



City of Baltimore
Civilian Review Board Bylaws

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I. Mission, Purpose and Objectives

a. Mission

To provide fair, impartial, and effective Civilian Oversight for the purposes of advancing transparency and accountability of Baltimore City law enforcement agencies to the communities they serve.

b. Purpose

The purpose of the Baltimore City Civilian Review Board (hereinafter referred to as the “CRB”) is to serve as a permanent, independent statutory agency in Baltimore City that investigates misconduct complaints lodged against law enforcement officers by citizens, makes findings and issues disciplinary recommendations, identifies policing patterns, issues policy and training recommendations, and reviews law enforcement policies.

c. Objectives

- To offer a safe and accessible space for members of the public to file misconduct complaints against law enforcement officers via trauma-informed staff and equitable processes.
- To promote the fair and timely investigation and adjudication of misconduct complaints by:
 - Thoroughly reviewing staff investigations of civilian complaints;
 - Reviewing the internal investigative report from the law enforcement agency when available;
 - Making a fair and impartial finding based on the investigative materials provided and the relevant policies of the law enforcement agency;
 - Requesting further investigation or information where necessary; and
 - Issuing findings in all cases and disciplinary recommendations for sustained cases.

- To contribute to enhanced accountability by:
 - Rendering the CRB findings and disciplinary recommendation process transparent to public scrutiny; and
 - Recommending policies and practices that promote equity, accountability, and transparency of law enforcement agencies in service to the City of Baltimore.

II. Authority and Governing Laws

The CRB derives authority from Code of Public Local Laws of Baltimore City, Article 4 of Maryland Code of Public Local Laws, §§ 16-41 – 16-54, as enacted in 1999 and subsequently amended (hereinafter all statutory references are to Code of Public Local Laws of Baltimore City, Article 4 of Maryland Code of Public Local Laws, §§ 16-41 – 16-54, unless otherwise noted). These bylaws are adopted pursuant to § 16-53. The CRB has jurisdiction over all law enforcement agencies listed in this statute, subject to the guidelines and limitations set forth therein. CRB members are responsible for reviewing and following the CRB’s controlling statute and seeking advice from competent counsel when necessary.

III. Process for Amendments to Bylaws

The CRB is committed to a culture of accountability. These bylaws are subject to periodic review by the CRB and can be amended, repealed, altered, or rescinded by majority vote of CRB voting members.

IV. Membership

a. Composition

The CRB is composed of 14 members constituting two classes of membership:

- **Voting members.** Nine members of the public each residing in and representing one of the nine Baltimore Police Department districts. Voting members, who may not be current employees of a federal, state, county, or municipal law enforcement agency, are selected by the Mayor and subject to the advice and consent of the City Council. Any Baltimore City resident may apply to be considered for appointment to the CRB if a vacancy exists in the district where they reside.

- **Non-voting advisory members.** Five members each representing one of the following organizations: Baltimore City Police Commissioner (or designee), Baltimore City Branch-NAACP, Fraternal Order of Police, ACLU of Maryland, and the Vanguard Justice Society. A non-voting advisory member is selected by their respective organization.

b. Member Expectations

Members are expected to adhere to the following regulations during their term of office. Members who fail to meet these expectations may be subject to sanctions, up to and including removal from office.

- Members are expected to attend all meetings of the CRB, or notify the Chair as soon as practically possible, if they are not able to attend an upcoming meeting.
- Members are expected to be on time for meetings, and notify the Chair in advance if they are going to be late.
- Members are expected to have read all meeting materials prior to the start of the meeting, and be prepared to have a robust discussion of cases and complaints. If members are unable to complete all of the required readings, they should notify the Chair prior to the start of the meeting.
- Members are expected to maintain decorum at all times throughout the meeting. Members are expected to interact with each other and any additional attendees of the meeting with civility and respect.
- Members are expected to respond to communications requiring their input from the Chair, other members, and staff members within three business days unless advised otherwise.

c. Sanctions

CRB members who fail to discharge their duty with appropriate professionalism may be subject to sanctions including suspension or removal.

d. Compensation

All CRB members serve without compensation but voting CRB members may be reimbursed for certain authorized expenses incurred in the performance of their official duties.

e. Term of Office

The term of a voting CRB member is three years. A voting CRB member may not serve more than two consecutive terms. At the end of a voting CRB member's term, the voting CRB member shall continue to serve until a replacement is appointed. Under § 16-43(a)(1), voting CRB members are appointed by the Mayor and are subject to advice and consent of the City Council.

