

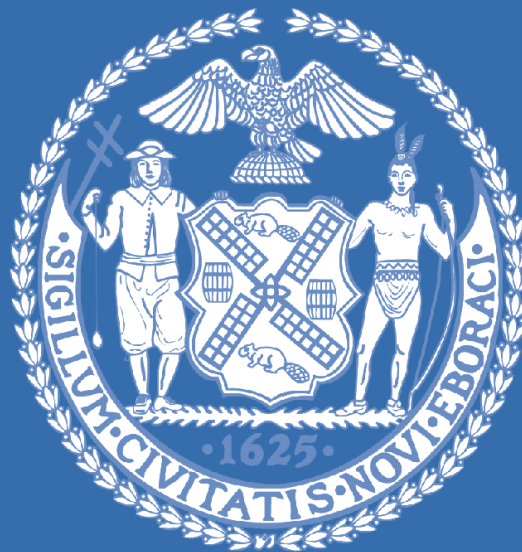


CIVILIAN COMPLAINT REVIEW BOARD

ZOHRAN MAMDANI, Mayor

SHERENE CRAWFORD, Esq. Interim Chair

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Annual Report

2025

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MISSION

The New York City Civilian Complaint Review Board (CCRB, the Agency, or the Board) is an independent agency that is empowered to receive, investigate, prosecute, mediate, hear, make findings, and recommend action on civilian complaints against members of the New York City Police Department (NYPD or the Department) that allege the use of excessive or unnecessary Force, Abuse of Authority, including biased-based policing and racial profiling, Discourtesy, and the use of Offensive Language. The CCRB is also authorized to investigate, hear, make findings, and recommend action on the Untruthfulness of an official statement made by a subject officer during the course of a CCRB investigation (FADO&U). The Agency's staff, composed entirely of civilian employees, conduct investigations, mediations, and prosecutions in an impartial manner.

IN FULFILLMENT OF ITS MISSION, THE BOARD PLEDGES TO:

- encourage members of the community to file complaints when they believe they have been victims of police misconduct;
- respect the rights of civilians and officers;
- encourage all parties involved in a complaint to come forward and present evidence;
- expeditiously investigate each allegation thoroughly and impartially;
- make fair and objective determinations on the merits of each case;
- offer civilians and officers the opportunity to mediate their complaints, when appropriate, in order to promote understanding between officers and the communities they serve;
- recommend disciplinary actions that are measured and appropriate, if and when the investigative findings substantiate that misconduct occurred;
- engage in outreach in order to educate the public about the Agency and respond to community concerns;
- report relevant issues and policy matters to the Police Commissioner and the public; and
- advocate for policy changes related to police oversight, transparency, and accountability that will strengthen public trust and improve police-community relations.



Dear Fellow New Yorkers,

I am proud to serve as interim chair for the Civilian Complaint Review Board, and I am pleased to present the CCRB’s Annual Report for 2025.

The CCRB is the largest police oversight body in the country. Our mission is to impartially investigate, mediate, and prosecute complaints of police misconduct. We play a vital role in the life of the City, making New York safer by building trust between civilians and the police officers who serve them. The Annual Report is a key part of that effort, providing the public with important information and robust new data as transparently as possible.

When the CCRB finds that police misconduct occurred, the Board makes a disciplinary recommendation to the NYPD. The Police Commissioner retains the final authority to impose discipline on police officers.

Last year we saw a significant change in the NYPD’s handling of the CCRB’s disciplinary recommendations. In prior years, the Department adopted a policy of arbitrarily dismissing the majority of our recommendations, claiming that the complaints were substantiated too close to the expiration of the legally mandated 18-month statute of limitations. In 2025, the Commissioner ended this practice. As a result, we saw a large increase in the disciplinary concurrence rate, which measures the NYPD’s agreement with the Board’s disciplinary recommendations. In 2024, the concurrence rate was 30%, a record low. In 2025, the concurrence rate rose to 84%, much closer to the historical norm.

Other challenges remain. In each of the last three years, the CCRB has received upwards of 5,500 complaints, more than at any time since 2013. The heightened case load, combined with a shortage of investigators, meant that in 2025, certain types of complaints received were closed without a full investigation. This policy was known as Strategic Resource Allegation Determinations, or SRAD. While the CCRB has recently been able to reduce the types of complaints closed for strategic reasons, the goal is to fully investigate every complaint received. Additional funding is needed to reach that goal.

Beyond just the numbers, the Agency continues to do great work in the community. In 2025, the CCRB’s Youth Advisory Council created its first ever video series, bringing together young New Yorkers to discuss their experiences with policing. At the same time, the CCRB’s Outreach Unit created a new initiative, CCRB Cares, partnering with charitable organizations to participate in volunteer activities while providing public education of the Agency’s work. In 2025, the Outreach Unit conducted 70 CCRB Cares events, connecting with over 3,200 New Yorkers while helping with food distributions, park clean-ups, and donation drives for communities in need.

I want to thank the CCRB staff for their hard work in 2025, and I am proud to lead the Agency forward into the new year.

Sincerely,

A handwritten signature in black ink, appearing to read 'Sherene Crawford'.

Sherene Crawford

Need for Board Expansion

In March 2025, CCRB testified before the New York City Charter Revision Commission about the need for additional Board Members. An expanded Board would increase the CCRB’s capacity to evaluate complaints, thereby reducing case closure times and the number of cases awaiting Board review. Increasing the Board’s capacity would increase efficiency, improve accountability and build trust in civilian oversight.

NYPD Ends Its Use of “Short SOL” Decisions

Under Civil Service Law § 75(4), disciplinary proceedings for misconduct generally must commence within 18 months of the incident. In 2021, the NYPD Department Advocate’s Office (DAO) began reporting cases as “No Disciplinary Action – Short SOL,” meaning that the Department would not pursue disciplinary proceedings against an officer because the Board’s discipline recommendation was made too close to the expiration of the 18-month statute of limitations (SOL) period. In 2024, the Department’s use of “Short SOL” dismissals skyrocketed. DAO dismissed 890 disciplinary cases as “Short SOL,” including cases that were closed by the CCRB more than 60 days prior to the SOL expiration date. In the second quarter of 2025, Police Commissioner Jessica Tisch put an end to this practice, leading to an 8% year-over-year decrease in the number of “Short SOL” dismissals (see Figure 38).

Normalization of Concurrence and Discipline Rates

The concurrence rate measures how often the Police Commissioner imposes the same (or more severe) discipline as recommended by the Board. The discipline rate measures how often the Police Commissioner imposes discipline of any kind on officers for whom the Board recommended discipline. In 2024, “Short SOL” dismissals resulted in record low concurrence (26%) and discipline (27%) rates for non-Administrative Prosecution Unit (APU) cases. Since the Department ended its use of “Short SOL” dismissals in the second quarter of 2025, the concurrence and discipline rates more than tripled. In 2025, the concurrence and discipline rates for non-APU cases was 86% (see Figures 41 and 42).

Request for New Investigator Titles

In testimony before the City Council in September 2025, CCRB leadership requested the creation of a new “Level 4 Investigator” title to help retain the Agency’s most talented and experienced investigators. The departure of experienced investigators due to the lack of promotional opportunity drains both expertise and institutional knowledge. Preventing these personnel losses would ensure that the Agency maintains its standard of high-quality investigations.

Civilian Assistance Unit

The Civilian Assistance Unit (CAU) collaborates with other CCRB divisions to meet the needs of civilians that fall outside the Agency’s investigative purview. CAU staff can connect civilians with city-wide support services, accompany them to interviews, mediations and trials, and provide emotional support throughout the investigative process. In 2022, the CAU received ongoing funding from New York State’s *VOCA Victim and Witness Assistance Grant*, allowing the unit to hire additional staff to address its increasing case load. In 2025, the CAU handled referrals from 477 new complaints involving 733 civilians (see Figure 58).

Youth Advisory Council

CCRB’s Youth Advisory Council (YAC) consists of 25 young New Yorkers, aged 10 to 18, who meet monthly to discuss how to improve youth-police relations and engage in team building exercises. In 2025, the YAC created its first ever video series, *Sincerely the Youth*, which records episodes informing New Yorkers about the CCRB, NYC youth experiences with policing, and ways to improve police-community relations.

CCRB Cares

CCRB Cares is a volunteer outreach initiative that combines charitable activity with public education to build trust and contribute towards serving the needs of vulnerable New Yorkers. The CCRB Outreach Unit partners with charitable organizations and participates in volunteer activities while providing public education via flyer distribution or Outreach presentations. During 2025, the Outreach Unit conducted 70 CCRB Cares events, connecting with over 3,200 New Yorkers. The Outreach Unit participated in food and resource distributions, community and park clean-ups, and provided donations of clothing and school supplies to communities in need.

INTRODUCTION: THE BOARD AND AGENCY OPERATIONS

The Civilian Complaint Review Board (CCRB, the Agency, or the Board) is an agency of the City of New York. It became independent from the New York City Police Department (NYPD or the Department) and was established in its current all-civilian form in 1993.

Board Members review and make findings on misconduct complaints once they have been fully investigated. The Board consists of fifteen (15) Members: the Mayor appoints five; the City Council appoints five Board Members (one from each borough); the Police Commissioner designates three; and the Public Advocate appoints one. The Chair of the Board is jointly appointed by the Mayor and the Speaker of the City Council.¹

Under the New York City Charter, the Board must reflect the diversity of the City's residents and all Members must live in New York City.² No Member of the Board may have a law enforcement background, except those designated by the Police Commissioner, who must have prior experience as law enforcement professionals. No Board Member may be a public employee or serve in public office. Board Members serve three-year terms, which can be renewed. They receive compensation on a per-session basis, although some Board Members choose to serve pro bono.

From 1993 to 2013, all cases in which the Board substantiated an allegation of misconduct against an officer were referred to the Police Commissioner with a disciplinary recommendation. Pursuant to a Memorandum of Understanding between the CCRB and the NYPD³ (effective April 11, 2013), a team of CCRB attorneys from the Agency's Administrative Prosecution Unit (APU) now handles most of the cases in which the Board recommends that Charges and Specifications (the most severe form of discipline) be brought against an officer. When the Board recommends discipline other than Charges and Specifications (Command Discipline B, Command Discipline A, or Formalized Training), the case is still referred directly to the Police Commissioner.

¹ New York City Charter § 440(b)1.

² *Id.*

³ https://www1.nyc.gov/assets/ccrb/downloads/pdf/about_pdf/apu_mou.pdf

SECTION 1: COMPLAINT ACTIVITY

CCRB COMPLAINTS RECEIVED

For most New Yorkers, contact with the CCRB begins with filing a complaint alleging police misconduct. This section covers the number of complaints received by the Agency and their characteristics.

All complaints received are entered into the CCRB’s Complaint Tracking System, but only those complaints that fall within the Agency’s Force, Abuse of Authority, Discourtesy, Offensive Language, and Untruthful Statements⁴ (FADO&U) jurisdiction are investigated.

Figure 01: Complaints Received within CCRB Jurisdiction

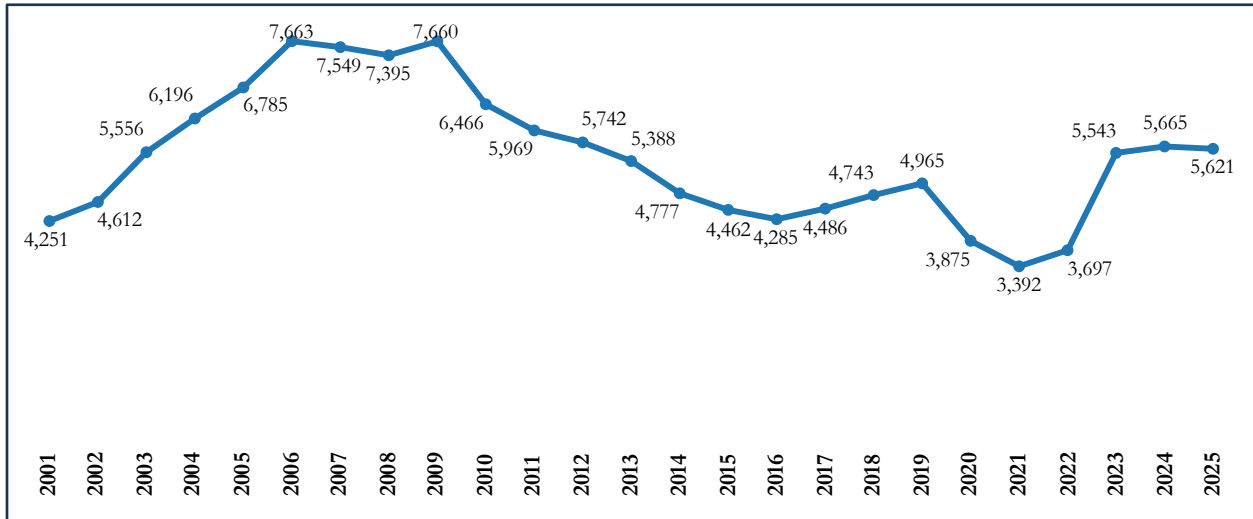
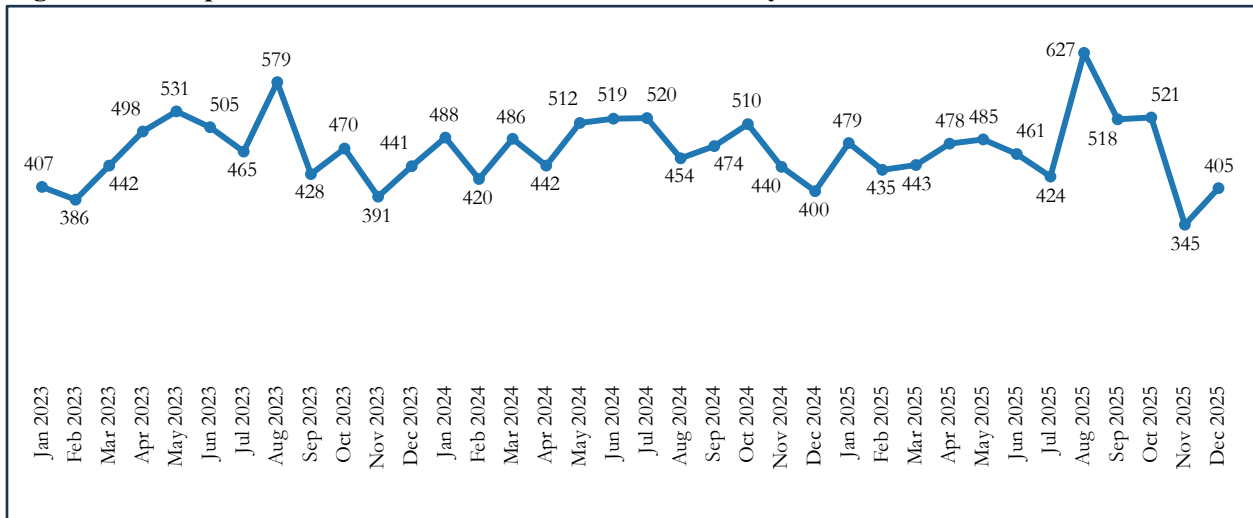


Figure 02: Complaints Received within CCRB Jurisdiction by Month



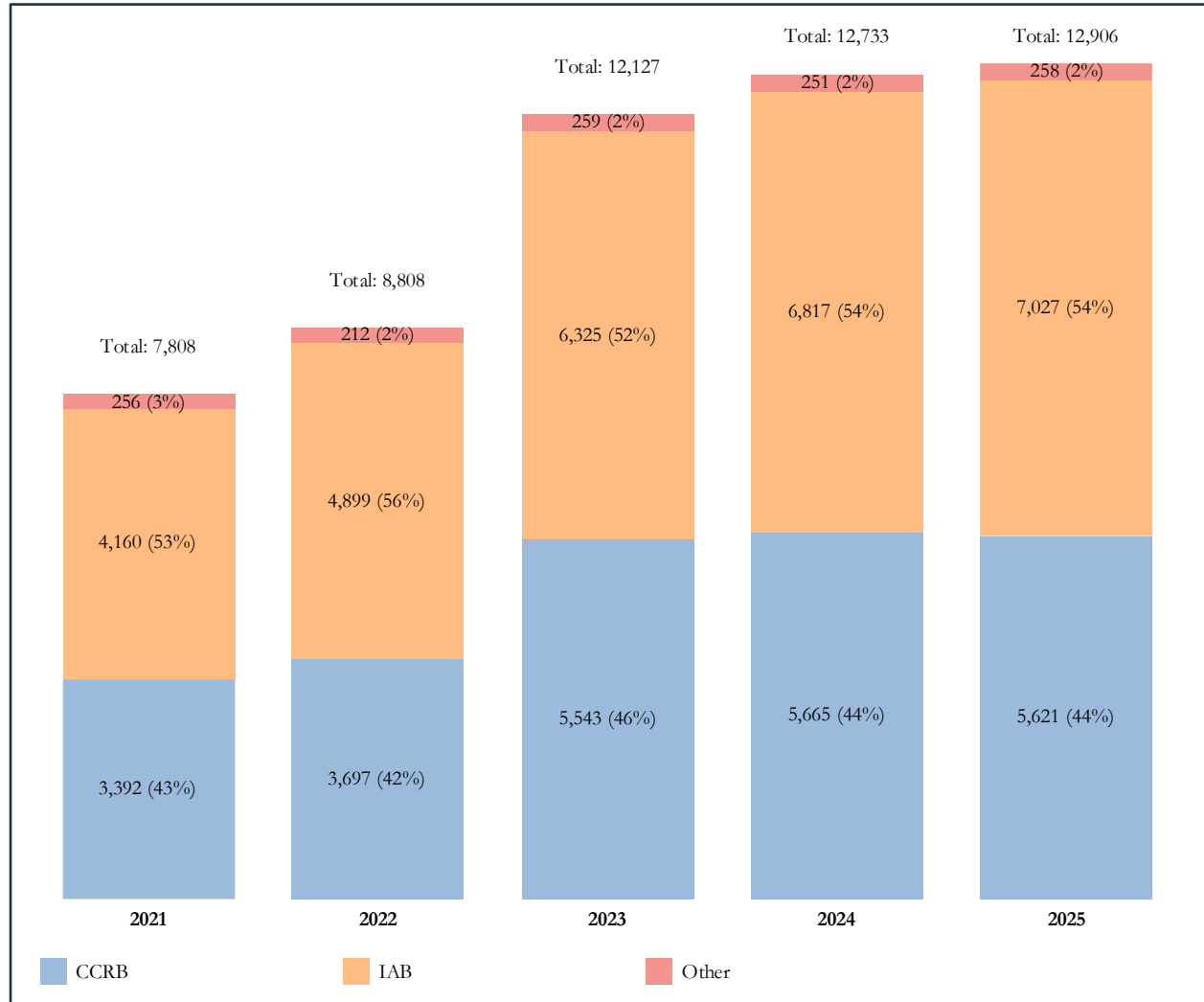
⁴ Pursuant to a ballot measure revising the New York City Charter, which went into effect on March 31, 2020, the CCRB has jurisdiction to investigate the truthfulness of official statements made by subject officers during the course of CCRB investigations.

TOTAL COMPLAINT FILINGS AND REFERRALS

The CCRB receives a number of complaints that fall outside of the Agency’s jurisdiction. These complaints are referred to the governmental entities with the jurisdiction to process them.

Examples of complaints that do not fall within the CCRB’s jurisdiction include: (1) complaints against Traffic Enforcement Agents and School Safety Agents; (2) complaints against an NYPD officer involving a summons or arrest dispute that does not include a FADO allegation; (3) complaints against an NYPD officer involving corruption; and (4) complaints against individuals who are not members of the NYPD, such as law enforcement from other municipalities, state police, or members of federal law enforcement, like the Federal Bureau of Investigation (FBI).

Figure 03: Total Filings and Complaints Received⁵



⁵ In previous years, the CCRB distinguished between NYPD referrals made to the Office of the Chief of Department (OCD) and those made to the Internal Affairs Bureau (IAB). The Agency no longer makes this distinction because, in practice, IAB serves as the point of contact for all CCRB complainants following up on a complaint referred to the NYPD.

PLACE AND MODE OF FILING

The CCRB’s Intake Unit receives and processes complaints filed directly with the CCRB. The Agency also receives referrals from IAB and other government offices.

The Agency is more likely to succeed in fully investigating complaints filed directly with the CCRB (see Fig. 25). When complaints are not filed directly with the CCRB, the Agency may have difficulty locating and making initial contact with an unidentified complainant/victim or a complainant/victim who has not been informed that the complaint was referred to the CCRB for investigation.

Figure 04: Complaints Received by Complaint Place

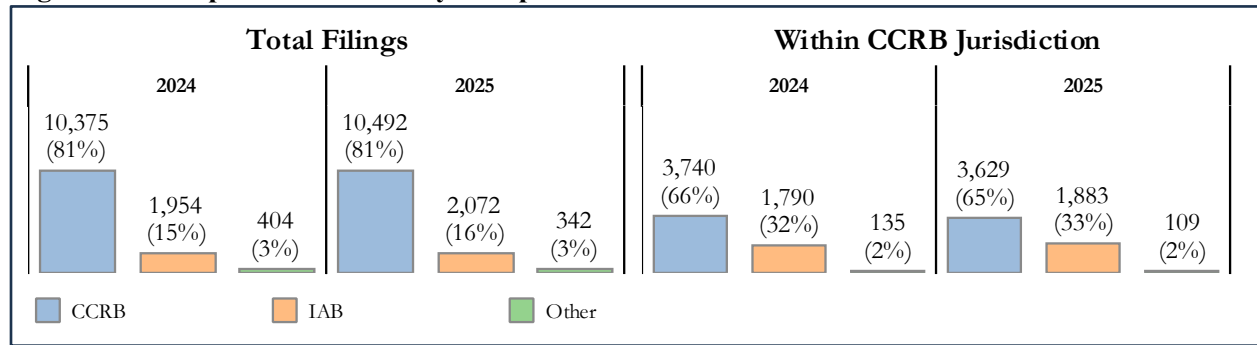
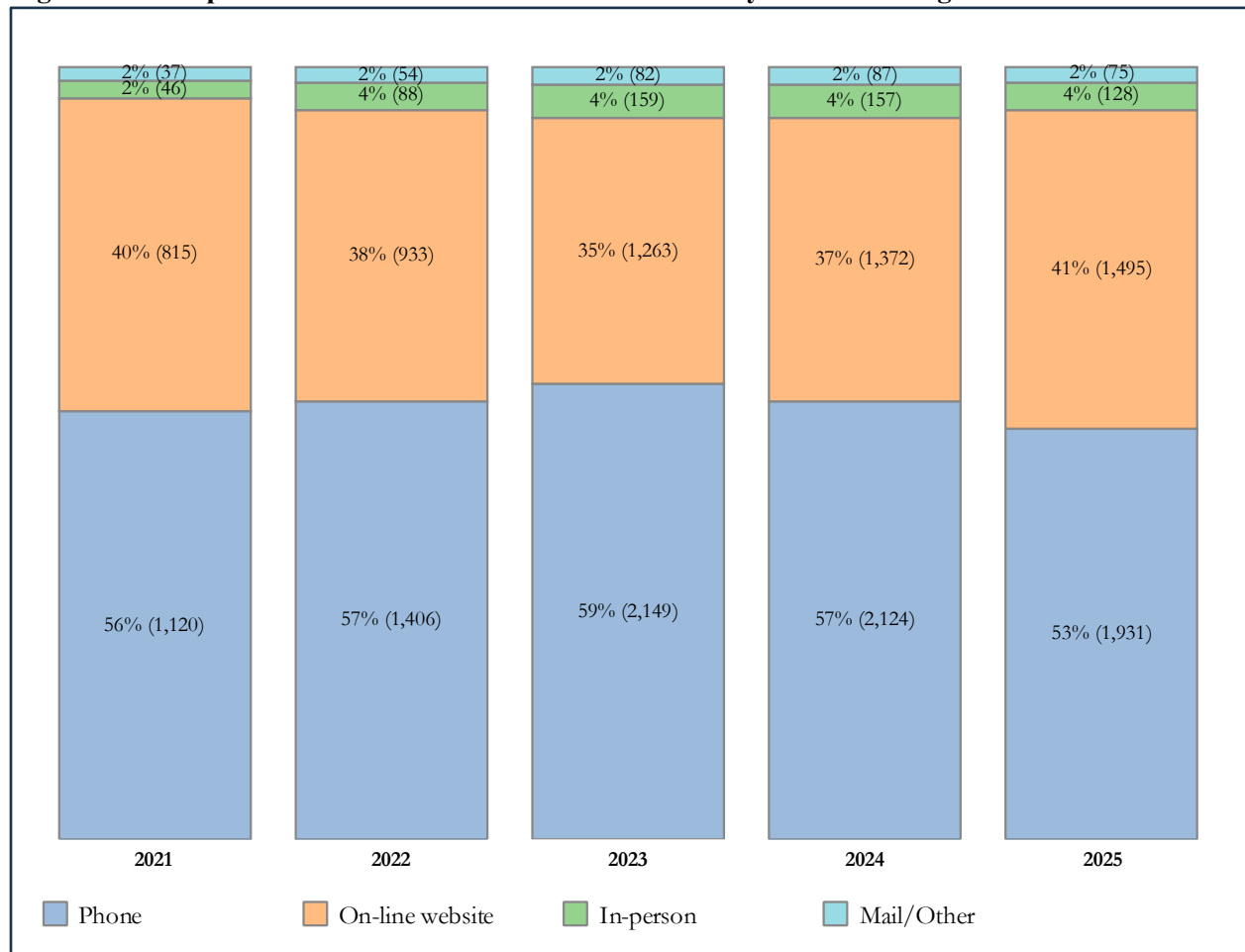
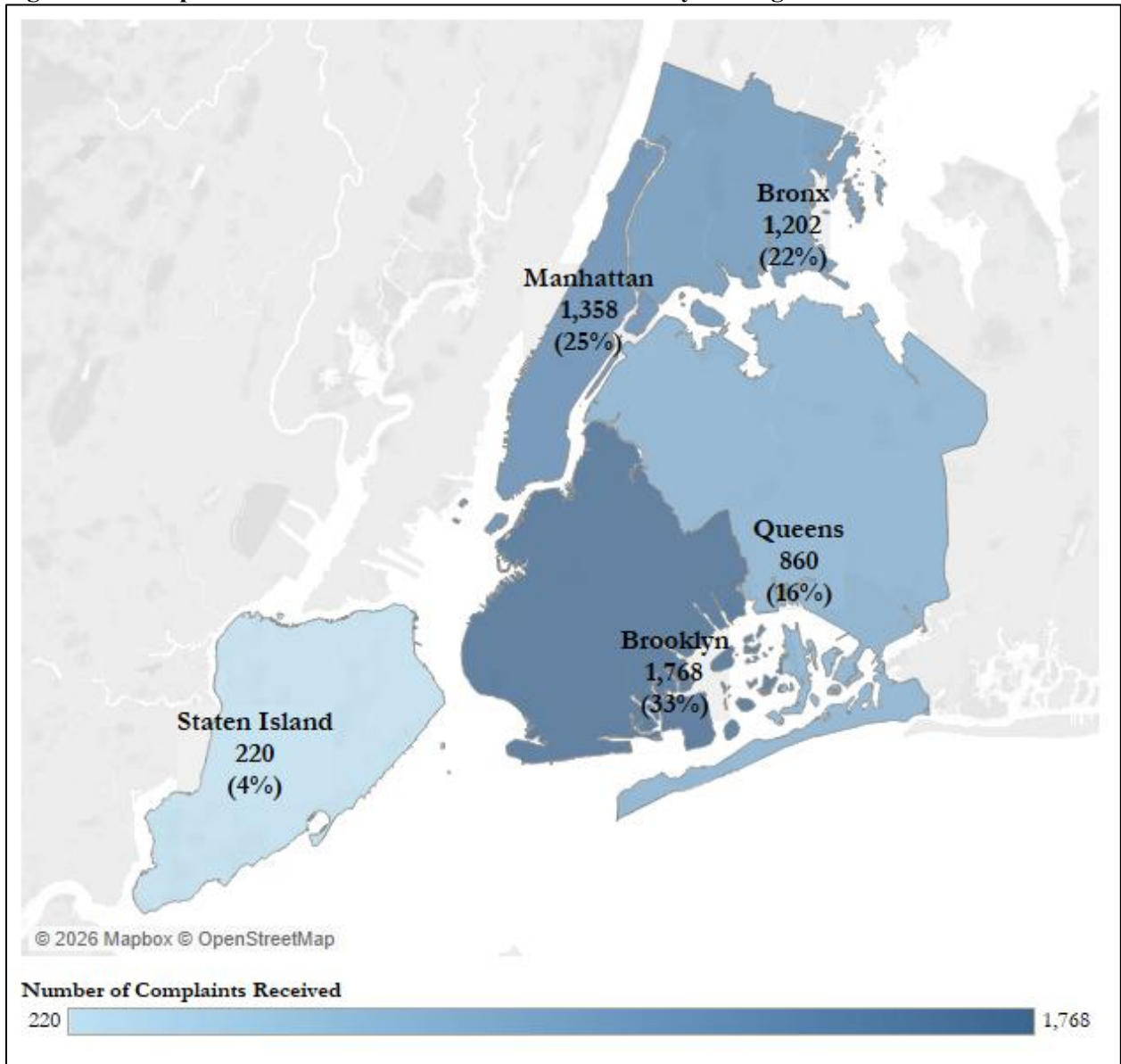


