

# OFFICE OF THE INDEPENDENT POLICE MONITOR

## MONTHLY COMMUNITY REPORT

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### March 2026



*Above, the Deputy Police Monitor, Kirschelle Williams, takes notes during the March Use of Force Review Board hearing. During this hearing, the OIPM is a nonvoting member and provides input into decisions of whether force is within policy, practice, and training.*

**Transparency. Accountability. Respect.**



# LETTER TO THE COMMUNITY

Dear New Orleans Community,

During the month of March, the Office of the Independent Police Monitor (OIPM) monitored, honored, engaged, and evaluated. In this report, you will hear more about:

- How the OIPM monitored the New Orleans Police Department (NOPD) as they policed at Super Sundays and St. Joseph's night.
- OIPM monitoring of disciplinary hearings: both Captain Panel and Superintendent Committee Panel hearings.
- OIPM attending and participating in the Use of Force Review Board Hearing and the critical incident video release meetings.
- OIPM honoring NOPD employees who received awards at the 2026 Award Ceremony and awarding the second Constitutional Policing Award at the Recruit Graduation.
- OIPM engaging with the public at our community outreach events - from tabling to talking to people over coffee to presenting to City Council.

There is all this information and more in our monthly report.

A public concern that the OIPM has heard this month is about the **Drone as a First Responder program** that is currently under consideration in the French Quarter. The OIPM notes that we are not a part of that process which is being spearheaded by the French Quarter Management District (FQMD). The OIPM has received public feedback asking if our office is providing oversight to the potential program, if we can monitor the FQMD, or if this constitutes a NOPD sidestep of official processes. The short answer is **no** to all of those questions, but in this report, we will address those concerns and provide an overview of the landscape.

In March, it was reported that the position of the **Independent Police Monitor** was publicly posted and a national search had commenced. In response to that article, I have received some questions from the public that I would like to briefly answer. First, this position is an *appointed fulltime position that serves four (4) year terms* and under the city employment schedule, it is an unclassified employee. I serve under the Ethics Review Board who is responsible for hiring and termination decisions over the position. The Mayor or City Council is **not** responsible for the selection of the candidate. It is chance timing that the IPM term is up the same year that the Mayor was sworn in and currently selecting leadership for her departments. Finally, I have not resigned. I have been the Independent Police Monitor since 2022 (and an interim the year before) and being the Independent Police Monitor is a great responsibility and honor - one that I deeply appreciate and am dedicated to continuing. This month, **I formally requested reappointment for the position.** The public can learn more about the reappointment and / or selection process at the Ethics Review Board meetings which are conducted monthly and open to all.

In order to be the most responsive and relevant police monitor for the next phase of the NOPD post-Consent Decree, I would like to hear from you - our public - about the impact of our office during my tenure. You can let me know what is going right, what can be improved, where I missed the mark and when our services were most effective. This information will shape my leadership over the next term or inform the next leader as they embark on serving you.

Thank you for your continued support and let's stay safe,

*Stella Cziment*

Stella Cziment, Independent Police Monitor



Above, Deputy Police Monitor, Kirschelle Williams, poses with a Mardi Gras Indian at the Uptown Super Sunday in March. Behind, NOPD officers stand near their squad cars. At Super Sunday, the OIPM monitors how the NOPD polices and interacts with the Indians and event attendees.



Above, is the article regarding the IPM position.

Below, Independent Police Monitor, Stella Cziment, talks to a member of the public at the Coffee with the IPM event.



# ACHIEVEMENTS, UPDATES, & WORK

## OIPM Monitoring Uptown & Downtown Super Sunday & St. Joseph's Night

St. Joseph's Night and Super Sunday - both Uptown and Downtown - are annual community gatherings of Mardi Gras Indian tribes. These events are an opportunity to celebrate heritage and culture through the meetings of tribes, displays of hand-sewn suits, singing, dancing, and chanting.

The OIPM monitors the police presence at these events to ensure the NOPD honors the Ten Agreements Between NOPD and New Orleans Mardi Gras Indian Chiefs that came out of the March 15, 2011, and facilitate mediation between various Mardi Gras Indian chiefs and NOPD police chiefs and commanders. The OIPM monitors these events to make sure the police give space and respect for these culturally significant events.

The OIPM assesses how the police prepare during Roll Call, where the police stand, if sirens or lights are flashing, what roads are blocked, how the NOPD responds to incidents that may arise, and the interactions that occur between the NOPD and the Mardi Gras Indian tribes and community.

## Class #206 Recruit Graduation & OIPM Sponsored Constitutional Policing Award

On March 27, 2026, the Office of the Independent Police Monitor attended the graduation of NOPD Recruit Class #206 and presented the Constitutional Policing Award to Officer Jaleel Richardson. This award, first introduced in October 2025 at the graduation of Recruit Class #205, where it was awarded to Officer Jacob Barbe, recognizes the recruit who demonstrated the strongest ability to apply the core principles of constitutional policing in reality-based training exercises.

The award is based on recruits' ability to demonstrate understanding of policy and legal standards, including the ability to properly apply reasonable suspicion, probable cause, and lawful use of force, as well as accurately document these principles in departmental reports. The NOPD Academy administers the scenario based trainings on these constitutional issues and then selects the recruit that best demonstrates excellence in these areas.

The OIPM created this award as way to positively reinforce the importance of constitutional policing as the foundation of effective, lawful, and community-centered policing. We appreciate the continued efforts of NOPD Academy staff in administering these evaluations and helping to ensure that recruits carry these principles into their work as officers.



Top and bottom left, Mardi Gras Indians dance at Uptown & Downtown Super Sunday. Top right, an officer assists a community member by putting air in a wagon tire. Bottom right, NOPD blocks traffic at St. Joseph's Night.



DPM, Kirschelle Williams, presents Officer Jaleel Richardson with the Constitutional Policing Award sponsored by the OIPM.

# ACHIEVEMENTS, UPDATES, & WORK

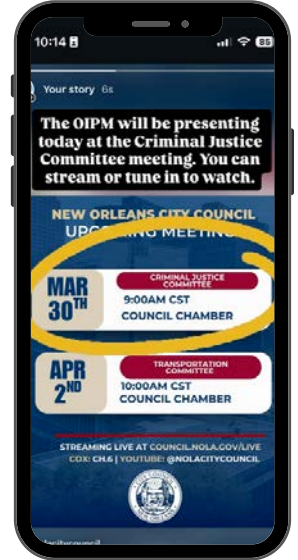
## OIPM Quarterly Presentation to the City Council Criminal Justice Committee

On Monday, March 31st, the OIPM participated in the quarterly Criminal Justice Committee Stakeholder presentation as required by Ordinance Cal. No. 33,724. During this presentation, the OIPM presented relevant data regarding critical incidents and uses of force the office monitored during the first quarter of 2026. The OIPM also presented data on the number of misconduct complaints submitted, community-police mediations conducted, the number of community liaisons facilitated, the public outreach completed, and other data regarding the work product completed by the office.

The OIPM also provided updates on the projects highlighted in the OIPM budget presentation and 2026 work plan including: the open RFP for General Counsel, the expansion of the Community-District Mediation Program, the appointment process for the IPM, the awarding of the OIPM Constitutional Policing Award, the release of 2026 Work Plan, and how the OIPM monitored Mardi Gras and prepared the public by releasing an informational guide on policing changes during Mardi Gras. Afterwards, the OIPM fielded questions from the Council.

In the presentation, the OIPM informed the Council of the year-to-date complaint data. The OIPM has referred 105 misconduct complaints to Public Integrity Bureau, compared to 88 total complaints received in 2025. This information surprised some of City Council and was a point of concern in a recent post by the New Orleans Police and Justice Foundation. The OIPM would like to briefly address this concern now.

The increase in referrals is largely attributable to a higher number of complaints received from the public regarding alleged police use of facial recognition technology. These allegations are based on information posted on social media by stakeholders like Project NOLA or from information gained from public record requests that suggest police use of the technology in 2024 and 2025. The OIPM, like the NOPD's Public Integrity Bureau, does not refuse intake of misconduct allegations from the public. The OIPM and the Public Integrity Bureau will accept the allegations raised. When someone goes to the OIPM to file their complaint, the OIPM refers the allegation to the Public Integrity Bureau for them to determine how to appropriately classify the complaint. In the case of these types of allegations, some of these complaints were brought to both the OIPM and the Public Integrity Bureau at the same time - which is one of the reasons why these complaints may be classified as duplicates. The OIPM disagrees with the assertion that sharing this information or fulfilling our legal obligations will destroy officer morale or stop officer productivity. The OIPM continues to work alongside and with the NOPD leadership and police associations on policy regarding complaint classifications, screening, and formal disciplinary investigations to maintain accountability while not letting the process become too burdensome.

