

TOWN OF TIVERTON, RHODE ISLAND

Thomas Blakey
Chief of Police

December 05, 2014

[REDACTED]
Tiverton Police Department
20 Industrial Way
Tiverton, RI 02878

Ref: Disciplinary Action

[REDACTED]
As you are aware, you were the subject of an internal investigation based on several alleged violations of department policy. Upon reviewing the investigation completed by [REDACTED] and [REDACTED], I feel the following violations are **SUBSTANTIATED**:

IV. Overall Guidelines:

- A. Violation of Rules
- B. Conduct Unbecoming
- E. Courtesy and Respect
- I. Reporting for Duty (1, 2)
- P. Unsatisfactory Performance

XVII. Obligation to report arrest, court actions, torts

XXII. Courtroom Appearances

XXIV. Disciplinary Actions

- B. Causes for Disciplinary Actions (1, 2, 3)

For these violations you will receive the following disciplinary action:

1. **Thirty (30) day suspension – Four (4) days to serve, twenty-six (26) days stayed in abeyance. The four days will be served on the following dates: January 05, 2015, January 13, 2015, January 21, 2015, and January 29, 2015.**
2. **You will serve a six (6) month probationary period retroactive to October 01, 2014.**
3. **It is understood that any violation of department policy that are found to be substantiated during this six (6) month period will result in the immediate reinstatement of the remaining twenty-six day suspension along with any punishment for the new violation. Any new violations during your probationary period could result in discipline up to and including dismissal.**

Chief Thomas Blakey
Thomas Blakey
Chief of Police

[REDACTED]
Union Representative: [REDACTED]

Date: 12-11-14

Date: 12/11/14

**WERTON POLICE DEPARTMENT
INTER-DEPARTMENTAL COMMUNICATION**

TO: [REDACTED]
DIVISION: [REDACTED]
FROM: [REDACTED]
DIVISION: [REDACTED]
DATE: 6/20/2014
SUBJECT: [REDACTED]
CC:

Sir,

On Friday, June 13, 2014, [REDACTED] was assigned to work the D-1 shift (2300 HRS to 0700 HRS) in dispatch. As normal procedure and per the current collective bargaining agreement he would work an eight (8) dispatch shift in lieu of a scheduled eight (8) hours animal control shift. [REDACTED] worked the D-1 shift on June 13, however he took June 12 and 13 off for a total of sixteen (16) hours owing the department eight hours of duty time.

On Tuesday, June 17, 2014, I met with [REDACTED] in my office. I questioned him as to why he did not work his full week. Initially, he was confused and admitted he made a "mistake" given the amount of time he has needed to cover dispatch duties. I explained being absent without authorization is a disciplinary offense, but I accepted and trusted his explanation. I told him he would have to repay the eight hours he did not work. He presented me with a slip requesting to utilize eight (8) hours of sick time. I told him I could not accept a sick leave slip when he was not sick. He is assigned to work in dispatch on the D-1 shift on June 20, 2014, and ordered back to again work the D-1 shift on June 21, 2014. I told [REDACTED] he was going to be assigned to work an unfilled D-1 shift on June 23, 2014 to cover for the eight hours he failed to work. [REDACTED] expressed his disagreement with the current AFSCME contract and did not feel it was right he and [REDACTED] could be reassigned to work dispatch duties. I told [REDACTED] the administration of the police department follows the language of the contract and are well within our management rights. [REDACTED] then insinuating he would use sick leave during his assignment the upcoming weekend. I told [REDACTED] I understood his anger but those comments were inappropriate. I explained the [REDACTED] and I appreciate that scheduling issues during this time of the year are inconvenient and disruptive. [REDACTED] took back his sick leave slip and left my office.

On June 19, 2014, I spoke with you concerning [REDACTED] and scheduling issues. You presented me with a memo addressed to me (see attached) stating [REDACTED] was "electing" to be docked one day pay for the day he missed. I explained to you my position that [REDACTED] does not "elect" when he chooses to work. I accepted his explanation for his missed day as a mistake, but it was necessary for him replace the hours he did not work.

TIVERTON POLICE DEPARTMENT
INTER-DEPARTMENTAL COMMUNICATION

Later that day, we met with [REDACTED] in your office, and explained his request to dock his own pay was denied. We told [REDACTED] he would be ordered to work the three (3) D-1 shifts as previously discussed. [REDACTED] became extremely argumentative claiming he was being "double ordered back and this was all going to be taken out of the contract." I explained he was being ordered to work the shift he failed to work last week and the shifts he was assigned were part of his normal duties. He was also told based on the comment he made in my office, if he were not report for duty on any of his assigned shifts he was to call me prior to calling the station. This enraged [REDACTED] as he stated we were going against policy and "what are you going to do if I did called out." At this point, [REDACTED] was yelling and claiming we were "threatening" him. [REDACTED] was warned several times to lower his voice and not to be disrespectfully in your office. Finally, you told [REDACTED] he was given his orders and he was dismissed. He stood up from his chair and as he left your office, he yelled, "Stress is an illness too!" He was ordered back into your office and reminded that was a similar comment he made in my office suggesting he would call out sick. He replied, "All I am saying stress is an illness is too. What are you going to do?" At that point, you informed [REDACTED] he was suspended for two days.

I escorted [REDACTED] to his desk and told him to secure his computer and told him to turn his department keys and fob over to me. He dropped them into the metal paper file on his desk. I told him to remove the department keys from the ring. He said, "Just take them." I warned him he would be subject to further action unless he gave me his keys. I then asked [REDACTED] to step in as a witness. I again asked [REDACTED] to turn his keys over to me. He said all the keys on the ring belong to the department. He was then escorted into the foyer of the department and asked when his suspension begins. I told him it begins immediately and he will return to duty on Tuesday, June 24, 2014.

I feel [REDACTED] has violated the following rules and regulations of the Tiverton Police Department:

IV. OVERALL GUIDELINES:

B. Conduct Unbecoming

Officers shall conduct themselves at all times, both on and off duty, in such a manner as to reflect favorably on the department. "Conduct unbecoming an officer" shall include that which brings the department into disrepute or reflects upon the officer as a member of the department, or that which impairs his or her ability to perform as a law enforcement officer.

C

All officers and civilian employees of the department shall conduct themselves in a courteous, well-mannered and professional fashion at all times while representing the Town of Tiverton. Respect, discipline, courtesy, and restraint shall temper the actions of all employees of the department in dealing with persons who come to their attention or require services.

*Suspension Dates: Friday 6/20 }
Monday 6/23 }
Chief T. Black*

**IVERTON POLICE DEPARTMENT
INTER-DEPARTMENTAL COMMUNICATION**

VII. General Conduct

A. Ranks and Titles

Employees of the department shall display appropriate respect for their superior officers, subordinates, and associates. When on duty and in the presence of the public, superior officers shall be addressed or referred to by their appropriate rank.

