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**POLICE CONDUCT OVERSIGHT COMMISSION**  
Case Summary Data #1  
June 2018

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**OVERVIEW OF THE COMPLAINT**

It is alleged that Officer 1 referred to a recruit as a "mother\*\*\*er" on multiple occasions.

**ALLEGED VIOLATIONS**

1. 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.
2. MPD P&P § 5-105 (A)(5) – PROFESSIONAL CODE OF CONDUCT: Employees shall be decorous in their language and conduct. They shall refrain from actions or words that bring discredit to the Department.

**COMPLAINT PROCESSING**

The Office of Police of Conduct Review was referred the matter from another City department and an intake investigation was conducted. Shortly after the investigation, the joint supervisors assigned the matter to coaching.

**EVIDENCE**

1. Memo from other department

**SUMMARY OF EVIDENCE**

*Memo from other department:* According to the memo, Focus Officer's trainee alleged that he had been subject to improper treatment by Focus Officer—his Field Training Officer. In particular, the trainee claimed that Focus Officer had called him a "mother\*\*\*ker" and made comments about his age on multiple occasions. Further, the partner claimed that Focus Officer had sent demeaning messages to other officers about him.

**COACHING**

Upon receipt of the complaint, the supervisor spoke to Focus Officer but was unable to interview his partner as he was no longer employed by the City. At the conclusion of the supervisor's investigation, the supervisor coached the officer and found policy violations on both allegations. Further, Focus Officer was suspended from being a Field Training Officer for a year.

