



ICMS: 2019-1404

December 31, 2019

**Date of Complaint:** 12/27/2019

**Complaint:** The Office of Police Oversight received an anonymous complaint alleging that Sergeant [REDACTED] approached numerous individuals to get them to support a claim, without evidence, that [REDACTED] is homophobic and sent his son to conversion therapy. [REDACTED] allegedly approached Lieutenant [REDACTED], Sergeant [REDACTED], Sergeant [REDACTED], Detective [REDACTED], and [REDACTED], among others. The complainant further alleges that Sergeant [REDACTED] gave this information to the media [REDACTED].

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

**900.3.2 ACTS BRINGING DISCREDIT UPON THE DEPARTMENT**

Since the conduct of personnel both on-duty or off-duty may reflect directly upon the Department, employees must conduct themselves at all times in a manner which does not bring reproach, discredit, or embarrassment to the Department or to the City.

**900.3.4 PERSONAL CONDUCT**

(c) While on-duty or on the premises of City facilities, employees will not:

2. Ridicule, mock, taunt, embarrass, humiliate, or shame any person, nor do anything that might incite that person to violence.

**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 recommends that this allegation receive an A classification.***