

COVER PAGE

LAFAYETTE
POLICE
DEPARTMENT
Internal Affairs Investigation

CASE NUMBER
AD2021-040

INVESTIGATIVE REPORT PREPARED BY: [REDACTED]

CASE INFORMATION

Case Information

Internal Affairs Case Number AD2021-040

DATE OF INCIDENT: April 15, 2021/ July 1, 2021

DATE ASSIGNED: October 21, 2021

RELATED CASE: N/A

REPORT PREPARED BY:

[REDACTED]

DATE OF REPORT:

December 20, 2021

COMPLAINANT/ALLEGATION:

Sexual Harassment

OFFICERS INVOLVED:

Wayne Griffin
Interim Chief of Police
Lafayette Police Department

COMPLAINANT:

[REDACTED]

WITNESSES:

[REDACTED]

1. [REDACTED]
2. [REDACTED]
3. [REDACTED]
4. [REDACTED]
5. [REDACTED]
6. [REDACTED]

TABLE OF CONTENTS

TABLE OF CONTENTS

SYNOPSIS:

NARRATIVE:

CONCLUSION OF FACTS:

STATEMENTS:

1. [REDACTED]
2. Interim Chief Wayne Griffin
3. [REDACTED]
4. [REDACTED]
5. [REDACTED]
6. [REDACTED]
7. [REDACTED]
8. Interim Chief Wayne Griffin (2nd Interview)
9. [REDACTED] (2nd Interview)

ATTACHMENTS:

- A. Formal Complaint Against Police Personnel Form
- B. Notice of Investigation and Administrative Leave Forms
- C. Typed Statement of [REDACTED]
- D. Handwritten statement of [REDACTED]
- E. Lafayette Crime Stoppers Anonymous Tip
- F. Email exchanges with [REDACTED]
- G. Printed Screenshots of Text Messages
- H. Medical Excuses of [REDACTED] and [REDACTED]
- I. Online Article published by The Current
- J. Training Requests sent to Former Chief Glover
- K. Report of [REDACTED]
- L. Online Article published by The Daily Advertiser
- M. Reports of [REDACTED]
- N. General Orders and PPM that may apply

SYNOPSIS

SYNOPSIS:

[REDACTED] The then Police Chief, Thomas Glover Sr. was released from employment by Mayor Josh Guillory and Sgt. Griffin was then named Interim Chief of Police. [REDACTED]

[REDACTED]

On October 18th, 2021, [REDACTED] reported to Human Resources and provided a written statement to [REDACTED] detailing how [REDACTED]

[REDACTED] also provided a written statement to Human resources through her attorney and eventually provided a recorded interview where she provided printed screenshots of text messages between herself and then Sgt. Wayne Griffin. [REDACTED]

[REDACTED] These messages were also corroborated by viewing her cell phone. [REDACTED]

Interim Chief Griffin was placed on Administrative Leave during this investigation, but did provide an interview. During said interview, he denied any recollection of the [REDACTED] provided by [REDACTED]. He advised that he had gotten a new personal cell phone approximately one month prior and before the allegation had been made against him. Consequently, [REDACTED] ed. Interim Chief Griffin's attorney, Allyson Prejean advised that [REDACTED]

Investigators with this agency that are trained in such subject matter were interviewed and advised that [REDACTED]

[REDACTED] initially refused to allow her personal phone to be downloaded. Subsequently, Interim Chief Griffin denied the same request unless she would agree to do so.

[REDACTED] subsequently agreed to have her phone examined by an independent third-party subject matter expert. [REDACTED] was allowed to examine [REDACTED] phone, only turning over the data relevant to this investigation and excluding all data not pertinent. [REDACTED] authenticated that [REDACTED] [REDACTED] knew of no method to fabricate the messages given the data he retrieved.

Interim Chief Griffin subsequently allowed his phone to likewise be examined by [REDACTED]. There was no data on the phone pertinent to this investigation as it had only been activated in August 2021. [REDACTED] stated in his report that he still had the opinion that [REDACTED] [REDACTED] were authentic.

NARRATIVE

NARRATIVE

On October 25, 2021, this investigator was assigned the task of aiding Human Resources in investigating this issue. Also assisting was [REDACTED]. On that date both investigators met with [REDACTED] provided a hand-written statement from [REDACTED] dated October 18, 2021. Said statement detailed the following:

[REDACTED] During a conversation [REDACTED] informed him that several months prior she had received [REDACTED] from [REDACTED] Sgt. Wayne Griffin stating, [REDACTED]

[REDACTED] asked [REDACTED] not to tell anyone what she had disclosed to him and that she may retain an attorney. [REDACTED] wrote that he was not filing a complaint, only reporting what was disclosed to him as a supervisor. [REDACTED] brought the information to [REDACTED] who advised him to contact Human Resources. [REDACTED] closed his hand-written statement by saying he hoped that H. R. could protect him from retaliation and that [REDACTED] had also given a copy of the [REDACTED] to a female friend. [REDACTED] did not identify the female friend in his written statement.

It should be noted that [REDACTED]

[REDACTED] also provided a typed written statement from [REDACTED] dated October 21, 2021. Said document provided the following information:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

In addition, [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] did not report this previously out of fear of losing [REDACTED]
[REDACTED] or her even her job. She was intimidated by Interim Chief Griffin
[REDACTED] She
advised that [REDACTED]
[REDACTED]

She confided in a co-worker (presumably [REDACTED]) and trusted that the information
would be not be disclosed. That co-worker has since disclosed the information to Human
Resources, which was not [REDACTED] intent. She did not intend to file a complaint
against Interim Chief Griffin, however the matter has now become public [REDACTED]
[REDACTED]

[REDACTED] felt her fears realized when [REDACTED]
[REDACTED] with the explanation that it was at the insistence of the Mayor, Josh Guillory. She
feels that this is the administration's way of intimidating her and keep her silent.

[REDACTED]
[REDACTED]. She also fears being targeting by Interim
Chief Griffin. (See typed statement of [REDACTED] for further)

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Also, on 10/25/21, this investigator called [REDACTED] and left a message for
[REDACTED]

On 10/26/21, an email was sent to [REDACTED] advising that this investigator was
assisting Human Resources and wished to speak with him regarding [REDACTED]
granting to an interview.

[REDACTED] responded on 10/27/21 advising that [REDACTED] did not seek the matter investigated and has not filed a complaint. [REDACTED]

[REDACTED] would be unavailable for an interview. [REDACTED] advised that [REDACTED] had provided a statement to Human Resources and referred investigators to said statement for further detailing [REDACTED]

[REDACTED] Interim Chief Griffin. [REDACTED]

[REDACTED] expect mayor Josh Guillory to remove Interim Chief Griffin from office.

A request was made to meet with [REDACTED] and [REDACTED] in an effort to gain any information in the furtherance of the investigation. [REDACTED] agreed to meet the following day, then canceled the meeting after receiving an email response from City Attorney Greg Logan. In his response to Mr. Logan, [REDACTED] cited that [REDACTED]

[REDACTED] A response was sent to [REDACTED] asking to identify who had leaked [REDACTED] name to both and he advised he would not reveal his source. (See attached email exchange)

On 10/27/21 the P.D. issued cell phones for Interim Chief Griffin and the recently turned in phone for [REDACTED] were turned over to [REDACTED] to be downloaded. The [REDACTED] phone that was most recently in the possession of [REDACTED] was retrieved from Interim Chief Griffin by [REDACTED] and also turned over to [REDACTED]. It should be noted that this included 4 phones total. Two that had been turned in prior to the investigation to be replaced with upgraded phones. One was Interim Chief Griffin's current issued phone and another was [REDACTED] phone in [REDACTED] possession prior to being transferred.

The phones turned in by [REDACTED] had been reset to factory settings which effectively erased all previous data. [REDACTED] advised that this is a common practice when turning in a phone. Of the phones assigned to Interim Chief Griffin, one had been turned in to IT to receive a scheduled new cell phone and the other had been assigned to the previous Chief of Police Thomas Glover. Neither yielded any relevant information on the dates in question.

On October 28, 2021, [REDACTED] was contacted by [REDACTED]. [REDACTED] declined to cooperate with the investigation. [REDACTED]

On October 28, 2021, [REDACTED] contacted this investigator and advised that [REDACTED] would grant an interview sometime during the second week of November. That interview was subsequently scheduled for November 8, 2021 at [REDACTED] office.

On November 8, 2021 this investigator and [REDACTED] reported to [REDACTED] to meet with [REDACTED]. At the onset of the interview, the Witness Interview Acknowledgement Form was reviewed with [REDACTED]. She signed the form indicating that she wished to proceed with her attorney present. During the course of the Interview, [REDACTED] stated the following:

[REDACTED] initially offered that the written statement given to [REDACTED] was a summary of what had occurred between herself and Interim Chief Griffin. [REDACTED] was questioned further about exchanges the two had.

[REDACTED] It should be noted that this contradicts what [REDACTED] had submitted in her typed statement to [REDACTED].

[REDACTED] explained that the issue became known when she encountered [REDACTED]. The two were on a crime scene together and began to have a conversation. [REDACTED] believed that they were having a conversation as [REDACTED] and not as [REDACTED]. [REDACTED] began to tell her that he had discovered some things about Interim Chief Griffin and other females.

[REDACTED] and then told him that she would handle the situation herself. She at no time informed [REDACTED] that she wished him to bring the information forward.

[REDACTED]

[REDACTED]

Attorney [REDACTED] provided a printout of screen shots [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] denied a request to have her personal phone downloaded for the forensic purposes of this investigation. [REDACTED] did show [REDACTED] her phone indicating the conversation with the other party when she accidentally sent the same message to Sgt. Griffin.

[REDACTED] but the two did not have contact with each other until January 2021 [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] never came forward because she [REDACTED] had not disclosed to anyone other than [REDACTED].

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

8

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

End of text message submission from [REDACTED] for January 2021

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

1 [REDACTED]

2 [REDACTED]
3 [REDACTED]

4 [REDACTED]
5 [REDACTED]

6 [REDACTED]
7 [REDACTED]

8 [REDACTED]
9 [REDACTED]

10 [REDACTED]

11 [REDACTED]

12 [REDACTED]
13 [REDACTED]

14 [REDACTED]

15 [REDACTED]
16 [REDACTED]

17 [REDACTED]

18 [REDACTED]

19 [REDACTED]
20 [REDACTED]

21 [REDACTED]

22 [REDACTED]

23 [REDACTED]
24 [REDACTED]

25 [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

On November 10, 2021, [REDACTED] was contacted by [REDACTED] and asked when he could provide Internal Affairs with a recorded statement. [REDACTED] initially advised that he would report the following morning. Later on that same date, [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

On November 11, 2021 Interim Chief of Police Wayne Griffin reported for a scheduled interview with this investigator and [REDACTED]. Accompanying Interim Chief Griffin was his attorney Allyson Prejean.

At the onset of the interview, Interim Chief Griffin was advised of his right as per *Garrity* and signed said form indicating that he wished to proceed with his attorney present. Interim Chief Griffin read a prepared statement advising that he was doing so as a condition of his employment and that his statement was to be used for internal purposes only and not used against him in any other proceeding. He addressed the issue at hand by reading that it had come to his attention that [REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Interim Chief Griffin read on to state that he denied sending any such text messages to [REDACTED]

Interim Chief Griffin was then questioned regarding the allegation at hand. During the course of the interview, Interim Chief Griffin stated the following:

Interim Chief Griffin again denied [REDACTED]

Interim Chief Griffin and his attorney were shown a copy of the printed screen shots provided by [REDACTED]. Investigators gave both an opportunity to review such before proceeding. Interim Chief Griffin confirmed that the number listed under his contact name was his personal cell phone number.

Investigators then reviewed the messages with Interim Chief Griffin to which he advised he did not recall [REDACTED].

Interim Chief Griffin also advised that he did not recall [REDACTED]

Interim Chief Griffin had gotten a new phone approximately one month prior and consequently, [REDACTED].

Attorney Allyson Prejean pointed out that there are ways to manipulate user identity when sending text messages. Ms. Prejean demonstrated this by having a text message exchange with Interim Chief Griffin and then showing investigators how she had changed the name of the contact to [REDACTED]. This investigator pointed out to Ms. Prejean that the source phone number had remained the same, even though the contact name had changed. Ms. Prejean further offered that there are apps that can be downloaded to alter both contact name and origin phone number. Ms. Prejean was assured that this would be explored with other subject matter experts.

Interim Chief Griffin was asked why [REDACTED] would make such an allegation against him. He alluded that she did not make any allegation until [REDACTED]. Interim Chief Griffin detailed the reasons for such as follows:

Interim Chief Griffin had initially told [REDACTED]

[REDACTED] Upon meeting with LCG Administration, he was advised by Mayor Josh Guillory that he and [REDACTED]

Interim Chief Griffin advised that he was compelled to transfer [REDACTED] due to the expressed displeasure of the Mayor and [REDACTED]. The transfer was also due to manpower issues in the Patrol Division. [REDACTED] was not transferred as part of any type of retaliatory action for lack of sexual favors.

When asked how he knew [REDACTED], Interim Chief Griffin advised that he was advised of such by Mayor Josh Guillory.

It was advised during the interview that [REDACTED] may have stated to three other female employees that if Interim Chief Griffin were to transfer her, she would then file a complaint against him. These three employees were [REDACTED]

[REDACTED] Ms. Prejean advised that the information was hearsay, but worth exploring.

Interim Chief Griffin questioned the timeline of [REDACTED] waiting until he was named Interim Chief and [REDACTED]. He advised she had direct access to the previous Chief of Police at any time.

[REDACTED]
Interim Chief Griffin advised he would only turn over his phone to be downloaded if [REDACTED] would do the same. (See transcribed statement for further)

After the interview, [REDACTED] informed this investigator that he had spoken to Mayor Guillory on this matter and was advised that while Interim Chief Griffin was told of the issues with [REDACTED], he was not mandated to transfer her.

On November 12, 2021, [REDACTED] was interviewed. [REDACTED] currently serves in [REDACTED]. [REDACTED] was read the Witness Interview Acknowledgment form and wished to proceed without counsel or representative present.

During the course of the interview, [REDACTED] stated the following:

[REDACTED] was asked if it was possible to [REDACTED]

[REDACTED] advised that [REDACTED]

[REDACTED] went on to state that [REDACTED]

[REDACTED] advised that dates and times would be unable to be changed as cellular phones track this internally either using Universal time Code or Greenwich Mean Time.

[REDACTED] was asked to explain [REDACTED]

[REDACTED]

According to [REDACTED]

[REDACTED] would give no value to screenshots alone without being corroborated by a phone download.

[REDACTED] was asked [REDACTED] He advised that this would hold more evidentiary value.

[REDACTED] was asked if [REDACTED]. He advised that this was possible and all phones involved in the conversation would need to be downloaded in order to discover this.

[REDACTED] advised that [REDACTED]

[REDACTED] closed by again advising that [REDACTED] but would not be as conclusive and downloading both phones in question.

On November 12, 2021 [REDACTED] was interviewed. [REDACTED] serves in the [REDACTED] [REDACTED] had also been tasked with downloading the LPD issued phones of Interim Chief Griffin and [REDACTED]. The downloads of those phones yielded no evidentiary value to this investigation. [REDACTED] was read the Witness Interview Acknowledgment and wished to proceed without counsel or representative present.

During the course of the interview, [REDACTED] stated the following:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]
On November 12, 2021, [REDACTED] was interviewed. [REDACTED]

[REDACTED] During the course of the interview, [REDACTED]
[REDACTED] stated the following:

[REDACTED] advised that [REDACTED] has never made statements to her about filing a complaint against Interim Chief Griffin. [REDACTED] advised that she did recall [REDACTED] contacting her [REDACTED] and inquiring about the employment dates of a former employee. [REDACTED] could not recall the name of said employee. (See transcribed statement for further)

After the interview was concluded [REDACTED] recalled that the former employee inquired about was [REDACTED]. It should be noted that this particular employee resigned under investigation for similar allegations.

