



FAIRFAX COUNTY POLICE DEPARTMENT

Analytical Summary Report

Internal Investigations of Employees with a Rank of Second Lieutenant or Above for 2017 to 2020 YTD

The charts below visually summarize completed internally generated investigations of employees with a rank of Second Lieutenant (2LT) or higher with one or more of the following allegations: cooperation/coordination, discrimination, ethics and integrity, harassment, hostile work environment, human relations, or performance of duty.

Allegations Investigated by the FCPD Internal Affairs Bureau and the Fairfax County Office of Human Rights and Equity Programs	In Compliance	Inquiry Only	Not Sustained	Sustained	Unfounded	Total
Discrimination	0	1	0	0	5	6
Harassment	0	0	0	0	7	7
Hostile Work Environment	2	5	1	2	4	14
Total	2	6	1	2	16	27
Allegations Investigated by the FCPD Internal Affairs Bureau						
Cooperation/Coordination	2	0	0	1	0	3
Ethics and Integrity	0	0	0	1	1	2
Human Relations	0	0	0	2	0	2
Performance of Duty	4	0	0	3	0	7
Total	6	0	0	7	1	14
Grand Total	8	6	1	9	17	41*

Year	Cooperation Coordination	Discrimination	Ethics and Integrity	Harassment	Hostile Work Environment	Human Relations	Performance of Duty	Total
2017	2	1	0	0	5	1	0	9
2018	0	3	1	6	8	0	5	23
2019	1	2	1	1	1	1	2	9
Total	3	6	2	7	14	2	7	41*

**Numbers are subject to change as investigations conclude or if grievances are filed and investigative findings are overturned.*

NOTE: All allegations of discrimination, harassment, and hostile work environment are first investigated by the Fairfax County Office of Human Rights and Equity Programs and are also independently investigated by the Fairfax County Police Department's Internal Affairs Bureau. Additional information on investigative procedures can be found here at the [Office of Human Rights and Equity Programs](#) and [FCPD General Order 301, Internal Investigations](#).

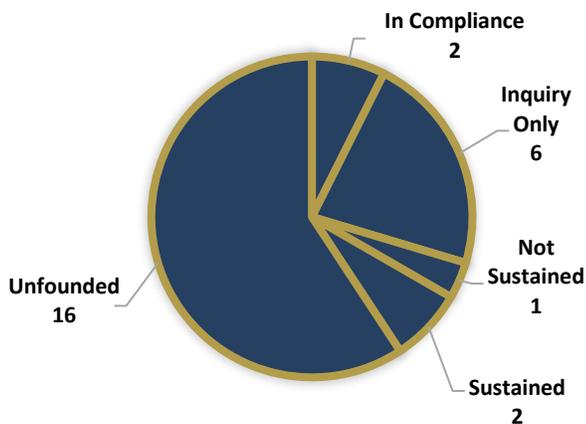




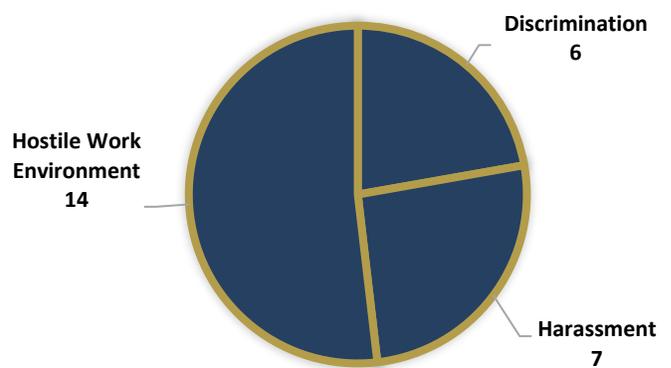
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Allegations Investigated by the FCPD Internal Affairs Bureau and the Office of Human Rights and Equity Programs

