



ACCOUNTABILITY & TRANSPARENCY

Executive Summary: Sustained Complaints

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Executive Summary

This executive summary presents a transparent accounting of all 2025 sustained policy violations for the Aurora Police Department, concerning both sworn and non-sworn personnel, through complaints reported either internally by other department members, or externally as reported by members of the community. Consistent with principles of an organization that self-assesses and self-corrects, this summary is intended to compile sustained findings to provide clear, data-driven overview of misconduct trends within specific policy classifications includes: frequency by policy classification, district and bureau comparisons, and sustained violations by rank. Beyond reporting raw data, this review identifies observations of potential contributing factors that influence conduct where possible. This serves to inform executive leadership on substantive training opportunities, corrective measures, and awareness campaigns for systemic improvement. This provides the community and agency stakeholders with an accurate, data-driven assessment of conduct and compliance, reinforcing our commitment to ethical policing, procedural fairness, and continuous evaluation and organizational reform as necessary.

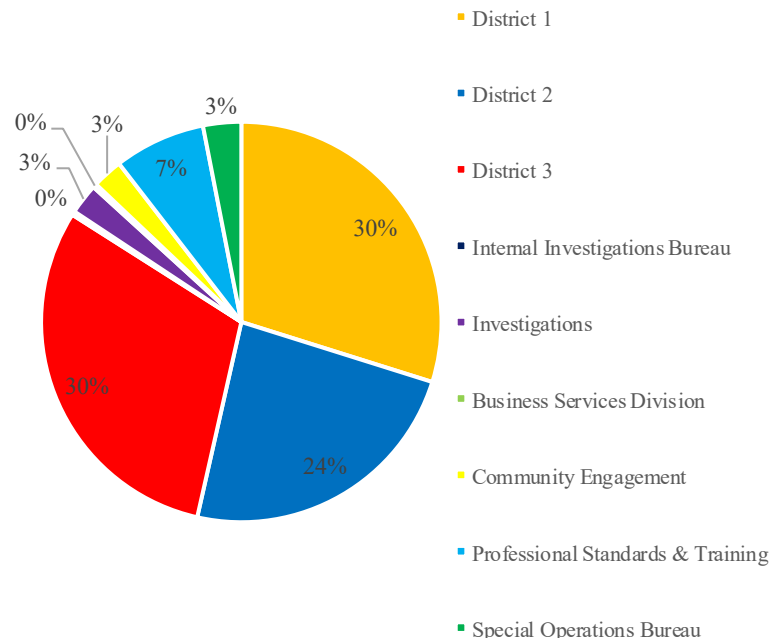
Summary of Findings

For calendar year 2025, there were 325 sustained findings for policy violations. The largest percentage at 69.23 % were of the officer rank. The median percentage of 13.85% were of the sergeant rank. The smallest percentage at .031% were from executive ranks of commander and above. These percentages are consistent with the number of personnel in the respective ranks. The highest rate of sustained findings was relative to personal conduct and performance related policies at 42.15% (conduct unbecoming and unsatisfactory performance). Second was a statistical tie between arrest and criminal process policies at and general operations related policies at 15.08% respectively. Internally initiated complaints comprised 67.69%, while external initiated complaints comprised 32.31%. This 2:1 factor demonstrates a culture of department members holding each other to a high standard of conduct and accountability.

