

LEGAL REDRESS COMMITTEE REFERRAL LIST

State of Oregon Bureau of Labor and Industries (BOLI)

BOLI protects employment rights, advance employment opportunities, and ensures access to housing and public accommodations free from discrimination.

CONTACT INFORMATION:

800 NE Oregon St.
Suite 1045
Portland, 97232

mailb@boli.state.or.us

Phone: 971-673-0761

Fair Housing Council of Oregon (FHCO)

The Fair Housing Hotline for Tenants/Housing Consumers

Hours: 1 - 4 PM M / T / Th

(503) 223-8197 ext. 2

(800) 424-3247 ext. 2

This is a toll-free call and there is no fee associated with the Hotline service.

Our office is located at:

1221 SW Yamhill St. #305, Portland, Oregon, 97205

Our hours of operation are:

8:30AM – 5PM, Monday - Friday

City of Salem Internal Affairs: File a complaint against a Salem Police Employee

City of Salem Home > Departments > Police > Police > How Do I ... > **File a complaint against a Salem Police Employee**

The Salem Police Department is committed to providing courteous and effective service to all citizens of Salem. Police department employees are expected to treat every individual with respect, courtesy, and with recognition of individual dignity. If you have a complaint about the Salem Police Department, we want to hear about it. This information sheet describes how you can file a complaint about the actions of a police officer or civilian employee via the Internal Affairs Office and how we will respond to it.

WHAT YOU SHOULD DO

You may contact the Salem Police Department, located in the Civic Center, 555 Liberty St. SE, Room 130, in person or by telephone, any time of the day or night. Ask to speak to the Internal Affairs Investigator (Sgt Barrett), who is available during regular business hours. At other times, or if the Internal Affairs Investigator is not available, ask for the Shift Commander. If you wish to fill out the complaint form and mail it in, or if you prefer to make contact via email, see the links at the bottom of this page.

Explain the nature of your complaint. You will be asked to provide the following information:

Your name, address and telephone number so that you can be contacted for additional information and notification of the outcome of the investigation.

A description of what happened, including when and where the incident occurred, the name of the officer(s) or employee(s), the names of witnesses, with addresses and telephone numbers if available.

Any other pertinent information about the incident.

The information is essential for the complaint to be properly followed up. Your identity and the nature of your complaint will be shared only with others who have a need to know, including the persons directly involved in the incident, their supervisor(s) and the Chief of Police.

WHAT WILL THE POLICE DEPARTMENT DO?

Every complaint made about the conduct of the Salem Police Department employees is taken very seriously. Everyone is reviewed and the employee informed of the nature of the complaint. Sometimes the complaint is a simple misunderstanding that can be easily resolved, and others will require a formal investigation and report.

Salem Police Department employees are held accountable to professional standards included in the department's written policies and procedures; contemporary police training; and federal, state, and local laws.

The internal affairs process cannot address complaints about legal issues, such as whether or not a citation should have been issued or evaluating guilt or innocence in a criminal case. Those are the proper concern of the courts.

Complaints are investigated by either the Internal Affairs Investigator or the supervisor of the employee involved. During the investigation, all persons identified as being directly involved in the incident will be contacted. The officer(s) or other employees involved will be interviewed, as will witnesses and others with relevant information. You may be contacted for additional information during the course of the investigation.

It is the department's goal to complete investigations within 45 days of receiving the complaint. Difficulty obtaining information may extend this time period. There may be problems encountered which cause a delay in completing the investigation, such as difficulty locating witnesses. You may call the Internal Affairs Office at any time to check on the progress of the investigation. Upon completion of the investigation, a report is written describing the complaint and the results of the investigation. One of four findings is possible:

Unfounded-Allegation is false or not factual.

Exonerated-Incident occurred, but was lawful and proper.

Not Sustained-Insufficient evidence either to prove or disprove the allegation.

Sustained-The allegation is supported by sufficient evidence to justify a reasonable conclusion that a violation or misconduct has occurred.

The completed investigation is reviewed by the employee's supervisors and the Chief of Police. Complaints that are sustained may result in disciplinary action. A record of all complaints is maintained and is available for supervisory review of employee performance.

WHAT HAPPENS THEN?

You will receive a letter or telephone call from the Internal Affairs Investigator describing the results of the investigation.

If your complaint involves acts of discrimination by employees, additional assistance is available from the Salem Area Human Rights Commission. The Commission will work to assure that your interests are represented in the Salem Police Department complaint process.