Allegations by Finding

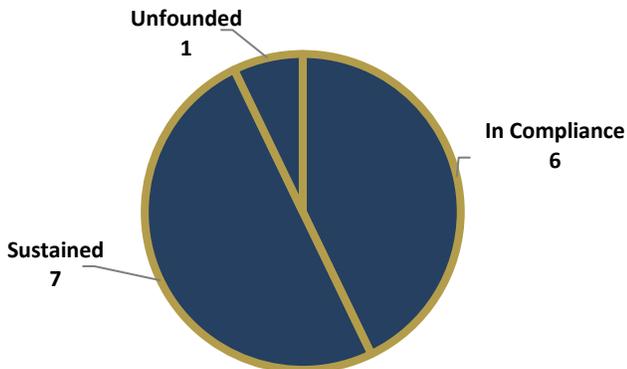


Allegations by Type

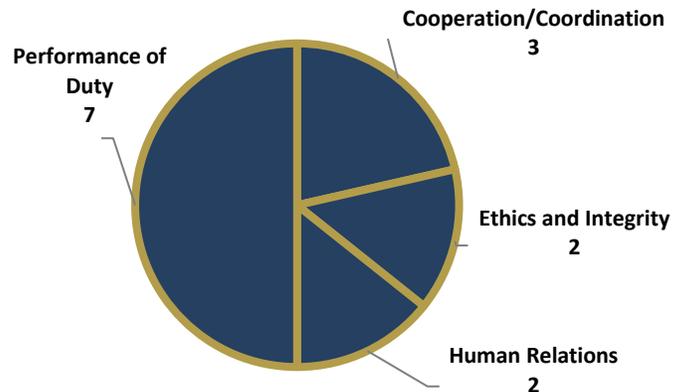


Allegations Investigated by the FCPD Internal Affairs Bureau

Allegations by Finding



Allegations by Type





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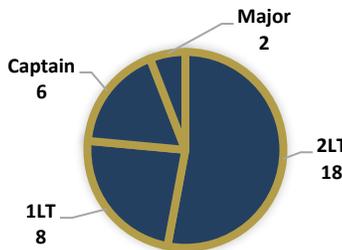
Rank and Demographics of Involved Employees

Involved Employee Rank	
2LT	18
1LT	8
Captain	6
Major	2
Total	34

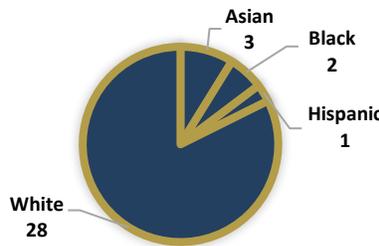
Involved Employee Race	
Asian	3
Black	2
Hispanic	1
White	28
Total	34

Involved Employee Gender	
Female	4
Male	30
Total	34

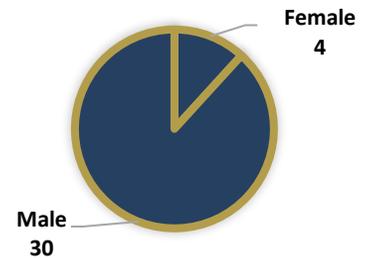
Rank of Involved Employees



Race of Involved Employees



Gender of Involved Employees



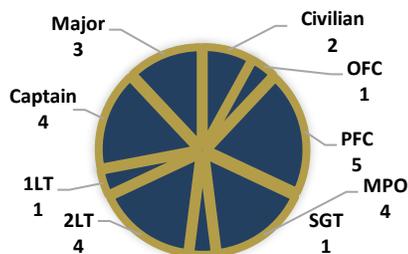
Rank and Demographics of Reporting Persons

Reporting Person Rank	
Civilian	2
OFC	1
PFC	5
MPO	4
SGT	1
2LT	4
1LT	1
Captain	4
Major	3
Total	25

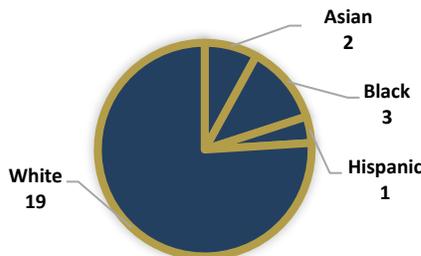
Reporting Person Race	
Asian	2
Black	3
Hispanic	1
White	19
Total	25

Reporting Person Gender	
Female	6
Male	28
Total	25

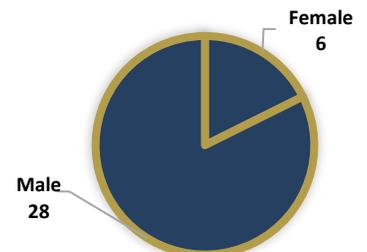
Rank of Reporting Person



Race of Reporting Person



Gender of Reporting Person



NOTE: A reporting person may not always be the involved victim in an investigation as all employees have a duty to report any possible violations committed by other employees per [FCPD General Order 201.5, Reporting Violations](#).