On November 12, 2021, [REDACTED] was interviewed. [REDACTED]

During the course of the interview, [REDACTED] stated the following:

[REDACTED] advised that [REDACTED] had never made mention of filing a complaint against Interim Chief Griffin to her. (See transcribed statement for further)

On November 12, 2021, an administrative email audit was requested. The requested audit was for any emails to or from Interim Chief Wayne Griffin in the month of October 2021 that contained the words, [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

On November 16, 2021, [REDACTED] was interviewed. [REDACTED]

[REDACTED] During the course of the interview [REDACTED] stated the following:

[REDACTED] never made any statements to [REDACTED] in reference to filing a complaint against Interim Chief Griffin.

On November 19, 2021, this investigator was contacted by Interim chief Griffin's attorney, Ms. Allyson Prejean. Ms. Prejean advised that Interim Chief Griffin had accessed his cellular carrier's statement and reviewed both the months of April 2021 and July 2021. Ms. Prejean requested that herself and Interim Chief Griffin come to Internal Affairs to meet and provide the data retrieved.

Upon arrival at the Internal Affairs Section, Interim Chief Griffin provided a thumb drive with the data contained and accessed his First Net statement via the internet showing this investigator that the data had not been manipulated. He advised that for the statement of April [REDACTED] and the date/time did not coincide with what was provided to investigators previously. Likewise the statement for July did not correlate [REDACTED]

[REDACTED] Interim Chief Griffin provided another recorded statement with his attorney present. (see attached recorded statement for further)

The data provided by Interim Chief Griffin was in a spreadsheet form as it was downloaded from the carrier's website. Upon further inspection, it was determined that the statements provided actually showed the data from the previous month in that April showed March and July showed June. Ms. Allyson Prejean was contacted and advised of this. She advised that the statements showing the data for April and July (statements from May and August) would be provided on Monday, November 22, 2021.

On November 22, 2021, Ms. Prejean arrived at the Internal Affairs office and logged into Interim Chief Griffin's mobile carrier account with his permission. In viewing the retrieved data from April and July 2021, it did not corroborate the messages provided by [REDACTED]

[REDACTED]
[REDACTED] Both Interim Chief Griffin and [REDACTED] had an iPhone.

City Attorney Greg Logan provided this investigator with information concerning a third party that conducted forensic examinations on electronic devices. That party, [REDACTED] was contacted to advise in this investigation.

On December 1, 2021, a second meeting was conducted with [REDACTED] and attorney [REDACTED] office. Also, in attendance was [REDACTED]. The purpose of this meeting was to have [REDACTED] view [REDACTED] phone in an attempt to determine [REDACTED]. [REDACTED] also documented [REDACTED]. [REDACTED] also logged into her cellular carrier, First Net statement and it showed [REDACTED].

During this meeting this investigator took note that [REDACTED] was clandestinely recording the conversation prior to any recorded interview being conducted. [REDACTED] was advised that if she wished the entire encounter recorded, it could be done via issued digital recorder by this investigator. She then advised that she was already recording.

[REDACTED] then consented to a second recorded interview with her attorney present. During the course of the interview, [REDACTED] stated the following:

Both herself and Interim Chief Griffin have iPhones. As such, [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] was asked to explain why Interim Chief Griffin's contact [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] had gotten a new cell phone during the summer. [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] and Interim Chief Griffin would have conversations every day [REDACTED]. She described the ration of personal to business conversations as 50/50

on her personal phone. [REDACTED]
[REDACTED]

When [REDACTED] turned in her departmentally issued phone, she reset it to factory settings so that it could be re-issued.

[REDACTED] was asked if she would consent to a forensic exam of her phone by an independent expert if only information relevant to this investigation would be turned over. She consented provided any other information would either be destroyed or turned over to herself and her attorney.

[REDACTED] then questioned as to who had been privy to this case file and what specific training this investigator and [REDACTED] concerning sexual harassment complaints.

[REDACTED]

[REDACTED]

[REDACTED] then questioned this investigator and [REDACTED] regarding if we received additional training in handling sexual harassment complaints and who would be viewing the investigative file.

[REDACTED] advised that she responded to Interim Chief Griffin in the manner that she did because [REDACTED]
[REDACTED]

[REDACTED] was told by Interim Chief Griffin that [REDACTED] at the direction of the Mayor.

[REDACTED] was told by an unnamed source that Interim Chief Griffin conveyed [REDACTED]
[REDACTED]

[REDACTED] could not approach the former Police Chief, Thomas Glover, as she did not have a dialog with him and could not approach anyone else with this matter. (See transcribed statement for further)

On December 1, 2021 at approximately 8:00 p.m. an online article with The Daily Advertiser titled, "Nobody steps in; female officers describe culture of sexual harassment in Lafayette Police Department" was published. The

On December 2, 2021 Interim Chief Griffin was contacted and offered the opportunity to consent to a forensic exam of his cellular phone. He advised he would consult with his attorney. Interim Chief Griffin was again contacted on December 6, 2021. On December 7, 2021, attorney Allyson Prejean emailed this investigator stating she and Interim Chief Griffin had grave concerns regarding [REDACTED] only allowing certain data to be turned over after a forensic exam.

[REDACTED] was contacted and a scheduled date of December 13, 2021 was determined to examine [REDACTED]. Attorney [REDACTED] advised that this was agreeable and on that date this investigator met [REDACTED] office located at [REDACTED]. Introductions were made and this investigator left the premises prior to the start of any examination.

[REDACTED] later contacted this investigator and advised that [REDACTED] went on to state that [REDACTED] [REDACTED] advised that his forensic report would be forthcoming.

On December 15, 2021, attorney Allyson Prejean contacted this investigator and advised that she was going to meet with Interim Chief Griffin to discuss the details of a forensic examination of his cellular phone. Ms. Prejean was advised that the third-party examiner had already conducted such on [REDACTED] phone and had flown out of state the previous day. Ms. Prejean advised that she saw no issue with LPD personnel conducting the forensic exam on Interim Chief Griffin's phone. Mr. Prejean was asked to please advise this investigator when Interim Chief Griffin had reached a decision.

On December 17, 2021, [REDACTED] provided this investigator with his report regarding the forensic exam of [REDACTED] cell phone. In reviewing [REDACTED] written report, it detailed the following:

[REDACTED] had been contacted by City Attorney Greg Logan and briefed regarding the matter at hand. [REDACTED] had been provided with [REDACTED]

[REDACTED] noted that [REDACTED] had entered Interim Chief Griffin's contact as his first name and a phone number, being Wayne [REDACTED]. [REDACTED] was made aware that Interim Chief Griffin had recently gotten a new phone and stated that not all of his messages and contacts had been transferred to the new phone. [REDACTED] was aware that Apple backup systems generally transfer all messages to the new device.

[REDACTED] developed a process using [REDACTED] [REDACTED] [REDACTED]. All other information would either be destroyed or left with the owner of the phone.

[REDACTED] had been provided with the email from Attorney Allison Prejean voicing concerns that any information retrieved would be able to be manipulated and not of evidentiary value. [REDACTED] addressed this in his report stating that it would in fact be possible to determine [REDACTED]

[REDACTED] felt that the process would be forensically and legally sound.

On December 13, 2021, [REDACTED] met with [REDACTED] and attorney [REDACTED]. He questioned [REDACTED] as to the unusual way Interim Chief Griffin's number was saved in her phone. She provided the explanation that this was so she could distinguish between his personal phone and LPD issued phone number. [REDACTED] found this explanation reasonable.

Given the data retrieved, [REDACTED] was able to determine that [REDACTED] (Interim Chief Griffin) and [REDACTED] and did not come from another account. [REDACTED] addressed the issue that [REDACTED]

[REDACTED] concluded that [REDACTED]

(See attached report by [REDACTED]

for further.)

On 12/20/2021 both Interim Chief Griffin and Allyson Prejean were contacted via email. The purpose of this email was to gauge the intent of regarding Griffin's phone and examined and giving instructions of sending the phone to [REDACTED]. A deadline on 12/23/2021 was given to ship the phone via overnight carrier.

ADDENDUM

[REDACTED] received the phone on 12/24/2021. Upon forensic review of the phone, [REDACTED] advised that it appears the phone was set up on August 24, 2021. As a consequence, there was no data pertinent to the issue of this investigation. [REDACTED]

did note that his opinion still held that [REDACTED]

(See [REDACTED] report dated 12/30/2021 for further)

Internal Affairs Case Number AD2021-040-000

Prepared by: [REDACTED]

Acknowledged by: [REDACTED]

Reviewed by: [REDACTED]

CONCLUSION OF FACTS

CONCLUSION OF FACT:

- [REDACTED] disclosed to Human Resources that [REDACTED] had possibly been a victim of Sexual Harassment at the hands of Interim Chief Wayne Griffin. [REDACTED] promptly went out on medical leave.
- [REDACTED] retained attorney [REDACTED], provided a typed statement to H. R. and also went out on medical leave. She did provide a recorded interview, allowed investigators to look at the [REDACTED]
[REDACTED]
- Interim Chief Griffin denied [REDACTED] and did not recall [REDACTED]. Interim Chief Griffin opined that if there was an issue, [REDACTED] could have brought it to the previous Chief of Police at any time as she had direct access to him. Interim Chief Griffin advised that [REDACTED] was transferred at the direction of Mayor Josh Guillory's office. His attorney alluded that it was possible [REDACTED]
[REDACTED]
- [REDACTED]
- Resident experts from this agency advised that while there may be some credence to [REDACTED], only a download of all phones involved would provide a conclusive opinion.
- A third-party expert did a forensic examination of [REDACTED] phone and advised that [REDACTED]
[REDACTED]

General orders and PPM that may be applicable on following pages

L.P.D GENERAL ORDERS THAT MAY APPLY:

G.O. 201.2 Professional Conduct and Responsibilities

Attention to Duty

- C. Employees, whether on or off duty, shall follow the ordinary and reasonable rules on good conduct and behavior. They shall not commit any act in an official or private capacity that could bring reproach, discredit, or embarrassment to their profession, the Department, or which could constitute conduct unbecoming by an employee. Employees shall follow established procedures in carrying out their duties, and shall at all times use sound judgement.
- F. Employees shall not knowingly make false or untrue statements – whether written or verbal.

FINDING: _____

G.O-201.3 Sexual Harassment

A. Definitions

1. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical contact of a sexual nature constitutes sexual harassment. The sexual favors sought need not be personally for the person requesting the favors.
2. Sexual harassment may take either of two forms: 1) "Quid Pro Quo" (this in exchange for that) harassment by a supervisor or other officers of greater rank; 2) "hostile environment" sexual harassment. Both forms of sexual harassment are equally prohibited by this policy.
3. Quid Pro Quo harassment takes place when something is given or received for sexual favors between an employee and a supervisor. Additionally, Quid Pro Quo is when submission to, or rejection of sexual advances is used as a basis for employment decisions such as promotions, pay increases, or performance evaluations. This conduct is unlawful and prohibited by this policy.
4. Hostile environment sexual harassment takes place when such conduct, whether committed by a supervisor or non-supervisor, has the effect of unreasonably interfering with an employee's work performance or creates an intimidating hostile, or offensive work environment. This conduct is also prohibited both by law and this policy.

5. Examples of prohibited conduct include, but are not limited to, sexual advances or propositions, repeated offensive sexual flirtations, continued or repeated comments about a person's body or any parts thereof, sexually offensive language or jokes, and displays at work of sexually suggestive pictures or objects.

B. COMPLAINT PROCEDURE (FOR SEXUAL HARASSMENT MATTERS ONLY)

1. Alleged harassment by employees:

a. Employees who believe they have been sexually harassed by an employee of the Lafayette Police Department should tell the person or persons harassing them that their behavior is offensive and must stop. The problem should be immediately reported to their immediate supervisor. However, if the immediate supervisor is the person directly or indirectly responsible for the harassment, the employee should instead report the problem to their Division or Department Head. In the rare event that all site personnel are involved, the employee may bring the matter directly to the attention of the Internal Affairs Unit and/or the Lafayette Consolidated Government's Human Resources Manager.

b. All complaints of sexual harassment will be investigated in a timely and responsible manner. To the extent possible, consistent with a thorough investigation, the information supplied by the complainant will be held confidential, except when released due to legal compulsion. Nothing herein shall prohibit the Chief of Police from exercising discretion in disclosing any material or statements obtained from the complainant, witnesses, or the accused, to any court, board, or agency, or from waiving any privilege to which the Chief of Police is entitled. All witnesses and those interviewed during the investigation will be required to treat the matter as confidential. The purpose of confidentiality shall be to protect, to the extent practicable, both the complainant and the accused.

c. Investigation of sexual harassment complaints will be carried out in a serious manner and will, whenever practicable, include interviewing the complainant and relevant witnesses and the accused. Employees are to cooperate fully in such investigations. Employees who file a complaint or participate in investigations shall be protected from any form of retaliation arising out of the filing of the complaint or participation in the investigation. Any employee who impedes any investigation, covers up the truth of the matter, or retaliates against a complainant shall be subject to disciplinary action, which may include termination. When a member of the Department who in lodging a complaint puts forward a reasonable claim of fear of physical harm, to the extent practicable, immediate steps will be taken to separate or protect the employee from the alleged harasser. The burden of transfer shall not automatically be assigned to either the complainant or the alleged harasser but shall be determined in light of the circumstances involved. If an employee complains of a sexual assault that may constitute a crime, the matter shall immediately be brought to the attention of the Internal Affairs unit and/or the Chief of Police via the chain of command.

d. If at the completion of the investigation, the complaint appears to be valid and supported by the evidence, appropriate disciplinary action, (which may include termination), designed to halt the harassment or prevent any recurrence will be taken. Until the investigation is complete, a decision is reached, and all internal appeals exhausted, temporary measures such as suspension or transfer may be utilized. Because it is the Department's policy to encourage employees to come forward when they believe they have been sexually harassed, a lack of evidence or a complaint that is not sustained will not result in disciplinary actions towards the complainant. However, if the evidence indicates that the complaint is entirely false and motivated by malice, the employee who made the accusation shall be subject to disciplinary action, which may include discharge, and such disciplinary action shall not be considered retaliation for the filing of the complaint.

FINDING: _____

G.O-204.5 Departmental Discipline

3:0 CATEGORY 3 OFFENSES

This section governs the violation of statutes, ordinances, or those provisions of the Disciplinary Code, or Written Directives which could threaten the integrity of the Department, pose a danger or threat to the public or members of the Department, and/or have criminal consequences. The Internal Affairs Unit shall investigate all violations inclusive of this section. Although not every offense classified as a Category 3 Offense is listed, discretionary use of additional offenses may be subject to this specific category.

3:14 Sexual Harassment

No employees will solicit sexual favors, commit unwanted sexual advances or other verbal or physical conduct of a sexual nature, ridicule, mock, deride, belittle, or harass any person during the course of his/her duties as a member of the Lafayette Police Department.

3.23 Truthfulness

Employees shall not knowingly make false or untrue statements.

FINDING: _____

G.O.-301.9 Internal Investigation, Responsibility of Department Personnel to Cooperate

B. Responsibilities of Employees

2. During an administrative investigation, employees shall truthfully answer all questions asked by investigators. Failure to comply shall result in disciplinary action.

FINDING: _____

LCG PPM'S THAT MAY APPLY:

PPM 2161-2 Conditions of Employment

Requirements

- 1.20 To cooperate and assist in any work-related administrative investigation and to answer any related questions completely and truthfully.

