

EVENT #: \_\_\_\_\_

IOP#: \_\_\_\_\_

Investigator: \_\_\_\_\_

**1<sup>st</sup> Precinct** ..... 973-353-7171  
10 17<sup>th</sup> Avenue

**2<sup>nd</sup> Precinct** ..... 973-733-6080  
1 Lincoln Avenue

**3<sup>rd</sup> Precinct**..... 973-733-6190  
649 Market Street

**4<sup>th</sup> Precinct** ..... 973-733-6060  
247 16<sup>th</sup> Avenue

**5<sup>th</sup> Precinct** ..... 973-733-6070  
480 Clinton Avenue

**6<sup>th</sup> Precinct** ..... 973-923-1473  
491 Irvington Avenue

**7<sup>th</sup> Precinct** ..... 973-645-1819  
159 North 10<sup>th</sup> Street

**Metro Division**..... 973-733-5196  
189 Market Street

**Special Operations** ..... 973-733-6050  
472 Orange Street

**Main Information Desk** ..... 973-733-6245  
22 Franklin Street - Lobby

**Robbery Squad**..... 973-733-4418  
31 Green Street - 4<sup>th</sup> Floor

**Shooting Response Team**..... 973-733-3981  
31 Green Street - 4<sup>th</sup> Floor

**Juvenile Services Section** ..... 973-481-1239  
43 Dickerson Street



**Honorable Ras J. Baraka, Mayor**

**Newark Municipal Council**

**Mildred C. Crump – President/Council Member-at-Large**

**Augusto Amador – Council Member East Ward**

**LaMonica McIver–Council Member Central Ward**

**Carlos M. Gonzalez – Council Member-at-Large**

**John Sharpe James – Council Member South Ward**

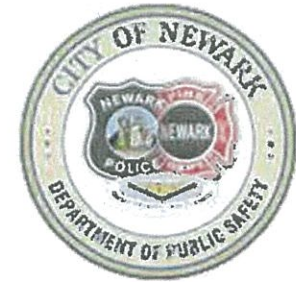
**Joseph A. McCallum, Jr. – Council Member West Ward**

**Eddie Osborne – Council Member-at-Large**

**Luis A. Quintana – Council Member-at-Large**

**Anibal Ramos, Jr. – Council Member North Ward**

**NEWARK  
DEPARTMENT OF  
PUBLIC SAFETY**



**Anthony F. Ambrose  
Public Safety Director**

**NEWARK POLICE DIVISION**



**Darnell Henry  
Chief of Police**

**OFFICE OF PROFESSIONAL  
STANDARDS**

**Captain Antonio Domingues  
Commander**

[www.NewarkPublicSafety.Org](http://www.NewarkPublicSafety.Org)



## WHAT WE DO

The Newark Police Division Office of Professional Standards (OPS) accepts and investigates all allegations of misconduct committed by Newark Police Division employees. This includes civilian employees and volunteers, police recruits, and police officers of every rank and assignment. Every investigation is conducted in strict accordance with the New Jersey State Attorney General Guidelines and NPD policy. Every allegation of criminal activity is also reported to the Essex County Prosecutor's Office – Professional Standards Bureau. All completed investigations undergo a multi-rank review and approval process to ensure accuracy, completeness and sufficiency.

We do not investigate complaints against employees of other city agencies or police departments. If your complaint is against a police officer from another agency, other than the Newark PD, you must file your complaint with that officer's agency. An officer can assist you with contact information for the outside agency.

## WHO CAN FILE A COMPLAINT

Anyone can file a complaint: juveniles with or without a parent or guardian present, persons who have been arrested or are still in custody, non-Newark residents, immigrants (whether or not documented). You can also file a complaint on someone else's behalf.

## ANONYMOUS COMPLAINTS

We will accept and investigate your complaint even if you do not provide your personal information and prefer to remain anonymous. We encourage you to provide at least your telephone number to allow us the ability to communicate with you during the investigation. We will keep your information confidential.

