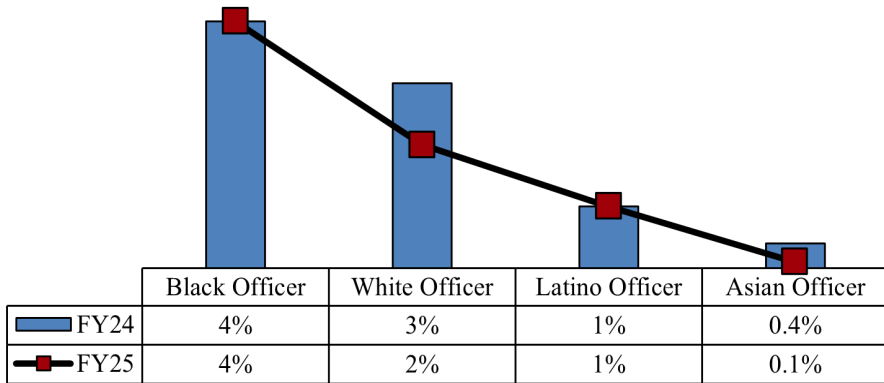
## COMPLAINANT AND OFFICER DEMOGRAPHICS PAIRINGS

The most frequent complainant-officer pairings were Black complainants filing complaints against Black officers, accounting for 26% of complaints received in FY25. Black complainants filing complaints against White officers comprised 21% of all complaints received. White complainants filing complaints against Black and White officers comprised 4% and 2% respectively. The remaining pairings are shown in the figures on page 16 and the pairings less than 2% are included in the endnotes.<sup>6</sup>

### Black Complainant and



### White Complainant and



## Officers With Complaints



88% of officers with 3 or more complaints were male

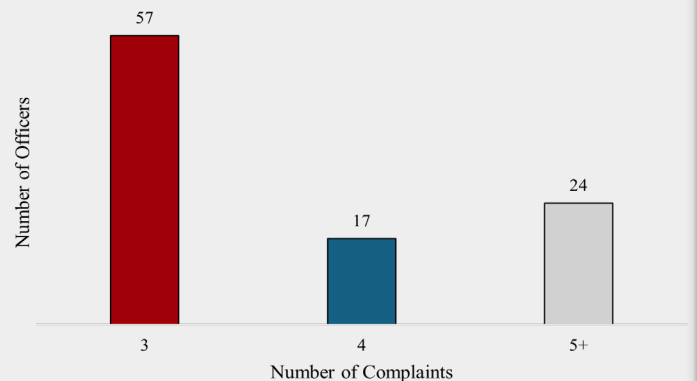


26% of officers with 3 or more complaints were with the department for 5 years or less



37% of MPD officers who received a complaint in FY25 were with the department 5 years or less

98 Officers had 3 or more Complaints in FY25



## OVERVIEW

OPC has full access to the MPD<sup>7</sup> BWC videos that are relevant to OPC complaints. Specifically, OPC has access to BWC footage once a complaint within OPC’s jurisdiction has been filed and investigators are permitted to view BWC as it pertains to the complaint received. Therefore, the statistics regarding BWC presented in this report do not reflect the entirety of MPD’s BWC usage, but only complaints within OPC’s jurisdiction. Furthermore, not all investigations into complaints warrant investigators to watch the available BWC, and these instances are not included in the presented statistics.

## IMPACT OF BWCs

The availability of MPD’s BWC videos appeared to have an effect on the outcomes of cases investigated. Cases completed in FY25 containing BWC video resulted in a lower percentage of withdrawals than cases without BWC video. This was also true for cases completed in FY17 to FY24. This elevated complainant cooperation may be a result of investigations taking less time when BWC video is available. Complainants may also have more confidence in pursuing their complaints knowing BWC video of the incident exists. Additionally, with BWC evidence, investigators are able to move quickly to determine whether allegations have merit, resulting in less time for investigations to be completed and fewer officer interviews.

In FY25, cases with BWC video resulted in higher percentages of policy training referrals, adjudications, and dismissals based on merit. Cases in which BWC evidence was present had a lower percentage of dismissals based on merit as compared to cases without BWC (21% and 36%, respectively). In FY25, cases with BWC had a higher percentage of sustained cases than those without BWC (11% and 0%, respectively). In FY25, cases with BWC had fewer mediation agreements than cases without BWC (10% and 15%, respectively).

One of OPC’s statutory requirements is to make policy recommendations to MPD and DCHAPD to improve police practices. OPC’s access to BWC video has greatly improved OPC’s ability to identify patterns and practices that may become relevant recommendations. The availability and access to BWC video capturing the actual actions and conduct of officers and complainants is a powerful accountability tool.

## OFFICER COMPLIANCE WITH BWC POLICIES

MPD policy requires officers to activate BWCs when an interaction with a community member is initiated. In 2024, the DC Council passed DC Act 25-410, Secure DC Omnibus Emergency Amendment Act of 2024, which stated that officers were no longer required to inform community members of the activation of their cameras when responding to calls for service.<sup>8</sup> Although MPD reached full deployment of BWCs in 2017, not every case investigated by OPC in FY25 had BWC video. In FY25, OPC found relevant BWC video in 348 out of 430<sup>9</sup> cases with dispositions, accounting for 81% of the total investigations, which is similar to the 77% in FY24. In some cases, OPC was able to determine that the officer or officers involved had BWCs but did not activate them as required. In other cases, there may not be BWC footage because there was not a direct interaction between MPD and a community member (e.g., communication via email), or the officer was unidentified in the complaint and investigators were unable to make an identification. There are also certain members of MPD, such as detectives, who do not wear BWCs.

In each case there can be more than one instance of BWC non-compliance, and in FY25 17% of cases had at least one instance of BWC non-compliance. In 65% of cases the BWC was turned on late; in 21% the BWC was not turned on at all; and in 10% the BWC was obstructed in FY25. The percentages of cases where officer(s) failed to properly use their BWCs by turning it off early was 4%. Overall, a total of 17% of investigated cases in FY25 with BWC video included some form of BWC non-compliance, which is a 16% decrease in percentage points from the 33% in FY24 cases with BWC non-compliance.