Figure 05: Complaints within Jurisdiction Filed at CCRB by Mode of Filing



LOCATION OF INCIDENTS RESULTING IN COMPLAINTS BY BOROUGH

Figure 06: Complaints Received within CCRB Jurisdiction by Borough



LOCATION OF INCIDENTS RESULTING IN COMPLAINTS BY PRECINCT

Figure 07: Complaints Received within CCRB Jurisdiction by Precinct

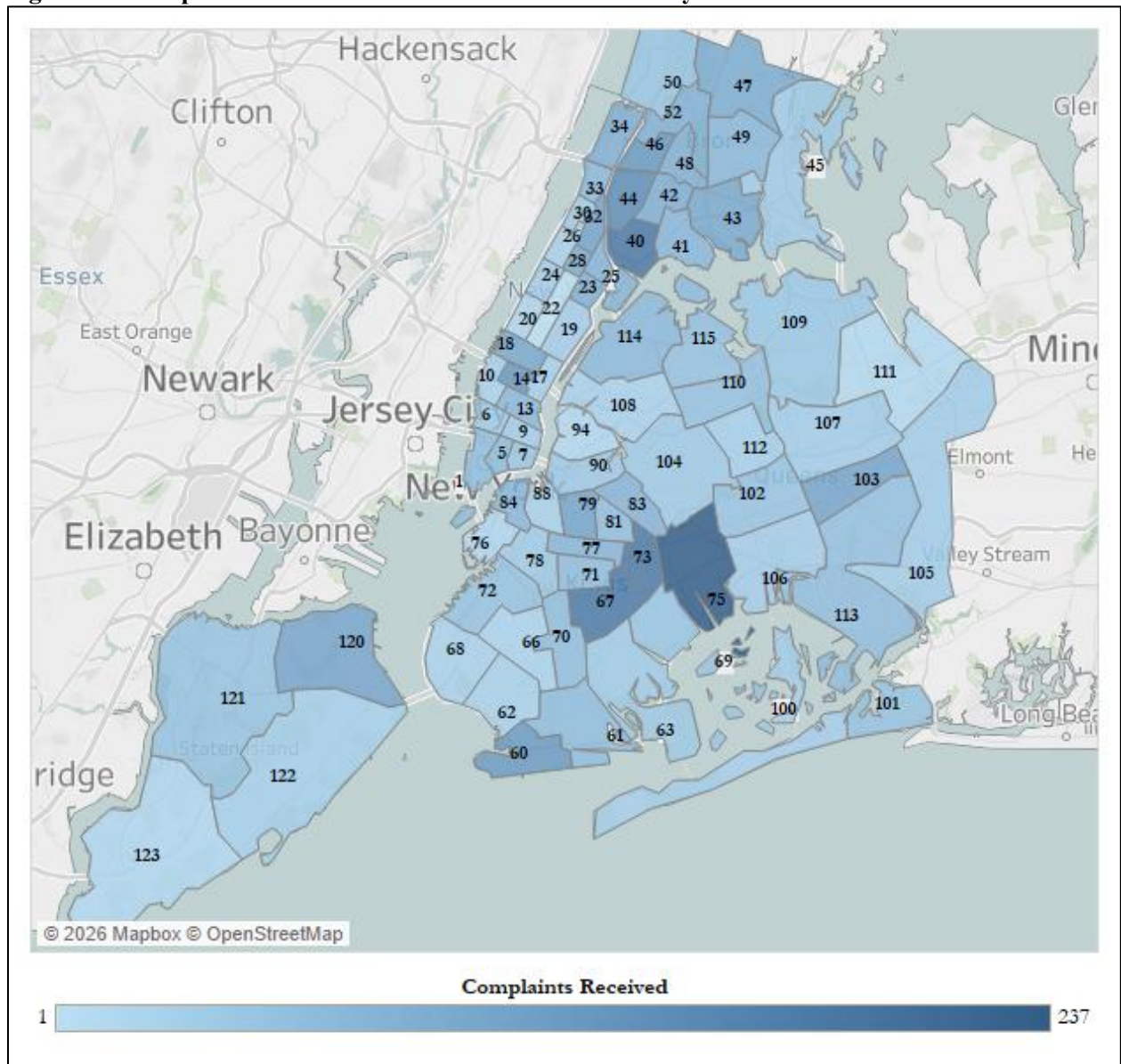


Figure 08: CCRB Complaints Received per Precinct of Occurrence

Precinct	2024	2025	Precinct	2024	2025
	Complaint Count	Complaint Count		Complaint Count	Complaint Count
1	64	64	67	126	186
5	68	65	68	30	29
6	46	43	69	79	51
7	50	49	70	64	63
9	47	37	71	76	66
10	40	30	72	58	56
13	78	71	73	191	185
14	167	129	75	204	237
17	40	33	76	27	23
18	84	103	77	74	78
19	45	35	78	54	43
20	28	22	79	122	109
22	1	1	81	79	63
23	84	86	83	91	80
24	46	37	84	73	74
25	65	78	88	30	32
26	50	30	90	51	45
28	79	97	94	24	20
30	45	43	100	31	35
32	93	108	101	59	57
33	60	72	102	50	53
34	80	89	103	121	107
40	175	187	104	37	44
41	58	76	105	56	38
42	106	91	106	36	37
43	117	101	107	33	38
44	157	147	108	42	28
45	60	42	109	38	48
46	136	128	110	49	59
47	125	95	111	10	17
48	94	89	112	23	34
49	87	74	113	107	60
50	43	51	114	65	73
52	94	86	115	51	58
60	129	126	116	4	53
61	43	65	120	102	106
62	38	32	121	65	54
63	57	42	122	35	34
66	16	27	123	18	20

CHARACTERISTICS OF ENCOUNTERS RESULTING IN A COMPLAINT

Figure 09: Top Reasons for Initial Contact

	2024		2025	
	Count	% Total	Count	% Total
PD suspected C/V of violation/crime - street	719	13%	683	12%
Report of other crime	354	6%	363	6%
PD suspected C/V of violation/crime - subway	341	6%	356	6%
PD suspected C/V of violation/crime - auto	374	7%	312	6%
C/V requested investigation of crime	305	5%	303	5%
Moving violation	236	4%	284	5%
CV already in custody	179	3%	252	4%
Other violation of VTL	277	5%	237	4%
Report-domestic dispute	215	4%	234	4%
Report-dispute	261	5%	232	4%
C/V intervened on behalf of/observed encounter w/3rd party	212	4%	208	4%
C/V telephoned PCT	121	2%	170	3%
PD suspected C/V of violation/crime - bldg	147	3%	169	3%
EDP aided case	133	2%	141	3%
Other specified categories combined	1,146	20%	1,056	19%
Not Specified	645	11%	621	11%
Total	5,665	100%	5,621	100%

Figure 10: Outcome of Encounters Resulting in CCRB Complaints

	2024		2025	
	Count	% Total	Count	% Total
No arrest made or summons issued	2,956	52%	2,735	49%
Arrest - other violation/crime	1,513	27%	1,628	29%
Summons - other violation/crime	359	6%	358	6%
Arrest - disorderly/OGA/resisting	19	0%	248	4%
Moving violation summons issued	106	2%	150	3%
Other VTL violation summons issued	124	2%	119	2%
Arrest - assault (against a PO)	80	1%	109	2%
Summons - disorderly conduct	91	2%	81	1%
Parking summons issued	44	1%	58	1%
Arrest - resisting arrest	177	3%	34	1%
Arrest - OGA	80	1%	19	0%
Juvenile Report	16	0%	17	0%
Arrest - harrasment (against a PO)	3	0%	4	0%
Summons - harrasment (against a PO)	0	0%	3	0%
Arrest - disorderly conduct	17	0%	2	0%
Summons - OGA	2	0%	1	0%
N/A	78	1%	55	1%
Total	5,665	100%	5,621	100%

NUMBERS AND TYPES OF ALLEGATIONS CLOSED AND RECEIVED

An individual complaint may contain multiple allegations against one or more members of service (MOS). While each complaint is associated with a distinct report date, the allegations associated with a complaint are not static and can change over time. CCRB investigators may add or remove allegations associated with a complaint as an investigation proceeds.

Figure 11: Types of Allegations Closed

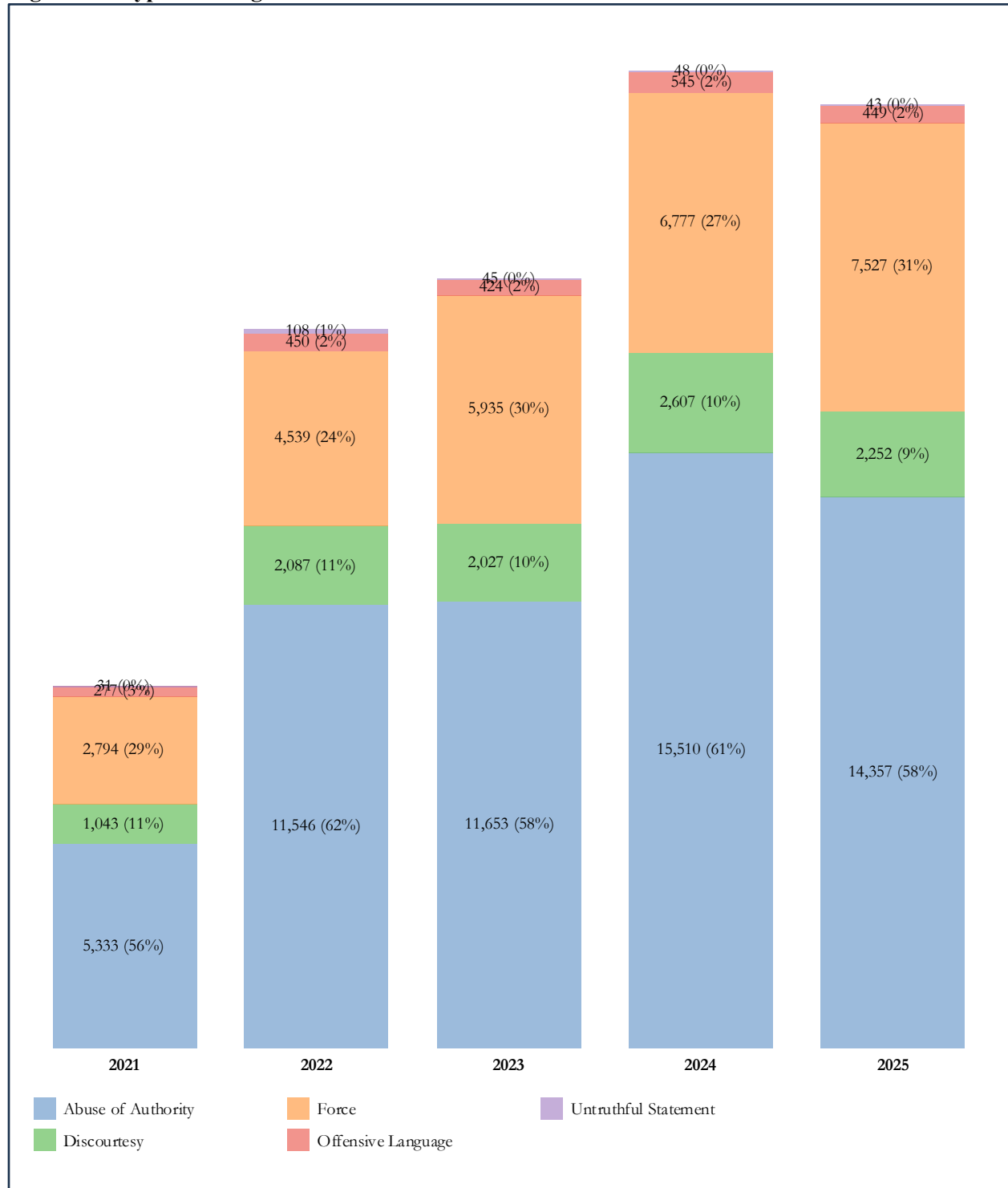


Figure 12: FADO&U Allegations in Complaints Received by Type

Force (F) Allegations	2024		2025	
	Count	% of Total	Count	% of Total
Physical force	5,486	75%	5,545	74%
Hit against inanimate object	476	7%	442	6%
Chokehold	226	3%	300	4%
Restricted Breathing	228	3%	293	4%
Nonlethal restraining device	249	3%	252	3%
Gun Pointed	202	3%	234	3%
Other	118	2%	155	2%
Handcuffs too tight	96	1%	79	1%
Vehicle	90	1%	57	1%
Nightstick as club	41	1%	33	0%
Pepper spray	42	1%	27	0%
Gun fired	25	0%	11	0%
Other blunt instrument as a club	16	0%	11	0%
Radio as club	2	0%	6	0%
Gun as club	5	0%	1	0%
Police shield	3	0%	1	0%
Animal	1	0%	2	0%
Flashlight as club	2	0%	1	0%
Less Than Lethal Force/Device	0	0%	1	0%

Discourtesy (D) Allegations	2024		2025	
	Count	% of Total	Count	% of Total
Word	1,731	78%	1,426	76%
Action	453	20%	415	22%
Gesture	27	1%	27	1%
Other	21	1%	13	1%
Demaneor/tone	0	0%	0	0%

Offensive Language (O) Allegations	2024		2025	
	Count	% of Total	Count	% of Total
Gender	164	35%	150	36%
Race	123	26%	114	28%
Disability	63	13%	46	11%
Other	49	10%	36	9%
Sexual orientation	41	9%	41	10%
Ethnicity	23	5%	16	4%
Religion	8	2%	10	2%
Gender Identity	0	0%	0	0%

Untruthful Statement (U) Allegations	2024		2025	
	Count	% of Total	Count	% of Total
False official statement	14	41%	5	63%
Misleading official statement	16	47%	3	38%
Impeding an investigation	2	6%	0	0%
Inaccurate official statement	2	6%	0	0%

Abuse of Authority (A) Allegations	2024		2025	
	Count	% of Total	Count	% of Total
Stop	1,012	7%	923	7%
Threat of arrest	963	7%	918	7%
Failure to provide RTKA card	1,011	7%	853	7%
Improper use of body-worn camera	1,005	7%	838	7%
Entry of Premises	807	6%	809	6%
Refusal to provide shield number	783	5%	702	6%
Refusal to provide name	662	5%	615	5%
Vehicle stop	684	5%	547	4%
Threat of force (verbal or physical)	603	4%	510	4%
Forcible Removal to Hospital	550	4%	534	4%
Racial Profiling* (Race)	501	3%	509	4%
Property damaged	465	3%	498	4%
Search (of person)	571	4%	386	3%
Vehicle search	550	4%	385	3%
Frisk	539	4%	327	3%
Seizure of property	424	3%	321	3%
Question	402	3%	324	3%
Refusal to obtain medical treatment	326	2%	285	2%
Search of Premises	288	2%	315	2%
Refusal to process civilian complaint	209	1%	229	2%
Interference with recording	198	1%	211	2%
Threat to damage/seize property	128	1%	150	1%
Strip-searched	121	1%	105	1%
Failure to Explain	122	1%	92	1%
Threat of summons	118	1%	96	1%
Detention	92	1%	80	1%
Threat re: removal to hospital	94	1%	74	1%
Other	99	1%	67	1%
Gun Drawn	104	1%	59	0%
Failed to Obtain Language Interpretation	85	1%	67	1%
Sexual Miscon (Inappropriate Touching)	56	0%	83	1%
Unlawful Summons	61	0%	73	1%
Sex Miscon (Humiliation: fail to cover)	63	0%	56	0%
Unlawful Arrest	53	0%	60	0%
Photography/Videography	60	0%	51	0%
Sexual Miscon (Forcible Touching)	48	0%	59	0%
Obstructed Shield Number	47	0%	27	0%
Sex Miscon (Sexual Harassment, Verbal)	37	0%	37	0%
Racial Profiling* (National Origin)	30	0%	25	0%
Retaliatory summons	16	0%	38	0%
Search of recording device	30	0%	24	0%
Threat to notify ACS	20	0%	29	0%
Body Cavity Searches	23	0%	24	0%
Refusal to show search warrant	20	0%	27	0%
Sex Miscon (Sexual/Romantic Proposition)	25	0%	17	0%
Bias-Based Policing (Gender)	10	0%	27	0%
Sexual Miscon (Rape)	20	0%	16	0%
Electronic device information deletion	19	0%	15	0%
Bias-Based Policing (Disability)	20	0%	10	0%
False official statement	18	0%	11	0%
Bias-Based Policing (Age)	7	0%	21	0%
Racial Profiling* (Color)	18	0%	10	0%
Sexual Miscon (Sexual Assault)	17	0%	8	0%
Bias-Based Policing (Religion)	15	0%	8	0%
Sex Miscon (Sexual Harassment, Gesture)	13	0%	10	0%
Bias-Based Policing (Housing Status)	11	0%	7	0%
Bias-Based Policing (Sexual Orientation)	3	0%	13	0%
Refusal to show arrest warrant	5	0%	11	0%
Sexual Miscon (Penetrative Sex, Contact)	5	0%	11	0%
Sexual Misconduct (Sexual Humiliation)	6	0%	9	0%
Bias-Based Policing (Immigration Status)	5	0%	8	0%
Questioned immigration status	3	0%	8	0%
Retaliatory arrest	6	0%	5	0%
Threat re: immigration status	2	0%	7	0%
Racial Profiling (Intersectional)	6	0%	2	0%
Sex Miscon (Sexually Motivated Frisk)	2	0%	4	0%
Misleading official statement	3	0%	2	0%
Sex Miscon (Sexually Motivated Search)	1	0%	4	0%
Improper dissemination of medical info	2	0%	2	0%
Sex Miscon (Sexually Motiv Strip-Search)	0	0%	4	0%
Bias-Based Policing (Intersectional)	3	0%	0	0%
Inaccurate official statement	0	0%	2	0%
Sex Miscon (Sexually Motivated Question)	0	0%	1	0%

*Prior to October 2025, "Racial Profiling" allegations involving Race, Color and National Origin were reported as "Bias-Based Policing" allegations. "Racial Profiling" counts now include allegations previously reported as "Bias-Based Policing."

CASE ABSTRACTS: FADO&U EXAMPLES

CCRB allegations fall into five categories, generally simplified to the acronym FADO&U: Force, Abuse of Authority, Discourtesy, Offensive Language, and Untruthful Statements.

1. Force – when an officer uses excessive or inappropriate force against a victim. The use of force requires an analysis of the circumstances in which an officer used force in order to determine if it was appropriate and in line with the Patrol Guide. Some acts of force, such as chokeholds, are always considered dangerous and inappropriate. Examples of force are any form of physical force, including physical strikes, body tackles, punches, kicks, and the use of equipment such as chemical sprays, Tasers, shields, or batons.
2. Abuse of Authority – covers a broad category of acts where officers misuse their police powers. These can include racial profiling and biased-based policing, sexual misconduct, threats of improper actions, improper searches and seizures, refusal to process complaints, failure to abide by the Right to Know Act, and improper arrests.
3. Discourtesy – inappropriate behavioral or verbal conduct by an officer, including general profanity and the use of rude or obscene gestures.
4. Offensive language – an officer using slurs, making derogatory remarks or gestures relating to a protected category such as race, ethnicity, gender, religion, sexual orientation, or disability.
5. Untruthful statements – statements made by officers during the course of a CCRB investigation that are shown to be untruthful. A false official statement is knowingly false, rather than merely inaccurate. A misleading statement is when an officer intentionally tries to misdirect an investigator by omitting facts that they reasonably would be expected to know or remember. An inaccurate official statement is untruthful, even if the officer did not intend to deceive, where the officer makes material statements so incorrect that it constitutes gross negligence.

The following case abstracts are taken from complaints closed in 2025 and serve as examples of the types of misconduct allegations that fall under the CCRB’s jurisdiction:

1. Force

An individual was holding onto an allegedly intoxicated driver who had struck several parked cars so that the driver would remain on scene until the police arrived. Police Officer Steve Torres and three other officers responded to the 911 call regarding the drunk driver. They did not arrest the driver right away and called for backup. The individual stayed on the sidewalk with a group of neighbors to ensure that the driver was arrested. The incident was captured on body-worn camera (BWC). It showed that the individual and the other bystanders were on the sidewalk when PO Torres told them that a supervisor was needed to approve the arrest. The individual responded that the statement was “bullshit” and PO Torres approached, told everyone to leave, and shoved the individual in his chest. The individual told PO Torres not to touch him and PO Torres pushed him again and yelled at the people to leave. When interviewed, PO Torres stated that the individual was being disruptive and he perceived him as a threat because the individual had yelled obscenities at the officers and kept walking back and forth, which pulled the officers’ attention away from the primary investigation. The investigation found that PO Torres’ use of force was unjustified because the individual did not approach the officers and was not physically hindering or interfering with their investigation. The Board substantiated the Use of Force allegation.

2. Abuse of Authority

An individual called 911 to report a past assault and stated that the male perpetrator was currently at the location. Police Officer Adam Cohen and his partner responded to the individual's home. The information conveyed to the responding officers was that there was an assault in progress; dispatch did not update the officers that the assault occurred in the past. The incident was captured on BWC, which showed PO Cohen entering the apartment, over the individual's objection, and walking to the bedroom door to check on the individual's girlfriend. After the interaction, PO Cohen left without providing the individual with a Right to Know Act business card. The investigation found that because PO Cohen searched the individual's apartment, he was required to offer him a business card. The Board substantiated the Abuse of Authority allegation.

3. Discourtesy

An individual was in a vehicle accident and Police Officer Vincenzo Disimonebiggins and his partner responded to the scene. According to the individual, PO Disimonebiggins accused him of being drunk and the individual denied it. PO Disimonebiggins then grabbed the individual's arm and made several statements that used profanity and threatened the individual with physical force. The incident was captured on BWC, which showed that PO Disimonebiggins told the individual to "step the fuck back" after moving him away from the vehicle. A few minutes later, the individual said to PO Disimonebiggins, who was now across the street, "just because you're a cop you think you can speak that way." PO Disimonebiggins ran towards the individual and said, "What the fuck are you going to say?" and "What the fuck are you going to say you fuck?" Another officer told PO Disimonebiggins to relax, but PO Disimonebiggins continued, saying to the individual, "You fucking piece of shit" and "I'll fuck you up, come on." When the individual stated, "What do you think I won't fight you? ... Just because you wear a badge doesn't mean shit," PO Disimonebiggins responded, "What if I take the badge off and I take the belt off?" and told the individual to "come and get them." An officer told PO Disimonebiggins to walk away and calm down. At his CCRB interview, PO Disimonebiggins admitted that he lost his temper and acted in an unprofessional manner. The investigation found that PO Disimonebiggins spoke discourteously towards the individual by using foul language and threatened the individual with force by stating that he would physically assault him. The Board substantiated the Discourtesy and Abuse of Authority allegations.

4. Offensive Language

An individual stated that he went to a precinct stationhouse to inquire about the arrest of his brother. He saw two officers standing near his brother's vehicle. The individual engaged in a verbal dispute with the officers and was placed under arrest. The individual fell on the ground while trying to avoid being handcuffed. The incident was recorded on BWC, which captured an officer determined by the investigation to be Police Officer Sheldon Bahaw, telling the individual, "Get up fatso" and "get up you fat fuck" as he helped lift the individual off the ground. At his CCRB interview, PO Bahaw stated that he did not recall calling the individual "fatso" or "fat fuck." When shown BWC footage capturing these statements, PO Bahaw stated that he could not confirm that it was his voice making the statements, and said that it "could be" his voice. PO Bahaw was unable to attribute the voice heard making the statements to any of the other officers who were present. The investigation found that there was a preponderance of the evidence that PO Bahaw made the disparaging statements about the individual's weight. The Board substantiated the Offensive Language allegation.

5. Untruthful Statement

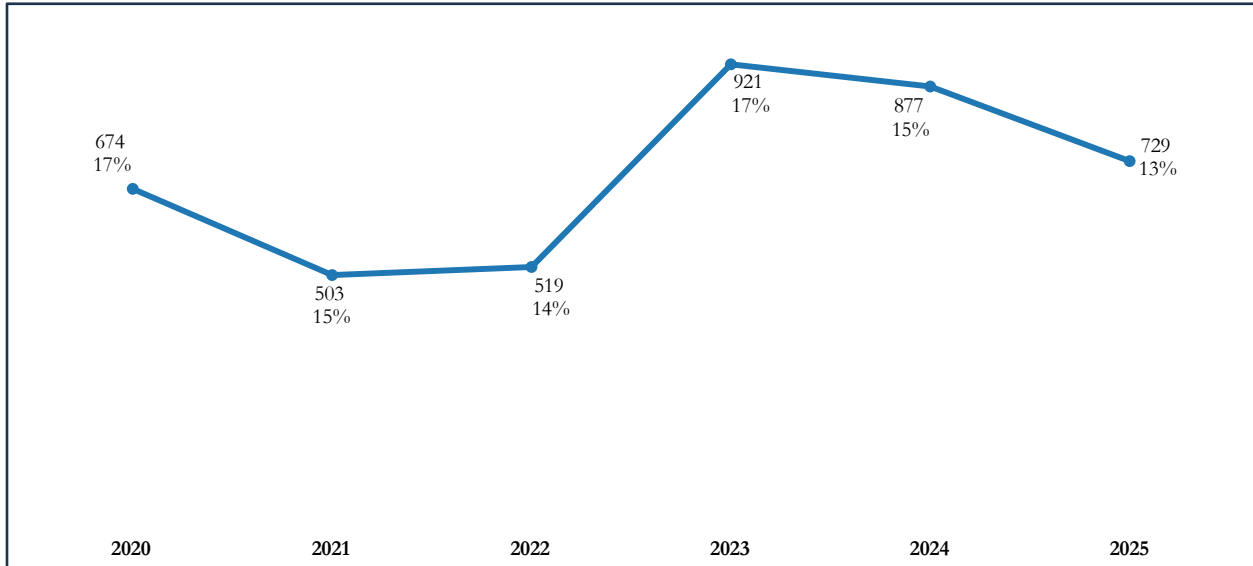
An individual entered a precinct stationhouse and was recording inside the stationhouse. He was told to stop and refused to do so. He was escorted out of the stationhouse by several officers, including Police Officer Ronald Cangemi who kicked him. The incident was captured by stationhouse cameras and BWC. The video footage showed that an officer told the individual to leave the stationhouse and at least two officers either pushed the individual by his shoulder or pulled on his arm. The individual dropped to the ground and stayed limp as officers dragged him out of the stationhouse by his arms. After the individual was outside, PO Cangemi kicked the individual's leg twice as another officer dragged the individual onto the sidewalk. During his CCRB interview, PO Cangemi acknowledged that the individual asked why he had been kicked, but stated that he did not recall kicking the individual or making a kicking motion towards the individual. When reshown the video footage, PO Cangemi affirmed that the officer he identified as himself is shown making a motion with his feet towards the individual, but PO Cangemi stated that he did not recall kicking the individual or making a kicking motion towards him, and that seeing the footage did not refresh his recollection.