Prohibitions

- 2.4 Abusive, obscene, profane or threatening language or actions directed toward your immediate supervisor, other members or management, fellow employees or the public.
- 2.25 Harassment of employees and/or other persons during working hours and/or in the work place, including, but not limited to, sexual harassment.
- 2.28 Conduct deemed unbecoming of an employee of the LCG in dealing with fellow employees, supervisors and superiors, and/or members of the public.

FINDING: _____

PPM 2161-20 Anti-Harassment and Anti-Discrimination

Roles and Responsibilities

- 2.2 Managers and supervisors are responsible for ensuring a harassment-free and discrimination-free workplace and adherence to this policy. This includes reporting all instances of complaints of harassment or discrimination to Human Resources, taking appropriate preventive or corrective action, and stopping any harassment or discrimination of which they are aware.
- 2.3 Each employee has a responsibility to create and support a workplace that is free of harassment or discrimination by complying with this policy and by ensuring their behavior meets acceptable standards. Employees must refrain from

discriminatory or harassing behavior, and employees are encouraged to report any observed harassment or discrimination.

Types of Harassment or Discrimination

- 3.1 Harassment or discrimination may include, but is not limited to, objectionable conduct, comments or displays made on either a one-time or continual basis that demeans, belittles, or causes humiliation to a person and that is known, or reasonable ought to be known, to be unwelcome.
- 3.2 Sexual Harassment may include, but is not limited to: (a) physical assaults or unwelcome physical conduct that is sexual in nature; (b) unwelcome sexual advances or comments or requests for sex or sexual activities concerning one's employment or advancement, regardless of whether they are accompanied by promises or threats; (c) sexual displays or publications such as calendars, cartoons or graffiti; or (d) other verbal or written communication or physical conduct of a sexual nature which interferes with an individual's work performance or creates an intimidating, hostile, or offensive work environment.
- 3.3 Examples of sexual harassment includes sexual propositions, sexual innuendo, sexually suggestive comments, sexually-oriented "kidding," "teasing" or "practical jokes", jokes about gender specific traits, foul or obscene language or gestures, displays of foul or obscene printed or visual material, and physical contact, such as patting, pinching, or brushing against another's body; or reading or otherwise publicizing in the work environment materials that are sexually suggestive or revealing.
- 3.4 The LCG regards all such conduct as a violation of this policy, regardless of whether submission to such conduct is made either explicitly or implicitly a term or condition of employment.

FINDING:

STATEMENTS

WITNESS INTERVIEW ACKNOWLEDGEMENT

You are being asked to provide a statement as part of an internal affairs investigation. Although you are serving as a witness to the investigation, rather than the focus of the investigation, L.P.D. General Order 301.9 does mandate that you cooperate and be truthful in your statement. As a result, the Police Officer's Bill of Rights is applicable and offers you protection with this compelled statement. You are entitled to rights and protections which include:

1. Being informed of the nature of the allegation under investigation and the identity of persons conducting the investigation.
2. The ability to take notes.
3. Reasonable breaks for rest or personal necessities.
4. Having the interview recorded in full.
5. The presence of counsel and/or a representative of your choice if you so choose.
6. The statement provided in this interview shall not be admissible in any criminal proceedings.
7. The officer is entitled to a copy of the recording or a transcript of the recording of his/her statement upon written request.

If you do not fully understand the rights described above, or have any concerns about the statement you are being asked to provide, please ask the interviewer to explain them to you prior to the interview.



You are not to discuss what is said in this interview with any other person other than your attorney and/or representative until this matter is completed. The investigation shall be considered completed upon notice to the police employee or law enforcement officer under investigation of a pre-disciplinary hearing, or a determination of an unfounded or unsustained complaint.

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
[REDACTED]

DATE: NOVEMBER 8, 2021

TIME: 2:15 P.M.

LOCATION: [REDACTED]

PERSON BEING INTERVIEWED: [REDACTED]

OTHERS PRESENT: [REDACTED]
[REDACTED]

PERSON CONDUCTING INTERVIEW: [REDACTED]
[REDACTED]
[REDACTED]

■ Before any go any further, [REDACTED] you realize we're recording this?

■ Yes.

■ Do you have any objection to that?

■ No.

■ At this time I wanna review with you the Witness Interview Acknowledgement. You are a witness in this investigation. "You are being asked to provide a statement as part of an Internal Affairs Investigation. Although you are serving as a witness to the investigation, rather than the focus of the investigation, LPD General Order 301.9 does mandate that you cooperate and be truthful in your statement. As a result, the Police Officer's Bill of Rights is applicable and offers you protection with this compelled statement. You are entitled to your rights and protections which include:

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
[REDACTED]

1. Being informed of the nature of the allegation under investigation and identity of persons conducting the investigation.
2. The ability to take notes.
3. Reasonable breaks for rest or personal necessities.
4. Having the interview recorded in full.
5. The presence of counsel and/or a representative which you have [REDACTED] here with you.
6. The statement provided in this interview shall not be admissible in any criminal proceedings.
7. The officer is entitled to a copy of the recording or a transcript of the recording of his/her statement upon written request." Do you have any questions about that?

[REDACTED] No sir.

[REDACTED] I want you to sign this right here.

[REDACTED] What's today's date?

[REDACTED] It's the 8th. This is in reference to an investigation that was initiated by the Mayor and by [REDACTED] [REDACTED] in regards to Wayne Griffin and some comments he had made, some [REDACTED]

[REDACTED] [REDACTED] [REDACTED]. In your own words, what can you tell me about that?

[REDACTED] I think...did you provide him with the statement that I initially gave you?

[REDACTED] Yes I did.

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
[REDACTED]

[REDACTED] I think that statement pretty much sums up my thoughts on that. So the statement that I provided [REDACTED].

[REDACTED] Can you tell me what the context was of these conversations with Wayne Griffin?

[REDACTED] [REDACTED]

[REDACTED] And what was the professional relationship between you and Wayne Griffin at the time?

[REDACTED] [REDACTED].

[REDACTED] Was there a personal relationship between the two of you?

[REDACTED] No.

[REDACTED] Romantic or otherwise?

[REDACTED] No.

[REDACTED] [REDACTED]
[REDACTED]

[REDACTED] No sir.

[REDACTED] And in your statement and in the print out that you showed me reference to conversations, [REDACTED]
[REDACTED]

[REDACTED] et, how did that make you feel at that time?

[REDACTED] [REDACTED]
[REDACTED].

[REDACTED] Let's back up a little bit and tell me about that?

■ [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

■ [REDACTED]
■ [REDACTED] [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

■ [REDACTED]
[REDACTED]

■ [REDACTED]
[REDACTED]
[REDACTED]

■ Take your time. It's okay.

■ [REDACTED] [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

■ And how did this information come forward?

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040

I responded to a homicide that we had that morning to relieve the officers that were getting off from the night shift. I was coming on at 5 a.m., so when I got to the scene I was told what I needed to protect for the investigation. I stood there [REDACTED]

and he saw me and he said Good Morning and I said Good Morning and then he eventually made his way over to where I was standing alone watching the scene and we just were having conversation and you know I'm thinking he and I were talking like and because that's how I took the conversation. I wasn't talking to him like to and

Okay, can you tell me what he said?

and

[REDACTED]
[REDACTED] [REDACTED] [REDACTED]
[REDACTED]
[REDACTED]

■ Did you tell him that you wished for him to come forward?

■ No, not at all. I never told him that. I just remember I kept telling him I'm fine, I'm okay, I'll handle the situation myself.

■ [REDACTED]
[REDACTED]

■ [REDACTED]
[REDACTED] [REDACTED]
[REDACTED]
[REDACTED]

■ [REDACTED]

■ [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

■ [REDACTED]

■ [REDACTED]

■ [REDACTED]

■ [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED] Uh-huh.

[REDACTED] So can you explain, had that come up before or?

[REDACTED]
[REDACTED]

[illegible]

And I'm gonna ask because it's gonna be asked of me and I know you've showed us everything in the conversation in the context. Would you be willing to have your phone downloaded? I know that's your personal phone.

No.

■ And again I have to ask.

■ I know.

■ Cause it's gonna be asked to me. ■ do you have any questions right now?

Yes. [REDACTED]

[REDACTED]

[REDACTED]

Wait what?

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] Nothing.

[REDACTED] Nothing.

[REDACTED]

[REDACTED]

[REDACTED] And what did he say?

[REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] [REDACTED]
[REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]
[REDACTED] [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] [REDACTED]
[REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]
[REDACTED]

[REDACTED]

[REDACTED] [REDACTED]?

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] [REDACTED] [REDACTED]
[REDACTED] [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] And I have I think it's one last question. Since we are doing this investigation and in the presence of your attorney, how would you like to see this matter resolved?

[REDACTED] I want a fair investigation cause I feel like so far LCG has mishandled my situation.

[REDACTED] What situation are you referring to?

[REDACTED] This. This situation.

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040

☐ This complaint?

☐ Yes.

☐ In what way?

☐ [REDACTED]

☐ [REDACTED]

☐ [REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

■ Thank you.

■ [REDACTED]
[REDACTED]
[REDACTED]

■ Yes.

■ I would love to know.

■ Yes. Please....yeah please let us know immediately. Please through your attorney, whatever, [REDACTED] please let us know immediately.

■ Yeah have him let us know.

■ Please.

■ [REDACTED]
[REDACTED]

■ [REDACTED]
[REDACTED]

■ [REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040

[REDACTED]

[REDACTED]

[REDACTED] I mean there's a lot of assumptions flying around and I think we probably all have a good idea, but when I can verify it I'll let you know.

[REDACTED] Yeah please. We want the factual information please. Once you can identify

...

[REDACTED]

[REDACTED]

[REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
[REDACTED]

[REDACTED] Legal contact yeah. You have my word and believe me I would like nothing more for at least one to come forward and sort of verify some of these things.

[REDACTED] Yes.

[REDACTED] That would make me very happy. So we're on the same side when it comes to that, but as of right now I can't give you that.

[REDACTED] I understand.

[REDACTED] [REDACTED].

[REDACTED] [REDACTED]

[REDACTED] [REDACTED] do you have anything further to add that we may not have covered?

[REDACTED] No sir.

[REDACTED] I wanted to say one other thing [REDACTED] From a Lafayette Consolidated Government stand point, it's always been our position and will always continue to be our position that we want our employees to come to work in a very safe and not a hostile working environment. So anything my office can do to make that happen, I assure you I will based upon the factual information that we receive from this investigation. Okay. You are an employee of Lafayette Consolidated Government. You are a very valuable asset and I want you to know from me being [REDACTED] whenever a female, any employee, makes that type of complaint it's very serious in my book and that's how I treat it. You need to know that and I care about all of our employees and again it's important for me to let you know because to me integrity goes a long way that my office did not leak anything. It's important to me because when these types of situations occur in the

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
[REDACTED]

workplace, we need to have an avenue where the employees can feel comfortable to come and speak to someone confidential and that's me.

■ Yes sir. Thank you.

■ You're welcome.

■ This will conclude the interview. The time now is 2:45 p.m.

POLICE OFFICER'S BILL OF RIGHTS

RIGHTS OF LAW ENFORCEMENT OFFICERS UNDER ADMINISTRATIVE INVESTIGATION

The investigating officer shall ensure that (all) interviews
are recorded in full on digital or audio media; any interruptions shall be noted.

A complaint has been filed against Officer(s): Interim Chief Wayne Griffin

Case Number: AD2021-040 Reporting Party: [REDACTED]

The specific allegation of employee misconduct is:

Sexual Harrasment

Rights of Law Enforcement Officers Under Investigation R.S. 40:2531

1. The law enforcement officer being investigated shall be informed, at the commencement of interrogation, of the nature of the investigation and the identity and authority of the person conducting such investigation and at the commencement of any interrogation, such officer shall be informed as to the identity of all persons present during such interrogation. The law enforcement officer shall be allowed to make notes.
2. Any interrogation of a law enforcement officer in connection with an investigation shall allow for reasonable periods for the rest and personal necessities of such law enforcement officer.
3. All interrogations of any law enforcement officer in connection with the investigation shall be recorded in full. The law enforcement officer shall not be prohibited from obtaining a copy of the recording or transcript of the recording of his/her statement upon written request.
4. The law enforcement officer shall be entitled to the presence of his/her counsel, representative, or both, at the interrogations in connection with the investigation.
5. No statement made by the officer during the course of an administrative investigation shall be admissible in a criminal proceeding.

Please Initial:

☒ I am willing to give a statement with an attorney and/or representative present.

☐ I do not wish to give a statement without the presence of an attorney and/or representative.

Date: 11/11/21 Time: 230 Pm Witness: [Signature]

Officer's Signature: [Signature] Witness: [Signature]

You are not to discuss what is said in this interview with any other person other than your attorney and/or representative until this matter is completed. The investigation shall be considered completed upon notice to the police employee or law enforcement officer under investigation of a pre-disciplinary hearing, or a determination of an unfounded or unsustained complaint.

STATEMENT OF INTERIM CHIEF WAYNE GRIFFIN
LAFAYETTE POLICE DEPARTMENT
AD 2021-0401 *Wm*

GARRITY STATEMENT:

I, LPD Interim Chief Wayne Griffin, have been ordered to make this statement as a condition of my employment.

It is my belief and understanding that this statement is for internal purposes only and will not be used against me in any other proceeding. This statement is made to the best of my memory, knowledge, and belief. I reserve the right to amend or change this statement to correct or explain any unintended mistake, conflict, or contradiction, without subjecting myself to a charge of untruthfulness.

For any and all other purposes, I hereby reserve my rights as provided by *Garrity v. New Jersey*, 385 U.S. 493 (1967) and its progeny, the United States and Louisiana Constitutions, and Louisiana Revised Statute 40:2531 et seq.

RESPONSE TO ALLEGATION:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]


[REDACTED]


[REDACTED]

[REDACTED]

I deny [REDACTED] [REDACTED].

Before and after I became LPD Interim Chief and at all times that I was in [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] Any allegation or suggestion to the contrary is
categorically false.


I have not engaged in sexual misconduct as that term is defined in LPD GO 201.6,
either on or off duty, with [REDACTED] or any other person, during my tenure
with LPD.


INTERIM CHIEF WAYNE GRIFFIN

11/11/21
DATE

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
WAYNE GRIFFIN (WG)

PERSON CONDUCTING INTERVIEW: [REDACTED]

OTHERS PRESENT: [REDACTED]

PERSON BEING INTERVIEWED: INTERIM CHIEF WAYNE GRIFFIN (WG)

ATTORNEY: MS. ALLYSON PREJEAN (AP)

■ Before we go any further do you realize we are recording this interview?

WG: Yes.

■ Do you have any objection to that?

WG: No.

■ This is in reference to a complaint that was filed by [REDACTED] in reference to allegations of sexual harassment that were made by a police department employee. At this time I will cover with you your Police Officer's Bill of Rights.

1. The Law Enforcement Officer being investigated shall be informed at the commencement of interrogation, of the nature of the investigation and the identity and authority of the person conducting such investigation and at the commencement of any interrogation, such officer shall be informed as to the identity of all persons present during such interrogation. The law enforcement officer shall be allowed to make notes.

2. Any interrogation of a law enforcement officer in connection with an investigation shall allow for reasonable periods for rest and personal necessities of such law enforcement officer.

3. All interrogations of any law enforcement officer in connection with the investigation shall be recorded in full. The law enforcement officer

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
WAYNE GRIFFIN (WG)

shall not be prohibited from obtaining a copy of the recording or transcript of the recording of his/her statement upon written request.

4. The law enforcement officer shall be entitled to the presence of his/her counsel, representative, or both, at the interrogations in connection with the investigation.