A screenshot of a presentation slide titled "OIPM Complaints - 2026 YTD" and "Districts - Past 12 Months". The slide features a donut chart showing "105 Complaints of Misconduct" (95.2% Civilian, 4.8% Anonymous) and a bar chart showing complaint counts by district. Below these are two line graphs: "OIPM Total Complaints 2020 - 2025" and "Complaint Totals YTD - 2021, 2022, 2023, 2024, 2025, 2026".

105 Misconduct Complaints...All bogus.

REMINDER - Today is the last day to apply as the new Independent Police Monitor. Please share.

At Monday's Criminal Justice Committee, the current OIPM advised that misconduct complaints against NOPD officers had already surpassed ALL OF 2025...mostly duplicates and mostly related to "facial recognition technology," not actual malfeasance.

At this pace, it will set a 10 year record and destroy officer morale through unnecessary internal investigations and certainly stop any productivity.

**Above IPM, Stella Cziment, and DPM, Kirschelle present to the Criminal Justice Coordinating Committee at City Hall. The post on the bottom with the caption in black is a screenshot of the OIPM's presentation to City Council that was reposted by the New Orleans Police and Justice Foundation with a portion of the caption regarding the complaint referral numbers.**

# ACHIEVEMENTS, UPDATES, & WORK

## Coffee with the IPM at St. Noir Café in St. Roch

In March, the OIPM hosted two “Coffee with the IPM” events at St. Noir Cafe in the St. Roch neighborhood on Friday, March 6th and Wednesday, March 11th. These events are informal opportunities for members of the public to speak directly with OIPM leadership about policing, oversight, and the services our office provides. We greatly appreciate all of the community members and coffee drinkers who took the time to join us, ask questions, and engage in meaningful conversation.

This month at St. Noir Cafe, the OIPM connected with current and past members of the Police Community Advisory Boards (PCAB) in the First and Fifth Districts, mediators from our Community-Police Mediation Program, and representatives of a reentry nonprofit that works with individuals returning from incarceration, among many others. We appreciate these conversations - they are an opportunity to learn from the community what matters to them about the way they are policed, what questions they may have, and discuss potential partnerships for these groups and our office or the NOPD. We encourage you to check out these Coffee with the IPM events yourself and talk to us about how the NOPD is serving you.

If we missed you at these coffees, there will be more opportunities to connect. Stay tuned for details on our next Coffee with the IPM.

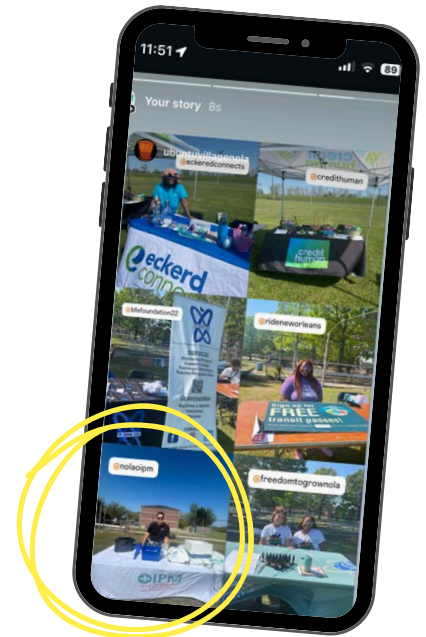


Above, the IPM, Stella Cziment, the DPM, Kirschelle Williams, and the Community Engagement Specialist, Kiah Howard, talk to people about the OIPM at St. Noir (Stella is seated due to an ankle injury).

## From St. Roch to Algiers, OIPM is Out There: OIPM Tabling at Neighborhood Events

In March 2026, the OIPM participated in two community outreach events: tabling at the Ubuntu Village “Heal the Block” event in the Cut Off neighborhood and the Better New Orleans Block Party in the St. Roch neighborhood. These events provided valuable opportunities for OIPM staff to engage directly with community members and other service providers, share information about the office’s role in police oversight, and answer questions about the complaint process and available services.

Through these interactions, OIPM staff were able to build connections, listen to community concerns, and increase public awareness of the office’s work. Outreach efforts like these remain an important part of ensuring transparency, accessibility, and trust between the community and police oversight processes.



## OIPM Posts RFP: Seeking General Counsel

The OIPM is currently seeking a General Counsel for the office. This position will be filled through a contractor agreement. Interested individuals should submit a proposal through the City’s procurement site or by visiting the following link: <https://bit.ly/RFOIPMLawyer>.

The ideal candidate will have experience working within governmental and administrative systems, including familiarity with the Civil Service Commission and public records laws. Experience in employment law and the ability to provide guidance on constitutional issues are also strongly preferred.

The deadline to submit proposals for this opportunity is **April 20, 2026**.

# ACHIEVEMENTS, UPDATES, & WORK

## Update: the French Quarter Management District Funds Police Drone Program

The OIPM frequently receives questions regarding policing changes or announcements that may not include our office - such as when there are partnerships with other law enforcement agencies or when stakeholders engage on policing issues. Though the OIPM does not provide direct oversight to these matters - our office may provide information to the public in response to questions we receive or calls for our involvement. In that vein, the OIPM is now sharing public information regarding a vote that occurred in March to supply additional drones to the NOPD.

In March, the French Quarter Management District (FQMD) voted to fund the purchasing of additional drones and docking stations for the 8<sup>th</sup> District Police Station - located in the French Quarter. These drones are to be utilized to respond to 911 calls in the area prior to the arrival of police officers - commonly called the "Drones as First Responders" program. This is similar to initiatives utilized by neighboring parishes. As this vote occurred, the public reached out to the OIPM and asked how oversight may be involved in these decisions.

### What Is FQMD? Does OIPM Provide Oversight to the FQMD Decisions?

First, the OIPM does not provide any oversight to the French Quarter Management District (FQMD) or any other taxing district that funds policing efforts. FQMD is a state-created entity - it is within the Louisiana taxing district structures - that exists to levy and collect money from businesses and residents in that neighborhood (through the French Quarter Economic Development District) and then to use those funds to take actions on behalf of that neighborhood for improvements, safety, and the presentation of the French Quarter. In the past, the FQMD board funded twenty-four hour patrol coverage of the French Quarter partly through the "Quarter for the Quarter" sales tax, bought equipment for the NOPD including patrol vehicles, coordinated and funded street light and street markings repair, and coordinated the revamping of the Spanish Tiles in the French Quarter. FQMD decisions are made through a board which holds public meetings. The OIPM views FQMD as a policing stakeholder and communicates with this stakeholders on policing concerns as needed.

### What Happens Next

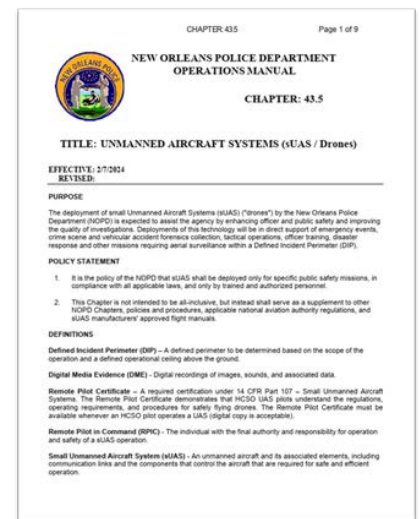
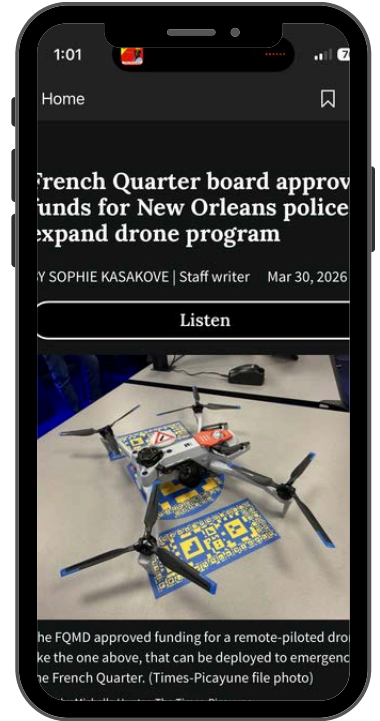
Now, this proposal will go before City Council on April 16<sup>th</sup> for a special vote. Members of the public can stream or attend this meeting and provide public comment. This matter will go before City Council because it involves funds levied through the French Quarter Economic Development District of which the City Council is a member.

