

Hello again. I'm Robin.

My first regret is that this may be the first time we've met, even indirectly through writing. My deepest regret is the feeling of uncertainty this news will bring so many souls that I have met over the last three years.

The executive summary of this letter is that I am resigning from my position as Madison's Independent Police Monitor, effective immediately. The OIM will remain open but is going through a transition period as the Police Civilian Oversight Board hires a new monitor. If you have complaints submitted at this time, they will be maintained in the order they were assigned. If you wish to file a new complaint, you may do so by email at [oim@cityofmadison.com](mailto:oim@cityofmadison.com) or in person at our office. Please note, the OIM has only one full-time and one part-time employee at this time and office hours will be reduced to accommodate staff's facilitation of PCOB meetings in the evenings.

To understand my decision to resign, you may need to understand trauma and, in that regard, I hope most of you never understand this. In 2021, I was diagnosed with CPTSD, incurred by years of regular indirect yet in-depth exposure to graphic and violent police incidents. In the spring of 2024, I was diagnosed with PTSD while hospitalized for attempting to end my life. I received treatment for my CPTSD years before I applied for this position and believed I could continue this line of work. A year of events preceding my medical leave traumatized me in new and private ways, separated from my work with the City and earlier CPTSD diagnosis. Again, I received extensive treatment and worked with several specialists. I showed real improvement and felt capable. I hired the OIM staff, we opened the complaint process, and the first annual report was published. The budget cut substantially slowed us down but we were still moving and I was functional.

Then the symptoms returned, from both conditions and all at once. I worked with experts and have come to the painful but liberating decision to leave this profession. Police oversight and reform were the reason I became an attorney. This position represents everything I worked toward in my career. It breaks my heart to recognize that I simply cannot continue the work and may never be able to again.

I am happy to say though that I can and will be replaced. Madison will continue to have the OIM. Whether Madison wishes to fully pay the legally required minimum of the OIM's non-executive staff will drastically impact its effectiveness. Due to the political climate, I cannot comfortably share my future plans. However, I can happily say that I feel a warm hope that I will be able to make a difference in another way elsewhere, outside of the public arena.

Stay strong and trust in each other.

— Robin Copley