

Ewing Police Department
*Professional
Standards Bureau*

The members of the Ewing Police Department are committed to providing law enforcement services that are fair, effective, and impartially applied. It is in the best interests of everyone that your complaint about the performance of an individual officer is resolved fairly and promptly. The Police Department has formal procedures for investigating your complaint. These procedures ensure fairness and protect the rights of both citizens and law enforcement officers.

- Your complaint will be sent to a superior officer or a specially trained internal affairs officer who will conduct a thorough and objective investigation.

- You might be asked to help in the investigation by giving a detailed statement about what happened or providing other important information.
- All complaints against law enforcement officers are thoroughly investigated. You will be advised in writing of the outcome of the investigation.
- If our investigation shows that a crime might have been committed, the Mercer County Prosecutors Office will be notified. You might be asked to testify in court.
- If our investigation shows that the complaint is unfounded or that the officer acted properly, the matter will be closed.
- All disciplinary hearings shall be closed to the public unless the defendant officer requests an open hearing.



Ewing Police Department

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Ewing, NJ 08628

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Professional Standards Bureau

The Professional Standards Bureau of the Ewing Police Department is responsible for ensuring that members of the department meet the highest standards of professional conduct and are responsive to the citizens they serve. The Professional Standards Bureau is also responsible for the thorough investigation of all complaints of misconduct against members of the Ewing Police.

The Professional Standards Bureau reports directly to the Chief of Police. The Office is charged with administering the investigative and disciplinary processes for the Ewing Police Department. The primary mission of the Office of Professional Review is to assure that the members of the Ewing Police meet the highest standards of integrity and ethical performance.

The Ewing Police Department is dedicated to providing the best possible police service to the citizens it serves. Officers are carefully selected and receive the best possible training to help them perform their duties in a fair, honest, impartial, and professional manner. Your assistance helps the Ewing Police maintain the integrity of the organization. If you feel strongly about the conduct of an officer, positively or negatively, please let us know.

The Ewing Police Department recognizes that mistakes may be made and the actions of our officers may fall short of expectations. The Ewing Police Department has established rules and regulations and standard operating procedures governing the professional and personal conduct of employees and acceptable work performance standards. These guidelines are designed to protect the well-being and the rights of all citizens and employees. The Professional Standards Bureau will thoroughly investigate all reports of mis-

conduct by officers regardless of the source. Anyone who files a complaint against an officer will be treated with courtesy and respect.

If the investigation indicates the officer has committed a violation, corrective action commensurate with the severity of the violation will be taken. Mitigating circumstances may be considered by the Chief of Police in determining appropriate penalties. Action taken may involve:

- Counseling
- Remedial training
- Oral reprimand
- Fine
- Voluntary surrender of time off in lieu of other action
- Written reprimand
- Suspension
- Reduction in rank
- Termination

After an investigation is completed, discipline is administered directly by the Chief of Police. In the event the member requests a disciplinary hearing, the complainant and witnesses may be called to testify. Complainants will be notified in writing by the Office of Professional Review when the complaint has been resolved, however the exact discipline imposed is a confidential personnel matter and will not be revealed to the complainant. The Ewing Police Department has established procedures for members to follow in filing their appeals, just as it has established procedures to fairly and honestly investigate citizens' complaints.

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Citizen Complaint Brochure

**Tel: 609-882-1313 ext.
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