B. Courtesy and Respect

1. Politeness

Employees shall address their subordinates, associates, supervisors, or members of the public, including complaints and arrested persons courteously, and shall avoid using abusive, violent, insulting or provoking language which could be deemed offense to a reasonable person or group by reason of their racial, ethnic, or religious background or sexual orientation.

XXIV. DISCIPLINARY ACTIONS

B. Causes for Disciplinary Actions

2. Insubordination, discourteous treatment of the public, a superior, or a fellow employee of any act of omission or commission of similar nature tending to discredit or injure the public service; or any act jeopardizing the effective functioning of the police service.

Respectfully Submitted,

A large, solid black rectangular redaction covering the signature and name of the submitter.

TOWN OF TIVERTON, RHODE ISLAND

2

Thomas Blakey
Chief of Police

April 01, 2015

[REDACTED]
Uniform Division
Tiverton Police Department
20 Industrial Way
Tiverton, RI 02878

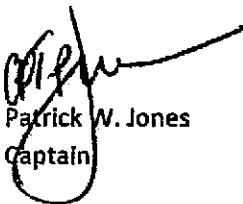
Ref: Suspension

[REDACTED]
On March 25, 2015, you were scheduled for your normal duty shift of 0700 hrs to 1500 hrs. You arrived late reporting at 0745 hrs. You stated to the duty supervisor, [REDACTED] that you had overslept due to illness.

You have been verbally warned multiple times by supervisors reminding you of your responsibility of reporting for duty in a timely fashion. You received a written reprimand for arriving late for duty on March 02, 2015. I feel you have violated the following rules and regulations of the Tiverton Police Department:

- Rule and Regulation – IV. Overall Guidelines (I.) Reporting for duty.
- VII. Duty (A.) Reporting for and Completion of duty.

For these violations you will serve a one (1) day suspension on Friday, April 03, 2015.


Patrick W. Jones
Captain

[REDACTED]

TIVERTON POLICE DEPARTMENT

Inter-Departmental Communication



To:	[REDACTED]		
Thru:			
From:	[REDACTED]	Signature:	[REDACTED]
Date:	Click here to enter a date.		
Subject:	[REDACTED]		
CC:			

[REDACTED]

On 3/25/15, [REDACTED] arrived late for duty at approximately 0745 hrs. [REDACTED] called me and said he was not feeling well and had taken some cold medicine and accidentally overslept. [REDACTED] completed an inter-departmental communication to me regarding this incident when he arrived for duty (attached).

[REDACTED]

TOWN OF TIVERTON, RHODE ISLAND

Thomas Blakey
Chief of Police

Date: 10/20/2015

To: [REDACTED]

From: [REDACTED]

Subject: Restitution for Lost Department Property

[REDACTED]

On September 01, 2015 you reported department issued property, namely your police department identification card and police badge as lost. You believed you had lost your wallet containing these items, during a day of boating with your family on the Westport River. At that time you also lost cash, credit cards and personal items.

Several weeks have passed since the loss of your wallet on August 30, 2015, your wallet nor have town properties been located. I concur with you that this was not an intentional act on your part. You are aware; per department policy that you are responsible for those expenses associated with the replacing of lost department property issued to you and or under your care.

A new replacement identification card and new sergeant's badge have been purchased.

The cost of a new identification card is \$17.49 and the police badge cost is \$70.28, totaling \$87.77.

Please provide payment in that amount to the Town of Tiverton Police Department to Administrative Assistant Joan Mello within the next thirty days.

Respectfully,

[REDACTED]

TIVERTON POLICE DEPARTMENT
Inter-Departmental Communication



To:	[REDACTED]
From:	[REDACTED]
Date:	03/25/15
Subject:	Late to duty
CC:	

[REDACTED]

On the above date I overslept due to illness and reported to duty at approx. 0745 hrs.

[REDACTED]

3/25/15

[REDACTED]

WESTPORT POLICE DEPARTMENT
Departmental Communication



To:	[REDACTED]		
From:	[REDACTED]	[REDACTED]	[REDACTED]
Date:	09/01/2015		
Subject:	Lost Wallet		
CC:	[REDACTED]		

[REDACTED]

On 08/30/2015 while boating on the Westport River I lost my wallet. My wallet badge and my police identification were in my wallet. I checked both my credit card and my debit card and no transactions were attempted on my card. I was with family so I do not believe that the wallet was stolen.

Respectfully

[REDACTED]

[REDACTED]

TIVERTON POLICE DEPARTMENT

Internal Investigation- Final Report



CONFIDENTIAL

INVESTIGATION

Subject of Investigation: [REDACTED] Internal Investigation Number: 15-3-IV

Assigned Investigator: [REDACTED] Investigation Assigned By: [REDACTED]

Date Assigned: 7/23/2015

Date Completed: 8/10/2015

Type of Investigation: Administrative Criminal

CLASSIFICATION

Based on the above references investigation, I, [REDACTED] recommend to the Chief of Police that the above allegation (s) be classified as: **Substantiated**

Investigators comments regarding classification (if necessary): **Substantiated in part**

VIOLATIONS

For a classification of **SUBSTANTIATED**, indicate all violations of Tiverton Police Department Rules and Regulations, General Orders, Special Orders etc. Also include any violations of State or Federal Law (s) if applicable. G.O. 100.01 Sec. IV-G, G.O. 100.01 Sec. VII-A, G.O. 100.01 Sec. VII-B-1, G.O. Sec. VII-C, G.O. 100.01 VIII-D

INVESTIGATOR SIGNATURE

Investigator Signature

Date

8/10/15

EXECUTIVE OFFICER (CAPTAIN) REVIEW

I have reviewed the above referenced internal investigation and I AGREE DISAGREE with the investigators findings. (Attach additional Interdepartmental Memorandum for a disagreement of finding)

SEE - ADDENDUM -

Date

08/10/2015

CHIEF OF POLICE REVIEW

I have reviewed the above referenced internal investigation and I AGREE DISAGREE with the investigators findings. (Attach additional Interdepartmental Memorandum for a disagreement of findings).

Chief of Police Signature

Date

08/10/15

TOWN OF TIVERTON, RHODE ISLAND

Thomas Blakey
Chief of Police

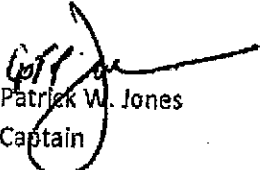
July 23, 2015

[REDACTED]
[REDACTED]
Tiverton Police Department
20 Industrial Way
Tiverton, RI 02878

Ref: Internal Investigation

[REDACTED]

You are ordered to conduct an internal investigation detailing the events surrounding the order back of [REDACTED] and your subsequent conversations with [REDACTED]. You are authorized to have [REDACTED] act as your assistant. Please keep me advised as to the status of your investigation.


