



Police Department

November 28, 2023

[REDACTED]
Oakland, CA 94612

Re: IAB Complaint IA23-0014

Dear Mr. [REDACTED]

The Berkeley Police Department has concluded the investigation into your complaint in which you made allegations of Discourtesy (Failure to provide information) and Improper Investigation. An internal Berkeley Police Department Board of Review was convened to hear your complaint. The Board reviewed the case in its entirety, including the statements you provided to the Office of the Director of Police Accountability. The Board also reviewed the statements of the accused employee(s), body worn camera footage, relevant video footage, and audio recordings. The internal Berkeley Police Department's Board of Review provides advisory findings to the Chief of Police following a hearing on the matter.

Since you filed a formal complaint with the Office of the Director of Police Accountability (ODPA), a separate independent investigation was conducted by that entity. The ODPA is responsible for presenting Findings and Recommendations from the independent investigation to the Police Accountability Board.

I carefully reviewed the complaint, including the complete investigation conducted by the Internal Affairs Bureau and the advisory findings from the Board of Review. After a thorough examination, my findings were as follows:

Discourtesy (Failure to provide information):

Unfounded

Improper Investigation:

Unfounded

According to our General Orders, the definitions of findings are as follows:

If the investigation proves the allegation did occur and is a violation of departmental policy, the finding will be "Sustained."

If the investigation clearly establishes that the allegation is not true, the finding will be "Unfounded."

If the investigation fails to support the allegation, but the allegation cannot be shown as false, the finding will be "Not Sustained."

If the investigation clearly establishes that the actions of the employee are not violations of departmental policy, the finding will be "Exonerated."

By law, employees' personnel records are confidential. Personnel complaints such as this one are likewise deemed confidential, and I cannot disclose the specifics of any discipline imposed when applicable.

Sincerely,

A handwritten signature in black ink, appearing to read "Jennifer Louis".

Jennifer Louis
Chief of Police