



OFFICE OF PROFESSIONAL RESPONSIBILITY
CY2022 ANNUAL REPORT

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, 2022, through December 31, 2022. This report highlights our interaction with members of the public and Congressional staff and showcases our transparency and genuine interest in maintaining the accountability of the United States Capitol Police and its reputation.

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 investigations are investigated by trained investigators assigned to the Office of Professional Responsibility. Minor violations may be referred to the involved officer's command for investigation. Matters that require additional information are classified as preliminary investigations.

The United States Capitol Police has 54 rules that are designed to serve as professional standards of governing employee conduct. Any employee, who is found to be in violation of one or more of these rules, will be subject to such discipline and accountability as deemed appropriate by the Chief of Police. The Department will absolve employees who are found to not be in violation of Department rules, administer appropriate corrective action, or defer to the appropriate authority for criminal prosecution, if appropriate, when improper acts are confirmed. Matters involving use of force are also 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. In a post-January 6, 2021, environment, the Office of Professional Responsibility values these relationships and remains receptive to receiving any feedback that may improve on efficiency.



Inspector Michael A. Spochart,
Commander, Office of
Professional Responsibility

EXECUTIVE SUMMARY

The reporting period (January 1, 2022 – December 31, 2022) revealed a total of 80 complaints filed with the Office of Professional Responsibility against employees of the United States Capitol Police. The Office of Professional Responsibility thoroughly investigated all matters and conducted 66 formal investigations and 14 preliminary investigations.

Complaint Source	Number of Complaints Received during CY2022	Number of Formal OPR Investigations Conducted in CY2022
Member of the Public	20	9
Internal	45	44
Referred by Law Enforcement	12	11
Anonymous	3	2
TOTAL	80	66

During calendar year 2022, the United States Capitol Police enacted 758 total arrests. Although not all complaints received were directly attributed to arrest situations, the ratio of complaints filed to arrests conducted resulted in a 1:9 average. Further, calendar year 2022 resulted in zero complaints alleging excessive use of force.

OVERVIEW

During calendar year 2022, the Office of Professional Responsibility received 80 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 80 complaints resulted in the Office of Professional Responsibility conducting 66 formal investigations and 14 preliminary investigations. 82% of the cases were assigned as formal administrative investigations and 18% 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 registered twenty complaints on United States Capitol Police employees during calendar year 2022; nine of which were formally investigated by the Office of Professional Responsibility. The remaining eleven matters were either resolved or dismissed through the preliminary investigation process.

The Department's Complaint Process defines Dismissed as *the investigation revealed that the complaint did not pertain to the Department or any of its employees; complainant failed to disclose sufficient information to further the investigation; complainant is no longer available for essential clarifications, refuses to cooperate in the investigation, or requests that the complaint be withdrawn.*

The following information describes the eleven matters that were either resolved or dismissed:

1. Congressional staffer alleged an officer yelled and pounded his fist on the staffer's vehicle during a vehicle security screening. Video evidence of the incident was reviewed, which contradicted the allegations made. Thus, the matter was dismissed and closed as the evidence did not support that any misconduct occurred.
2. Congressional staffer alleged that he was mocked and harassed by officers after they denied him access to a congressional office building. Video evidence of the incident was reviewed, which contradicted the allegations made. Thus, the matter was dismissed and closed as the evidence did not support that any misconduct occurred.
3. Member of the public alleged an officer was rude and unprofessional when the officer denied the citizen access through a restricted roadway. The complainant did not respond to multiple attempts by the investigator to obtain additional information about the complaint. Additionally, internal review evidence contradicted the allegations made. Thus, the matter was dismissed and closed as the evidence did not support that any misconduct occurred.
4. Member of the public alleged an officer incorrectly issued a Notice of Infraction and towed the vehicle. A review of the violation and the Notice of Infraction determined that the Notice of Infraction was correctly issued based upon traffic regulations. The complainant was advised of the finding and referred to resolve the matter through the criminal adjudication process. As a result, the matter was closed.
5. Congressional staffer alleged that an officer flirted with her regularly and gave her a birthday card and gift. Investigators confirmed the officer flirted with the staffer and gave her a birthday present, and determined the officer's actions were not a violation of any rule. The matter was closed and dismissed as the allegations and evidence did not support that any misconduct occurred, and it was resolved for the complainant when the officer received documented counseling.
6. Congressional staffer alleged an officer asked him to pull his vehicle into the garage entrance during a vehicle screening, which allegedly violated policy. Video evidence confirmed that the incident occurred as alleged, but no policy was violated. The complainant was advised and the matter was dismissed and closed as the evidence did not support that any misconduct occurred.
7. Member of the public alleged a supervisory United States Capitol Police employee was spreading false information on social media about the COVID-19 pandemic, which violated policy. The complainant wished to informally resolve the matter by having the

- matter be brought to the attention of the employee's supervisor. Subsequently, the matter was brought to the employee's attention and the employee was counseled in writing.
8. Congressional staffer alleged an officer was unprofessional and discriminated against him based on his political affiliation. Video and witness evidence was obtained, contradicting the allegations made. The matter was closed and dismissed as the evidence did not support that any misconduct occurred, and the matter was resolved for the complainant when the Department agreed to add signage at the garage entrance.
 9. Congressional staffer alleged officers were threatening when they conducted a stop on her vehicle for expired tags and refused her entry into a congressional garage. Investigator interviewed witnesses and reviewed video evidence, which contradicted the allegations made. The matter was dismissed and closed as the evidence did not support that any misconduct occurred.
 10. Member of the public alleged two officers wrongfully arrested her and failed to read her Miranda rights. Investigators determined that the complainant had a warrant on file, pursuant to which officers searched and processed her. The arresting officer then learned that the warrant on file was not valid and released the complainant. The matter was dismissed and closed as the evidence did not support that any misconduct occurred.
 11. Same as #10. Second involved officer identified. The matter was dismissed and closed.

Forty-four complaints were received from USCP employees and one complaint was received from a member of the public who wished to remain anonymous. Forty-four complaints were formally investigated by the Office of Professional Responsibility. The remaining matter was investigated, but dismissed when an anonymous member of the public alleged an official was intoxicated at a private event, during which the official won a firearm in a raffle, and pointed the firearm toward other attendees. The Office of Professional Responsibility conducted several interviews with witnesses, but did not identify any credible evidence to substantiate that the incident occurred.

Twelve matters were referred to the Department by other law enforcement entities – The Office of Professional Responsibility formally investigated eleven of these matters. The remaining matter was investigated, but dismissed when the Department requested reasonable acceptance for one particular United States Capitol Police (USCP) employee to access the Federal Bureau of Investigation (FBI) facilities. As context, the FBI identified (during a routine criminal record check) that one USCP employee had a positive return on their criminal record check, which caused the FBI to deny the USCP employee's access to FBI facilities. Further investigation revealed that the criminal activity occurred prior to the USCP's employment and the employee disclosed the criminal activity at the time of application to the Department. Further, the FBI previously approved the same individual's access on two prior criminal record checks, but elected to take action on the third occasion. In the end, the FBI approved the reasonable acceptance for the employee and permitted the employee access.

