



ICMS #: 2021-0158

March 12, 2021

Complaint: Complainant alleges: My name is [REDACTED]. I have been with Austin Police Department since [REDACTED]. I started with the department as a civilian by working as a Police Dispatcher. I previously worked in the Austin area for non-profits such as Lifeworks(homeless services) and Life Anew Restorative Justice Inc.(restorative practices in school discipline). I have volunteered in the Austin area since I moved here in 2013. I volunteered consistently at the Austin Resource Center for the Homeless and Bridges to Life which facilitates victim/offender conversations as a restorative justice initiative.

In [REDACTED], I became a cadet in APD's training academy. I graduated the academy in [REDACTED] and received the "Honor Cadet" accolade which is given to the cadet with the most outstanding achievement in training throughout the 32 week program. I excelled academically, physically, and tactically.

On [REDACTED], I completed the first three phases of the Field Training program at APD and began the "solo" phase as a probationary officer. My behavior while in the first three phases of the Field Training program was documented thoroughly in daily reports. These reports contained comments such as "PPO has one of the best attitudes for a rookie I've seen. Will be a asset to any shift she goes to" as well as other comments from my now current supervisor such as "PPO is ahead of her peers in some areas."

Unfortunately, after completing my Field Training program, issues began arising that have motivated me to resign from the Austin Police Department. I have attached a copy of my resignation letter. I have also attached a timeline of significant events that have occurred over the last year. Please take specific notice of the events listed on the date of [REDACTED] and the events of [REDACTED]

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

The OPO recommends an A classification.