### Does the NOPD Already Have Drones?

Yes, NOPD already has drones - approximately 9 drones - that are deployed pursuant to NOPD policy Chapter 43.5: Unmanned Aircraft Systems. Any additional purchased drones will be operated in accordance with this policy and Federal Aviation Administration (FAA) requirements. The OIPM provided input into the development and updating of Chapter 43.5 and continues to provide accountability.

### Do Drones Record? If so, why?

Yes, drones record flight plans and all commands that the drone operators do. This ensures accountability and a recorded audit trail of where the drone went, where it stopped, what it viewed, and who was in command of the equipment.



# WHO WE ARE

The OIPM is an independent, civilian police oversight agency created by voters in a 2008 charter referendum. Its mission is to improve police service to the community, community trust in the NOPD, and officer safety and working conditions. Since first opening its doors in August 2009, the Office of the Independent Police Monitor has been responsible for representing the community of New Orleans, providing accountability and oversight to the NOPD, and assisting in the reforms required under the Federal Consent Decree.

The OIPM is protected and required by City Charter and Ordinance. The OIPM operates through a Memorandum of Understanding (MOU) with the City of New Orleans and the New Orleans Police Department and has distinct responsibilities outlined by ordinance. This means this office was created by the people of New Orleans to represent all people interacting with the New Orleans Police Department to improve the way our community is policed.

## Ensuring Compliance and Reform

- The OIPM reviews the NOPD's policies, practices, and investigations to ensure that every action taken is compliant with local, state, and federal law, and Consent Decree reforms.
- The OIPM advises on policy, tactics, training, and supervision to ensure that the NOPD is adopting national best practice and building a nondiscriminatory, safe, effective, and respectful police department that is responsive to the needs of the community and their employees.
- The OIPM does this through monitoring, case reviews, audits, and policy recommendations.

## Amplifying the Needs of the Community

- The OIPM engages with the community to ensure that they both know about our services and understand how the police department works. Through providing information, the OIPM is equipping and empowering the community to navigate police encounters safely and demand what they need.
- Provides Complaint Intake.
- Operates the Community-Police Mediation Program.
- Partners with Families Overcoming Injustice.
- Coordinates public forums and outreach opportunities for the community to provide vital input on the way they are policed.

## Making the NOPD a Safer and Nondiscriminatory Workplace

- The OIPM provides recommendations and assessments to ensure that the NOPD is a safe and nondiscriminatory work place for all employees.
- The OIPM assesses supervision and training to ensure that employees are being equipped and supported.
- The OIPM meets with police associations to hear concerns from their membership.
- The OIPM monitors disciplinary hearings to ensure that discipline is consistent and nonretaliatory.
- The OIPM receives commendations and accounts of positive policing from the community.



# WHAT DO WE DO?

## Mission, Vision, Work

We serve the community, ensure police transparency, compliance, and accountability, and make policing a safer and more rewarding employment experience.

### WHAT WE DO



**Misconduct Complaints**



**Disciplinary Proceedings**



**Data Analysis**



**Community Outreach**



**Use of Force**



**Community-Police Mediation Program**



**Audits and Policy**



**Commendations**

The OIPM is the oversight body for the New Orleans Police Department (NOPD). The OIPM provides oversight through monitoring, reviewing, and auditing police activity and data. The OIPM is responsible for conducting complaint and commendation intake, on-scene monitoring of critical incidents and uses of force, overseeing the community-officer mediation program, reviewing investigations, providing assessments, identifying patterns, and making recommendations for improved practice, policy, resource allocation, and training.

The OIPM envisions a police force where the community is a valued and respected partner in public safety and law enforcement. This is achieved through:

- Assurance of transparency, accountability, and fairness within the NOPD and in all policing practices
- Community-driven policing policy that reflects the changing and dynamic needs of New Orleanians
- Continued efforts to engage the community and collaborate with community partners
- Recruitment and retention of a police force that is representative of and responsive to the community it serves
- Utilization of de-escalation techniques and methods when responding to calls of service
- Conducting only lawful and necessary arrests free of discriminatory practices
- Thorough and effective investigations resulting in appropriate arrests and prosecutions
- Clear and professional communication with victims and witnesses of crime and all that come into contact with the NOPD
- Responsible utilization of equipment and allocation of resources
- Development of highly trained supervisors and organizational leadership
- Interactions with the public and internally within the police force that are based in mutual trust and respect

**The OIPM seeks to amplify the voice of the community to ensure that all within the city – visitors and residents alike – can access police services equally and have a positive experience with officers.**

# DATA OVERALL: YEAR TO DATE AND MONTH

	2026	2025	2024	2023	2022	2021	2020	2019	2018	2017	Avg 2017-2026
Civilian Complaint Count	101	15	37	33	14	14	10	22	6	8	26.00
Police Complaint Count	0	0	0	0	0	0	0	0	4	1	0.50
Civilian w/in NOPD	0	0	0	0	0	0	0	0	0	0	0.00
Anonymous Complaint	4	4	8	8	3	9	2	0	0	0	3.80
Community Liaison Count	5	2	3	10	3	6	18	11	1	3	6.20
Case Monitoring Count	0	2	0	2	6	1	7	0	5	4	2.70
Case Review Count	0	0	0	0	4	0	1	1	1	0	0.70
Contact Only Count	7	14	28	18	9	1	3	6	0	2	8.80
Disciplinary Hearing Count	12	8	9	10	7	4	5	6	12	12	8.50
Critical Incident Count	1	2	3	1	3	3	3	4	1	5	2.60
Firearm Discharge Count	1	2	3	1	4	2	3	3	1	2	2.20
Lvl 4 Non-Critical	2	3	3	3	4	2	5	0	0	0	2.20
Force Monitoring*	3	1	0	1	0	0	0	0	0	0	0.50
Mediation Count	7	9	1	3	3	5	7	8	1	6	5.00
Commendation Count	0	1	2	1	0	0	0	0	0	0	0.40
<b>Grand Total</b>	<b>143</b>	<b>63</b>	<b>97</b>	<b>91</b>	<b>60</b>	<b>47</b>	<b>64</b>	<b>61</b>	<b>32</b>	<b>43</b>	<b>70.10</b>

	Mar 2026	Mar 2025	Mar 2024	Mar 2023	Mar 2022	Mar 2021	Mar 2020	Mar 2019	Mar 2018	Mar 2017	2017-2026 Average
Citizen Complaint Count	5	4	11	11	6	5	1	11	2	4	6.00
Police Complaint Count	0	0	0	0	0	0	0	0	0	0	0.00
Civilian w/in NOPD	0	0	0	0	0	0	0				0.00
Anonymous Complaint	1	1	2	5	2	2	0				1.86
Community Liaison Count	2	1	1	3	0	3	2	6			2.25
Case Monitoring Count	0	0	0	0	2	0	1	0	3	1	0.70
Case Review Count	0	0	0	0	3	0	1	0	1	0	0.50
Contact Only Count	5	2	13	5	3	0	0	3	0	0	3.10
Disciplinary Hearing Count	7	1	7	3	0	1	2	2	3	3	2.90
Critical Incident Count	1	0	1	0	0	2	0	2	1	0	0.70
Firearm Discharge Count	1	0	1	0	0	1	0	1	1	0	0.50
Lvl 4 Non-Critical	0	2	0	0	0	1	2				0.71
Force Monitoring	1	0	0	0							0.25
Mediation Count	0	4	1	3	3	2	2	6	1	2	2.40
Commendation Count	0	0	2	1	0	0	0	0			0.38
<b>Grand Total</b>	<b>23</b>	<b>15</b>	<b>39</b>	<b>31</b>	<b>19</b>	<b>17</b>	<b>11</b>	<b>31</b>	<b>12</b>	<b>10</b>	<b>20.80</b>

\*indicates a new category or a category that was not always captured by OIPM

# CURRENT BUDGET



OIPM Budget Description	Amount
Personnel	\$1,004,374.00
Operating	\$186,663.00
<b>2026 Total OIPM Budget</b>	<b>\$1,191,037.00</b>
<b>2026 Total OIPM Budget</b>	<b>\$1,191,037.00</b>
Amounts Spent to Date:	\$217,716.00
<b>Unexpended funds</b>	<b>\$973,321.00</b>

# MISCONDUCT WORK

## Relevant Definitions

### Complaint

A complaint is an allegation of misconduct filed against a NOPD officer(s) by a member of the public or civilian (external) or another officer (internal). A complaint may concern an action or lack of action taken by a NOPD officer(s), an interaction with a NOPD officer, or a witnessed interaction with a NOPD officer.

