



OFFICE OF PROFESSIONAL RESPONSIBILITY
ANNUAL REPORT FOR CY2024

COMMANDER'S MESSAGE

I am honored to be able to present to you the United States Capitol Police (USCP) Office of Professional Responsibility's Annual Report for January 1, 2024, through December 31, 2024. This report highlights our interaction with members of the public and Congressional staff and demonstrates our transparency and genuine interest in maintaining the accountability of the United States Capitol Police and its reputation with the public.

The Office of Professional Responsibility plays a key role in conducting investigations into employee misconduct, rules, regulations, and policy violations to ensure that all employees, both sworn and civilian, maintain an exemplary standard of personal integrity and the highest professional standards of conduct in both their private lives and in their official capacities, which strives to uphold the Department's core values of Professionalism, Pride, and Effectiveness.

The Office of Professional Responsibility receives complaints from internal, external, and anonymous sources through telephone, email, and in person. All complaints are taken seriously and are thoroughly reviewed and investigated with objectivity. Major complaints are handled by trained investigators assigned to the Office of Professional Responsibility. Minor violations are referred to the officer's command for investigation. Complaints that require additional information are categorized as preliminary investigations and are thoroughly reviewed for policy violations.

The United States Capitol Police has 54 rules that are designed to serve as professional standards of governing employee conduct. An employee, who is found to be in violation of one or more of these rules, is subject to discipline and accountability as deemed appropriate by the Chief of Police. Criminal matters are referred to the appropriate authority for investigation. Matters involving use of force are reviewed by the Office of Professional Responsibility and findings are published in the Department's Annual Use of Force report.

The Office of Professional Responsibility works closely with the Office of General Counsel, the Office of Human Resources, the Office of Accountability and Improvement, the Office of the Inspector General, and the Office of the Chief of Police to ensure efficiency, transparency, and trust through its administrative investigations.



Inspector Andrew D. Bolinger,
Commander, Office of
Professional Responsibility

EXECUTIVE SUMMARY

To improve the delivery of services; improve supervision and operational practices; and uphold our commitment to our organizational principles of integrity, respect, compassion, and fairness, this annual report was produced to inform all stakeholders of the activity and services that the Office of Professional Responsibility engaged in, and share the information collected over the 2024 calendar year.

This annual report is not an “analysis” to answer cause and effect questions, but instead, presents quantitative data that may help in directing attention and resources to address actual and potential officer misconduct; and identify training opportunities through the recognition of trends or patterns. The end goal of presenting this information is to demonstrate this department’s commitment to accountability and transparency; and to initiate discussion on how best to reduce incidents of police officer misconduct and to continually improve on customer service and police practices. The data in this report has been updated to reflect complaints that were received after the respective reporting periods for the previous years. The following data set is representative of reports received by December 31, 2024.

For the period of January 1, 2024, through December 31, 2024, the Office of Professional Responsibility received a total of 92 complaints against employees of the United States Capitol Police. The Office of Professional Responsibility thoroughly investigated all matters and conducted 80 formal investigations and 12 preliminary investigations.

Complaint Source	Number of Complaints Received during CY2024	Number of Formal OPR Investigations Conducted in CY2024	Number of Preliminary Investigations Conducted in CY2024
External	24	19	5
Internal	55	48	7
Referred by Law Enforcement	13	13	0
Anonymous	0	0	0
TOTAL	92	80	12

OVERVIEW

During calendar year 2024, the Office of Professional Responsibility received 92 total complaints containing allegations against United States Capitol Police personnel. Each complaint was thoroughly investigated with due diligence to ensure professional standards governing employee conduct was maintained, to include integrity and ethics, and to foster an environment that emphasized civility and professionalism.

The 92 complaints resulted in the Office of Professional Responsibility conducting 80 formal investigations and 12 preliminary investigations. 85% of the cases were assigned as formal administrative investigations and 15% of the cases were assigned as preliminary investigations. Preliminary investigations are defined as *a preparatory investigation conducted solely for the purpose of gathering information to determine whether a complaint can be resolved and to determine to whom the investigation should be assigned.*

Members of the public submitted 24 complaints against United States Capitol Police employees during calendar year 2024; 19 of which were formally investigated by the Office of Professional Responsibility. The remaining 5 matters were either resolved or dismissed through the preliminary investigation process.

USCP employees submitted 55 complaints against United States Capitol Police employees during calendar year 2024; 48 of which were formally investigated by the Office of Professional Responsibility. The remaining 7 matters were either resolved or dismissed through the preliminary investigation process.

Other Law Enforcement Agencies submitted 13 complaints against United States Capitol Police employees during calendar year 2024. All 13 complaints were formally investigated by the Office of Professional Responsibility.

The Office of Professional Responsibility strives to provide the best service possible. This is accomplished through detailed investigations incorporating and respecting the importance of due process, constitutional protections, and employee rights as provided through collective bargaining agreements. The Office of Professional Responsibility responds to all allegations of misconduct and conducts thorough, thoughtful, and impartial investigations based on objective and quantifiable facts.

COMPLAINT TYPES

The Office of Professional Responsibility reviews allegations contained in complaints and determines which category of administrative investigation that the complaint shall be assigned: Category 1, Category 2, or Preliminary Investigations.