**81%**

CASES HAD BWC VIDEOS

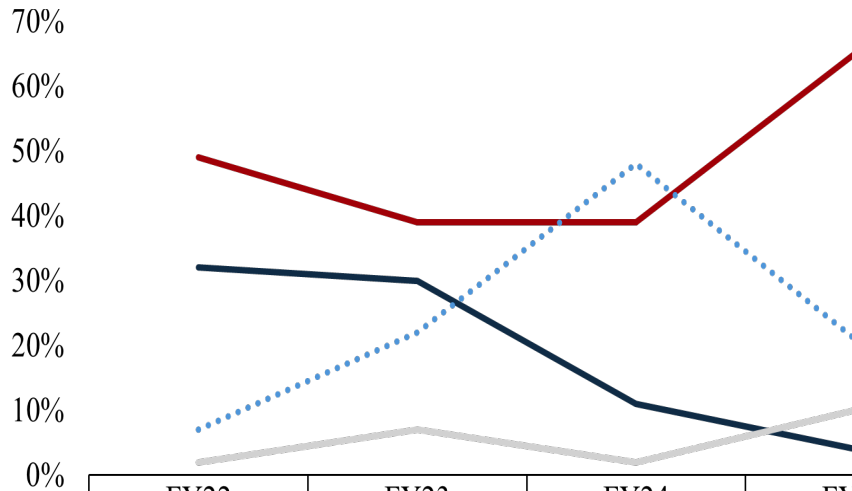


**17%**

CASES HAD BWC NON-COMPLIANCE

## FY25 BODY-WORN CAMERA MISCONDUCT

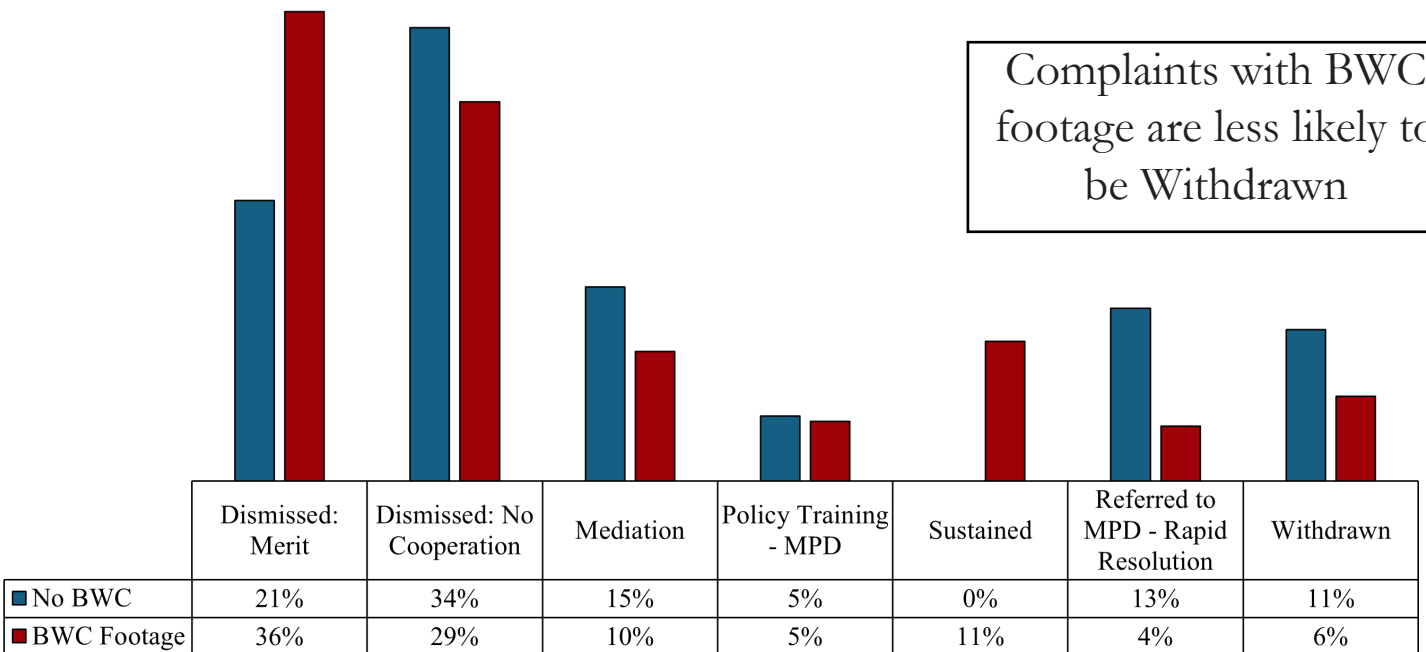
In FY25, 65% of MPD officers turned their BWCs on late when interacting with a complainant.



	FY22	FY23	FY24	FY25
On Late	49%	39%	39%	65%
Off Early	32%	30%	11%	4%
Obstructed	2%	7%	2%	10%
Not Activated	7%	22%	48%	21%

## FY25 CASE DISPOSITIONS BY BODY WORN CAMERA

Complaints with BWC footage are less likely to be Withdrawn



**OVERVIEW**

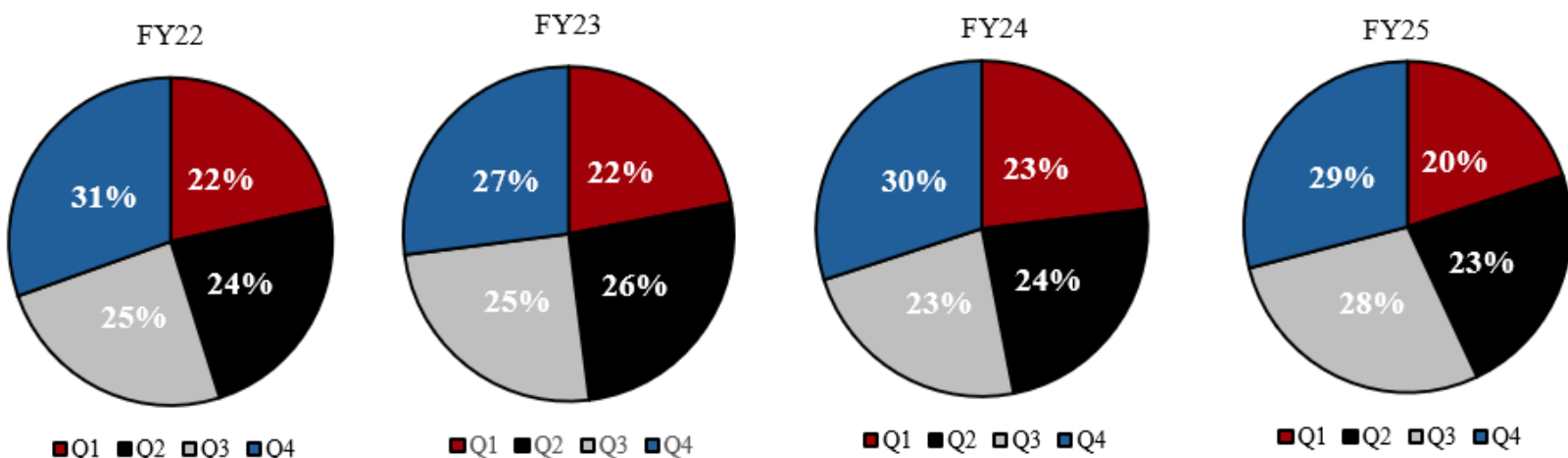
Each month in FY25 accounted for between 6% and 11% of all complaints received, and in each quarter OPC received between 20% and 29% complaints.

OPC received the fewest complaints in December of FY25, with 64 complaints received in those months. OPC received the most complaints in May, with 118 complaints received. Quarter 4 – comprised of July, August, and September – was OPC’s busiest quarter

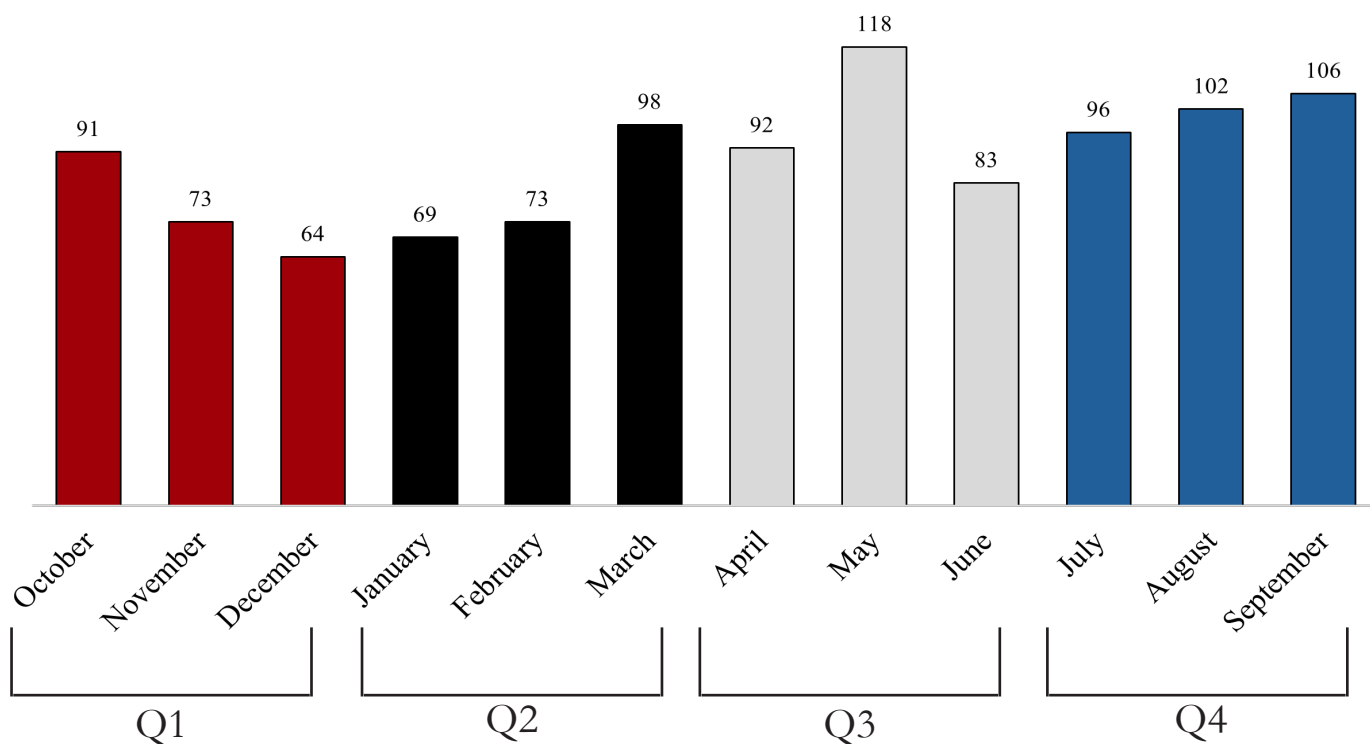
of FY25, with 304 complaints received. OPC received the fewest complaints in Quarter 1 – comprised of October, November, and December – with 228 complaints.