Patrick W. Jones
Captain

Cc: Chief of Police
[REDACTED]



Tiverton Police Department
Investigative Report

Case #: [REDACTED]

CONFIDENTIAL

Date/Time Reported: 07/23/2015 @ 0800
Report Date/Time: 08/06/2015 @ 0945

Complaint Type: ADMINISTRATIVE
Disposition: SUBSTANTIATED-PART

Reporting Officer: [REDACTED]
Signature: [REDACTED]

Assisting Officer: [REDACTED]
Signature: [REDACTED]

OFFENSE (S) A/C TITLE/CHAP SECTION

LOCATION TYPE: Other/Unknown
TIVERTON POLICE DEPARTMENT
20 INDUSTRIAL WAY
TIVERTON RI 02878

Zone: FISH ONLY(SO.24/BULGARMA)

1	OVERALL GUIDELINES-REPORTING FOR DUTY OCCURRED: 07/18/2015 1500	C	100.01	IV-1
2	SYNOPSIS OF DUTIES-FALSE STATEMENTS OCCURRED: 07/19/2015 0800	C	100.01	VI-G
3	GENERAL CONDUCT-RANKS AND TITLES OCCURRED: 07/19/2015 0800	C	100.01	VII-A
4	GENERAL CONDUCT-HONESTY OCCURRED: 07/19/2015 0800	C	100.01	VII-C
5	GENERAL CONDUCT-COURTESY AND RESPECT-POLITENESS OCCURRED: 07/19/2015 0800	C	100.01	VII-B-1
6	DUTY-REQUIRED REPORTING OCCURRED: 07/19/2015 0800	C	100.01	VII-D
7	DISCIPLINARY ACTIONS-CAUSES-INSUBORDINATION OCCURRED: 07/29/2015 0800	C	100.01	XXIV-B-2

PERSON (S) PERSON TYPE SEX RACE AGE SSN PHONE

[REDACTED] WITNESS [REDACTED] [REDACTED] [REDACTED] [REDACTED] NOT AVAIL [REDACTED]
DOB: [REDACTED]
EMPLOYER: [REDACTED]
CONTACT INFORMATION: [REDACTED]
Home Phone (Primary) [REDACTED]

Tiverton Police Department
Investigative Report

Page: 2
08/10/2015

Case #: [REDACTED]

#	PERSON(S)	PERSON TYPE	SEX	RACE	AGE	SSN	PHONE
2	[REDACTED] DOB: [REDACTED] EMPLOYER: TIVERTON POLICE DEPT. CONTACT INFORMATION: Home Phone (Primary) [REDACTED] Home Phone (Primary) [REDACTED]	WITNESS	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
3	[REDACTED] TIVERTON RI 02878 DOB: [REDACTED] EMPLOYER: [REDACTED] CONTACT INFORMATION: Home Phone (Primary) [REDACTED] Work Phone (Primary) [REDACTED]	WITNESS	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
4	[REDACTED] DOB: [REDACTED]	WITNESS	[REDACTED]	[REDACTED]	[REDACTED]	NOT AVAIL	

#	OFFICER(S)	SEX	RACE	AGE	SSN	PHONE
1	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	NOT AVAIL	

BODY: NOT AVAIL.
DOB: [REDACTED]
LICENSE NUMBER: NOT AVAIL.

COMPLEXION: NOT AVAIL.
PLACE OF BIRTH: NOT AVAIL.
ETHNICITY: NOT HISPANIC

#	OTHER PROPERTIES	SUSPECT #	ORIGIN	QUANTITY
1	Recordings-Audio/Visual Property #: [REDACTED]	1	DVD [REDACTED]	1

NARI IVE FOR [REDACTED]

Ref: [REDACTED]

On 07/20/2015 at approximately 1815 hrs. I [REDACTED] was asked by [REDACTED] if I was aware of an incident that occurred over the weekend involving [REDACTED] not answering her phone for a call back. I advised [REDACTED] that I was not aware of the incident. [REDACTED] reported that on 07/18/2015 [REDACTED] was the next in line for a dispatch order back. [REDACTED] reported that [REDACTED] did not have the order back phone, but had been advised by [REDACTED] that she was the next in line for an order back. [REDACTED] reported that there was an open D3 shift and that [REDACTED] attempted to contact [REDACTED]. [REDACTED] stated that when [REDACTED] called [REDACTED] telephone number, he got a recording stating that the phone number was either changed or disconnected. [REDACTED] stated that he had completed an interdepartmental communication to [REDACTED] documenting the incident. He further stated that he copied me. I requested the copy of the interdepartmental communication, which [REDACTED] provided. At that time [REDACTED] did not inform me that any other interdepartmental communications had been completed regarding the incident.

On 07/21/2015 at approximately 0930 hrs. I asked [REDACTED] to come to my office. She entered the office and sat down. I asked [REDACTED] what happened with the order back. She stated that she had lost her phone at a bar. She further stated that there were rumors going around about her phone being broken. I informed her that was the reason that I wanted to talk to her, so I could find out exactly what happened. [REDACTED] stated that she had to report to the phone company that her phone malfunctioned for insurance purposes. I then asked [REDACTED] to complete an interdepartmental detailing the incident. [REDACTED] stated that she had already completed one at the request of Sgt. Raymond. I thanked [REDACTED] at which point she left the office.

I short time I located [REDACTED]'s interdepartmental communication that she submitted to [REDACTED] along with several other interdepartmental communications regarding the incident, all of which I was copied on.

I read [REDACTED]'s interdepartmental communication. The interdepartmental reads, in part,

"This interdepartmental is being written at the request of [REDACTED]. On 07/18/2015 I was unaware that my cell phone was malfunctioning. When I became aware of the issue I went to have it resolved. Service has (sic) to be suspended in order to be issued a new cell phone. During this time I was unable to receive calls. Therefore resulting inability (sic) to be advised of an order in."

The interdepartmental communication does not contain any reference to [REDACTED] cell phone being lost at a bar.

I contacted [REDACTED] and requested that she come to my office. [REDACTED] entered the hallway, stood outside my door, and stated "yup". I instructed her to come in and sit down.

I informed [REDACTED] that I had located the interdepartmental communication that she had submitted to [REDACTED]. I pointed out that it did not contain any reference to her losing her phone at a bar. [REDACTED] replied "I don't have to tell you what I do on my personal time". I informed her that I did not care what she did on her personal time, and that she was the one that offered the information to me earlier. I asked [REDACTED] if she lost her phone or if it was malfunctioning. She stated that she lost her phone. I instructed [REDACTED] to complete an addendum to her original interdepartmental. [REDACTED] then stated that she was sick and was going home. I asked her if this had anything to do with the incident. She replied no and stated that she had been sick all day. I told [REDACTED] that she could go home if she was sick, but she was to complete the interdepartmental and submit it to me before she left. [REDACTED] stated that she wanted her original interdepartmental communication back because she did not save it on her computer. I

Tiverton Police Department

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NARI IVE FOR [REDACTED]

Ref: [REDACTED]

informed her that I was instructing her to write an addendum, not change her original interdepartmental. [REDACTED] then left the office.