### Complainant

A complainant is the individual who files a complaint against a NOPD officer(s). A complainant may be generated internally (by another officer or a supervisor) or externally (by a member of the public). The complainant does not need to be personally affected by the incident.

### OIPM Complaint Codes

When the OIPM receives a complaint referral, the OIPM organizes the complaint according to the source of the complaint.

- Civilian based complaints are classified as: CC.
- Complaints from police officers are classified as: PO.
- Complaints from civilians working within the NOPD are classified as: CN.
- Anonymous complaints are classified as: AC.

### Misconduct

Officer action or failure to take action that violates any rule, policy, procedure, order, verbal or written instruction of the NOPD or is a violation of any city ordinance, state or federal criminal law. Misconduct includes, but is not limited to:

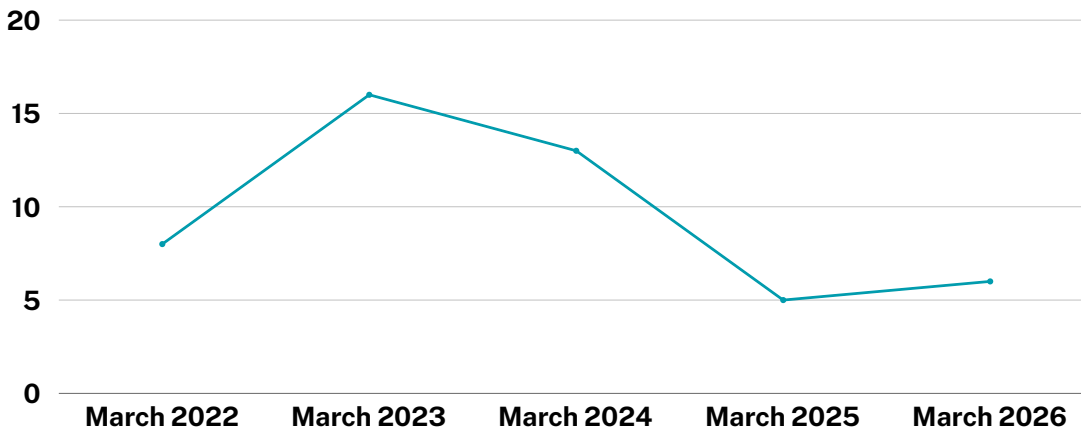
- Use of Force
- Abuse of Authority such as unlawful searches and seizures, premises enter and search, no warrant, threat to notify child services, threats to damage of property, etc., refusal to take complaint, refuse to identify themselves, damages to property seized
- Failure to supervise
- Falsification of records
- Inappropriate language or attitude
- Harassment
- Interference with Constitutional rights
- Neglect of duty
- Discrimination in the provision of police services or other discriminatory conduct on the basis of race, colors, creed, religion, ancestry, national origin, gender, sexual orientation
- Theft
- Retaliation for filing complaint with NOPD or the OIPM

## Complaint Procedures

The OIPM does not verify the statements made during complaint intake or agree with the statements provided by the complainant. The OIPM strives to accurately capture the words, emotions, goals and narrative shared by the complainant and selects the policy, practice, or rule that each allegation of behavior / incident could have violated if determined to be true. OIPM personnel may review information in NOPD systems regarding the interaction complained of, including body worn camera video, in car camera video, electronic police reports and field interview cards. The OIPM may include information obtained from NOPD information systems in the complaint referral.

The OIPM assesses whether in the information provided should be provided confidentially or if the OIPM would recommend covert operations conducted by the Special Investigation Squad (SIS). Anything shared in this report is public information.