Quarter 1 and Quarter 3 of FY25 had the lowest percentage of complaints with 20% and 23%, respectively. Quarter 4 of FY25 had the highest percentage of all complaints with 29%.

**Complaints by Quarter and Year**



**Complaints by Month in FY25**



## OVERVIEW

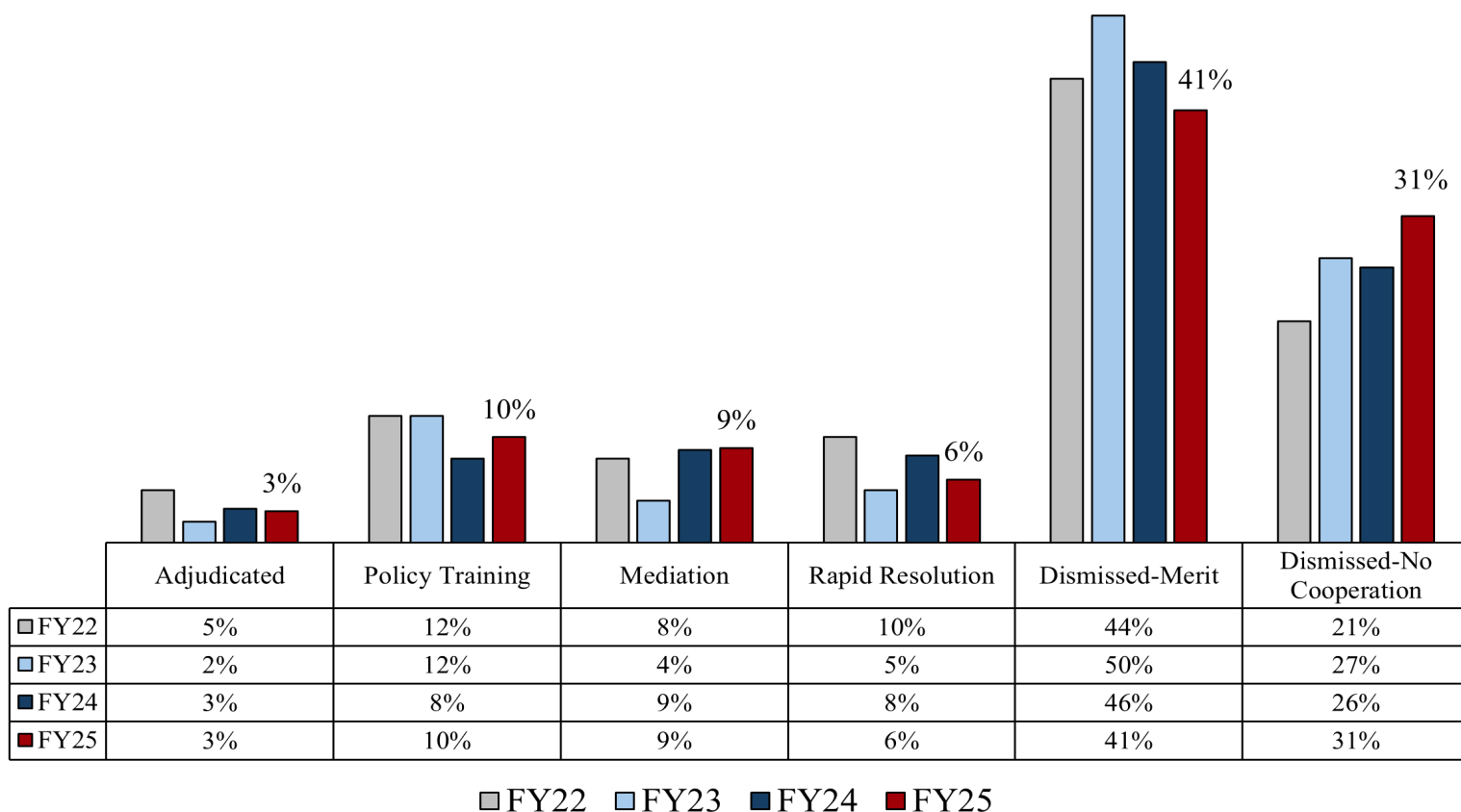
OPC has five primary disposition types - adjudication, policy training, mediation, rapid resolution referral, and dismissal. Cases may be dismissed due to a lack of cooperation from the complainant or because OPC has found that the allegations lack merit. Cases may also be withdrawn by the complainant. These disposition types are discussed in more detail on pages 21 through 25.

## CASE DISPOSITIONS

362<sup>10</sup> of the cases in FY25 reached one of OPC’s primary dispositions. This was a 3% decrease<sup>11</sup> from the 375 dispositions reached in FY24. The percentage of cases dismissed based on merit decreased by 5 percentage points, from FY24 to FY25. Those dismissed based on merit comprised 41% of all dispositions in FY25 and had the highest percentage of the five dispositions. Dismissals due to the complainant not cooperating with the investigation or with the mediation process, increased by 5 percentage points from FY24 to FY25 with 31% of all cases in FY25 being dismissed for non-cooperation.

The percentage of sustained adjudications in FY24 was 3% and in FY25 they comprised 3% of all cases as well. In FY25, 10 out of the 10 decisions contained sustained allegations of misconduct. Adjudicated cases are referred to an independent complaint examiner, who assesses the merits of each case and reaches a determination based on an analysis of the facts. The proportion of cases closed through mediation was 6% FY24 and 5% in FY25. Policy training accounted for 10% of all dispositions and rapid resolution comprised 6% of all dispositions in FY25. In FY24 there were 30 cases referred to policy training and in FY25 there were 37. This translates to a 23% increase.

## Case Disposition by Year



## COMPLAINT EXAMINATION

When OPC determines there is reasonable cause to believe misconduct has occurred, the agency refers the matter to a complaint examiner, who adjudicates the merits of the allegations. OPC's pool of complaint examiners, all of whom are distinguished resident attorneys in the District of Columbia, have included individuals with backgrounds in private practice, government, non-profit organizations, and academia.

The complaint examiner may either make a determination of the merits based on the investigative report and its supporting materials or conduct an evidentiary hearing. If a complaint examiner determines that an evidentiary hearing is necessary to adjudicate a complaint, OPC takes steps to ensure that complainants have counsel available to assist them at no cost during these hearings. For complainant representation, OPC currently has an arrangement with Arnold & Porter LLP, an internationally recognized Washington-based law firm with a demonstrated commitment to handling pro bono matters. Generally, officers are represented by attorneys or representatives provided to them by the police union, the Fraternal Order of Police (FOP).