A short time later [REDACTED] returned to the office and handed me an interdepartmental communication and a compensation/leave request form requesting sick time. I thanked her and she left the office.

I read the interdepartmental communication that [REDACTED] had provided to me. The interdepartmental communication was addressed to [REDACTED]. No other information was filled out in the spaces provided on the form (i.e. from, date, etc.). The interdepartmental read;

"Addendum to interdepartmental. It should be noted that my cell phone was lost on the night of 07/18/2015." It was signed by [REDACTED]

On 07/23/2015 I, along with [REDACTED] was assigned to investigate the above incidents by [REDACTED]

On 07/23/2015 at approximately 1545 hrs. [REDACTED] met with [REDACTED] and I in the Chief's Office. At that time [REDACTED] was advised of the investigation, and provided a copy of her Administrative Proceedings Rights and Notice of Allegation(s).

On 07/31/2015 [REDACTED] sent [REDACTED] a letter advising that she was to attend an interview with [REDACTED] and I on 08/04/2015, 1530 hrs., at Tiverton Police Headquarters.

On 08/04/2015 at approximately 1620 hrs. I met with [REDACTED] in the interview Room at Tiverton Police Headquarters. Present during the interview was [REDACTED] and [REDACTED] for AFSCME Local 2670 A.

All parties were advised that the interview was being audio/video recorded. [REDACTED] was read her administrative hearing rights, and signed the rights form.

[REDACTED] was asked if she was aware of her order back status on 07/19/2015. She stated that when she left they were still running the list. She stated she was aware that [REDACTED] was on vacation, so she was aware that she was next on the order back list. She stated that she did not receive an order back phone at that time. [REDACTED] stated that [REDACTED] was on approved leave and that she still had the order back phone in her possession.

[REDACTED] reported that on 07/18/2015 she did not receive a call for an open D3 shift. She stated that sometime during that day she received a text message asking if she was ok, and stated that she did not remember who the text was from. She stated that she did not receive any voice mail messages from the department. [REDACTED] stated that she contacted the department as soon as she was able to. She stated that she contacted the department sometime between 1600 hrs. and 1700 hrs, and stated that she spoke to [REDACTED].

[REDACTED] was asked why she did not receive a call that day. She replied that she did not have access to a phone. According to [REDACTED] she originally stated that her phone was malfunctioning. She stated that she did lose her phone, and in order to get a new phone she had to deactivate her original phone. She stated that the reason that she said that her phone was malfunctioning was that she did not want it to seem like a careless mistake on her part. She stated that he didn't want to reflect any image of how she portrays herself by her actions. She stated that she did not want to seem like she was being irresponsible. [REDACTED] stated that she originally said that her phone malfunctioned, and documented this in her interdepartmental communication to [REDACTED]. She again stated that she actually lost her phone at a bar.

██████████ stated that ██████████ did not make any attempt to inform the department that ██████████ had lost ██████████ phone. ██████████ stated that ██████████ does not have a home phone, and stated that ██████████ cell phone was ██████████ only form of communication. When asked if ██████████ was with anyone else who had a phone, ██████████ stated no ██████████ was with ██████████ daughter. ██████████ stated that ██████████ was under the assumption that if the department needed ██████████, someone would come to ██████████ house because ██████████ lives in close proximity.

I then discussed my meeting with ██████████ on 07/21/2015. ██████████ admitted that at that time ██████████ told me that ██████████ lost ██████████ phone at a bar. I asked ██████████ if ██████████ stood at my door and said "yup". ██████████ responded that ██████████ said "yea". ██████████ went on to state that ██████████ thought that we were having a casual conversation. I then asked ██████████ about telling me that ██████████ does not have to tell me what to do on her personal time. ██████████ admitted to making the statement, and reported that ██████████ tries to keep her personal life and work life separate. ██████████ stated that ██████████ took the request out of context. She stated that it was not an appropriate response, and stated that she was not feeling well at the time and was irritable. She apologized for the comment.

I showed ██████████ the interdepartmental communication that she submitted to me. ██████████ stated that she had asked me for her original interdepartmental communication back. She stated that she had never had to write an interdepartmental communication about herself. She stated that she didn't know, and stated that she was upset at the time and wrote exactly what she had told me. She stated that it was not appropriate, and she should have explained herself better. I asked ██████████ about not completing the header section of the interdepartmental. She stated that she could not answer why she did not complete the section, and stated that she was being careless.

I explained the overall situation to ██████████ and explained the seriousness of lying to a supervisor. I asked ██████████ if she had lied to ██████████. ██████████ admitted to lying to ██████████ and stated that her actions were not correct.

The interview concluded at approximately 1635 hrs.

FINDINGS

1. General Order 100.01 Section IV-I, Overall Guidelines-Reporting For Duty - **UNSUBSTANTIATED**

This investigation did not reveal any direct evidence that ██████████ received a call for an order back on 07/18/2015.

2. General Order 100.01 Section IV-G, False Statements - **SUBSTANTIATED**

This investigation revealed that ██████████ knowingly made a false statement to ██████████ in her interdepartmental communication dated 07/19/2015.

3. General Order 100.01 Section VII-A, Ranks and Titles - **SUBSTANTIATED**

This investigation revealed ██████████ failed to display appropriate respect for her superior officer ██████████ on 07/21/2015.

4. General Order 100.01 Section VII-C, Honesty - **SUBSTANTIATED**

This investigation revealed that ██████████ failed to display absolute honesty in her interdepartmental communication to ██████████.

5. General Order 100.01 Section VII-B-1, Courtesy and Respect-Politeness - **UNSUBSTANTIATED**

This investigation revealed that ██████████'s actions did not violate this General Order. ██████████ did not use language that would be deemed as "abusive, violent, insulting or provoking language which could be deemed offensive to a

NARRATIVE FOR [REDACTED]

Ref: [REDACTED]

reasonable person or group by reason of their racial, ethnic or religious background or sexual orientation".

6. General Order 100.01 Section VIII-D Required Reporting - **SUBSTANTIATED**

This investigation revealed that when [REDACTED] submitted her interdepartmental communication to [REDACTED] she failed to, in a timely and absolutely truthful fashion, complete and submit all forms and reports required by law or by the department.

