



## NOTICE OF FORMAL COMPLAINT

ICMS #: 2021-0724

July 14, 2021

**Complaint:** Complainant alleges he was making a right on [REDACTED] and before [REDACTED] there was an APD officer in a squad car that came to a complete stop in front of him, so he had to swerve to the left to keep from hitting him, the officer sped up to his left, rolled his window down and asked, “what the fuck are you looking at”. Complainant alleges, as a black male he felt provoked and taunted and was in fear. Complainant alleges he made a right on [REDACTED] and the officer turned on his flashing lights and ran the light. Complainant alleges he called 911 to alert them of the incident and that he was in fear and 911 gave him OPO’s number. Complainant alleges he did not get the full license plate but the beginning of the license plate number for the APD car was [REDACTED] and he wants to know what happens to this officer.

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

**301.1 PURPOSE AND SCOPE – RESPONSIBILITY TO THE COMMUNITY**

All persons deserve protection by fair and impartial law enforcement and should be able to expect similar police response to their behavior wherever it occurs. Employees will serve the public through direction, counseling, assistance, and protection of life and property. Employees will be held accountable for the manner in which they exercise the authority of their office or position. Employees will respect the rights of individuals and perform their services with honesty, sincerity, courage, and sound judgment.

**301.2 IMPARTIAL ATTITUDE AND COURTESY**

Employees shall provide equal and fair protection of all rights under local, state, and federal law for all members of the community. Law enforcement will be conducted in an impartial and equitable manner.

In an effort to create an organizational culture that is inclusive and nondiscriminatory, employees shall act professionally, treat all persons fairly and equally, and strive to interact with the community in a positive manner. Employees will perform all duties objectively and without regard to personal feelings, animosities, friendships, financial status, occupation or employment status, sex, disability status, housing status, mental health or ability, citizenship, language, national origin, creed, color, race, religion, age, political beliefs, sexual orientation, gender identity, gender expression, ethnicity, or social or ethnic background. Employees will endeavor to understand and respect cultural, national, racial, religious, physical, mental, and other differences.

**804.2 GENERAL OPERATION OF DEPARTMENT VEHICLES**



## OFFICE OF POLICE OVERSIGHT

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(a) Employees will operate Department vehicles in a careful and prudent manner within the guidelines of the law and Department General Orders. Unsafe or negligent driving is prohibited.

1. Vehicles will be operated in such a manner and at a rate of speed that the driver, by use of ordinary care, can avoid colliding with another vehicle, object, or person.

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

***The OPO recommends this complaint receive a B classification.***