5. No statement made by the officer during the course of the administrative investigation shall be admissible in a criminal proceeding." And you are here with your attorney so if you are willing speak here today just check off I am willing to give a statement with my attorney present and please sign and date. This is in reference to some allegations that were brought forward to Human Resources regarding [REDACTED] [REDACTED]. In your own words, can you just give us any and all information you have.

WG: "I, LPD, Interim Chief Wayne Green, have been ordered to make a statement as a condition of my employment. It is my belief and understanding that this statement is for internal purposes only and will not be used against me in any other proceeding. This statement is made to the best of my memory, knowledge, and belief. I reserve the right to amend, change this statement or to correct or explain any unattended mistake, conflict or contradiction without subjecting myself to a charge of untruthfulness. For any and all purposes, I hereby reserve my rights as provided by Garrity v. New Jersey and its progeny, the United States and Louisiana Constitutions, and Louisiana Revised Statute 40:2531 et. seq. In response to the allegation [REDACTED]
[REDACTED]
[REDACTED] [REDACTED]
[REDACTED] [REDACTED]
[REDACTED] [REDACTED] [REDACTED] [REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
WAYNE GRIFFIN (WG)

[REDACTED] [REDACTED] [REDACTED]
[REDACTED] I am denying [REDACTED]
[REDACTED]. Before and after I became the LPD Interim
Chief at all times that I was in [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] Any allegation or suggestion to the contrary is
category false. I have not engaged in any sexual misconduct as determined
in LPD General Order 201.6, either on or off duty, with [REDACTED] or
any other person during my tenure at LPD."

[REDACTED] How were you made aware that [REDACTED] had come forward with this?

WG: I was contacted by Human Resources.

[REDACTED] And they told you that [REDACTED] had come forward. So and you're saying [REDACTED]
[REDACTED]
[REDACTED]

WG: No sir.

[REDACTED] At any time?

WG: None.

[REDACTED] Is to include prior to being Interim Chief, like before you were Interim
Chief?

WG: Oh no, none at all.

[REDACTED] Because in speaking to [REDACTED]
[REDACTED]
specifically and I'll give you, I don't know if Ms. Allyson you have copies
of this already.

AP: I do not.

■ [REDACTED]

AP: [REDACTED]

■ [REDACTED] and I'll give you a moment, you guys a moment to go through those. If y'all need us to please....if y'all need us to take a break and step out or whatever, y'all please let us know.

AP: Who's who?

WG: Looks like uh, this would be ...

■ [REDACTED]

AP: Okay.

■ [REDACTED]

AP: So this is [REDACTED] [REDACTED] [REDACTED]
[REDACTED]

WG: That's [REDACTED]

AP: Okay.

WG: This is our copy?

■ No. I was just giving you that to review. So do you remember these exchanges?

WG: No I don't. I don't remember them.

■ And the...

WG: What's the dates on this?

AP:

■

AP:

■

And this number, ■

WG:

■

WG: Uh-huh.

■

WG:

■

?

WG: Yes.

■

And do you, I mean do you have any recollection or would you still have
■ for you to go and look back through?

WG: So, no I just got another phone about a month ago. My other phone
crapped out on me. ■

■
■
■
■
■

■

So and I just wanna make sure I'm understanding correctly. Any
recollection, can you give any recollection you have of these...

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
WAYNE GRIFFIN (WG)

WG: Yeah, this doesn't...

█ ...conversations.

WG: Yeah this doesn't ring a bell at all. Yeah, it don't ring a bell.

AP: █ You would remember those I would imagine.

WG: So how can we verify that these are authentic.

█ She, I'm not a tech guy, okay. █
█.

AP: Watch this, let's do an experiment here.

█ And we can do that after we...you know like I said I'm not a tech guy okay.

AP: Right.

█ But that, that's the reason why me and █ are...

█ Right. █
█.

AP: And she showed you the █?

█ █.

█ █.

█ █.

AP: Okay.

█ █, do you have any some questions?

█ Interim Chief Griffin did you █
█?

WG: [REDACTED]

[REDACTED] [REDACTED]

WG: [REDACTED].

[REDACTED] [REDACTED]
[REDACTED]?

WG: [REDACTED]
[REDACTED].

[REDACTED] And did you have any type of relationship with [REDACTED] after working hours?

WG: No [REDACTED]
[REDACTED].

[REDACTED] Okay.

WG: [REDACTED].

[REDACTED] [REDACTED]
[REDACTED]

WG: [REDACTED]

[REDACTED] [REDACTED]
[REDACTED]?

WG: [REDACTED] [REDACTED].

[REDACTED] [REDACTED]
[REDACTED]

WG: [REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
WAYNE GRIFFIN (WG)

■ And may I ask, I know you showed it, but is your phone number?

WG: ■

■ And you indicated you just recently purchased or bought this phone and how long ago would you say that it's been Interim Chief?

WG: Maybe a month, a month and a half. It hadn't been that long.

■ And when you purchased the phone, did you transfer any information or data to your new phone?

WG: Yeah so once you, when you do it, they do it at the store.

■ Okay.

WG: So some did, some didn't transfer over.

■ And do you have the old phone?

WG: No, they exchanged it.

■ Was that, did you get that you new phone before or after this accusation was made?

WG: It was way before.

AP: It was before. Yeah because we spoke when I first became retained.

WG: I wasn't even the Interim Chief. I was just a Sergeant when I got the new phone.

■ I have one last question and I know ■ didn't ask it. Would you be willing to turn over your personal phone to LCG?

WG: If she turns over hers, yes.

■ But you, yourself, would you be willing to turn it over?

Okay. That's all the questions I have.

[REDACTED]
 [REDACTED]
 [REDACTED]
 [REDACTED]

And I have to ask these things, cause they're gonna be asked of me.

[REDACTED]
 [REDACTED]
 [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] [REDACTED] [REDACTED] [REDACTED]

[REDACTED] [REDACTED] [REDACTED] [REDACTED]

[REDACTED] [REDACTED] [REDACTED] [REDACTED]

[REDACTED] [REDACTED] [REDACTED] [REDACTED]

[REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
WAYNE GRIFFIN (WG)

WG:

■

WG:

■

WG:

■

WG:

■

WG:

■

WG:

■

WG:

■

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
WAYNE GRIFFIN (WG)

WG:

WG:

WG:

WG:

WG:

do you have anything further?

Yes.

AP:

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
WAYNE GRIFFIN (WG)

WG: [REDACTED]

[REDACTED]

WG: [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] That's all I have.

[REDACTED] Why do you think [REDACTED] were to say these things?

WG: You wanna answer or you want me to answer?

AP: No I want you to answer, but I want you to answer in the conversation that

WG: So on the Thursday after I left the office [REDACTED]

[REDACTED] Yes sir.

WG: I was name Interim Chief. We came back. We had a Command Staff Meeting. One of the biggest things the Mayor was talking about was more manpower on the road. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
WAYNE GRIFFIN (WG)

[REDACTED]

AP: [REDACTED]

WG: [REDACTED]

AP: [REDACTED]

WG: [REDACTED]

Wayne so if I'm understanding correctly the Mayor pretty much directed you, I wanna make sure I'm understanding this correctly, the Mayor directed you to [REDACTED]

And did you, when you mentioned that...when the Mayor mentioned that to you, did you relate to the Mayor any concerns you have basically being look,

WG: No, so the day prior he was asking me about some changes that I wanted to make or whatever. [REDACTED]

You mentioned [REDACTED]. I wanna make sure that I understand.
So that was by [REDACTED]

Did that come up previously to your knowledge?

And what was the reason for that?

WG:

5-10-1974

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
WAYNE GRIFFIN (WG)

WG:

[REDACTED]
[REDACTED]
[REDACTED] [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

AP:

[REDACTED] [REDACTED]

WG:

[REDACTED]
[REDACTED].

[REDACTED] [REDACTED] do you have anything else?

[REDACTED] [REDACTED]

AP:

[REDACTED]
[REDACTED]
[REDACTED] [REDACTED] [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] [REDACTED]

AP:

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] I'm sorry, what did you say [REDACTED]?

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
WAYNE GRIFFIN (WG)

AP: Let me make sure I have it right. [REDACTED]
[REDACTED] [REDACTED] [REDACTED] [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] I'm sorry. Just right here?

AP: Yep.

[REDACTED]
[REDACTED]

AP: Sure. [REDACTED]

[REDACTED] Thank you.

AP: [REDACTED] [REDACTED] [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] Okay.

AP: And so the only other thing I would add is [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

WG: [REDACTED]

AP: [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] Say that again?

AP: While y'all were asking the questions.

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
WAYNE GRIFFIN (WG)

■ Yes.

AP:

[REDACTED]
[REDACTED] [REDACTED]
[REDACTED]
[REDACTED]

■ Okay.

AP: That's how that's done.

■

[REDACTED]

AP:

[REDACTED] [REDACTED]
[REDACTED]

WG:

[REDACTED]

AP:

[REDACTED]
[REDACTED]
[REDACTED]

■

[REDACTED]

AP:

[REDACTED]

■

[REDACTED]

AP: Yep.

■ Right.

AP: Easy. [REDACTED]

■

[REDACTED]

AP:

[REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
WAYNE GRIFFIN (WG)

AP: [REDACTED]

WG: [REDACTED]

AP: [REDACTED]
[REDACTED]
[REDACTED]

1995

AP: [REDACTED]

WG: [REDACTED]

AP: [REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
WAYNE GRIFFIN (WG)

[REDACTED]

[REDACTED]

AP: [REDACTED]

[REDACTED]

AP: [REDACTED]

[REDACTED]

[REDACTED]

AP: [REDACTED]

[REDACTED] Well Interim Chief Griffin do you have anything further to add that we may not have covered during the course of this interview?

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
WAYNE GRIFFIN (WG)

WG: I'm looking at, I wrote down these dates, [REDACTED] and this was, I don't know if y'all asked her this, but if this was so bad and such a problem why wait you know this, this long and while I'm in that position because I mean her and [REDACTED]. If there was a problem under [REDACTED], I'm sure she could've go and spoken to [REDACTED] hey this is what [REDACTED] supervisor is doing to me you know so, I don't know this is all crazy to me, bewildering, but yeah that's all I have.

AP: Yeah the timing was interesting I guess. And I made, I'll initial them. Just a couple of just typographical errors and then you can sign this one and provide it to [REDACTED]

[REDACTED] You guys have anything else right now?

AP: I think that's it.

[REDACTED] This will conclude the interview. Time now is 3:10 p.m.

WITNESS INTERVIEW ACKNOWLEDGEMENT

You are being asked to provide a statement as part of an internal affairs investigation. Although you are serving as a witness to the investigation, rather than the focus of the investigation, L.P.D. General Order 301.9 does mandate that you cooperate and be truthful in your statement. As a result, the Police Officer's Bill of Rights is applicable and offers you protection with this compelled statement. You are entitled to rights and protections which include:

1. Being informed of the nature of the allegation under investigation and the identity of persons conducting the investigation.
2. The ability to take notes.
3. Reasonable breaks for rest or personal necessities.
4. Having the interview recorded in full.
5. The presence of counsel and/or a representative of your choice if you so choose.
6. The statement provided in this interview shall not be admissible in any criminal proceedings.
7. The officer is entitled to a copy of the recording or a transcript of the recording of his/her statement upon written request.

If you do not fully understand the rights described above, or have any concerns about the statement you are being asked to provide, please ask the interviewer to explain them to you prior to the interview.



Witness

Date

You are not to discuss what is said in this interview with any other person other than your attorney and/or representative until this matter is completed. The investigation shall be considered completed upon notice to the police employee or law enforcement officer under investigation of a pre-disciplinary hearing, or a determination of an unfounded or sustained complaint.

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
[REDACTED]

DATE: NOVEMBER 12, 2021

TIME: 9:54 A.M.

LOCATION OF THE INTERVIEW: INTERNAL AFFAIRS CONFERENCE ROOM

PERSONS CONDUCTING INTERVIEW: [REDACTED]
[REDACTED]
[REDACTED]

PERSON BEING INTERVIEWED: [REDACTED]

Before we go any further [REDACTED] [REDACTED] I've called you here as a [REDACTED] that has come up during an investigation and at this time I will cover with you the Witness Interview Acknowledgement. "You are being asked to provide a statement as part of an Internal Affairs Investigation. Although you are serving as a witness to the investigation, rather than the focus of the investigation, LPD General Order 301.9 does mandate that you cooperate and be truthful in your statement. As a result, the Police Officer's Bill of Rights is applicable and offers you protection with this compelled statement. You are entitled to your rights and protections which include:

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2. The ability to take notes.
3. Reasonable breaks for rest or personal necessities.
4. Having the interview recorded in full.

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] In regards to I guess evidentiary stuff, you've testified [REDACTED]

[REDACTED] I have not yet. I am waiting to testify, but I do you know keep up with my continuing education [REDACTED] and some of the presentations that we do is court room presentations and what to expect and what the standards are for [REDACTED].

[REDACTED] So generally from through your training, evidentiary wise, what would be the best evidence of [REDACTED], would it be a complete phone dump?

[REDACTED] A complete phone dump and [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040

[REDACTED]

[REDACTED]
 [REDACTED]
 [REDACTED]
 [REDACTED]

[illegible]

[illegible][illegible]

	[REDACTED]
	[REDACTED]
	[REDACTED] [REDACTED]
	[REDACTED] [REDACTED]
	[REDACTED] [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] Yeah, but that's in a criminal case.

[REDACTED] Right.

[REDACTED] But we don't have the ability to subpoena.

[REDACTED] This is an administrative case.

[REDACTED] Okay, so for the administrative, I guess y'all rules are definitely different.

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]
[REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
[REDACTED]

[REDACTED] [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] Do you have anything else to add that we may not have covered during the course of this interview?

[REDACTED] I'm trying to thinkno sir.

[REDACTED] This will conclude the interview. The time now is 10:09 a.m.

WITNESS INTERVIEW ACKNOWLEDGEMENT

You are being asked to provide a statement as part of an internal affairs investigation. Although you are serving as a witness to the investigation, rather than the focus of the investigation, L.P.D. General Order 301.9 does mandate that you cooperate and be truthful in your statement. As a result, the Police Officer's Bill of Rights is applicable and offers you protection with this compelled statement. You are entitled to rights and protections which include:

1. Being informed of the nature of the allegation under investigation and the identity of persons conducting the investigation.
2. The ability to take notes.
3. Reasonable breaks for rest or personal necessities.
4. Having the interview recorded in full.
5. The presence of counsel and/or a representative of your choice if you so choose.
6. The statement provided in this interview shall not be admissible in any criminal proceedings.
7. The officer is entitled to a copy of the recording or a transcript of the recording of his/her statement upon written request.

If you do not fully understand the rights described above, or have any concerns about the statement you are being asked to provide, please ask the interviewer to explain them to you prior to the interview.



You are not to discuss what is said in this interview with any other person other than your attorney and/or representative until this matter is completed. The investigation shall be considered completed upon notice to the police employee or law enforcement officer under investigation of a pre-disciplinary hearing, or a determination of an unfounded or unsustained complaint.

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
[REDACTED]

DATE: NOVEMBER 12, 2021

TIME: 10:16 A.M.

LOCATION OF INTERVIEW: INTERNAL AFFAIRS CONFERENCE ROOM

PERSONS CONDUCTING INTERVIEW: [REDACTED]
[REDACTED]
[REDACTED]

PERSON BEING INTERVIEWED: [REDACTED]

Before we go any further, [REDACTED] do you realize we are recording this interview?

Yes I do.