In FY25, a total of 10 complaints involving 13 officers went through the complaint examination process, resulting in 10 merits determination decisions. There were no evidentiary hearings held for cases adjudicated in FY25. All ten decisions sustained at least one allegation of misconduct, resulting in a complaint examination sustain rate of 100%.<sup>12</sup>

OPC posts all complaint examiner decisions on its website at: [www.policecomplaints.dc.gov/page/complaint-examiner-decisions](http://www.policecomplaints.dc.gov/page/complaint-examiner-decisions).<sup>13</sup>

## FINAL REVIEW PANELS

The statute governing OPC<sup>14</sup> allows the chiefs of police of MPD and DCHAPD to appeal complaint examiner decisions. If the chief of police determines that a decision sustaining any allegation “clearly misapprehends the record before the complaint examiner and is not supported by substantial, reliable, and probative evidence in that record,” the chief may return the decision for review by a final review panel composed of three different complaint examiners.<sup>15</sup> The final review panel then determines whether the original decision should be upheld using the same standard.

There were no Final Review Panels requested in FY25.

## DISCIPLINARY OUTCOMES FOR SUSTAINED CASES

OPC does not have the authority to recommend or determine the type of discipline to be imposed when allegations are sustained by complaint examiners. OPC forwards all complaint examiner decisions that sustain at least one allegation of misconduct to the appropriate chief of police to impose discipline. MPD and DCHAPD are required by statute to inform OPC of the discipline imposed for sustained allegations in each complaint.<sup>16</sup>

In FY25, MPD chose to impose discipline consisting of a PD 750 (Dereliction Report) for two officers and education-based development for another officer. MPD also imposed a 15-day suspension for one officer, but was unable to administer disciplinary action for the second officer. The second officer resigned prior to the discipline being imposed for this case and another case the officer was involved in. There were some cases where officers received multiple disciplinary actions for one incident. One case resulted in an officer receiving a 4-day suspension without pay and education-based development. In another case involving five officers, two officers received a PD 750, one officer received a 4-day suspension without pay, another officer received a 14-day suspension without pay and the fifth officer received a 15-day suspension without pay. All five were also required to complete education-based development training. Three cases are still pending discipline.

For a list of cases with sustained allegations in FY25 and the discipline imposed in those cases, see Appendix C on page 37.

## EDUCATION-BASED DEVELOPMENT

When an allegation of misconduct is sustained by a complaint examiner or upheld by a final review panel, MPD is statutorily required to impose discipline.<sup>17</sup> MPD defines education-based development as “an alternative to discipline.” MPD used education-based development instead of discipline in two of 85 cases requiring discipline between FY09 and FY16; in eleven of 14 cases in FY17; in nine of 18 cases in FY18; in two of 16 cases in FY19; in three cases in FY20; two cases in FY21; one case in FY22; five cases in FY23; six cases in FY24; and three cases in FY25.

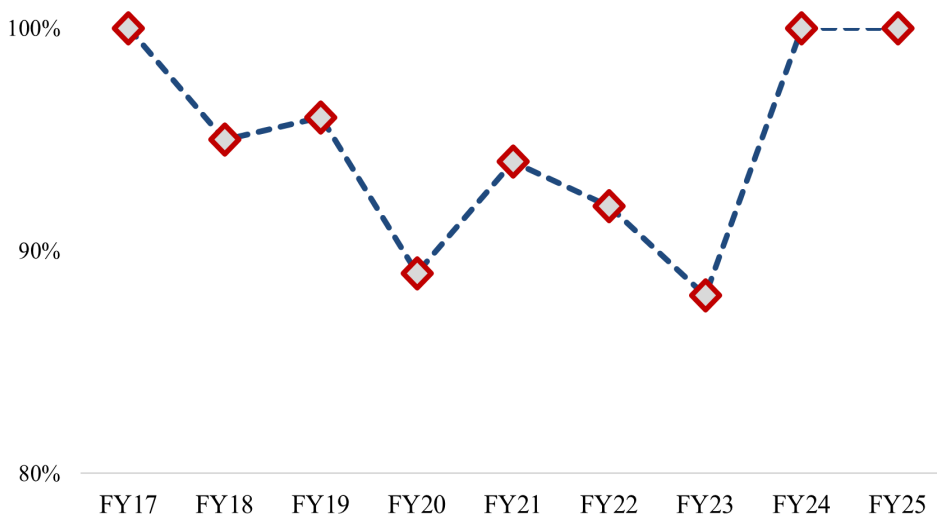
When OPC's Executive Director determines that training is appropriate rather than discipline, OPC refers the case to MPD for policy training rather than referring it to a complaint examiner. The NEAR Act provided OPC with the authority to refer cases for policy training in FY16 Q3. OPC referred 37 cases to MPD for policy training in FY25.

# DISCIPLINE IMPOSED FOR SUSTAINED COMPLAINTS

INVESTIGATIVE  
OUTCOMES

Discipline or Action Taken	Total FY09- FY23	Outcome for Cases sustained in FY24	Outcome for Cases sustained in FY25
Suspension Without Pay 11 Days or More	25	-	3
Suspension Without Pay 1 to 10 Days	34	5	2
1-Day Leave Forfeiture	4	-	-
Official Reprimand	31	2	-
Letter of Prejudice	15	-	-
Dereliction Report (PD 750)	41	1	4
Formal Counseling	2	-	-
Education-Based Development	35	12	7
Merits Determination Rejected/No Action Taken	7	-	-
Job Performance Documentation (PD 62-E)	5	1	-

Percent of Cases Where Misconduct Was Found by  
Complaint Examiners



## 10 of 10

decisions by complaint examiners had at least one allegation of misconduct sustained in FY25

### POLICY TRAINING REFERRALS

OPC refers cases to MPD or DCHAPD for policy training when OPC finds that the officer has likely violated an MPD/DCHAPD policy or general order and determines that the best corrective action is for the officer to receive additional training. In order to refer cases for policy training, OPC must determine that the officer likely violated an MPD/DCHAPD policy or general order. Therefore, unlike rapid resolution referrals and mediations, policy training cases are fully investigated before being referred to MPD, with OPC investigators interviewing officers and complainants, reviewing BWC footage, and conducting any other investigative steps deemed necessary. In this sense, policy trainings most closely resemble cases sent to complaint examiners for adjudication. The difference is that before the complaint is sent to complaint examination, OPC’s investigative supervisors and Executive Director determine that the best corrective action is for the officer to receive policy training rather than discipline.

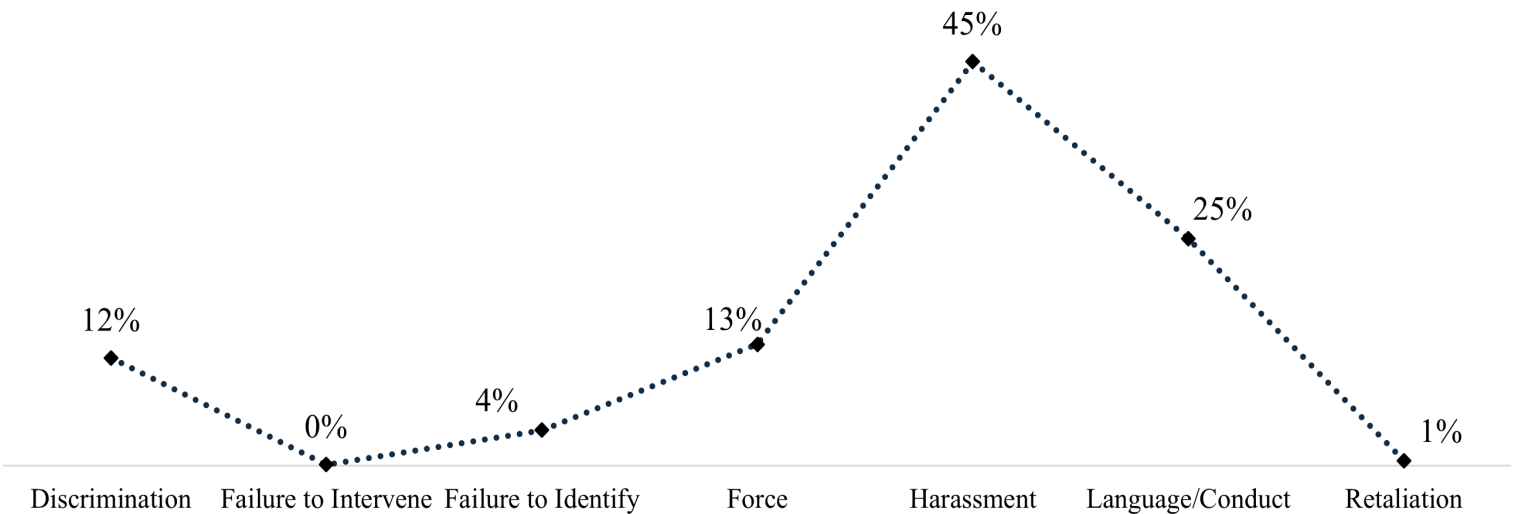
When OPC determines that policy training is the appropriate course of action, it must notify MPD or DCHAPD of 1) the allegations; 2) the rationale for policy training; and 3) the type of policy training OPC

