



ICMS #: 2020-0684

July 31, 2020

**Complaint:** Mr. [REDACTED] submitted a complaint by phone to the Office of Police Oversight stating that while he was waiting for a ride, two officers on bikes approached him. Mr. [REDACTED] further states that one of the officers wouldn't listen to him, got smart with him, and ordered him to leave. Mr. [REDACTED] alleges that when he refused to leave, the officer also refused to leave, and threatened to arrest Mr. [REDACTED].

*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):**

**301.2 IMPARTIAL ATTITUDE AND COURTESY**

Employees are expected to act professionally, treat all persons fairly and equally, and perform all duties impartially, objectively, and equitably without regard to personal feelings, animosities, friendships, financial status, sex, creed, color, race, religion, age, political beliefs, sexual orientation, gender identity or gender expression or social or ethnic background.

**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.

**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 B classification.***