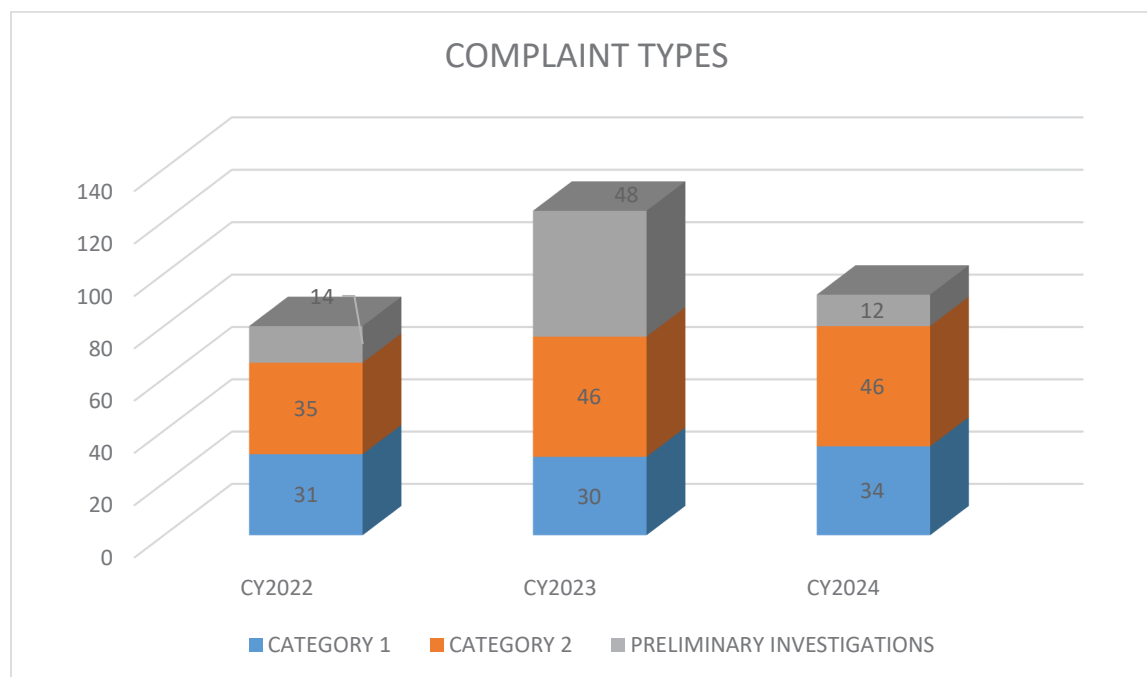
The Department's Interim Guidance: Discipline and Accountability defines:

- Category 1 violations as *(but not limited to) complaints or observations of unnecessary or excessive use of force, false arrest, sexual or racial discrimination, harassment, or breaches of civil rights, violations of any criminal statutes, truthfulness or integrity violations, or any major policy violations (i.e. conduct unbecoming, weapons and ammunition violations, improper remarks, etc.) that would normally result in serious discipline. Category 1 violations are assigned to be completed within 120 days of receipt of the complaint.*
- Category 2 violations as *(but not limited to) complaints or observations of inadequate police services, minor breaches of Department rules or regulations that would normally result in Command Discipline, minor policy violations (i.e. tardiness, absences, uniform violations, etc.), or other complaints not listed in or considered to be a Category 1 offense. Category 2 violations are assigned to be completed within 60 days of receipt of the complaint.*
- Preliminary Investigations as *a preparatory investigation conducted solely for the purpose of gathering information to determine whether a complaint can be resolved and to determine to whom the investigation should be assigned.*

The following data statistics reflect a three-year comparison, as well as an analysis of the complaints received involving both sworn and civilian personnel for calendar years 2022, 2023, and 2024.

Figure 1.

Complaint Types by Category 1, Category 2, and Preliminary Investigations for Calendar Years 2022, 2023, and 2024.



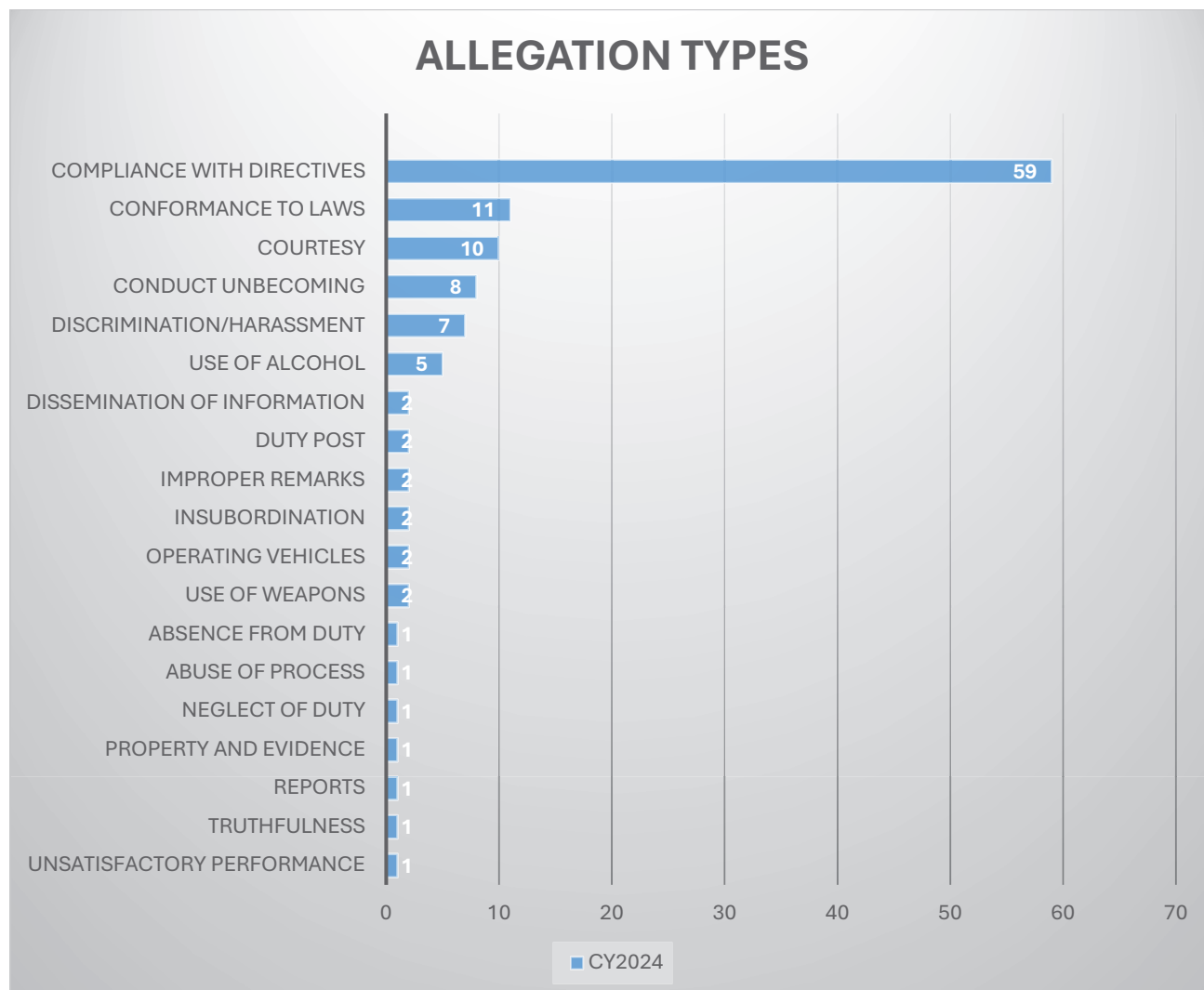
The data identifies that the Office of Professional Responsibility conducted 92 total administrative investigations during calendar year 2024. 34 Category One investigations and 46 Category Two investigations were investigated during calendar year 2024. In addition, 12 Preliminary Investigations were conducted in calendar year 2024. Preliminary investigations comprised of 13% of case work, Category Two investigations comprised of 50% of case work, and Category One investigations comprised of 37% of case work.