thinks would be most appropriate. The department then notifies OPC when the training has been completed, and the case is closed. Officers must complete the training in order for the case to be closed. With policy training, officers are instructed on the conduct that led to the complaint, and they are provided the necessary skills to better enable them to follow policies and procedures in the future. If the subject officer does not complete the training, the case may go to a complaint examiner for review.

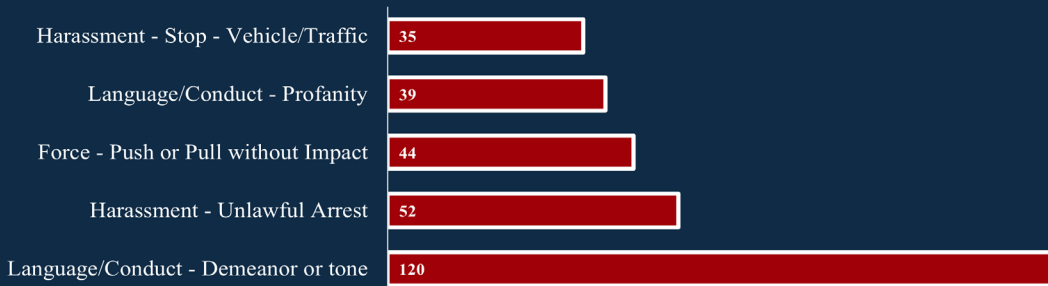
OPC began referring cases for policy training in FY16, when OPC received the authority from the NEAR Act. The number of referred cases steadily increased since FY17, and MPD has completed training for 267 policy training referrals through FY25.

MPD sends most policy training referrals to the Metropolitan Police Academy (MPA), where the training sessions are conducted. An added benefit of this process is that not only are policy and general order violations being addressed and corrected with the individual officer(s) against whom the complaint was filed, but MPA training staff are also able to use the referred cases to apply training and policy updates department-wide when deemed appropriate.

### Allegations Referred to Policy Training FY21-FY25



#### Top 5 Sub-Allegations



## RAPID RESOLUTION REFERRALS

When OPC receives a complaint but determines there was no misconduct, OPC can refer the case to MPD for rapid resolution, in which an MPD supervisor will typically contact the complainant to discuss the incident and clarify MPD's policies.

OPC has referred 323 cases for rapid resolution since it gained the option to do so in FY16. OPC did not send any cases for rapid resolution in FY16. OPC sent 19 cases for rapid resolution in FY17, 29 cases in FY18, 17 cases in FY19, 98 cases in FY20, 63 in FY21, 27 in FY22, 17 in FY23, 31 in FY24, and 22 in FY25.

## MEDIATION

Mediation is an important program OPC employs to directly impact community trust in the District police forces at the individual level. The mediation program is used as a direct tool to help foster better community trust in the District police forces and allows community members and officers to have a mediator-facilitated conversation that fosters better rapport in future interactions.

Mediation allows the complainant and the officer to civilly discuss the interaction that led to the complainant's decision to file a complaint. OPC screens all cases for mediation regardless of merit and discusses the option of mediation with the complainant, explaining the goals of the program prior to any mediation referral. OPC has procedural steps in the mediation referral process that introduce the complainant to the mediator assigned to their case before the mediation is scheduled.

Due to the Covid-19 health pandemic, OPC adapted its mediation program in FY20 to support virtual mediations. The resolution rate prior to virtual mediations in FY20 was 71% and rose to 76% after OPC implemented virtual mediations. FY21 was the first year OPC completed all mediations virtually, as there were no in-person mediations and achieved a resolution rate of 86%. In FY25 the resolution rate for mediations was 92%.

## MEDIATION SURVEY RESPONSES

An important part of OPC's mediation program includes participant surveys immediately before and after the mediation session. In FY25, 100% of complainants in the survey, before the mediation took place, felt it was very important the officer understand their perspective. Twenty percent felt it was important for them to understand the officer's perspective.

Before the mediation complainants were asked an open-ended question inquiring, "Why did you agree to participate in mediation?" With complainants responding with answers such as; "to be better and learn from each other," "highlight how responding in a certain way to community members can be damaging," and "to better our experiences with MPD." Complainants were also asked if they had signed a resolution agreement after the mediation, and their level of satisfaction. The majority of respondents who answered the survey responded that they were indifferent.

Before the mediation, officers were asked an open-ended question inquiring, "What do you hope to get out of this mediation?" Officers answered they would like to establish a level of understanding and reach a satisfactory resolution to resolve the complainant's concerns.

After the mediation officers were asked the open-ended question, "After today's mediation, how do you think future interactions with the complainant will be?" One officer explained that "I think future interactions with the complainant will be respectful." Another officer answered, "Complainant and I had a pleasant discussion and agreed on many topics."

Improving officer-community member relations is the mission of OPC and the goal of OPC's mediation program, and these responses from both the complainants and the officers indicate that the mediation program is an effective tool in achieving that goal.

# MEDIATION

## MEDIATION PROCESS

Step  
01

Investigators review all cases to determine whether the parties might benefit from mediation.

Step  
02

If investigators determine mediation may be beneficial, they discuss the option of mediation with the complainant.

Step  
03

The case is referred to a mediation contractor.

Step  
04

The mediator coordinates a time for the mediation. Parties are required to participate in good faith.

Step  
05

During the mediation both the complainant and officer will discuss their perspective of the incident and how it made them feel. If both parties are satisfied, they sign a mediation resolution agreement and the case is closed. If unresolved, the case is returned to the investigator and the investigation resumes.

## MEDIATION STATISTICS

### Number of Cases Referred to Mediation

FY23	FY24	FY25
35	55	57

### Average Days Between Referral and Mediation

FY23	FY24	FY25
22	23	18

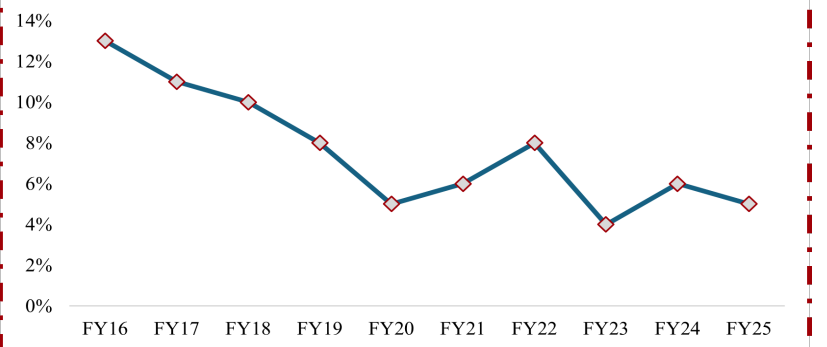
### Percent of Mediations Resolved

FY23	FY24	FY25
67%	75%	92%

### Percent of Investigations Resolved Through Mediation

FY23	FY24	FY25
4%	6%	5%

Percent of cases resolved through mediation since FY16



## OVERVIEW

The statute creating the Police Complaints Board (PCB) authorizes it to “make recommendations, where appropriate, to the Mayor, the Council, the Chief of the Metropolitan Police Department (“Police Chief”), and the Director of the District of Columbia Housing Authority (“DCHA Director”) concerning the status and the improvement of the complaint process. The Board shall, where appropriate, make recommendations to the above-named entities concerning those elements of management affecting the incidence of police misconduct, such as the recruitment, training, evaluation, discipline, and supervision of police officers.”<sup>18</sup> This authority allows OPC to examine broader issues that lead to the abuse or misuse of police powers.