f. Orientation and Training

Prior to attending their first meeting, voting CRB members shall attend an orientation. Additional training will be provided at the discretion of the CRB and administrative staff. CRB Members are responsible for acting in accordance with the training and governing policies that they have received. CRB members are required to complete the following trainings within one year of their appointment:

- City of Baltimore Ethics Training
- Maryland Open Meetings Act Training

g. Outreach

Voting CRB members are encouraged to participate in outreach that promotes awareness of the CRB and civilian oversight in achieving greater police accountability. Voting CRB members are considered the community liaison for both their law enforcement agency and the district they represent. Members should strive to maintain awareness of policing issues in their district and be available to residents of their district to hear their policing concerns.

h. Confidentiality

Pursuant to § 16-52, voting CRB members are required to protect the confidentiality of the names and identification of complainants, investigators, and witnesses in the course of carrying out their duties as members.

i. Ethical Conduct

In general, any actual or perceived conflict of interest with respect to a matter before the CRB shall be avoided. A voting CRB member who believes they may have a conflict of interest must notify the Chair.

If in any matter that comes before the CRB, a member of the CRB determines that their impartiality might reasonably be questioned, the CRB member shall recuse themselves.

j. Financial Disclosures

CRB members are required to complete City of Baltimore Financial Disclosures annually in accordance with [Sections 7-7, 7-8, and 7-9 of the Ethics Law](#) by April 1st of each year. CRB members who fail to submit these disclosures by the stated deadline may be subject to suspension, fines, and removal.

Financial disclosures may be submitted via the [City of Baltimore Ethics website](#).

k. Request for Removal

To remove a CRB member, including CRB officers, a voting CRB member can motion to remove the CRB member at any meeting at which a quorum is present. Upon a majority vote by the voting CRB members, the CRB shall notify the Mayor and City Council to initiate formal removal processes. .

l. Officers

- *Officer Roles:* In accordance with PLL § 16-43 (b), the CRB must elect a Chair and a Secretary. CRB members may designate other officer roles through amendment of the bylaws. If the CRB chooses to add additional officers, officer duties should be included in the bylaw's amendment.
- *Term of Office:* The Chair and Secretary are elected at the first meeting of each calendar year and serve a one-year term.
- *Interim Elections:* If an officer is removed, their term expires, or otherwise leaves office prior to the election held at the first meeting of the calendar year, an interim election shall be scheduled to replace

the officer. A motion to schedule an interim election can be made during any meeting at which a quorum is present and shall carry by a majority of the quorum. The interim officer shall be elected by majority vote of the voting CRB members and serves for the remainder of that term.

- *Removal:* CRB officers may be removed by majority vote of the other CRB members from their position for failure to fulfill the duties and expectations of their role as an officer or CRB member. Removal of an officer does not terminate that person's membership on the CRB; an officer is also subject to removal as a voting CRB member for any of the reasons established for removal of a CRB member. Following a vote to remove an officer where the officer is removed by a majority vote of the voting CRB members, an interim election shall be scheduled to replace the officer.
- *Duties of the Chair:* (1) Call meetings of the CRB to order and, upon a quorum being present, proceed to business; (2) Preserve order and decorum during CRB meetings, decide all questions of order, and oversee voting; (3) Prepare the draft agenda, in collaboration with the Secretary; (4) Act as liaison between the CRB members and administrative support staff; (5) Facilitate the appointment of subcommittees as needed and agreed by CRB members; (6) Act as official spokesperson for the CRB in responding to media requests; (7) Sign subpoenas; (8) Upon approval by the CRB members, sign letters and official documents on behalf of the CRB; (9) Administer oaths for purposes of taking testimony; (10) Receive all formal messages and communications from the Mayor, City Council, and others, and communicate the messages to CRB members; (11) Request production of reports, including the semi-annual statistical report, pursuant to § 16-12; (12) Determine whether conflicts of interest exist and direct how they will be managed; (13) ensure that rules and bylaws are adhered to by other members; and (14) Delegate duties to the Secretary on an as-needed basis.
- *Duties of the Secretary:* (1) Prepare the draft agenda, in collaboration with the Chair, and ensure its distribution to CRB members and the public; (2) Take the minutes at each meeting, including recording all votes, and prepare and disseminate a draft of the minutes for approval at the subsequent meeting; (3) When appropriate, cooperate with staff regarding completion of administrative duties; (4) Maintain a list of CRB member contacts and biographies; (5) When appropriate, cooperate with administrative support staff to maintain CRB correspondence, agendas, minutes, policies and procedures; and (6) In the absence of the Chair, upon the Chair's inability to act, or

upon request of the Chair, the Secretary shall assume all the powers and duties of the Chair, including signing of subpoenas and administering oaths.

