



ICMS #: 2020-0022

February 3, 2020

**Complaint:** The Office of Police Oversight (OPO) received an anonymous complaint online that alleges:

“Officer [REDACTED] is knowingly affiliated with or known to have affiliated with members of black lives matter and antifa, conflicting with her ability to perform her duties without bias or discrimination as a police officer as evidenced through her documented social media and various other online outlets.”

*This notice of formal complaint is a request for Internal Affairs to conduct 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):**

900.3.3 PROHIBITED ASSOCIATIONS

(d) Employees will not affiliate with any organization or body, the constitution or regulations of which would in any way prevent or hinder performing departmental duties.

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.***