Three complaints were received from anonymous sources and the Office of Professional Responsibility formally investigated two of the matters. The third matter was dismissed when the anonymous complainant did not respond to the investigator's attempt to obtain additional information. The complainant alleged that an unknown officer harassed both him and his coworkers on a repeated basis when the officer threatened to take their badges and kick them off Capitol Grounds. The complainant provided no information on the date, time, or location of the event. The matter was closed and dismissed for lack of information and no evidence that any misconduct occurred.

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.

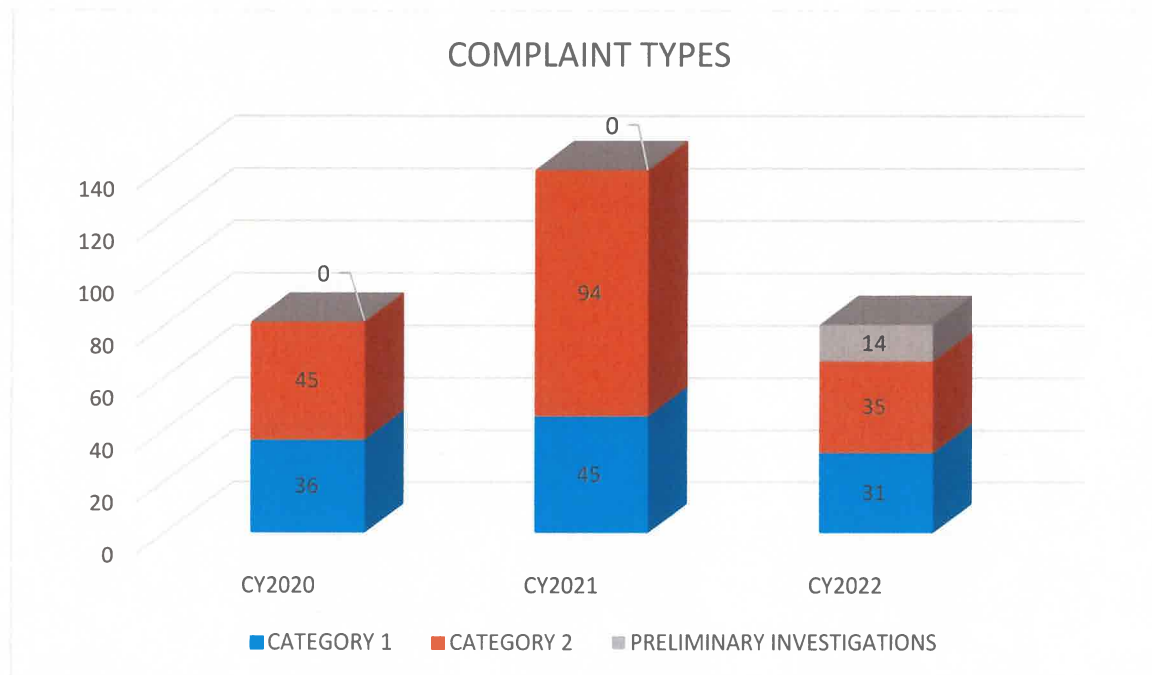
The Department's Interim Guidance: Discipline and Accountability defines:

- 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 2020, 2021, and 2022.

Figure 1.

Complaint Types by Category 1, Category 2, and Preliminary Investigations for Calendar Years 2020, 2021, and 2022.



Note: Calendar year 2021 resulted 139 matters investigated by the Office of Professional Responsibility and included an anomaly (January 6, Insurrection).

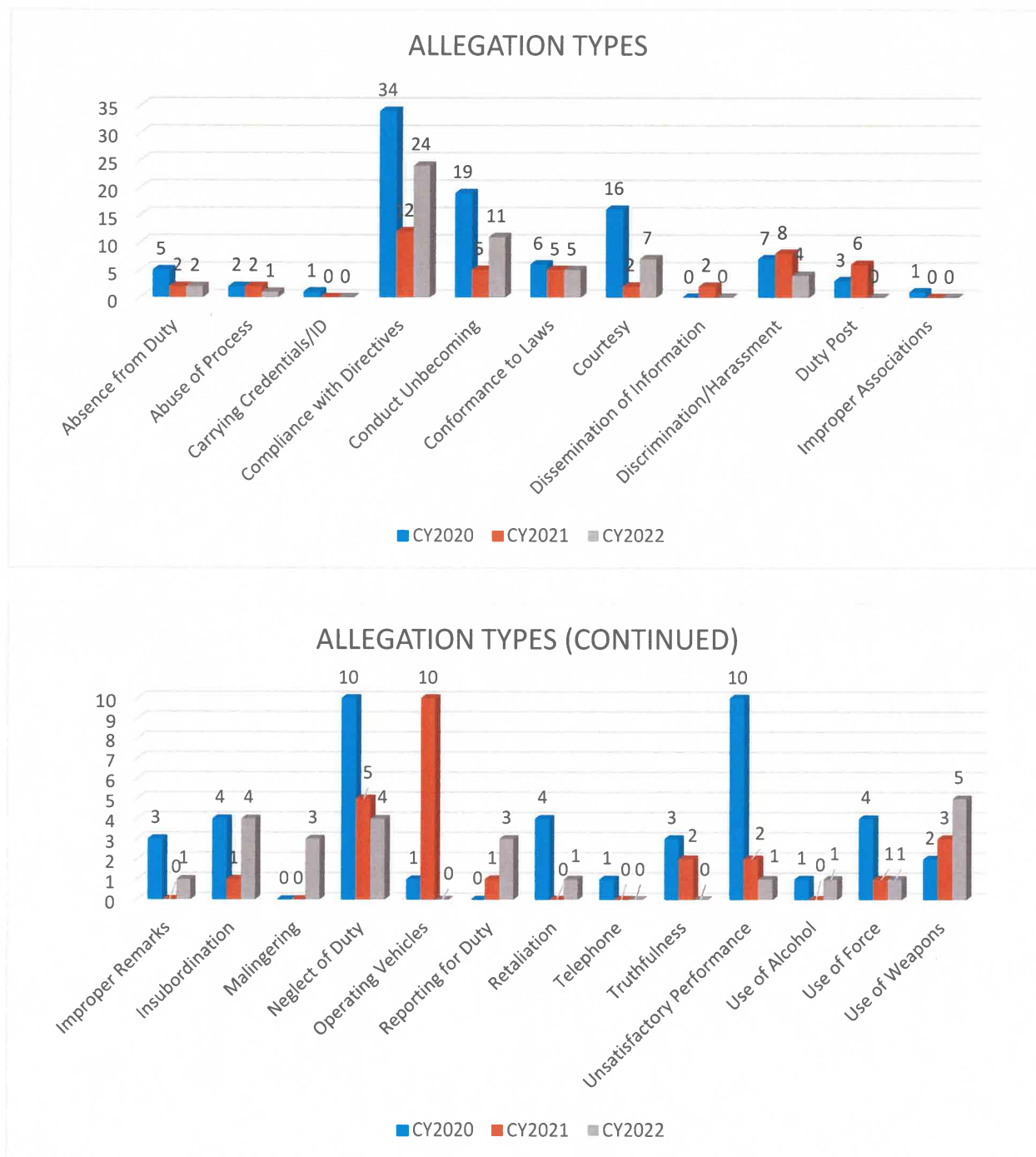
The data identifies that the Office of Professional Responsibility conducted 80 total administrative investigations during calendar year 2022. 35 Category Two investigations and 31 Category One investigations were investigated during calendar year 2022. In addition, 14 Preliminary Investigations were conducted in calendar year 2022. Preliminary investigations comprised of 18% of case work, Category Two investigations comprised of 44% of case work, and Category One investigations comprised of 39% of case work.

