

Police Civilian Review Panel

April 23, 2026

Fairfax County Government Center, Conference Room 359-C

12000 Government Center Parkway, Fairfax, VA 22035

Subcommittee Meeting Summary (CRP-25-16R)

Subcommittee Members Present:

David Adams, Chair of Subcommittee

Fazia Deen, Panel Member

Dirck Hargraves, Panel Member
(Participation via Microsoft Teams)

Others Present:

Craig Miles, Office of the Police Civilian
Review Panel Liaison

Shaquishe Ferguson, Office of the Police
Civilian Review Panel Analyst

Sergeant Dong Hyun Kim, Fairfax County
Police Department Internal Affairs Bureau

The Fairfax County Police Civilian Review Panel's (Panel) subcommittee meeting was called to order at 6:24 p.m. Subcommittee Chair Adams welcomed everyone to the Panel's April 23, 2026 subcommittee meeting and took attendance. Panel Member Hargraves participated virtually from Mercersburg, Pennsylvania, which constituted one of his three permitted virtual meetings for the year.

Subcommittee's Initial Review: Subcommittee Chair Adams described the purpose of the subcommittee and explained its procedures and authority, based on the Panel Bylaws, to conduct an initial review of a complaint to determine whether the Fairfax County Police Department (FCPD) engaged in Serious Misconduct or Abuse of Authority.

Subcommittee Chair Adams explained the process for completion of the Initial Review Report and read the allegations. The allegations made by the complainant were:

1. The officer sent racially biased text messages.
2. The officer defamed the complainant's character.
3. The officer discussed the complainant's employment with the Fairfax County Fire and Rescue Department (FCFRD).
4. The officer violated the complainant's civil rights.

Subcommittee Chair Adams provided a summary of the events of the incident that led to the complaint (CRP-25-16R). Subcommittee Chair Adams asked if his fellow subcommittee members had any facts they would like to add. Panel Members Deen and Hargraves had nothing to add.

Allegations and Comments:

Subcommittee Chair Adams stated that the subcommittee would discuss the allegations and determine whether they warranted a recommendation for Full Panel review. The subcommittee members agreed that three of the four allegations fell under Category “A”, which is a use of abusive racial, ethnic or sexual language or gestures and Category “E”, which is a violation of laws or ordinances, as stated in the Initial Review Report. Regarding the other allegation, Subcommittee Chair Adams said the investigation revealed that the officer did not discuss the complainant’s employment with the Fairfax County Fire and Rescue Department [FCFRD], so that allegation did not meet the criteria of Abuse of Authority or Serious Misconduct. Panel Member Hargraves said text messages alleging derogatory language were not found on the officer’s phone and that the officer’s explanation was unconvincing. Panel Member Deen said the investigation was thorough.

Full Panel Recommendation:

All subcommittee members agreed there was insufficient evidence for a Full Panel review. Subcommittee Chair Adams made a motion that the subcommittee not recommend CRP-25-16R for a Full Panel review. Panel Member Hargraves seconded the motion. All subcommittee members voted in favor and the motion unanimously carried.

Meeting Adjourned:

Subcommittee Chair Adams entertained a motion to adjourn the meeting. Panel Member Hargraves moved to adjourn the meeting and Panel Member Deen seconded the motion. The motion unanimously carried, and the meeting was adjourned at 6:47 p.m.