



## **MEMORANDUM**

### **Austin Police Department Region 3, Patrol-Charlie Sector**

**TO:** Samuel Travis, Officer  
**FROM:** Robert Richman, Commander  
**DATE:** December 8, 2020  
**SUBJECT:** Oral Reprimand IA Case 2020-0647

This memorandum is in reference to an incident which occurred on May 27, 2020 and your conduct at that time. Specifically I am referring to your involvement *APD Case #20-1480652 where during the reporting of your response to the report of an Emotionally Disturbed Person experiencing a mental health crisis you wrote inappropriate and unprofessional comment in the report.*

Your actions violated APD Policy 301.2 Impartial Attitude and Courtesy which states:

#### **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.

(a) Employees will not express or otherwise manifest any prejudice concerning any of the categories or characteristics listed in this section in a context or manner that would cause a reasonable person to question the employee's fairness or impartiality related to the performance of their duties.

1. Employees will respect the rights of individuals and will not engage in discrimination, oppression, or favoritism whether by language, act, or omission.
2. The use of remarks, slurs, epithets, words or gestures, which are derogatory or inflammatory in nature to or about any person or group of persons is strictly prohibited.

- (b) Employees will be tactful in the performance of their duties, control their tempers, exercise patience and discretion, and shall not engage in argumentative discussions even in the face of extreme provocation.
- (c) Employees will treat all persons with dignity, will be courteous and respectful toward all persons, showing consideration for the welfare of all persons with whom they interact.
- (d) Employees will not ridicule, mock, taunt, embarrass, humiliate, belittle, or shame any person, nor do anything that might incite that person to violence.
- (e) Employees will not use indecent or profane language or gestures while interacting with, or in the vicinity of, members of the community.
- (f) Officers shall not encourage, condone, or ignore any of the behaviors described in subsections (a)-(e).

The purpose of this memorandum is to document this oral reprimand. You are hereby reminded that compliance with the Department's rules and regulations are a condition of your continued employment as a police officer. Failure to comply with this policy in the future may result in more severe disciplinary action against you, up to, and including an indefinite suspension.

**I hereby acknowledge receipt of the foregoing Oral Reprimand:**

 7257  
 \_\_\_\_\_  
 Signature of Officer Receiving Reprimand

12/11/20 6:50 AM  
 Date / Time

 #4416  
 \_\_\_\_\_  
 Signature of COC Sergeant

12/11/20 6:50am  
 Date / Time

 #4667  
 \_\_\_\_\_  
 Signature of COC Lieutenant

12/11/20 6:52 am  
 Date / Time

Robert J. Richman #3258  
 \_\_\_\_\_  
 Signature of COC Commander

12/08/2020 @11:52AM  
 Date / Time

cc: Employee  
 Employee's Supervisor  
 Internal Affairs