7. General Order 100.01 XXIV-B-2 Disciplinary Actions- Causes for Disciplinary Action - **UNSUBSTANTIATED**

This investigation revealed that [REDACTED] comments towards [REDACTED] while disrespectful, did not rise to the level of insubordination.

TOWN OF TIVERTON, RHODE ISLAND

Thomas Blakey
Chief of Police

October 26, 2015

[REDACTED]

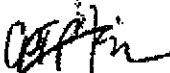
[REDACTED]

Tiverton Police Department
20 Industrial Way
Tiverton, RI 02878

Ref: [REDACTED]

[REDACTED]

Today, I was informed of a complaint by [REDACTED] concerning [REDACTED]. You are ordered to conduct an internal investigation concerning the allegation(s). Based on my knowledge of the allegation there is the potential for criminal charges. You will take all necessary precautions to maintain the integrity of a dual (criminal and departmental) investigation. You are authorized to designate [REDACTED] as your assistant in this investigation. I expect the investigation to be completed no later than Monday, November 02, 2015. You will inform me prior to that date if an extension is required.


Patrick W. Jones
Captain

Cc: Chief of Police



Tiverton Police Department
Investigative Report

Case #: [REDACTED]

Date/Time Reported: 10/26/2015 @ 0700
Report Date/Time: 11/06/2015 @ 1453

Complaint Type: ADMINISTRATIVE
Disposition: SUBSTANTIATED-PART

Reporting Officer: [REDACTED]
Signature: [REDACTED]
Assisting Officer: [REDACTED]
Signature: [REDACTED]

OFFENSE(S) A/C TITLE/CHAP SECTION

LOCATION TYPE: Other/Unknown Zone: FISH ONLY(SO.24/BULGARMA)
TIVERTON POLICE DEPARTMENT
20 INDUSTRIAL WAY
TIVERTON RI 02878

- 1 SIMPLE ASSAULT OR BATTERY C 11-5 3
OCCURRED: 10/26/2015 0700
WEAPON/FORCED USED: Personal Weapons (Hands/Feet/Etc)
- 2 SEXUAL HARASSMENT C 2 2
OCCURRED: 10/26/2015 0700
- 3 RULES/REGULATIONS-OVERALL GUIDELINES-COURTESY/RESP C 100.10 IV-E
OCCURRED: 10/26/2015 0700
- 4 DISCIPLINARY ACTIONS- Causes for Disciplinary Acti C 100.10 XXIV-B-2
OCCURRED: 10/26/2015 0700

VICTIM(S) SEX RACE AGE SSN PHONE

1 [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]

DOB: [REDACTED]
EMPLOYER: [REDACTED]
CONTACT INFORMATION:
Work Phone (Primary) 401 [REDACTED]
INJURIES: None
ETHNICITY: Not of Hispanic Origin
RESIDENT STATUS: Non Resident
VICTIM CONNECTED TO OFFENSE NUMBER(S): 1 2
RELATION TO: [REDACTED]

Otherwise Known

Tiverton Police Department
Investigative Report

Page: 2
11/06/2015

Case #: [REDACTED]

#	PERSON(S)	PERSON TYPE	SEX	RACE	AGE	SSN	PHONE
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1	[REDACTED] [REDACTED] [REDACTED] DOB: [REDACTED] EMPLOYER: [REDACTED] CONTACT INFORMATION: Home Phone (Primary) [REDACTED] Work Phone (Primary) [REDACTED] Work Phone (Primary) [REDACTED]	WITNESS	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
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2	[REDACTED] [REDACTED] [REDACTED] DOB: [REDACTED] EMPLOYER: [REDACTED] CONTACT INFORMATION: Home Phone (Primary) [REDACTED] Work Phone (Primary) [REDACTED] Work Phone [REDACTED]	WITNESS	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
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#	OFFICER(S)	SEX	RACE	AGE	SSN	PHONE
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1	[REDACTED] [REDACTED] [REDACTED] CONTACT INFORMATION: Home Phone (Primary) [REDACTED] BODY: NOT AVAIL. DOB: [REDACTED] LICENSE NUMBER: [REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
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COMPLEXION: NOT AVAIL.
PLACE OF BIRTH: NOT AVAIL.
ETHNICITY: NOT HISPANIC

[APPEARANCE]

GLASSES WORN: NO

#	OTHER PROPERTIES	SUSPECT #	ORIGIN	QUANTITY
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1	Recordings-Audio/visual Property #: [REDACTED]	1	KEPT IN CASE FILE	1
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Ref: [REDACTED]

INTRODUCTION

On 10/26/2015 at approximately 0900 hrs. I [REDACTED] met with [REDACTED]. [REDACTED] informed me that an incident had occurred earlier that morning involving Communication Center Operator (CCO) [REDACTED] and [REDACTED]. [REDACTED] reported that [REDACTED] had inappropriately touched [REDACTED]. [REDACTED] stated that [REDACTED] immediately reported the incident to [REDACTED], the Officer in Charge at the time. [REDACTED] assigned me to conduct an internal investigation into the incident. He stated that he was also assigning [REDACTED] to assist in the investigation.

INVESTIGATION

On 10/26/2015 at approximately 0920 hrs. [REDACTED] and I met with [REDACTED] in the Captain's Office. At that time [REDACTED] alleged that she had been inappropriately touched by [REDACTED]. She stated that the incident occurred in the [REDACTED] at approximately 0645 hrs. [REDACTED] stated that she was very upset by the incident. [REDACTED] informed [REDACTED] that we were aware of the incident, and stated that he was assigning [REDACTED] and I an internal investigation to look into the incident. [REDACTED] stated that [REDACTED] was being placed on suspension, and stated that he would not be allowed back into the station until the investigation was completed. [REDACTED] informed [REDACTED] that she could take the rest of her shift off if she wished. [REDACTED] provided [REDACTED] an Interdepartmental Communication describing the incident. She then left the office and returned to the Communications Center. At that time [REDACTED] provided me with [REDACTED] Interdepartmental Communication and [REDACTED] Interdepartmental Communication (see attached).

On 10/26/2015 at approximately 0945 hrs. [REDACTED] was instructed to return to the station from a detail he was working. Upon arrival to the station [REDACTED] met with [REDACTED] and me in the Captain's Office. [REDACTED] informed [REDACTED] that a complaint had been filed against him, and that he would be suspended pending an internal investigation. [REDACTED] asked [REDACTED] if he had any questions, and warned him that this was not a protected conversation. [REDACTED] then asked "is this because I touched her hair". [REDACTED] again informed [REDACTED] that this was not a protected conversation. [REDACTED] stated that he did not have any other questions. He was then escorted out of the station by [REDACTED] and me.

On 10/26/2015 at approximately 1015 hrs. [REDACTED] asked if she could be relieved from duty. I approved her request and she then left the station.

