



ICMS #: 2020-1172

July 17, 2020

**Complaint:** The Office of Police Oversight received an anonymous complaint alleging the following:

“I am an Austin Police Officer. I’m coming to you, because the process for addressing problems from the bottom up does not work well, and sometimes it does not work at all. I have several issues that I would like to address, but in the interest of keeping it simple in order to possibly get immediate results, and considering that you likely have volumes of complaints to deal with, I’ll only mention what I feel is extremely important right now. MASKS AND SOCIAL DISTANCING! Officers are not wearing them, and they do not care even a little about social distancing. This battle is futile within the department, and with a few exceptions, supervisors are the worst violators (even indoors). I have reminded them several times, but in doing so I clearly sacrifice good working relationships and create a reputation for myself that is beginning to haunt me. That is just how our subculture works. Please help. If you would like to communicate about this and any other issues, or need other information, please keep me completely anonymous and use my email address: [REDACTED]. If not, I will still likely be sending you more, to include photos when I have them. Please do not hesitate to reach out to me. I may be reaching out to City Manager as well. Thank you for your time.”

*This notice of formal complaint is a request for Internal Affairs to initiate an investigation in order 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):**

**110.4.4 INSUBORDINATION**

Employees will not be insubordinate. The willful disobedience of, or deliberate refusal to obey any lawful order of a supervisor is insubordination. Defying the authority of any supervisor by obvious disrespect, arrogant or disrespectful conduct, ridicule, or challenge to orders issued is considered insubordination whether done in or out of the supervisor's presence.

**900.1.1 RESPONSIBILITY TO KNOW AND COMPLY**

The rules of conduct set forth in this order do not serve as an all-inclusive list of requirements, limitations, or prohibitions on employee conduct and activities; employees are required to know and comply with all Department policies, procedures, and written directives.

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

***The OPO declines to make a recommendation.***