

**GOVERNMENT OF THE DISTRICT OF COLUMBIA**  
**Metropolitan Police Department**



Report on Litigation Data-Calendar Year 2025 (January to December)

Attached hereto is a report of all lawsuits and claims against the Metropolitan Police Department (Department) or its employees in their official capacity filed from January to December of 2025. The Office of the General Counsel reviews each new lawsuit served on the Department or its employees, an effort that continues as the lawsuit proceeds.

Each new lawsuit is entered into the Department's Personnel Performance Management System (PPMS), which includes the Supervisory Support Program. Thereafter, personnel from the Department's Internal Affairs Division (IAD) review each lawsuit to determine if there is any newly identified misconduct that needs to be investigated. In most cases, the Department is already aware of the allegation or conduct that led to the lawsuit and is investigating or has investigated the incident. Regardless, an IAD agent is assigned to monitor the lawsuit as it proceeds through litigation. If the investigation ultimately sustains misconduct, the Department takes appropriate action, which may include retraining, suspension without pay, forfeited leave, demotion, or termination, depending on the nature of the misconduct sustained. In addition, the Office of the General Counsel works to identify policy and training improvements that can be implemented arising out of these cases. Described below are the trends identified in these cases and the training and/or policy changes made based on an analysis of these matters.

The attached report also includes all the cases filed against MPD or its employees in their official capacity that were closed between January and December of 2025. These closed lawsuits include dismissal of cases, judgments against, and settlements executed on behalf of the Department, of any amount, during this period. Cases that are closed with settlement may be settled for a variety of reasons, including the uncertainty of trial outcomes and the cost of litigation. The Office of the Attorney General (OAG) consults with the Department on settlements and exercises its business judgment in choosing whether to settle.

Below is an analysis of the litigation data related to the cases brought against the Department and closed during calendar year 2025 (January to December). Information concerning Department lawsuits has been provided to the Council of the District of Columbia as part of the Department's oversight hearings since 2015, and information on settlements and judgments has been submitted every year since 2018. Copies of previous years' responses can be found here: <https://dccouncil.gov/committee-oversight/>

### ***Allegations of Fourth Amendment Violations***

- Beginning in 2023 and continuing into this year, the Department has focused on ensuring compliance with the Fourth Amendment during citizen interactions. The Department's mission is to build on the trust it has with the community with a renewed emphasis on the Fourth Amendment's requirements during citizen and police interactions.
- To this end, the Department has taken several steps to provide updated training to members on this area of law.
  - Annual In-Service Training – In 2025, all members received two 4-hour blocks of in-person training committed to the Fourth Amendment, which was both classroom-based and interactive. This training was completed in two phases during 2025.
    - During this annual training, the Academy included a course focused on best practices for applying Fourth Amendment principles in daily policing.
  - On-Line Virtual Training – All sworn members are required to take and pass two separate Acadis training modules, which concentrated exclusively on the Fourth Amendment, prior to attending the in-person, annual in-service training described above.
  - Specialized Training – The Department conducted Fourth Amendment training for members in and seeking to apply for Special Mission Unit assignments several times throughout the past year.
  - Roll Call Training – Training on the below issues also occurred for all members during Daily Roll Call Training (DRCT). These are periodic, brief, scenario-based or refresher trainings provided in-person by supervising sergeants to all patrol officers. DRCTs are provided across multiple days and shifts to ensure all patrol officers receive it. 2025 DRCT training has covered:

- Premises Search Warrants
- Warrant Exceptions:
  - Search Incident to Arrest
  - Exigent Circumstances
  - Community Caretaking Doctrine
  - Plain View Doctrine
  - Motor Vehicles Exception
  - Consent Searches
- Arrests Warrants served inside a residence
- Arrests
- Protective Pat-Downs
- Contacts vs. Stops
- Reasonable Articulable Suspicion
- The Department has partnered with the United States Attorney's Office (USAO) to work collaboratively to ensure the arrest and prosecution process is procedurally and substantively sound.
  - MPD and USAO leadership meet regularly to review criminal cases, especially those involving firearms, to share information and to continue to look for areas of improvement in arrests and prosecutions.

### ***First Amendment Assemblies***

On April 21, 2023, the Comprehensive Policing and Justice Reform Amendment Act became effective. This law contained several provisions related to the Department's handling of First Amendment assemblies. Since the passage of this law, MPD has revised its policies, procedures, and training regarding its response to First Amendment activity to conform with the legislative mandates.

### ***Vehicle Crashes***

- To reduce the number and severity of vehicle crashes, the Crash Review Board identifies candidates who can benefit from additional vehicle skills training at the Federal Law Enforcement Training Center. Training is conducted once candidates are identified based upon damages, injuries, and a member's driving history.

- In 2025, 25 members of the Department have attended this training during five sessions.

