




ELON UNIVERSITY POLICE DEPARTMENT

2025 Annual Report Internal Affairs Investigations (Based on 2024 Investigations)

Date: January 07, 2024

To: Chief LeMire

From: Major D.S. Dotson 

Re: Annual Statistical Summary- Internal Affairs Investigations 2024

In accordance with Department policy and associated Accreditation Standards, an annual statistical summary based on the records of internal affairs investigations is to be compiled and made available to the public and agency employees. All complaints made against the agency, or its personnel, are investigated.

During calendar year 2024, eight internal investigations were conducted. The investigations involved a total of eight allegations against five employees (4 sworn officers and 1 non-sworn personnel).

Of these investigations, five complaints originated internally and three originated externally. Two of the external complaints contained an allegation on the same employee.

External complaints are received from any person(s) not employed by the Campus Safety and Police department.

After investigating, supported by evidence and video, it was determined that for the first external complaint, the incident or conduct was determined to be lawful and proper and was categorized as Proper Conduct. The second external complaint was determined that sufficient evidence to prove the complaint was identified and it was categorized as Improper Conduct. The third external complaint was determined that evidence sufficient to prove the allegation was not identified and it was categorized as Insufficient Evidence.

The five complaints (allegations against 4 employees) that originated internally were reported by another employee or the result of command staff review of call response to incidents, policy compliance, or personnel related conduct.

After investigating, supported by evidence and video, it was determined that evidence sufficient to prove each of the five internal complaint allegations was identified and they were

categorized as Improper Conduct.

The following is a statistical summary of the investigations initiated during calendar year 2024.

There was a total of eight internal investigations involving allegations against five different employees that are classified as follows:

Professionalism-1
Code of Conduct-5
Sexual Harassment-2

Professionalism (1) – Proper Conduct (supported by evidence and video)
Code of Conduct (5) - Improper Conduct
Sexual Harassment (2) – 1 Improper Conduct, 1 Insufficient Evidence

Definitions applicable to the above listed categories:

Improper Conduct- Evidence sufficient to prove the allegation was identified.

Proper Conduct- The alleged incident or conduct was determined to be lawful and proper.

Insufficient Evidence- Evidence sufficient to prove the allegation was not identified.

Unfounded Complaint- No factual basis for the allegation was found.