

Police Civilian Review Panel

Meeting Agenda

Location: Fairfax County Government Center – Room 7
12000 Government Center Parkway
Fairfax, VA 22035

Date: September 3, 2026

Time: 6:00 pm

Website: www.fairfaxcounty.gov/policecivilianreviewpanel/

Agenda details:

I. Call to Order

II. Agenda Items

- a. Roll Call
- b. Approval of Meeting Agenda
- c. Subcommittee Initial Review of CRP-25-21R

III. New Business

IV. Adjournment

Panel Meeting Schedule:

- September 3, 2026 at 7:00 p.m., 12000 Government Center Parkway Fairfax, VA 22035. Room 7

Panel's Purpose:

The nine-member Police Civilian Review Panel's mission is to enhance police legitimacy and to build and maintain trust between the citizens of Fairfax County, the Board of Supervisors and the Fairfax County Police Department (FCPD) by reviewing certain FCPD investigations to ensure the accuracy, completeness, thoroughness, objectivity and impartiality of the investigation. It is appointed by, and reports directly to, the Board of Supervisors. The Panel is governed both by the bylaws approved by the Board of Supervisors and a code of ethics adopted by the Panel.

Initial Review Report – Subcommittee Recommendation to the Fairfax County Police Civilian Review Panel

Request for Review – Basic Information

CRP Complaint Number: CRP-25-21

Subcommittee Members:

- Panel Member Adams, Panel Member
- Panel Member Gill, Panel Member
- Panel Member Yang, Chair of Subcommittee

Key Dates: **Date of Review Request:** October 1, 2025 **Date of Incident:** September 1, 2022 **Date of Initial Complaint:** October 24, 2022 **Date of FCPD Disposition Letter:** July 31, 2023

Subcommittee Meeting

Date: September 3, 2026

☐ **Complainant or representative**

present

☐ **Complainant or representative not**

present

☐ **Complainant or representative**

spoke

Subcommittee Authority and Purpose

The Subcommittee conducts an Initial Review of the subject Complaint to determine whether the Complaint meets the minimum criteria for review and consideration by the full Panel. (See Panel Bylaws Article VI.D.2.(d))

The Subcommittee reviews complaints to determine whether: (Panel Bylaws Article VI.D.3.(a))

- (1) The Complaint alleges Serious Misconduct or Abuse of Authority as defined in its Bylaws; and
- (2) The evidence contained in the investigative file could lead a reasonable Panel to conclude that there is sufficient evidence to support the allegations.

Subcommittee's Role in Initial Review Process

The Subcommittee Initial Review Report sets forth the Subcommittee's recommendation. A unanimous Subcommittee vote is required to recommend that the Panel not consider a complaint. The full Panel may or may not accept the Subcommittee's recommendation on whether to review a complaint.

The full Panel will consider the Subcommittee recommendation and vote to determine whether it accepts a Review Request. If the full Panel accepts the recommendation, it will conduct a full Panel Review Meeting. (Panel Bylaws Article VI.F.)

Categories of Abuse of Authority or Serious Misconduct

The Panel determines whether allegations can be categorized as one or more of the following: (Panel Bylaws Article VI(B))

- A. Use of abusive racial, ethnic or sexual language or gestures.
- B. Harassment or discrimination based on race, color, sexual orientation, gender, religion, national origin, marital status, age, familial status, immigration status or disability.
- C. Acting in a rude, careless, angry, retaliatory or threatening manner not necessary for self-defense.
- D. Reckless endangerment of detainee or person in custody.
- E. Violation of laws or ordinances.
- F. Other serious violations of Fairfax County or FCPD policies or procedures, including the FCPD Canon of Ethics, that occur both on or off duty.

Complainant Allegations

The Panel subcommittee considered the following allegation(s) by the Complainant to determine (1) whether each constitutes Serious Misconduct or an Abuse of Authority as defined above, and, if yes, (2) whether the Investigation Report reveals sufficient substantiation.

Allegation(s)	(1) Abuse of Authority or Serious Misconduct Identify Category (A-F)	(2) Sufficient Evidence for Full Review Indicate Yes/No
<i>List each allegation below as stated by the Complainant. Indicate in the next two columns whether the two criteria are met for each allegation.</i>		
Excessive and unwarranted force was used		
The officer was aggressive, belligerent and boisterous		
The officers violated the Fourth and Sixth Amendments of the United States Constitution		

Missing Information

If there is any indication there may be missing information from the investigative file, describe it here.