This is in reference to a complaint that was filed against Interim Chief Wayne Griffin regarding allegations of sexual harassment. [REDACTED]

[REDACTED] has ordered this investigation. At this time I will cover with you The Witness Interview Acknowledgement. "You are being asked to provide a statement as part of an Internal Affairs Investigation. Although you are serving as a witness to the investigation, rather than the focus of the investigation, LPD General Order 301.9 does mandate that you cooperate and be truthful in your statement. As a result, the Police Officer's Bill of Rights is applicable and offers you protection with this compelled statement. You are entitled to your rights and protections which include:

1. Being informed of the nature of the allegation under investigation and identity of persons conducting the investigation.
2. The ability to take notes.

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
[REDACTED]

3. Reasonable breaks for rest or personal necessities.
4. Having the interview recorded in full.
5. The presence of counsel and/or a representative of your choice if you so choose.
6. The statement provided in this interview shall not be admissible in any criminal proceedings.
7. The officer is entitled to a copy of the recording or a transcript of the recording of his/her statement upon written request." And if you could just sign right there where it says officer and date it please. Basically, [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040

1000

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(continued)



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED] [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED] [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040

[REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED] do you have anything further to add that we may not have covered during the course of this interview?

[REDACTED] I don't believe so.

[REDACTED] This will conclude the interview. Time now is 10:28 a.m.

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
[REDACTED]

DATE: NOVEMBER 12, 2021

TIME: 10:40 A.M.

LOCATION OF INTERVIEW: INTERNAL AFFAIRS CONFERENCE ROOM

PERSONS CONDUCTING INTERVIEW: [REDACTED]
[REDACTED]

PERSON BEING INTERVIEWED: [REDACTED]

[REDACTED] Before we go any further [REDACTED] you realize we are recording this interview?

[REDACTED] Yes.

[REDACTED] Do you have any objection to that?

[REDACTED] No.

[REDACTED] This is in reference to a complaint that we're investigating involving Interim Chief Wayne Griffin and [REDACTED] and some allegations that were made against Chief Griffin. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

- So no conversation about Wayne Griffin whatsoever?
- None. No.
- [REDACTED]
- I don't have anything.
- You have anything further that we may not have added or covered?
- Yeah. Me and [REDACTED] really didn't talk on like a personal level or anything like that.
- All right. This will conclude the interview. The time now is 10:42 a.m.

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
[REDACTED]

DATE: NOVEMBER 12, 2021

TIME: 10:47 A.M.

LOCATION: INTERNAL AFFAIRS CONFERENCE ROOM

PERSONS CONDUCTING INTERVIEW: [REDACTED]
[REDACTED]
[REDACTED]

PERSON BEING INTERVIEWED: [REDACTED]

[REDACTED] Before we go any further [REDACTED] you realize we are recording this interview?

[REDACTED] Yes.

[REDACTED] Do you have any objection to that?

[REDACTED] No.

[REDACTED] We are tasked with investigating a allegation made against Interim Chief Wayne Griffin that involves [REDACTED]. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] [REDACTED].

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040

[REDACTED]

[REDACTED] [REDACTED]
[REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED] And do you have anything further to add that we may not have covered?

[REDACTED] Nothing to add at all.

[REDACTED] This will conclude the interview. Time now is 10:38 a.m.

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
[REDACTED]

DATE: NOVEMBER 16, 2021

TIME: 10:42 A.M.

LOCATION OF INTERVIEW: INTERNAL AFFAIRS CONFERENCE ROOM

PERSONS CONDUCTING THIS INTERVIEW: [REDACTED]
[REDACTED]
[REDACTED]

PERSON BEING INTERVIEWED: [REDACTED]

[REDACTED] do you realize we're recording this interview?

[REDACTED] Yes.

[REDACTED] Do you have any objection to that?

[REDACTED] No I don't.

[REDACTED] This is in reference to an allegation that was made against Interim Chief
Wayne Griffin concerning [REDACTED]. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] [REDACTED]
[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
[REDACTED]

■ That's pretty much all I have.

■ This will conclude the interview. Time now is 10:43 a.m.

POLICE OFFICER'S BILL OF RIGHTS

RIGHTS OF LAW ENFORCEMENT OFFICERS UNDER ADMINISTRATIVE INVESTIGATION

The investigating officer shall ensure that (all) interviews are recorded in full on digital or audio media; any interruptions shall be noted.

A complaint has been filed against Officer(s): Interim Chief Wayne Griffin

Case Number: AD2021-040 Reporting Party: _____

The specific allegation of employee misconduct is:

Rights of Law Enforcement Officers Under Investigation R.S. 40:2531

1. The law enforcement officer being investigated shall be informed, at the commencement of interrogation, of the nature of the investigation and the identity and authority of the person conducting such investigation and at the commencement of any interrogation, such officer shall be informed as to the identity of all persons present during such interrogation. The law enforcement officer shall be allowed to make notes.
2. Any interrogation of a law enforcement officer in connection with an investigation shall allow for reasonable periods for the rest and personal necessities of such law enforcement officer.
3. All interrogations of any law enforcement officer in connection with the investigation shall be recorded in full. The law enforcement officer shall not be prohibited from obtaining a copy of the recording or transcript of the recording of his/her statement upon written request.
4. The law enforcement officer shall be entitled to the presence of his/her counsel, representative, or both, at the interrogations in connection with the investigation.
5. No statement made by the officer during the course of an administrative investigation shall be admissible in a criminal proceeding.

Please Initial:

☒ I am willing to give a statement without an attorney and/or representative present.

☐ I do not wish to give a statement without the presence of an attorney and/or representative.

Date: 11/19/21 Time: 2:46 pm Witness: 

Officer's Signature:  Witness: _____

You are not to discuss what is said in this interview with any other person other than your attorney and/or representative until this matter is completed. The investigation shall be considered completed upon notice to the police employee or law enforcement officer under investigation of a pre-disciplinary hearing, or a determination of an unfounded or unsustained complaint.

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
WAYNE GRIFFIN (WG)

DATE: NOVEMBER 19, 2021

TIME: 2:45 P.M.

LOCATION OF INTERVIEW: INTERNAL AFFAIRS CONFERENCE ROOM

PERSON CONDUCTING INTERVIEW: [REDACTED]

PERSON BEING INTERVIEWED: INTERIM CHIEF WAYNE GRIFFIN (WG)

■ Before we go any further, Interim Chief Griffin you realize we are recording this interview?

WG: Yes sir.

■ And also with you is your attorney, Ms. Allyson Prejean. At this time I will review with you your Police Officer's Bill of Rights.

Rights of a Law Enforcement Officer under Investigation R.S. 40:2531

1. The Law Enforcement Officer being investigated shall be informed at the commencement of interrogation, of the nature of the investigation and the identity and authority of the person conducting such investigation and at the commencement of any interrogation, such officer shall be informed as to the identity of all persons present during such interrogation. The law enforcement officer shall be allowed to make notes.

2. Any interrogation of a law enforcement officer in connection with an investigation shall allow for reasonable periods for rest and personal necessities of such law enforcement officer.

3. All interrogations of any law enforcement officer in connection with the investigation shall be recorded in full. The law enforcement officer shall not be prohibited from obtaining a copy of the recording or transcript of the recording of his/her statement upon written request.

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
WAYNE GRIFFIN (WG)

4. The law enforcement officer shall be entitled to the presence of his/her counsel, representative, or both, at the interrogations in connection with the investigation.

5. No statement made by the officer during the course of the administrative investigation shall be admissible in a criminal proceeding." And at this time you can sign and date please. You guys had contacted me in reference to following up from our previous interview you said you had some additional information to give me. In your own words could you just tell me about that.

AP: And I think what you can do is just kind'a walk through what we did in [REDACTED] office and what came up and then we'll say this is a copy of it that we're gonna provide.

WG: So after the first interview we were able to take some notes and gets some dates and times of this alleged conversation. I was able to access my AT&T Wireless bill. Once I was able to access it, I went to the dates and times in question and noticed that those dates and times in question were contradicting what we were told initially in the first interview. So I have a copy of my April 2021 bill and my July 2021 bill when these conversations allegedly took place. Prior to having this interview, we were able to walk the investigator through the AT&T First Net portal and he saw firsthand that the detailed billing was un-manipulated by me and we were able to provide a copy of what we walked the investigator through.

[REDACTED]
WG: [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
WAYNE GRIFFIN (WG)

WG: [REDACTED]
[REDACTED]
[REDACTED]

AP: [REDACTED]

WG: [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

WG: [REDACTED]

[REDACTED] Do you have anything further to add that we may not have covered?

AP: I just, just to be clear Interim Chief. [REDACTED]
[REDACTED]
[REDACTED]

WG: [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

WG: [REDACTED]

[REDACTED]
[REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
WAYNE GRIFFIN (WG)

4

WG: [REDACTED]

AP: [REDACTED]
[REDACTED]

[REDACTED] Okay. Anything else.

AP: [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] This will conclude the interview.

AP: And we're gonna provide [REDACTED] with a copy of that thumb drive now.

[REDACTED] Awesome Interview is concluded at 2:51 p.m.

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
[REDACTED]

This will be a second recorded interview with [REDACTED]

DATE: DECEMBER 1, 2021

TIME: 10:29 A.M.

LOCATION: [REDACTED]
[REDACTED]

PERSON BEING INTERVIEWED: [REDACTED]
[REDACTED]

ATTORNEY: [REDACTED]

PERSONS CONDUCTING INTERVIEW: [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] before we go any further, you realize we're recording this interview?

[REDACTED] Yes sir.

[REDACTED] Do you have any objection to that?

[REDACTED] No sir.

[REDACTED] Real briefly I will review with you, your Police Officer Bill of Rights because you are a witness, but they still do apply okay.

[REDACTED] Okay.

[REDACTED] That the interview has to be recorded in full. This is in reference to the previous Internal Affairs case that we talked about the last time. Okay. Nothing is said in this interview can be used in a criminal investigation. And

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
[REDACTED]

you do have the right to have an attorney present which you have [REDACTED]
[REDACTED] with you here today.

[REDACTED] Yes.

[REDACTED] And at this time you wish to proceed?

[REDACTED] Yes.

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]
[REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] [REDACTED]
[REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] [REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED] [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040

[REDACTED]

[REDACTED] [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED] [REDACTED]
[REDACTED] [REDACTED] [REDACTED]
[REDACTED]
[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]
[REDACTED]

[REDACTED] [REDACTED] [REDACTED]
[REDACTED]

[REDACTED] [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] [REDACTED]
[REDACTED] [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] [REDACTED]
[REDACTED]
[REDACTED] [REDACTED]
[REDACTED]
[REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040

[REDACTED]

[REDACTED]

173 MAY 1955

§ 87(2)(b) [REDACTED]

— 100 —

And now that phone after you...what happened to that phone, the PD phone?

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
[REDACTED]

[REDACTED] So I turned it in, I had to, I had my I-cloud that I created for that phone on that phone, so I just took the I-cloud off and rebooted the phone and gave it to [REDACTED].

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED] Is that normal whenever you turn a phone in?

[REDACTED] Yes. Any time like when [REDACTED] calls us in, cause this like my third time switching out cell phones, any time she always, we reset, we do a master reset so that my data stops, so the next person that gets the phone, cause you don't know whose gonna get the phone, is not...we wouldn't wanna mix the two together.

[REDACTED] Because the phone is reissued.

[REDACTED] Correct. The phone is reissued to someone else, so it's...we've done that every time we get another phone. You just dump the old stuff and give it to the other person.

[REDACTED] And we had asked this before, but the...and the way I'm gonna pose it to you now because this is being asked to me to ask you.

[REDACTED] Yes sir.

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED] [REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
[REDACTED]

[REDACTED] [REDACTED].

[REDACTED] [REDACTED]

[REDACTED] [REDACTED] do you have any questions?

[REDACTED] No I do not.

[REDACTED] [REDACTED], do you have anything you'd like to add?

[REDACTED] Well I was just wondering have y'all had a chance to talk to Wayne, has he provided any information yet?

[REDACTED] We have spoken to him. [REDACTED]
[REDACTED]

[REDACTED] So as I gain more information that's why I wanted to talk to you again and we're trying to go through this and that's about what I can say right now. So [REDACTED] do you have anything else to add?

[REDACTED] I wanted to know has anyone besides you and [REDACTED] viewed this case file or looked over any notes or anything that you guys may have as it pertains to this investigation?

[REDACTED] Myself, [REDACTED], nobody outside of Internal Affairs. I had [REDACTED] proofread who is [REDACTED], who has been working with me on this, proofread what I have come up with so far.

[REDACTED] And at the conclusion of the investigation or prior to your conclusion of your report, whose gonna then view and make the final decision based upon your report?

[REDACTED] That would probably be up to [REDACTED] and the Mayor?

[REDACTED] Yes that is correct.

[REDACTED] Once it's out of my hands.

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040

■ I can answer that question.

■ Sure.

■ The report will be forwarded to my office. I will review it. I will at that time have discussion with the Mayor, also ■■■■■■■■■■, and also ■■■■■■■■■■. And based upon the presentation, they'll review and then a decision will be made by the administration and myself.

■ Okay. What else did I have, oh I wanted to know ■■■■■ and then ■■■■■ you can also answer, have you had any additional training as it pertains to handling a sexual harassment case besides what we do on the state website, have you had any

■ Yes.

■additional training?

■ Yes.

■ You have?

■ Yes.

■ On how to conduct an investigation?

■ I've had training on how to conduct investigations overall period.

■ Okay.

■ Yes. I've had training here, I've had training when I worked ■■■■■ and yes I have.

■ And what about you ■■■■■ any additional training other than your Internal Affairs?

■ No.

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040

I'm trying to think if there is anything else I can think of. I don't know if I was as clear in our other interview.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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[REDACTED]

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[REDACTED]

[REDACTED]

[REDACTED]

§ 87(2)(b) [REDACTED]

§ 87(2)(b) [REDACTED]

§ 87(2)(b) [REDACTED]

[illegible]

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED] [REDACTED] [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] [REDACTED]

[REDACTED] [REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040



[illegible]

[REDACTED]

[REDACTED]

1100

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] Has Wayne made any attempt to contact you during this Administrative Investigation?

[REDACTED] Never, no. The last time I spoke or the last contact that he made with me was October...the last conversation we had was on October 16th. [REDACTED]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]. That was the last conversation
that we had, October 16th at 4:27 p.m.

[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[illegible]

100 JOURNAL OF DOCUMENTATION

[REDACTED]

[REDACTED] [REDACTED]

[REDACTED]

[REDACTED]

§ 87(2)(b) [REDACTED]

100



[REDACTED]

[REDACTED] [REDACTED]

[illegible]

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED] [REDACTED]
[REDACTED]
[REDACTED] [REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED] [REDACTED] [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]



[illegible]

[REDACTED]

§ 87(2)(b) [REDACTED]

§ 87(2)(b) [REDACTED]

§ 87(2)(b) [REDACTED]

1000

[illegible]

■ I think I covered everything.

Well again thank you so much for talking to us today. Well we appreciate you and [REDACTED] help.

INTERNAL AFFAIRS CASE NUMBER: AD 2021-040
[REDACTED]

- Thank you.
- He and I have been in contact with each other a lil' bit throughout all this.
So you know we are staying abreast of things.
- Thank you. I appreciate it.
- This concludes the interview. Time now is 11:10 a.m.