COMMUNITY POLICE REVIEW BOARD

If you are not satisfied with the results of the Salem Police Department investigation, you may contact the Community Police Review Board Liaison in the City Manager's Office, by telephone or in person during regular business hours. The City Manager's office is located in the Civic Center, 555 Liberty Street S.E. Room 220. The phone number is 503-588-6255.

Before a complaint may be made to the [Community Police Review Board](#), you must first have filed your complaint with the Salem Police Department as described in this outline. If the department's results do not satisfy you then you may ask the Board to review the complaint.

Your request must be made within ninety days of the date the Salem Police Department completes its investigation and informs you of the results.

You must sign a release of all information and agree to waive any and all rights you may have regarding the disclosure of this information to the Board.

A hearing date will be scheduled by the Board within 30 days of your request for review. The hearing is open to the public and if you wish, you and up to two witnesses may make statements to the Board.

Deliberations of the Board are held in a closed session. The possible findings are as described previously in this outline.

You will receive notification when the final report is available and may be present at the next Board meeting when the report is presented. No comments are allowed at that time.

Complaints that are sustained may result in disciplinary action.

Keizer Police Dept. Internal Affairs

Marion County Sheriff's Office Internal Affairs

The Internal Affairs Complaint Office is a section of the Marion County Sheriff's Office. It affords citizens of Marion County who believe they have been treated improperly by an employee of MCSO the opportunity to have their complaints voiced and investigated.

Internal Affairs Office Frequently Asked Questions

Who may file a complaint?

Any person who feels he or she has been the victim of employee misconduct may file a complaint. If you are under the age of 18, a legal guardian must accompany you when filing the complaint.

How does one file a complaint?

The way to file a formal complaint is to contact the Internal Affairs Office Recording Line at (317) 327-3128. Leave a message requesting a formal complaint form be sent to you. Or, you may go in person to: MCSO, 40 S. Alabama Street, Indianapolis, Indiana 46204 to pick up a formal complaint form at the security desk. You may complete the formal complaint form there or take it home and mail it to the address listed above, attention the Internal Affairs Office. The complaint will be investigated, as long as we can positively identify the employee involved. A formal complaint must be filed within a reasonable amount of time.

What happens to the complaint?

Once a complaint is received in the Internal Affairs Office, it is processed, recorded and sent to an investigative officer. The complaint is returned to the Internal Affairs Commander with a disposition (finding) attached. The complaint will then be reviewed by the Internal Affairs Commander.

What information is needed when filing a complaint?

When you file a complaint, please include the following information:

Date, time, and location of incident

Description of employee and I.D. number or badge and vehicle numbers (if available)

Witnesses' names, addresses, phone numbers

Citations, medical records, or any other documentation or evidence that you feel may be helpful

What if the employee is found to be in violation of departmental policy?

If there is sufficient evidence to prove the allegation(s) made in the complaint, the complaint will be ruled SUSTAINED. The Sheriff or the section Lieutenant Colonel will take the appropriate action. This action is reported to the Internal Affairs Commander and forwarded to the complainant.

What if there is insufficient evidence to prove or disprove the allegation(s)?

With insufficient evidence, the case will be ruled NOT SUSTAINED: Notification of that fact will be sent to the complainant.

What if the allegations do not coincide with the evidence?

If the information provided by the complainant does not coincide with the evidence obtained, the complaint will be ruled UNFOUNDED, and no further action will be taken.

How can you bring good employee conduct to the attention of MCSO?

If you would like to compliment the conduct and/or actions of an employee, this may be accomplished by writing to the Sheriff or the Division Lieutenant of the section in which the employee is assigned.

What if you do not agree with the Marion County Sheriff's Office or the Internal Affairs Office?

You have the right to discuss your case with an attorney and seek recourse under the law.

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Portland, Oregon, 97205

Equal Employment Opportunity Commission (EEOC)

<http://www.oregon.gov/employ/Pages/Equal-Opportunity.aspx>

Oregon Employment Department
875 Union St. NE
Salem, OR 97311

Phone: 1-800 237-3710 ext. 71794

Business & Employment Services Complaint Coordinator
Phone: 1-800-237-3710 ex. 71220

American Civil Liberties Union (ACLU)

<http://aclu-or.org/>

Salem Police Dept. Internal Affairs

Salem Human Rights and Relations Advisory Commission

Keizer Police Dept. Internal Affairs

Marion County Sheriff's Office Internal Affairs

Polk County Sheriff's Office Internal Affairs

Equal Employment Opportunity Commission (EEOC)

American Civil Liberties Union (ACLU - OR)

PO BOX 566, Albuquerque, NM 87103

(505) 266-5915

<http://www.aclu-nm.org/>