

## COMPLETED INCIDENTS IIU

NOVEMBER 1, 2018 – NOVEMBER 30, 2018

DATE COMPLETED	INCIDENT TYPE	ALLEGATIONS	SUMMARY	FINDINGS	DISCIPLINE/ACTION
11/30/2018	Inquiry (three involved employees)	Performs at a level significantly below standard...- (employees #1 and #3)  Making false or fraudulent reports or statements...- (employee #2)	An employee's supervisors allegedly failed to provide proper paperwork after the employee reported an on the job injury. The employee allegedly then made false statements concerning the conversations she had with the supervisors regarding the incident.	Performs at a level significantly below standard...- <b>Exonerated</b> (both employees)  Making false or fraudulent reports or statements...- <b>Non-Sustained</b>	N/A
11/05/2018	Inquiry (two involved employees)	Acts in violation of directives...- (both employees)	Deputies allegedly trained a new deputy improperly on how and when to use pepper spray.	<b>Unfounded</b> (both employees)	N/A
11/21/2018	Inquiry	Bias Based Policing-  Excessive Use of Force -	Complainant's mother was detained after refusing to answer questions about her children's welfare, subsequently causing a disturbance in a public setting. Complainant refused to cooperate with police, stating they were racist.	Bias Based Policing- <b>Unfounded</b>  Excessive Use of Force- <b>Exonerated</b>	N/A
11/02/2018	Inquiry	Conduct Unbecoming-	Employee engaged an antagonistic citizen in like manner, rather than use proper de-escalation techniques.	<b>Sustained</b>	Corrective Counseling

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11/30/2018	Inquiry	Making false or fraudulent reports or statements...-	Complainant alleges the investigator falsified his description of the complainant in his report, in order to further his investigation.	<b>Exonerated</b>	N/A
11/29/2018	Inquiry	Courtesy -	Dispatcher was allegedly rude to a deputy when she instructed him on the proper use of CAD messaging.	<b>Non-Sustained</b>	N/A
11/09/2018	Inquiry	Acts in violation of directives...-	A folder containing medical records was stored and possibly disclosed in a manner inconsistent with KCSO policy.	<b>Sustained</b>	No discipline (unknown employee)
11/19/2018	Inquiry (four involved employees)	Conduct criminal in nature -	Complainant alleges he was harassed by deputies because they trespassed him for illegally parking his motorhome on private and public properties.	<b>Exonerated</b> (all employees)	N/A

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11/02/2018	Inquiry	Making false or fraudulent reports or statements... -  Obedience to laws and orders -	Deputy allegedly questioned the complainant without advisement of Miranda rights, searched his person without a search warrant, and then gave a false statement to the investigative detective.	<b>Exonerated</b> (both allegations)	N/A
11/06/2018	Inquiry	Conduct Unbecoming –  Acts in violation of directives... -	Deputy allegedly posted photos of a domestic violence victim on social media to start a debate on parental discipline.	Conduct Unbecoming – <b>Non-Sustained</b>  Acts in violation of directives... - <b>Exonerated</b>	N/A
11/09/2018	Inquiry  (two involved employees)	Harassment based on race, ethnicity, gender... -	Employee complainant was allegedly harassed and retaliated against by her supervisor after she complained about her supervisor's previous investigation into a matter she was involved in. Another supervisor allegedly harassed her at the direction of the first supervisor.	<b>Exonerated</b> (both employees)	N/A

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11/19/2018	Inquiry	Insubordination or failure to follow orders-  Willful violation of either Civil Career Service rules, Code of Ethics... -	Employee allegedly disregarded directives sent via email. Employee neglected to look at work emails, which caused important directives to be missed.	Insubordination or failure to follow orders- <b>Unfounded</b>  Willful violation of either Civil Career Service rules, Code of Ethics... - <b>Sustained</b>	Written Reprimand
11/29/2018	Inquiry  (two involved employees)	Discrimination, Incivility, and Bigotry-	Complainant alleges that an employee and her supervisor were rude and disrespectful when they asked the complainant clarifying questions in order to assist him with his request.	<b>Exonerated</b> (both employees)	N/A
11/02/2018	Inquiry	Appropriate Use of Authority -	Complainant alleges the responding deputy threatened him and illegally seized his property; deputy discriminated against him because he has a disability.	<b>Exonerated</b>	N/A
11/07/2018	Inquiry	Harassment based on race, ethnicity, gender, religion... -  Acts in violation of directives... -	Supervisor allegedly harassed and discriminated against an employee due to the employee's perceived medical condition.	<b>Exonerated</b> (both allegations)	N/A

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11/05/2018	Inquiry	Insubordination or failure to follow orders-	Deputy acknowledged directive to terminate pursuit, yet continued to follow suspect and give updates of the suspect vehicle over the radio.	<b>Sustained</b>	Training
11/19/2018	Inquiry	Discrimination, Incivility, and Bigotry-  Harassment based on race, ethnicity, gender, religion...-  Conduct Unbecoming-  Acts in violation of directives...-  Ridicule-  Making false or fraudulent statements...-  Appropriate Use of Authority-  Courtesy-	Supervisor allegedly created a hostile work environment and harassed an employee on the basis of his sex. Supervisor made disparaging, derogatory statements to the complainant and other subordinates in the workplace, on a regular basis. Supervisor was dishonest when interviewed about the allegations.	Discrimination, Incivility, and Bigotry- <b>Non-Sustained</b>  Harassment based on race, ethnicity...- <b>Non-Sustained</b>  Conduct Unbecoming- <b>Sustained</b>  Acts in violation of directives...- <b>Sustained</b>  Ridicule- <b>Sustained</b>  Making false or fraudulent statements...- <b>Sustained</b>  Appropriate Use of Authority- <b>Sustained</b>  Courtesy- <b>Sustained</b>	