



ICMS #: 2020-1421

August 26, 2020

**Complaint:** [REDACTED] may have violated APD policy. Alison Alter, complainant, emailed the Office of Police Oversight stating the following:

“I would like to file a complaint against the Austin Police Association or whoever writes their social media. Please see the attached facebook post. In it, whomever wrote it lies to the public about patrol plans over the next four months, endangers public safety, and willfully seeks to undermine civilian control of the police force. The paragraph where I am quoted is accurate.

Please advise if I need to provide further information. I have confirmed with the city manager that these statements about patrol plans are not accurate and the writer knew that. This is a very serious matter for the reasons above.”

*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 Administrative Policies to Review (to include but not limited to):**

**900.1.1 RESPONSIBILITY TO KNOW AND COMPLY**

The rules of conduct set forth in this order do not serve as an all-inclusive list of requirements, limitations, or prohibitions on employee conduct and activities; employees are required to know and comply with all Department policies, procedures, and written directives.

**900.3.1 HONESTY**

Honesty is of the utmost importance in the police profession. Employees are expected to be truthful at all times in the performance of their duties.

**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 recommends that this allegation receive an A classification.***