Calendar year 2022 resulted in a similar amount of administrative investigation case work as calendar year 2020 that was conducted by the Office of Professional Responsibility. In comparison, calendar year 2020 had 81 matters (45 Category Two and 36 Category One) that were investigated by the Office of Professional Responsibility and calendar year 2022 had 80 matters (35 Category Two, 31 Category One, and 14 Preliminary Investigations) that were investigated by the Office of Professional Responsibility.

ALLEGATION TYPES

Figure 2.

The following charts depicts the types of allegations (in alphabetical order) received in calendar years 2020, 2021, and 2022.



Note: There may be more than one allegation made against an employee.

Note: The first chart is scaled to 35 and the second chart is scaled to 10, for ease of depiction.

The Office of Professional Responsibility investigated 78 rule violations in 66 cases during calendar year 2022. The results of the rule violations included: 2 Absence from Duty, 1 Abuse of Process, 24 Compliance with Directives, 11 Conduct Unbecoming, 5 Conformance to Laws, 7 Courtesy, 4 Discrimination/Harassment, 1 Improper Remark, 4 Insubordination, 3 Malingering, 4 Neglect of Duty, 3 Reporting for Duty, 1 Retaliation, 1 Unsatisfactory Performance, 1 Use of Alcohol, 1 Use of Force, and 5 Use of Weapons.

In 2022, Compliance with Directives was the most common rule violation investigated, which comprised 31% of the rule violations made against Department employees, followed by Conduct Unbecoming (14%) and Courtesy (9%). Overall, these three complaint types were responsible for more than 54% of the rule violations investigated, which is consistent with data from 2020 (excluding calendar year 2021 anomaly January 6, 2021, Insurrection).

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 2022 resulted in the Office of Professional Responsibility conducting 24 administrative investigations into the Compliance with Directives rule violation. The following Department policies were the specific policies that the Office of Professional Responsibility investigated during calendar year 2022 under the Compliance with Directives rule violation:

- 1 – Truck/Unauthorized Vehicle Interdiction Monitoring Program (TIMP) and Truck Unauthorized Vehicle Interdiction Program (TIP) Procedures for Checkpoints 1-7
- 2 – Security Screening
- 1 – Vehicular Pursuits
- 1 – Issued Weapons and Ammunition
- 1 – Home-to-Work (HTW) Vehicle Authorization and Use
- 1 – Media Policy
- 1 – Outside Employment/Voluntary Work
- 2 – Conflicting Interpersonal and Professional Relationships
- 13 – Anti-Discrimination Anti-Harassment
- 1 – Property Asset Management

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:

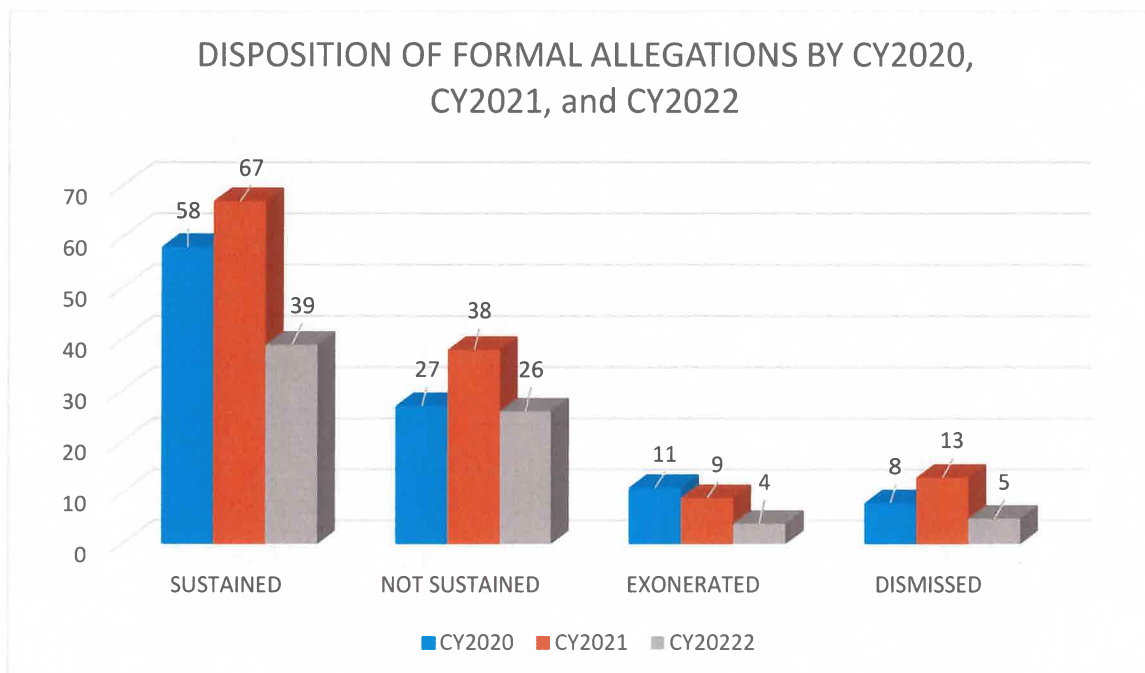
- Sustained – The employee was found to have committed all or part of the alleged act(s) of misconduct.
- Not Sustained – The investigation produced insufficient evidence or conflicting evidence resulting in a determination that culpability cannot be established.
- Exonerated – The alleged act(s) occurred, 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 ROI, 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 Years 2020, 2021, and 2022.



Note: There are 4 formal investigations initiated in 2022 that remain open at the time of the report.