ALLEGATION TYPES

The United States Capitol Police has 54 rules that are designed to serve as professional standards of governing employee conduct. Both sworn and civilian employees are to maintain an exemplary standard of personal integrity and the highest professional standard of conduct in both their private lives and in their official capacities. The following data identifies allegations related to complaints received within the Office of Professional Responsibility.

Figure 2.

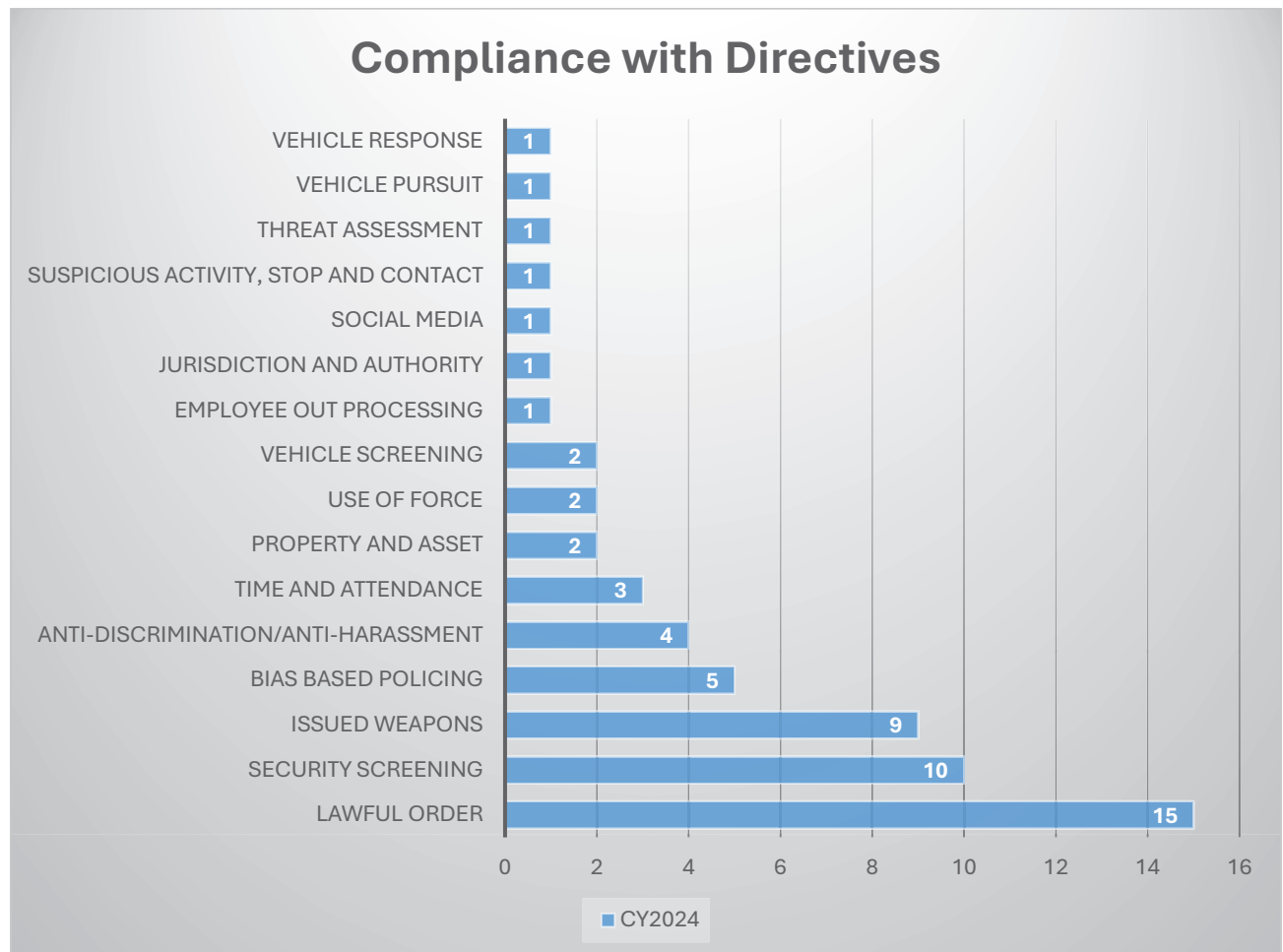
The following charts depicts the types of allegations received in calendar year 2024.



The Office of Professional Responsibility investigated 116 rule violations in 80 cases during calendar year 2024. Compliance with Directives was the most common rule violation investigated, which comprised 51% of the rule violations made against Department employees, followed by Conformance to Laws (9%), Courtesy (8%), Conduct Unbecoming (7%), and Discrimination/Harassment (6%). Overall, these five allegation types were responsible for more than 15% of the rule violations investigated.

