

Annual Major Discipline Reporting Form
Internal Affairs Policy & Procedures | Appendix L

Pursuant to Attorney General Law Enforcement Directive No. 2022-24, every state, county, and local law enforcement agency in New Jersey is required to submit to the Attorney General and the County Prosecutor, and publish on the agency's public website, a brief synopsis of all complaints where a termination, reduction in rank or grade, and/or suspension of more than five days, as well as sustained findings listed in the above directive, regardless of the type or severity of discipline imposed, was assessed to an agency member. For the purposes of this report, please include all major disciplines in which a plea agreement was reached or final sanction was imposed during the time period listed below. In addition, include all discipline from earlier years which was less than an appeal, the final appeal was reached during 2023, and the discipline remains in one of the enumerated categories. Instructions for completing this form can be found on the "Instructions" tab of the Total version of this document.

Time period: **January 1, 2023 to December 31, 2023**
 County: **Bergen** - Select County from dropdown menu here
 Agency: **Teaneck PD** - Select Agency from dropdown menu here

No.	Disciplined Officer			Sanction				Synopsis			
	Rank	First Name	Last Name	Terminated?	Demoted?	Suspended?	# Days Susp.	Assigned, reined, transferred, or separated while in Pending	Specify other sanction type, if applicable	Sustained Charge	Description
1	Lieutenant	Douglas	Alcott	No	No	Yes	10	No		Obedience to Law and Regulations an	It was alleged that on July 27, 2023, Lieutenant Alcott made an inappropriate comment directed at and/or heard by another employee. Specifically it was alleged that while engaged in a conversation with one or more officers in Police Headquarters, Lt. Alcott remarked, "while speaking of Heroin" as the employee passed. An investigation determined that the alleged comment was made by Lt. Alcott to an employee and that it was intended to be a sexually suggestive joke. Such a comment was disrespectful, inappropriate and unprofessional in the workplace. Lt. Alcott's conduct was a violation of the Teaneck Police Department Rules and Regulations. Based upon the facts of the case, Lt. Alcott was suspended for ten days.
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For Sustained Charge(s), regardless of the type or severity of discipline imposed, please use A SHORT HAND description like the below, rather than a statute or ordinance:

- Discrimination or bias:** Discrimination or Bias against any person b/c of the individual's actual or perceived race, creed, color, national origin, ancestry, age, marital status, civil union status, domestic partnership status, affectional or sexual orientation, genetic information, sex, gender identity or expression, disability, nationality, familial status, or any other protected characteristic under N.J.S.A. 10:5-1 et seq.
- Excessive Force:** Officer utilized excessive force
- Untruthful/Candor:** Officer was untruthful or has demonstrated a lack of candor
- False Report:** Officer has filed a false report or submitted a false certification in any criminal, administrative, employment, financial, or insurance matter in their professional or personal life
- Improper Search, Seizure, Arrest:** Officer intentionally conducted an improper search, seizure or arrest
- Evidence Mishandling:** Officer intentionally mishandled or destroyed evidence
- Domestic Violence:** Domestic violence, as defined in N.J.S.A. 2C:25-19
- Indictable Offense:** Officer was charged with any indictable crime under New Jersey or an equivalent offense under federal law or the law of another jurisdiction related to the complaint