The investigation determined that PO Cangemi kicked the individual and provided a misleading statement about his use of force. The Board substantiated the Untruthful Statement allegation.

STOP, QUESTION, FRISK AND SEARCH OF PERSON ALLEGATIONS

In light of the longstanding public discussion surrounding “Stop & Frisk” policing, the CCRB keeps track of all complaints containing a stop, question, frisk, or search of person allegation.

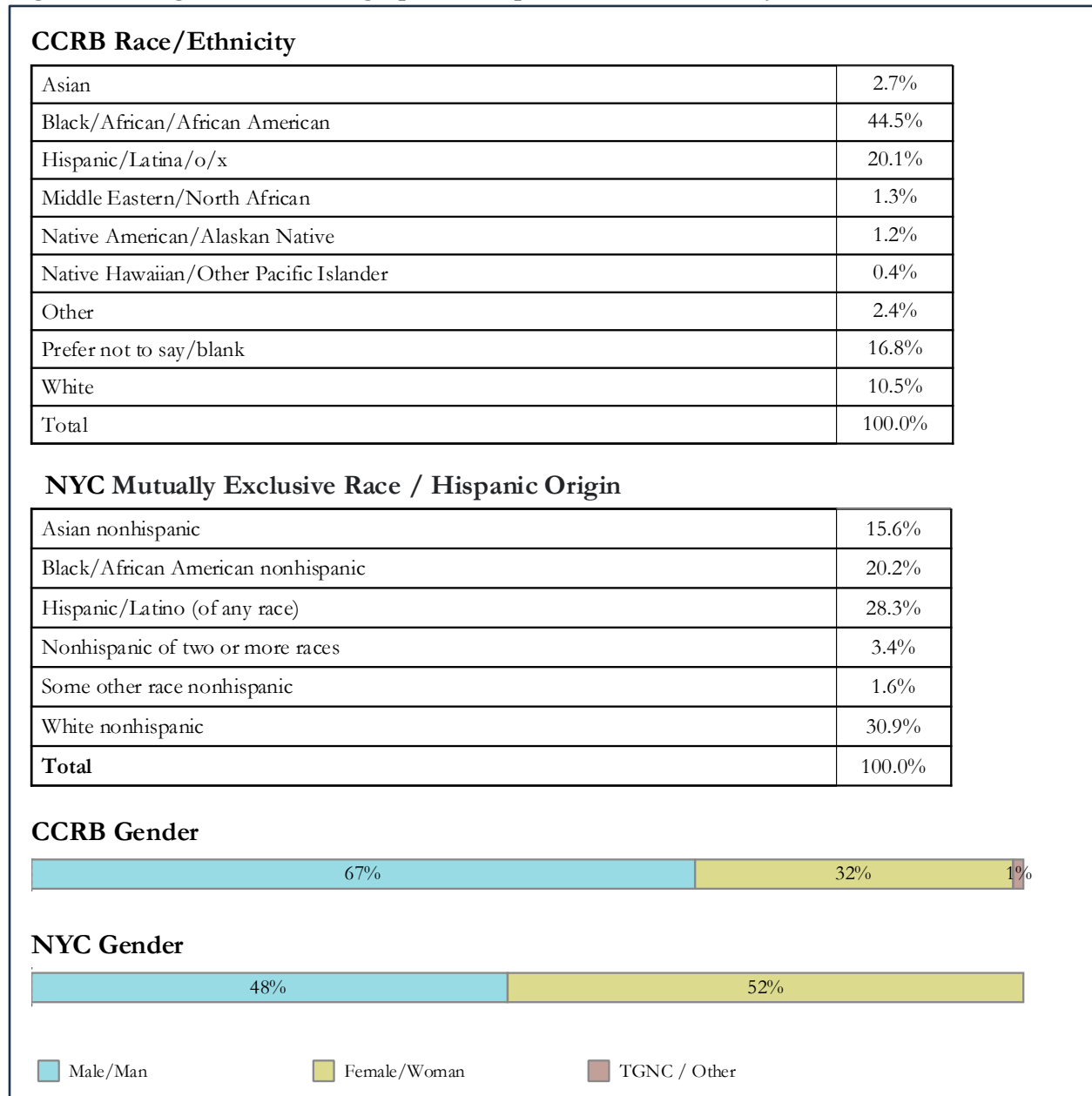
Figure 13: Complaints Received Containing a Stop, Question, Frisk, and Search of Person Allegation



CHARACTERISTICS OF ALLEGED VICTIMS

In September 2022, the CCRB updated the way it collects race/ethnicity information from civilians. Previously, civilians could only identify as one race/ethnicity category. The CCRB now asks civilians to select all racial/ethnic categories that apply. The race/ethnicity percentages for alleged victims shown below use the total number of race/ethnicity selections made as the denominator, rather than the total number of alleged victims.

Figure 14: Alleged Victim Demographics Compared to New York City^{6 7}



⁶ NYC Mutually Exclusive Race / Hispanic Origin: <https://popfactfinder.planning.nyc.gov/explorer/cities/NYC>: NYC Gender: <https://www.census.gov/quickfacts/newyorkcitynewyork>.

⁷ “TGNC” is an acronym that stands for Gender Nonconforming. “Trans” includes individuals who identify as Transmen and Transwomen in CCRB records.

CHARACTERISTICS OF SUBJECT OFFICERS

Figure 15: Subject Officer Demographics Compared to NYPD Officer Population

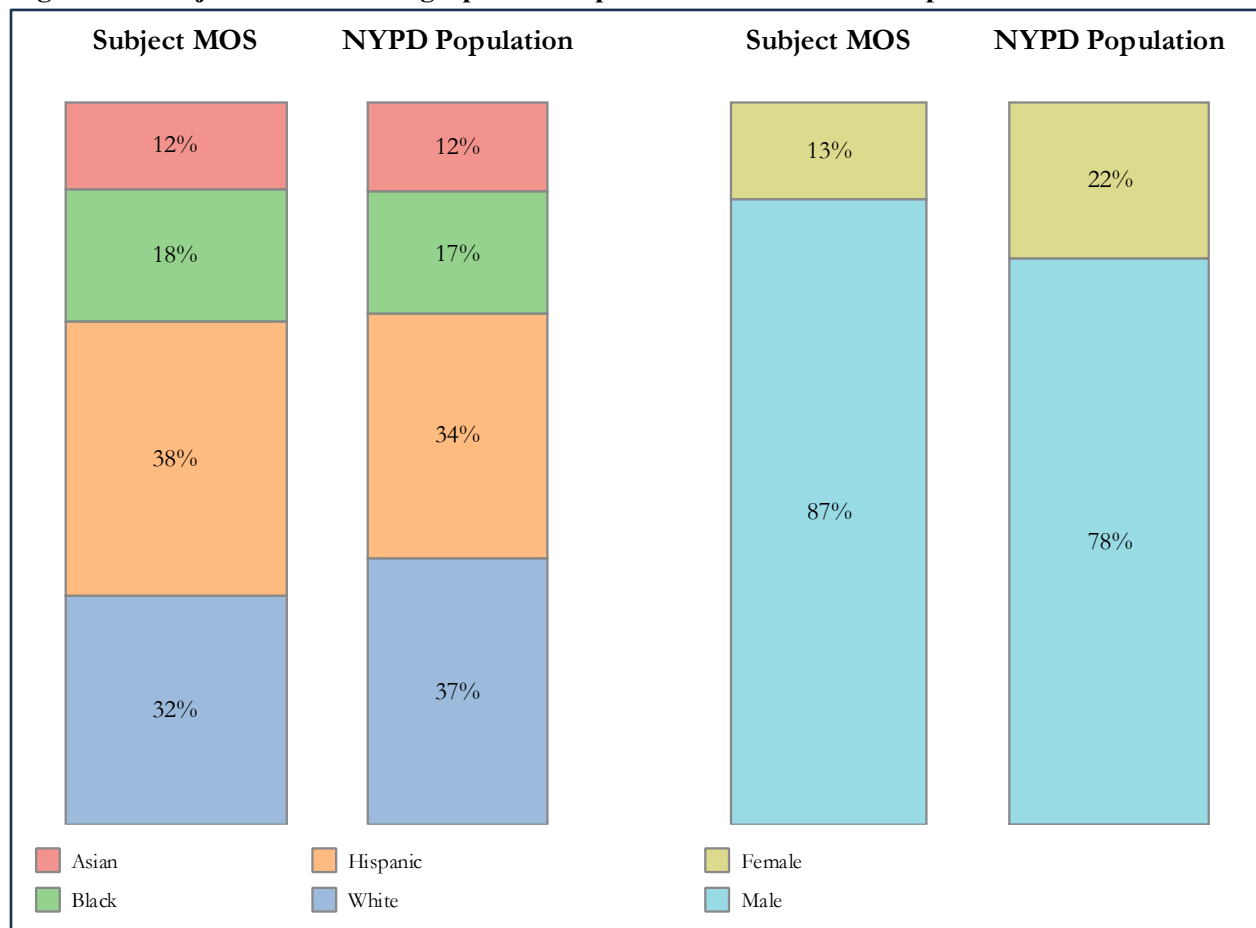


Figure 16: Rank and Tenure of MOS with Substantiated CCRB Complaints in 2025

Rank	2025	
	Count	Percent
Police Officer	1,269	72%
Sergeant	270	15%
Detective	125	7%
Lieutenant	82	5%
Captain	7	0%
Inspector/Deputy Inspector	3	0%
Chiefs and other ranks	1	0%

Tenure	2025	
	Count	Percent
0-3 Years	376	21%
4-5 Years	486	28%
6-10 Years	473	27%
11-15 Years	231	13%
16-20 Years	161	9%
21+ Years	30	2%

TOTAL COMPLAINTS AGAINST ACTIVE MEMBERS OF SERVICE (MOS)

The charts below depict how complaints are distributed among active members of service. As shown in Figure 17, 37% of the active members of service have never had a complaint filed against them.

Figure 17: Active MOS with CCRB Complaints

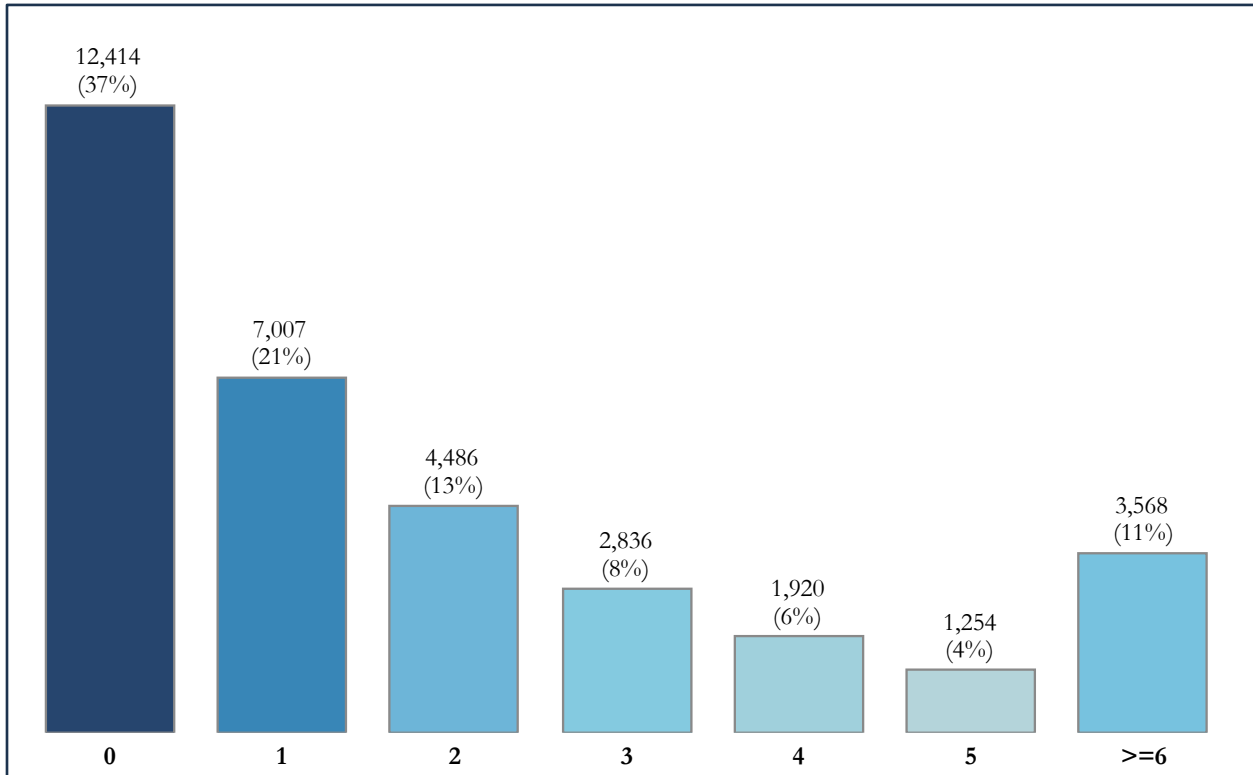
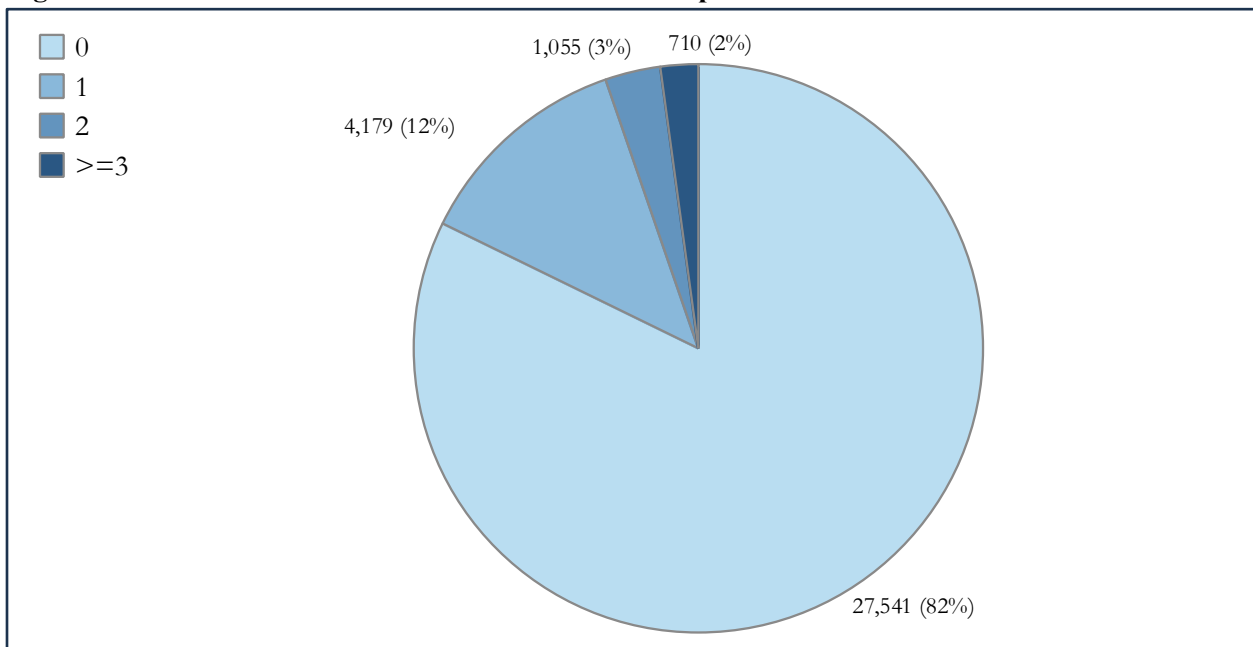


Figure 18: Active MOS with Substantiated CCRB Complaints



SECTION 2: INVESTIGATIONS

Investigating misconduct allegations is the core function of the CCRB. The Agency's primary goal is to complete full and fair investigations.

At the beginning of an investigation, an investigator interviews the complainant and any witnesses, collects evidence, and attempts to identify and interview the police officer(s) involved in the encounter. In many instances, the officers' identities are unknown at the outset of the investigation.

Once all the necessary interviews are conducted and the collected evidence is reviewed, the investigative team recommends a disposition to the Board for each allegation in the case. In most instances, a panel of three Board Members, comprised of one mayoral appointee, one City Council appointee, and one Police Commissioner designee, reviews the case and votes on the allegations.⁸ In certain limited circumstances, the full Board will consider a case.⁹

Every complaint passes through the Investigations Division, even if it is ultimately resolved through mediation. This section covers the performance of the Investigations Division and the outcomes of complaints received by the CCRB.

⁸ 38-A RCNY § 1-31.

⁹ 38-A RCNY § 1-32.

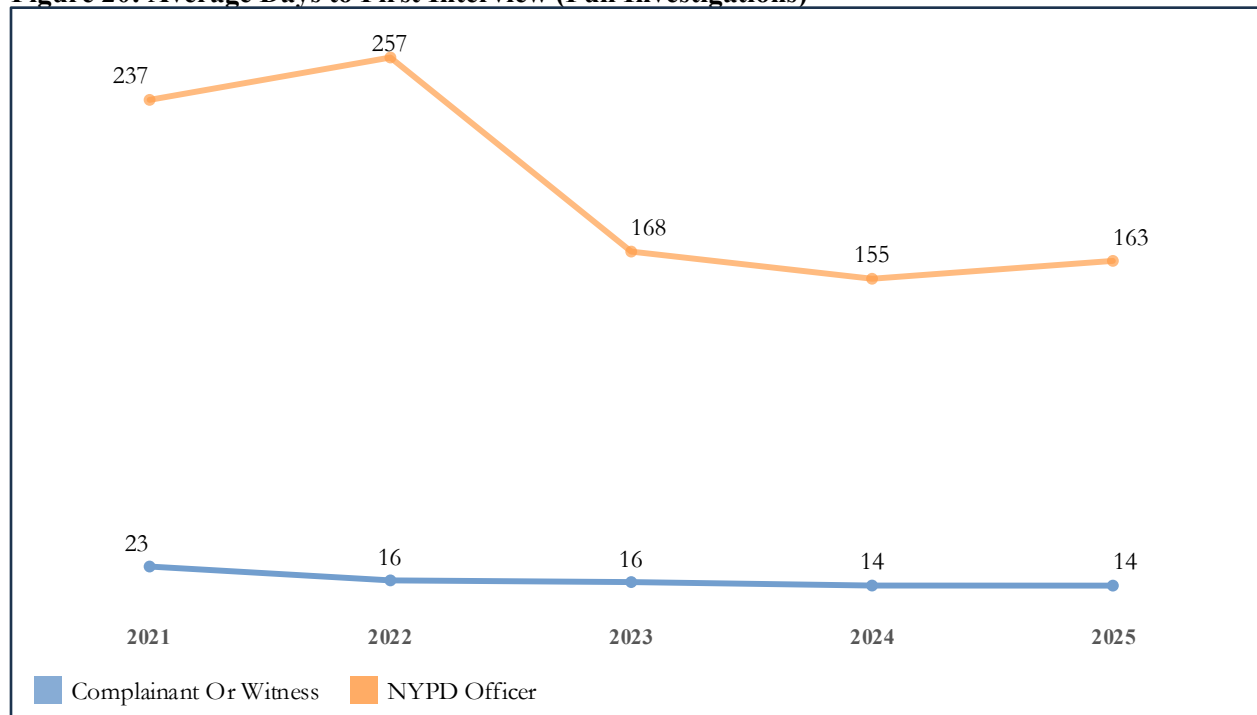
INVESTIGATIONS DIVISION BENCHMARKS

Figure 19: Average Days to Complete a Full Investigation



Average days exclude re-opened cases and cases that have been placed on hold by the District Attorney or the NYPD's Force Investigative Division.

Figure 20: Average Days to First Interview (Full Investigations)



Average days exclude re-opened cases and cases that have been placed on hold by the District Attorney or the NYPD's Force Investigative Division.

INFORMATION REQUESTS

All CCRB investigations involve requesting information from the NYPD. Investigators generally request two types of information from the Department: 1) body-worn camera (BWC) footage; and 2) other police documents such as roll calls, memo books and officer photographs.

In 2022, the CCRB created a Document Specialists Unit to manage the Agency’s information requests and lighten the burden on investigators. In 2025, the Document Specialists Unit processed and received more than 23,400 information requests.

The charts below show the NYPD’s average response time (in days) to information requests made by the CCRB.

Figure 21: Average Business Days to Receive Positive Return on BWC Requests

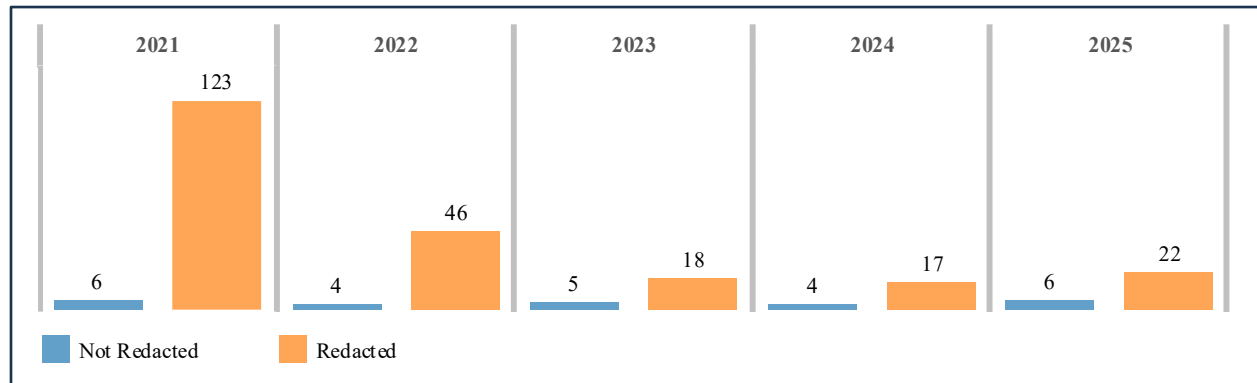
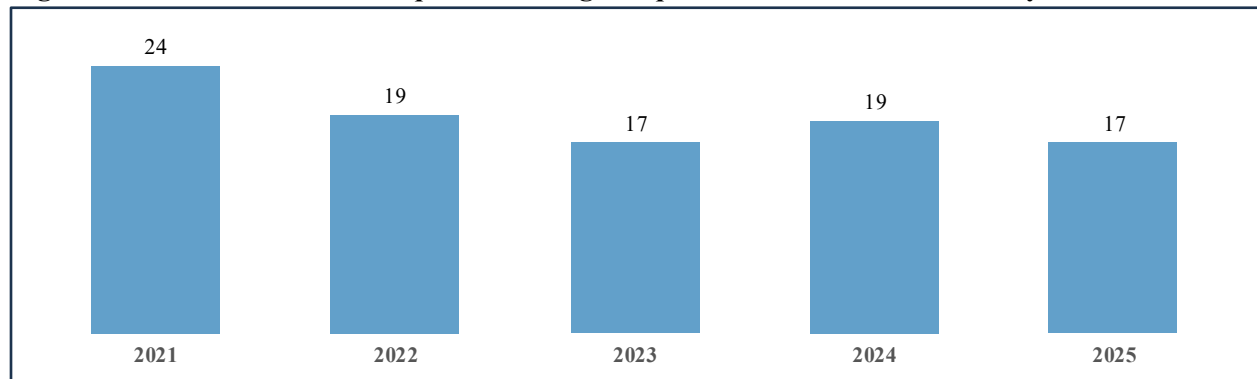


Figure 22: Pending NYPD BWC Requests from End of Year, 2025

Days Pending	BWC Requests	% of Total
60 <= Days < 90	17	17.5%
90 <= Days	80	82.5%
Grand Total	97	100.0%

Figure 23: NYPD Document Requests: Average Request Turnaround Time in Days



CASE RESOLUTION AND INVESTIGATIVE OUTCOMES

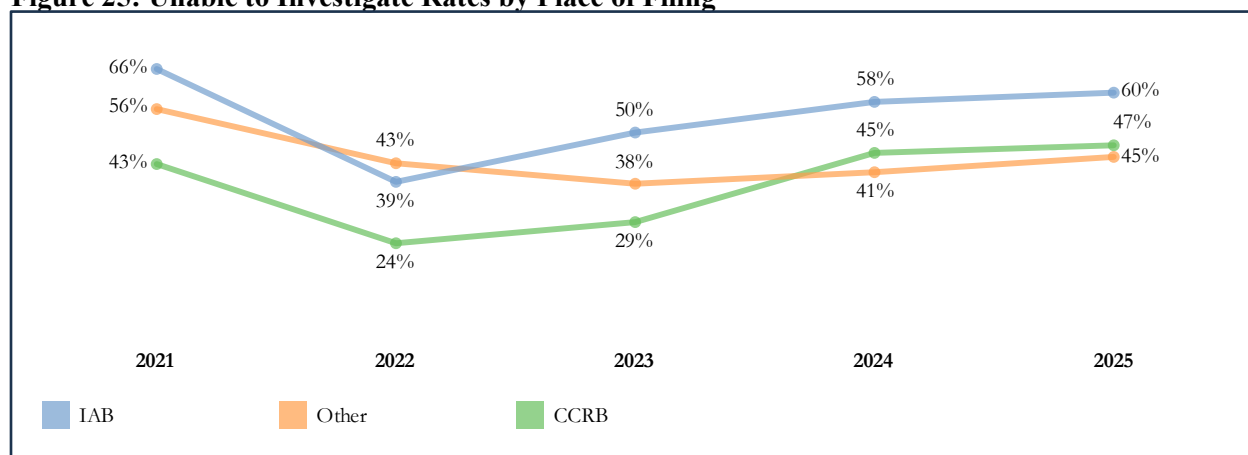
A complaint can be resolved in various ways. The complaint may be fully investigated, mediated,¹⁰ or closed as “Unable to Investigate.”¹¹ There are also a number of cases where the complainant asks to withdraw their case, often due to pending litigation, or where the complaint is closed as a miscellaneous closure, which includes administratively closed complaints and complaints in which the subject officer left the Department before an investigation was completed.

Figure 24: Case Resolutions

	2021		2022		2023		2024		2025	
	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total
Full Investigation	612	23%	2,339	60%	2,580	50%	2,551	40%	2,069	36%
Unable to Investigate	1,059	40%	868	22%	1,479	28%	2,866	45%	2,695	47%
Closed - Pending Litigation	308	12%	273	7%	584	11%	610	10%	628	11%
Complaint Withdrawn	358	13%	258	7%	403	8%	263	4%	235	4%
Mediated	120	4%	79	2%	104	2%	51	1%	35	1%
Misc. Closure	80	3%	35	1%	46	1%	38	1%	36	1%
Mediation Attempted	140	5%	44	1%						

When complaints are not filed directly with the CCRB, it is often difficult to contact the complainant or victim, as they may not be aware that their complaint was referred to the CCRB. Complaints filed directly with the CCRB are less likely to be closed as “Unable to Investigate.”¹²

Figure 25: Unable to Investigate Rates by Place of Filing



¹⁰ Prior to 2023, some complaints were also closed as “Mediation Attempted.” This designation was for cases in which both the officer and the civilian agree to mediate, but the civilian either fails to appear twice for a scheduled mediation session without good cause or fails to respond to attempts to schedule a mediation session and does not request that the case be sent back for a full investigation. These cases are now returned to the Investigations Division and are typically closed as “Unable to Investigate.”

¹¹ “Unable to Investigate” is a term used for reporting purposes that incorporates the following CCRB dispositions: Complainant/Alleged Victim Uncooperative, Complainant/Alleged Victim Unavailable, Witness Uncooperative, Witness Unavailable, Victim Unidentified, OMB PEG Directive (OMB PEG) closures and Strategic Resource Allocation Determination (SRAD) closures. OMB PEG and SRAD closures are complaints closed without a full investigation due to CCRB’s budgetary constraints.

