



**Cornell University  
Campus Police**

G-2 Barton Hall  
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Telephone: 607-255-1111  
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www.cupolice.cornell.edu

Date Prepared: 01/22/2026  
Report Prepared by: Lt. Daniel N. Murphy, Jr.

- Distribution:
- |   |   |
|---|---|
| <input checked="" type="checkbox"/> Chief               | <input type="checkbox"/> Training Sgt                     |
| <input checked="" type="checkbox"/> Deputy Chief        | <input type="checkbox"/> Community Engagement Sgt         |
| <input type="checkbox"/> Patrol Division Lt's           | <input type="checkbox"/> Patrol Division Sgt's            |
| <input type="checkbox"/> Investigations Lt              | <input checked="" type="checkbox"/> Accreditation Officer |
| <input type="checkbox"/> Events / Emergency Planning Lt | <input type="checkbox"/> Other:                           |

**ANNUAL INTERNAL AFFAIRS SUMMARY**

**Policy Statement on Internal Affairs:**  
(from CUPD Policy 1010 Personnel Complaints / Internal Affairs)

It is the policy of the Cornell University Police to accept all complaints of alleged employee misconduct; to conduct a fair and impartial investigation of the complaint; to determine whether the complaint is valid or invalid; and, where indicated take appropriate action. Law enforcement personnel, like all citizens, are protected by the guarantees of the United States Constitution. However, as law enforcement personnel they are in a peculiar and unusual position of public trust and responsibility. The public and the Chief of the Cornell University Police have the expectation that employees will give an honest reply to questions which are directly related to the performance of their official duties and/or their fitness to serve in a position of public trust.

**Types of Internal Affairs Complaints:**

Category 1: A complaint that alleges failure to supply services that meet the expectations of the complainant although laws, policies and procedures have been followed. Examples of a Category 1 Complaint may allege acts of rudeness, discourtesy, unprofessional conduct, sarcasm directed towards another person, poor attitude, or a rude and insulting demeanor.

Category 2: A complaint that alleges misconduct by an employee in failing to follow policies and procedures. Examples of Category 2 Complaints are insubordination, inattention/neglect of duty, intoxication and minor V &T laws.

Category 3: A complaint that alleges that an employee committed an act that violated law. An exception to this category is minor Vehicle and Traffic violations (said violations will be handled as a category 2 complaint).



**Dispositions of Internal Affairs Complaints:**

Sustained: The allegation is found to be factual and is substantiated by competent evidence.

Non Sustained: Insufficient evidence exists to prove or disprove the allegation.

Unfounded: The allegation is not supported by the facts or is a false allegation.

Exonerated: The allegation is factual and did occur, however, the involved employee acted lawfully and properly within the bounds of policy and acceptable conduct.

Closed: The current investigation of the allegation is terminated without conclusion. The reason for the closing of the case file shall be noted therein.

***2025 Internal Affairs Investigations***

\* A singular internal affairs investigation may consist of multiple allegations, multiple dispositions, and multiple accused parties.

<b>Total Number of IA Investigations Initiated:</b>		<b>5</b>
<b>Categories of IA Investigations</b>		
	Category 1:	2
	Category 2:	3
	Category 3:	0
<b>Dispositions of IA Investigations</b>		
	Sustained:	1
	Non-Sustained:	2
	Unfounded:	1
	Exonerated:	1
	Closed:	0
	Unreported:	0
<b>Corrective Action Taken</b>		
	Counseling:	2
	Reprimand:	0
	Suspension:	0
	Termination:	0
	No Action Taken:	3
	Unreported:	0



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<b>Special Categories &amp; Dispositions</b>			
<u>Category</u>	<u>#</u>	<u>Disposition(s)</u>	
Racial Bias/Profiling:	N/A		
Sexual Harassment:	2	Sustained	Non-Sustained
Excessive Force:	N/A		
<b>Annual Comparisons</b>			
Total IA Investigations			
	2021	3	
	2022	1	
	2023	3	
	2024	6	
<b>Observable Trends</b>			
<p>2025 saw a total of five (5) internal affairs investigations, 2 of which were special category investigations for allegations of sexual harassment in the workplace. In both circumstances the matters were thoroughly investigated and appropriate notifications were made consistent with University policy &amp; procedure. No anonymous complaints were filed.</p>			