

LA GRANGE POLICE DEPARTMENT

243 South College Street • La Grange, Texas 78945 • (979) 968-5806

Policy

The La Grange Police Department will vigorously pursue all complaints, whether received internally or externally. It is our intent to protect the employee, community and department by identifying and correcting inappropriate performance. The Texas Government Code (Section 614) requires that before a complaint can be considered by the agency head it must be made in writing, signed by the person making the complaint, and a copy of the signed complaint given to the officer.

Complaint Process

Many complaints can be satisfactorily explained by a visit to the shift supervisor at the La Grange Police Department. Meeting with the shift supervisor, a sergeant, is the first step in the overall process. The shift supervisor is available at all times, but complainants may wish to make an appointment to avoid having to wait. If the matter cannot be resolved at the supervisor level, the shift supervisor will obtain written documentation from the complainant and any witnesses present, then forward those statements to the Chief of Police. Citizens may wish to initiate their complaints with the Chief of Police at the department. Complainants may telephone, mail or report in person to the Chief of Police during normal business hours. They may contact the Chief of Police at 979/968/5806.

The mailing address is:
La Grange Police Department
243 South College Street
La Grange, Texas 78945

The complainant will be contacted by the assigned investigator. Every reasonable effort will be made to ensure that the complainant will be sent a letter at the completion of the process. In cases of personal injury, complainants will be requested to sign a release for medical records. The assigned investigator may find it necessary to conduct additional interviews with the complainant and witnesses. The investigator will not make any recommendations about the disposition of the complaint. This will be done through the officer's chain of command. When the investigation is complete, the case will be reviewed by the Chief of Police. The employee's superiors will make a recommendation regarding the disposition of the incident, as well as any possible disciplinary action.

Complaint Dispositions

Unfounded: The allegation was false or not factual

Exonerated: The incident occurred but without the alleged misconduct

Not Sustained: There is insufficient evidence to prove or disprove the allegation

Sustained: The allegation is supported by sufficient evidence.

Depending on the disposition of the investigation, the chief of police has a duty to administer disciplinary action as provided by law, rules and regulations of the La Grange Police Department. Disciplinary actions range from verbal reprimand to dismissal.

Commending an Officer

The La Grange Police Department is very proud of the professionalism, efficiency and service-minded orientation of the officers. Should citizens wish to complement or commend an officer for their actions, they should write a letter to the Chief of Police, briefly describing the incident and officer's performance. The department and its individual officers sincerely appreciate the efforts taken by the citizens and visitors of La Grange in recognition of their performance. Any commendation letter written by a citizen or visitor in the regard will be forwarded to the officer personally, and a copy placed in his or her personnel file.

La Grange Police Department

Racial Profiling

Policy and Procedure

The La Grange Police Department is a value driven organization that bases its relationships and objectives on empathy, edification, enthusiasm, and excellence to continuously make La Grange a safer and better place to live, visit and conduct business.

Racial profiling is defined by the Texas Code of Criminal Procedures as a law enforcement-initiated action based on an individual's race, ethnicity, or national origin rather than the individual's behavior or on information identifying the individual as having engaged in criminal activity.

We respect the constitutional rights of all individuals in the performance of our duties. Our success is based on the respect we give to our communities, and the respect members of the community observe toward law enforcement. We shall exercise our sworn duties, responsibilities, and obligation in a manner that does not discriminate on the basis of race, sex, gender, national origin, ethnicity, age or religion.

The La Grange Police Department has a policy, General Procedures 2.2 Biased Based Policing concerning the prohibition of racial profiling as set out in state and federal laws concerning racial profiling and discriminatory practices in general. Discrimination in any form, including racial profiling, is strictly prohibited and the department will take immediate and appropriate action to investigate allegations of discrimination. This policy applies to all employees of the La Grange Police m Department.

If you feel you are a victim of Racial Profiling, please contact the La Grange Police Department at 979-968-5806.

Complainat Process:

The department encourages any person to bring forward grievances regarding misconduct by employees. All complaints alleging a violation of the law or policy will be investigated. **ALL complainats, regardless of nature, can be filed in person, by mail or by phone at any time.**

As part of the follow up investigation, persons making complaints by mail or phone normally be interviewed and a written statement, signed complainant prepared. A signed letter of complaint will

be accepted as a formal complaint without requiring any specific form.

All investigations will be completed in 90 days to include the taking of disciplinary action if necessary.

El Departamento de Policía de La Grange es una organización impulsada por valores que basa sus relaciones y objetivos en la empatía, la edificación, el entusiasmo y excelencia para que La Grange continúe siendo más seguro y un mejor lugar para vivir, visitar y hacer negocios.

La caracterización racial es definido por el Código de Texas de Procedimiento Penal como una acción legal iniciada por la ley basada en la raza, el origen étnico de una persona o el origen nacional y no en el comportamiento del individuo o en la información que identifica al individuo como una persona involucrada en actividades delictivas.

Respetamos los derechos constitucionales de todas las personas en el desempeño de nuestros deberes. Nuestro éxito se basa en el respeto que damos a nuestras comunidades y en el respeto que los miembros de la Comunidad observan hacia los que mantienen la ley y orden. Para ello,

vamos a ejercer nuestros deberes jurados, responsabilidades y obligaciones de una manera que no discrimine por motivos de raza, sexo, género, nacionalidad, origen étnico, edad o religión.

El Departamento de Policía de La Grange tiene una política, General Procedures 2.2 Biased Based Policing con respecto a la prohibición de la caracterización racial tal como se establece en las leyes estatales y federales concerniente a la discriminación racial y las prácticas discriminatorias en general. La discriminación en cualquier forma, incluyendo la caracterización racial, está estrictamente prohibido y el departamento tomará acción inmediata y apropiada para investigar las denuncias de discriminación. Esta política se aplica a todos los empleados del Departamento de Policía de La Grange. Si usted siente que ha sido víctima de caracterización racial, por favor comuníquese con el departamento Policía de La Grange al 979-968-5806.

PROCESO DE QUEJA:

El departamento anima a cualquier persona que presente quejas sobre la mala conducta de los empleados. Todas las quejas que alegan una violación de la ley o la política se investigarán. Todas las denuncias, independientemente de la naturaleza, se

puede presentar en persona, por correo o por teléfono en cualquier momento. Como parte de la investigación de seguimiento, las personas que hacen denuncias por correo o teléfono normalmente serán entrevistados y una queja escrita y firmada será preparada. Su queja en forma de carta firmada será aceptada como una queja formal sin requerir ninguna forma específica. Todas las investigaciones se completarán dentro de 90 días, que incluye tomar las medidas disciplinarias en caso de necesidad.

Chief David Gilbreath
243 S. College Street
La Grange, Texas 78945
979-968-5806

