



ICMS #: 2020-1808

December 16, 2020

**Complaint:** Anonymous complainant alleges: I saw a music video on Instagram depicting a police officer in a negative light and learned it was an Austin Police Officer. The officer was wearing a partial APD uniform and was seen in the video brutalizing young African Americans to paint a picture that police are all racist. In the video, lyrics were heard regarding police officers, which included the following quotes: "Shoot at them back, I bet they start fearin' me, that's the only way 12 will stop killin' me" "12 shoot a n\*\*\*\*\*, I'm shooting his family" The officer was identified as [REDACTED] and is someone who has a tremendous impact on the perception of police with the public. The way he wrongfully depicted an officer in this video puts negative connotations to the public about what police do in the community. [REDACTED] appearance in this video truly brings discredit upon the whole department and reverts years of progress that APD has worked towards within the African American community.

*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):**

**900.3.2 ACTS BRINGING DISCREDIT UPON THE DEPARTMENT**

Since the conduct of personnel both on-duty or off-duty may reflect directly upon the Department, employees must conduct themselves at all times in a manner which does not bring reproach, discredit, or embarrassment to the Department or to the City

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

***The OPO declines to make a classification recommendation.***