



ICMS #: 2020-1794

December 10, 2020

**Complaint:** The Office of Police Oversight received a complaint from [REDACTED] alleging the following: I am a [REDACTED]. My direct supervisors are [REDACTED] and [REDACTED]. Together they are harassing me and creating a hostile work environment for me. [REDACTED] also documented my religion and medical issues in a negative way, order to paint me as a coward. I have extensive documentation of this.

*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):**

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.

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. Examples of prohibited conduct that constitute harassment include, but are not limited to:

Employees shall not engage in conduct which could reasonably create a hostile work environment at any time while on duty or on City premises, or even if not on duty, but participating in any work-related setting outside the workplace, such as traveling on City business or attending professional conferences.

900.5 RESPONSIBILITY TO COWORKERS Cooperation among employees of the Department is essential to effective law enforcement.

**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.***

***The OPO recommends an outside investigator be retained to conduct this investigation.***