Calendar year 2022 resulted in 78 rule violations (four still pending final resolution) in 66 cases with 76 respondents identified. 39 cases were Sustained, 26 cases were Not Sustained, 4 cases were Exonerated, 5 cases were Dismissed, and four are still pending final resolution due to the discipline and accountability process.

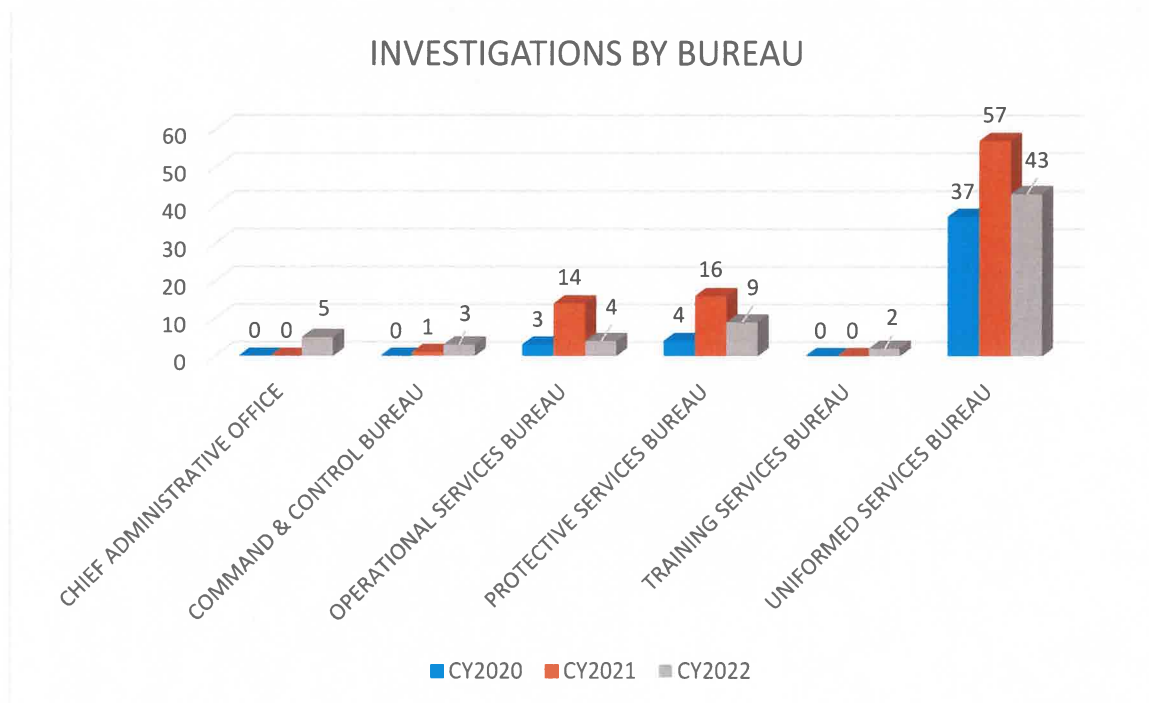
The 39 Sustained cases resulted in six officers being counseled in writing, five officers receiving documented discipline, twenty officers receiving suspension without pay (ranging from one day to twenty days), one matter being rescinded through appeal, one employee receiving demotion, five employees being terminated, and one employee resigning prior to discipline and accountability being administered.

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 years 2020, 2021, and 2022. 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 Years 2020, 2021, and 2022.



The Office of Professional Responsibility conducted 66 formal administrative investigations in calendar year 2022. Figure 4 above identifies that 5 matters involved respondent employees assigned to the Chief Administrative Office, 3 matters involved respondent employees assigned to the Command and Control Bureau, 4 matters involved respondent employees assigned to the Operational Services Bureau, 9 matters involved respondent employees assigned to the Protective Services Bureau, 2 matters involved respondent employees assigned to the Training Services Bureau, and 43 matters involved respondent employees assigned to the Uniformed Services Bureau.

The Chief Administrative Office (subsidiaries of that office) resulted in the largest increase of administrative investigations (five) during calendar year 2022, as compared to the previous two years (zero). The Command and Control Bureau and the Training Services Bureau

also both experienced an increase of two additional administrative investigations, as compared to the previous year.

As compared to the previous year, the Operational Services Bureau (-71%), the Protective Services Bureau (-44%), and the Uniformed Services Bureau (-25%) experienced the largest decrease of investigations conducted. However, as compared to calendar year 2020, the data identified that the Operational Services Bureau increased by one investigation, the Protective Services Bureau increased by five investigations, and the Uniformed Services Bureau increased by six investigations during calendar year 2022.

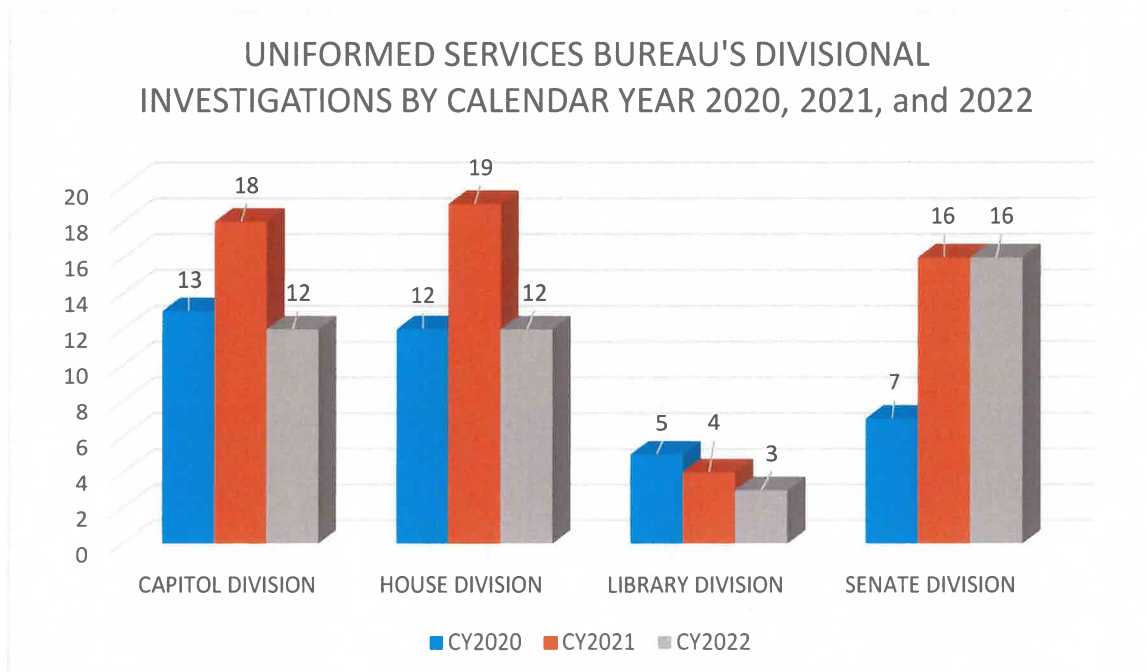
As noted in the above chart, the majority of complaints investigated during calendar year 2022, were from the Uniformed Services Bureau. The data indicated that 65% of the allegations made in 2022 involved employees assigned to the Uniformed Services Bureau. This finding is expected as the vast majority of sworn uniformed personnel are assigned to the Uniformed Services Bureau and are expected to directly engage and interact with the public.