¹² Another contributing factor to this category is the OMB PEG and SRAD closures.

COMPLAINT AND ALLEGATION DISPOSITIONS FOR FULLY INVESTIGATED CASES

To understand the data presented in the following section, it is important to understand the CCRB terminology used in determining complaint and allegation dispositions.

Allegations that are fully investigated by the CCRB generally result in one of five outcomes:

- An allegation is **Substantiated** if the alleged conduct is found to have occurred and is improper based on a preponderance of the evidence.¹³
- An allegation is **Within NYPD Guidelines** if the alleged conduct is found to have occurred but was not found to be improper by a preponderance of the evidence.¹⁴ Allegations may be **Within NYPD Guidelines** if the officer’s behavior was found to be allowed under the law and/or the Patrol Guide.¹⁵
- An allegation is **Unfounded** if the alleged conduct is found by a preponderance of the evidence not to have occurred as the complainant described.
- An allegation is closed as **Officer Unidentified** if the CCRB was unable to identify the officer accused of misconduct.
- An allegation is closed as **Unable to Determine** if there is insufficient evidence to determine whether or not misconduct occurred by a preponderance of the evidence.¹⁶

The disposition of a fully investigated complaint depends on the disposition of the fully investigated allegations within the complaint:

- A complaint is **Substantiated** if any allegation within the complaint is substantiated.
- A complaint is **Within NYPD Guidelines** if all the allegations made against identified officers are Within NYPD Guidelines.
- A complaint is **Unfounded** if there are no Substantiated or Unable to Determine allegations and there is at least one unfounded allegation.
- A complaint is closed as **Officer Unidentified** if the CCRB was unable to identify any of the officers accused of misconduct.
- A complaint is **Unable to Determine** if there are no substantiated allegations and there is at least one unable to determine allegation.

The following section provides case abstracts to help readers better understand the distinctions between the different dispositions of fully investigated allegations.

¹³ “Preponderance of the evidence” is an evidentiary standard used in civil cases, and is commonly interpreted to mean that the fact in question was determined to be “more likely than not” true. *See Foran v. Murphy*, 73 Misc.2d 486 (2d Dept 1973) (“In a disciplinary proceeding, . . . it is sufficient if respondent finds the specifications established by a fair preponderance of the evidence.”); *Dep’t of Correction v. Jones*, OATH Index No. 393/04 (May 3, 2004) (“burden of proof in this administrative proceeding to prove misconduct by a preponderance of the credible evidence”).

¹⁴ Within NYPD Guidelines is reported to the Police Commissioner as Exonerated.

¹⁵ This does not mean that the complainant was untruthful in their account of the incident. Many members of the public are not aware of the range of law enforcement activities that are legally permissible and within the boundaries of proper NYPD protocol.

¹⁶ Unable to Determine is reported to the Police Commissioner as Unsubstantiated.

The following case abstracts are taken from complaints closed in 2025 and serve as examples of what the different case dispositions mean in practice.

1. Substantiated

An individual stated that he was driving his friend's vehicle with a passenger when he was stopped by Police Officer Robert Semioli for having excessive window tints. PO Semioli searched the vehicle for weapons, asserting that he had observed the individual and the passenger make movements towards the back seat, that the passenger previously had been suspected of having a weapon, and that the individual was acting hostile during the vehicle stop. PO Semioli arrested the individual and seized the vehicle. The incident was captured on BWC, which showed that PO Semioli searched the front seats, glove compartment, and various bags in the rear seats of the vehicle and did not find any weapons. Video footage also showed that PO Semioli made no inquiries to ascertain the vehicle's owner before taking it back to the stationhouse. The investigation found that PO Semioli did not meet the legal threshold required for a warrantless search, and that the vehicle seizure was improper because the vehicle was legally parked, was not arrest evidence, and PO Semioli did not have sufficient basis to conclude that the vehicle's true owner could not be ascertained. The Board substantiated the Abuse of Authority allegations.

2. Within NYPD Guidelines

An individual stated that he was driving his recently purchased moped with his girlfriend as a passenger. Neither of them wore helmets and the moped had a license plate purchased from a local store affixed to the back. The three subject officers were on patrol in an unmarked vehicle and conducted a traffic stop after they observed the individual not wearing a helmet and driving a moped that did not appear to have a valid, permanent license plate. The incident was captured on BWC, which showed officers exiting their vehicle, telling the individual to turn off and dismount from the moped, and questioning him about the license plate and helmet. The investigation found that the stop was lawful because the officers observed the individual violating traffic laws that require motorcycle drivers to wear helmets and vehicles on public roads to have a legally issued and registered license plate. The Board closed the Abuse of Authority allegations as being Within NYPD Guidelines.

3. Unfounded

An individual stated that while he was at a police precinct stationhouse, two subject officers made him strip down to his underwear. The incident was captured on BWC and stationhouse cameras. The subject officers and the individual stood in front of the holding cell and Subject Officer 1 began to remove the drawstring from the individual's shorts. The individual told him not to remove the drawstring. Subject Officer 1 then asked about the laces on the individual's shoes, and the individual replied that he did not want to remove the laces. The individual removed his shorts and stepped out of his shoes. Subject Officer 2 told him to put his shorts back on, but the individual refused because he did not want the officers to cut the drawstring from the shorts. The individual walked into the holding cell wearing his socks, boxer briefs, and t-shirt. The investigation found that no strip-search occurred. The officers were following procedure, which required removing strings from individuals being placed in holding cells, and the individual voluntarily removed the clothing items with strings so that they would not be cut and the officers permitted him do so. The Board closed the Abuse of Authority allegations as Unfounded.

4. Officer Unidentified

An individual stated that he was on his way to a store when he was stopped by three male officers who got out of an unmarked sedan and then grabbed his arms, pushed him up against a wall, and searched his pockets. One of the officers told the individual that they were looking for a suspect, but did not mention for what crime. According to the individual, the officers seized a knife they

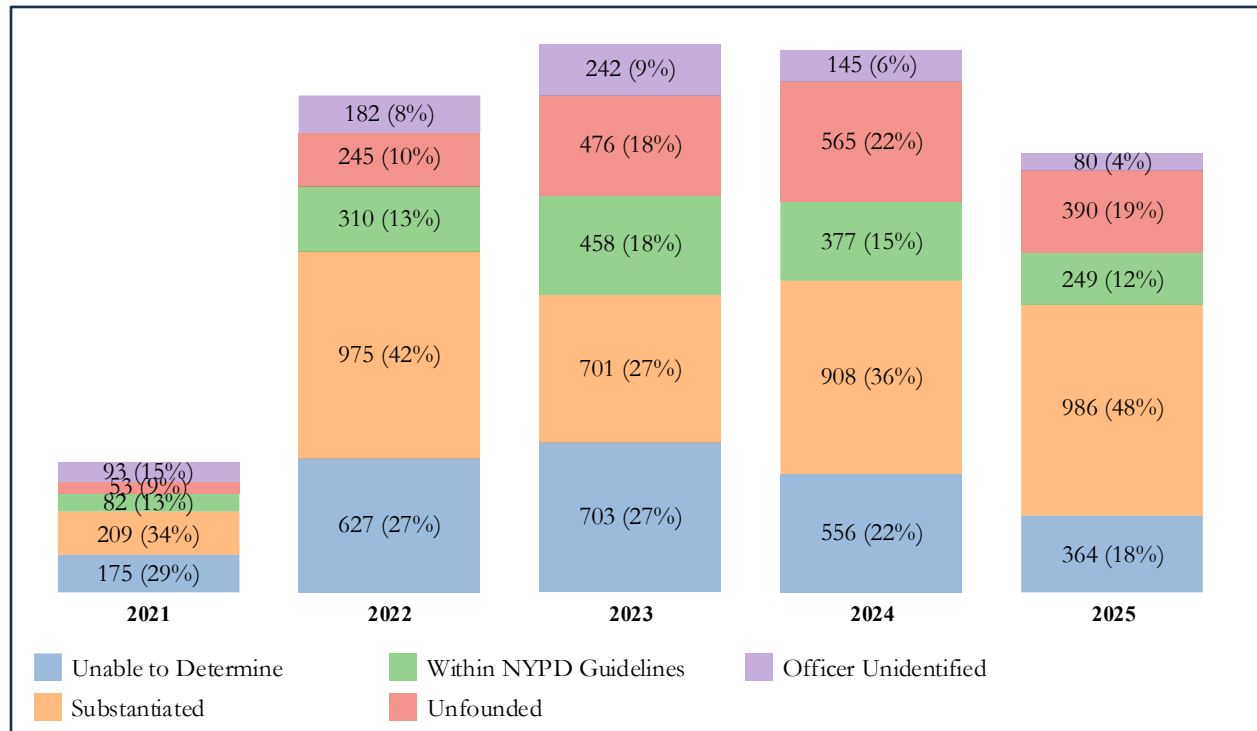
found in his pocket and caused damage to his phone screen when his phone fell during the search. The individual asked for the officers' badge numbers and none of them provided their information. None of the officers provided a business card. The individual could not describe the subject officers. The investigation identified a police vehicle that had been near the location and interviewed the six officers assigned to that detail. Three officers were assigned to foot posts, not a vehicle, and stated that they did not interact with anyone matching the individual's description and did not hear any radio communications involving a canvas for suspects. Two officers moved from their fixed posts when they responded to the sound of gunshots, and stated that the only canvas related to that incident was to search for shell casings; there was no suspect description. The last officer was on patrol in a marked vehicle and stated that he did not stop anyone matching the individual's description or observe any other officers conducting a stop of an individual. The investigation also reviewed police documents and did not identify any suspect canvases associated with this incident. Without additional information, the investigation could not identify the subject officers. The Board closed the Use of Force and Abuse of Authority allegations as Officer Unidentified.

5. Unable to Determine

An individual stated she was riding an electric scooter when an unmarked police vehicle pulled up beside her. There were three officers in the vehicle who stated that she had been swerving and asked about the contents of her bags. The officers drove off without exiting the vehicle. The individual had the license plate of the police vehicle. The investigation identified the vehicle and the three subject officers assigned to it on the day of the incident, and determined that their vehicle had been at the incident location for a few minutes. During their CCRB interviews, the three subject officers stated that they had no recollection of the incident described by the individual and their vehicle likely was logged in the area when they stopped at a nearby store. The investigation was unable to obtain any relevant video footage. Without further evidence, the investigation could not determine if the subject officers had stopped and questioned the individual. The Board closed the Abuse of Authority allegations as Unable to Determine.

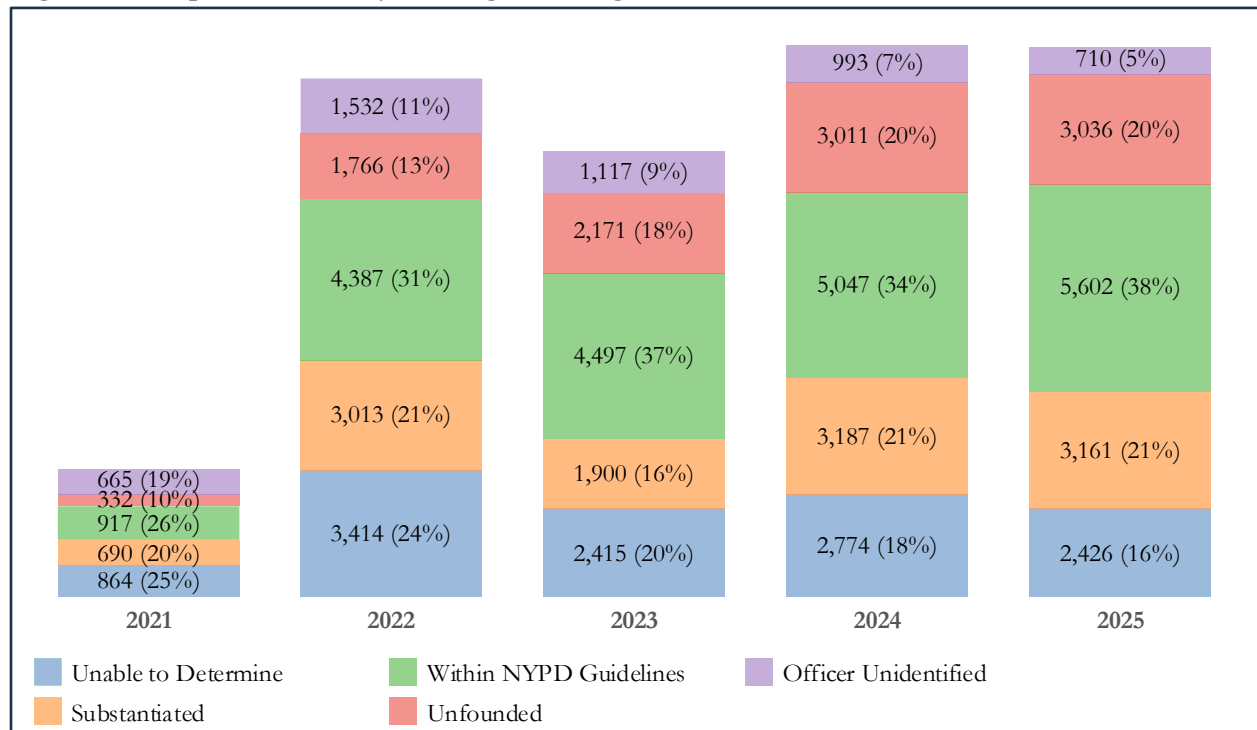
DISPOSITIONS OF COMPLAINTS AND ALLEGATIONS

Figure 26: Disposition of Fully Investigated Complaints



A CCRB complaint may contain one or more allegations. The complaint disposition is a composite of the dispositions of all the distinct allegations within the complaint (see page 27).

Figure 27: Disposition of Fully Investigated Allegations



UNTRUTHFUL STATEMENTS

The CCRB investigates untruthful statement allegations under two different allegation categories. Official statements made directly to the CCRB are investigated under the “Untruthful Statement” allegation category. Official statements made in other contexts (e.g., in court) are investigated under the “Abuse of Authority” allegation category.

The CCRB does not plead more than one untruthful statement allegation against an officer for the same untruthful act. There are four distinct types of untruthful statement allegations:

1. **False Official Statement:** The false official statement allegation requires a showing of three elements by a preponderance of the evidence: (1) the officer made an intentional statement; (2) the officer knew the statement to be untrue; and (3) the statement was material to the outcome of a CCRB investigation or other proceeding.
2. **Misleading Official Statement:** Misleading statements are statements in which the officer intends to misdirect the fact finder and materially alter the narrative by omitting material facts, stating repeatedly that they do not recall the event or specific actions that a reasonable person would be expected to recall or have been aware, or materially altering their statement after being confronted with evidence that contradicts their initial statement.
3. **Inaccurate Official Statement:** The officer’s statement includes material statements so incorrect, about information that the officer ought to have knowledge, that it constitutes gross negligence. This allegation does not require an intent to deceive.
4. **Impeding an Investigation:** This allegation pertains only to CCRB investigations. It is reserved for instances when “an officer engages in impeding actions” such as destroying digital or material evidence or refusing to provide said evidence.

Figure 28: Substantiated Untruthful Statement Allegations

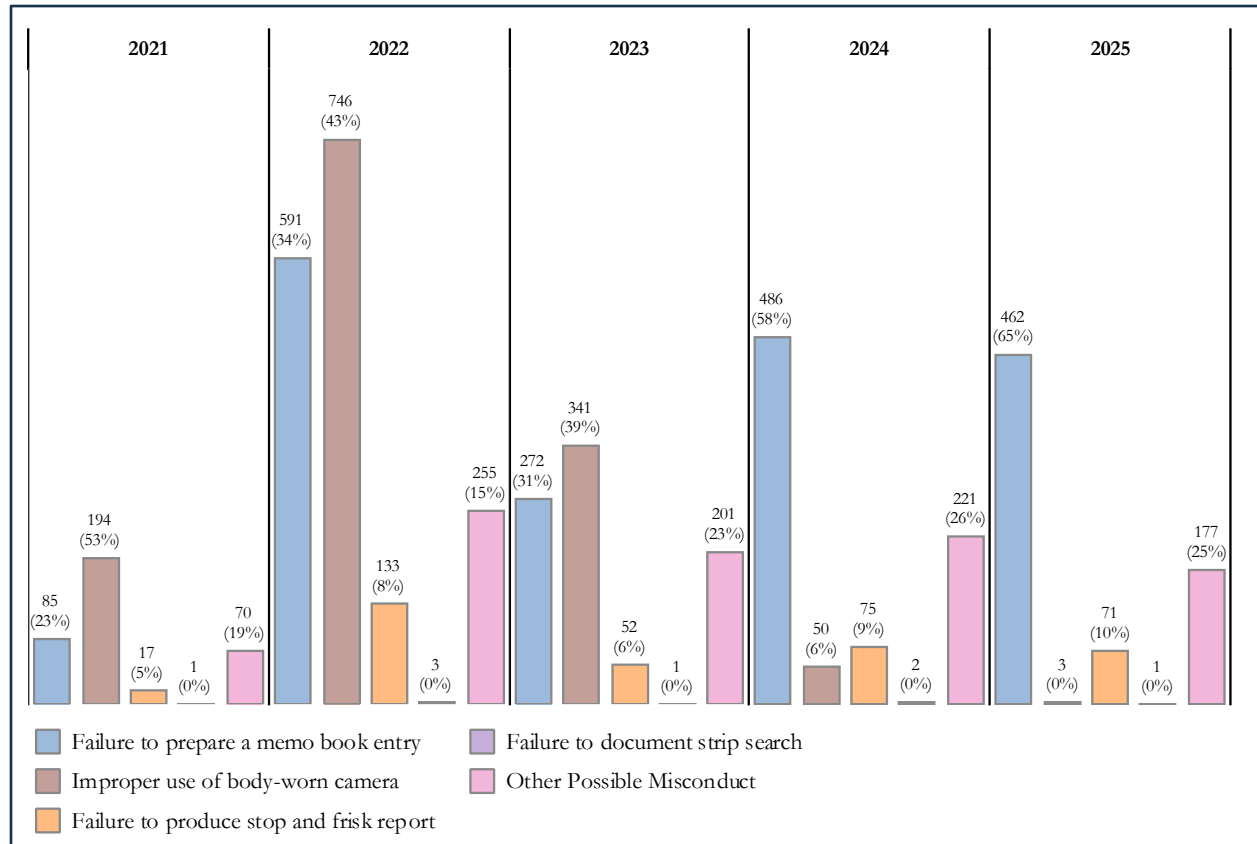
Year	Board Disposition	False Official Statement	Misleading Official Statement	Inaccurate Official Statement	Impeding an Investigation
2021	Substantiated (Charges)	14	7		2
	Substantiated (Formalized Training)			1	
2022	Substantiated (Charges)	52	44		
	Substantiated (Command Discipline A)			1	
2023	Substantiated (Charges)	27	8		
	Substantiated (Command Discipline B)			4	
2024	Substantiated (Charges)	30	11		
	Substantiated (Command Discipline A)	1		1	
	Substantiated (Command Discipline B)	1	1	1	
2025	Substantiated (Charges)	21	9		

OTHER POSSIBLE MISCONDUCT NOTED AND FALSE OFFICIAL STATEMENTS

When a CCRB investigation reveals evidence of a Patrol Guide violation that falls outside of the CCRB’s jurisdiction, the Board files this as “other possible misconduct noted” (OPMN) and reports it to IAB for further investigation and possible disciplinary action.

OPMN allegations should not be confused with allegations of corruption or potential criminal conduct, which are also referred to IAB.

Figure 29: Other Possible Misconduct Noted



SECTION 3: RACIAL PROFILING & BIAS-BASED POLICING

In March 2021, Local Law 47 (2021) amended the New York City Charter to clarify that allegations of racial profiling and bias-based policing fall under the CCRB’s abuse of authority jurisdiction.

Following the enactment of this amendment, the CCRB established its Racial Profiling and Bias-Based Policing Unit (RPBP). The RPBP Unit investigates civilian complaints of profiling/biased policing by uniformed members of the NYPD based on 10 protected categories: race, national origin/ethnicity, color, religion, age, immigration or citizenship status, gender/gender identity, sexual orientation, disability, and housing status.

Racial profiling occurs when an officer takes law enforcement action against a person (for example: vehicle stop, stop of a person on the street, arrest, summons, search, or move-along order) because of a person’s actual or perceived race, ethnicity, national origin, or color. Bias-based policing occurs when an officer takes law enforcement action against a person because of their actual or perceived creed, age, immigration or citizenship status, gender/gender identity, sexual orientation, disability, or housing status.

Below are some examples of racial profiling/bias-based policing:

1. A civilian who wears a turban is pulled over in his vehicle after performing a rolling stop at a stop sign. Most other drivers, who do not appear to be wearing turbans, are not pulled over by the NYPD when they do a rolling stop at the stop sign.
2. After school dismissal, NYPD officers tell Black students from a middle school to leave the neighborhood. White students from the same school are allowed to remain in the area.
3. On a weekend night, two women are standing on the same corner checking their mobile phones. The first, a transgender woman, is stopped by officers, questioned about her activities, and asked for identification. The second, who appears to be cisgender, is not stopped, questioned, or asked for identification.
4. On a subway car late at night, NYPD officers remove a sleeping man who appears to be homeless and issue him a summons. Two other men who are also sleeping in the subway car, but who do not appear to be homeless, are allowed to remain on the train.
5. Two officers stop a group of three young Latino men around 2 a.m., ask them if they have any weapons, and pat them down. When they ask why they were stopped, the officers explain that there have been several recent shootings in the area committed by Latino men in their 20s and that the three men should not be walking around so late at night.
6. A male civilian enters a police station to report domestic abuse by his partner, a woman. The officer on duty refuses to accept the civilian’s complaint, saying that he should “man up.”

In the event that the Board, the NYPD, the City Commission on Human Rights, the Department of Investigation, or a state or federal court in New York makes a final determination that an officer engaged in an act of bias, the CCRB is also empowered to investigate possible bias in the past professional conduct of that officer.^{17 18}

¹⁷ New York City Charter § 441.

¹⁸ To date, no investigations into the past professional conduct of an officer have been opened.

BIAS-BASED COMPLAINT INVESTIGATIONS: INFORMATION REQUESTS

At the end of 2025, the RBPB Unit had 256 open complaints that included at least one allegation of bias-based policing.

To conduct bias-based policing investigations, the RBPB Unit needs specific bias-related information from the NYPD—this information previously was not available to the CCRB. The RBPB Unit typically requests a subject officer’s profiling complaint history, lawsuit history, adverse credibility assessments, prior equal employment opportunity bias allegations, and performance evaluations. In many cases, the RBPB Unit also requests various datasets from the NYPD, such as a listing of all the stop reports completed by a subject officer in the year prior to the incident under investigation or a listing of all the summonses issued by a subject officer in the previous year.

In 2023, the CCRB reached a data-sharing agreement with the NYPD, and the Department began fulfilling these information requests from the RBPB Unit.¹⁹

Figure 30: Average Turnaround Time of Information Requests Specific to Bias-Based Policing Investigations in Days

Request Month	Info Request Type Desc Modified	Requests	Open Requests	Partially Received Requests	Rejected Requests	Received Requests	Avg. Closed Received Days Out
Jan 2025	Data Requests	12	0	0	0	12	51
	Document Requests	34	0	32	0	2	66
Feb 2025	Data Requests	15	0	0	0	15	33
	Document Requests	29	0	27	0	2	27
Mar 2025	Data Requests	16	0	1	0	15	30
	Document Requests	26	0	26	0	0	
Apr 2025	Data Requests	10	0	0	0	10	32
	Document Requests	31	1	30	0	0	
May 2025	Data Requests	13	1	0	0	12	30
	Document Requests	31	2	27	0	2	63
Jun 2025	Data Requests	11	0	0	0	11	33
	Document Requests	32	0	32	0	0	
Jul 2025	Data Requests	12	1	0	0	11	30
	Document Requests	28	4	21	0	3	230
Aug 2025	Data Requests	19	0	1	0	18	44
	Document Requests	38	2	36	0	0	
Sep 2025	Data Requests	13	0	0	0	13	36
	Document Requests	25	0	25	0	0	
Oct 2025	Data Requests	14	0	0	0	14	24
	Document Requests	27	0	25	0	2	55
Nov 2025	Data Requests	20	0	0	0	20	33
	Document Requests	43	1	37	0	5	85
Dec 2025	Data Requests	16	0	0	0	16	22
	Document Requests	35	0	17	0	18	26

¹⁹ A copy of the data-sharing agreement between CCRB and the NYPD can be found at: https://www.nyc.gov/assets/ccrb/downloads/pdf/rbbp_mou.pdf.

BIAS-BASED COMPLAINTS & ALLEGATIONS CLOSED

In 2025, CCRB substantiated bias-based policing allegations against 21 officers in 12 different complaints.

Figure 31: Board Recommendation for Officers with a Substantiated Bias-Based Policing Allegation

Year	Disposition	Officer Count
2023	Substantiated (Charges)	4
2024	Substantiated (Charges)	62
	Substantiated (Command Discipline A)	1
2025	Substantiated (Charges)	21
Grand Total		88

Figure 32: Disposition of Bias-Based Policing Allegations²⁰

Year	Inv. Type	Disposition	Allegation	Count
2025	Fully Investigated Allegations	Substantiated (Charges)	Bias-Based Policing (Disability)	3
			Bias-Based Policing (Housing Status)	1
			Racial Profiling (Color)	1
			Racial Profiling (Race)	18
		Unable to Determine	Bias-Based Policing (Age)	10
			Bias-Based Policing (Disability)	1
			Bias-Based Policing (Gender)	1
			Bias-Based Policing (Housing Status)	2
			Bias-Based Policing (Immigration Status)	1
			Bias-Based Policing (Religion)	2
			Racial Profiling (Color)	2
			Racial Profiling (National Origin)	11
			Racial Profiling (Race)	164
			Unfounded	Bias-Based Policing (Age)
		Bias-Based Policing (Disability)		6
		Bias-Based Policing (Gender)		2
		Bias-Based Policing (Housing Status)		2
		Bias-Based Policing (Immigration Status)		1
		Bias-Based Policing (Religion)		8
		Bias-Based Policing (Sexual Orientation)		2
		Racial Profiling (Color)		3
		Racial Profiling (Intersectional)		6
		Racial Profiling (National Origin)		12
Racial Profiling (Race)	221			
Officer(s) Unidentified	Bias-Based Policing (Disability)	1		
	Racial Profiling (Color)	2		
	Racial Profiling (National Origin)	3		
	Racial Profiling (Race)	18		
Grand Total				588

²⁰ Intersectional allegations are those alleging that the subject officer took law enforcement action based, at least in part, on the combination of two or more protected characteristics (such as gender, age, and race).

SECTION 4: DISCIPLINARY PROCESS

DISCIPLINARY PROCESS AND THE CCRB'S ADMINISTRATIVE PROSECUTION UNIT (APU)

After the CCRB substantiates an allegation of misconduct, the NYPD portion of the disciplinary process begins. Although the CCRB recommends the discipline that it deems appropriate, pursuant to the New York City Charter,²¹ New York City Administrative Code,²² and New York State Civil Service Law,²³ the Police Commissioner has final approval over all member of service (MOS) discipline. The Police Commissioner can accept, reject, or modify any discipline recommendation made by the CCRB.

In 2021, pursuant to a Memorandum of Understanding with the NYPD,²⁴ the Board began using the NYPD's Disciplinary System Penalty Guidelines, often referred to as the Disciplinary Matrix,²⁵ to determine its discipline recommendations. Using the Disciplinary Matrix should result in more consistent discipline recommendations from the CCRB, and consequently, less deviations from those recommendations by the Police Commissioner.

The Board follows this three-step process to determine its Disciplinary Matrix recommendation for each officer:

1. Using the Disciplinary Matrix, the Board assigns a penalty day value to each substantiated allegation.
2. The penalty day value of all the substantiated allegations against the officer is summed to arrive at an overall penalty day value.
3. Based on the overall penalty day value, the Board selects one of the following disciplinary recommendations:
 - Less than 1 day: Formalized Training²⁶
 - 1–5 days: Command Discipline A²⁷
 - 6–10 days: Command Discipline B²⁸
 - 11+ days: Charges and Specifications²⁹

In 2025, the CCRB closed substantiated allegations against 1,757 members of service (see Figure 33). The Board's discipline recommendation deviated from the Disciplinary Matrix in 9 cases.