## Complaint Totals - March



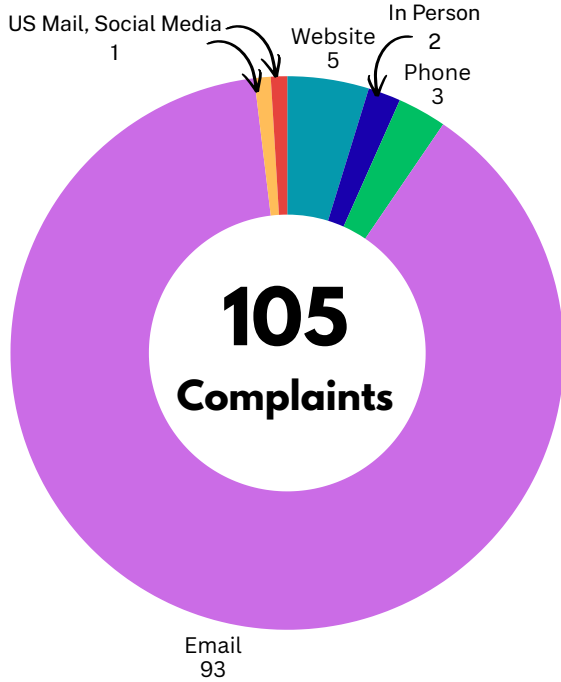
**6**

**Total Complaints  
Received this  
month**

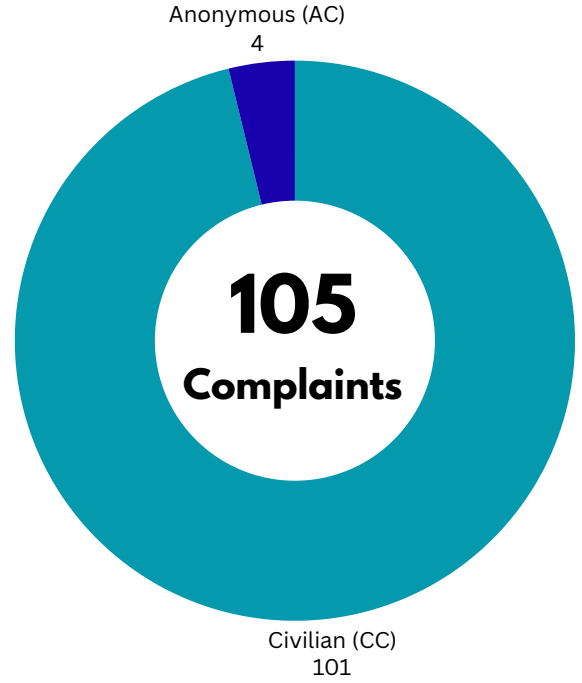
**105**

**Total Complaints  
Received This  
Year**

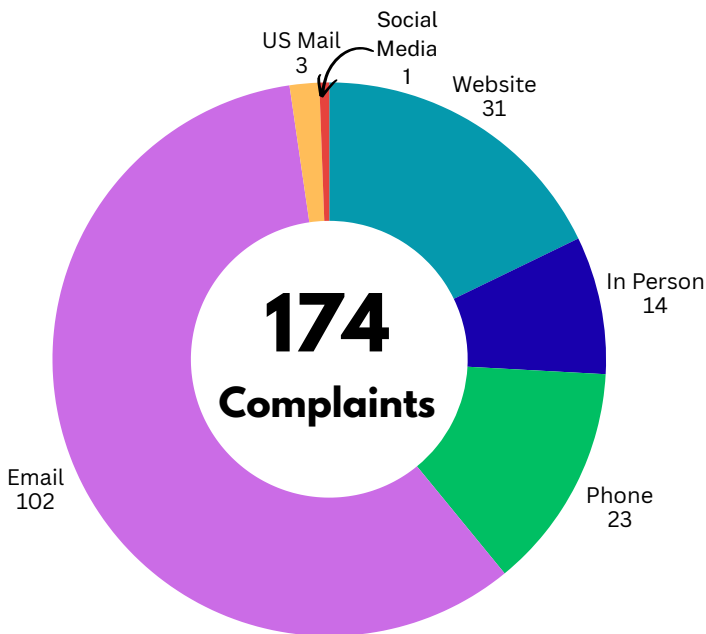
## Complaint Intake Source - 2026



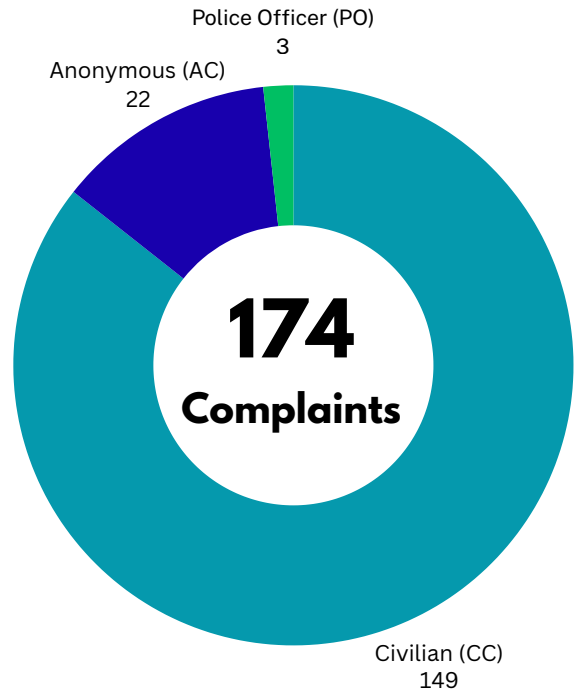
## Complainant Type - 2026



## Complaint Intake Source - Past 12 Months

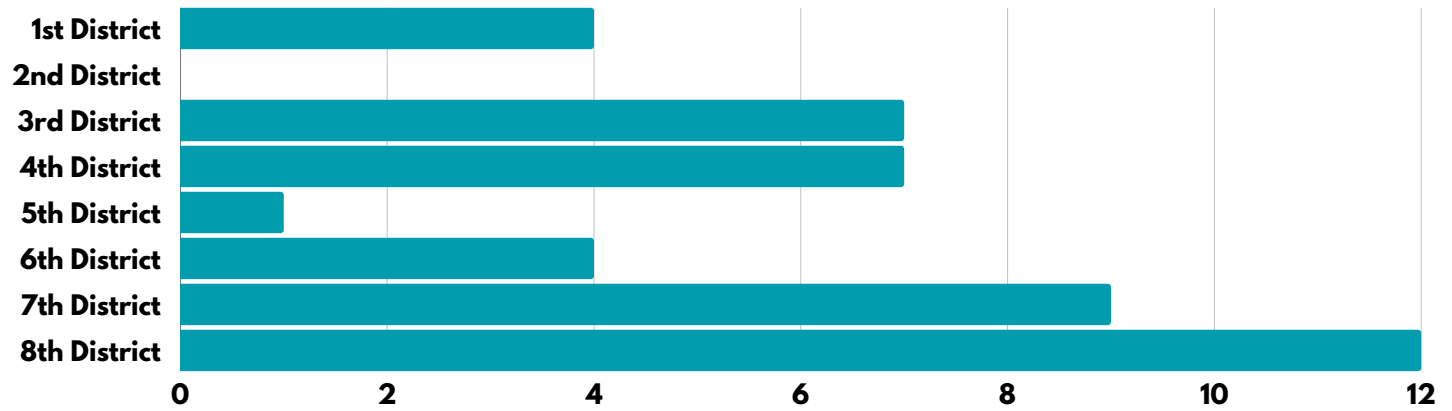


## Complainant Type - Past 12 Months

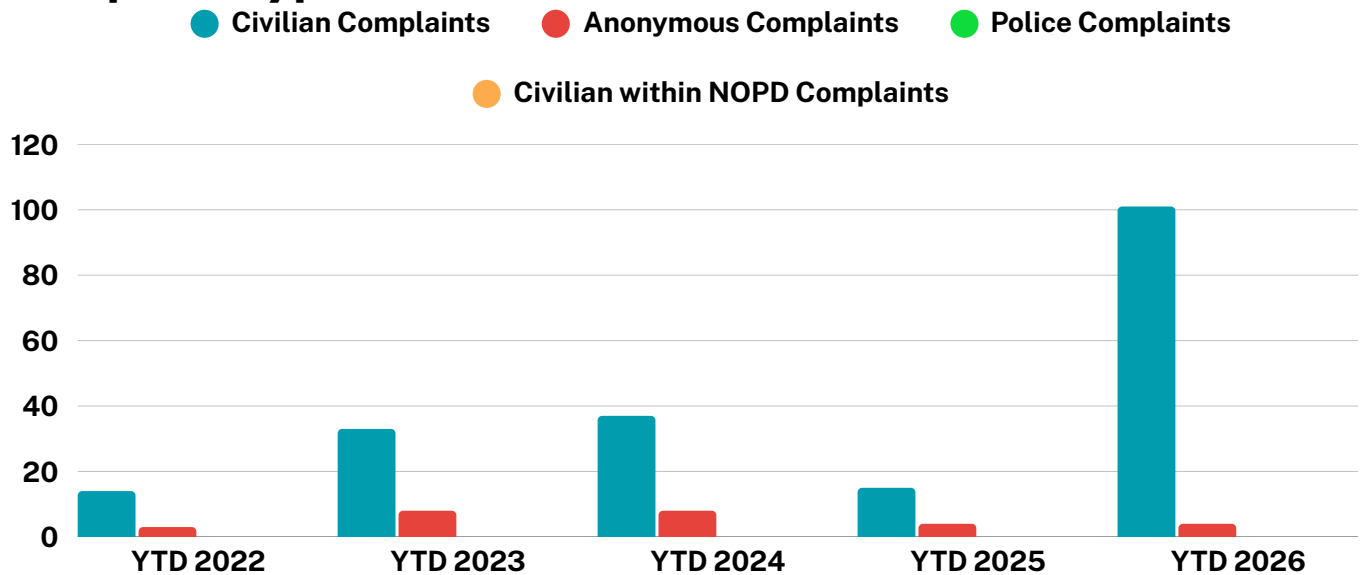


## Districts - Past 12 Months

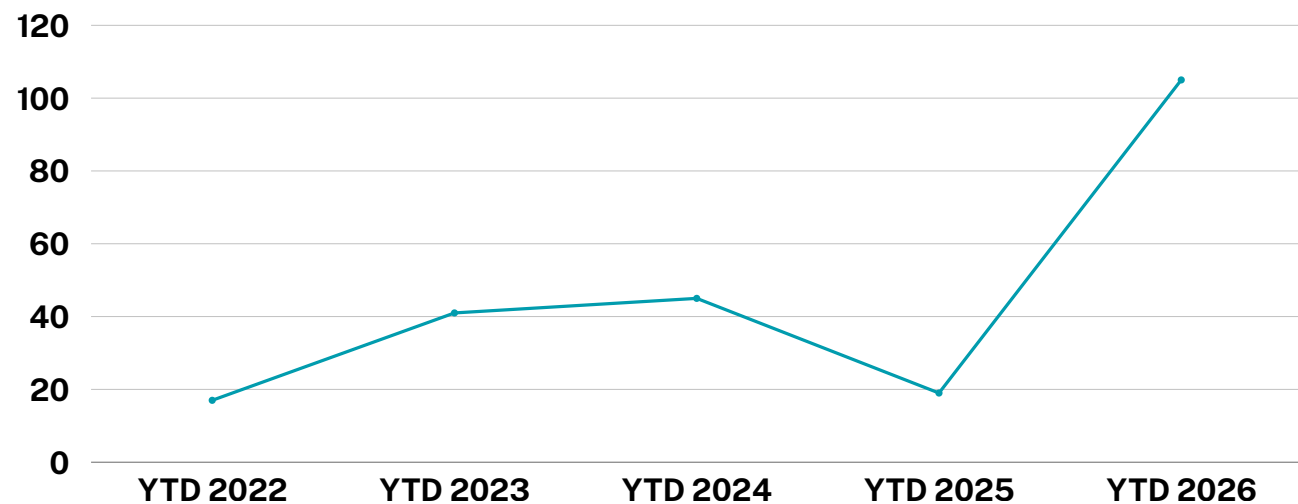
This chart communicates where the alleged misconduct occurred by police district. This requires the misconduct to occur in a physical space (instead of an incident that occurs over the phone or internet for example). This is based on complainant disclosure and the OIPM tries to verify this information through electronic police reports, body worn camera footage, and field identification cards.