On 10/26/2015 at approximately 2000 hrs. I received a telephone call from [REDACTED]. She stated that she was very upset about the incident and said that she did not think she could work her scheduled D2 shift the following day. I approved her request for leave for that day.

On 10/27/2015 at approximately 1100 hrs. I met with [REDACTED] to discuss the investigation. [REDACTED] stated that he had informed the Town Administrator about the incident. [REDACTED] provided me with a letter addressed to [REDACTED] that he drafted regarding the status of the investigation. He instructed me to give a copy of the letter to [REDACTED].

On 10/27/2015 at approximately 1825 hrs. I received a telephone call from [REDACTED]. [REDACTED] questioned me about the status of the investigation, and what would happen when she returned to work. Specifically she asked if she would get in trouble if she came to work and had to leave because she was upset. I

Ref: [REDACTED]

informed her that I believed she could leave if she was too upset to work. I further informed her I would meet with [REDACTED] and discuss her leave status. I stated to [REDACTED] that we would probably involve the Town Administrator and the Town's Legal Counsel for further guidance. During the course of the conversation I informed [REDACTED] that I still needed to interview her in order to complete the investigation. [REDACTED] stated that she would report for her scheduled D2 shift the following day and would see how she felt.

On 10/28/2015 at approximately 0846 hrs. [REDACTED] and I met with [REDACTED] in the interview room at the Tiverton Police Department. Also present was [REDACTED] for ASFCME Local 2670A. The interview was audio recorded. I provided [REDACTED] with a letter from [REDACTED] updating her on the status of the investigation. I also provided [REDACTED] with information about our Employee Assistance Program (Coastline EAP).

[REDACTED] reported that on 10/26/2015 she was working alone in the dispatch area. She stated that she arrived for work at approximately 0630 hrs. She stated that there was no one in the dispatch area or the Uniform Division at the time. She said shortly after that time she was at the dispatch console when she heard [REDACTED] in the Uniform Division getting keys to a car. [REDACTED] stated that [REDACTED] told her what car he was taking, and told her he was going to be on a detail on East Beardsworth Rd. She stated that [REDACTED] was outside the door to dispatch at the time. [REDACTED] stated that she heard [REDACTED] walk in to the Dispatch Center. She stated that [REDACTED] then tugged at her ponytail. According to [REDACTED] [REDACTED] told her that he was going to be with [REDACTED]. [REDACTED] stated that [REDACTED] then left the dispatch center.

[REDACTED] reported that she was in a state of shock about the incident, and stated that she was not sure if he [REDACTED] thought he was being friendly. [REDACTED] stated that she didn't say anything to [REDACTED] about the incident, and stated that she just froze, was red, shaky, and could feel her anxiety. [REDACTED] stated that [REDACTED] pulled her ponytail at least four times. She further stated that [REDACTED] did not say anything while he was pulling on her ponytail, and that he did not touch any other part of her body.

[REDACTED] stated that after the incident she went to the bathroom and fixed her ponytail. [REDACTED] stated that when she returned from the bathroom [REDACTED] was in the dispatch center. She stated that she informed [REDACTED] of what happened. [REDACTED] stated that she then informed [REDACTED] (who was the officer in charge at the time) of the incident.

When asked if there were any previous incidents involving [REDACTED] [REDACTED] stated that he had come in dispatch in the past and he had patted her on the shoulder. She further stated that he [REDACTED] has always been creepy. [REDACTED] was asked if she wished to pursue criminal charges against [REDACTED] [REDACTED] stated that she was not sure at this time. When asked what she would like the outcome of the investigation to be she stated that [REDACTED]'s behavior was not right and she was not comfortable. [REDACTED] stated that she felt that [REDACTED] should be reprimanded, and that his behavior was not tolerable. [REDACTED] stated that she was now in fear. She stated that she did not know what [REDACTED] intentions were when he pulled her ponytail. When asked if she knew of anyone else that [REDACTED] had acted inappropriately with [REDACTED] stated that [REDACTED] had told her that [REDACTED] creeps her out.

At the conclusion of the interview I briefed [REDACTED] on the investigative process. I reminded [REDACTED]

Ref: [REDACTED]

that she would need to inform us if she wished to pursue criminal charges against [REDACTED]. The interview concluded at approximately 0901 hrs.

On 10/28/2015 at approximately 0911 hrs. [REDACTED] I met with [REDACTED] in the interview room at the Tiverton Police Department. The interview was audio recorded. [REDACTED] reported that he was working on 10/26/2015 and stated that his shift started at 0700 hrs. He stated that at the beginning of the shift he went into the dispatch area and met with [REDACTED]. He stated that she informed him she was upset about something that happened prior to his arrival. [REDACTED] reported that [REDACTED] stated to him that [REDACTED] was trying to get her attention and grabbed her ponytail. [REDACTED] stated that she informed him that she was upset about the incident. [REDACTED] stated that [REDACTED] informed him that she didn't know this guy [REDACTED] and that he seemed creepy.

[REDACTED] stated that [REDACTED] seemed more upset today than she did when the incident occurred. He stated that on the day of the incident [REDACTED] seemed more mad than upset, and said that she told him that she couldn't believe he grabbed her ponytail. He stated that she was more "pissed off" that day than anything else. [REDACTED] stated that he saw [REDACTED] in the dispatch area earlier today. He stated that she seemed more upset today, and stated that she seems like she's been dwelling on the incident. [REDACTED] stated that it was his belief that [REDACTED] was talking to other people who were trying to make more of the incident. He stated that he believed she was being overly dramatic about the incident. At the conclusion of the interview [REDACTED] stated that he wished to make a statement. [REDACTED] reported that on the day of the incident [REDACTED] stated in front of him and [REDACTED] "if it was anyone of you guys I wouldn't have had a problem with it, but because it was him I have a problem with it". The interview concluded at 0918 hrs.

On 10/28/2015 at approximately 0920 hrs. [REDACTED] and I met with [REDACTED] in the interview room at the Tiverton Police Department. The interview was audio recorded. [REDACTED] stated that he was working on 10/26/2015 and arrived at the station at approximately 0715 hrs. He stated that at that time he checked in with dispatch and met with [REDACTED]. [REDACTED] reported that [REDACTED] seemed upset and that she told him about the incident. According to [REDACTED] [REDACTED] said that [REDACTED] was behind her and grabbed her ponytail, pulling on its more than once. [REDACTED] reported that [REDACTED] told him that [REDACTED] had touched her shoulder on a previous occasion. When informed of [REDACTED]'s statement regarding the conversation that [REDACTED] had with him, [REDACTED] stated that he did not recall hearing that. [REDACTED] stated that he never observed [REDACTED] acting inappropriately with an employee.

On 10/28/2015 at approximately 1127 hrs. I called [REDACTED] to set up an interview. [REDACTED] stated that he would rather not come in for an interview.