Subcommittee Findings and Recommendation

Check the Subcommittee's recommendation to the full Panel and keep one statement below that applies based on criteria met.

☐ Subcommittee Does
Not Recommend full
Panel Review

Criterion 1 is not met: The Subcommittee finds that the allegation(s) made by the Complainant do not meet the threshold of Serious Misconduct or Abuse of Authority and therefore the Panel does not have authority to review the complaint. The Subcommittee unanimously does not recommend that the full Panel take up review of this Complaint.

Criterion 1 is met, but Criterion 2 is not met: The Subcommittee finds that the complaint alleges Serious Misconduct or Abuse of Authority, however, the evidence contained in the investigative file could not lead a reasonable Panel to conclude there is sufficient evidence to support allegations. Further, the Subcommittee has no reason to believe there is missing information from the Investigation Report. Therefore, the Subcommittee unanimously does not recommend that the full Panel take up review of this Complaint.

☐ Subcommittee
Recommends full
Panel Review

Criteria 1 and 2 are both met: The Subcommittee finds that the allegation(s) made by the Complainant meet(s) the threshold of Serious Misconduct or Abuse of Authority as defined above AND that the evidence contained in the investigative file could lead a reasonable Panel to conclude that there is sufficient evidence to support the allegations. Therefore, the Panel subcommittee recommends that the full Panel take up review of this Complaint.

Panel Review Questions

- 1) Why are you not happy/satisfied with the way FCPD responded to your complaint?
I am not satisfied with the way FCPD responded to my complaint because I do not feel that my concerns were adequately addressed or taken seriously. The response did not sufficiently explain what actions were taken to investigate mt complaints, address issues I raised, or prevent similar concerns from occurring in the future. I was left with unanswered questions and did not feel that there was adequate communication or follow-up regarding the outcome.
- 2) Were you contacted by the investigator to provide your side of the story?
Yes
- 3) Were all witnesses or people who had knowledge of the misconduct interviewed by police?
I provided information regarding individuals who had knowledge of the alleged misconduct, but I do not know whether those individuals were subsequently contacted or interviewed by the police. I was not informed of any interview with those witnesses or given an explanation regarding whether their information was considered in the investigation.
- 4) Do you think the FCPD fully investigated your complaint?
No
- 5) What more do you think the police could have done to look into your complaint?
I believe the police could have made a substantially greater effort to investigate my complaint. They could have interviewed all relevant witnesses, followed up with individuals identified as having knowledge of misconduct, reviewed the available evidence and records and independently verified the information rather than accepting statements at face value. I also believe they should have followed up on inconsistencies or unanswered questions as well as provide a clear explanation of what investigative steps were taken and how the conclusions were reached. In my view these steps are critical for a complete, fair and objective investigation.
- 6) What information was not included in the FCPD findings letter that you wanted to know?

The findings letter did not provide enough information about how my complaint was investigated or how the conclusions were reached. I wanted to know which witness or individuals with relevant knowledge were interviewed, what evidence and records were reviewed, whether the information provided was independently verified. I also want a clear explanation of how conflicting or inconsistent was evaluated, and why certain evidence or witness information was accepted or disregarded. In addition, I need to understand what specific investigative steps were taken in response to each of the concerns. What findings were made regarding the alleged misconduct and the factual basis for the findings. The letter did not adequately explain these matters, leaving me with significant unanswered questions about the completeness and fairness of the investigation.

- 7) What other questions do you have about how FCPD investigated your complaint? Whether the investigation was complete, thorough, and impartial.

*What investigative steps were taken from the time my complaint was received until the findings

*Was all the relevant documentary electronic, or other available evidence reviewed?

*How were conflicting statements or inconsistencies evaluated?

*Were the information and evidence I provided fully considered and independently verified?

*Were there any investigative steps that were considered but not pursued, if so, why?

*Who reviewed or approved the findings, and what standards or procedures were used to reach the conclusion?

*How did FCPD determine that the investigation was sufficiently complete before issuing the finding letter?

I would like to understand the basis for the conclusions and whether all relevant information was fairly and objectively considered before the investigation was closed.