The Uniformed Services Bureau is comprised of the Capitol Division, House Division, Library Division, and the Senate Division. On December 31, 2022, the Capitol Division had 434 personnel assigned, the House Division had 356 personnel assigned, the Library Division had 112 personnel assigned, and the Senate Division had 249 personnel assigned. Note: This information was reported and verified by the Office of Human Resources.

The following chart depicts a three-year review of the Uniformed Services Bureau's administrative investigations conducted by division assignment.

Figure 5.

The following chart depicts a three-year review of the Uniformed Services Bureau's Administrative Investigations Conducted by Division Assignment



Calendar year 2022 resulted with the Office of Professional Responsibility conducting 43 administrative investigations in the Uniformed Services Bureau. 12 administrative investigations were conducted in the Capitol Division, 12 investigations in the House Division, 3 investigations in the Library Division, and 16 investigations in the Senate Division.

The data captured in calendar year 2022 indicates that, other than the Senate Division, all Divisions experienced a decrease in the amount of complaints investigated in each division, as compared to the previous year (2021). The Senate Division experienced the same amount of investigations, as compared to the previous year.

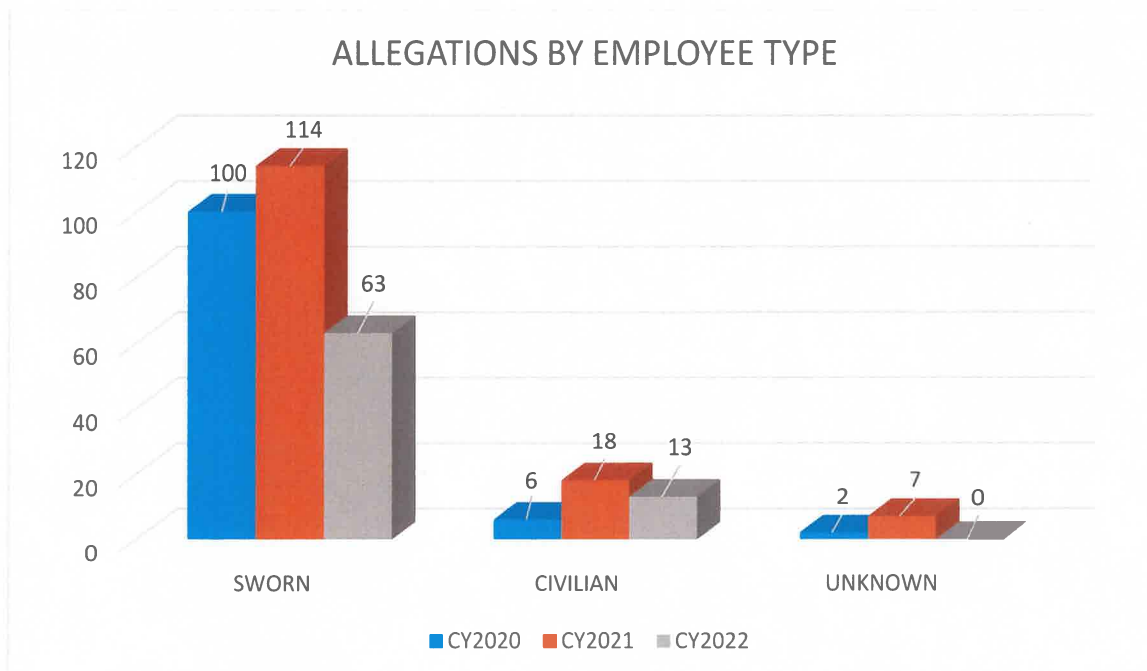
Excluding calendar year 2021 (anomaly due to January 6, Insurrection), both the Capitol (decreased by one complaint) and House (received the same amount of complaints) Divisions remained consistent in comparison between calendar years 2020 and 2022. The Library Division decreased by 2 complaints in comparison of calendar years 2020 and 2022. Conversely, the Senate Division experienced the largest increase (+56%) of complaints investigated between calendar years 2020 and 2022.

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 years 2020, 2021, and 2022.

Figure 6.

The following chart depicts the Allegations by Employee Type for Calendar Years 2020, 2021, and 2022.



Calendar year 2022 resulted in the Office of Professional Responsibility investigating 76 respondent employees (63 sworn employees and 13 civilian employees) in 66 formal administrative investigations. The data shows that 79% of the known employees who were the subject of a complaint were sworn personnel and 21% were civilian personnel during calendar year 2022.

As compared to calendar year 2021, calendar year 2022 experienced decreases in all three categories of employees. Allegations against sworn employees decreased by -45%, allegations against civilian employees decreased by -28%, and allegations against unknown employees decreased by seven to zero.

In comparison to calendar year 2020, calendar year 2022 resulted in 37 less allegations against sworn employees and 2 less allegations against unknown employees. Conversely, allegations against civilian employees rose by seven (+54%).

DEMOGRAPHICS

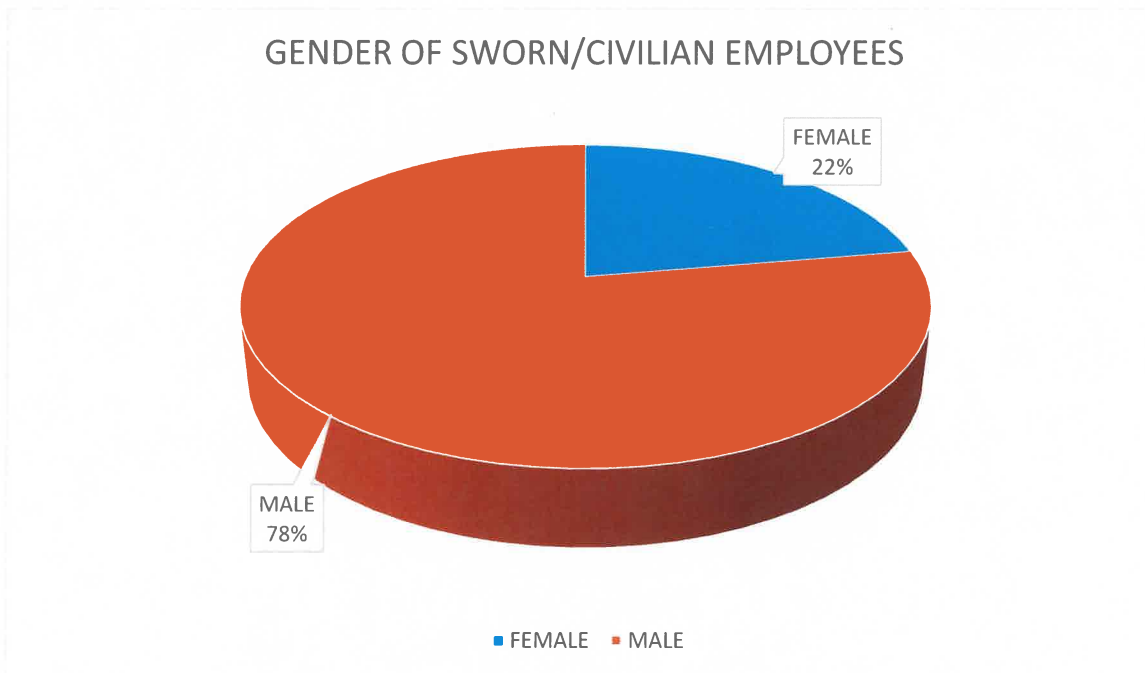
The following series of charts provide a summary of the demographics of known employees who were the subject of a complaint received during calendar year 2022. This review includes gender, race/ethnicity, and years of service with the Department at the time the complaint was made, based upon available 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, 2022.