On 10/28/2015 at approximately 1657 hrs. I received a telephone call from [REDACTED]. She informed me that [REDACTED] may have been present during the incident on 10/26/2015. [REDACTED] further stated that she had made an appointment to see a therapist, and stated that she would not be coming into to work for her scheduled shift the following day (10/29/2015). She further stated that she had scheduled days off on 10/30/2015 and 10/31/2015. [REDACTED] stated that she was not going to be in for her scheduled shift on 11/01/2015. I informed [REDACTED] that I had been instructed by [REDACTED] that she was expected to report for work on her scheduled shift on 11/01/2015, and if she was not there it would be

Ref: [REDACTED]

considered a sick day.

On 10/30/2015 at approximately 0850 hrs. I met with [REDACTED]. [REDACTED] confirmed that he was working on 10/26/2015, and that he was in the station at approximately 0700 hrs. [REDACTED] stated that he did not witness any interaction between [REDACTED] and [REDACTED]. [REDACTED] further stated that he did not recall having any conversation with [REDACTED] about the incident.

On 11/03/2015 at approximately 0900 hrs. I spoke with [REDACTED] about the investigation. [REDACTED] asked that I contact the Rhode Island Commission on Human Rights in order to discuss the unsubstantiated finding of sexual harassment.

On 11/03/2015 at approximately 1100 hrs. I met with [REDACTED] about the investigation. [REDACTED] instructed me to email a scanned copy of all materials in the case folder to [REDACTED].

On 11/03/2015 at approximately 1118 hrs. I emailed a copy of the investigation to [REDACTED].

On 11/03/2015 at approximately 1340 hrs I spoke with [REDACTED] of the RI Commission on Human Rights. I briefed [REDACTED] on the investigation. He stated that, based on the facts that I provided, he did not see a case of sexual harassment.

On 11/04/2015 at approximately 1218 hrs. I met with [REDACTED] in the interview room at the Tiverton Police Department. The interview was audio recorded. [REDACTED] was read his constitutional rights from a pre printed form. [REDACTED] stated that he understood his rights and stated that he wished to speak with me. [REDACTED] signed the rights form (see attached).

I advised [REDACTED] of the allegations against him. [REDACTED] stated that he was working on 10/26/2015 at approximately 0630 hrs. He reported that he went into the station like he normally does and spoke to the dispatcher on duty. He stated the he did not know the dispatcher's name. When asked if a male or female dispatcher was working, [REDACTED] stated that he thought it was a male. [REDACTED] stated that he checked the detail board to see where he was working, then went and got the keys to a police car. He stated that he then entered the dispatch area to inform the dispatcher what car he was taking and where he was working. He stated that a female dispatcher was working and stated that her back was to him. He stated he told her that he had car 46 and that he was going to Main Rd. to work with [REDACTED] on a detail. [REDACTED] stated "I guess I got too close to her and I think I brushed her hair". He stated that he then walked out, and stated that the dispatcher did not say anything to him.

I informed [REDACTED] that it was alleged that he pulled on the [REDACTED] at least four times. [REDACTED] denied pulling on her pony tail. He stated that he just "brushed by it". He stated that he was leaning over her left side, telling her what car he was going to take and his arm just kind of hit it. I asked him to clarify what part of his body touched her pony tail. [REDACTED] then stated that it was his hand.

I asked [REDACTED] why [REDACTED] would state the he pulled her pony tail. He stated that he had no idea, and stated that he had always been cordial with the dispatchers. I again asked [REDACTED] what the dispatchers name was. He stated that, at the time of the incident, he did not know the dispatchers name. He stated that he has since learned that her name was [REDACTED]. [REDACTED] described the [REDACTED] as female, dark hair, in her mid 20's. He stated that she was wearing her hair in a pony tail that day.

Ref: [REDACTED]

[REDACTED] denied ever having any prior problems with this [REDACTED]. He stated that he had talked to her briefly in the past, and the conversations had always been cordial. He stated that he never got the impression that she was going to make a complaint against him.

I again asked [REDACTED] to describe how he touched [REDACTED]'s hair. He stated that he believed his finger brushed her hair when he was leaning over. He stated that there was no way that he "tugged" on [REDACTED] hair.

I asked [REDACTED] what a video would show if the dispatch area was under video surveillance. He stated that there was no way that the video would show that he tugged on [REDACTED] hair four times. He further stated that a video would not show him tugging on her hair at all. He stated that it would show him brush her hair.

[REDACTED] stated that he has worked for the department for 30 years as a police officer, and 10 years as a Reserve Officer. He stated that he had never had anyone complain about him. He stated that he never felt that there was a problem with [REDACTED], and stated that their relationship had always been cordial.

The interview ended at approximately 1228 hrs.

At the conclusion of the interview I met with [REDACTED] and [REDACTED] and briefed them on my interview with [REDACTED]. [REDACTED] stated that he has a letter for [REDACTED] and stated that he was going to remove him as a [REDACTED].

[REDACTED] was then brought to the Chief's office. Present at the time was [REDACTED]. [REDACTED] informed [REDACTED] that he was removing him as a [REDACTED]. [REDACTED] provided [REDACTED] with a letter confirming his removal. After a brief conversation [REDACTED] left the station.

On 11/06/2015 at approximately 1015 hrs. I received a telephone call from [REDACTED] inquiring about the status of the investigation. I informed her that [REDACTED] had been removed as a [REDACTED] on 11/04/2015. [REDACTED] also inquired about her status and pay. I informed [REDACTED] that a certified letter from [REDACTED] had been sent to her address explaining her current status. She stated that the address that the department had on file was not her mailing address, and stated that she was currently using a PO Box. I then read [REDACTED] the letter. [REDACTED] had several questions about her status. I offered to email [REDACTED] a copy of the letter so that she could better understand it. I also informed her that if she still had questions she should contact me.

On 11/06/2015 at approximately 1036 hrs. I emailed a copy of the letter to the email address that [REDACTED] provided me [REDACTED].

CONCLUSION

On 10/26/2015 I, along with [REDACTED], was assigned an internal investigation by [REDACTED]. The subject of the investigation is [REDACTED]. The results of the investigation are as follows.

1. RIGL 11-5-3 Simple Assault and Battery (Criminal)- When interviewed on 10/28/2015 [REDACTED] stated that she was not sure if she wished to pursue criminal charges against [REDACTED]. As of the date of

RRATIVE FOR ██████████

Ref: ██████████

this report ██████████ has not come forward to pursue criminal charges. ██████████ was interviewed on 11/05/2015 at which time he adimently denied the allegations. This investigation failed to disclose any independent credible evidence (eye witness, video, etc.) that ██████████ intentionally comitted and assault upon ██████████. I do not find that there is probable cause to charge ██████████ with Simple Assault.

