

## APPENDIX H

### Misconduct Allegations

Formal Civilian-Initiated or Formal Department-Initiated misconduct complaints will involve one or more of the following general allegations:

1. Discrimination/Harassment (sexual, racial, etc.) - **DH**
2. Excessive Police Service (harassment, providing confidential information, etc.) - **ES**
3. Failure To Take Action - **FA**
4. Improper Procedure (violation of San José City policy or SJPD Duty Manual.) - **IP**
5. Missing/Damaged Property - **MDP**
6. Rude Conduct (abusive, threatening, profanity, poor attitude, etc., while on duty.) - **RC**
7. Unlawful Arrest - **UA**
8. Unofficerlike Conduct (off-duty behavior, violation of the law, drug/alcohol use, misuse of City property, gratuities, bribes, abuse of authority, etc.) - **UC**
9. Unnecessary Force - **UF**
10. Unlawful Search - **US**