



ICMS #: 2020-1254

July 30, 2020

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

“Officer [REDACTED] badge number [REDACTED] posted on her personal [REDACTED] page using the username [REDACTED] multiple statements that violate department policy. She made a statement referring to the shooting of a protester that occurred recently. [REDACTED] has continuously shown political and racial bias, impartial attitude, and prejudice in her remarks. This is extremely unprofessional and is a direct conflict of interest in her employment as a police officer. One cannot reasonably believe that [REDACTED] can be fair in her duties. [REDACTED] will give preference to those she is aligned with racially and politically. This is joy the first time she has done this, her superiors are aware of this and are afraid to hold her accountable. Likely because she will make false claims of bias against her.”

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):

301.2 IMPARTIAL ATTITUDE AND COURTESY

Employees are expected to act professionally, treat all persons fairly and equally, and perform all duties impartially, objectively, and equitably without regard to personal feelings, animosities, friendships, financial status, sex, creed, color, race, religion, age, political beliefs, sexual orientation, gender identity or gender expression or social or ethnic background.

900.3.2 ACTS BRINGING DISCREDIT UPON THE DEPARTMENT

Since the conduct of personnel both on-duty or off-duty may reflect 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.

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

The OPO declines to make a recommendation.