²¹ New York City Charter § 440(d)3.

²² New York City Administrative Code §§ 15-08; 15-17.

²³ NYS Civil Service Law § 75(3-a).

²⁴ The Memorandum of Understanding can be found here:

https://www1.nyc.gov/assets/nypd/downloads/pdf/public_information/nypd-ccrb-discipline-matrix-mou-final.pdf.

²⁵ The version of the NYPD Disciplinary Guidelines that went into effect in January 2021 can be found here:

https://www1.nyc.gov/assets/nypd/downloads/pdf/public_information/disciplinary-system-penalty-guidelines-effective-01-15-2021-competite-.pdf. The updated Guidelines, effective September 2024, can be found here:

<https://www.nyc.gov/site/nypd/about/about-nypd/policy/nypd-discipline-matrix.page>.

²⁶ Examples include training delivered at the command, the Legal Bureau, and the Police Academy.

²⁷ Issued by the commanding officer and may include a penalty ranging from warning and admonishment up to the officer forfeiting five vacation days.

²⁸ Issued by the commanding officer and may include a penalty ranging from warning and admonishment up to the officer forfeiting ten vacation days.

²⁹ Leads to a prosecutorial process in which officer may either plead guilty or go to trial before the NYPD Deputy Commissioner of Trials or an Assistant Deputy Commissioner of Trials.

After the Board sends its discipline recommendation to the Police Commissioner, the case against that officer can be resolved in one of the following ways:

1. If the Board recommends Instructions,³⁰ Formalized Training, Command Discipline A, or Command Discipline B:
 - a. The recommendation is sent to the Department Advocate’s Office, the unit within the NYPD that reviews the CCRB’s disciplinary recommendations.
 - b. The Police Commissioner determines what discipline to impose, if any.
 - c. If the Police Commissioner chooses not to impose discipline, or imposes a lesser penalty than recommended, the CCRB is informed in writing of the reason for the decision.³¹
2. If the Board recommended Charges and Specifications:
 - a. The Police Commissioner can retain the case and choose whether to impose discipline.³²
 - b. The officer can accept a guilty plea, subject to Police Commissioner approval.³³
 - c. The officer can be prosecuted by the APU at an administrative trial. The Police Commissioner can accept or reject the trial verdict and decide whether to impose discipline.

POLICE COMMISSIONER DOWNWARD DEPARTURE LETTERS

As a result of the November 2019 amendments to the New York City Charter, the Police Commissioner must submit a letter to the CCRB explaining any downward departures from the Board’s discipline recommendations.³⁴ While these letters had always been submitted for APU cases, the Charter amendment extended this requirement to all CCRB cases.

³⁰ With the adoption of the NYPD’s Disciplinary Matrix, the Board no longer issues “Instructions” as a discipline recommendation.

³¹ This letter differs from the letter sent when the Police Commissioner deviates from the Board’s recommendation.

³² Pursuant to a 2012 Memorandum of Understanding (MOU) between the CCRB and the NYPD, the Police Commissioner can retain a case when the Police Commissioner determines that the APU’s prosecution of a case would be detrimental to the NYPD’s disciplinary process. The MOU can be found here: https://www1.nyc.gov/assets/ccrb/downloads/pdf/about_pdf/apu_mou.pdf.

³³ The APU may reach an agreed upon disposition with the subject officer that is different from the Board’s recommendation if there are new aggravating or mitigating facts.

³⁴ New York City Charter § 440(d)3.

Figure 33: Complaints Substantiated & Officers with Substantiated Allegations

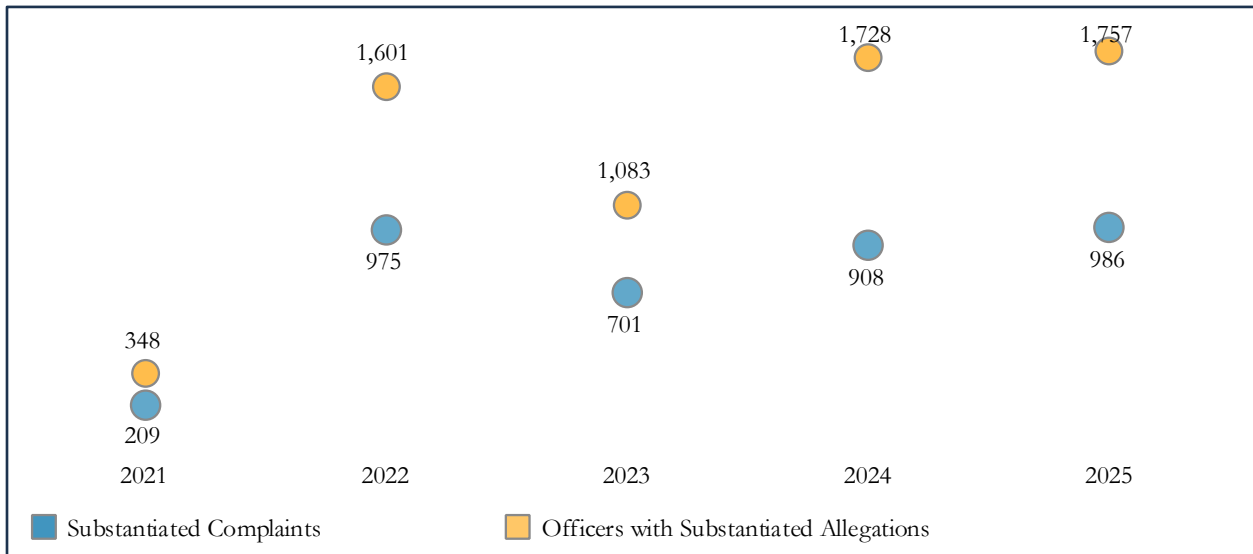


Figure 34: Board Recommendations for Officers with Substantiated Allegations

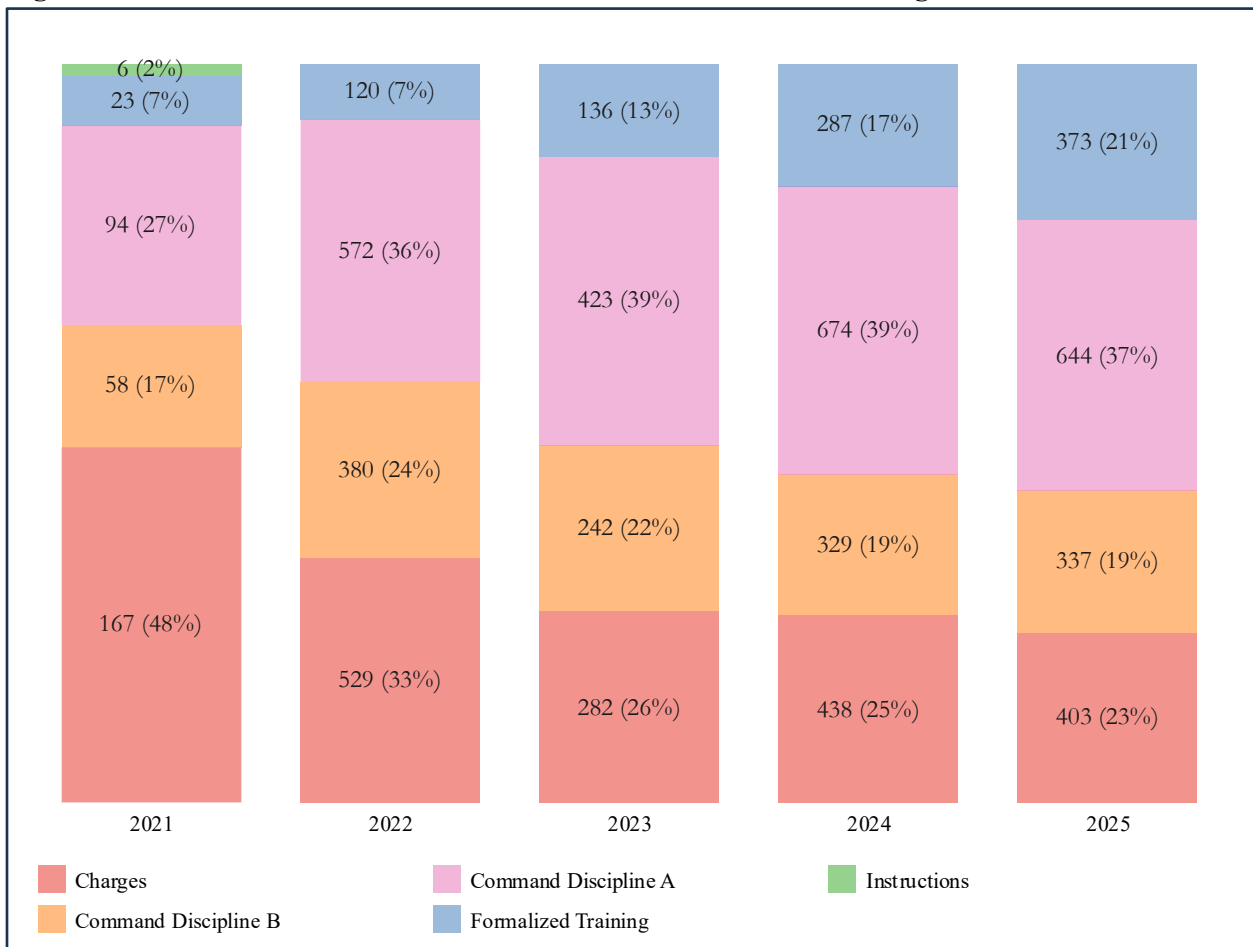
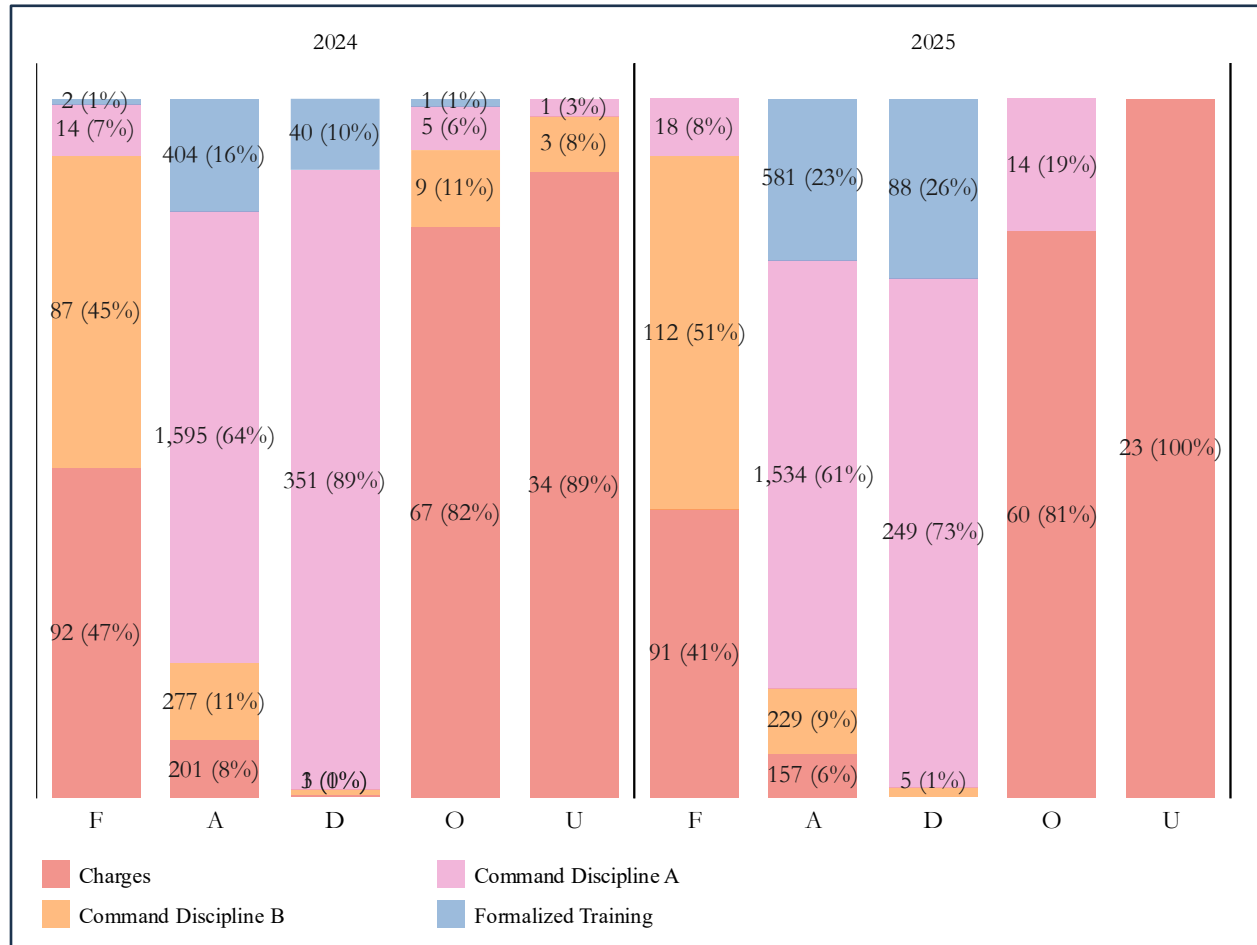


Figure 35: Board Disciplinary Recommendations by Substantiated FADO&U Allegations



NYPD DISCIPLINARY DECISIONS IN NON-CHARGES CASES

When the Board recommends Command Discipline B, Command Discipline A, or Formalized Training, the case is handled by the NYPD's Department Advocate's Office (DAO). DAO reports the final disposition of each case, along with the discipline imposed by the Police Commissioner, if any, back to the CCRB.

DAO case outcomes in non-charges cases are shown in Figure 36 on the following page. Explanations of some of the terms used in Figure 36 are as follows:

1. "Closed Administratively" – the officer's conduct was previously adjudicated, or is currently being adjudicated, by DAO.
 - a. Prior to 2021, DAO did not report the final outcome of previously adjudicated cases.
 - b. Final outcomes are not reported while a case is being adjudicated by DAO.
 - c. Where no final outcome was reported to the CCRB, the case appears as "Closed Administratively: No penalty reported."
2. "Guilty – DCT" and "No Disciplinary Action – DCT Not Guilty/Dismissed" – reference a guilty or not guilty verdict by an NYPD trial commissioner where charges were filed because the officer refused to accept a Command Discipline A/B penalty issued by the Police Commissioner.
 - a. Officers have the right to refuse a Command Discipline penalty and opt for a trial.
 - b. As of 2022, these cases are prosecuted by the APU.
3. "No Disciplinary Action – DUP" – the Department chose not to take any disciplinary action.
 - a. "DUP" stands for "Department Unable to Prosecute."
4. "No Disciplinary Action – Short SOL" – the Department did not pursue discipline because DAO felt that the Board's discipline recommendation was made too close to the expiration of the statute of limitations (SOL) period.
 - a. DAO closed an unusually large number of cases as "No Disciplinary Action – Short SOL" in 2022.
 - b. These cases are discussed in greater detail in the following section (see Figure 37 and Figure 38).

Figure 36: Department Advocate’s Office Outcomes by Board Discipline Recommendation

		2021	2022	2023	2024	2025
Substantiated (Command Discipline B)	Command Discipline - B (Formalized Training)					2 (0%)
	Command Discipline - B: Detail not reported	12 (4%)	4 (1%)	12 (1%)	5 (0%)	54 (4%)
	Command Discipline - B: Vacation < 6 days	10 (3%)	35 (4%)	87 (11%)	55 (4%)	159 (13%)
	Command Discipline - B: Vacation >= 6 days	4 (1%)	9 (1%)	5 (1%)	2 (0%)	14 (1%)
	Dismissal Probation 365 days / Suspension: 25 days / Vacation: ...					1 (0%)
	Guilty - DCT: Vacation < 10 days	1 (0%)	1 (0%)			
	Guilty - DCT: Vacation >= 10 days	1 (0%)	3 (0%)			
	Command Discipline - A (Formalized Training)					2 (0%)
	Command Discipline - A: Detail not reported	4 (1%)				
	Command Discipline - A: Vacation < 6 days	1 (0%)	8 (1%)	2 (0%)	7 (1%)	4 (0%)
	Formalized Training/Instructions	7 (2%)	13 (2%)	2 (0%)	1 (0%)	
	No Disciplinary Action - DCT Not Guilty/Dismissed	1 (0%)				
	No Disciplinary Action - DUP	12 (4%)	33 (4%)	45 (6%)	15 (1%)	26 (2%)
	No Disciplinary Action - Short SOL	11 (3%)	143 (18%)	113 (14%)	255 (20%)	32 (3%)
	Closed Administratively (Command Discipline - A)		2 (0%)	3 (0%)	1 (0%)	
	Closed Administratively (Command Discipline - A) / Instructions					1 (0%)
	Closed Administratively (Command Discipline - B)					1 (0%)
	Closed Administratively (Instructions)		1 (0%)		2 (0%)	1 (0%)
	Closed Administratively: Detail not reported	3 (1%)				
	Closed Administratively: Suspension/Probation		1 (0%)			
	No Disciplinary Action - SOL Expired	1 (0%)	8 (1%)	8 (1%)		4 (0%)
Retired/Resigned	3 (1%)	7 (1%)	6 (1%)	2 (0%)	2 (0%)	
Substantiated (Command Discipline A)	Command Discipline - A: Detail not reported	70 (22%)	165 (21%)	174 (22%)	124 (10%)	373 (30%)
	Command Discipline - A: Vacation < 6 days	6 (2%)	41 (5%)	44 (5%)	36 (3%)	117 (9%)
	Command Discipline - B: Detail not reported	5 (2%)				
	Guilty - DCT: Vacation < 10 days	2 (1%)	1 (0%)			
	Vacation: 5 days / Formalized Training					1 (0%)
	Formalized Training/Instructions	5 (2%)	2 (0%)	6 (1%)		1 (0%)
	No Disciplinary Action - DCT Not Guilty/Dismissed		1 (0%)			
	No Disciplinary Action - DUP	4 (1%)	9 (1%)	11 (1%)	6 (0%)	8 (1%)
	No Disciplinary Action - Short SOL	18 (6%)	192 (25%)	139 (17%)	507 (39%)	103 (8%)
	Closed Administratively (Command Discipline - A)		1 (0%)	2 (0%)	6 (0%)	9 (1%)
	Closed Administratively (Command Discipline - B)	2 (1%)	2 (0%)	1 (0%)	1 (0%)	1 (0%)
	Closed Administratively (Instructions)		6 (1%)	4 (0%)	3 (0%)	7 (1%)
	Closed Administratively: Detail not reported	3 (1%)	2 (0%)	1 (0%)		
	No Disciplinary Action - SOL Expired		23 (3%)	10 (1%)	5 (0%)	
Retired/Resigned	5 (2%)	17 (2%)	16 (2%)	6 (0%)	3 (0%)	
Substantiated (Training/ Instructions)	Command Discipline - A: Vacation < 6 days	2 (1%)		1 (0%)	1 (0%)	
	Formalized Training/Instructions	114 (36%)	34 (4%)	89 (11%)	109 (8%)	322 (26%)
	No Disciplinary Action - DUP	1 (0%)	1 (0%)	3 (0%)	3 (0%)	
	No Disciplinary Action - Short SOL	3 (1%)	9 (1%)	9 (1%)	128 (10%)	
	Closed Administratively (Command Discipline - B)			1 (0%)		
	Closed Administratively (Instructions)			2 (0%)	1 (0%)	2 (0%)
	Closed Administratively: Detail not reported	2 (1%)		1 (0%)		
	No Disciplinary Action - SOL Expired		5 (1%)	5 (1%)	1 (0%)	
	Retired/Resigned	3 (1%)	4 (1%)	3 (0%)	2 (0%)	5 (0%)

 Concurrence	 Non-Concurrence w/out Discipline
 Non-Concurrence w/ Discipline	 Not Adjudicated

STATUTE OF LIMITATIONS & NYPD’S “SHORT SOL” DISCIPLINARY DECISIONS

Under Civil Service Law § 75(4), disciplinary proceedings for misconduct generally must be commenced within 18 months of the incident.³⁵ In 2024, DAO reported 890 cases as “No Disciplinary Action – Short SOL,” meaning that the Department could not pursue disciplinary proceedings against an officer because the Board’s discipline recommendation was made too close to the expiration of the statute of limitations (SOL) period. This practice continued in the first quarter of 2025 when 128 cases were closed without discipline due to “Short SOL” decisions. Police Commissioner Tisch ended the Department’s use of “Short SOL” dismissals in the second quarter of 2025.

As shown in Figure 37, in 2025, the CCRB substantiated allegations against 1,109 officers in complaints that were closed within 60 days of the SOL expiration.

Figure 37: Officers with Substantiated Allegations in Complaints Closed < 60 Days Prior to SOL

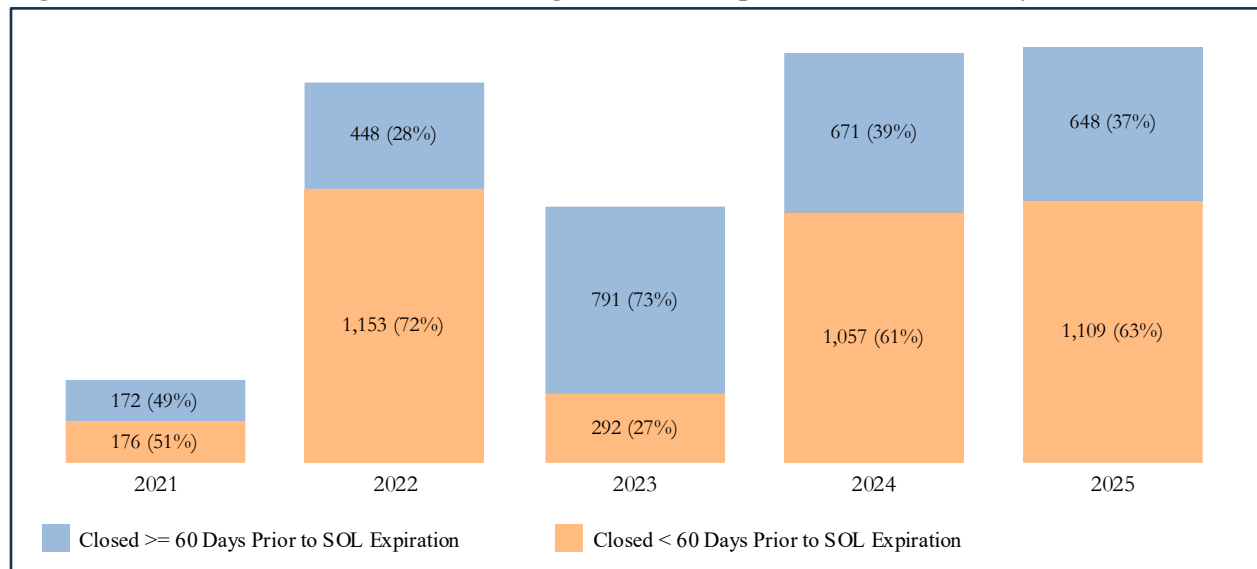


Figure 38: “Short SOL” Decisions Returned by Days to SOL Expiration

	2021		2022		2023		2024		2025	
	MOS w/SQF Sub	All MOS w/Sub	MOS w/SQF Sub	All MOS w/Sub	MOS w/SQF Sub	All MOS w/Sub	MOS w/SQF Sub	All MOS w/Sub	MOS w/SQF Sub	All MOS w/Sub
03 ≤ Days < 05			0	8						
05 ≤ Days < 10	1	3	2	16	0	4			0	0
10 ≤ Days < 20	3	7	23	149	12	68	2	17	0	0
20 ≤ Days < 30	1	7	3	70	6	33	5	49	0	33
30 ≤ Days < 40	0	4	9	64	0	26	15	128	3	81
40 ≤ Days < 50	2	9	8	31	3	21	14	194	1	19
50 ≤ Days < 60	0	2	0	6	2	24	27	165	0	0
60 ≤ Days < 90	0	0	0	0	8	85	42	337	0	1
90 ≤ Days	0	0	0	0	0	0	0	0	0	0
Total	7	32	45	344	31	261	105	890	4	134

³⁵ During the COVID crisis, Emergency Executive Orders issued by the Governor tolled most statutory time limits from March 20 to November 3, 2020.

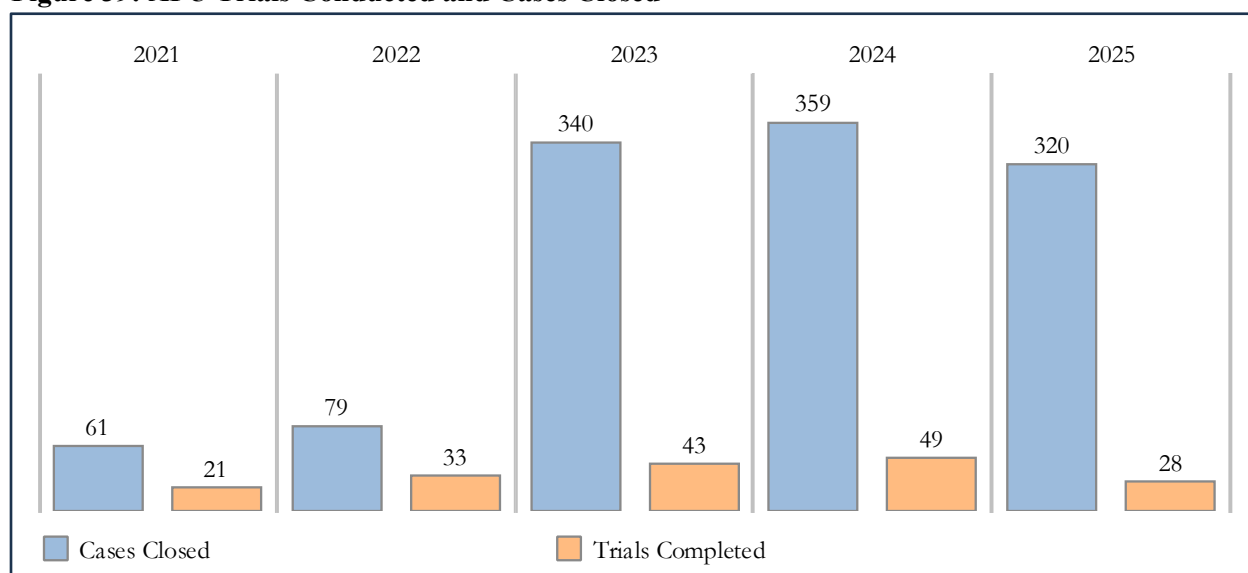
ADMINISTRATIVE PROSECUTION UNIT

When the Board substantiates a misconduct allegation(s) and recommends Charges and Specifications, in most instances the case is prosecuted by the CCRB’s Administrative Prosecution Unit (APU) pursuant to a 2012 Memorandum of Understanding (MOU) between the CCRB and the NYPD.³⁶ The Police Commissioner may retain a case under the limited circumstances specified in paragraph 2 of the MOU.³⁷

The APU prosecutes cases before the NYPD Deputy Commissioner of Trials (DCT) or an Assistant Deputy Commissioner of Trials (ADCT). The member of service (MOS) can accept a plea offer in lieu of a trial. If the MOS goes to trial and is found guilty, the NYPD trial commissioner will recommend a penalty. The Police Commissioner may accept, reject, or modify any plea agreement, trial verdict, or penalty recommendation.

The APU treats each officer against whom an allegation is substantiated as a separate case.³⁸ A single CCRB complaint may generate more than one APU case depending on the number of officers against whom the Board recommends Charges and Specifications.

Figure 39: APU Trials Conducted and Cases Closed



³⁶ The full text of the MOU, which was signed in 2012 and became effective in 2013, can be found here: https://www1.nyc.gov/assets/ccrb/downloads/pdf/about_pdf/apu_mou.pdf.