The PCB issues policy recommendations that address large-scale concerns about District law enforcement policies, training, or supervision. In addition, the PCB issues policy reports that address substantive or procedural law enforcement matters, which, if corrected immediately, could greatly improve community trust in the police. In FY25, the PCB issued three policy reports with four recommendations that are discussed in more detail below. At the close of FY25, the PCB had issued 79 detailed reports and sets of recommendations for police reform since 2002. All reports with recommendations are available on OPC’s website.<sup>19</sup>

## 1. Implementation Update on the Reports and Recommendations of the Police Complaints Board from Fiscal Year 2023

On January 15, 2025, OPC published the *Implementation Update on the Reports and Recommendations of the Police Complaints Board from Fiscal Year 2023* to assess the implementation of previously made recommendations. The policy recommendations from Fiscal Year 2023 included four reports and twenty-six recommendations to the Council and MPD. Of the 26 recommendations, two have been fully implemented, ten have been partially implemented and fourteen have not been implemented. The recommendations are included below.

### A. Presidential Executive Order 14074

On February 3, 2023, the PCB released the *Presidential Executive Order 14074* policy report. On May 25, 2022, President Joseph Biden signed Executive Order 14074, Advancing Effective, Accountable Policing and Criminal Justice Practices to Enhance Public Trust and Public Safety, to “increase public trust and enhance public safety and security by encouraging equitable and community-oriented policing.” Although the Executive Order applies primarily to federal law enforcement agencies, it incentivizes state and local police departments to adopt the best practices discussed therein. The PCB recommended:

1. Whenever the Attorney General publishes new policing recommendations on civil rights violations and in-custody deaths, MPD should review them and implement the recommendations for any MPD directives that are not congruent with federal best practices on these topics;
2. MPD should actively participate in the consultations on the topic of strengthening officer recruitment, hiring, promotion, and retention practices that occur between the Office of the Attorney General and other law enforcement agencies;
3. MPD should implement any final recommendations of the Office of Personnel Management (OPM) working group and the Attorney General’s office that have not already been incorporated into its own hiring and retention procedures;
4. MPD should review and implement the best practices recommended in any Secretary of Health and Human Services (HHS) report to enhance its own officer wellness policies once they are published;
5. MPD should integrate National Law Enforcement Officer Accountability Database queries into its screening process for new employees;
6. MPD should also review the Attorney General’s annual report to identify any national trends of misconduct among law enforcement officers and utilize the data to evaluate and improve its own training programs;

7. MPD should review the Attorney General's best practices for collecting use of force data once they are established and incorporate into its process any additional data points it does not currently collect in order improve its own data collection;
8. The PCB recommends that MPD continue to participate in the submission of data to the FBI's Law Enforcement Officers Killed and Assaulted (LEOKA) and National Use of Force databases;
9. MPD should utilize the FBI's Officer Safety and Awareness Training Program in the training of its own officers;
10. The PCB believes MPD should still periodically review the early warning systems utilized by federal law enforcement agencies to ensure its procedures are consistent with national best practices and to identify any opportunities for improvement;
11. MPD should also implement any best practices identified during these reviews that have not already been incorporated into its early warning system;
12. MPD should review the anti-bias programs created by OPM, the Attorney General, and other law enforcement agencies to determine whether there are opportunities to improve its own training modules;
13. MPD should periodically review the DOJ's no-knock warrants guidelines and the policies, procedures, and best practices of other law enforcement agencies to determine whether there are opportunities to improve its own directives;
14. MPD should review HHS's study on the effects of use of force incidents on communities and implement the Attorney General's best practices on dialogues with the community and proper notification of deaths resulting from use of force incidents once they are published;
15. MPD should continue to enforce its directives to ensure BWC compliance by its officers and promote transparency and accountability among its members;
16. MPD should continue to enhance its policy for interactions with individuals suffering from mental health crises or other disabilities by reviewing and incorporating the best practices recommended by the Attorney General once they are disseminated;
17. MPD should incorporate any suggested best practices into its own directives to reduce the number of unnecessary interactions between its officers and community members;
18. The PCB recommends that MPD seek accreditation from these certification bodies once the process is created and implemented.

OPC considers policy recommendations #8 and #15 as implemented; policy recommendations #1, #4, #7, #12, #14, #16, #17, and #18 as partially implemented; and policy recommendations #2, #3, #5, #6, #9, #10, #11, and #13 are considered not implemented.

## **B. Policies and Procedures for Edged Tools**

On July 26, 2023, the PCB released the *Policies and Procedures for Edged Tools* policy report. The PCB urged MPD to look into the issues surrounding the lack of policies and procedures for MPD officers with respect to the proper use of edged tools. The PCB recommended that MPD:

1. should update General Order 110.11, Uniform, Equipment, and Appearance Standards, to include edged tools and regulate the size of the blade, their storage, the manner in which officers carry them on their uniforms and specify that they are to be used as tools, but not weapons, as well as train members on the new directive once it has been published; and
2. should require and train members to complete a Force Incident Report (FIR) whenever they use edged tools as weapons or in a threatening or intimidating manner.

OPC considers the first policy recommendation as partially implemented, and the second as not implemented.

## C. Policies and Procedures for Appropriate Use of Handcuffs During Investigatory Stops

On September 27, 2023, the PCB released the *Policies and Procedures for Appropriate Use of Handcuffs During Investigatory Stops* policy report. In the report, the PCB recommended MPD develop proper procedures and training, as well as oversight, to ensure that when officers place individuals in handcuffs, they are balancing the goals of officer safety with respect for the constitutional rights of community members. The PCB recommended:

1. MPD should create a standalone general order on handcuffing;
2. MPD should train officers on the new general order and other related guidance to ensure that officers understand when it is appropriate to apply handcuffs.

OPC considers these two recommendations not implemented.

## D. Leveraging Random Reviews and Body-Worn Camera Analytics to Enhance Police Training and Minimize Use of Force Incidents

On September 27, 2023, the PCB released the *Leveraging Random Reviews and Body-Worn Camera Analytics to Enhance Police Training and Minimize Use of Force Incidents* policy report. In the report, the PCB noted that MPD could maximize the benefits of the BWC program to improve officer training, reduce instances of use of force, and ultimately improve police community relations. The PCB recommended:

1. MPD should amend General Order 302.13: Body Worn Camera Program, Section V.D., and update provisions around routinely reviewing recordings for potential policy violations;
2. MPD should provide training to members on the updated general order once the changes have been implemented;
3. MPD should establish a system for randomly reviewing BWC footage by creating an internal audit unit; and
4. MPD should conduct meetings with other police departments that utilize a BWC analytics program to explore the efficacy and potential costs and benefits of adopting an analytics program within MPD. MPD should use the insights obtained from the meetings to establish a policy position on this emerging technology.

OPC considers the first two not implemented, the third partially implemented, and the fourth not implemented.

## 2. Duties of Firearm Licensees

On March 25, 2025, the PCB published the *Duties of Firearm Licensees* policy report. Currently, MPD is faced with the difficult task of investigating and seizing illegal firearms in the District, while respecting the rights of community members who obtain lawful concealed carry pistol licenses. There is a misconception that armed licensees are required to immediately inform MPD officers that they are armed, which has led to unlawful seizures and lawful licensees be-ing charged with pistol license violations. MPD's General Order 902.01 (Firearms Registration and Concealed Pistol Licenses), currently states that licensees are only required to disclose this information during investigatory stops, not during field contacts. DC code § 7–2509.04 provides guidelines to law enforcement officers when conducting an inves-tigative stop of a licensee carrying a concealed firearm, including disclosing that they currently armed. MPD must find the balance between seizing illegal firearms and ensuring that armed licensees, during investigatory stops only, are given a reasonable amount of time to disclose their armed status. The PCB recommended:

1. MPD should add additional guidance to General Order 902.01 on duties of firearms licensees. MPD should ensure the additional guidance thoroughly explicates D.C. law; and
2. MPD should provide training to all sworn officers on the updates to GO 902.01.