The Compliance with Directives rule violation states, in part, “*Employees are required to obey all Departmental rules, regulations, Directives, orders, policies and procedures.*”

Calendar year 2024 resulted in the Office of Professional Responsibility conducting 59 administrative investigations into the Compliance with Directives rule violation. Employees are required to obey all Departmental rules, regulations, Directives, orders, policies, and procedures. Lawful orders from a supervisor, including orders relayed from a supervisor by an employee of equal or lesser rank, will be obeyed promptly. The following Department policies were the specific policies that the Office of Professional Responsibility investigated during calendar year 2024 under the Compliance with Directives rule violation.



DISPOSITION OF INVESTIGATIONS

The Chief of Police, in consultation with the Office of the General Counsel, determines whether employee criminal conduct is investigated by either the agency's Criminal Investigation Section or the Office of the Inspector General. Employees that engage in criminal conduct outside of United States Capitol Police jurisdiction are investigated by the respective law enforcement jurisdiction. The Office of Professional Responsibility will then commence an administrative

investigation at the conclusion of the criminal investigation to determine whether the employee engaged in any administrative policy violation or misconduct.

The Office of Professional Responsibility conducts an administrative investigation to identify the facts as they occurred, determine the veracity of evidence and testimony, and determine whether a preponderance of evidence exist indicating that the misconduct alleged occurred. At the conclusion of the Office of Professional Responsibility's investigation, a Report of Investigation (ROI) is documented that reports the investigation's findings.

Administrative investigations are finalized based upon a preponderance of evidence in one of the following four manners and in accordance with the Department's Rules of Conduct and the United States Capitol Police Collective Bargaining Agreements:

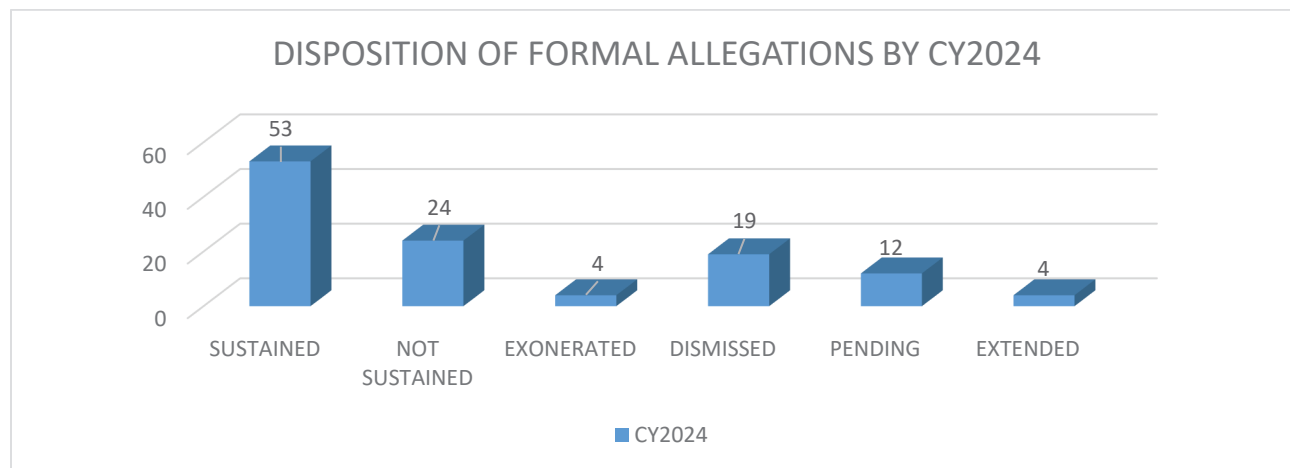
- Sustained – The employee was found to have committed all or part of the alleged act(s) of misconduct.
- Not Sustained – The investigation produced insufficient evidence or conflicting evidence resulting in a determination that culpability cannot be established.
- Exonerated – The alleged act(s) occurred; however, the actions of the employee were justified, legal, and proper.
- Dismissed – Investigation revealed:
 - Complaint did not pertain to the Department or any of its employees.
 - Complaint failed to disclose sufficient information to further the investigation; or
 - Complainant is no longer available for essential clarification, refuses to cooperate in the investigation, or requests that the complaint be withdrawn.

Sustained cases are reviewed by the Office of General Counsel's Disciplinary Review Officer who determines a penalty recommendation based upon the Douglas Factors. The recommendation is then shared with the respective Division/Bureau Commander who determines the final penalty and presents the employee with the final penalty.

Once the Office of Professional Responsibility completes its Report of Investigation, the Office of Professional Responsibility has no further involvement in the Department's overall Discipline and Accountability process.

Figure 3.

The following chart depicts the Disposition of Formal Allegations Investigated in Calendar Year 2024.