ATTACHMENTS

ATTACHMENTS

A



**LAFAYETTE POLICE DEPARTMENT
FORMAL COMPLAINT AGAINST POLICE PERSONNEL**

CONFIDENTIAL

CASE NUMBER: _____

COMPLAINANT INFORMATION



LOCATION OF OCCURRENCE: 900 E. University Ave., Lafayette, La. 70503

SPECIFIC ALLEGATION: Professional Conduct and Responsibilities

THIS COMPLAINT IS BEING FILED AGAINST THE BELOW LISTED EMPLOYEE(S)

NAME: Wayne Griffin	RANK: Interim Chief	IBM:
RACE/SEX: B/M	VEHICLE ID:	
NAME:	RANK:	IBM:
RACE/SEX:	VEHICLE ID:	
NAME:	RANK:	IBM:
RACE/SEX:	VEHICLE ID:	

WITNESS INFORMATION

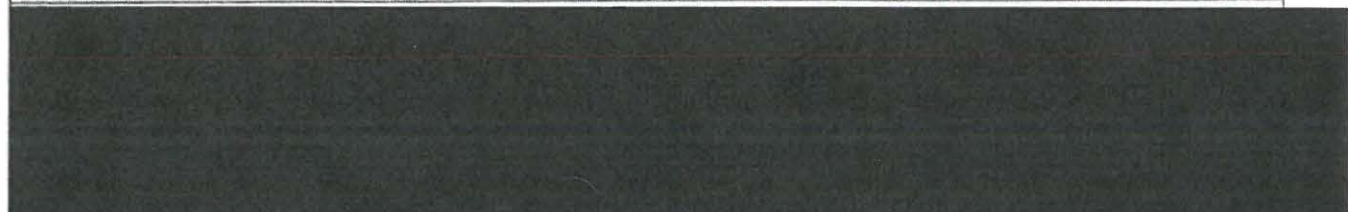
NAME:	PHONE NUMBER:
ADDRESS:	
NAME:	PHONE NUMBER:
ADDRESS:	
NAME:	PHONE NUMBER:
ADDRESS:	
NAME:	PHONE NUMBER:
ADDRESS:	

NOTICE

Pursuant to LA R.S. 14:133.5 – Filing a false complaint against a law enforcement officer is knowingly filing, by affidavit under oath, a false statement or false representation with a law enforcement agency regarding the conduct, job performance, or behavior of a law enforcement officer for the purpose of initiating an administrative action against the law enforcement officer. Whoever commits the crime of filing false statements against law enforcement officers shall be fined not more than five hundred dollars or imprisoned not more than six months, or both. I agree to fully cooperate with the assigned L.P.D. personnel in investigating this complaint and any statements I provide will be recorded to ensure accuracy. Additionally, records of medical and psychiatric consultation, evaluation, or treatment (including those from hospitals, clinics, private practitioners and Veterans Administration) may be requested if those records are directly related to my complaint. I may be requested to undergo a polygraph/C.V.S.A. examination to assist in the investigation. I may be subpoenaed to testify at the Municipal Fire and Police Civil Service Board hearing and in court proceedings. I further understand that my failure to cooperate fully in the investigation could result in my complaint being dismissed or not being able to be substantiated. In addition, I understand and agree that a photocopy or electronic replication of this affidavit will constitute verified authenticity of an original signed document.

I have read and understand the above statement.

SIGNATURES



AFFIDAVIT – ALLEGATION OF EMPLOYEE MISCONDUCT

On October 21, 2021 LCG Human Resources received a sexual harassment complaint from a Lafayette Police Department officer. The complaint alleged that the Interim Chief of Police made sexually inappropriate comments to her prior to his appointment as Interim Chief.

NOTARY ENDORSEMENT

B



Internal Memorandum

Administration Division (3100)
Office of the Mayor

TO: Interim Chief Wayne Griffin
DATE: October 21, 2021
THRU: Sgt. Todd Green
FROM: Mayor Joshua S. Guillory
SUBJECT: Administrative Investigation AD 2021-040

You have become the subject of an Administrative Investigation in reference to:

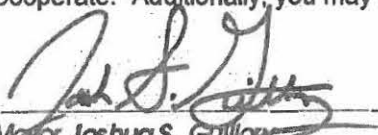
Professional Conduct and Responsibilities

You are required to cooperate fully with the investigation, which shall include giving a statement(s) and may include a polygraph examination if so directed by the Mayor and/or Internal Affairs. Any misconduct that is revealed during this administrative investigation that was not cited in the original complaint may also subject you to disciplinary action. You are not to discuss this matter with anyone, other than your counsel or representative.

We have scheduled your interview for TBA.

Accordingly, the Police Officer's Bill of Rights allows you to have an attorney or representative present for the interview. If you wish to exercise this right, have your attorney or representative with you when you appear for your interview.


So that you will have a better understanding of what your rights are, please refer to Lafayette Police Department General Order 301.9, titled "Internal Investigation, Responsibility of Department Personnel to Cooperate." Additionally, you may want to review the Police Officer's Bill of Rights (L.A.R.S. 40:2531-2535).


Mayor Joshua S. Guillory

10-21-2021
Date

Acknowledgement:

I am in receipt of this memorandum and acknowledge its content.


Interim Chief Wayne Griffin
10/21/21
8:40 pm


Witness
10-21-21
8:40 pm



Administrative Division

900 E. University Avenue (70503)
PO Box 4308
Lafayette, LA 70502
(337) 291-8600

October 21, 2021

Interim Chief Wayne Griffin
Lafayette Police Department
900 E. University Avenue
Lafayette, LA 70503

Interim Chief Wayne Griffin,

You are hereby notified that you are being placed on **Administrative Leave with pay** in connection with **Administrative Investigation AD 2021-40** until further notice.

While on Administrative Leave with pay, you must adhere to the following conditions:

- You shall remain available during regular business hours: Monday through Friday- 8:00 AM to 5:00 PM, to include a 1-hour lunch period.
- You shall be available for any of the following:
 - Any directive given by the Mayor
 - Departmental investigation related to the incident; including but not limited to an interview.
 - Counseling sessions as mandated by the Department

Additionally, while on Administrative Leave with pay, the following conditions will be applicable:

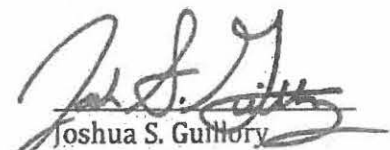
- **You will not be allowed to perform any off-duty employment** and you will not take any police action or overt act, which could be construed as police action.
- You will not come to the Police Department unless summoned by the Mayor or Internal Affairs.
- If summoned, you will enter the Police Department through the front lobby entrance and wait to be escorted by the Watch Commander or Internal Affairs personnel.
- You will have no contact via person, phone, email or any other method of correspondence with potential witnesses in reference to this matter.

You are hereby advised, **violation of any of the above listed criteria will be considered a Major Offense** under **Lafayette Consolidated Government Policies and Procedures, PPM: 2161-2- Conditions of Employment** which stated:

3. Classification of Offenses

3.2 Major offenses are those willful or deliberate violations that exceed those considered correctable by progressive, corrective disciplinary action and which may result in immediate discharge without consideration for employment history or past performance. Major offenses include the following:

- d. Gross insubordination, consisting of a repeated refusal or failure to comply with a lawful directive given by a supervisor or superior after having been warned of the potential consequences of such actions (Section 1.18, 2.4, and 2.9 of this PPM).**


Joshua S. Guillory
Lafayette City/Parish Mayor

C: Human Resources (2161)
Internal Affairs (3100)

C

STATEMENT OF



COPY

October 21, 2021

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

D

[REDACTED]

up to replace a night shift officer. While
talking to [REDACTED]

[REDACTED]

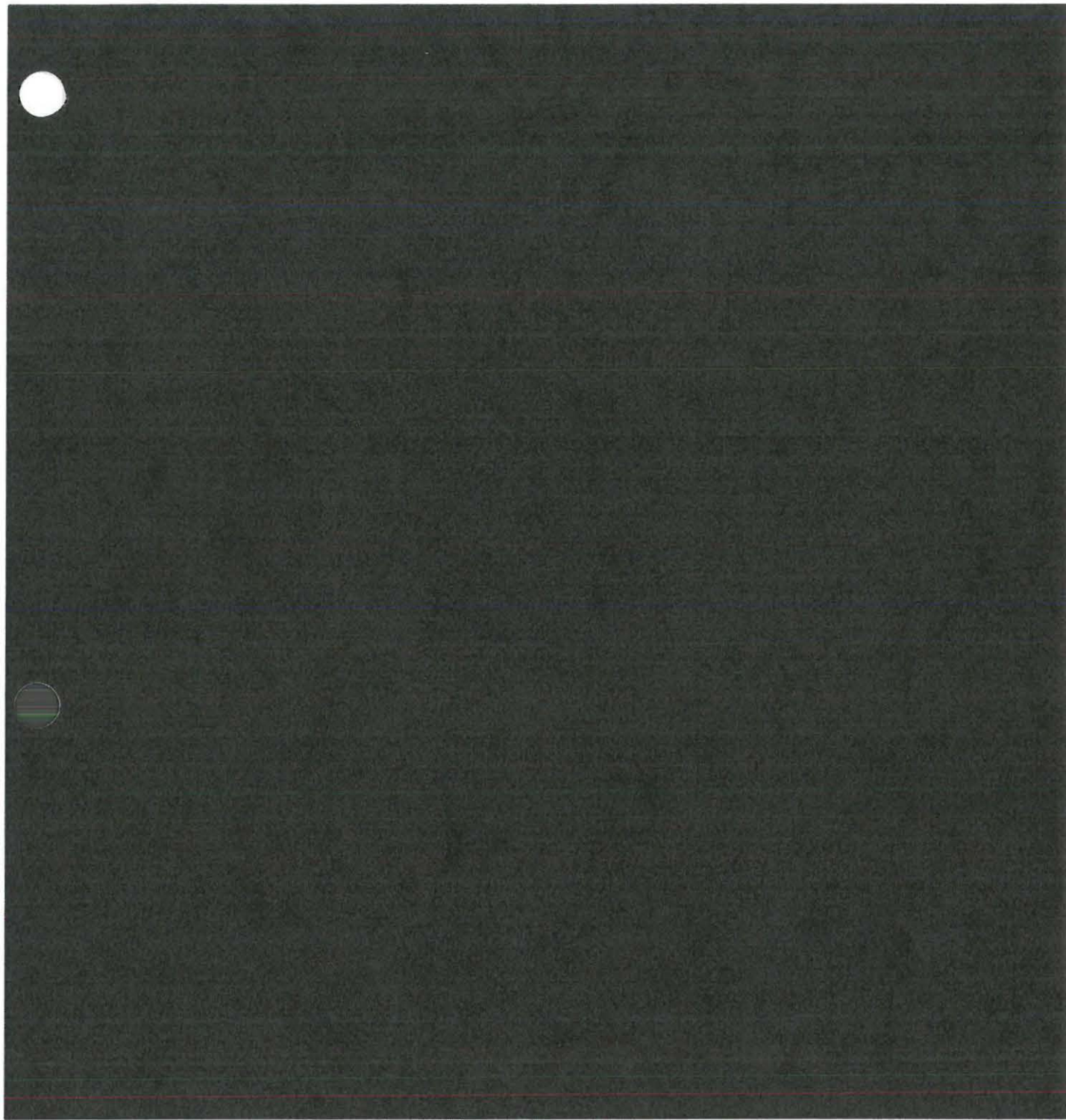
[REDACTED]

She
told me not to tell anyone. But as a supervisor
I am obligated to report what was told to me
to Human resources. She also said she may
get a lawyer. I am not ~~filing~~ filing a
complaint I AM just reporting what was
said to me. I notified [REDACTED]
and he told me I had to report ~~it~~ it to human
resources. [REDACTED]

I hope that HR can protect me from ~~retaliation~~ retaliation.
[REDACTED]

[REDACTED]

E



F

[REDACTED]
From: [REDACTED]
Sent: Friday, October 22, 2021 1:24 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: Investigation

**** EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe. ****

Good afternoon, [REDACTED]

It was certainly good seeing you yesterday. I hope that you and your family are well.

[REDACTED]
[REDACTED]
[REDACTED] Thank you for your consideration.

Sincerely,

[REDACTED]

From: [REDACTED]
Sent: Wednesday, October 27, 2021 11:10 AM
To: [REDACTED]
Subject: [REDACTED]

*** EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe. ***

See you then.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Wednesday, October 27, 2021 11:04 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: [REDACTED]

Thank you Sir, that would really help me. How is tomorrow at 2 pm?

From: [REDACTED]
Sent: Wednesday, October 27, 2021 10:55 AM
To: [REDACTED]
Subject: [REDACTED]

*** EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe. ***

Absolutely, I am available this afternoon and most of the day tomorrow.

Lafayette, LA 70506

<http://www.lafayettela.gov>

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Lafayette Parish Consolidated Government

705 W. University Avenue

Lafayette, LA 70506

<http://www.lafayettela.gov>

[REDACTED]

From: [REDACTED]

Sent: [REDACTED]

Wednesday, October 27, 2021 3:21 PM

To: [REDACTED]

Cc: [REDACTED]

Subject: [REDACTED]

[REDACTED]

Thanks for your response.

With regard to the confidentiality issue, my own investigation into this matter has revealed the LCG employee who provided details of this investigation to [REDACTED]. I am confident that in time your investigation will provide the same information to you as well.

I apologize if I came across as demanding before, that was not my intention. My intention was only to express the views of [REDACTED] on the matter. And I'm sure you can appreciate my amusement when I read your thoughts on taking severe action against a police chief based on unsubstantiated claims.

That being said, I do not believe that my meeting with [REDACTED] and (presumably) one of your attorneys tomorrow would be helpful at this time. [REDACTED] and I look forward to hearing of LCG's decision in this matter.

Sincerely,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: [REDACTED]

Sent: Wednesday, October 27, 2021 1:05 PM

To: [REDACTED]

Cc: [REDACTED]

Subject: [REDACTED]

[REDACTED]

Your email to [REDACTED] has been forwarded to me for review. I am going to take this opportunity to respond. My reply on behalf of LCG is simple:

Your client provided a statement of serious allegations, which we were forced to take as a complaint given the gravity of the claims. You well know that we must take swift action under these circumstances.

As to the matter of the confidentiality of this issue, LCG did not release your client's name. LCG kept this matter confidential and only a few necessary individuals were aware of your client's identity and the allegations. The only other people who knew about the allegations were those with whom you or your client chose to share.

With respect to your demand is to remove the Interim Chief: To take such severe action based on unsubstantiated claims is reckless and sets a dangerous precedent. However, we have taken expeditious steps to address these serious allegations.

~~At this point, the timeline for resolution is in the hands your client to provide conclusive evidence.~~

Regards,

[REDACTED]

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Lafayette Parish Consolidated Government
705 W. University Avenue
Lafayette, LA 70506
<http://www.lafayettela.gov>

[REDACTED]

From: [REDACTED]

Sent: [REDACTED]

Wednesday, October 27, 2021 4:23 PM

To: [REDACTED]

Subject: [REDACTED]

Sorry guys, I am not willing to reveal my source(s) for information and/or the source(s) of the leaked information at this time.

From: [REDACTED]

Sent: Wednesday, October 27, 2021 3:43 PM

To: [REDACTED]

Subject: [REDACTED]

[REDACTED]

If you know who at LCG leaked to [REDACTED], save me the trouble and let me know who it is...

Regards,
[REDACTED]

From: [REDACTED]

Sent: Wednesday, October 27, 2021 3:21 PM

To: [REDACTED]

Cc: [REDACTED]

Subject: [REDACTED]

[REDACTED]

Thanks for your response.

With regard to the confidentiality issue, my own investigation into this matter has revealed the LCG employee who provided details of this investigation to [REDACTED]. I am confident that in time your investigation will provide the same information to you as well.

I apologize if I came across as demanding before, that was not my intention. My intention was only to express the views of [REDACTED] on the matter. And I'm sure you can appreciate my amusement when I read your thoughts on taking severe action against a police chief based on unsubstantiated claims.