### 3. Stop and Frisk Data

On September 29, 2025, the PCB published the *Stop and Frisk Data* policy report, which highlighted MPD's duty to ensure that officers are accurately documenting every individual they stop and providing detailed information on what occurred during the stop. The PCB encourages more transparency by MPD with the community it serves and recommends that MPD ensure members consistently complete the stop cards in police reports to collect and document data on stops, frisks, and searches. MPD properly documenting stops could safeguard individual rights, reveal any potential pattern of biased policing based on individuals' demographic characteristics, and ensure the community is informed and able to hold law enforcement accountable. D.C. Law 21-125 and D.C. Code § 5-113.01 mandate that specific information on stops, frisks, and searches be collected and maintained by MPD. MPD's General Order 304.10 explicitly and repeatedly instructs officers to document all stopped individuals using the stop card, regardless of the outcome. Accurately documenting this information is necessary and essential for the efficient operation of MPD and to build trust within the community. The PCB recommended that MPD:

1. Should make the stop card section a fillable, mandatory field in its Record Management System to ensure that officers are documenting the required data for each stop; and
2. Should train its officers to record the required information in the stop card for each stop and train supervisors to review and verify reports for accuracy and completion. MPD can inform officers of this policy by including it in training for new recruits and issuing reminders with roll-call training and annual professional development training for more experienced officers.

For more information regarding OPC's policy recommendations, please visit <https://policecomplaints.dc.gov/page/policy-recommendations>.

## OUTREACH EVENTS

In FY25, OPC continued to broaden its outreach across the District of Columbia, participating in 31 events aimed at increasing public awareness of the agency's mission, function, and role in civilian oversight of law enforcement.

As part of its ongoing outreach efforts, OPC conducted its Student Interactive Training (SIT) program at several D.C. public and charter schools, including Ballou, Jackson-Reed, Dunbar, School Without Walls, and Capital City. OPC also presented the SIT program to participants in the D.C. Department of Parks and Recreation summer camps, expanding to a new location at Reservoir Park Recreation Center. The program continues to engage youth through scenario-based activities focused on understanding their constitutional rights and navigating interactions with law enforcement.

OPC expanded its educational outreach to new audiences this year by presenting to Eastern High School students during a Know Your Rights panel and providing an informational session to Special Police Officers with the DCHAPD. The agency also shared information with participants at the Veterans Sit-In at Union Station.

In addition, OPC coordinated agency representation in a protest-safety panel discussion at American University Washington College of Law. This engagement provided an opportunity to discuss OPC's mission with students, faculty and guests, and address questions related to public safety and demonstrations.

OPC continued its outreach to the District's immigrant community by participating in Briya Public Charter School's Know Your Rights Fair and engaging with residents and advocates at the Collaboration for Immigrant Families events. These efforts support the agency's commitment to ensuring that immigrant residents understand how to access OPC's services and navigate the complaint process.

The agency also participated in multiple community-centered events throughout the year, including DCHAPD's National Night Out and the Federal City Alumnae Chapter of Delta Sigma Theta Sorority, Inc.



Community Day. These events provided opportunities for OPC staff to engage directly with residents, answer questions about the complaint process, and distribute educational materials.

Through these various outreach activities, OPC continues to build community partnerships, promote transparency, and increase public understanding of the agency's role in fostering accountability and trust between law enforcement and the community.

# APPENDICES

## Table Reporting Percent of Complaints Per Ward Since FY17

	FY17	FY18	FY19	FY20	FY21	FY22	FY23	FY24	FY25
Ward 1	13%	11%	15%	8%	11%	10%	12%	15%	17%
Ward 2	18%	18%	17%	20%	16%	15%	13%	10%	13%
Ward 3	4%	5%	7%	7%	9%	6%	6%	5%	7%
Ward 4	10%	9%	7%	8%	7%	10%	7%	10%	8%
Ward 5	16%	14%	14%	16%	15%	14%	16%	15%	16%
Ward 6	15%	17%	17%	15%	15%	18%	15%	16%	15%
Ward 7	13%	14%	12%	13%	12%	13%	13%	14%	11%
Ward 8	12%	11%	12%	14%	14%	15%	18%	15%	13%

Harassment Subcategories	FY22	FY23	FY24	FY25
Bad Ticket	54	69	71	65
Contact	60	38	33	36
Entry (no search)	14	15	11	16
Frisk	12	11	7	11
Gun: Touch Holstered Weapon	6	12	4	4
Intimidation	43	51	59	78
Mishandling Property	52	60	72	90
Move Along Order	9	22	27	35
Prolonged Detention	9	17	15	15
Property Damage	30	23	12	34
Refusing Medical Treatment	8	18	15	16
Search: Belongings	11	6	5	16
Search: Car	33	17	21	43
Search: Home	16	9	6	7
Search: Person	21	10	13	28
Search: Strip or Invasive	1	4	5	9
Stop: Bicycle	1	-	-	2
Stop: Pedestrian	31	29	32	42
Stop: Vehicle/Traffic	60	50	69	95
Stop: Boat	-	1	-	-
Threat	56	76	78	92
Unlawful Arrest	87	95	97	142
Other	63	88	94	111
<b>Total Harassment Allegations</b>	<b>677</b>	<b>721</b>	<b>746</b>	<b>987</b>
<b>Percent Change from Previous Fiscal Year</b>	<b>8%</b>	<b>6%</b>	<b>3%</b>	<b>32%</b>
	<b>Increase</b>	<b>Increase</b>	<b>Increase</b>	<b>Increase</b>

<b>Force Subcategories</b>	<b>FY22</b>	<b>FY23</b>	<b>FY24</b>	<b>FY25</b>
ASP: All Types	-	2	-	3
Canine	-	-	-	-
Chokehold	3	4	2	2
Forcible Handcuffing	20	21	10	35
Gun: Drawn, but not Pointed	5	1	3	9
Gun: Fired	3	1	1	1
Gun: Pointed at Person	7	4	9	8
Handcuffs too Tight	22	23	19	34
OC Spray	8	7	13	13
Push or Pull with Impact	36	44	36	51
Push or Pull without Impact	68	63	69	67
Strike: Kick	2	3	-	4
Strike: with Officer's Body	1	3	5	8
Strike: Punch	3	7	6	11
Strike: While Handcuffed	-	2	1	2
Strike: with Object	-	2	1	1
Vehicle	2	4	4	5
Other	20	24	21	34
<b>Total Force Allegations</b>	<b>200</b>	<b>215</b>	<b>200</b>	<b>288</b>
<b>Percent Change from Previous Fiscal Year</b>	<b>4% Increase</b>	<b>8% Increase</b>	<b>7% Decrease</b>	<b>44% Increase</b>

<b>Discrimination Subcategories</b>	<b>FY22</b>	<b>FY23</b>	<b>FY24</b>	<b>FY25</b>
Age	2	4	4	4
Color	2	3	1	2
Disability	5	7	12	7
Family Responsibilities	-	-	1	-
Language	-	-	-	-
Marital Status	-	-	-	-
National Origin	7	11	7	6
Personal Appearance	2	6	10	9
Physical Handicap	-	-	-	1
Place of Residence or Business	2	5	6	4
Political Affiliation	-	2	1	-
Race	44	54	63	57
Religion	1	1	6	5
Sex	5	3	13	7
Sexual Orientation	2	3	3	6
Source of Income	-	-	1	-
Other	8	15	23	32
<b>Total Discrimination Allegations</b>	<b>80</b>	<b>114</b>	<b>151</b>	<b>140</b>
<b>Percent Change from Previous Fiscal Year</b>	<b>14% Decrease</b>	<b>43% Increase</b>	<b>32% Increase</b>	<b>7% Decrease</b>