V. Meetings

a. Open Meetings Act

- All meetings convened for the purpose of conducting official business and that have a quorum of voting CRB members present will be open to the public in compliance with the provisions of the Maryland Open Meetings Act.
- All CRB members are responsible for ensuring that meetings are conducted in a way that is fully compliant with the MD Open Meetings Act. t. MD. CODE ANN., GEN. PROV., §§ 3-101 – 3-501.
- All CRB members are responsible for completing the free online training on the MD Open Meetings Act offered by the State Attorney General.

b. Frequency

Pursuant to § 16-43(c), the CRB shall meet as often as necessary to conduct business, but shall meet at least once a month. Ordinarily, meetings shall take place at 6:00 p.m. on the third Wednesday of the month virtually via Zoom.

c. Quorum

A majority of the currently-appointed voting CRB members shall constitute a quorum.

d. Meetings in the Community

Under § 16-43(c), at least four of the regular monthly meetings must take place at locations in the community or be held virtually with targeted outreach to certain districts to facilitate community participation. To include residents of each of Baltimore Police Department districts, each voting CRB member could arrange one meeting in their district, or with virtual participation from members of their community, per year. The Secretary should set the schedule for community meetings at the beginning of the calendar year.

e. Rules

The rules contained in the current edition of *Robert's Rules of Order Newly Revised* shall govern in all cases to which they are applicable and in which they are not inconsistent with these bylaws, state and local law, or any special rules of order adopted.

f. Order of Business

In general, business shall be conducted in the order below; it is understood that not all items will be on the agenda at every meeting. The Chair has the discretion to proceed out of order when practical reasons dictate.

- Welcome and Call to Order
- Review and approval of agenda
- Review and approval of minutes
- New complaints
- Completed investigations (may include public comment or testimony if parties and/or witnesses present)
- Public Comment
- Reports from administrative staff
- Old business
 - Subcommittee reports
- New business

g. Motions

No motion shall be entertained or debated until announced by the Chair, and every motion shall be seconded prior to debate.

h. Debate and Decorum

- A CRB member (voting or advisory) wishing to speak, debate, make a motion, submit a report, or conduct other business shall address the Chair and shall not proceed until recognized by the Chair. If multiple members seek recognition at the same time, the Chair shall choose the order.
- Only voting CRB members may sponsor a motion, and the sponsor shall have the privilege of opening and closing debate.
- No CRB member shall be interrupted when speaking, nor shall any motion be heard until the CRB member has concluded.

- Any voting CRB member may move to end debate. A majority of the voting CRB members present must agree to end the debate or it may continue.
- The Chair will be responsible for ensuring that Robert's Rules of Order, and all other bylaws are adhered to during meetings.

i. Voting

In all meetings where a quorum is present, whether in person, virtually, or by telephone, a simple majority of the voting CRB members shall prevail.

j. Decorum

CRB members and other speakers shall confine their remarks to the question under discussion or debate, avoiding digression and refraining from personal attacks.

k. Subcommittees

- The CRB shall maintain the following regular subcommittees:
 - Policy Review
 - Bylaws and Procedures
- Subcommittees shall meet as needed to conduct their business and shall provide their meeting schedule to the Secretary at the beginning of the calendar year. Subcommittees should report their activities at a public meeting at least once per quarter.
- The CRB may appoint other subcommittees as needed by making a motion and holding a vote. A new subcommittee will be appointed by majority vote.
- All subcommittees should have a minimum of two members.
- Subcommittee meetings will take place at a time, date, and location determined by agreement of the subcommittee members.
- Subcommittee meetings that do not involve a quorum of CRB members will not be subject to the Open Meetings Act.

l. Early Departure

Any voting CRB member who needs to leave a meeting early shall make the Chair aware of this prior to the call to order, so that the Chair can reschedule the order of business as needed.