## Complaint Type YTD - 2022, 2023, 2024, 2025, 2026

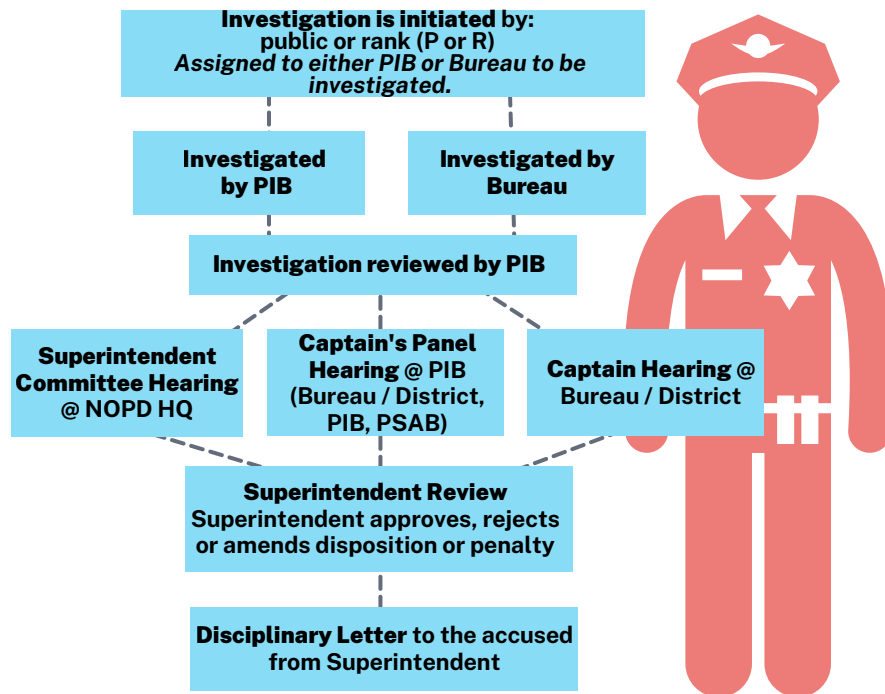


## Complaint Totals YTD - 2022, 2023, 2024, 2025, 2026

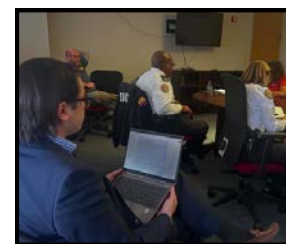


# DISCIPLINARY PROCEEDINGS

After the misconduct investigatory process, if the investigating officer sustained an allegation, then that allegation must be affirmed by NOPD leadership in order for that accused officer to be disciplined. This occurs through the disciplinary proceeding process. The disciplinary proceedings are conducted by the NOPD - either by Captains or Deputy-Chiefs. The OIPM monitors and assesses the efforts of NOPD to ensure all disciplinary investigations and proceedings are conducted in a manner that is non-retaliatory, impartial, fair, consistent, truthful, and timely in accordance with NOPD policies and law. Adjudication of misconduct is handled internally by the PIB or the Bureau of the officer / employee.

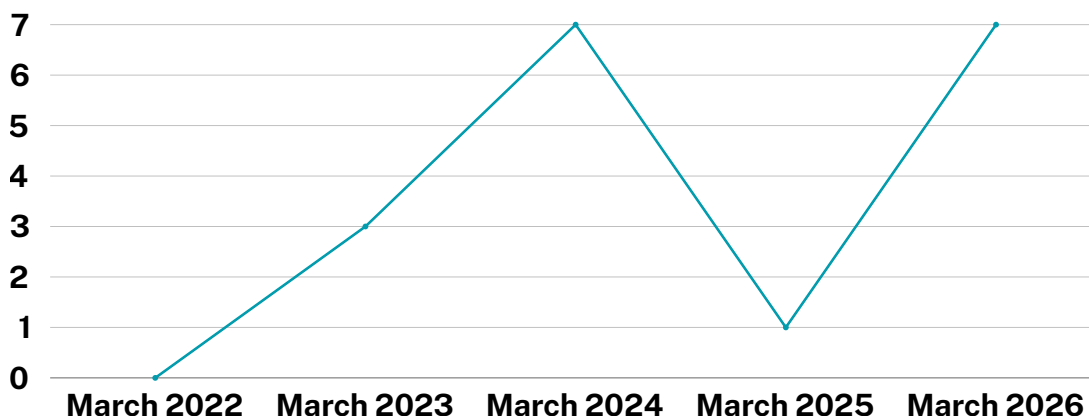


The OIPM may monitor the process conducted by the PIB or by the Bureau; however, under the MOU, there are detailed directions regarding how the OIPM is notified of investigations by the PIB and similar protocol does not currently exist for Bureaus. For that reason, the OIPM tends to be more involved with investigations and disciplinary proceedings conducted by the PIB. During every disciplinary proceeding, the OIPM remains in the room for deliberation with the NOPD leadership to give the hearing officers feedback and input. This process is how the OIPM provides our recommendations and feedback regarding the strength of the investigation, liability and risk management concerns, and areas where the policy required clarification or was being applied inconsistently. Though OIPM may provide this feedback in memorandums to the NOPD prior to the hearing or supplementing these hearings, these discussions during the deliberation process enable the NOPD to consider and digest our points before any final decision was made on the matter. These discussions are an opportunity for the OIPM to provide and receive insight into the NOPD investigation and often these comments lead to meaningful discussion with not just the hearing officers, but the assigned investigator on the case, since it was an opportunity for that investigator to explain investigatory decisions and to answer questions.



Above, Misconduct and Discipline Specialist, Christian Jamal, monitors a Captain's Panel Hearing in March at PIB Headquarters.

## Disciplinary Proceedings - March



**7**

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**Total  
Disciplinary  
Case Received  
this Month**

OIPM tracks Disciplinary Proceedings based on the date notice is received from NOPD and not necessarily on when the disciplinary proceeding occurs. Additionally, this figure does not account for investigations in which multiple officers are accused, or for hearing notifications received in a prior year but rescheduled to the current month. These proceedings are often rescheduled for scheduling conflicts. Tracking by notification date allows for consistent and accurate data collection.

# USE OF FORCE

## Relevant Definitions

### Critical Incident

Critical incidents are an internal definition that was agreed upon by the OIPM and the NOPD through the November 10, 2010 Memorandum of Understanding. This definition captures that the OIPM should be notified of deaths, certain levels of injuries, and officer involved shootings within an hour so the OIPM has the ability to monitor the on scene investigation by the Force Investigation Team. According to this shared definition, critical incidents are:

- All incidents including the use of deadly force by an NOPD officer including an Officer Involved Shooting (“OIS”);
- All uses of force by an NOPD officer resulting in an injury requiring hospitalization;
- All head and neck strikes with an impact weapon, whether intentional or not;
- All other uses of force by an NOPD officer resulting in death; and
- All deaths while the arrestee or detainee is in the custodial care of the NOPD.

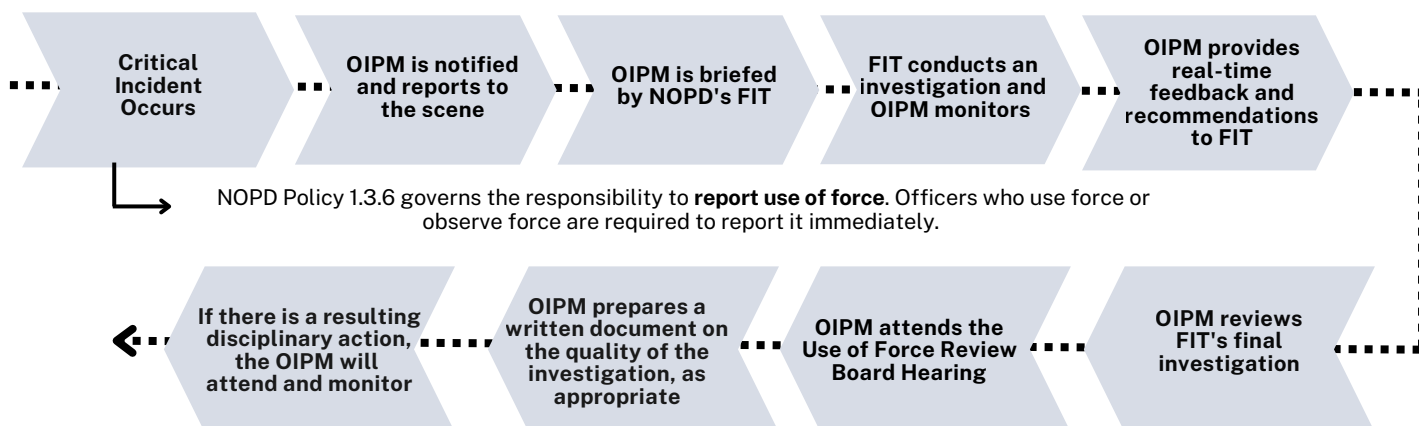
### Use of Force

Use of Force is when an officer uses physical contact on an individual during a civilian-police interaction. The force can be mild to severe based on the levels of force outlined in the NOPD policy. The force may be considered justified by NOPD policy considering the facts and circumstances known to the officer at the time which would justify that appropriate physical contact based on how officers are trained to handle that interaction. Force will be assessed based on the type of contact utilized compared to the resistance encountered, resulting injuries, witness statements, officer statements, and evidence found.