2. General Order 2-2 Sexual Harassment (Dated 03/01/2001) (Administrative)- General Order 2-2 defines sexual harassment as:

Deliberate or repeated behavior of a sexual nature which is unwelcome, not asked for, and not returned, and which can be either verbal, non-verbal, or physical. Examples include unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

1. *Submission to such conduct is made either explicitly or implicitly a term or condition of employment; or*
2. *Submission to or rejection of such conduct by an employee is used as the basis for employment decisions affecting the employee; or*
3. *The conduct has the purpose or effect of unreasonably interfering with an employee's work performance or creating an intimidating, hostile or offensive working environment.*

This investigation also did not reveal any prior complaints against ██████████ of this nature, which would indicate deliberate or repeated behavior. ██████████ did not report that ██████████ made any statements that were sexual in nature. While ██████████ actions were unwelcome, the investigation did not reveal any evidence that they were of a sexual nature. UNSUBSTANTIATED

3. General Order 100.10, Rules and Regulations, Section IV-E, Courtesy and Respect (Dated 09/04/2013) (Administrative). General Order 100.10, Rules and Regulations, Section IV-E, Courtesy and Respect states the following:

All officers and civilian employees of the department shall conduct themselves in a courteous, well-mannered and professional fashion at all times while representing the Town of Tiverton. Respect, discipline, courtesy and restraint shall temper the actions of all employees of the department in dealing with persons who come to their attention or require their services.

This investigation revealed that ██████████ pulled or in some way touched ██████████ hair, a fact that he admitted to when speaking to ██████████ on 10/26/2015. It should be noted that he immedialtely stated this as soon as he was informed that he was under investigation and advised that it was not a protected conversation. This leads me to believe that ██████████ understood at that time that his actions were inappropriate, and that he did more that simply "touch" or "brush" ██████████ hair. When he was interviewed on 11/05/2015, ██████████ denied "pulling" on ██████████ hair. He did however admit to brushing or touching her hair. While there is no direct evidence (eye witness account, video, etc.) that ██████████ pulled ██████████ hair, several witnesses reported that ██████████ was visibly upset immedialtely after the incident, a fact that lends credibility to her allegations. Both ██████████ and ██████████ reported that there had not been any prior incidents between them. This fact also leads me to believe that ██████████ allegations are true. Whether or not ██████████ intentionally pulled ██████████ hair (which seems more likely than not) or in some other way touched her hair, he placed

Ref: ██████████

himself in a position where he failed to conduct himself in a courteous, well-mannered and professional manner while representing the Town of Tiverton as a ██████████. **SUBSTANTIATED**

4. General Order 100.10, Rules and Regulations, Section XXIV-B-2, Causes for Disciplinary Action (Dated 09/04/2013) (Administrative). General Order 100.10, Rules and Regulations, Section XXIV-B-2, Causes for Disciplinary Action states the following:

The following are examples of circumstances where disciplinary action may be taken and shall apply to civilian as well as sworn employees of the department:

2. Insubordination, discourteous treatment of the public, a superior, or a fellow employee, or any act of omission or commission of similar nature tending to discredit or injure the public service; or any act jeopardizing the effective functioning of the police service.

Again, this investigation revealed that ██████████ pulled or in some way touched ██████████'s hair a fact that he admitted to when speaking to ██████████ on 10/26/2015. It should be noted that he immediately stated this as soon as he was informed that he was under investigation and advised that it was not a protected conversation. This leads me to believe that ██████████ understood at that time that his actions were inappropriate, and that he did more than simply "touch" or "brush" ██████████'s hair. When he was interviewed on 11/05/2015, ██████████ denied "pulling" on ██████████'s hair. He did however admit to brushing or touching her hair. While there is no direct evidence (eye witness account, video, etc.) that ██████████ pulled ██████████'s hair, several witnesses reported that ██████████ was visibly upset immediately after the incident, a fact that lends credibility to her allegations. Both ██████████ and ██████████ reported that there had not been any prior incidents between them. This fact also leads me to believe that ██████████'s allegations are true. Whether or not ██████████ intentionally pulled ██████████'s hair (which seems more likely than not) or in some other way touched her hair, he treated a fellow employee (██████████) in a discourteous manner. **SUBSTANTIATED**

TIVERTON POLICE DEPARTMENT

Inter-Departmental Communication



To:	[REDACTED]		
Thru:	[REDACTED]		
From:	[REDACTED]	Signature:	[REDACTED]
Date:	12/21/2015		
Subject:	Accident involving Officer [REDACTED] - 15 [REDACTED]		
CC:			

Sir:

I investigated the accident on the 15th of December 2015 involving Officer [REDACTED] at [REDACTED]. The accident was not with a department-owned vehicle. The accident was a result of Officer [REDACTED] moving the personal car of the arrestee into a parking space in the lot of the above address.

The accident was very minor and did not create significant damage to either of the vehicles. I spoke to both parties responsible for the vehicles involved on the 16th. After speaking with both of the parties, neither was looking to pursue any kind of claim at this time.

In regard to Officer [REDACTED] I do not believe he was being reckless and/or malicious when he moved the vehicle on that date.

At this time, I have closed my investigation into the matter.

TIVERTON POLICE DEPARTMENT

Inter-Departmental Communication



To:	[REDACTED]		
Thru:	[REDACTED]		
From:	[REDACTED]	Signature:	[REDACTED]
Date:	12/16/2015		
Subject:	Accident 12/15/2015		
CC:			

This inter-dept is in response to your request for a description of what occurred in regard to the accident I was involved in on 12/15/2015

At approximately 1500Hrs I was in the entranceway to the parking lot of [REDACTED] after had conducting a traffic stop that resulted in the arrest of the operator for a suspended license. During my conversation with the arrestee I decided to not tow the vehicle and secure it in the parking lot that we were present in. The owner gave me permission to do so, and I positioned the vehicle in a parking spot approximately 100ft from our location. Once the vehicle was stationary, I engaged the emergency brake as the vehicle had a standard transmission, and the vehicle began to roll forward. I later determined that I had not fully engaged the emergency brake. The vehicle rolled forward approximately 3-5ft and struck the rear bumper of an unoccupied vehicle (Massachusetts registration [REDACTED] that was parked directly in front of me. [REDACTED] was requested to return to the scene at this time.

I made contact with [REDACTED], who was the owner of the unoccupied vehicle. He verified that there was no damage to his rear bumper. I provided him my information and he later left the scene. I observed damage under \$1000 to the top of the front bumper to the vehicle I was operating. The damage was paint transfer and minor depressions. I photographed the damage I observed.

The vehicle was then towed due to the new circumstances. I provided the information to the arrestee and also showed him the photographs. He stated that the damage to the grill was pre-existing and damage to the bumper was the only new damage.

Red
[REDACTED]
12/16/2015