



To: Members of the Rutgers University Community

From: Kenneth B. Cop
Vice President of Public Safety
& Chief of University Police

Date: January 26, 2026

RE: Internal Affairs Statistics – Sworn Members - 2025 Calendar Year

The Rutgers University Police Department is committed to providing law enforcement services that are fair, effective, and impartially applied. To help achieve this, sworn officers are held to the highest standards of conduct and are expected to treat all individuals with respect and to acknowledge the rights of all persons. Adherence to these standards, by personnel motivated by a moral and professional obligation to perform their job to the best of their ability, is the ultimate objective of this agency.

Providing police services can often be a very difficult and complex job. The Rutgers University Police Department recognizes that mistakes may be made and the actions of our employees may fall short of expectations. The Rutgers University Police Department has established rules and regulations and standard operating procedures governing the professional and personal conduct of employees and acceptable work performance standards. These guidelines are designed to protect the well-being and the rights of all citizens and employees. The Professional Standards Division will thoroughly investigate all reports of misconduct by employees regardless of the source. Anyone who files a complaint against an employee will be treated with courtesy and respect.

It is the policy of the Rutgers University Police Department to accept and investigate all complaints of alleged personnel misconduct or wrongdoing from all persons who wish to file a complaint regardless of the hour or day of the week. This includes reports from anonymous sources, juveniles, intoxicated persons, and persons under arrest or in custody. The Police Department will conduct a thorough and impartial examination of the available pertinent information and will notify the complainant of the results of the investigation. Employee misconduct or violations of departmental policies or procedures will be addressed and corrective actions will be taken as appropriate within the department's policy and procedure.

The Internal Affairs function is responsible for investigating all misconduct complaints made against members of the Rutgers University Police Department. Due to the unique mission of the University Police Department, the Internal Affairs Function is tasked with handling complaints from the public regarding employee' conduct, as well as allegations of criminal conduct by members. In 2025, members of the University Police Department were involved in



more than one hundred thousand police/citizen contacts. While many of these interactions were routine, many also involved stressful and critical situations.

The Rutgers University Police Department takes the investigation of complaints seriously and acknowledges that our agency's internal affairs procedure is a critical function of the police department. A thorough internal affairs procedure provides guidance and direction to our investigating supervisors. Additionally, our agency progressively trains our supervisors in various aspects of internal affairs so that an investigation is thorough and in comportment with applicable state law and nationally accepted best practices.

As Vice President of Public Safety and Chief of University Police, I take pride in the fact that our self-initiated internal affairs investigations numbers are indicative of a police department that takes proactive steps towards identifying potential problems within the department and administering corrective action according to agency guidelines, with the overall goal of improving the performance of the department.

Additional information regarding the Internal Affairs Process can be found on our website at: <https://ipo.rutgers.edu/publicsafety/internal-affairs>.

Thank you for taking the time to review this report and the attached statistics.



Internal Affairs Report

Submitting Agency: Rutgers University PD

Reporting Period: January 1st - December 31st

Internal Affairs: 2025 Snapshot

Top-line facts and figures for Internal Affairs cases closed in 2025

	# allegations	# initial allegations sustained	# other allegations sustained	# all other dispositions
Criminal violation	2	1	1	0
Differential treatment	0	0	0	0
Excessive force	3	0	2	1
Improper arrest	0	0	0	0
Improper entry	0	0	0	0
Improper search	0	0	0	0
Domestic violence incident (non-criminal)	0	0	0	0
Demeanor	0	0	0	0
Other rule violation	18	4	0	14
TOTAL	23	5	3	15

Distribution of sources for complaints closed in 2025

	Anonymous	Agency	Civilian
#	0	7	16
%	0%	30%	69%