### Levels of Force

- **Level 1:** Includes pointing a firearm at a person and hand control or escort techniques (e.g., elbow grip, wrist grip, or shoulder grip) applied as pressure point compliance techniques that are not reasonably expected to cause injury; takedowns that do not result in actual injury or complaint of injury; and use of an impact weapon for non-striking purposes (e.g., prying limbs, moving or controlling a person) that does not result in actual injury or complaint of injury. It does not include escorting, touching, or handcuffing a person with minimal or no resistance.
- **Level 2:** Includes use of a CEW also known as “tasers” (including where a CEW is fired at a person but misses); and force that causes or could reasonably be expected to cause an injury greater than transitory pain but does not rise to a Level 3 use of force.
- **Level 3:** Includes any strike to the head (except for a strike with an impact weapon); use of impact weapons when contact is made (except to the head), regardless of injury; or the destruction of an animal.
- **Level 4:** Includes all ‘serious uses of force’ as listed below:
  - (a) All uses of lethal force by an NOPD officer;
  - (b) All critical firearm discharges by an NOPD officer;
  - (c) All uses of force by an NOPD officer resulting in serious physical injury or requiring hospitalization;
  - (d) All neck holds;
  - (e) All uses of force by an NOPD officer resulting in a loss of consciousness;
  - (f) All canine bites;
  - (g) More than two applications of a CEW on an individual during a single interaction, regardless of the mode or duration of the application, and whether the applications are by the same or different officers, or CEW application for 15 seconds or longer, whether continuous or consecutive;
  - (h) Any strike, blow, kick, CEW application, or similar use of force against a handcuffed subject; and
  - (i) Any vehicle pursuit resulting in death, serious physical injury or injuries requiring hospitalization.

## Critical Incident / Use of Force Chain of Events

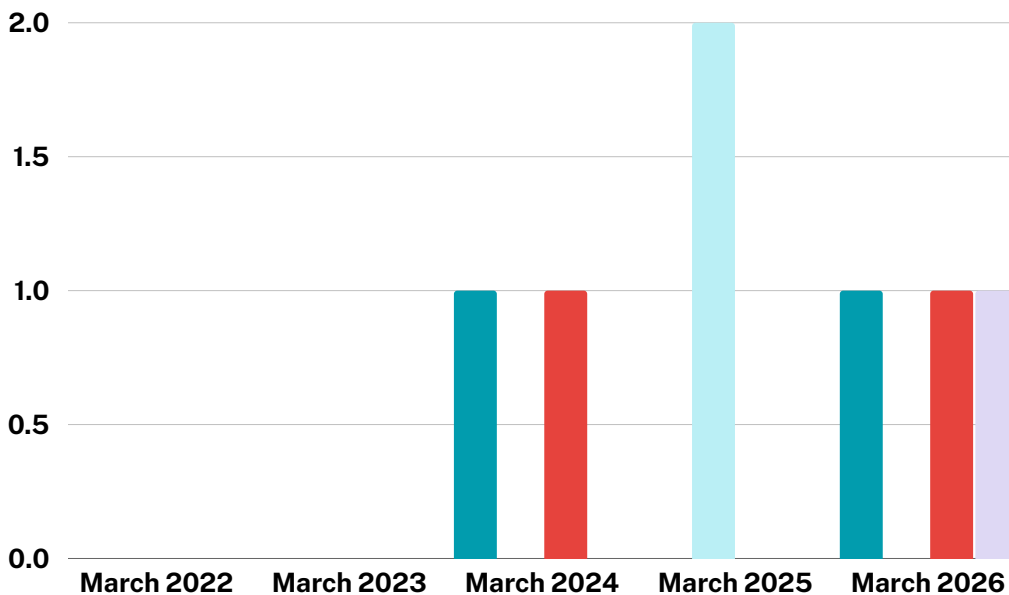


# Use of Force Work

Use of Force monitoring and reviews are an opportunity for the OIPM to conduct a qualitative assessment of an investigation to ensure thoroughness, timeliness, fairness, transparency, accountability, and compliance with law and policy. The OIPM monitors and reviews the use of force, in-custody death, and critical incident investigations conducted by the Force Investigation Team (FIT) within the Public Integrity Bureau (PIB) of the NOPD. The OIPM is required by City Code § 2-1121 and by the MOU to monitor the quality and timeliness of NOPD's investigations into use of force and in-custody deaths. The OIPM will attend the investigation or the relevant activity, and will document the activity taken and not taken by the NOPD. The expectation is that the OIPM representative does not participate in the activity, but instead observes the police actions and takes notes.

While OIPM is notified of each use of force that occurs, OIPM gives the most attention to the most serious uses of force incidents, Critical Incidents. However, OIPM will often review lower-level uses of force incidents to ensure NOPD policy is being upheld.

## Use of Force This Month 2022, 2023, 2024, 2025, 2026



**1**

**Firearm Discharge this Month**

**1**

**Critical Incidents this Month**

**0**

**Level 4 Non-Critical Use of Force this Month**

**1**

**Additional Force Monitoring this Month**

# COMMUNITY-POLICE MEDIATION

## What is Mediation?

Mediation is an alternative to the traditional process of resolving complaints of police officer misconduct. Mediation provides a process facilitated by two professionally-trained community mediators to create mutual understanding and allow the officer and civilian to be fully heard and understood in a non-judgmental way. Mediation creates a safe, neutral space for officers and civilians to speak for themselves, share about their interaction and how it impacted them, explain what is important to them, and come to their own agreements and solutions about moving forward.

The Public Integrity Bureau (PIB) of the NOPD determines which complaints are referred to the Mediation Program. The types of complaints that are most often referred to mediation are those that allege lack of professionalism, neglect of duty, or discourtesy.

Complaints such as unauthorized use of force, unlawful search, and criminal allegations are ineligible for mediation and continue through the formal complaint investigation process by the PIB.

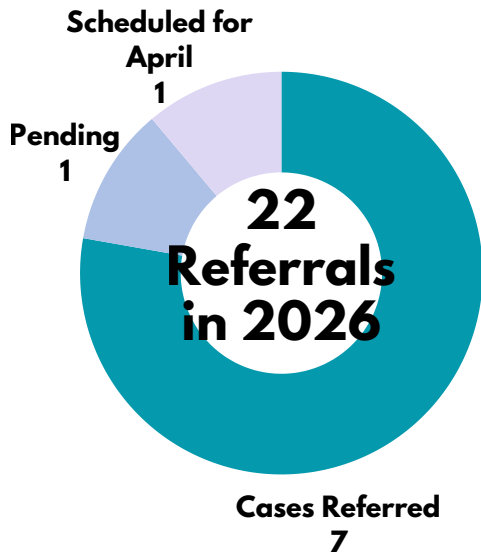
### Voluntary

All participants engage in mediation at their own free will. They can end the process at any time and will not be forced to do anything or say anything they do not want to. No one is forced to agree to anything they do not want to.

### Consent

All parties must voluntarily agree to participate in mediation and give consent. The consent process involves communication between the participant and the Mediation Director or program staff about the mediation process, what to expect, and clarification of any questions. Consent forms are signed in advance of confirming the mediation session.