That being said, I do not believe that my meeting with [REDACTED], and (presumably) one of your attorneys tomorrow would be helpful at this time. [REDACTED] and I look forward to hearing of LCG's decision in this matter.

Sincerely,

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Wednesday, October 27, 2021 1:05 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: [REDACTED]

[REDACTED]

Your email to [REDACTED] has been forwarded to me for review. I am going to take this opportunity to respond. My reply on behalf of LCG is simple:

Your client provided a statement of serious allegations, which we were forced to take as a complaint given the gravity of the claims. You well know that we must take swift action under these circumstances.

As to the matter of the confidentiality of this issue, LCG did not release your client's name. LCG kept this matter confidential and only a few necessary individuals were aware of your client's identity and the allegations. The only other people who knew about the allegations were those with whom you or your client chose to share.

With respect to your demand is to remove the Interim Chief: To take such severe action based on unsubstantiated claims is reckless and sets a dangerous precedent. However, we have taken expeditious steps to address these serious allegations.

At this point, the timeline for resolution is in the hands your client to provide conclusive evidence.

Regards,

[REDACTED]

[REDACTED]

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705 W. University Avenue

Lafayette, LA 70506

<http://www.lafayettela.gov>

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Lafayette, LA 70506

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[REDACTED]
From: [REDACTED]
Sent: Friday, November 5, 2021 1:24 PM
To: [REDACTED]
Subject: RE: [REDACTED]

*** EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe. ***

That's fine. See yall then.

[REDACTED]
From: [REDACTED] >
Sent: Friday, November 5, 2021 12:44 PM
To: [REDACTED]
Subject: [REDACTED]

Yes Sir. Thank you so much. I may have [REDACTED] with me.

From: [REDACTED]
Sent: Friday, November 5, 2021 12:01 PM
To: [REDACTED]
Subject: [REDACTED]

*** EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe. ***

Thanks [REDACTED] lets meet a 2pm at my office, [REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Friday, November 5, 2021 11:56 AM
To: [REDACTED]
Subject: [REDACTED]

That afternoon would be better Sir. I already have a 10 am that morning. I'm afraid.

From: [REDACTED]
Sent: Friday, November 5, 2021 11:13 AM
To: [REDACTED]
Subject: [REDACTED]

**** EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe. ****

[REDACTED] are you available to meet [REDACTED] and myself at my office on [REDACTED]? If a morning visit is not possible, we are also available that afternoon. Thanks.

[REDACTED]

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[REDACTED]
From: [REDACTED]

Sent: [REDACTED]

Wednesday, October 27, 2021 11:10 AM

To: [REDACTED]

Subject: [REDACTED]

**** EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

See you then.

[REDACTED]
From: [REDACTED]

Sent: Wednesday, October 27, 2021 11:04 AM

To: [REDACTED]

Cc: [REDACTED]

Subject: [REDACTED]

Thank you Sir, that would really help me. How is tomorrow at 2 pm?

From: [REDACTED]

Sent: Wednesday, October 27, 2021 10:55 AM

To: [REDACTED]

Subject: [REDACTED]

**** EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

Absolutely, I am available this afternoon and most of the day tomorrow.

Yes Sir, I am doing well and hope you are the same. While I understand [REDACTED], I do need some information to begin to conduct a thorough investigation. Would it be possible to set up a meeting with you and Human Resources in the furtherance of this matter?

Good morning [REDACTED] I hope you are doing well.

Regarding [REDACTED], please be advised that she did not seek this investigation and she has never filed a complaint. [REDACTED]

In and effort to bring some clarity to this situation, [REDACTED] has provided a statement to LCG Human Resources. I refer you to that statement wherein [REDACTED] from Wayne Griffin [REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Tuesday, October 26, 2021 1:46 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: [REDACTED]

Good Afternoon Sir,

I have been tasked with assisting Human Resources with an investigation. [REDACTED] is a witness in this investigation and it is my understanding that you are representing her and [REDACTED]. If you could please advise when she would be available for a witness interview, I would appreciate it. I am copying [REDACTED] in this email. Thank you so much.

Respectfully,

[REDACTED]



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G

[Redacted]

From:
Sent:
To:
Subject:

[Redacted]
[Redacted]
[Redacted]
[Redacted]

[Redacted]

[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
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From: [Redacted]
Sent: [Redacted]
To: [Redacted]
Subject: [Redacted]

[Redacted]
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[Redacted]
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[Redacted]
[Redacted]

[Redacted] y [Redacted]

From: [Redacted]
Sent: [Redacted]
To: [Redacted]
Subject: [Redacted]

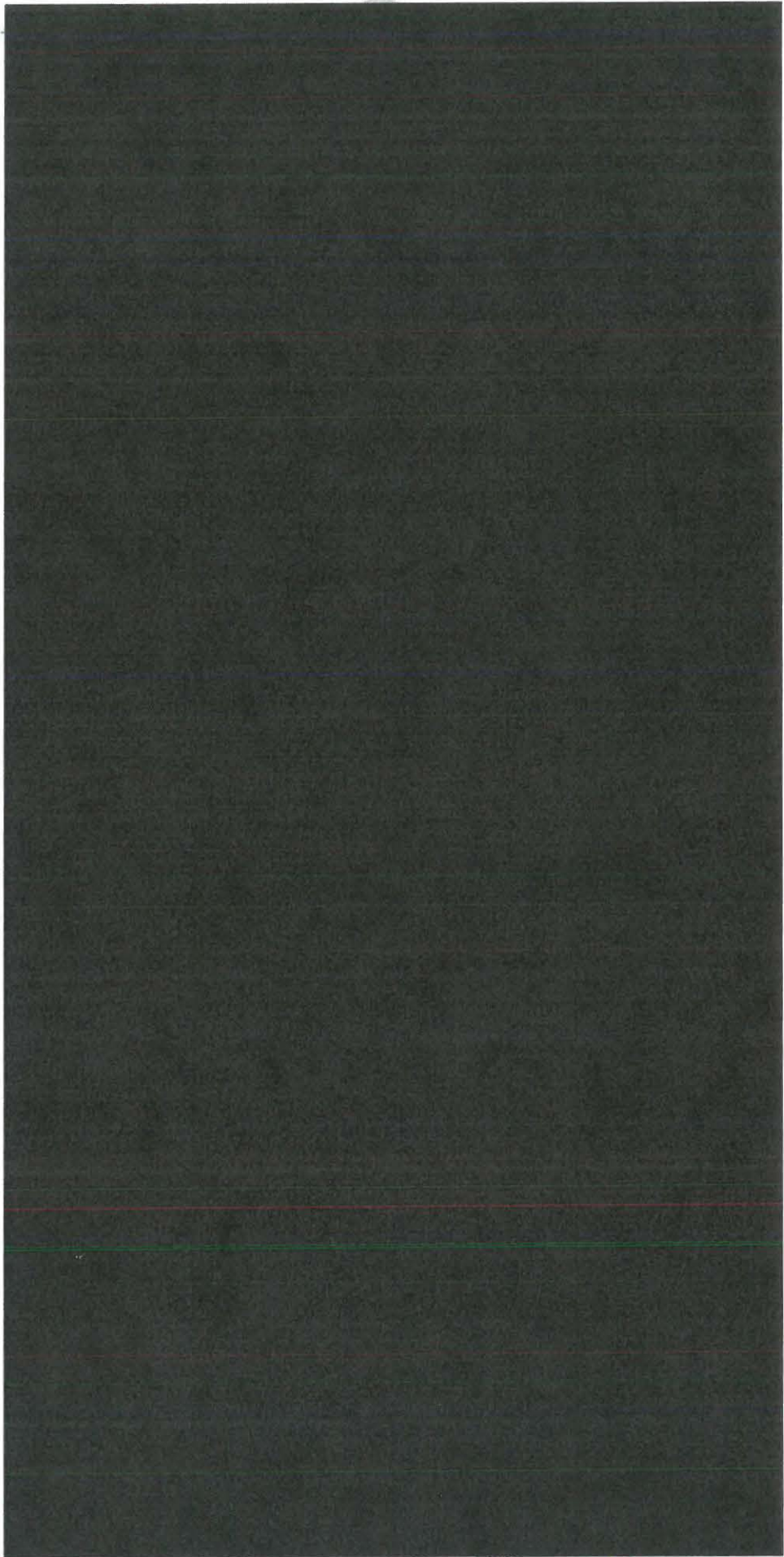
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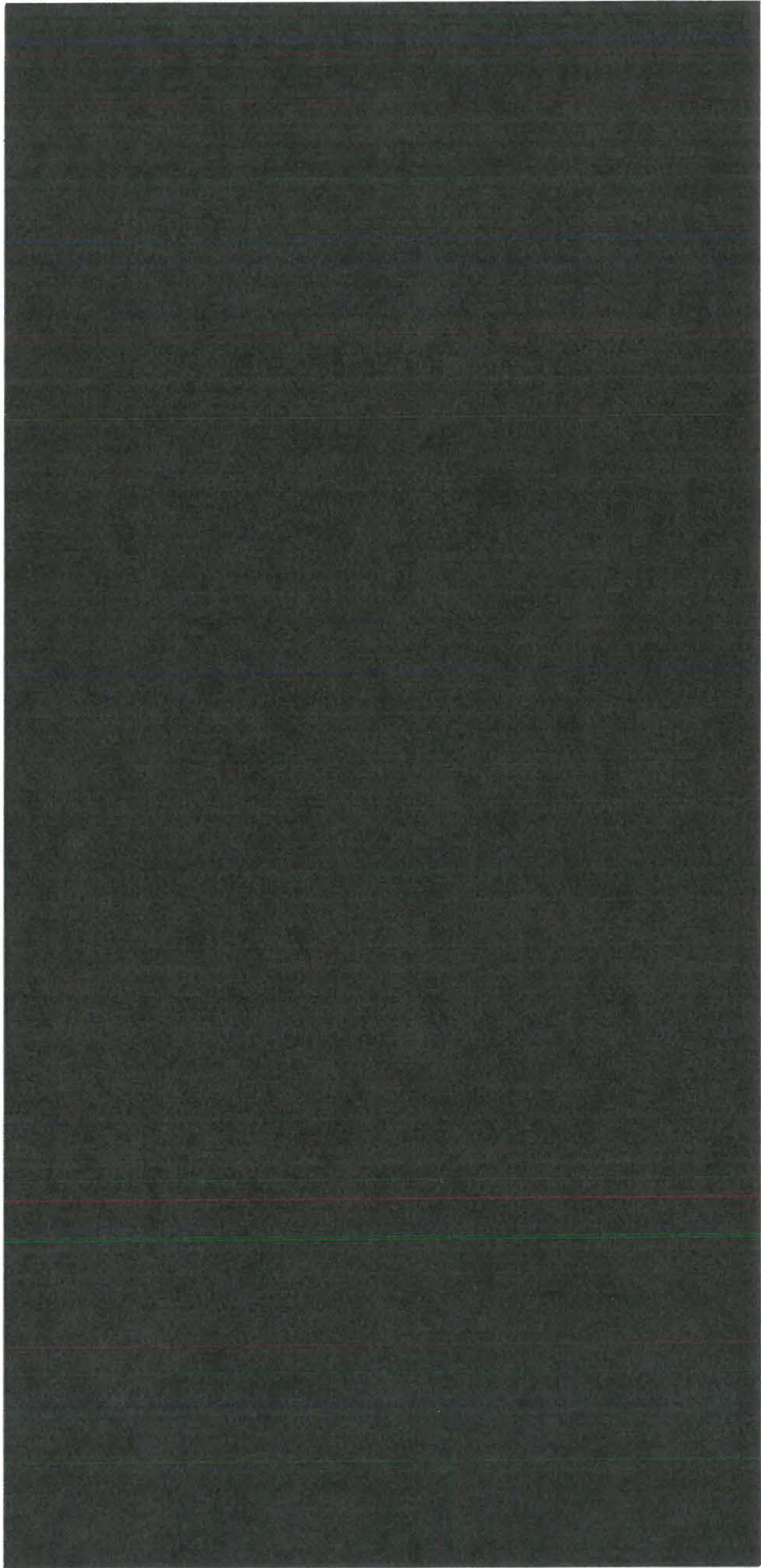
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To: [Redacted]
Subject: [Redacted]