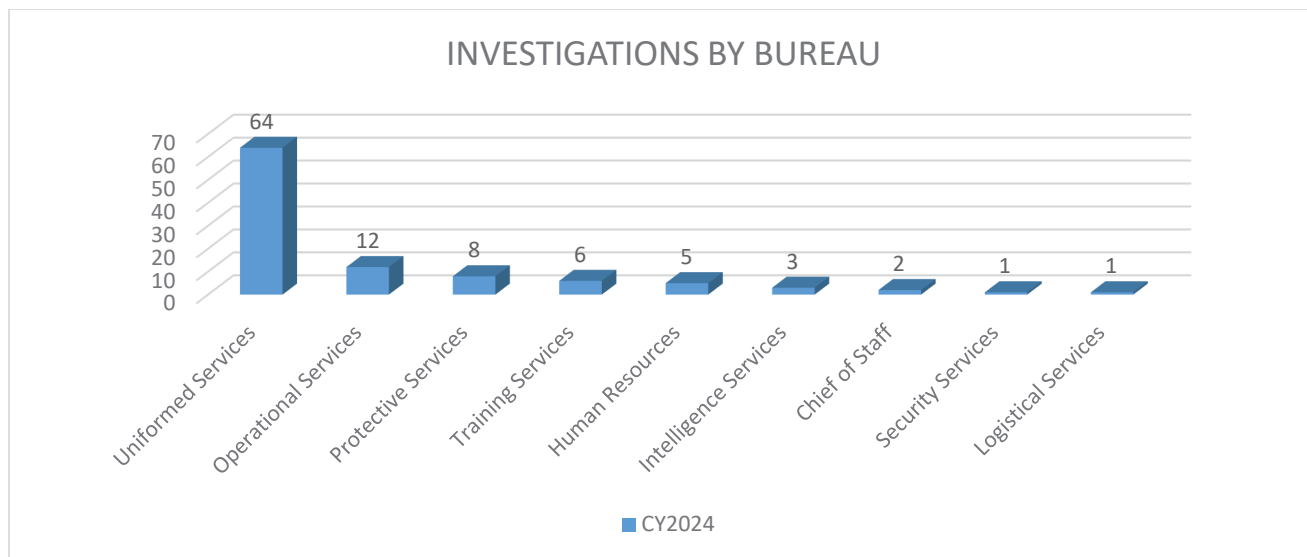
Calendar year 2024 resulted in 116 rule violations (12 still pending final resolution) in cases with 103 respondents identified. 53 allegations were Sustained, 24 allegations were Not Sustained, 4 allegations were Exonerated, 19 allegations were Dismissed, 12 allegations are still pending final resolution, and 4 allegations are Extended for cause. Extensions will be in thirty (30) day increments. The basis for extensions shall be documented and provided to the employee listed as the respondent unless such notification would jeopardize the investigation.

INVESTIGATIONS BY BUREAU

The below referenced chart provides a breakdown of the Bureaus within the Department that employees were assigned to at the time the allegations were received during calendar year 2024. Each Bureau falls under the management of either Assistant Chief of Police or the Chief Administrative Officer.

Figure 4.

The following chart depicts the Administrative Investigations by Bureau for Calendar Year 2024.

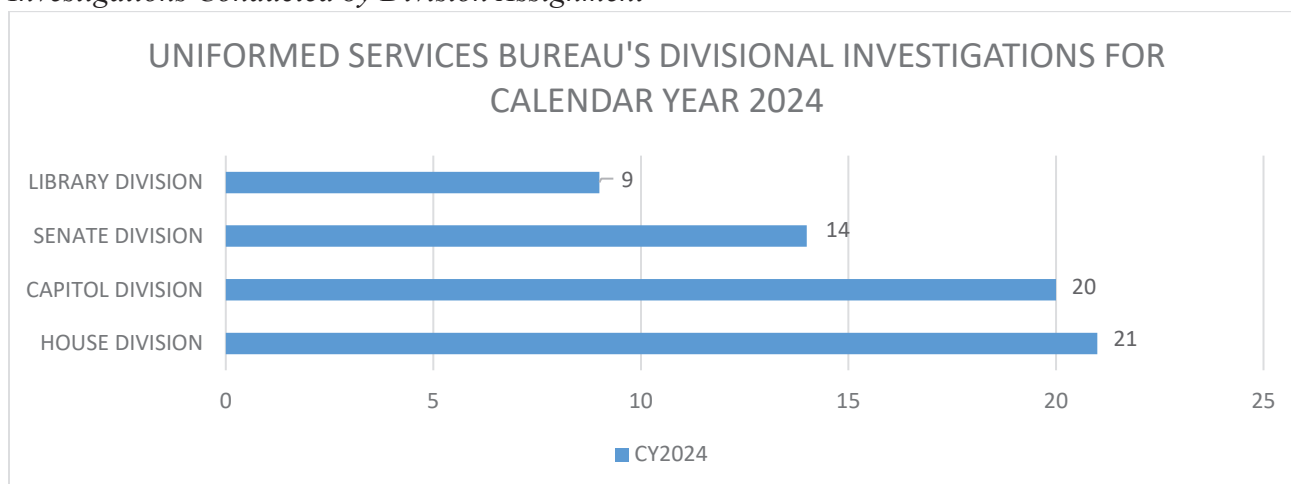


The Office of Professional Responsibility conducted 80 formal administrative investigations in calendar year 2024. As noted in the above chart, the majority of allegations investigated during calendar year 2024, were from the Uniformed Services Bureau. The data indicated that 63% of the allegations made in 2024 involved employees assigned to the Uniformed Services Bureau.

The Uniformed Services Bureau is comprised of the Capitol Division, House Division, Library Division, and the Senate Division. The following chart depicts CY2024 data of the Uniformed Services Bureau's administrative investigations conducted by division assignment.

Figure 5.

The following chart depicts CY2024 review of the Uniformed Services Bureau's Administrative Investigations Conducted by Division Assignment



Calendar year 2024 resulted with the Office of Professional Responsibility conducting 64 administrative investigations within the Uniformed Services Bureau. 21 administrative investigations were conducted in the House Division, 20 administrative investigations were