³⁷ Paragraph 2 of the MOU states:

...in those limited instances where the Police Commissioner determines that CCRB’s prosecution of Charges and Specifications in a substantiated case would be detrimental to the Police Department’s disciplinary process, the Police Commissioner shall so notify CCRB. Such instances shall be limited to such cases in which there are parallel or related criminal investigations, or when, in the case of an officer with no disciplinary history or prior substantiated CCRB complaints, based on such officer’s record and disciplinary history the interests of justice would not be served.

³⁸ The APU treats each officer’s substantiated allegations as a separate “case.” All APU data discussed in this Report uses the same terminology. While there may be trials or incidents that involve multiple officers, the word “case” should be interpreted as “case against a single officer.”

APU CASE CLOSURES

APU cases can close in one of four ways: (1) trial; (2) plea bargain; (3) Police Commissioner retention; and (4) “Other.”

Cases are typically closed as “Other” when the incident has already been subject to a disciplinary review by the Department or the officer left the Department before the disciplinary process was complete.

Figure 40: APU Case Outcomes

		2021	2022	2023	2024	2025
Trial	Guilty after trial-PC Approved: Dismissal Probation	1 (2%)				
	Guilty after trial-PC Approved: Forfeit Vacation >= CCRB Reqstd Days	3 (5%)	2 (3%)	3 (1%)	8 (2%)	4 (1%)
	Guilty after trial-PC Approved: Suspension 10 days / Forfeit vacation 10 days	1 (2%)		1 (0%)		
	Guilty after trial-PC Approved: Dismissal Probation < CCRB Reqstd		1 (1%)			
	Guilty after trial-PC Approved: Forfeit Vacation < CCRB Reqstd Days	9 (15%)	3 (4%)	6 (2%)	20 (6%)	5 (2%)
	Guilty after trial-PC Approved: Formalized Training				3 (1%)	1 (0%)
	Guilty after trial-PC Approved: Suspension < CCRB Reqstd	1 (2%)			1 (0%)	
	Trial verdict reversed by PC, Guilty: Forfeit vacation 5 days				1 (0%)	
	Dismissed by Police Commissioner: No penalty		2 (3%)		3 (1%)	
	Not guilty after trial-PC Approved: No penalty	6 (10%)	10 (13%)	22 (6%)	30 (8%)	14 (4%)
Trial verdict reversed by PC, Not Guilty: No penalty	4 (7%)	1 (1%)	1 (0%)	1 (0%)	2 (1%)	
Plea	Plea Renegotiated by PC: Forfeit vacation 1 days			1 (0%)		
	Plea Renegotiated by PC: Forfeit vacation 10 days			1 (0%)		
	Plea Renegotiated by PC: Forfeit vacation 3 days / Command Discipline A			1 (0%)		
	Plea Renegotiated by PC: Suspension 10 days			1 (0%)		
	Plea set aside, Comm. Disc. B: Forfeit vacation 10 days / Command Discipline B			1 (0%)	1 (0%)	1 (0%)
	Plea set aside, Comm. Disc. B: Forfeit vacation 5 days / Command Discipline B			1 (0%)		1 (0%)
	Plea set aside, Comm. Disc. B: Forfeit vacation 6 days / Command Discipline B				3 (1%)	
	Plea set aside, Formalized Training: Command Discipline A / Formalized Training			1 (0%)	1 (0%)	
	Plea set aside, Formalized Training: Formalized Training			11 (3%)	2 (1%)	5 (2%)
	Resolved by plea: Command Discipline A / Formalized Training					1 (0%)
	Resolved by plea: Command Discipline B				1 (0%)	
	Resolved by plea: Command Discipline B 10 days				1 (0%)	
	Resolved by plea: Dismissal Probation			3 (1%)	1 (0%)	
	Resolved by plea: Forced Separation / Forfeit vacation 26 days			1 (0%)		
	Resolved by plea: Forfeit vacation <= 10 days	4 (7%)	7 (9%)	45 (13%)	101 (28%)	106 (33%)
	Resolved by plea: Forfeit vacation > 10 days	1 (2%)	7 (9%)	12 (4%)	20 (6%)	11 (3%)
	Resolved by plea: Suspension		1 (1%)			
	Resolved by plea: Suspension 15 days / Forfeit vacation 15 days				1 (0%)	
Resolved by plea: Training/Instructions			7 (2%)	4 (1%)	89 (28%)	
Plea set aside, Comm. Disc. A: Command Discipline A		3 (4%)	8 (2%)	8 (2%)	2 (1%)	
Plea set aside, Without discipline: No penalty		1 (1%)	8 (2%)	16 (4%)	12 (4%)	
Retained	Retained, with discipline: Command Discipline (A/B)	2 (3%)		5 (1%)	25 (7%)	10 (3%)
	Retained, with discipline: Dismissal Probation	1 (2%)				
	Retained, with discipline: Forfeit vacation <= 10 days		4 (5%)	4 (1%)	27 (8%)	7 (2%)
	Retained, with discipline: Training/Instructions	1 (2%)		1 (0%)	1 (0%)	2 (1%)
	Retained, without discipline: No penalty	6 (10%)	5 (6%)	10 (3%)	35 (10%)	10 (3%)
Other	Charges not servd: No penalty	2 (3%)	2 (3%)	119 (35%)	2 (1%)	
	Department adjudication in process: No penalty					5 (2%)
	Dismissed by APU: No penalty				2 (1%)	
	MOS Deceased: No penalty					1 (0%)
	Other: No penalty	1 (2%)		1 (0%)	6 (2%)	4 (1%)
	Prev. adjudicated, with discipline: CD (A/B) / Training/Inst.	4 (7%)	3 (4%)	2 (1%)	4 (1%)	2 (1%)
	Prev. adjudicated, with discipline: Command Discipline B 5 days				1 (0%)	
	Prev. adjudicated, with discipline: Dismissal Probation	1 (2%)	1 (1%)			
	Prev. adjudicated, with discipline: Forfeit vacation <= 10 days	3 (5%)	2 (3%)	1 (0%)	1 (0%)	2 (1%)
	Prev. adjudicated, with discipline: Forfeit vacation > 10 days	1 (2%)	1 (1%)	1 (0%)	2 (1%)	1 (0%)
	Prev. adjudicated, without discipline: No penalty			1 (0%)		3 (1%)
	Retired / Resigned: Dismissal Probation		1 (1%)			
	Retired / Resigned: Retired/Resigned	9 (15%)	17 (22%)	24 (7%)	23 (6%)	14 (4%)
	SOL Expired in APU: No penalty		1 (1%)	3 (1%)	3 (1%)	
	SOL Expired prior to APU: No penalty		3 (4%)	32 (9%)		2 (1%)
	Terminal Leave, Adjudication Pending No penalty		1 (1%)			
	Terminated: No penalty			1 (0%)		3 (1%)

■ Concurrence	■ Non-Concurrence w/out Discipline
■ Non-Concurrence w/ Discipline	■ Not Adjudicated

CONCURRENCE AND DISCIPLINE RATES

The concurrence rate measures how often the Police Commissioner imposes the same (or more severe) discipline as recommended by the Board. The discipline rate measures how often the Police Commissioner imposes discipline of any kind on officers for whom the Board recommended discipline. Certain “Not Adjudicated” case outcomes, such as when a case was previously adjudicated or when the officer left the force prior to discipline being imposed, do not factor into the concurrence or discipline rate. See Figure 36 and Figure 40 for a complete breakdown of the case outcomes that factor into the concurrence and discipline rates.

Figure 41: Concurrence Rates

	2021			2022			2023			2024			2025		
	Total	Cnt	%	Total	Cnt	%	Total	Cnt	%	Total	Cnt	%	Total	Cnt	%
Non-APU	294	227	77%	704	293	42%	742	412	56%	1,254	332	26%	1,219	1,043	86%
APU	40	10	25%	47	17	36%	155	90	58%	315	144	46%	283	218	77%
CCRB	334	237	71%	751	310	41%	897	502	56%	1,569	476	30%	1,502	1,261	84%

Figure 42: Discipline Rate

	2021			2022			2023			2024			2025		
	Total	Cnt	%	Total	Cnt	%	Total	Cnt	%	Total	Cnt	%	Total	Cnt	%
Non-APU	294	244	83%	704	316	45%	742	422	57%	1,254	340	27%	1,219	1,050	86%
APU	40	24	60%	47	28	60%	155	114	74%	315	230	73%	283	245	87%
CCRB	334	268	80%	751	344	46%	897	536	60%	1,569	570	36%	1,502	1,295	86%

Due to the high number of cases returned as “No Disciplinary Action – Short SOL” in the years 2022-2024, it is helpful to see what the concurrence and discipline rates would be with these cases removed from consideration.

Figure 43: Concurrence Rates Excluding “No Disciplinary Action – Short SOL”

	2021			2022			2023			2024			2025		
	Total	Cnt	%	Total	Cnt	%	Total	Cnt	%	Total	Cnt	%	Total	Cnt	%
Non-APU	262	227	87%	360	293	81%	481	412	86%	366	332	91%	1,084	1,043	96%
APU	40	10	25%	47	17	36%	155	90	58%	315	144	46%	283	218	77%
CCRB	302	237	78%	407	310	76%	636	502	79%	681	476	70%	1,367	1,261	92%

Figure 44: Discipline Rates Excluding “No Disciplinary Action – Short SOL”

	2021			2022			2023			2024			2025		
	Total	Cnt	%	Total	Cnt	%	Total	Cnt	%	Total	Cnt	%	Total	Cnt	%
Non-APU	262	244	93%	360	316	88%	481	422	88%	366	340	93%	1,084	1,050	97%
APU	40	24	60%	47	28	60%	155	114	74%	315	230	73%	283	245	87%
CCRB	302	268	89%	407	344	85%	636	536	84%	681	570	84%	1,367	1,295	95%

SECTION 5: MEDIATION

The New York City Charter mandates that the CCRB offer mediation as an option for resolving allegations of police misconduct. The goal of mediation is to allow civilians and officers the opportunity to voluntarily resolve the issues contained in the complaint by means of a face-to-face meeting with the assistance of a neutral mediator contracted by the CCRB. The mediator guides the session and facilitates a confidential dialogue between the complainant and the member of service about the circumstances leading to the complaint.

Mediation is not offered in all cases because some factors render a complaint unsuitable for the Mediation Program. These include allegations of serious physical injury or property damage, a pending criminal case or a civil lawsuit, or a concurrent Internal Affairs Bureau investigation.

Mediation is complainant-driven and voluntary; a case will only go to the Mediation Unit if the complainant wants to participate in mediation. Investigators are required to fully describe both the mediation process and the investigative process to complainants in mediation-suitable cases. After being provided with both options, the complainant chooses the process in which they want to participate. If the complainant selects mediation, the option is then presented to the officer. Mediations only take place when both the complainant and the officer voluntarily agree to mediate the complaint. Complainants reserve the right to have the case returned to the investigative process if they change their mind prior to mediation or are unsatisfied with the outcome of the mediation.

A mediation session ends when all parties involved agree that they have had an opportunity to discuss the issues in the case. In most mediated cases, the parties resolve the allegations raised in the complaint. After a completed mediation, the complaint is closed as “mediated,” meaning that there will be no further investigation and the officer will not be disciplined. If the mediation is not completed or is unsuccessful, the case is returned to the Investigations Division for a full investigation.

Figure 45: Mediation³⁹ Closures

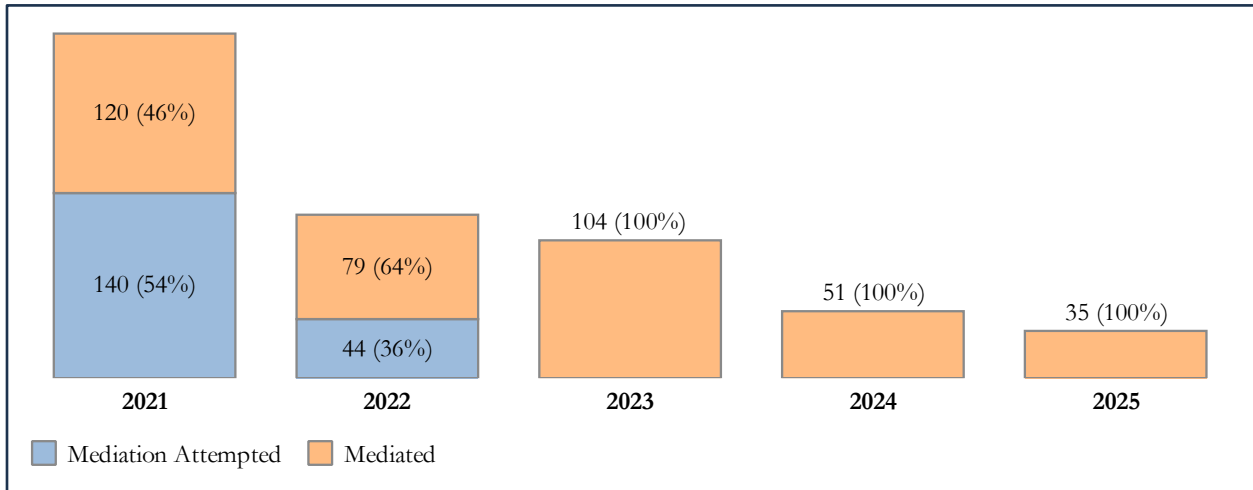
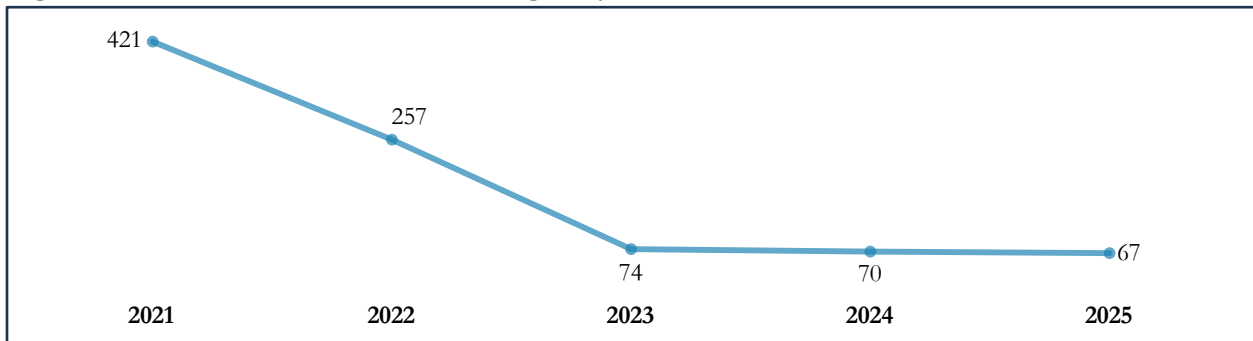
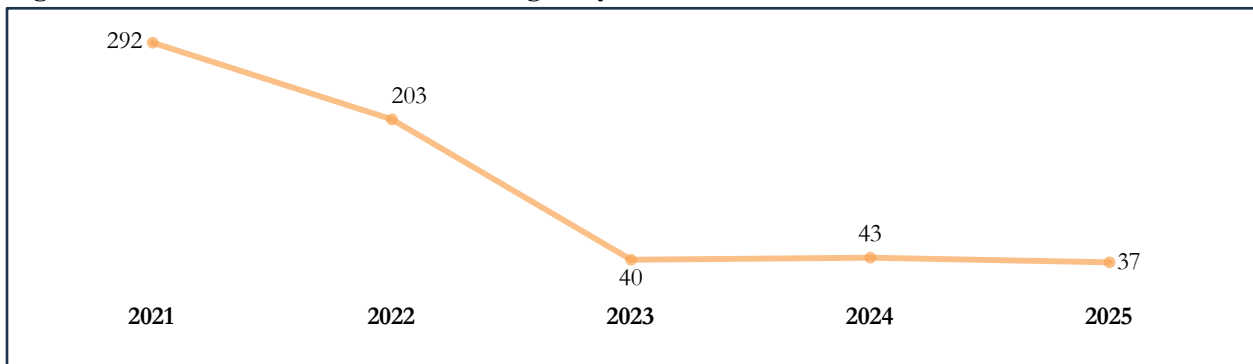


Figure 46: Successful Mediations – Average Days to Close



Mediated complaints often spend considerable time in Investigations before the complainant elects to pursue mediation. In 2025, the Mediation Unit averaged 37 days between the start of the mediation process and its successful conclusion.

Figure 47: Successful Mediations – Average Days in Mediation Unit



³⁹ Prior to 2023, some complaints were also closed as “Mediation Attempted.” This designation was for cases in which both the officer and the civilian agree to mediate, but the civilian either fails to appear twice for a scheduled mediation session without good cause or fails to respond to attempts to schedule a mediation session and does not request that the case be sent back for a full investigation. These cases are now returned to the Investigations Division and are typically closed as “Unable to Investigate.”

Figure 48: Percentage of Cases in which Mediation was Offered

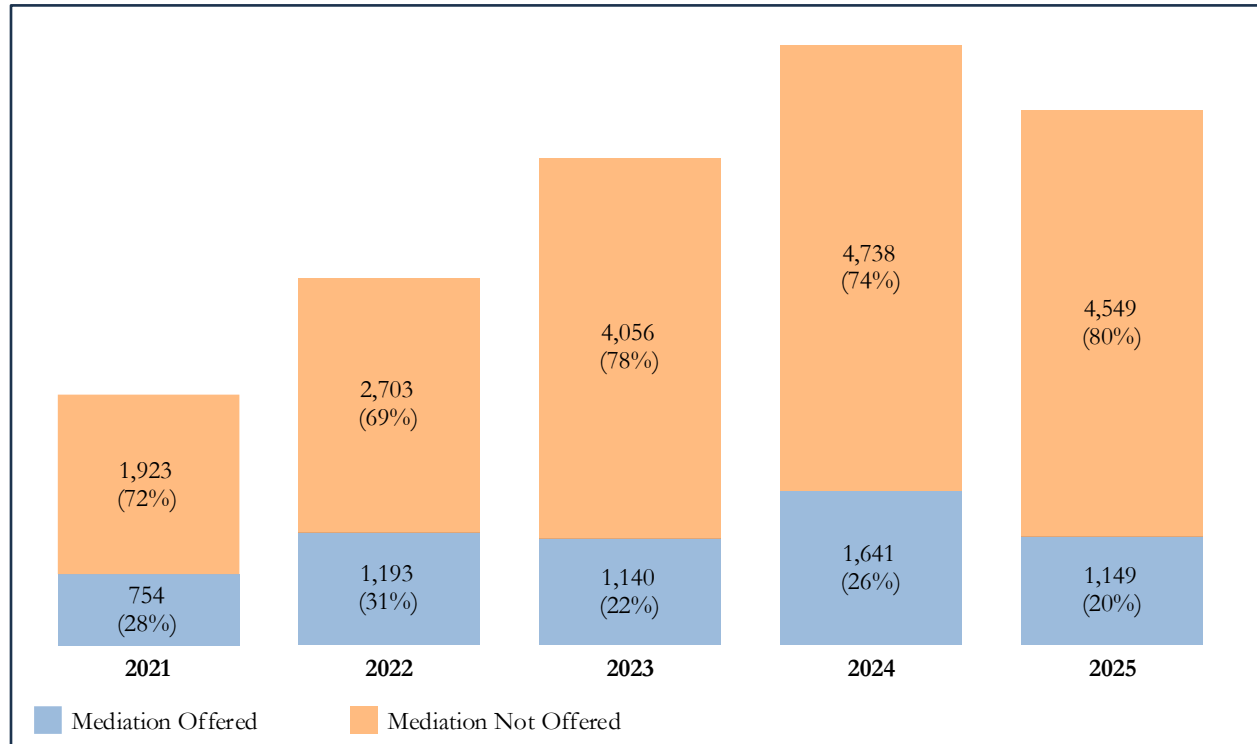


Figure 49: Number of Civilians and MOS that Accepted Mediation When Offered

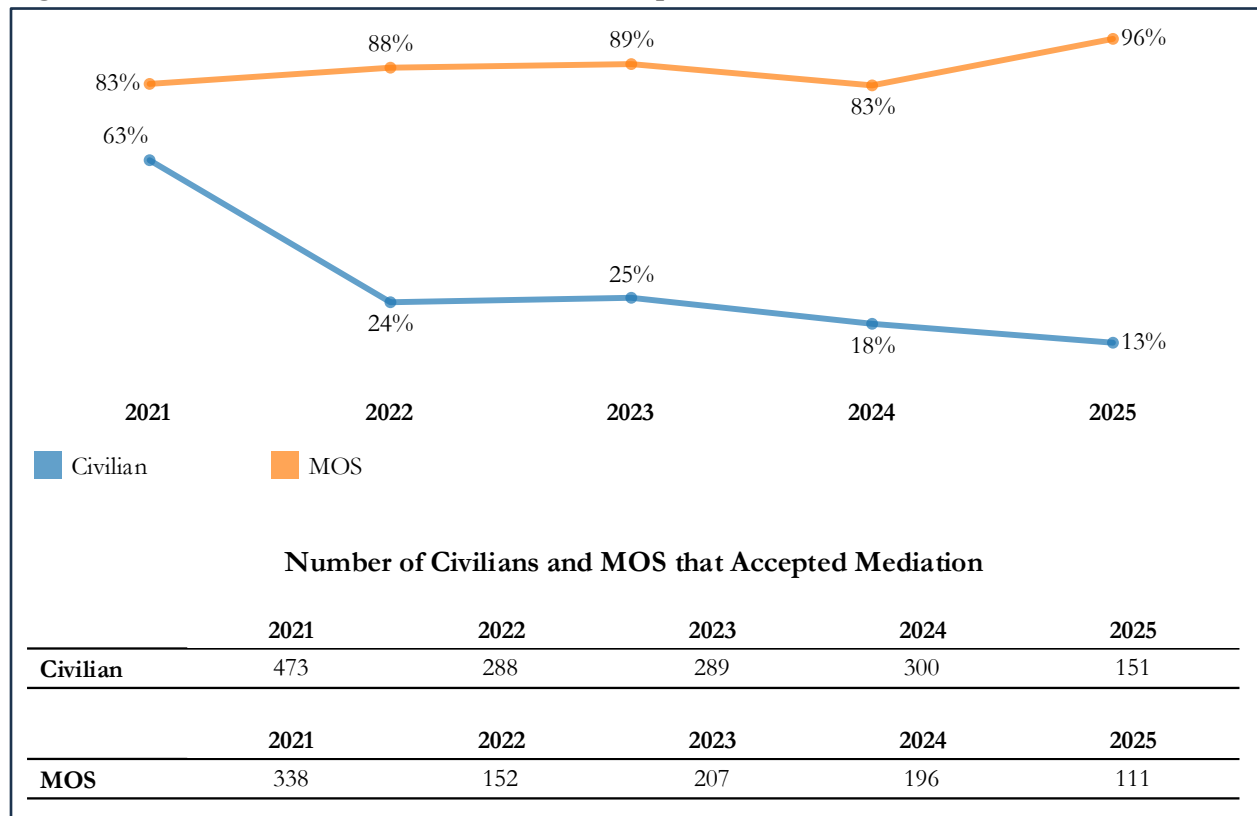
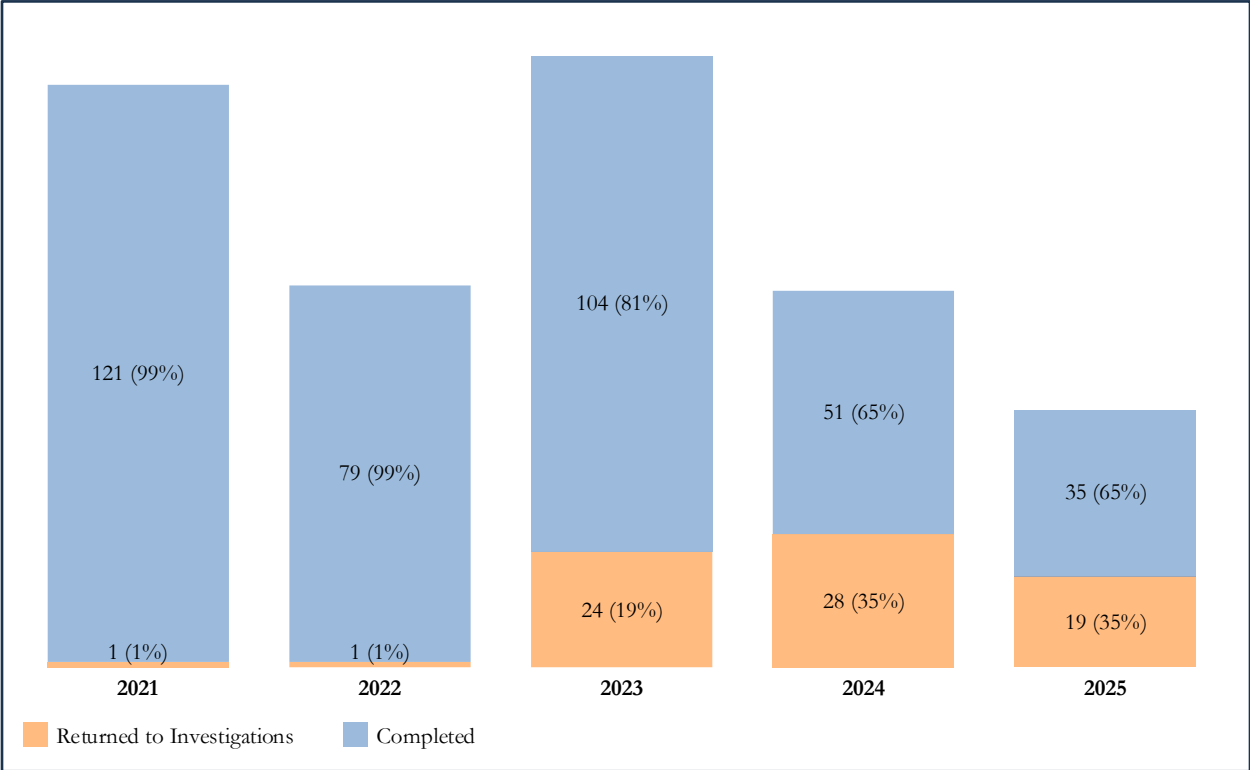


Figure 50: Mediation Completion Rate



SECTION 6: THE IMPACT OF BODY-WORN CAMERA FOOTAGE AND OTHER VIDEO EVIDENCE

In 2013, Judge Shira Scheindlin of the United States District Court for the Southern District of New York, presiding over *Floyd v. City of New York*,⁴⁰ found that the NYPD violated the Fourth and Fourteenth Amendments through its use of unconstitutional stop, question, and frisk practices. The court also found that the NYPD had a “policy of indirect racial profiling” that disproportionately targeted Black and Hispanic individuals for stops. As a result, the court ordered changes to certain policies, practices, and training curricula and appointed a monitor to oversee these reforms. The court also ordered a one-year Body-Worn Camera (BWC) pilot to determine whether BWCs were effective in reducing unconstitutional stops.

From December 2014 through March 2016, the NYPD conducted a small BWC experiment utilizing 54 volunteer police officers. After reviewing the results of this experiment, the NYPD began the larger-scale court-ordered pilot on a precinct-by-precinct basis starting in April 2017. By December 31, 2018, BWCs had been deployed to 15,826 members of service (MOS) across 81 commands.

Today, the NYPD’s BWC program is the largest in the United States with over 24,000 members of the Department equipped with BWCs. In 2025, the CCRB was able to collect BWC footage in 93% of all fully investigated complaints (see Figure 52).

The availability of BWC footage greatly reduces the likelihood that a complaint will be closed as “Unable to Determine” or “Officer Unidentified” (see Figure 53).

⁴⁰ *Floyd v. City of N.Y.*, 959 F. Supp. 2d 540 (S.D.N.Y. 2013).

