

DISCIPLINE RECOMMENDATION

To: Chief Lisa Davis, Austin Police

From: Director Gail McCant, Austin Police Oversight

Date: April 14, 2026

Subject: 2025-2678 Discipline Recommendation

Dear Chief Davis:

On December 16, 2025, Austin Police Oversight (APO) received an anonymous online complaint, #2025-2678, alleging that Austin Police Department (APD) Officer Keston Campbell, AP# 7203, had made numerous unprofessional posts on his social media accounts while wearing his APD uniform, including a video of him referencing the potential commission of criminal acts.

On December 19, 2025, the complaint was forwarded to the APD Internal Affairs Division as a Notice of Complaint without a formal affidavit due to the nature of the allegations.

Disposition by APD Chain of Command

On March 24, 2026, APO was notified that Officer Campbell's chain of command had scheduled a Disciplinary Meeting (DM) with him on April 27, 2026. At the time of this recommendation memo, the Notice of Sustained Allegations (NOSA) was not available to APO. The Internal Affairs Division (IAD) reviewed the following APD General Orders as part of their investigation:

- 972.4 Prohibited Speech, Expression and Conduct
- 900.3.2 Acts Bringing Discredit Upon the Department

APO Disposition Recommendation: Sustain & 1-5 Day Suspension

Upon reviewing the investigative file, I believe IAD conducted a straightforward and unbiased investigation that collected and analyzed the pertinent information surrounding the incident. The Instagram video attached to the APO complaint, the comments on the video, and screenshots from Instagram provided by Officer Campbell were reviewed as part of IAD's investigation.

The video submitted with the APO complaint is a social media video showing Officer Campbell. In the video, Officer Campbell appears to be inside a patrol vehicle in his APD uniform, which clearly shows the Austin Police Department patch on his hat, his name and badge number on his load-bearing vest, and the word "Police" across the center of his vest. The video then displays text referencing the possible parole of a known public figure. Officer Campbell is then shown taking off his hat and putting on a ski mask displaying the word "Police." The video concludes with text stating, "About to perpetrate a bidi bidi beatdown."

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During his IAD interview, Officer Campbell confirmed that he has Instagram and TikTok accounts where he posts publicly visible content while wearing his APD uniform. Officer Campbell stated that the content is meant to be satirical in nature. When asked if he believed he was responsible for ensuring that the content he posts does not reflect negatively on the Department, Officer Campbell acknowledged being responsible for his conduct and representing the Department in “*the best possible light*” while wearing his APD uniform.

Officer Campbell’s responses suggest that he understands the content he posted had the potential to be interpreted negatively and, by proxy, had the potential to compromise the Department’s reputation.

When asked direct questions about the video and how the public could perceive its contents, Officer Campbell agreed that the public could perceive that an APD officer was going to perform a “beatdown” on an individual, and that the caption, “*About to perpetrate a Bitty Bitty beat-down,*” could bring discredit upon the Department. When asked if he believed the video could compromise the reputation of the Austin Police Department, Officer Campbell replied that he could see how people would perceive it in that manner.

Officer Campbell justified his response by stating that he cannot control how people interpret his content but acknowledged that it could be interpreted either negatively or positively by the public. Though Officer Campbell cannot control how others interpret the content that he posts publicly, he does have control over how he conducts himself as a representative of the Department.

During his IAD interview, Officer Campbell admitted to violating APD Policy 972.4, Prohibited Speech, Expression, and Conduct. Officer Campbell stated that the video could be “*perceived as compromising to the professionalism of APD.*” Officer Campbell denied violating APD Policy 900.3.2, Acts Bringing Discredit Upon the Department, stating that he did not believe the video or his social media pages tended to destroy public confidence in, or respect for, the Department. He added that he believed the video and his social media pages appeared to have an “*overwhelmingly positive response from the public.*”

After reviewing the IAD digital case file, I believe Officer Campbell’s prior history of sustained complaints is reflective of behavior that requires progressive discipline to deter future policy violations. APO believes a **Class B** classification is more appropriate for Officer Campbell’s actions. Considering the totality of the circumstances, Austin Police Oversight recommends that GO 972.4 Prohibited Speech, Expression and Conduct and 900.3.2 Acts Bringing Discredited Upon the Department, be **sustained** and Officer Campbell receive a **1-5 day suspension, with no eligibility for Education Based Discipline (EBD).**

In compliance with Section 2-15-5(B) of the City Code, I request that the Chief “provide a detailed public, written explanation if the Chief does not follow a recommendation of the Office of Police Oversight to impose discipline.”

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Sincerely,



Gail McCant
Director
Austin Police Oversight

