
POLICE CONDUCT OVERSIGHT COMMISSION
Case Summary Data #10
April, 2016

OVERVIEW

Officer was in verbal altercations with fellow employees. A policy violation was found and the officer was coached regarding the incident.

THE COMPLAINT

Officer was in verbal altercations with fellow employees. A policy violation was found and the officer was coached regarding the incident.

COMPLAINT PROCESSING

The incident was intradepartmental—exclusively between officers—and the Minneapolis Police Department departmental supervisor was notified of the alleged A-level policy violation. Upon notification of the potential violation, the department supervisor, per Minneapolis Police Department policy for intradepartmental A-level violations, initiated coaching of the employees involved. Upon completion of the coaching document, the supervisor sent it to the joint supervisors for approval. After reviewing the matter, the joint supervisors approved the document and closed the matter.

ALLEGED VIOLATIONS

OPCR Ord. § 172.20(8) –Violation of MPD P&P Manual

MPD P&P § 5-105 (A) (3) - Professional Code of Conduct: Employees shall treat all fellow employees with respect. They shall be courteous and civil at all times with one another. When on duty in the presence of other employees or the public, officers should be referred to by rank.

EVIDENCE

N/A

SUMMARY OF EVIDENCE

N/A

COACHING

According to the department supervisor, the complaint revolved around two incidents in which Officer 1 was accused of insensitive remarks to Officers 2 and 3 made on separate days. According to the department supervisor, both cases revolved around comments made by Officer 1 to both Officer 2 and 3 that she believed certain cases were “not important.”

In the first incident, the department supervisor states that Officer 2 told her that Officer 1 raised her voice in a “rude” fashion and told Officer 2 that certain cases were not important. Officer 2 also told the department supervisor that Officer 1’s actions were “demeaning” and “over the top” due to Officer 1’s demeanor and by virtue of the fact that the incident took place in full view of other officers. Officer 2 also told the department supervisor that Officer 1 apologized that same day.

In relation to the second incident, Officer 3 told a subordinate of the supervisor that Officer 1 acted rudely towards him, allegedly telling him as well that the cases were “nothing.” The subordinate eventually notified the department supervisor of the incident. After the event, Officer 1 self-reported to the department supervisor. Officer 1 told the department supervisor that she believed that Officer 3 was rude to her because she is a woman. During her discussion with the department supervisor, Officer 1 “admitted” to the supervisor “how she approached the situation” and also affirmed that “her tone of voice probably contributed to the situation becoming somewhat hostile.”

Afterwards, a witness to the event was interviewed. According to the witness, Officer 3 became “disrespectful” upon seeing Officer 1; thus insinuating that Officer 3 was the instigator. In particular, the witness claimed that Officer 3 “bladed his body” and put his hand up to Officer 1 as a sign of his unwillingness to speak with or listen to Officer 1.

The supervisor, upon analyzing the incidents, determined that Officer 1 was not respectful to Officer 2. In support of this assertion, the department supervisor noted that the troubling nature of the incident led two sergeants to approach the department supervisor regarding it. In the case of the verbal dispute between Officers 1 and 3, however, the supervisor found both parties to be at fault. Thus, based upon both incidents the supervisor found that Officer 1 had violated policy and was subsequently coached. During the coaching session, the supervisor advised Officer 1 to seek a mentor in order to deal with stress and work-related issues. Further, Officer 1 admitted that she was a part of the problem and said she would take “take active steps to try and reduce her stress so as not to affect” her work.