



## NOTICE OF FORMAL COMPLAINT

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ICMS #: 2021-0255

May 24, 2021

**Complaint:** Complainant alleges that Officer [REDACTED] knocked on her door and tried to hand her a notice of eviction. She did not want to take the paper he was trying to give her, so he threw it into her apartment. Officer [REDACTED] was unreasonable, wouldn't listen, and was not helpful. Mrs. [REDACTED] further alleges, [REDACTED], who works in the front office, told the officer to go to her apartment. Officer [REDACTED] drove by her apartment a second time in plain clothes and smirked at her tauntingly and came to her apartment a third time to discuss the eviction. She doesn't know why they continue to harass her about an eviction, when there is a no eviction policy.

*This notice of formal complaint is a request for Internal Affairs to initiate an investigation 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):**

### 301.1 RESPONSIBILITY TO THE COMMUNITY- PURPOSE AND SCOPE

All persons deserve protection by fair and impartial law enforcement and should be able to expect similar police response to their behavior wherever it occurs. Employees will serve the public through direction, counseling, assistance, and protection of life and property. Employees will be held accountable for the manner in which they exercise the authority of their office or position. Employees will respect the rights of individuals and perform their services with honesty, sincerity, courage, and sound judgment.

### 301.2 IMPARTIAL ATTITUDE AND COURTESY

Employees shall provide equal and fair protection of all rights under local, state, and federal law for all members of the community. Law enforcement will be conducted in an impartial and equitable manner.

In an effort to create an organizational culture that is inclusive and nondiscriminatory, employees shall act professionally, treat all persons fairly and equally, and strive to interact with the community in a positive manner. Employees will perform all duties objectively and without regard to personal feelings, animosities, friendships, financial status, occupation or employment status, sex, disability status, housing status, mental health or ability, citizenship, language, national origin, creed, color, race, religion, age, political beliefs, sexual orientation, gender identity, gender expression, ethnicity, or social or ethnic background. Employees will endeavor to understand and respect cultural, national, racial, religious, physical, mental, and other differences.



## OFFICE OF POLICE OVERSIGHT

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### 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.

### 900.3.5 USE OF BADGE OF OFFICE OR AFFILIATION WITH THE DEPARTMENT

- (e) Employees will not present themselves as representing the Department in any matter except as authorized as a function of their position or as authorized by a supervisor.

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

***The OPO recommends this complaint receive a B classification.***