

COMPLETED INCIDENTS IIU

NOVEMBER 1, 2015 – NOVEMBER 30, 2015

DATE COMPLETED	INCIDENT TYPE	ALLEGATIONS	SUMMARY	FINDINGS	DISCIPLINE/ACTION
11/04/2015	Inquiry	Harassment based on race, ethnicity, gender, religion, disability or sexual orientation	Supervisor allegedly harassed and retaliated against a subordinate because of her gender.	Non-Sustained	N/A
11/10/2015	Inquiry	Performance Standards: Supervision – Courtesy -	Supervisor allegedly wrote a letter to subordinate that was harsh, dishonest and personally motivated	Supervision - Non-Sustained Courtesy- Non-Sustained	N/A
11/19/2015	Inquiry	Excessive Use of Force	Complainant alleges the deputy shook her hand so hard that it made her drop to her knees and it fractured her hand	Unfounded	N/A
11/18/2015	Inquiry	Courtesy – Discrimination, Incivility, and Bigotry -	Complainant alleges her daughter and daughter's friends were contacted by the deputy only because of their race and then were spoken to in a sarcastic and condescending manner	Courtesy – Exonerated Discrimination, Incivility, and Bigotry - Unfounded	N/A
11/16/2015	Inquiry	Making false or fraudulent reports... Conflicting relationships –	Supervisor allegedly was dishonest in his dealings with various inter-agency staff, as well as those under his command. Failed to inform immediate supervisor of a personal relationship with another staff member.	Making false or fraudulent reports... Non-Sustained Conflicting relationships – Sustained	Corrective Counseling

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11/24/2015	Inquiry (two involved employees)	Excessive Use of Force – Conduct criminal in nature	Complainant alleges the deputies kneed and elbowed him in the back while placing handcuffs on him as he actively resisted arrest. He also alleges a deputy made threatening remarks during the incident.	Excessive Use of Force – Exonerated (both employees) Conduct criminal in nature – Non-Sustained (one accused employee)	N/A
11/16/2015	Inquiry	Performs at a level significantly below standard... Acts in violation of directives...	Detective failed to complete investigative steps or communicate clearly with victim and/or victim advocate until prompted by them to do so.	Performs at a level significantly below standard... Sustained Acts in violation of directives... Sustained	Corrective Counseling
11/18/2015	Inquiry	Bias Based Policing	After refusing to give his name or show ID, the complainant alleges he was wrongly detained by the deputy simply because of his race.	Unfounded	N/A
11/19/2015	Inquiry	Excessive Use of Force	Complainant allegedly was tased for no reason after he became combative with officers and refused to cooperate as his friend was being arrested.	Unfounded	N/A
11/24/2015	Inquiry	Acts in violation of directives...	Recurring punctuality issues. Current investigation involves 5 th unexcused tardy in rolling 12 month period	Sustained	10 days suspension (combined with another sustained allegation)

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11/24/2015	Inquiry	Acts in violation of directives...	Recurring punctuality issues. Current investigation involves 6 th unexcused tardy in rolling 12 month period	Sustained	10 days suspension (combined with another sustained allegation)
11/19/2015	Inquiry	Supervision	While assigned as the supervisor, allegedly allowed "out of control" environment and unprofessional behavior by employees working in the unit.	Non-Sustained	Corrective Counseling (job improvement needed despite non-sustained original complaint)
10/22/2015	Inquiry	Conduct criminal in nature – Discrimination, Harassment, Incivility and Bigotry – Conduct Unbecoming	A male coworker of the complainant allegedly harassed her while conducting a training exercise. The complainant was touched intentionally in an offensive and inappropriate manner.	Conduct criminal in nature – Sustained Discrimination, Harassment, Incivility and Bigotry – Non-Sustained Conduct Unbecoming – Sustained	Written Reprimand (held in abeyance due to employee terminated for separate sustained allegations)