



VILLAGE OF SCHAUMBURG

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2025 Internal Affairs Summary

While the internal affairs function is important for the maintenance of professional conduct within a police agency, the integrity of the agency depends on the proper conduct and discipline of each employee. To a larger degree, the public image of an agency is determined by the response to allegations of misconduct by employees of the department. The following is a summary of activities in the past year.

COMPLAINT INVESTIGATIONS

The Office of Professional Standards (OPS) is the section of the General Government responsible for overseeing and conducting investigations into allegations of misconduct by village employees. It is the policy of the Village of Schaumburg to investigate all allegations of employee misconduct fairly and equitably that is procedurally consistent with village policy. All complaints received against an employee of the police department are assigned a Complaint Receipt (CR) number. Upon completion of the investigation, the complainant is notified of the findings of the investigation, which fall under one of five following categories:

1. Unfounded - The investigation indicates the incident or the specific action complained about did not occur or did not involve police personnel.
2. Exonerated- The investigation determined the alleged act did occur, but was justified, lawful, and proper.
3. Not Sustained - The investigation failed to uncover sufficient evidence to clearly prove or disprove the allegation.
4. Sustained - The investigation disclosed sufficient evidence to clearly prove the allegation made in the complaint.
5. Policy Failure - The investigation determined the complaint is sustained; however, the employee was acting in accordance with established department policy.

The following table summarizes the complaint investigations for 2025

2025 Complaints	External	Internal
Cases	4	1
Officers	9	1
Total Allegations	12	7
Investigation suspended	0	7
Unfounded	1	0
Not Sustained	0	0
Sustained	11	0
Exonerated	0	0

EMPLOYEE RECOGNITION

The department's award program provides a means to recognize our employees who exceed expectations and thus contribute to an increasingly effective professional law enforcement agency and a safer community.

Awards issued by the Schaumburg Police Department are categorized as department or citizen awards. A department award is issued to any member of the police department, sworn or civilian, for specific actions or achievements, whereas the other award is presented to a citizen in recognition and appreciation of outstanding effort and community service. Any department member may initiate a recommendation for the issuance of an award.

Table below lists the awards for 2025

2025 Awards	
Award of Valor	1
Life Saving	2
Honorable Mention	1
Group Citation	7
Employee of the Month	24
Going the Extra Mile (GEM)	8