Figure 51: Complaints With Video

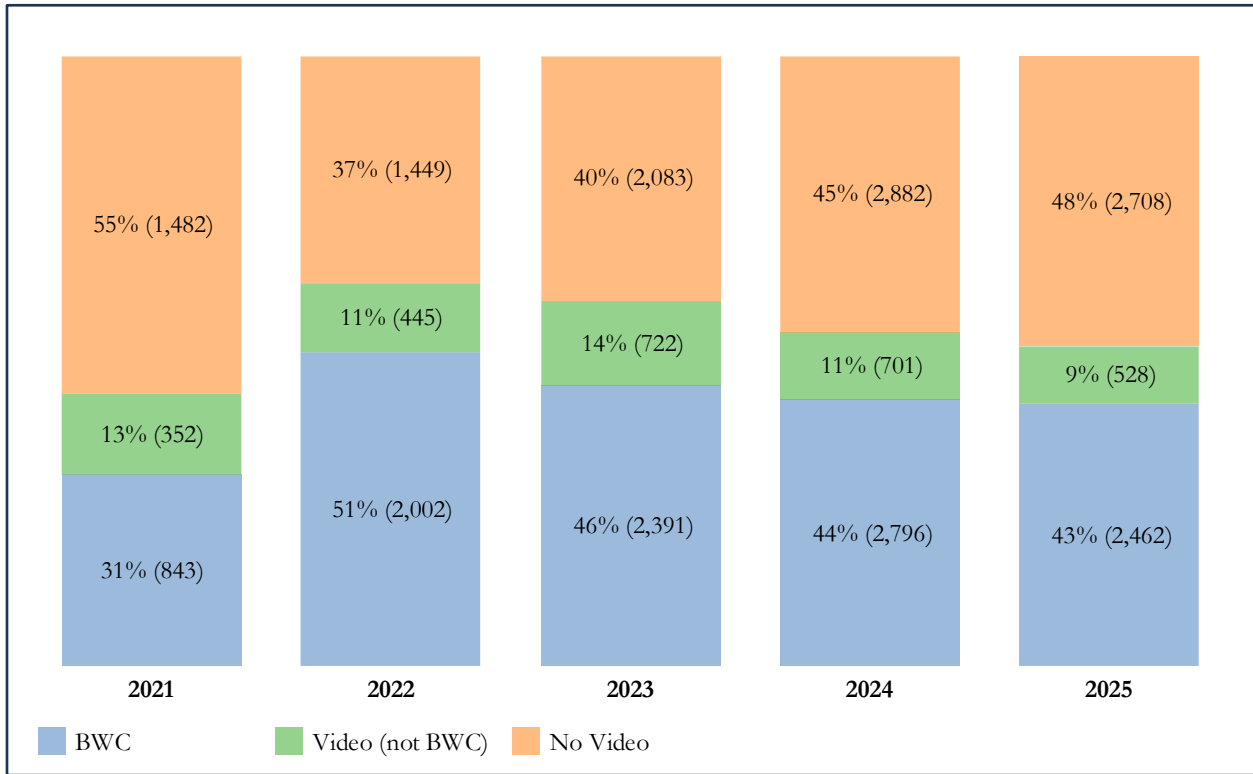
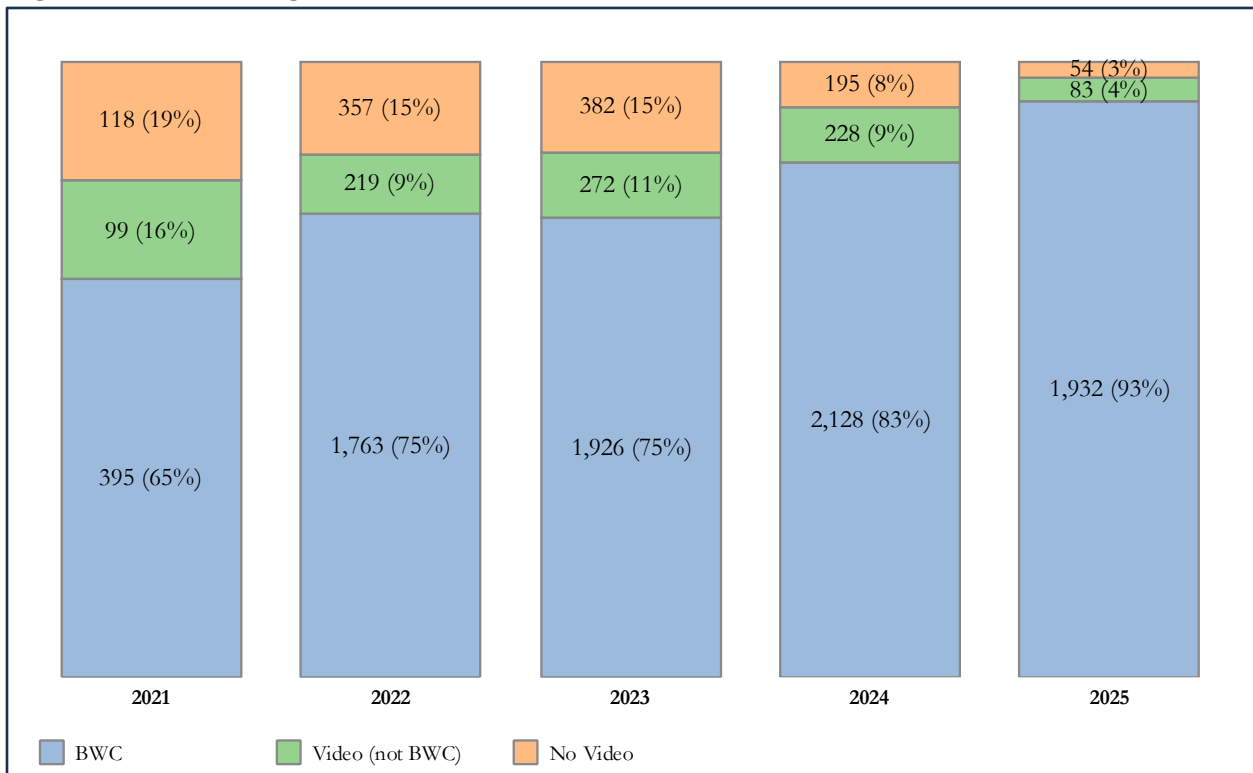


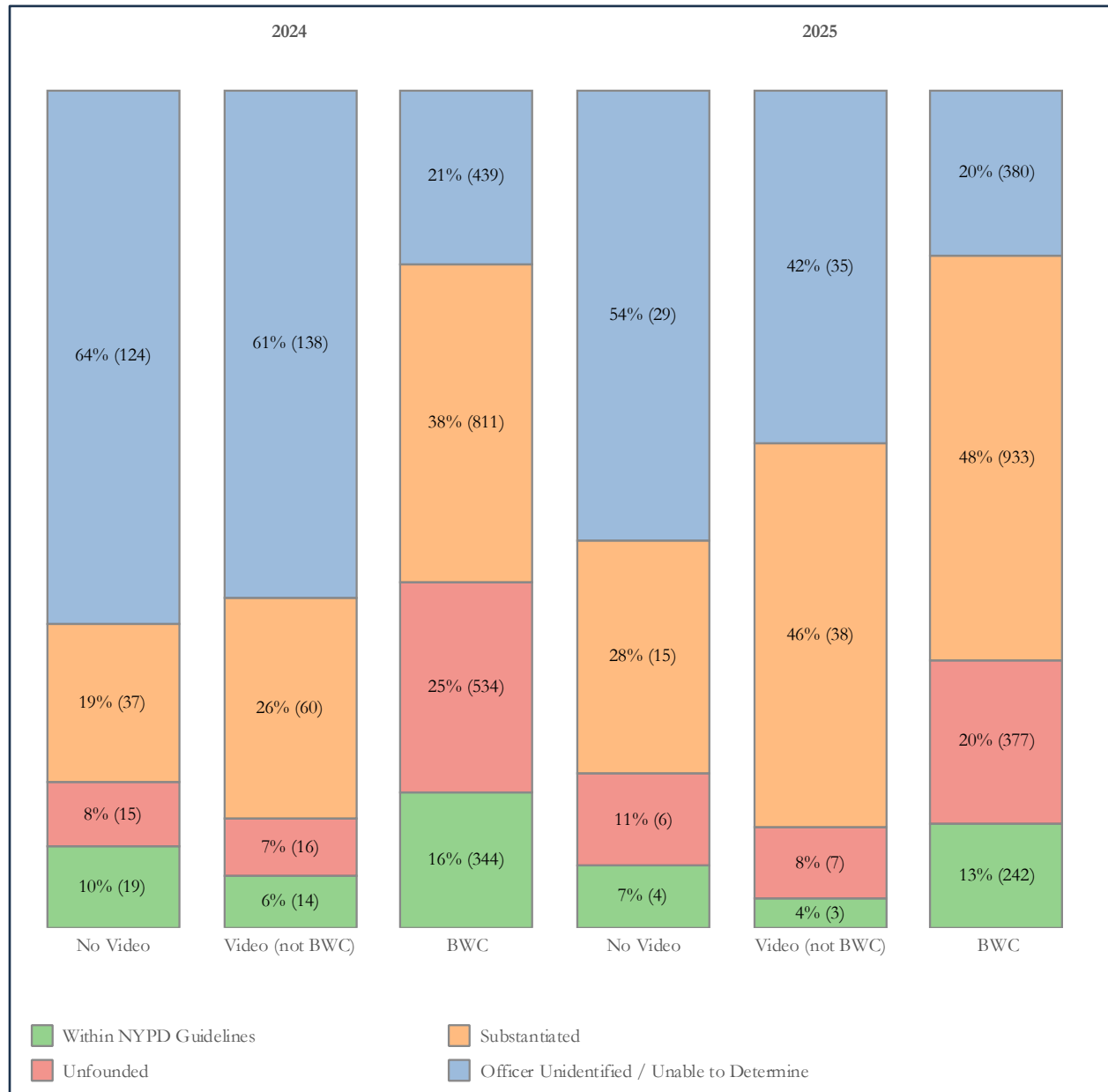
Figure 52: Full Investigations With and Without Video



THE IMPACT OF BWC AND OTHER VIDEO EVIDENCE

The availability of video evidence allows for a more robust interpretation of the circumstances surrounding a police-civilian encounter. Video evidence, especially BWC footage, can have a substantial impact on the outcome of a CCRB investigation, particularly the rate of allegations closed “on the merits” (i.e., Substantiated, Within NYPD Guidelines, or Unfounded).

Figure 53: Impact of Video on Fully Investigated Complaints Closed on the Merits



The availability of BWC evidence has a particularly significant impact on the Board’s ability to decide Discourtesy and Offensive Language allegations on the merits. In the absence of video, and any accompanying audio, the Board often has no means of resolving the conflicting statements of officers and complainants about what was said during an encounter.

Figure 54: Impact of Video on Allegation Closures on the Merits by FADO

FADO Type	Board Disposition	2023						2024						2025					
		No Video		Video (not BWC)		BWC		No Video		Video (not BWC)		BWC		No Video		Video (not BWC)		BWC	
Force	Officer UnId'd / Unable to Determine	94	79%	60	50%	359	14%	61	74%	67	44%	465	15%	22	76%	25	47%	493	13%
	Substantiated	2	2%	8	7%	133	5%			9	6%	186	6%			2	4%	219	6%
	Within NYPD Guidelines	16	13%	43	36%	1356	53%	19	23%	60	39%	1675	53%	6	21%	21	40%	2139	56%
	Unfounded	7	6%	9	8%	700	27%	2	2%	16	11%	842	27%	1	3%	5	9%	959	25%
Abuse of Authority	Officer UnId'd / Unable to Determine	565	70%	408	64%	1198	20%	307	65%	481	63%	1667	20%	134	68%	178	53%	1748	20%
	Substantiated	38	5%	105	17%	1226	20%	75	16%	157	20%	2245	27%	21	11%	107	32%	2373	27%
	Within NYPD Guidelines	174	22%	106	17%	2571	42%	76	16%	96	13%	2812	34%	24	12%	35	10%	3052	35%
	Unfounded	25	3%	16	3%	1066	18%	14	3%	32	4%	1611	19%	18	9%	18	5%	1632	19%
Discourtesy	Officer UnId'd / Unable to Determine	191	89%	142	88%	338	31%	71	81%	106	75%	359	26%	21	78%	39	85%	322	25%
	Substantiated	10	5%	13	8%	282	26%	5	6%	20	14%	370	27%	1	4%	4	9%	337	26%
	Within NYPD Guidelines	7	3%	1	1%	219	20%	2	2%	8	6%	291	21%	2	7%	1	2%	317	25%
	Unfounded	7	3%	6	4%	260	24%	10	11%	7	5%	362	26%	3	11%	2	4%	310	24%
Offensive Language	Officer UnId'd / Unable to Determine	53	95%	27	100%	86	41%	27	84%	36	95%	108	35%	10	91%	15	100%	114	41%
	Substantiated					49	23%	1	3%			81	27%					74	27%
	Within NYPD Guidelines					4	2%					8	3%					5	2%
	Unfounded	3	5%			72	34%	4	13%	2	5%	108	35%	1	9%			83	30%

SECTION 7: OUTREACH AND INTERGOVERNMENTAL AFFAIRS

The CCRB has increased the scope and scale of its Outreach Program in recent years to raise awareness of the Agency’s mission and foster the public’s trust in its investigative process. The Outreach and Intergovernmental Affairs (IGA) Unit now has two directors and a coordinator for each borough who acts as that borough’s main liaison for the Agency.

The Outreach and IGA Unit conducts presentations at schools, public libraries, tenant associations, advocacy organizations, cultural groups, religious organizations, community boards, and precinct community councils, among other groups, in all five boroughs. These presentations provide an overview of the CCRB complaint process, explain the basic legal contours of police encounters, and stress the importance of de-escalation when interacting with the police.

The Outreach and IGA Unit coordinates CCRB’s Youth Advisory Council (YAC), a group consisting of 25 young New Yorkers, aged 10 to 18, who meet monthly to discuss how to improve youth-police relations. The YAC’s new video series, *Sincerely the Youth*, informs New Yorkers about the CCRB, NYC youth experiences with policing, and ways to improve police-community relations.

In 2025, the Outreach and IGA Unit created *CCRB Cares*, a volunteer initiative that combines charitable activity with public education.

Figure 55: Number of Outreach Events

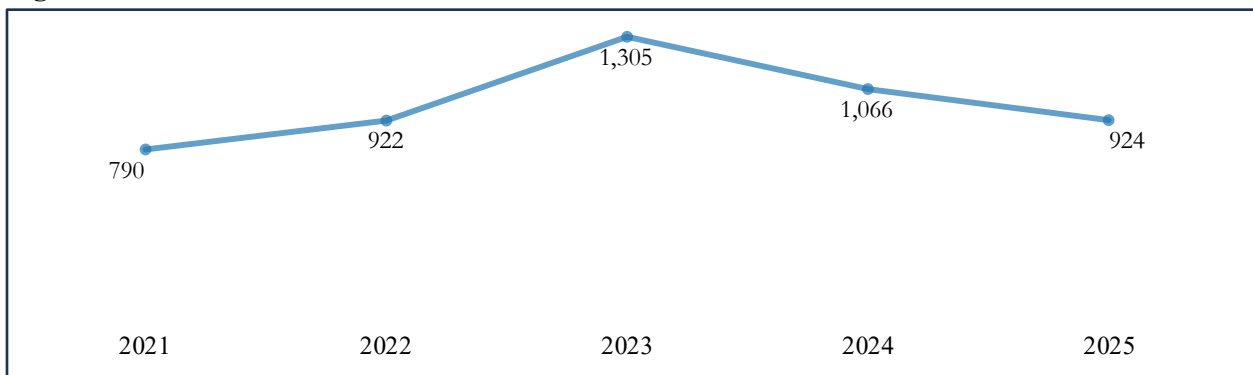


Figure 56: Outreach Events by Borough

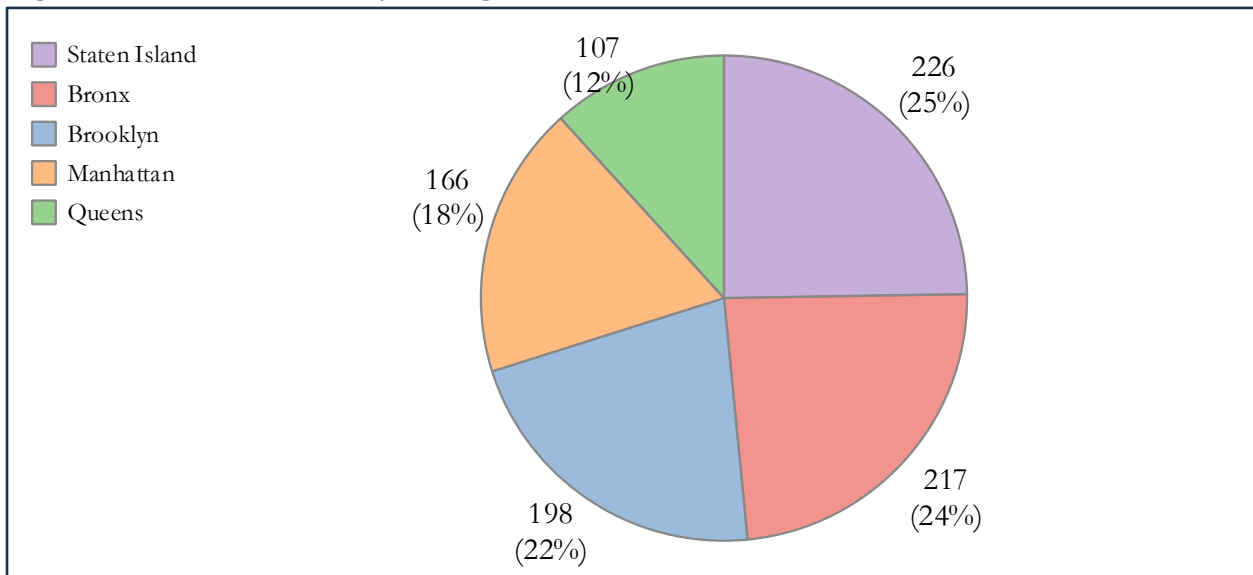
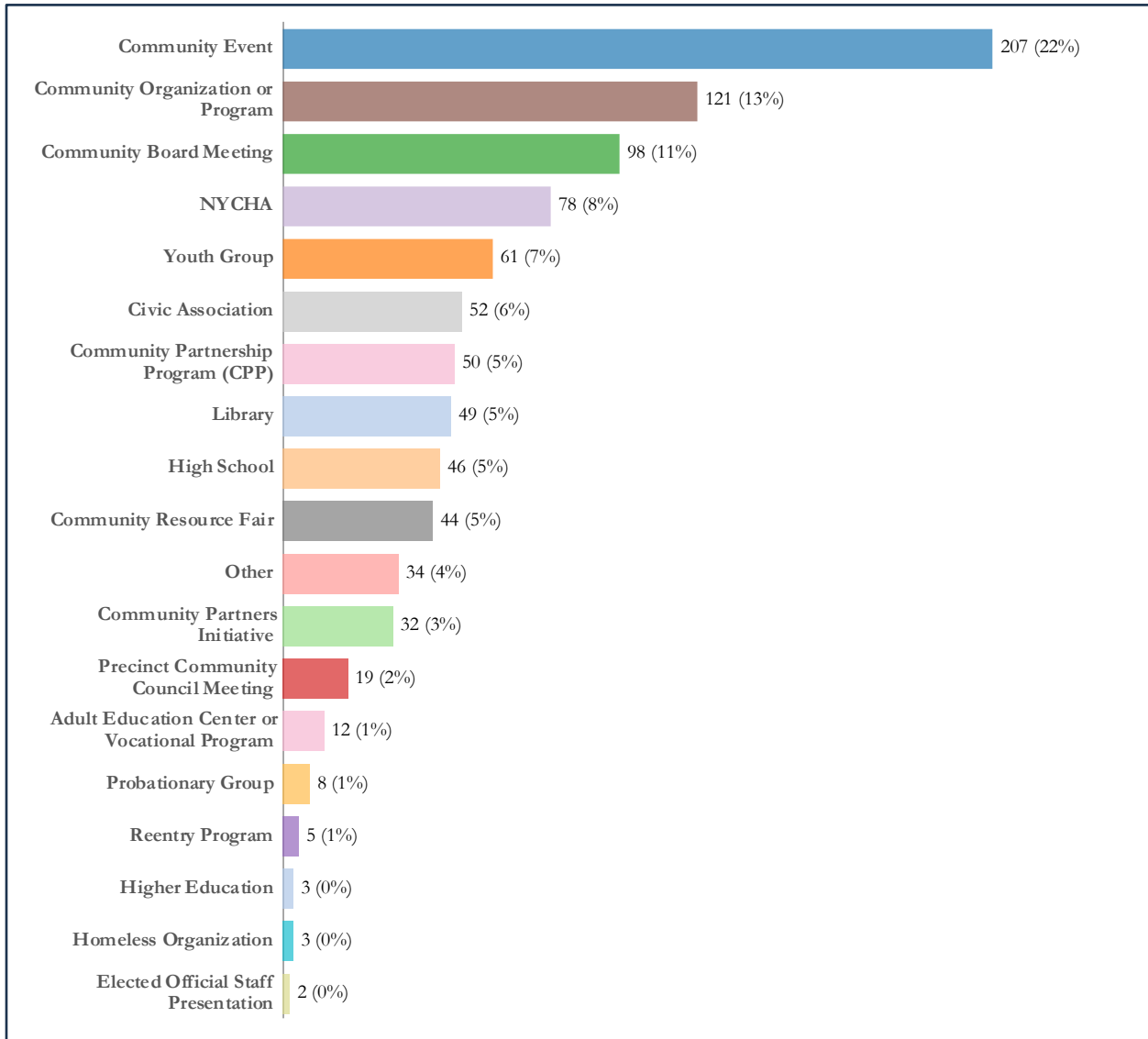


Figure 57: Outreach Events by Specific Organization Type



SECTION 8: CIVILIAN ASSISTANCE UNIT

The CCRB’s Civilian Assistance Unit (CAU) provides services to civilians who require social and psychological support while navigating the investigative process. CAU staff can connect civilians with city-wide support services, accompany them to interviews, mediations and trials, and provide emotional support. In 2022, the CAU received ongoing funding from New York State’s *VOCA Victim and Witness Assistance Grant*, allowing the unit to hire additional staff to address its increasing case load.

Figure 58: Complaints Referred to CAU and Civilians Involved

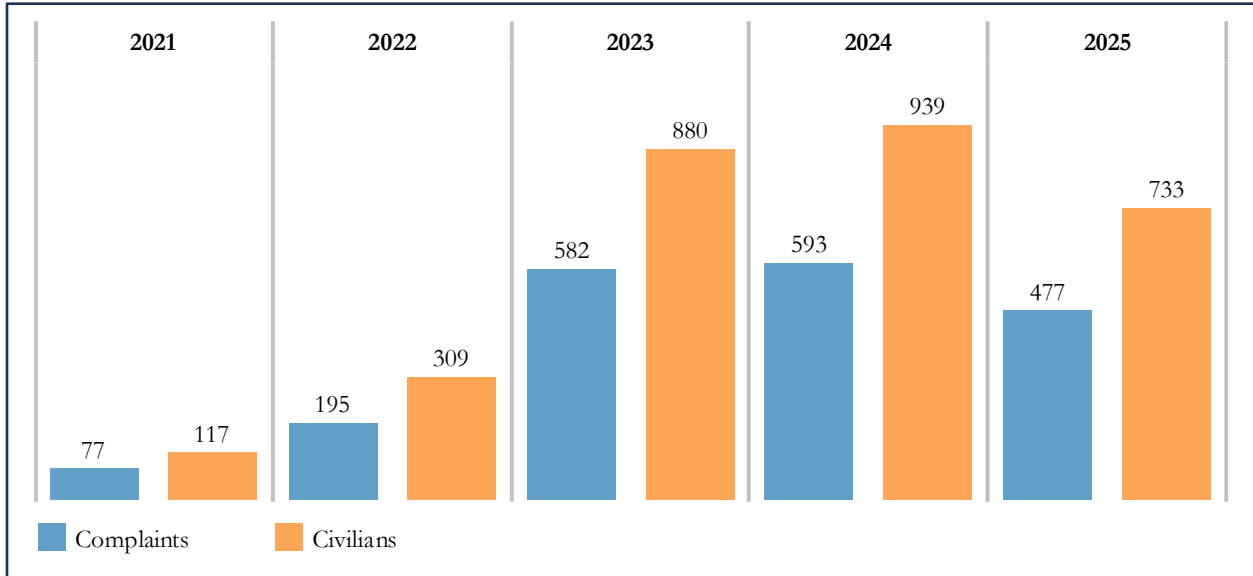


Figure 59: Specific Services Provided by CAU

	2024	2025
Criminal advocacy/accompaniment		2
Crisis intervention	1	20
Emergency financial assistance	1	
Individual advocacy	4,321	4,501
Individual counseling	417	279
Information about the criminal justice process	6	10
Information about victim rights	1,485	1,438
Interpreter services	2	
On-scene crisis response		16
Other legal advice and/or counsel	1	
Performance of medical forensic exam		1
Prosecution interview advocacy		1
Referral to other services	1,416	2,887
Referral to other victim service programs	22	6
Therapy		4
Transportation assistance		5
Vocational or Housing Intervention	1	
Total	7,673	9,170

BACKGROUND OF THE CCRB AND GLOSSARY

The Charter of the City of New York established the CCRB and empowered it to receive and investigate complaints from members of the public concerning misconduct by members of the NYPD. The CCRB is required to conduct its investigations “fairly and independently, and in a manner in which the public and the police department have confidence.” Under the City Charter, the CCRB has jurisdiction to investigate the following categories of police misconduct: **Force**, **Abuse of Authority**, **Discourtesy**, and **Offensive Language**, and **Untruthful Statements**, collectively known as **FADO&U**. The CCRB notes **other possible misconduct** when it uncovers conduct by officers that is outside its jurisdiction but warrants the attention of the Department. Examples of other possible misconduct include failures to enter necessary information in memo books and failures to complete required documentation of an incident.

The **Board** consists of 15 Members, five appointed by the City Council, five appointed by the Mayor, three designated by the Police Commissioner, and one appointed by the Public Advocate. The Chair of the Board is jointly appointed by the Mayor and City Council Speaker. Under the City Charter, the Board must reflect the diversity of the City’s residents and all Members must live in New York City. No Member of the Board may have a law enforcement background, except those designated by the Police Commissioner, who must have had a law enforcement vocation. No Board Member may be a public employee or serve in public office. Board Members serve three-year terms, which can be, and often are, renewed.

The **Executive Director** is appointed by the Board and is the Chief Executive Officer, who is responsible for managing the day-to-day operations of the Agency and overseeing its more than 200 employees. The **Investigations Division** is responsible for investigating allegations of police misconduct and for making investigative findings. The most serious police misconduct cases, for which the Board has substantiated misconduct and recommended discipline in the form of Charges and Specifications, are prosecuted by the **Administrative Prosecution Unit (APU)**. The APU began operating in April 2013, after the CCRB and the NYPD signed a **Memorandum of Understanding** establishing the unit. APU attorneys are responsible for prosecuting and resolving cases before an NYPD Deputy Commissioner of Trials or Assistant Deputy Commissioner of Trials at One Police Plaza.

The Agency also includes a **Mediation** program that works to resolve less serious allegations between a police officer and a civilian. A complainant may **mediate** their case with the subject officer, in lieu of an investigation, with the CCRB providing a neutral, third-party mediator.

The **Outreach and Intergovernmental Affairs Unit** acts as a liaison with various entities and is responsible for intergovernmental relations, outreach presentations, and community events throughout the five boroughs.

The **Civilian Assistance Unit (CAU)** helps individuals navigate the investigative process after filing a CCRB complaint. The CAU is staffed by victim advocates, licensed social workers, and trauma services professionals who empower and support civilian victims and/or witnesses in CCRB complaints who may have experienced trauma following a police encounter. CAU staff members act as an important point of contact to connect vulnerable populations with needed social and psychological support services.

