



OFFICE OF POLICE OVERSIGHT

NOTICE OF FORMAL COMPLAINT

ICMS #: 2021-1207

December 8, 2021

Complaint: The complainant alleges: “Good morning, I want to make a formal complaint about my neighbor who lives above me. He is a cadet that wants to be a K9 officer. He has a German Shepard that is very dangerous to humans and animals. He has disrespected my 75-year-old mother by making the dog run and bark all day while I am working. We have spoken to him and the office of the apartments numerous times with no solution. The last thing Austin needs is another kid police officer that has no respect for the elderly or misfortune. He thinks because his father retired as a [REDACTED] police officer that he will have special privileges.

I can see only bad things happening with this kid on the police force. If you can not respect your neighbor you can not protect your neighbor.

I was told not to use names so you can run his tag.

This is becoming a hostel environment for me and my mother.”

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

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to understand and respect cultural, national, racial, religious, physical, mental, and other differences.

900.3.2 ACTS BRINGING DISCREDIT UPON THE DEPARTMENT

Since the conduct of personnel both on-duty or off-duty may reflect directly upon the Department, employees must conduct themselves at all times in a manner which does not bring reproach, discredit, or embarrassment to the Department or to the City.

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

The OPO declines to make a recommendation on the classification.