m. Public Comment

- A complainant or witness will be permitted to address the CRB at a specific point during its deliberation on the complainant's case. Once the CRB members have completed their review and discussion of the case, complainants and witnesses who wish to speak at that time will be permitted ten minutes to give their comments. At the conclusion of the complainant or witness' comments, the CRB shall vote, and the complainant or witness may not provide comment again until the public comment period at the end of the meeting. CRB members will not engage in debate or discussion with complainants or witnesses.
- A complainant or witness called upon by the CRB to provide testimony shall do so under oath administered by the Chair. CRB members must address the Chair and be recognized to ask questions, but may then ask questions of any and all witnesses so long as they are under oath. The Chair is responsible for setting the stipulations of testimony in advance of the meeting and providing the guidelines to the speaker and other CRB members, as it relates to duration of testimony and number of questions permitted. Whenever possible, questions for complainants and witnesses should be prepared in advance, submitted to the Chair in advance of the meeting, and provided to the testifying party prior to the meeting.
- Any other member of the public may address the CRB during the period reserved for public comment by notifying the Chair. The Chair shall call each person in turn, but may modify the speaker order, if necessary. The Chair shall set and enforce a time limit of 5 minutes for each speaker, and is responsible for maintaining decorum during the public comment period.
- CRB members or staff may, with the approval of the Chair, invite other persons such as government officials, subject matter experts, and advocates to speak on matters relevant to the CRB.

n. Special Meetings

Special meetings of the CRB may be called by the Chair or a majority of the voting CRB members on a date sufficiently in advance to allow the minimum required public notice. Such meetings will be called only in special circumstances to deal with an emergency, imminent legislative action, imminent judicial action, or to complete business within the required timeline that could not be accomplished during a regular monthly meeting. These meetings will be subject to the stipulations and exceptions of the Open Meetings Act.

o. Community Events

The CRB may hold events in the community to:

- aid in developing policy recommendations;
- inform the public of its work and provide information about the process of police misconduct investigations and adjudications;
- provide a forum for public input regarding matters related to police conduct; and
- to gather community concerns regarding police misconduct.

CRB members may attend existing events occurring in their community, or may plan an event with the assistance of CRB staff. In order to plan an event, CRB members should present an event proposal at a public meeting, and a motion and vote will be held to confirm whether the CRB will move forward with the plan. Staff and resources from the Office of Equity and Civil Rights may be utilized with the approval of the Director.

p. Training Meetings

CRB members are required to attend trainings, and may, at their discretion, choose to attend national and regional conferences organized by other civilian oversight groups. The CRB training curriculum will be administered in a manner that takes account of CRB members' professional and personal responsibilities.

VI. Adjudication Processes

a. General Guidelines

- All decisions made as a part of the adjudication process below shall be made by majority vote at the CRB's public meetings.

- The CRB may review confidential or sensitive materials, such as body worn camera footage, in a closed session in accordance with the MD Open Meetings Act, General Provisions Article § 3-305(b) (1). Once review has been completed and the confidential materials removed, the meeting will reopen to the regular public session.
- If the quorum is tied between votes on a motion, the Chair will make the final decision.
- Voting CRB members can vote to Administratively Close a complaint only in circumstances where the investigation has determined that the complaint falls outside the CRB's jurisdiction under Local Public Law Secs. 16-41 – 16-54.
- CRB Staff will create and send letters to the complainants and law enforcement agencies informing them of the CRB's decision. General template letters do not need to be individually approved by the Chair once the template has been approved. All other letters will be reviewed and approved by the Chair or Secretary before being sent.

b. New Complaints

- CRB members are responsible for reading all meeting materials in advance of the meeting and attending the meeting prepared to discuss those materials. Each voting CRB member shall review new complaints for the purpose of determining whether the CRB will conduct its own investigation or limit itself to reviewing the investigation prepared by the law enforcement agency.
- During the public meeting, CRB members will vote “CRB” indicating that they are voting to authorize an independent investigation, or “IAD only” indicating that they are voting to review only the report of the internal investigation division.
- If the quorum is tied between a vote for a CRB investigation (“CRB”) versus reviewing only the Internal Investigative Division's report (“IAD only”), the finding will be for an independent CRB investigation.