Members of the public who file complaints of alleged misconduct by NYPD officers are referred to as **complainants**. Other civilians involved in the incident are categorized as **victims** or **witnesses**. Officers who are alleged to have committed acts of misconduct are categorized as **subject officers**, while officers who witnessed or were present for the alleged misconduct are categorized as **witness officers**. The **Intake Unit** receives complaints from members of the public, which can be filed in-person, by telephone, voicemail, online, or referred by another agency. When a **complaint** is filed, the CCRB assigns it a unique complaint identification number. The CCRB also refers to complaints as **cases**. A single complaint or case may contain multiple FADO&U **allegations**.

Allegations regarding improper entries, searches, or failures to show a warrant fall within the CCRB's Abuse of Authority jurisdiction. The vast majority of complaints regarding improper entries, searches, or warrant executions involve only a single entry or search, but some complaints involve multiple entries or searches (occurring on the same day or on different days). Each allegation is reviewed separately during an investigation.

During an **investigation**, the CCRB's civilian investigators gather documentary and video evidence, and conduct interviews with complainants, victims, civilian witnesses, subject officers, and witness officers in order to determine whether the allegations occurred and whether they constitute misconduct. At the conclusion of the investigation, a **closing report** is prepared, summarizing the relevant evidence and providing a factual and legal analysis of the allegations. The closing report and investigative file are provided to the Board before it reaches a disposition. A panel of three Board Members (**Board Panel**) reviews the material, makes findings for each allegation, and if any allegations are substantiated, makes recommendations as to the discipline that should be imposed on the subject officers.

The **Disposition** is the Board's finding of the outcome of a case. The Board is required to use a **preponderance of the evidence** standard of proof in evaluating cases. A finding is considered **on the merits** when the CCRB is able to conduct a full investigation and obtain sufficient credible evidence for the Board to reach a factual and legal determination regarding the officer's conduct. In these cases, the Board makes one of the following on the merits findings for each allegation in the case: **Substantiated**, **Within NYPD Guidelines**, or **Unfounded**. Substantiated cases are those where it was proven by a preponderance of evidence that the alleged acts occurred, and the acts constituted misconduct. Within NYPD Guidelines cases are those where it was shown by a preponderance of the evidence that the alleged acts occurred, but the acts did not constitute misconduct. Unfounded cases are those where there was a preponderance of the evidence that the alleged acts did not occur. **Unable to Determine** cases are those where the CCRB was able to conduct a full investigation, but there was insufficient evidence to establish by a preponderance of the evidence whether or not an act of misconduct occurred. In some cases, the CCRB is unable to conduct a full investigation or mediation and must close the case as **Unable to Investigate**.⁴¹ Unable to Determine and Unable to Investigate are not considered on the merits findings.

⁴¹ Fully investigated cases comprise complaints disposed of as Substantiated, Unable to Determine, Within NYPD Guidelines, Unfounded, Officers Unidentified, or Miscellaneous. Miscellaneous cases are those where an officer retires or leaves the Department before the Board receives the case for decision. Unable to Investigate cases are disposed of in one of the following ways: complainant/victim uncooperative, complainant/victim unavailable, and victim unidentified.

CHAPTER 18-A: CIVILIAN COMPLAINT REVIEW BOARD

§440. Public complaints against members of the police department.

(a) It is in the interest of the people of the city of New York and the New York city police department that the investigation of complaints concerning misconduct by officers of the department towards members of the public be complete, thorough and impartial. These inquiries must be conducted fairly and independently, and in a manner in which the public and the police department have confidence. An independent civilian complaint review board is hereby established as a body comprised solely of members of the public with the authority to investigate allegations of police misconduct as provided in this section.

(b) *Civilian complaint review board.*

1. The civilian complaint review board shall consist of 15 members of the public. Members shall be residents of the city of New York and shall reflect the diversity of the city's population. The members of the board shall be appointed as follows: (i) five members, one from each of the five boroughs, shall be appointed by the city council; (ii) one member shall be appointed by the public advocate; (iii) three members with experience as law enforcement professionals shall be designated by the police commissioner and appointed by the mayor; (iv) five members shall be appointed by the mayor; and (v) one member shall be appointed jointly by the mayor and the speaker of the council to serve as chair of the board.
2. No member of the board shall hold any other public office or employment. No members, except those designated by the police commissioner, shall have experience as law enforcement professionals, or be former employees of the New York city police department. For the purposes of this section, experience as a law enforcement professional shall include experience as a police officer, criminal investigator, special agent, or a managerial or supervisory employee who exercised substantial policy discretion on law enforcement matters, in a federal, state, or local law enforcement agency, other than experience as an attorney in a prosecutorial agency.
3. The members shall be appointed for terms of three years. The public advocate shall make the public advocate's first appointment to the board on or before May 6, 2020. The board member so appointed shall assume office on July 6, 2020. The mayor and the speaker of the council shall make their initial joint appointment to the board on or before May 6, 2020. The member so appointed shall serve as the board's chair and shall assume office on July 6, 2020.
4. Members of the board shall serve until their successors have been appointed and qualified. In the event of a vacancy on the board during the term of office of a member by reason of removal, death, resignation, or otherwise, a successor shall be chosen in the same manner as the original appointment within 60 days from the date such vacancy occurred. A member appointed to fill a vacancy shall serve for the balance of the unexpired term. During any period in which the office of the chair is vacant, the mayor shall select a member of the board to serve as interim chair until such vacancy has been filled.

(c) *Powers and duties of the board.*

1. The board shall have the power to receive, investigate, hear, make findings and recommend action upon complaints by members of the public or complaints initiated by the board against members of the police department that allege misconduct involving excessive use of force, abuse of authority including bias-based policing and racial profiling, discourtesy, or use of offensive language, including, but not limited to, slurs relating to race, ethnicity, religion, gender, sexual orientation and disability. The board shall also have the power to investigate, hear, make findings and recommend action regarding the truthfulness of any material official statement made by a

member of the police department who is the subject of a complaint received or initiated by the board, if such statement was made during the course of and in relation to the board's resolution of such complaint. The findings and recommendations of the board, and the basis therefor, shall be submitted to the police commissioner. No finding or recommendation shall be based solely upon an unsworn complaint or statement, nor shall prior unsubstantiated, unfounded or withdrawn complaints be the basis for any such finding or recommendation.

2. The board shall promulgate rules of procedure in accordance with the city administrative procedure act, including rules that prescribe the manner in which investigations are to be conducted and recommendations made and the manner by which, when a member of the public is the complainant, such member of the public is to be informed of the status of his or her complaint. Such rules may provide for the establishment of panels, which shall consist of not less than three members of the board, which shall be empowered to supervise the investigation of matters within the board's jurisdiction pursuant to this section, and to hear, make findings and recommend action on such matters. No such panel shall consist exclusively of members appointed by the council, or designated by the police commissioner, or appointed by the mayor.
3. The board, by majority vote of its members, may compel the attendance of witnesses and require the production of such records and other materials as are necessary for the investigation of matters within its jurisdiction pursuant to this chapter. The board may request the corporation counsel to institute proceedings in a court of appropriate jurisdiction to enforce the subpoena power exercised pursuant to this chapter, and the board itself may, subject to [chapter 17](#) of the charter, institute such proceedings. The board may, subject to any conditions it deems appropriate, delegate to and revoke from its executive director such subpoena authority and authority to institute proceedings.
4. The board shall establish a mediation program pursuant to which a complainant may voluntarily choose to resolve a complaint by means of informal conciliation.
5. The board is authorized, within appropriations available therefor, to appoint such employees as are necessary to exercise its powers, including but not limited to the power to initiate complaints in accordance with paragraph 1 of this subdivision, and fulfill its duties. The board shall employ civilian investigators to investigate all matters within its jurisdiction.
6. The board shall issue to the mayor and the city council a semi-annual report which shall describe its activities and summarize its actions. Such report shall include, for each investigation initiated pursuant to section [441](#), such investigation's date of initiation, current status and any date of completion or termination, a description of any investigative findings and recommendations set forth in a written statement of final determination and a description of any written reports from the police commissioner in response to a written statement of final determination.
7. The board shall have the responsibility of informing the public about the board and its duties, and shall develop and administer an on-going program for the education of the public regarding the provisions of this chapter.

(d) *Cooperation of police department.*

1. It shall be the duty of the police department to provide such assistance as the board may reasonably request, to cooperate fully with investigations by the board, and to provide to the board upon request records and other materials which are necessary for investigations undertaken pursuant to this chapter, except such records or materials that cannot be disclosed by law.
2. The police commissioner shall ensure that officers and employees of the police department appear before and respond to inquiries of the board and its civilian investigators in connection

with investigations undertaken pursuant to this chapter, provided that such inquiries are conducted in accordance with department procedures for interrogation of members.

3. The police commissioner shall report to the board in writing on any action taken, including the level of discipline and any penalty imposed, in all cases in which the board submitted a finding or recommendation to the police commissioner with respect to a matter within its jurisdiction pursuant to this section. In any case substantiated by the board in which the police commissioner intends to impose or has imposed a different penalty or level of discipline than that recommended by the board or by the deputy commissioner responsible for making disciplinary recommendations, the police commissioner shall provide such written report, with notice to the subject officer, no later than 45 days after the imposition of such discipline or in such shorter time frame as may be required pursuant to an agreement between the police commissioner and the board. Such report shall include a detailed explanation of the reasons for deviating from the board's recommendation or the recommendation of the deputy commissioner responsible for making disciplinary recommendations and, in cases in which the police commissioner intends to impose or has imposed a penalty or level of discipline that is lower than that recommended by the board or such deputy commissioner, shall also include an explanation of how the final disciplinary outcome was determined, including each factor the police commissioner considered in making his or her decision.

(e) The provisions of this section shall not be construed to limit or impair the authority of the police commissioner to discipline members of the department. Nor shall the provisions of this section be construed to limit the rights of members of the department with respect to disciplinary action, including but not limited to the right to notice and a hearing, which may be established by any provision of law or otherwise.

(f) The provisions of this section shall not be construed to prevent or hinder the investigation or prosecution of members of the department for violations of law by any court of competent jurisdiction, a grand jury, district attorney, or other authorized officer, agency or body.

(g) 1. Beginning in fiscal year 2021 and for each fiscal year thereafter, the appropriations available to pay for the personal services expenses of the civilian complaint review board during each fiscal year shall not be less than an amount sufficient to fund personal services costs for the number of full-time personnel plus part-time personnel, calculated based on full-time equivalency rates, equal to 0.65 percent of the number of uniform budgeted headcount of the police department for that fiscal year, as determined consistent with published budgeted headcount documents of the office of management and budget. The calculation to determine the minimum appropriations for the personal services expenses of the civilian complaint review board pursuant to this paragraph shall be set forth in the preliminary expense budget, the executive expense budget, and the adopted budget.

2. Notwithstanding paragraph 1 and in addition to any action that may be undertaken pursuant to section [106](#), the appropriations available to pay for the personal services expenses of the civilian complaint review board may be less than the minimum appropriations required by paragraph 1 provided that, prior to adoption of the budget pursuant to section [254](#) or prior to the adoption of a budget modification pursuant to section [107](#), the mayor determines that such reduction is fiscally necessary and that such reduction is part of a plan to decrease overall appropriations or is due to unforeseen financial circumstances, and the mayor sets forth the basis for such determinations in writing to the council and the civilian complaint review board at the time of submission or adoption, as applicable, of any budget or budget modification containing such reduction.

(Am. L.L. 2019/215, 12/11/2019, eff. 12/11/2019 and 3/31/2020; Am. L.L. 2021/047, 4/25/2021, eff. 1/20/2022; Am. L.L. 2022/024, 1/9/2022, eff. 1/20/2022)

§ 441. Investigating past professional conduct by members of the police department.

- a. Definitions. As used in this section, the following terms have the following meanings:

Act of bias. The term “act of bias” means an act stemming from a specific incident:

- (i) that is motivated by or based on animus against any person on the basis of race, ethnicity, religion, gender, sexual orientation or disability, and
- (ii) that the board is empowered to investigate pursuant to paragraph 1 of subdivision c of section 440.

Board. The term “board” means the civilian complaint review board.

Covered entity. The term “covered entity” means the police department, the board, the commission on human rights, the department of investigation, a court of competent jurisdiction or any other officer or body designated by the board.

- b. 1. The board: (i) shall conduct an investigation of past conduct in the course of performance of official duties by a current or former member of the police department whom a covered entity has found, in a final determination reached after such member was afforded an opportunity to respond to the relevant allegations, to have engaged in a severe act of bias, regardless of whether such member was on or off duty when engaging in such act, if the date that such investigation commences would be less than five years after such final determination was made; and (ii) may conduct an investigation of past conduct in the course of performance of official duties by a current or former member of the police department whom a covered entity has found, in a final determination reached after such member was afforded an opportunity to respond to the relevant allegations, to have engaged in an act of bias other than a severe act of bias, regardless of whether such member was on or off duty when engaging in such act, if the date that such investigation commences would be less than five years after such final determination was made.
2. For the purposes of initiating such investigations, the board shall define what constitutes a severe act of bias and, in consultation with each covered entity, what constitutes a covered entity’s final determination that such a member engaged in an act of bias or severe act of bias, provided that off-duty conduct may be the basis for initiating such investigation only if (i) such conduct could have resulted in removal or discipline by the police department, (ii) the board reasonably believes such conduct has had or could have had a disruptive effect on the mission of the police department, and (iii) the police department’s interest in preventing actual or potential disruption outweighs the member’s speech interest.
3. Within 10 days after making or changing a definition made pursuant to paragraph 2 of this subdivision, the board shall communicate such definition or change to each covered entity and shall make such definition or change publicly available online.
4. If a covered entity that is an agency makes a final determination that such a member engaged in an act of bias or a severe act of bias, such covered entity shall promptly provide notice to the board in a time, form and manner designated by the board in consultation with such covered entity.
5. Within 120 days after the effective date of sections one through four of the local law that added this section, each covered entity that is an agency shall, to the extent practicable, provide the board with a written list of such members whom such covered entity has finally determined to have engaged in an act of bias or severe act of bias before such effective date and on or after January 1, 2016; provided that such list shall be provided in a form and manner, and shall include such additional information, as the board may require in consultation with such covered entity.
6. At least once every 4 months after the effective date of sections one through four of the local law that added this section, the board shall request from each covered entity that is not an agency, except a court with jurisdiction within the state of New York, information about final determinations made

by such entity that such a member engaged in an act of bias or severe act of bias, including final determinations made on or after January 1, 2016.

7. The board shall consult with the law department to obtain information about final determinations by a covered entity that is a court with jurisdiction within the state of New York that such a member has engaged in an act of bias or severe act of bias, including final determinations made on or after January 1, 2016.

- c. The board shall determine the scope of past conduct in the course of performance of official duties by such member to investigate based on the member's professional rank and assigned roles and the nature of the member's act of bias. The board shall investigate all or a representative sampling of such member's past conduct within such scope beginning from the date of hire by the police department until and including, for a former member of the police department, the last day of employment by the police department, or, for a current member of the police department, the date of initiation of an investigation pursuant to this section.
- d.
 1. Within 10 days after the board initiates such investigation, the board shall provide written notice to the member being investigated and to the relevant covered entity.
 2. Within 10 days after the completion of such investigation, the board shall provide a written statement of final determination to the member being investigated. Such statement shall include (i) the investigation's details, when it was initiated and concluded, the identity of its subject and a summary of the materials reviewed by the board during the investigation; (ii) the board's investigative findings, including the identification of any threat to the safety of an individual or the public and whether the board found evidence of any additional past acts of bias committed in the course of performance of official duties; (iii) if applicable, any recommendations of the board for remedial action, including training, discipline, where consistent with section 75 of the civil service law, or both; and (iv) if applicable, a statement that the board has determined to terminate the investigation and an explanation why.
 3. The board shall provide an opportunity for the member being investigated to answer in writing, within a time period established by rule, any findings or recommendations made by the board. If such member timely submits such an answer, the board shall consider it and determine whether to revise any such findings or recommendations in response.
 4. Within 10 days after finalizing the written statement of final determination pursuant to paragraphs 2 and 3 of this subdivision, the board shall submit such written statement to the police commissioner, any other parties to whom notice was sent pursuant to paragraph 1 of this subdivision and any other appropriate agency or official as determined by the board. Within 120 days after receiving such written statement, the police commissioner shall report to the board in writing on any action taken or planned to be taken in response, including the level of discipline and any penalty imposed or to be imposed upon such member, as well as any other remedial action. If such action taken or planned to be taken differs from that recommended by the board, the police commissioner shall provide in such written report a detailed explanation for deviating from the board's recommendations and an explanation of how the final disciplinary or remedial decision was determined, including each factor the police commissioner considered in making such decision. If the police commissioner takes action in response to such written statement of final determination after such 120-day period, the police commissioner shall provide an updated version of such written report to the board within 30 days after taking such action.
- e.
 1. The board may, subject to any conditions it deems appropriate, delegate to and revoke from its chair or executive director any responsibility or authority assigned by this section to the board.
 2. The board may, subject to any conditions it deems appropriate, designate a third party to assist with any investigation conducted under this section. Any such third party shall keep confidential and is

prohibited from disclosing except to the board any information it obtains in the course of such investigation, except as otherwise required by law.

- f. The board shall, in accordance with subdivisions b, c and d of this section, promulgate rules that further prescribe the manner in which the board is to conduct investigations, present findings, make recommendations, provide notice and provide an opportunity for the member being investigated to be heard.
- g. This section shall not be construed to limit or impair the police commissioner's authority to discipline members of the police department at any time. Nor shall this section be construed to limit the rights of members of the department with respect to disciplinary action, including but not limited to the right to notice and a hearing, which may be established by any provision of law or otherwise.
- h. This section shall not be construed to prevent or hinder any investigation or prosecution undertaken by any covered entity.

(L.L. 2021/047, 4/25/2021, eff. 1/20/2022)

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The data in this report is as of 03/25/2026.

BOARD MEMBERS

INTERIM CHAIR OF THE BOARD: MAYORAL APPOINTEE

Sherene Crawford, Esq.

Sherene Crawford joins the board with decades of experience in justice reform, prosecution, and policy. Ms. Crawford is the Chief of Staff at the Center for Justice Innovation, a nonprofit that works with communities and justice systems to advance equity, increase safety, and help individuals and communities thrive. Previously, Ms. Crawford served as Executive Assistant District Attorney and Division Chief of the Pathways to Public Safety Division at the Manhattan DA's Office, where she established a framework for reviewing felony cases for alternatives to incarceration. Ms. Crawford led prevention, intervention, and re-entry initiatives while overseeing lawyers and staff. Ms. Crawford also served as an Assistant District Attorney in specialized units, including Cybercrimes and Domestic Violence. Ms. Crawford's career spans leadership roles at the Center for Court Innovation, John Jay College's National Network for Safe Communities, and the NYC Mayor's Office to Combat Domestic Violence.

Ms. Crawford received a B.A. in Women's Studies from the University of Minnesota and a J.D. from New York Law School

MAYORAL APPOINTEES

Rahul Agarwal, Esq.

Rahul Agarwal is a litigation partner at Friedman Kaplan Seiler Adelman & Robbins, where he represents and counsels companies, individuals, and governmental entities in complex civil litigation, white collar defense, regulatory investigations, and crisis management. Before entering private practice, Rahul served as a federal prosecutor in the U.S. Attorney's Office for the District of New Jersey, where he led and supervised major prosecutions involving securities and healthcare fraud, public corruption, and civil rights violations. He was promoted to Deputy Criminal Chief, Executive Assistant United States Attorney, and, eventually, Acting Principal Assistant United States Attorney (the second-highest ranking position in the Office).

Following his tenure as a prosecutor, Rahul served as Deputy Chief Counsel to the Office of the Mayor of New York City, advising the Mayor and City Hall on a variety of legal and policy matters and providing oversight across more than ten city agencies. Rahul serves on the Board of Directors of the Sonia & Celina Sotomayor Judicial Internship Program, the Lawyers Advisory Committee of the New York City Urban Debate League, and as an Editor for the ABA's Litigation Journal. He also was appointed by Governor Hochul to serve as a Trustee on the New York State Interest on Lawyer Account Fund.

Mr. Agarwal is a graduate of Brown University and Columbia Law School

June Northern

June Northern is a born and raised New Yorker based in Brooklyn. After her education and career brought her to Texas, she returned to New York in 2015 to work for Evolution Medical Communications. June has decades of experience in the healthcare and hospitality sectors: "I am honored to have been selected to serve on this prestigious board and have the opportunity to give back to my city. I look forward to working alongside my fellow board members to make New York City safer and fairer for everyone."

Ms. Northern received an Associate Degree from Austin Community College

John Siegal, Esq.

John Siegal is a partner in BakerHostetler, a national business law firm, where he handles litigation, arbitrations, and appeals for clients in the financial services, media, and real estate industries. Mr. Siegal's practice also includes constitutional law, civil rights, Article 78, and other cases both for and against government agencies and authorities. Mr. Siegal's public service experience includes working as an Assistant to Mayor David N. Dinkins and as a Capitol Hill staff aide to Senator (then Congressman) Charles E. Schumer. Throughout his legal career, Mr. Siegal has been active in New York civic, community, and political affairs. Mr. Siegal was appointed to the Board by Mayor Bill de Blasio.

J.D., New York University School of Law; B.A., Columbia College

Pat Smith

Patrick Smith serves the board with decades of experience across journalism, communications, public policy and New York City politics. Mr. Smith began his career in journalism at the Bucks County Courier Times and the Philadelphia Daily News before dedicating 12 years to the New York Post. At the New York Post, Smith served as Night City Editor, City Hall reporter, special assignment reporter and Brooklyn editor. From there, he went on to serve as the Public Affairs Director to then Brooklyn Borough President Howard Golden. In 1992, he advised Bill Clinton's Presidential campaign on how best to message and campaign throughout Brooklyn. Mr. Smith then spent nearly 30 years at Rubenstein where he rose to Managing Director. While at Rubenstein, he led many public policy driven initiatives for their clients including founding the Quinnipiac University Poll and growing the NYC Veterans Day Parade to the largest in the nation. Mr. Smith retired in 2020 but remains a very active member of his community, namely as the President of the Battery Park City Homeowners Coalition and as a father and grandfather.

Joseph A. Puma

Joseph Puma's career in public and community service has been exemplified by the various positions he has held in civil rights law, community-based organizations, and local government. As a paralegal with the NAACP Legal Defense and Education Fund, Puma handled cases involving criminal justice, voting rights, employment discrimination, and school desegregation. Prior to joining the NAACP LDF, he worked for over six years at the NYC Office of Management and Budget, where he served in roles in intergovernmental affairs, policy, and budget.

From 2003 to 2004, Puma served as a community liaison for former NYC Council Member Margarita López. Since 2007, he has been involved with Good Old Lower East Side (GOLES), a community organization helping residents with issues of housing, land use, employment, post-Sandy recovery and long-term planning, and environmental and public health. A lifelong City public housing resident, Puma currently serves as GOLES's Board President and has participated in national public housing preservation efforts. Mr. Puma was appointed to the Board by the Manhattan City Council.

M.A., Union Theological Seminary; Certificate, Legal Studies, Hunter College, City University of New York; B.A., Yale University

AU Hogan

AU Hogan is the Queens City Council Appointee. Mr. Hogan was born and raised in Queens and has spent over thirty years serving and investing in his local community. Between getting his BA at York College and his masters at Queens College, Mr. Hogan began his career working for NYC Parks and Recreation before pivoting to education. For the last ten years, Mr. Hogan has worked at Life Camp, a non-profit dedicated to providing youth and families that have been impacted by violence with the tools they need to stay in school and out of the criminal justice system. Mr. Hogan served as Assistant Executive Director and Chief Team Leader before taking on his current role as Chief of Streets. Through his work at Life Camp, Mr. Hogan has created a burgeoning community police partnership with the goal of improving public safety.

M.A., Queens College, B.A., York College

Herman Merritt

Herman Merritt is a lifelong New Yorker who has served the city throughout his career. Mr. Merritt worked for the Department of Education (DOE) for 36 years, first as a teacher, then an assistant principal and finally as an elementary school principal for 18 years. After leaving the DOE, Mr. Merritt joined the Council of School Supervisors and Administrators as their Political Director, where he is currently the Assistant Political Director.

Born and raised in Brooklyn, Mr. Merritt attended New York University on a Martin Luther King scholarship and has long considered himself an activist. He joined the DOE right after graduating, aspiring to reform the New York public education system. He is deeply proud of what he accomplished while working for the city and hopes to continue his activism by bringing a fair, impartial perspective to the board. He is excited to give his community a voice and help the CCRB gain awareness. Mr. Merritt was appointed to the board by the Brooklyn City Council.

Professional Diploma, City College of New York; M.A., New York University; B.A., New York University

Frank Dwyer

Frank Dwyer, a Brooklyn native and current Queens resident, consults with and teaches at police departments and educational institutions throughout the United States. In 1983, he joined the NYPD and served in Queens, Brooklyn, and Manhattan in a variety of assignments, including as a Police Academy Law Instructor, the Commanding Officer of the 7th precinct on the lower eastside of Manhattan, and the Commanding Officer of the Office of the Deputy Commissioner for Operations. He worked in lower Manhattan on 9/11 and in the months that followed. Retiring in 2012 at the rank of Deputy Inspector, Dwyer is currently pursuing a doctorate in Criminal Justice. He has consulted for several police departments including Newark, New Jersey, and Wilmington. He has also taught at or consulted to the following educational institutions: John Jay College of Criminal Justice, Teachers College, Boston College, Morgan State University, and the University of San Diego. Mr. Dwyer is a Police Commissioner designee to the Board appointed by Mayor Bill de Blasio.

M.S.W., Hunter College, City University of New York; M.St., Cambridge University; M.P.A., Harvard University; M.A., Fordham University; B.A., Cathedral College

Joseph Fox

Mr. Fox joined the NYPD in 1981, serving 37 years, rising to a three-star Chief. Mr. Fox spent the last seven years of his career in the NYPD as Chief of the Transit Bureau and invested much of his time in personal and professional development of executives and younger officers, as well as strengthening police community relationships throughout the city. Since retiring from the department, Joe currently serves on several boards and travels the country as an executive coach, life coach, leadership trainer, and public speaker.

Mr. Fox received a bachelor's degree from John Jay College and is a graduate of the Police Management Institute at Columbia University.

Kevin McGinn

Kevin McGinn is a career public safety professional following 20 years of service with the New York Police Department, retiring as Deputy Inspector. During his tenure, he served as the commanding officer of the 123rd Precinct on Staten Island and the 63rd Precinct in Brooklyn. Since retiring from the department, Mr. McGinn has continued to serve New Yorkers and his community as a public safety leader for organizations including the Garment District Alliance.

He received his bachelor's degree from St. Joseph's University in Brooklyn, New York.

EXECUTIVE AND SENIOR STAFF

EXECUTIVE STAFF

Executive Director: Jonathan Darche, Esq.

General Counsel: Matt Kadushin, Esq.

Chief of Investigations: Mercer (“Monte”) Givhan, Esq.

Senior Advisor to the Executive Director: Yojaira Alvarez

Deputy Executive Director of Administration: Jeanine Marie

SENIOR STAFF

Chief Prosecutor: Andre Applewhite, Esq.

Deputy Chief Prosecutor: Brian Arthur, Esq.

Deputy Chief Prosecutor: Claudia Avin, Esq.

Director of Human Resources: Jennelle Brooks

Deputy Chief of Special Operations: Lily Carayannis

Director of Racial Profiling and Bias Policing Unit: Darius Charney, Esq.

Director of Budget and Operations: Winnie Chen

Deputy Chief of Investigations: Heather Cook, Esq.

Director of NYPD Relations: Christopher DeNitto

Director of Information Technology: Carl Esposito

Senior Communications Advisor: Dakota Gardner

Director of Investigative Training: Jennifer Jarett

Assistant Deputy Executive Director for Technology: Lincoln MacVeagh

Director of Case Management: Eshwarie Mahadeo

Deputy Chief of Investigations: Suzanne O’Hare, Esq.

Director of Intergovernmental Affairs: Maroua Righi

Director of Outreach: Jahi Rose

Director of Civilian Witness Assistant Unit: Baiana Turat, LCSW, CCM

Director of IT Infrastructure: Sorin Vatavu