

# Four-ish Models of Civilian Review

**Investigative Model:** Civilian volunteers or staff receive and investigate complaints of police misconduct, reach conclusions on categories of allegations, and recommend discipline as appropriate to Chief Law Enforcement Officers and/or Municipal Executives.

- Specific focus on individual complaints
- Parallel to internal police investigations
- Investigate allegations, subpoena witnesses and documents, and hold hearings both public and in executive session. Reach findings and conclusions.

**Review Model:** Internal police units investigate allegations and develop findings; citizens review and recommend that the Chief Law Enforcement Officers and/or Municipal Executives approve or reject the findings.

- Specific focus on individual complaints
- After internal police investigations, but before disciplinary decisions
- Assess the quality of already completed police professional standards (internal affairs) investigations

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**Auditor/Monitor Model:** An auditor/monitor investigates evaluates the process by which police misconduct complaints are submitted, and assesses the thoroughness and fairness of the investigative process used to address them.

- Broad scope not necessarily tied to individual complaints
- Parallel to or after police investigations
- Focus on policy and practice as well as data collection, analysis, and public reporting

**Hybrid Model:** Contains elements from two or more of the traditional civilian review models

- Scope varies widely
- Increasingly popular
- Specifically addresses the particular needs, preferences, goals and resources of the community it serves.