## WHEN TO FILE A COMPLAINT

You should file a complaint as soon as possible so that any necessary photographs can be taken, evidence can be collected and any pertinent records, including medical records can be promptly requested and preserved.

You can file your complaint at any time of the day or night. See the next page to learn about the different ways you can file a complaint.

## HOW TO REPORT EMPLOYEE MISCONDUCT

We encourage everyone who has a complaint against a Newark Police employee to come forward and offer many ways for you to do so. You can make a complaint at the Office of Professional Standards located at:

494 Broad Street  
Newark, New Jersey 07102  
Toll Free: 888-NWK-IAD1 (888-695-4231)  
Telephone: 973-733-6171  
Fax: 973-353-8469  
Monday-Friday  
9:00 a.m. to 11:00 p.m.  
TTY – 973-733-6000

Please bring with you all information, documents, photos, videos, and medical records that you feel will support your complaint. We encourage you to bring any witnesses that can provide information about your complaint.

**You may also file a complaint:**

**In-Person** – at any police facility 24 hours a day. Let front desk personnel know that you wish to make a complaint about a Newark Police employee and ask to speak to a supervisor. **However, any police officer can take a complaint.**

**By Telephone** – by calling 973-733-6171, or Toll Free at 888-NWK-IAD1 (888-695-4231), or 973-733-6000, or by calling your local police precinct directly (see back page). Again, let the call taker know that you wish to make a complaint about a Newark Police employee and ask to speak to a supervisor.

**By Mail or Fax** – You can send a letter. Please explain your complaint and provide as many details as you can.

You can also fill out our “**Complaint of Employee Misconduct**” form available at any police facility, City Hall, Public Libraries, or Police/Community Meetings. You may **mail it** to Professional Standards at the address listed above or **fax it** directly to Professional Standards at 973-353-8469. Or you may drop off the form at any police facility. Drop boxes will also be available for form drop off at each Police Precinct, Special Operations Division, the Office of Professional Standards, City Hall and City Council offices.

**By Website** – File a complaint at [www.NewarkPublicSafety.org](http://www.NewarkPublicSafety.org).

**By E-mail** - to [IAD@ci.Newark.NJ.US](mailto:IAD@ci.Newark.NJ.US). Please explain your complaint and provide as many details as you can.

## WHAT HAPPENS NEXT?

We will notify you via certified mail that your complaint was received. The letter will inform you of your **case number**, the investigator's name, and a contact telephone number.

You will be contacted by an investigator and asked to provide supporting documents, pictures, recordings, and witness information. You may also be asked to provide a recorded interview.

You will also be notified in writing of the outcome of the investigation after it has been completed, reviewed, and approved.

## HOW COMPLAINTS ARE INVESTIGATED

The Office of Professional Standards reviews all complaints. Depending on the nature of the complaint, investigations are assigned to investigators within OPS, or are assigned to Police supervisors outside of OPS. All completed investigations are reviewed and approved by the OPS Commander. If an investigation is Sustained (see below), the matter will be scheduled for a disciplinary hearing.

**Investigation are resolved of in one of four ways:**

**Exonerated:** The alleged incident did occur, but the actions of the Division member were justified, legal and proper.

**Sustained:** The investigation disclosed sufficient evidence by a preponderance of the evidence that the actions of the Division member violated a provision of rules, regulations, policy or procedures.

**Not Sustained:** The investigation failed to disclose sufficient evidence to clearly prove or disprove the allegation.

**Unfounded:** No credible evidence that the alleged incident did not occur, or did not involve the alleged Division member.

You may be asked to testify at a formal NPD disciplinary hearing if the allegations are Sustained. Criminal matters involving NPD employees are handled by the Essex County Prosecutor's Office.

An employee may be subjected to one or more of the following disciplinary actions if found guilty of violating Police Division rules:

- \* Training and/or counseling
- \* Verbal or written reprimand
- \* Suspension from duty, with or without pay
- \* A monetary fine
- \* Demotion
- \* Termination

Disciplinary action against an employee must be in accordance with Newark Police Division policy.

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