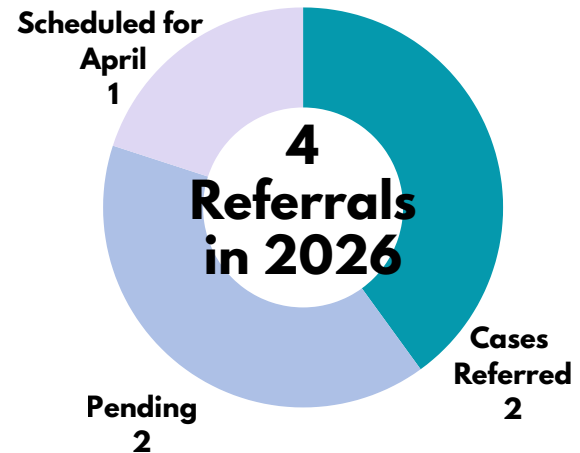
### Mediation Numbers - March



### Post-Investigation / Cleared by Camera (CBC) Mediation Numbers - March



### Community District Based Mediation Numbers - March



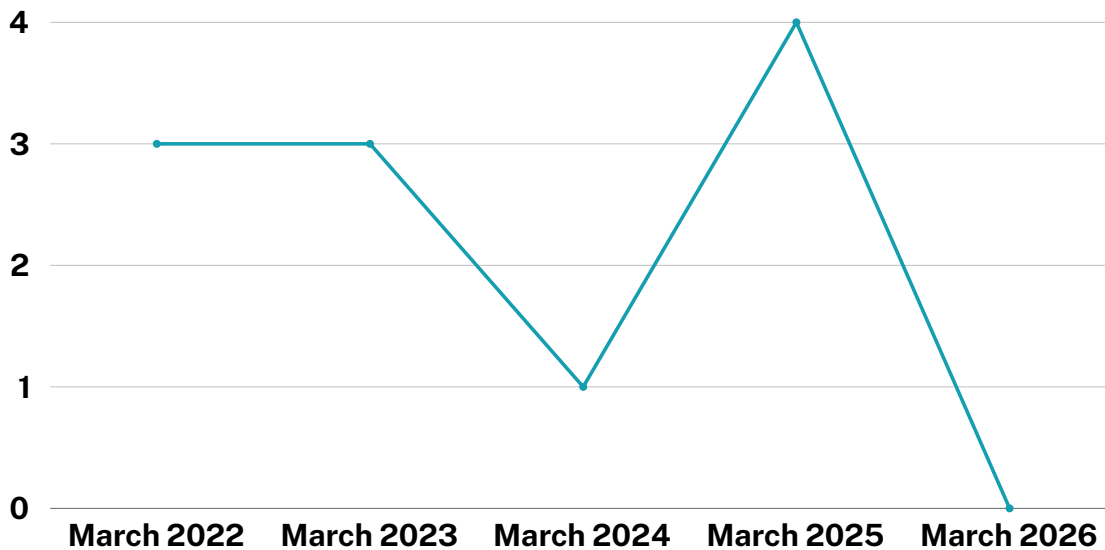
**Non-judgmental**  
**Confidential**  
**Voluntary**



**Mediation is:**

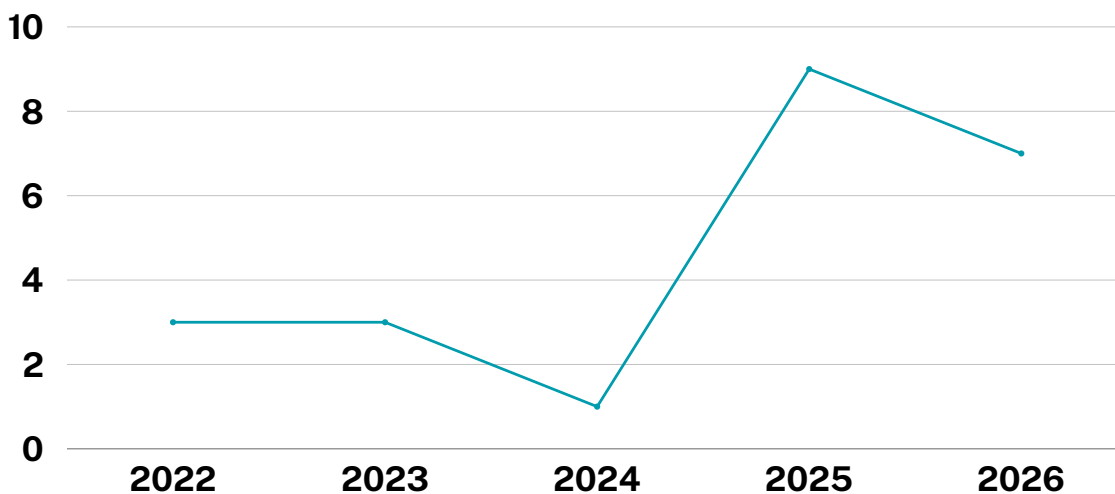
- ➔ A participant-guided process that helps the community member and the officer come to a mutually-agreeable solution. This helps to create mutual understanding and improve relationships.
- ➔ A space of discussion without the need to say who is right or wrong. No evidence is needed. The mediators are not judges. The mediators do not present their thoughts on the issue.
- ➔ It's about dialog, not forced resolutions. People are not forced to shake hands or make-up. The role of the mediators is to be neutral 3rd party facilitators. They will not pressure either participant to come to an agreement.
- ➔ An opportunity for the community member and the officer to be in charge of their own process and outcome. It will not be decided by an outside agency or person. It is outside of any punishment framework or the legal process. There is no appeal because mediation is voluntary.

**Total Mediations Held This Month  
2022, 2023, 2024, 2025, 2026**



**0**  
**Total  
Mediations  
Held this  
month**

**Total Mediations Held YTD In  
2022, 2023, 2024, 2025, 2026**

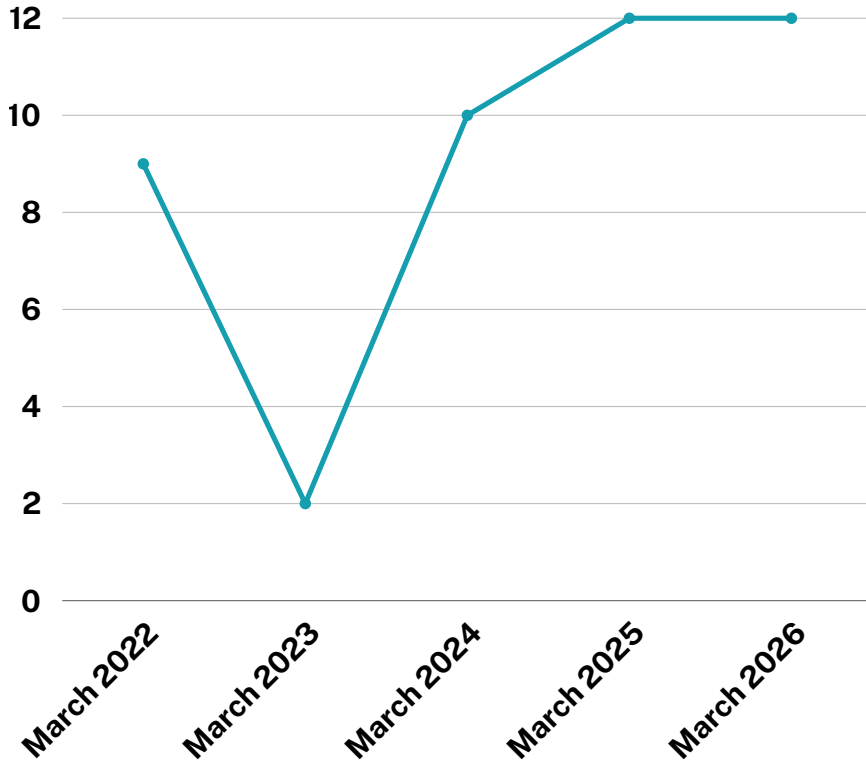


**7**  
**Total  
Mediations  
Held YTD**

# COMMUNITY ENGAGEMENT

The community is vital to police oversight and the center of the work conducted by the OIPM. In the Memorandum of Understanding, the OIPM committed to developing relationships with community and civil groups to receive civilian and anonymous complaints, meeting with police associations, and conduct public outreach meetings and engagement activities. In this section of the Monthly Report, the OIPM explains the community outreach and public events that the OIPM coordinated or participated in the last month.

## Outreach - March 2022, 2023, 2024, 2025, 2026



# 12

## Total Outreach Events this Month



## Outreach Events

- IPM Stella Cziment and Community Engagement Coordinator Kiah Howard attended Vera Institute of Justice Louisiana 20 Year Anniversary
- Coffee with the IPM @St. Noir Cafe in St. Roch - 3/6 & 3/11
- NOPD Award Ceremony
- Monitored Uptown Super Sunday
- Attended the New Orleans Homeless and Houseless Advocacy, Research, and Rights Monitoring Meeting on S. Rendon St.
- IPM Stella Cziment interview w/ Associated Press re Facial Recognition
- Monitored Uptown St. Joseph's Night
- Mediator Happy Hour @ Clesi's Seafood
- NOPD Graduation Recruit Class #206
- Tabled @ Heal the Block: Algiers
- Tabled @ Better New Orleans Block Party
- Monitored Downtown Super Sunday



If you want to listen our Monitor's Mic programming, it is all available online. You can listen on the OIPM website:

<https://nolaipm.gov/the-monitors-mic/>