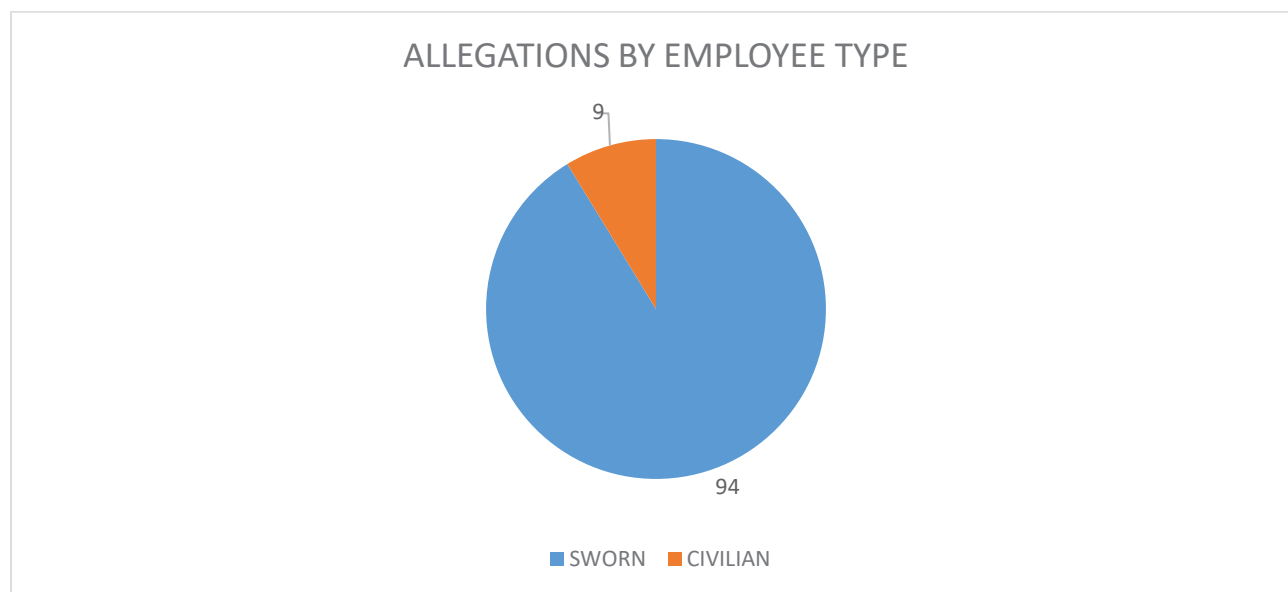
conducted in the Capitol Division, 14 investigations in the Senate Division, and 9 investigations in the Library Division.

ALLEGATIONS BY EMPLOYEE TYPE

The chart below provides a breakdown of allegations by employee type for known employees who were the subject of a complaint during calendar year 2024.

Figure 6.

The following chart depicts the Allegations by Employee Type for Calendar Year 2024.



Calendar year 2024 resulted in the Office of Professional Responsibility investigating 103 respondent employees (94 sworn employees and 9 civilian employees) in 80 formal administrative investigations. The data shows that 91% of employees who were the subject of a complaint were sworn personnel and 9% were civilian personnel during calendar year 2024.

DEMOGRAPHICS

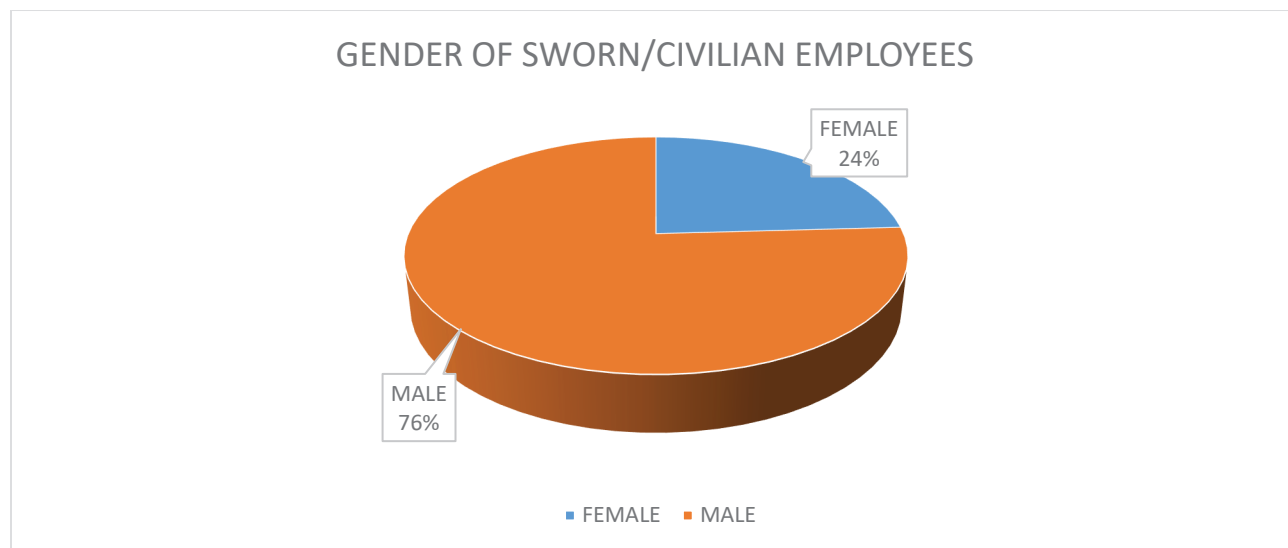
The following series of charts provide a summary of the demographics of known employees who were the subject of a complaint received during calendar year 2024. This review includes gender, race/ethnicity, and years of service with the Department at the time the complaint was made, based upon available data. It should be noted that allegations are sometimes made against unknown employees for which only a partial or physical description of the officers is shared, and that the investigation is unable to determine the identity of the officer.

GENDER

The following chart identifies the Department's overall Gender demographics for both sworn and civilian personnel as of December 31, 2024.

Figure 7.

The following chart provides a breakdown of the Department's overall Gender demographics for both sworn and civilian employees as of December 31, 2024.



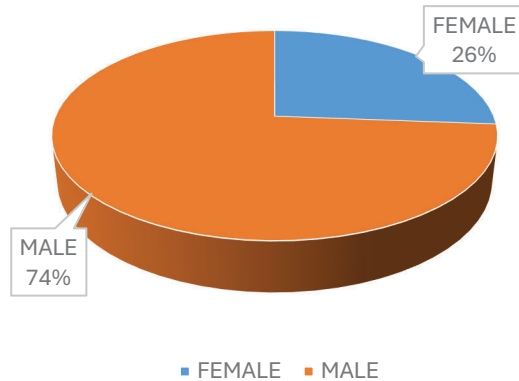
The Office of Human Resources reported that as of December 31, 2024, the overall Gender of all Department employees (both sworn and civilian combined) were 578 female employees and 2,087 male employees. Female employees comprised of 24% of Department employees and male employees comprised of 76% of Department employees.

