



OFFICE OF POLICE OVERSIGHT

NOTICE OF FORMAL COMPLAINT

ICMS #: 2021-0357

May 24, 2021

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

“I find this comment very insensitive about the death of [REDACTED]. This type of passive aggressive commentary by the Austin Police Association makes it hard to build trust with the police. This is inexcusable and should be investigated to ensure that the APD brand is not being tarnished by this inhumane commentary.

[REDACTED]
Commentary from them stated: Austin P.D. needs your assistance. [REDACTED], a [REDACTED] female, was brutally murdered in an apartment in [REDACTED] Austin on [REDACTED] at [REDACTED]. With reduced resources, APD is relying even more on the community for help in stopping the violence & bringing justice for survivors. Please call Homicide Detectives at 512.974.8477 if you have any information that could assist in this case. #SaferAustin APD Press Release: [REDACTED]”

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):

301.2 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.

455.5 PROCEDURES

Social media content shall adhere to applicable laws, regulations, and policies, including information technology and records management policies. Employees representing the

The City of Austin is committed to compliance with the American Disabilities Act. Reasonable modifications and equal access to communications will be provided upon request.



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department via social media outlets shall conduct themselves as representatives of the Department and shall adhere to all Department and City standards of conduct.

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.