



OFFICE OF POLICE OVERSIGHT

NOTICE OF FORMAL COMPLAINT

ICMS #: 2021-1191

December 2, 2021

Complaint: The complainant alleges:

Her daughter ([REDACTED]) was a cadet with APD police academy [REDACTED]. During practical something happened not sure of the FTO's name. Her daughter told Sgt. [REDACTED] or [REDACTED] what had happen. After practical was finished, her daughter was asked to come to front of classroom and to read a sign on wall about integrity. Her daughter was forced to hold the sign above her head and to tell the class she had lied. Her daughter was told that she was going to jail; she was going to be filed on and the entire city would know what a liar she was. Her daughter was shamed. Her daughter was told to read the penal code for falsifying a government document but there was a word she could not pronounce and was asked if she was a fucking idiot? They were all told to outside for a smoke session and she was put in front of the group and told to hold a squat position and hold the sign over her head the entire time. They ended the group session, and the rest of the group was released and a group of cadet instructions as well as a sergeant surrounded her and continued to humiliate her and then she was released and told to write a complete memo and turn it in the next day about everything that had happen.

This notice of formal complaint is a request for Internal Affairs to initiate an investigation to determine if the employee conduct is within compliance of APD policy, Civil Service Rules, and Municipal Civil Service Rules.

Recommended Administrative Policies to Review (to include but not limited to):

301.2 IMPARTIAL ATTITUDE AND COURTESY

Employees shall provide equal and fair protection of all rights under local, state, and federal law for all members of the community. Law enforcement will be conducted in an impartial and equitable manner. In an effort to create an organizational culture that is inclusive and nondiscriminatory, employees shall act professionally, treat all persons fairly and equally, and strive to interact with the community in a positive manner.

(d) Employees will not ridicule, mock, taunt, embarrass, humiliate, belittle, or shame any person, nor do anything that might incite that person to violence.

(e) Employees will not use indecent or profane language or gestures while interacting with, or in the vicinity of, members of the community.

The City of Austin is committed to compliance with the American Disabilities Act. Reasonable modifications and equal access to communications will be provided upon request.



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900.5 RESPONSIBILITY TO COWORKERS

Cooperation among employees of the Department is essential to effective law enforcement (a) Employees are expected to treat each other with respect. 1. Employees will be courteous and civil at all times in their relationships, perform their duties in a cooperative and supportive manner, and not threaten, display physical aggression toward, or use insolent or abusive language with one another

914.3.1 DISCRIMINATION

Discrimination is the unequal or different treatment of an individual in any employment and/or personnel action based on a protected class, as per section 914.2. The Department will recruit, hire, train, compensate, discipline, provide benefits, and promote without regard to a protected class. The Department will employ positive business and personnel practices designed to ensure equal employment opportunity.

900.5.1 SUPPORTING FELLOW EMPLOYEES

(a) Employees will not knowingly aid, abet, or assist another Department member in violating any Department directive or order. (b) Employees will cooperate, support, and assist each other at every opportunity

914.3.4 RETALIATION

The Department is committed to maintaining a work environment that is free of retaliation and where an employee is free to raise a question or concern involving the terms and conditions of any employee's employment

914.3.2 HARASSMENT

(a) Harassment is unwelcome verbal or physical conduct toward an individual or a group because of a protected class. Harassment can create a hostile work environment when such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or otherwise adversely affects an individual's employment opportunities

Recommended Classification: *The OPO is permitted to make a preliminary recommendation on the classification of administrative cases.*

The OPO recommends this complaint receive an A classification.