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, 2022.

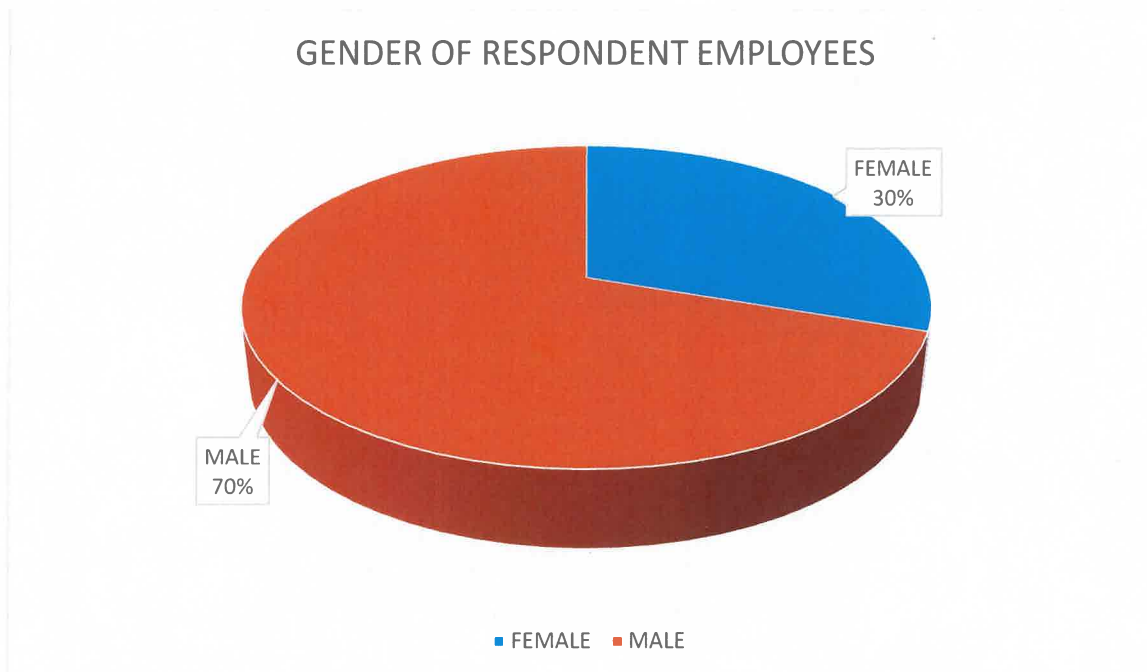


The Office of Human Resources reported that as of December 31, 2022, the overall Gender of all Department employees (both sworn and civilian combined) were 525 female employees and 1,827 male employees. Female employees comprised of 22% of Department employees and male employees comprised of 78% of Department employees.

The following chart depicts the gender of the employees who were the subject of a complaint (Respondent) during calendar year 2022.

Figure 8.

The following chart depicts the gender of the employees who were the subject of a complaint (Respondent) during calendar year 2022.



During calendar year 2022, the Office of Professional Responsibility conducted 66 formal administrative investigations that resulted in 76 employees (respondents) being identified. Note: At the time of this report's submission, four administrative investigations are still pending discipline and accountability. 23 female employees and 53 male employees were identified as respondent employees. Female employees comprised of 30% of the respondents and male employees comprised of 70% of the respondents.

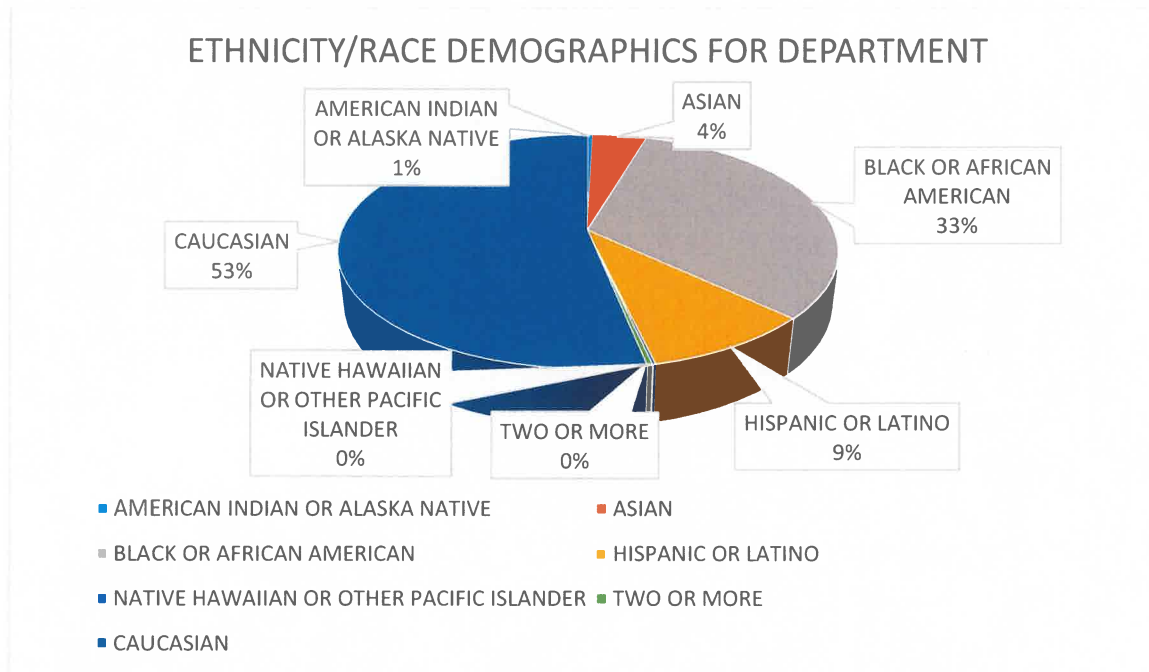
A review of the data revealed that the percentages of employee gender resulted with the male ratio being decreased by -7% and the female ratio being increased by +8%, as compared to the Department's total employee gender. Albeit, the ratio of respondent gender was directly proportionate to the Department's overall gender of total employees.