c. Completed Cases

- CRB members are responsible for reading all meeting materials in advance of the meeting and attending the meeting prepared to discuss those materials.
- CRB voting members review and deliberate on the final case reports provided by the CRB investigators, which include the CRB's final investigative report and the final investigative report produced by the relevant law enforcement agency.
- Where there has not been a CRB investigation, the CRB review and deliberation will be limited to the final investigative report provided by the relevant law enforcement agency.
- Where there has not been a final investigative report provided by the applicable law enforcement agency, the CRB review and deliberation will be limited to the CRB's final investigative report.
- The CRB members may also hear testimony provided by complainants, victims, witnesses, and subject officers.
- Members will adjudicate cases by majority vote, taking into consideration all relevant laws and departmental policies. Members will vote in accordance with the following findings:
 - Sustained: Where CRB members have found by a preponderance of evidence that misconduct did occur.
 - Not sustained: Where CRB members have not found a preponderance of evidence to support that misconduct occurred.
 - Exonerated: Where CRB members found by a preponderance of evidence that the officer's conduct was within the law enforcement agency's policy.
 - Unfounded: Where CRB members find by clear and convincing evidence that the alleged conduct did not occur at all.
 - Further Investigation: Where CRB members feel additional evidence is needed to make a determination. CRB members should make a specific request for what additional information is needed, and staff will attempt to obtain the information and report out to the CRB at each monthly meeting until the information is obtained or the case is at risk for passing the

statute of limitations, at which point the CRB will reassess and vote on the case.

- If a finding of “Exonerated” is determined, the relevant law enforcement policy may be referred for review and assessment. CRB Staff is available for assistance in this process as requested.
- If the quorum is tied between “sustained” versus an unsustained finding, the finding is “not sustained,” unless the voting CRB members vote to continue the case to the next meeting for further deliberation.
- If the finding does not receive a majority vote of “sustained,” and a majority of the quorum has not voted for any of the other three possibilities (not sustained, unfounded, or exonerated) the finding will be “not sustained.”

d. Disciplinary Recommendations

- The CRB shall issue a disciplinary recommendation for each sustained allegation to the head of the law enforcement agency. The disciplinary recommendation will be based on all pertinent information available to the CRB.
- CRB voting members are encouraged to consult the statewide disciplinary matrix when issuing disciplinary recommendations.
- The CRB will provide the disciplinary recommendation to the head of the law enforcement agency and communicate the understanding that all pertinent information known to the head of the law enforcement agency, including the CRB recommendation, should be factored into the final decision on disciplinary measures for the subject officer(s).
- The algorithm for determining the CRB’s disciplinary recommendations for sustained complaints issued to the head of the law enforcement agency is as follows:
 - Each member is asked to recommend a disciplinary action in four categories:
 - formal written counseling;
 - a letter of reprimand;
 - loss of leave or loss of pay, which also includes the recommendation of termination;

- and training.
- Recommendations of days of suspension range from 0 to 30 days.
- If, in the days-of-suspension category, a majority of the quorum recommends the same number of days, then that number of days becomes the recommendation.
- If there is no such majority, the average of the recommended number of days, rounded to the nearest whole number, becomes the CRB's recommendation.
- In this averaging scheme, termination is assigned the value of 30. A vote for zero days counts in this calculation.
- If any voting CRB member believes that training is called for, that training will be included in the disciplinary recommendation sent to the head of the law enforcement agency, unless a majority of the voting members object.
 - It should be noted that training is considered to be non-punitive.
 - For that reason, training may be recommended in any case regardless of the finding.

e. Appeals

- Complainants may not appeal the CRB's initial decision of whether to assign an independent CRB investigation upon the receipt of the complaint. Only CRB members may bring a complaint back to the CRB for reconsideration of whether an independent investigation may be authorized.
- Complainants may appeal their finding by writing a letter to the CRB Chair. The Chair will advise the CRB members at the next available meeting and hold a vote on whether to accept the appeal.
- If the appeal is accepted, it will be held at the next available CRB meeting. Once the appeal is accepted, the Complainant may:
 - Submit additional evidence; and/or
 - Schedule a time with the Chair when they may speak during the next CRB meeting for a period not to exceed ten

minutes about why they feel their case was wrongly decided. Questioning of the appellant will adhere to the questioning requirements stated above in Section

- If a complainant has concerns about safety or retaliation and does not wish to speak in the public meeting, they may arrange to speak with the Chair privately about their appeal.
- At the next public meeting, after the Complainant has presented their testimony and CRB members have considered any additional evidence, CRB members will vote again on one of the five potential findings outlined above.
- If the Complainant wishes to offer further comment after the CRB has voted, they may only do so during the Public Comment period at the end of the meeting.