Failure to Identify Subcategories	FY22	FY23	FY24	FY25
Display Name and Badge	5	5	2	4
Provide Name and Badge	37	48	44	77
Other	3	2	9	1
<b>Total Failure to Allegations</b>	<b>45</b>	<b>55</b>	<b>55</b>	<b>82</b>
<b>Percent Change from Previous Fiscal Year</b>	<b>15% Increase</b>	<b>22% Increase</b>	<b>0% Change</b>	<b>49% Increase</b>

Failure to Intervene Subcategories	FY22	FY23	FY24	FY25
<b>Total Failure to Intervene Allegations</b>	<b>3</b>	<b>4</b>	<b>6</b>	<b>3</b>
<b>Percent Change from Previous Fiscal Year</b>	<b>0% Change</b>	<b>33% Increase</b>	<b>50% Increase</b>	<b>50% Decrease</b>

Language and Conduct Subcategories	FY22	FY23	FY24	FY25
Demeanor or Tone	206	218	228	233
Gesture or Action	50	59	46	46
Other Language	27	33	61	75
Profanity	37	22	35	47
Racial/Ethnic Slur	4	3	4	7
Other	7	7	6	17
<b>Total Language and Conduct Allegations</b>	<b>331</b>	<b>342</b>	<b>380</b>	<b>425</b>
<b>Percent Change from Previous Fiscal Year</b>	<b>9% Increase</b>	<b>3% Increase</b>	<b>11% Increase</b>	<b>12% Increase</b>

Retaliation Subcategories	FY22	FY23	FY24	FY25
<b>Total Retaliation Allegations</b>	<b>10</b>	<b>8</b>	<b>13</b>	<b>30</b>
<b>Percent Change from Previous Fiscal Year</b>	<b>67% Increase</b>	<b>20% Decrease</b>	<b>63% Increase</b>	<b>131% Increase</b>

## FY25 Complaint Examiner Decisions by Allegation and Disciplinary Outcomes<sup>20</sup>

Complaint Number	Harassment	Force	Language or Conduct	Failure to Identify/ Intervene	Retaliation	Discrimination	Discipline Determination
24-0085	Exonerated/ Sustained	-	-	-	-	-	Pending
24-0261	-	-	Exonerated/ Sustained	-	-	-	PD750
24-0310	-	Sustained	Sustained	-	-	-	Education Based Development; 4 Day Suspension
24-0318	-	-	Exonerated/ Sustained	-	-	-	PD750
24-0321	Sustained	-	-	-	-	-	2 x PD750; 5x Education Based Development; 4 Day Suspension; 14 Day Suspension; 15 Day Suspension
24-0447	Sustained	-	-	-	-	-	Education Based Development; Resigned prior to the final imposition of discipline
24-0792	Sustained	-	-	-	-	-	15 Day Suspension
24-0872	Sustained	-	Sustained	Insufficient Facts	-	-	Pending
24-0891	Sustained	-	-	-	-	-	Pending
25-0330	Exonerated/ Sustained	-	Insufficient Facts	Unfounded	-	-	Resigned prior to the final imposition of discipline

Complaint Number	Harassment	Force	Language or Conduct	Failure to Identify/ Intervene	Retaliation	Discrimination	Discipline Determination
<b>FY24 Complaint Examiner Decisions by Allegation and Disciplinary Outcomes Updates</b>							
23-0657	Exonerated/ Sustained	-	Sustained	-	-	-	Education Based Development
23-0708	Sustained	-	-	-	-	-	3 Day Suspension; 4th Amendment Training
24-0198	Sustained	-	-	-	-	-	1 Day Suspension; Education Based Development
24-0195	-	Sustained	Sustained	-	-	-	4 Day Suspension; Education Based Development
24-0261	Exonerated/ Sustained	-	-	-	-	-	PD750
24-0318	-	-	Exonerated/ Sustained	-	-	-	PD750
<b>FY19 Complaint Examiner Decisions by Allegation and Disciplinary Outcomes Updates</b>							
19-0732 <sup>21</sup>	Sustained			Sustained			Pending

## ENDNOTES

1. In order for a contact to be tracked by OPC it needs to fit one of these three requirements: 1) contact regarding any type of police complaint in D.C., Maryland, and Virginia (DMV); 2) all customers contacting OPC about an MPD or DCHAPD officer – regardless of location; and 3) all out-of-state complaints (i.e. complaint forms) that we receive.
2. For investigations opened and completed, OPC does not include in these statistics cases that were referred to MPD/ DCHAPD for jurisdiction or for being outside of the 90-day filing requirement or cases that were referred to another police jurisdiction.
3. In 2022 D.C. changed the boundaries of Wards 6, 7, and 8. Specifically, the Navy Yard neighborhood from Ward 6 became part of Ward 8 and the part of the Capitol Hill area in Ward 6 became part of Ward 7.
4. For more information on the NEAR Act of FY16 please visit: <https://nearact.dc.gov/page/about-near>
5. The remaining 16% of the population not included in the graph are individuals aged 0-14. For more information on D.C. demographics please visit: <https://opendata.dc.gov/datasets/DCGIS::acs-5-year-demographic-characteristics-dc/about>
6. Other officer and complainant demographic pairings were not listed because they each made up less than 2% of all pairings. These include 1) Latino officer and Asian complainant; 2) Officer of another Race/Ethnicity or Multi-Racial and Asian complainant; 3) White officer and Asian complainant; 4) Officer of another Race/Ethnicity or Multi-Racial and Black complainant; 5) Latino officer and Latino complainant; 6) Asian officer and complainant of another Race/Ethnicity or Multi-Racial; 7) Latino officer and complainant of another Race\Ethnicity or Multi-Racial; 8) Asian officer and White complainant; 9) Officer of another Race/Ethnicity or Multi-Racial and White complainant.
7. As of FY25 DCHAPD had still not implemented a BWC program.
8. To see D.C. Act 25-410. Secure DC Omnibus Emergency Amendment Act of 2024, please visit: <https://code.dccouncil.gov/us/dc/council/acts/25-410>
9. Withdrawn cases are included when discussing BWC footage and dispositions.
10. This number does not include administration closures, referred to MPD/DCHAPD 90 days or jurisdiction, referred to other, and those that were withdrawn.
11. In FY21 OPC changed how the agency deals with certain complaints that are forwarded from MPD . Specifically, if the complaint forwarded from MPD does not have contact information for the complainant, OPC now sends the complaint back to MPD as their jurisdiction as opposed to issuing a summary dismissal.
12. The sustain rate reflects the percentage of decisions adjudicated by a complaint examiner that were sustained. It does not reflect the percentage of all complaints resolved by OPC that were sustained.
13. To see complaint examiner decisions by calendar year please visit: <https://policecomplaints.dc.gov/page/complaint-examiner-decisions>
14. D.C. Code §5-1104. <https://code.dccouncil.us/dc/council/code/sections/5-1104.html>
15. D.C. Code §5-1112(c). <https://code.dccouncil.us/dc/council/code/sections/5-1112.html>
16. D.C. Code §5-1112(e). <https://code.dccouncil.us/dc/council/code/sections/5-1112.html>
17. D.C. Code §5-1112(e). <https://code.dccouncil.us/dc/council/code/sections/5-1112.html>
18. D.C. Code §5-1104 (d). <https://code.dccouncil.us/dc/council/code/sections/5-1104.html>
19. <https://policecomplaints.dc.gov/page/policy-recommendations>
20. All complaint cases were examined in FY25, some disciplinary decisions were issued after FY25.
21. This case is still pending discipline due to an ongoing civil suit.



GOVERNMENT OF THE DISTRICT OF COLUMBIA  
POLICE COMPLAINTS BOARD  
OFFICE OF POLICE COMPLAINTS

1400 I Street, NW • Suite 700 • Washington, D.C. 20005  
(202) 727- 3838 (TEL) • (202) 727- 7638 (FAX)  
(866) 588- 0569 (24-Hour Toll-Free Hotline)

[www.policecomplaints.dc.gov](http://www.policecomplaints.dc.gov)