The following chart depicts the gender of the employees who were the subject of a complaint (Respondent) during calendar year 2024.

Figure 8.

The following chart depicts the gender of the employees who were the subject of a complaint (Respondent) during calendar year 2024.

GENDER OF RESPONDENT EMPLOYEES



During calendar year 2024, the Office of Professional Responsibility conducted 80 formal administrative investigations that resulted in 103 employees (respondents) being identified. 27 female employees and 76 male employees were identified as respondent employees. Female employees comprised of 26% of the respondents and male employees comprised of 74% of the respondents.

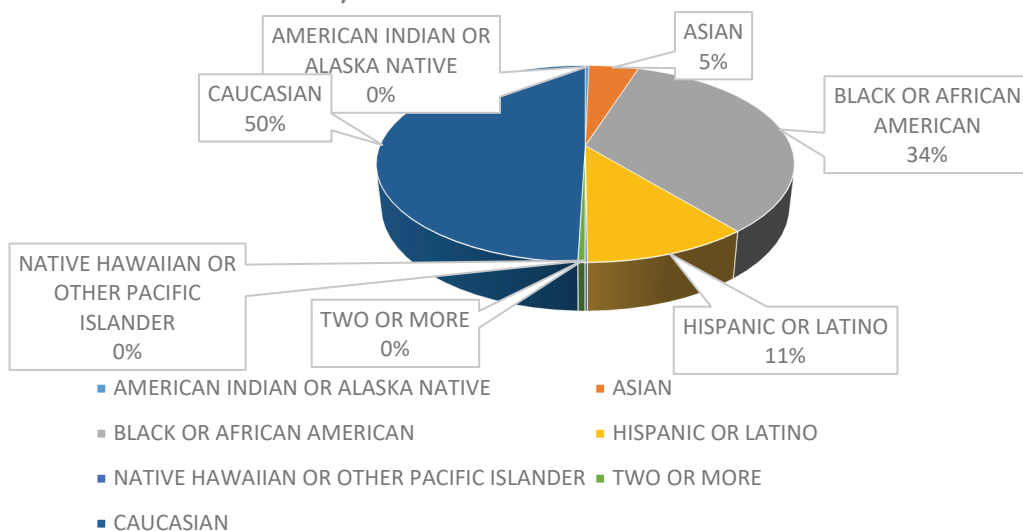
RACE/ETHNICITY

The following chart identifies the Department's overall Ethnicity/Race demographics for both sworn and civilian employees as of December 31, 2024

Figure 9.

The following chart identifies the Department's overall Ethnicity/Race demographics for both sworn and civilian employees as of December 31, 2024

ETHNICITY/RACE DEMOGRAPHICS FOR DEPARTMENT



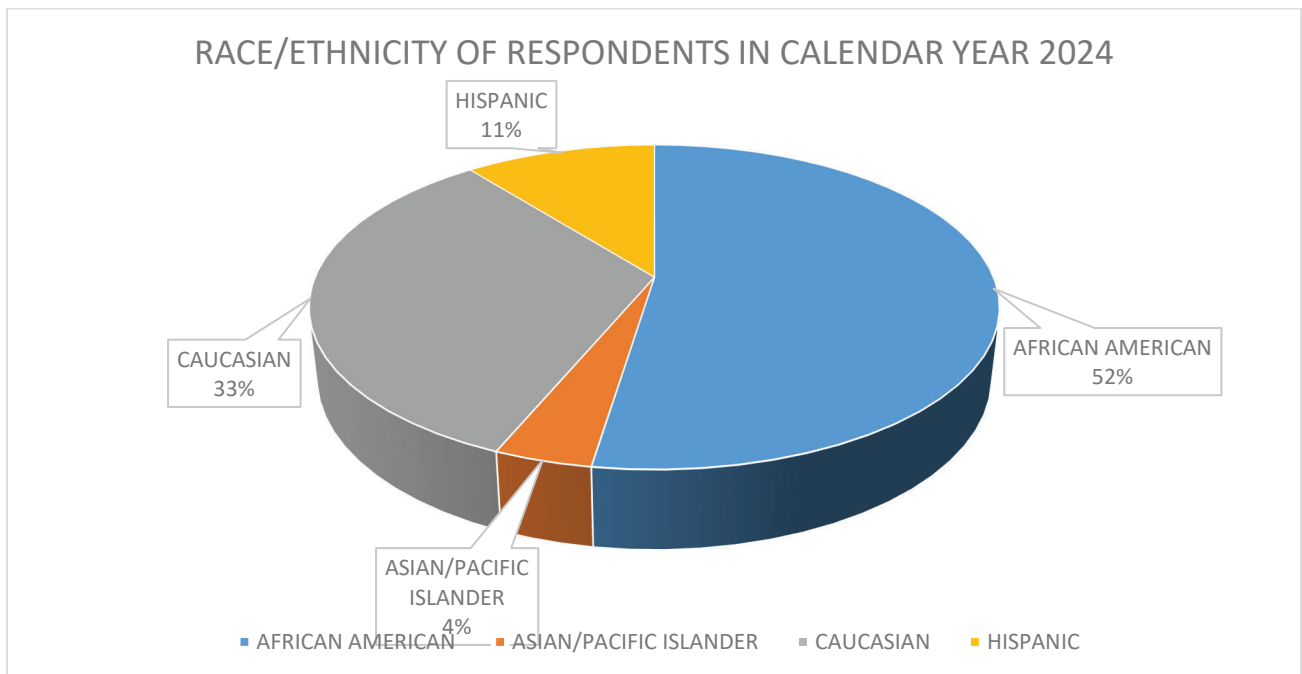
As of December 31, 2024, the Department reported the employment of 9 American Indian or Alaska Native employees, 122 Asian employees, 910 Black or African American employees, 288 Hispanic or Latino employees, 4 Native Hawaiian or Other Pacific Islander employees, 12 Two or More category employees, and 1,320 Caucasian employees.