Detailed Findings

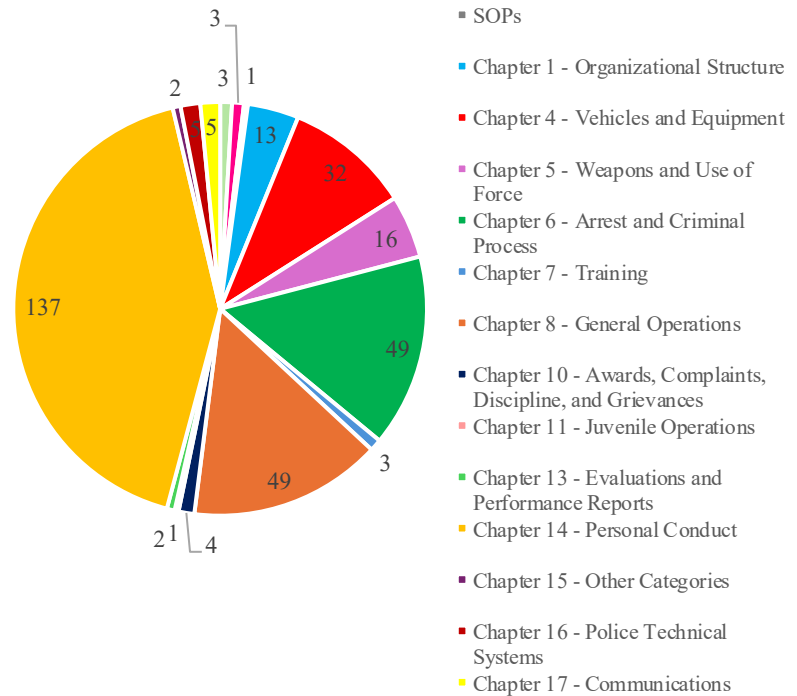
Policy Violations by District

Findings by District / Bureau		
District 1	97	29.85%
District 2	77	23.69%
District 3	99	30.46%
Internal Investigations Bureau	1	0.31%
Investigations	8	2.46%
Business Services Division	1	0.31%
Community Engagement	8	2.46%
Professional Standards & Training	24	7.38%
Special Operations Bureau	10	3.08%



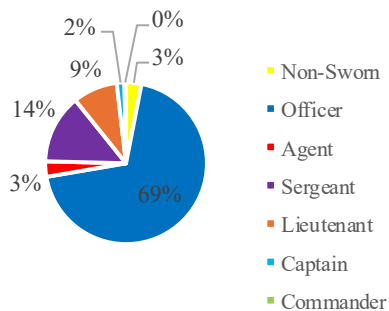
Policy Violations by Category

Policy Categories		
Aurora Employee Handbook	3	0.92%
Basic Recruit Handbook	3	0.92%
SOPs	1	0.31%
Chapter 1 - Organizational Structure	13	4.00%
Chapter 4 - Vehicles and Equipment	32	9.85%
Chapter 5 - Weapons and Use of Force	16	4.92%
Chapter 6 - Arrest and Criminal Process	49	15.08%
Chapter 7 - Training	3	0.92%
Chapter 8 - General Operations	49	15.08%
Chapter 10 - Awards, Complaints, Discipline, and Grievances	4	1.23%
Chapter 11 - Juvenile Operations	1	0.31%
Chapter 13 - Evaluations and Performance Reports	2	0.62%
Chapter 14 - Personal Conduct	137	42.15%
Chapter 15 - Other Categories	2	0.62%
Chapter 16 - Police Technical Systems	5	1.54%
Chapter 17 - Communications	5	1.54%



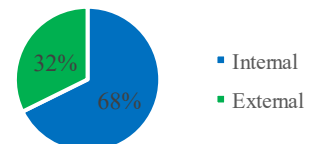
Policy Violations by Rank

Findings by Rank		
Non-Sworn	10	3.08%
Officer	225	69.23%
Agent	10	3.08%
Sergeant	45	13.85%
Lieutenant	29	8.92%
Captain	5	1.54%
Commander	1	0.31%



Policy Violations by Complaint Origin

Complaint Source		
Internal	220	67.69%
External	105	32.31%



Conclusion and Corrective Measures

The data suggests the highest concentration of policy violations come from officer and sergeant ranks, affiliated with Patrol Division duties and responsibility. This is consistent with the highest ratio of sworn officers and sergeants in the organization being assigned to the Patrol Division. The data also suggests APD demonstrates high internal reporting which suggests a positive accountability culture within the organization. APD trains all personnel on patterns and trends regarding significant personal misconduct which has led to more significant discipline or termination. Topics include responsible consumption of alcohol, anger management/de-escalation on and off duty, and ethical decision making. This training focuses on how professionalism extends beyond the uniformed duty hours to personal lifestyle choices, and the consequences of those actions and impacts on their career and personal implications. In 2025 APD also completed an overhaul of the internal discipline policy focused on standardization of process, introduced oversight and assessment of discipline by the Office of Constitutional Policing, and implemented new software focused on consistency for future reporting.