f. Policy Review

- The CRB is in a unique position to gain a broad perspective on the types and volume of misconduct complaints against law enforcement officers in Baltimore. This perspective is valuable in assisting law enforcement agencies to develop and revise policies, procedures and training. The CRB shall endeavor to contribute to improving law enforcement practices by submitting recommendations to the relevant agency that are derived from an overview of the totality of misconduct complaints it receives, whether adjudicated, dismissed, or mediated, as well as input it has gathered from the community. The CRB will seek a response from the law enforcement agency and be prepared to discuss modifications and implementation and will track actions taken or not taken.
- The Policy Review Committee (PRC) is responsible for identifying law enforcement policies to review in addition to those policies referred by the CRB.
- The PRC will review and make the initial edits and comments on the selected policy, and will disseminate it to the CRB at least one week prior to the public meeting.

- CRB members will discuss proposed policy edits and updates in the public meeting, and will vote on whether to submit the revisions to the law enforcement agency.
- Policy revisions will be submitted to the law enforcement head at a quarterly meeting with the law enforcement agency. At following quarterly meetings after the policy is submitted, the law enforcement head will be asked for updates on the policy revisions.
- Law enforcement agencies under CRB jurisdiction may decide to revise policies or create new policies that relate to the purpose or objectives of the CRB. The CRB will encourage law enforcement agencies to notify the CRB when this occurs with sufficient time for members to review and provide input.

g. Motions

A CRB member may make a motion with the approval of the Chair during the public meeting to propose an official action to be taken by the CRB. A motion must be seconded by another member and will pass with majority vote.

h. Issuance of Subpoenas

The CRB is authorized by law to issue subpoenas compelling the testimony of a witness and/or the production of documents needed for the investigation of a complaint. Subpoenas can be issued as a matter of course upon the initiation of a CRB investigation. Subpoenas may also be issued at any time during the course of an investigation, as authorized by the Chair of the CRB.

VII. Reporting

a. Annual Reports

Regular, comprehensive reporting on complaint statistics and CRB activities is central to maintaining the transparency of the CRB and advancing police accountability. Pursuant to § 16-54, the CRB staff shall prepare, publish, and submit to the Mayor, City Council, and BPD Commissioner, a semiannual statistical report regarding processed complaints. This report will be published on the CRB website simultaneously with its submission to the aforementioned parties.

b. Consent Decree Reports

The CRB is required to produce quarterly reports on a number of metrics involving their interaction with the Baltimore Police Department as required by ¶ 402 of the Consent Decree between the U.S. Department of Justice and the City of Baltimore. These quarterly reports will be prepared by the staff with input from the Chair. These reports will be published on the CRB website for public view once they are approved by all parties.

c. Additional Data Gathering

The CRB staff may produce special reports related to a critical incident, a policy, the subject of civilian oversight more generally, or to bring an important matter to public attention at the request of the Chair and with at least 30 days advance notice. The CRB will authorize the production of such reports as it deems necessary. Special reports will be published on the CRB website.

VIII. Guidelines for Members of the Public

a. Public Information

Public disclosure and access to information is at the heart of civilian oversight. CRB website postings will include meeting agendas, meeting minutes, reports, complaint forms, information about the CRB members and terms, and contact information.

Maryland Public Information Act requests and Freedom of Information of Act requests are handled by CRB staff. Information about how to submit these requests can be found on the [website](#).

b. Public Participation in Meetings

The CRB values the attendance of the public at its meetings and the opportunity to receive comments and questions on matters concerning the CRB or the departments in its jurisdiction. The CRB will treat members of the public with courtesy and respect, and expects that the public will treat CRB members and Department members in a similar manner.

Members of the public may only speak when invited to do so by the Chair, and must respect the time limit set by the Chair.

Personal attacks, obscene language, threats, conduct intended to disrupt or interfere with the meeting, and comments not related to matters within the CRB's or the Department's jurisdiction, by a speaker or any person in attendance, are strictly prohibited. Violation of any of the above rules may result in the removal of the violator from the meeting room, or in the immediate adjournment of the meeting.

c. Inquiries from the Public

Inquiries directed to CRB members should be sent to the CRB staff supervisor, who will direct the inquiry to the appropriate CRB member, or if possible, provide the requested information directly. CRB staff will not provide contact information for CRB members without their express consent.

d. Media Inquiries

Media inquiries related to the CRB should be directed to the Chair. Media inquiries related to the CRB staff should be directed to the Public Information Officer for the Office of Equity and Civil Rights ("OECR"). Information on how to contact staff members can be found on the [OECR website](#).