### ***Freedom of Information Act (FOIA) Cases***

- The Department continues to receive a significant volume of FOIA requests, many of which are complex and voluminous. For FY 2025, the department exceeded the total number of requests received for FY 2024 by 15 percent.
- The Department hired a supervisory FOIA specialist in 2025 to assist with supervision and management of requests.
- The Department is expanding access to frequently requested records. While this does not necessarily decrease the number of requests submitted, it supports the Department's commitment to transparency.
- The Department is providing more specificity to its responses and is focused on reducing the backlog of requests with the goal of decreasing the number of FOIA matters that result in litigation. However, the FOIA Office must continue to balance transparency with personal privacy, law enforcement needs, and the confidentiality of juvenile and witness information.
- The Department leverages new technology to streamline FOIA requests processing and improve response efficiency. New technology also allows requesters to track the status of their request more efficiently.

### ***Employment Discrimination***

#### **Commitment to Organizational Culture and Wellbeing**

The Organizational Culture and Wellbeing Bureau (OCWB) continues to advance a department-wide focus on fostering a respectful, professional, and supportive workplace. Through leadership engagement, policy communication, training, and peer-based support, OCWB emphasizes accountability, employee wellbeing, and a shared responsibility for positive organizational culture across all ranks and roles.

#### **Organizational Culture Assessment & Engagement**

- Voices Tours: OCWB's administrative team facilitates outreach through Voices Tours across a wide range of operational and administrative units. These engagements provide employees with structured opportunities to share feedback about workplace climate, operational challenges, and support needs directly with leadership.

- Commander, Inspector, and Director Roundtables: OCWB continues to conduct leadership roundtable discussions to elevate workforce insights, discuss emerging issues, and reinforce leadership responsibility for maintaining respectful and effective work environments. These forums remain a key mechanism for organizational listening and leadership alignment.
- Wellness rooms: 9 new rooms added in 2025 (total of 16 across MPD)
- Wellness Checks: 394 wellness checks completed; 165 extended wellness checks
- Chaplain Corps and Member Support
  - Attended 113 Roll Calls
  - Completed 2,505 Personal Interactions (Sworn and Professional members)
  - Participated in 50 Ride-alongs
  - Made 149 Station/Site visits
  - Attended 55 Special Events
  - Responded to 22 Critical Incidents
- OCWB delivered 24 wellness events across MPD districts and locations during a seven-month period. This initiative focused on physical, mental, and emotional well-being.

## **Training and Education Programs**

- Positive Workplace Culture Training: OCWB conducts training focused on cultivating respectful, professional, and accountable workplace environments. These sessions emphasize expectations for conduct, communication, and leadership responsibility in maintaining healthy organizational culture.
- Academy training: In collaboration with the academy, OCWB delivers training on topics including:
  - Community and internal outreach
  - Chaplain services and spiritual support resources
  - Employee wellness services
  - Professional Staff Academy programming
  - Mental Health First Aid for Law Enforcement

- Mental Health Consumers
- Alzheimer’s Disease and Other Dementias
- EEO reminders, including prohibited ageist comments
- Four roll call trainings included well-being information
- 12 health education trainings given to recruits, sworn and professional staff members
- These trainings are integrated into recruit instruction, professional staff development, and leadership education, ensuring consistent messaging throughout the employee lifecycle.

### **Publications and Policies**

- OCWB Employee Newsletter: The employee newsletter now reflects the full scope of OCWB, providing regular updates on policies, programs, wellness resources, training opportunities, and organizational expectations. The newsletter serves as a centralized communication tool to ensure employees understand available supports and key workplace standards.
- Policy & “What You Need to Know” Publications: OCWB provides employees with clear, accessible publications outlining relevant policies, reporting pathways, and practical guidance on workplace expectations. These materials are designed to improve awareness, consistency, and confidence in navigating organizational processes.
- Created and distributed the *Welcome to MPD* booklet at recruit graduations and agency events to engage families, provide resources, and share key information such as rank structure, police service area map, acronyms, and family benefits.
- 43 issues of The Dispatch included health education content submitted by OCWB.

### **Strategic Efforts and Recognitions for Workforce Development & Support**

- Mentoring Program – Cohort One: OCWB successfully launched the first cohort of a department-wide mentoring program designed to support professional growth, leadership development, and employee retention. The program pairs employees across ranks and disciplines to promote knowledge-sharing, career development, and organizational connection.
- Peer Support Program: OCWB will be launching a peer support initiative to provide employees with confidential, peer-based assistance during times of

personal or professional stress. This program complements existing wellness resources and reinforces the Department's commitment to supporting employee resilience and overall wellbeing.

- Sustained Leadership Involvement: Through roundtables, training, and direct engagement, OCWB reinforces the role of commanders and supervisors as culture-setters responsible for modeling professionalism, addressing issues early, and supporting employee wellbeing.

OCWB's work takes an integrated approach aligning leadership engagement, training, peer support, and policy communication into a cohesive framework that prioritizes organizational health, workforce readiness, and trust.