RACE/ETHNICITY

The following chart identifies the Department's overall Ethnicity/Race demographics for both sworn and civilian employees as of December 31, 2022

Figure 9.

The following chart identifies the Department's overall Ethnicity/Race demographics for both sworn and civilian employees as of December 31, 2022



Note: The above data was reported by the Office of Human Resources on December 31, 2022.

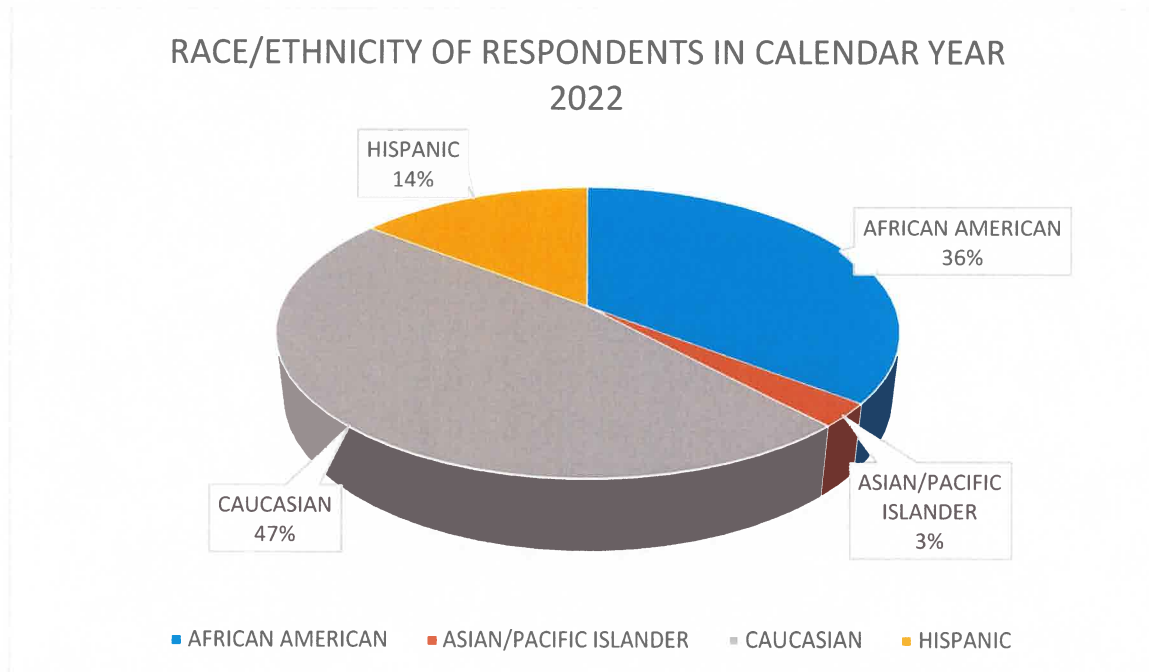
As of December 31, 2022, the Department reported the employment of 9 American Indian or Alaska Natives, 97 Asians, 765 Black or African Americans, 219 Hispanic or Latinos, 4 Native Hawaiian or Other Pacific Islanders, 7 Two or More categories, and 1,251 Caucasian officers.

The data shows that approximately 53% of the Department's personnel identify as Caucasian, 33% identify as Black or African American, 9% identify as Hispanic or Latino, 4% identify as Asian, 1% identify as American Indian or Alaska Native, and less than 1% identify as either Native Hawaiian/Other Pacific Islander and 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 2022.

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 2022.



Calendar year 2022 resulted in the Office of Professional Responsibility conducting 66 formal administrative investigations on 76 employees (27 African American employees, 2 Asian/Pacific Islander employees, 36 Caucasian employees, and 11 Hispanic employees).

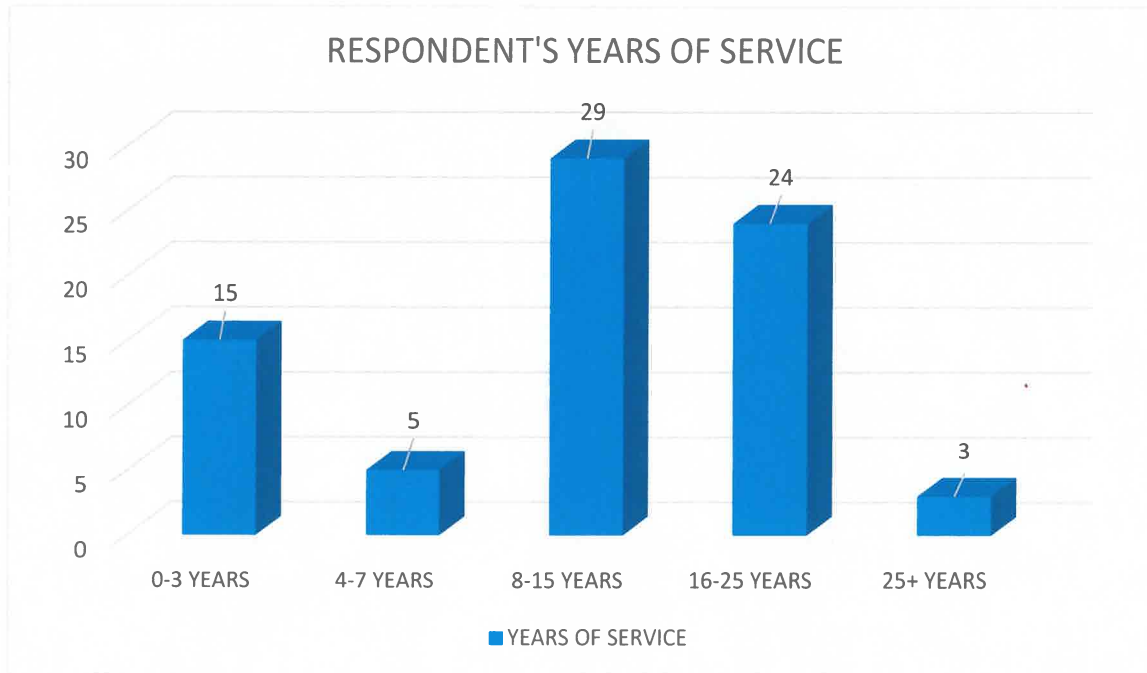
In 2022, 47% of the employees who were the subject of complaints identified as Caucasian, 36% identified as African American, 14% identified as Hispanic, and 3% identified as Asian or Pacific Islander.

