



MEMORANDUM

Austin Police Department Region 4 Patrol

TO: Robert Mattingly, Officer
FROM: Brian Jones, Commander
DATE: April 8, 2021
SUBJECT: Oral Reprimand, IA Case 2020-1609

This memorandum is in reference to an incident which occurred on 09/12/20 and your conduct at that time. Specifically I am referring to your involvement *(During a response to resistance Officer Mattingly used profanity and told the individual to shut up multiple times.)*

Your actions violated APD Policy 301.2 Impartial Attitude and Courtesy which states:
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.

(a) Employees will not express or otherwise manifest any prejudice concerning race, religion, national origin, age, political affiliation, sex, or other personal characteristics in the performance of their duties.

1. Employees will respect the rights of individuals and will not engage in discrimination, oppression, or favoritism whether by language, act, or omission.

2. The use of racial or ethnic remarks, slurs, epithets, words or gestures, which are derogatory or inflammatory in nature to or about any person or group of persons is strictly prohibited.

(b) Employees will be tactful in the performance of their duties, control their tempers, exercise patience and discretion, and shall not engage in argumentative discussions even in the face of extreme provocation.

(c) Employees will make every effort to be courteous and respectful toward all persons.

The purpose of this memorandum is to document this oral reprimand. You are hereby reminded that compliance with the Department's rules and regulations are a condition of your continued

employment as a police officer. Failure to comply with this policy in the future may result in more severe disciplinary action against you, up to, and including an indefinite suspension.

I hereby acknowledge receipt of the foregoing Oral Reprimand:

[Signature] #8564
Signature of Officer Receiving Reprimand

4/9/21 0047
Date / Time

R. Krummel 6792
Signature of COC Sergeant

4/9/21 0047
Date / Time

B. Bailey 3350
Signature of COC Lieutenant

4/9/21 0319
Date / Time

[Signature] 3386
Signature of COC Commander

4-9-21 10:45 AM
Date / Time

cc: Employee
Employee's Supervisor
Internal Affairs