



ICMS #: 2020-1641

November 12, 2020

**Complaint:** [REDACTED], complainant, filed an online complaint with the Office of Police Oversight stating the following:

[REDACTED] since the mask mandate has been in effect, [REDACTED] [REDACTED], complainant alleges he has observed APD officers not wearing a mask and not enforcing the mask mandate.

- 1 - cops not wearing masks
- 2 - cops not enforcing masks
- 3 - cops who do not know the law
- 4 - people ignoring the law”

*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):**

**110.4.4 INSUBORDINATION**

Employees will not be insubordinate. The willful disobedience of, or deliberate refusal to obey any lawful order of a supervisor is insubordination. Defying the authority of any supervisor by obvious disrespect, arrogant or disrespectful conduct, ridicule, or challenge to orders issued is considered insubordination whether done in or out of the supervisor's presence.

**Recommended Classification:** *The OPO is permitted to make a preliminary recommendation on the classification of administrative cases.*

***The OPO recommends that this allegation receive a B classification.***