A review of the data for calendar year 2022 revealed that the amount of complaints on respondents' race/ethnicity was proportionate to the demographics of the overall Department. Caucasian employees were the largest percentage (47%) of respondents, followed by African American respondents (36%), followed by Hispanic respondents (14%), and followed by Asian/Pacific Islander respondents (3%), which in comparison to the Department's overall demographics is consistent with Caucasian employees being the largest demographic at 53%, Black or African American employees at 33%, Hispanic employees at 9%, and Asian employees at 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 2022.



During calendar year 2022, the Office of Professional Responsibility investigated 76 employees who were identified as respondents in 66 formal administrative investigations. 15 respondent employees had served between 0-3 years, 5 respondent employees had served 4-7 years, 29 respondent employees had served 8-15 years, 24 respondent employees had served 16-25 years, and 3 respondent employees had served 25+ years.

The highest percentage of respondent employees were those who served 8-15 years (38%), followed by respondent employees who served 16-25 years (32%). The lowest percentage of respondent employees were those who served 25+ years (4%), followed by respondent employees who served 4-7 years (7%).

Overall, the data indicated that the majority of respondent employees were those who served 8-25 years, which comprised of 70% of the overall respondent employees during calendar year 2022. The data also revealed that the next highest period of respondent employees resulted in those who served 0-3 years. This analysis identified that majority of respondent employees occurred during the first years after being hired and again during the second half of the employee's career.

BIAS BASED PROFILING

The Department's Bias-Based Profiling Directive states, "*Bias-based profiling is strictly prohibited and must not be the basis for detention, interdiction, or other disparate treatment of any individual by any employee of the USCP.*"

The Directive directs the Office of Professional Responsibility to "*conduct an annual review of Department practices. The review will include concerns expressed by citizens based on an analysis of citizen complaints and may include results from any community surveys the Department may undertake.*"

Figure 12.

The chart below depicts a three-year review of Bias Based Profiling Allegation Complaints Received by the Office of Professional Responsibility for calendar years 2020, 2021, and 2022.

CY2020	CY2021	CY2022
1 – Not Sustained	1 – Not Sustained	1 – Preliminary Investigation Informally Resolved at Division Level

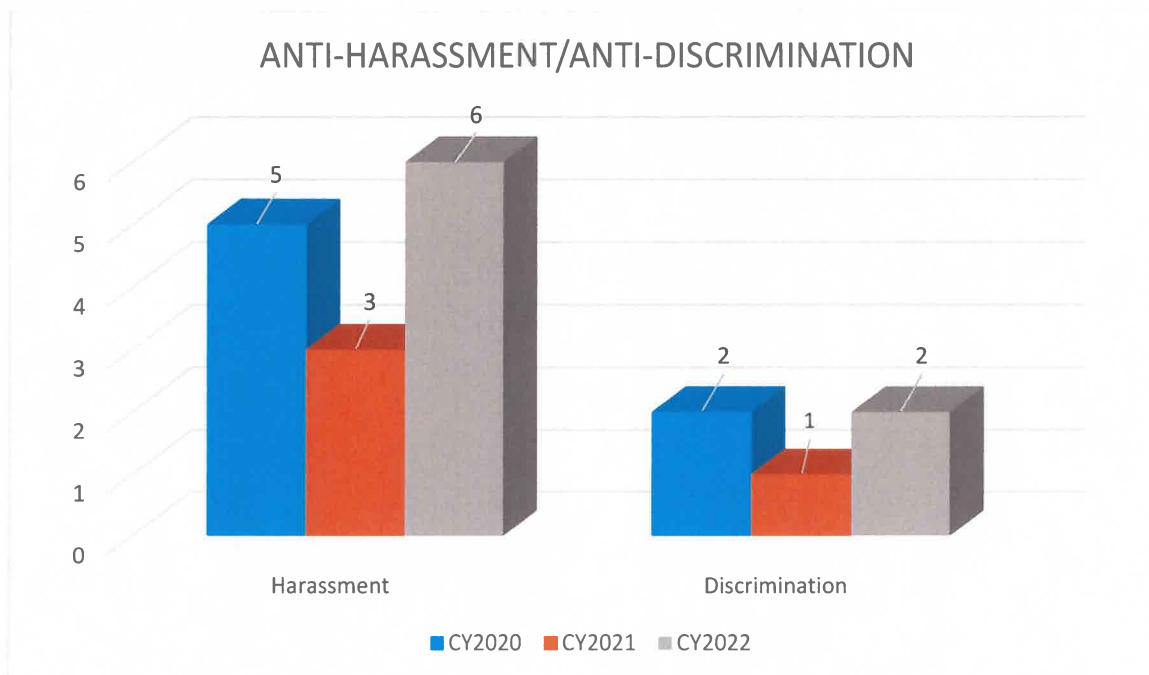
The data in Figure 12 shows that the Department has been consistent in receiving minimal allegations of biased-based profiling by citizens and the congressional community.

Calendar year 2022 resulted in one preliminary investigation into alleged biased-based profiling. A congressional staffer alleged an officer profiled him based upon his political affiliation during a vehicle screening. The staffer had a political sticker affixed to his vehicle. The investigation revealed that the officer had not engaged in any misconduct. The officer asked the complainant to pull forward, so the officer could see the complainant's congressional identification. The matter was closed and dismissed as it was determined that no misconduct occurred, and it was resolved for the staffer when increased signage was installed at the garage entrance.

ANTI-DISCRIMINATION/ANTI-HARASSMENT

Figure 13.

The chart below depicts a three-year review of administrative investigations into Anti-Discrimination/Anti-Harassment with findings



Calendar year 2022 resulted in the Office of Professional Responsibility conducting six administrative investigations into allegations of harassment and three administrative investigations into discrimination. Harassment investigations concluded in identifying one sustained case, 4 not sustained cases, and one dismissed case. Discrimination investigations concluded in identifying one not sustained case and one exonerated case.

In comparison to calendar year 2021, calendar year 2022 resulted in increases of investigations into both harassment (+50%) and discrimination (+50%).

In comparison to calendar year 2020, calendar year 2022 resulted in a +17% increase of investigations into harassment, but leveled out into discrimination cases (two each year).

Overall, both categories of harassment and discrimination remain low year to year.

CLOSING

This annual report summarizes allegations of misconduct made against employees during calendar year 2022 and showcases data that may identify patterns or any other issues requiring corrective action.

In 2022, the Office of Professional Responsibility continued to provide training for entry-level and supervisory classes. Training continues to focus on complaint resolution; all employees need to comprehend that they are empowered to resolve any complaint at the lowest level. Supervisors are trained on how to properly document complaints, conduct investigations, and provide potential resolutions.

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.