The data shows that approximately 50% of the Department's personnel identify as Caucasian, 34% identify as Black or African American, 11% identify as Hispanic or Latino, 5% identify as Asian, and less than 1% identify as either American Indian or Alaska Native, Native Hawaiian/Other Pacific Islander, or Two or More.

The following chart provides a summary of the race/ethnicity of those employees who were the subject (Respondent) of a complaint received during calendar year 2024.

Figure 10.

The following chart provides a summary of the race/ethnicity of those employees who were the subject (Respondent) of a complaint received during calendar year 2024.



Calendar year 2024 resulted in the Office of Professional Responsibility conducting 80 formal administrative investigations on 103 employees (54 African American employees, 4 Asian/Pacific Islander employees, 34 Caucasian employees, and 11 Hispanic employees).

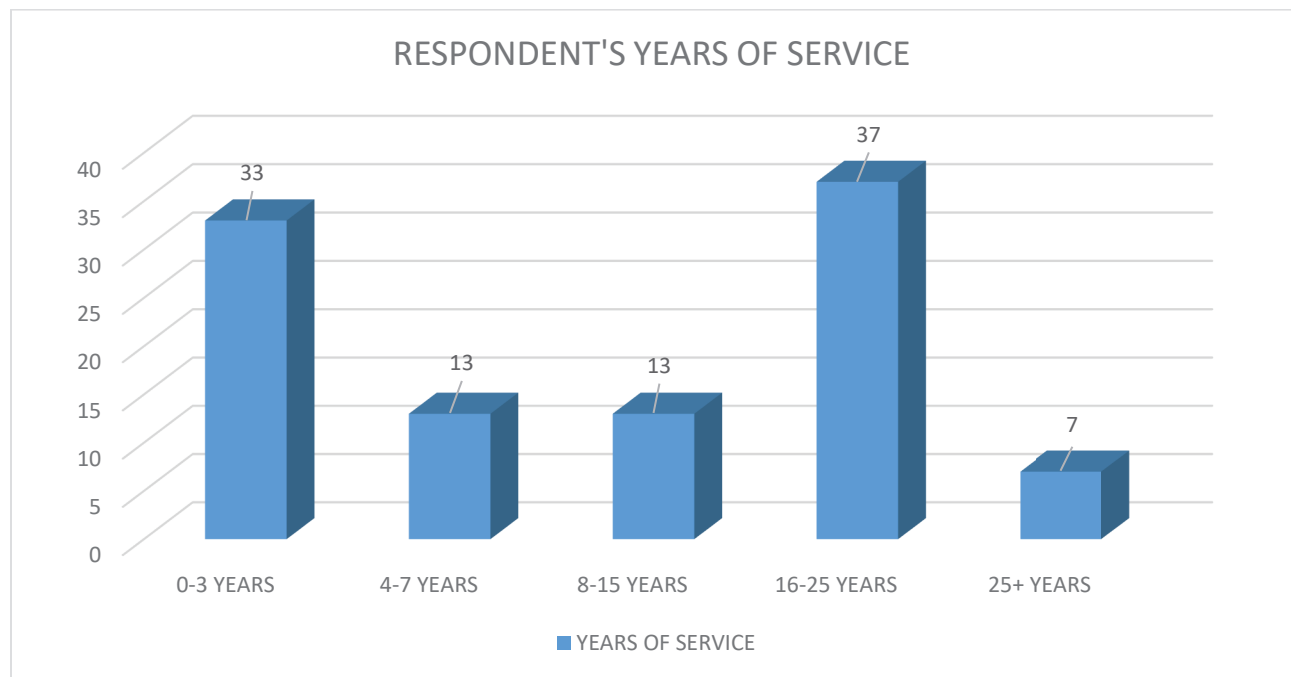
In 2024, 33% of the employees who were the subject of complaints identified as Caucasian, 52% identified as African American, 11% identified as Hispanic, and 4% identified as Asian or Pacific Islander.

A review of the data for calendar year 2024 revealed that the number of complaints on respondents' race/ethnicity was directly proportionate to the demographics of the overall Department. African American employees were the largest percentage (52%) of respondents, followed by Caucasian respondents (33%), followed by Hispanic respondents (11%), and followed by Asian/Pacific Islander respondents (4%).

YEARS OF SERVICE

Figure 11.

The chart below depicts the years of services with the Department for the employees who were the subject (Respondent) of a complaint during calendar year 2024.



During calendar year 2024, the Office of Professional Responsibility investigated 103 employees who were identified as respondents in 80 formal administrative investigations. 33 respondent employees (32%) had served between 0-3 years, 13 respondent employees (13%) had served 4-7 years, 13 respondent employees (13%) had served 8-15 years, 37 respondent employees (36%) had served 16-25 years, and 7 respondent employees (6%) had served 25+ years.

The highest percentage of respondent employees were those who served 16-25 years (36%), followed by respondent employees who served 0-3 years (32%). The lowest percentage of respondent employees were those who served 25+ years (6%), followed by respondent employees who served 4-7 years (13%).

CLOSING

This annual report summarizes allegations of misconduct made against employees during calendar year 2024 and showcases data that may identify patterns or any other issues requiring corrective action.

The Office of Professional Responsibility takes every opportunity to be proactive in educating department personnel through annual in-service training and continued training for entry-level recruits and supervisory classes. Training continued to focus on complaint resolution and empowering supervisors to resolve any complaint at the lowest level. Supervisors were trained on how to properly document complaints, conduct investigations, and provide potential resolutions. Additionally, the Office of Professional Responsibility promotes policies that are transparent, clear, and unambiguous.

In closing, the United States Capitol Police take great pride in protecting Members, staff, and public and this annual report showcases data that supports the Department's transparency, accountability, standards of professionalism, and genuine interest to further advance its profession. The Office of Professional Responsibility welcomes any feedback that can be used to further improve upon our mission responsibilities. Feedback can be forwarded to opr@uscp.gov.