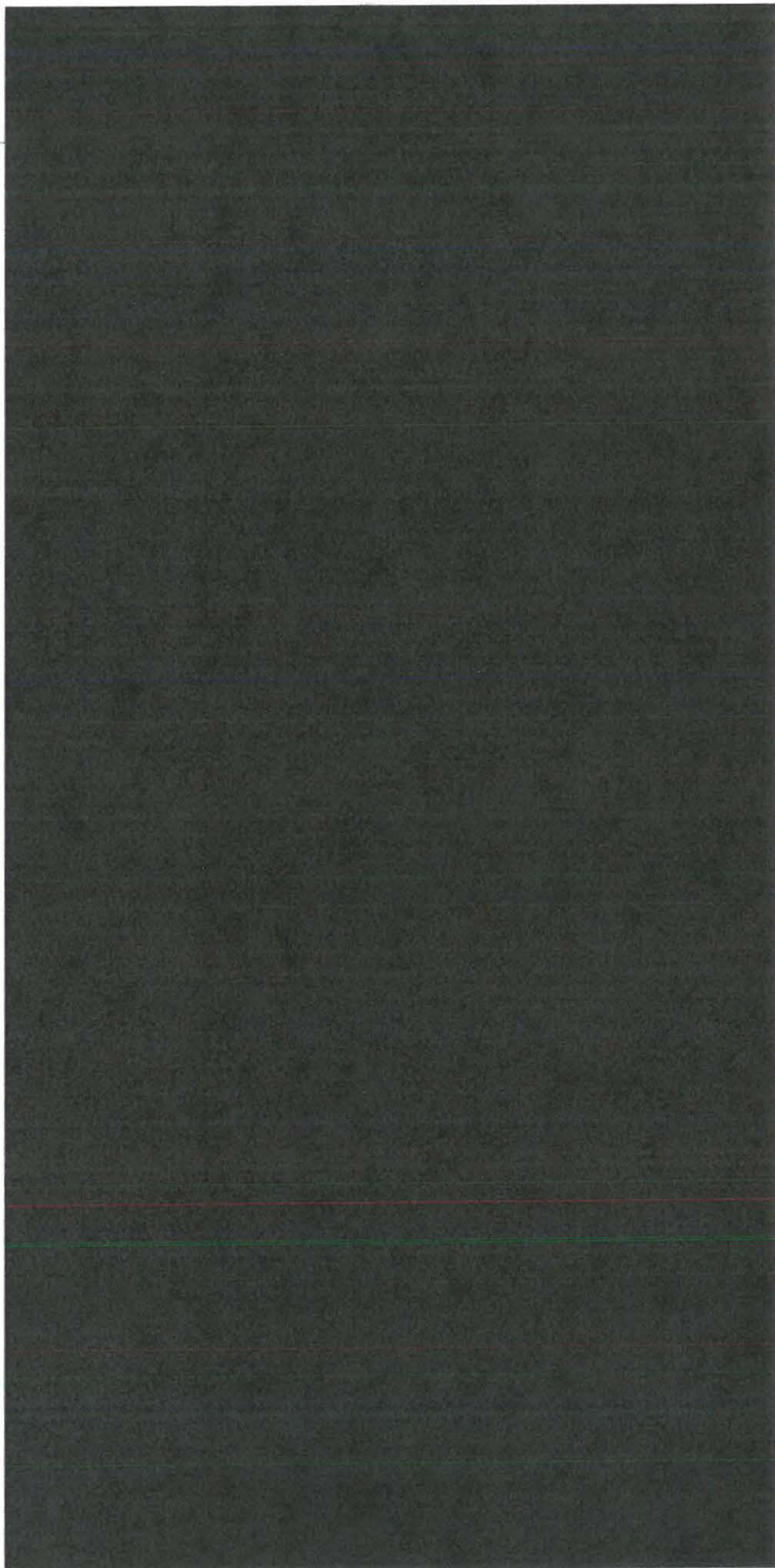
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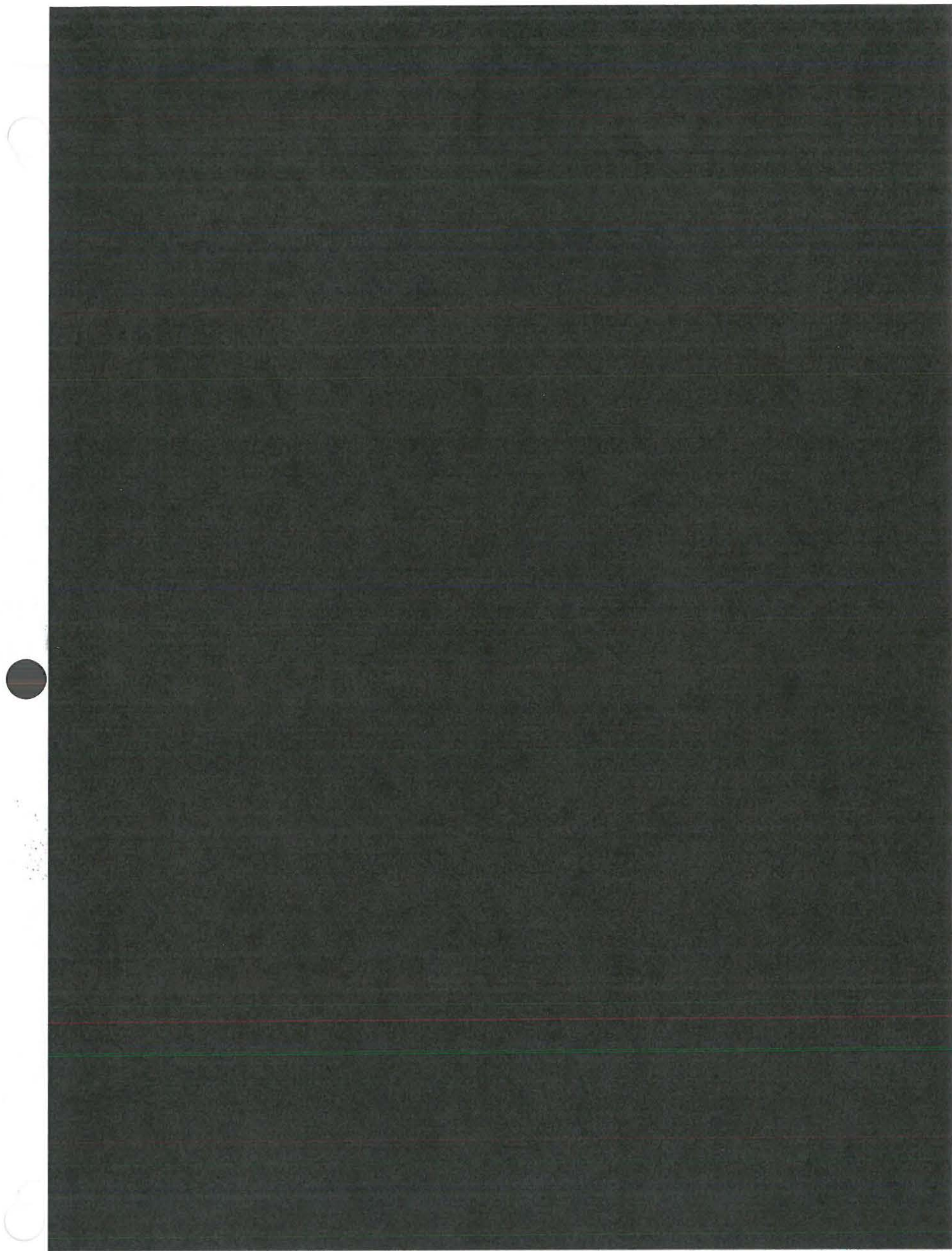
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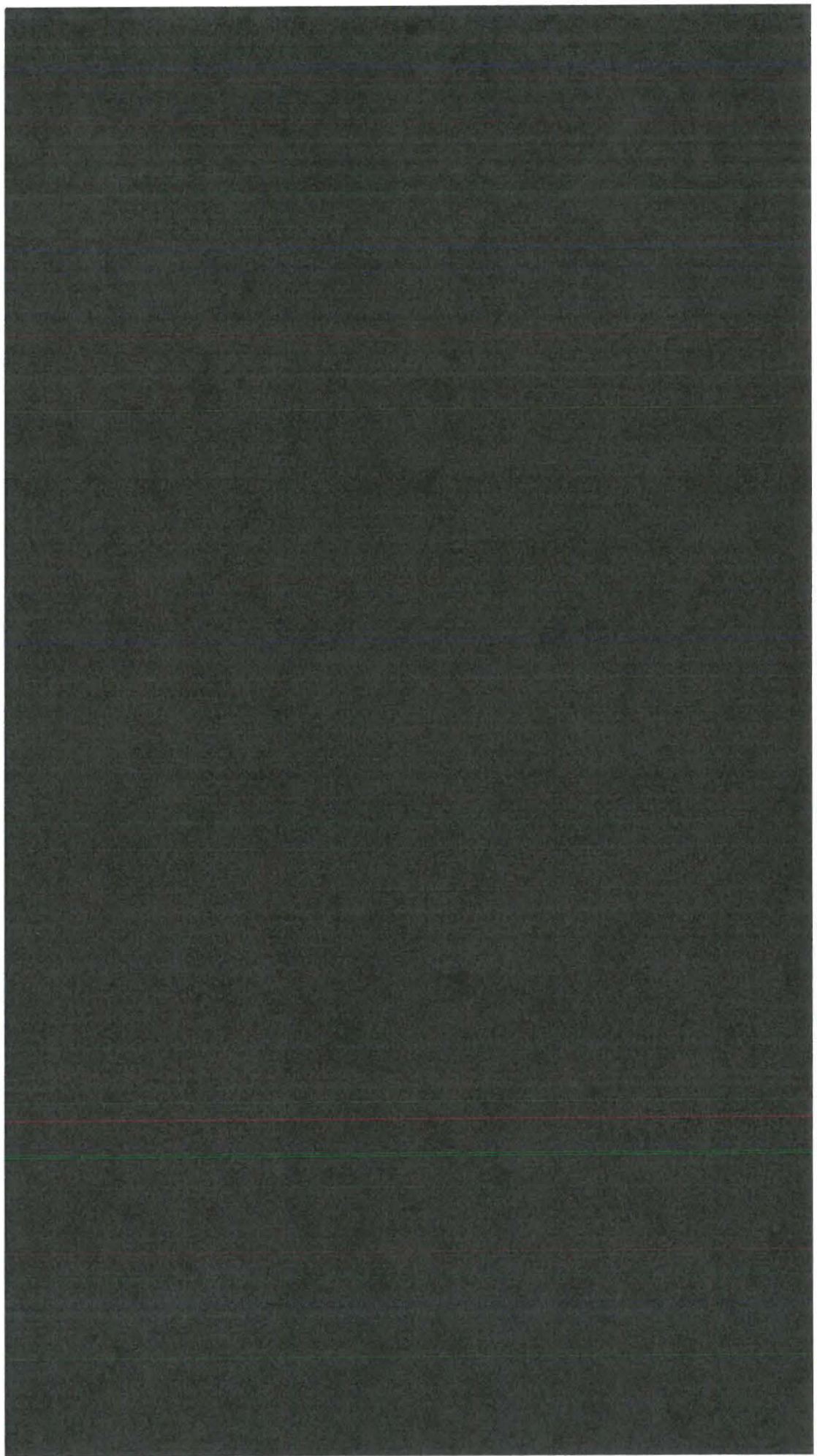


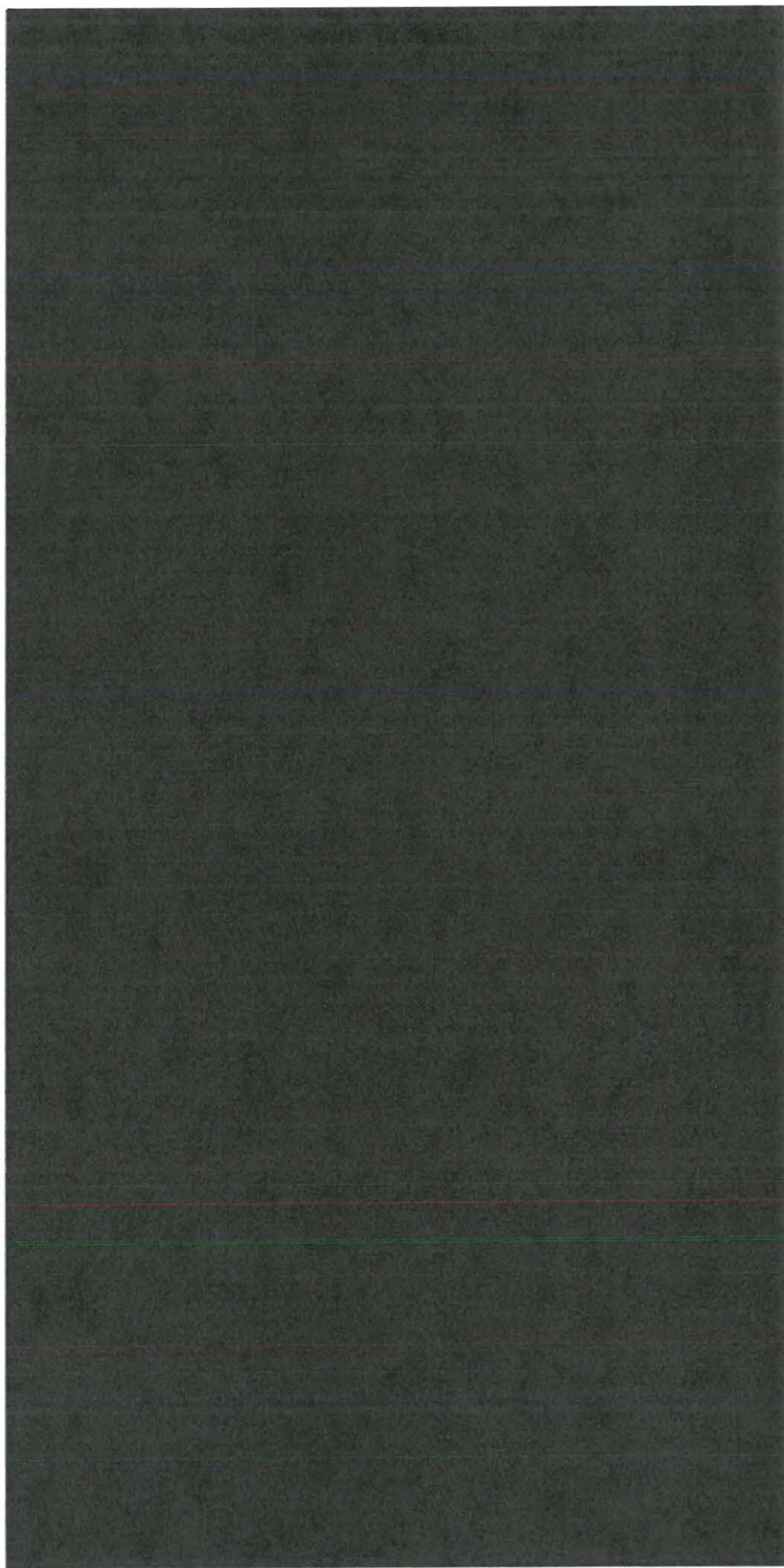


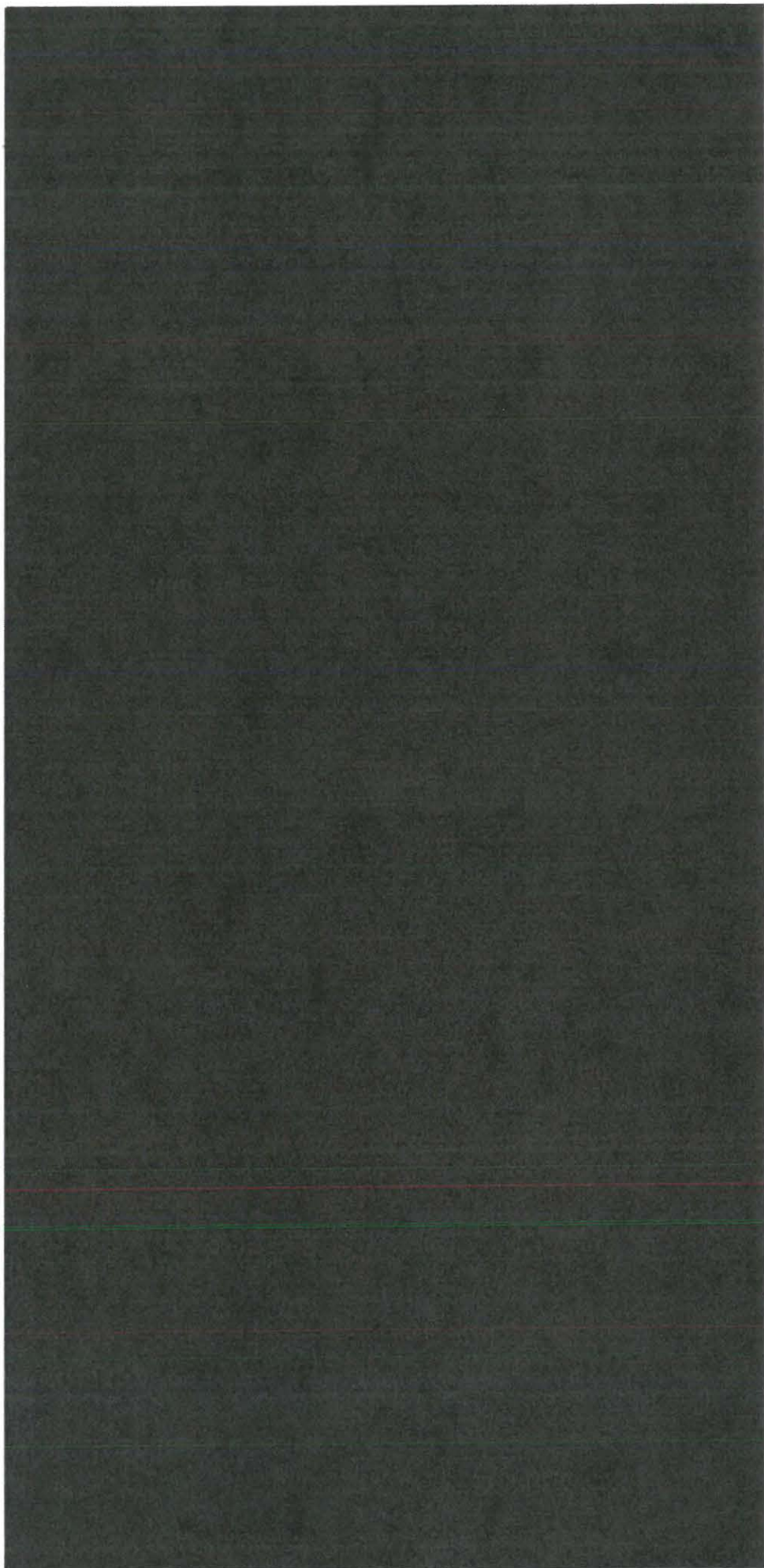


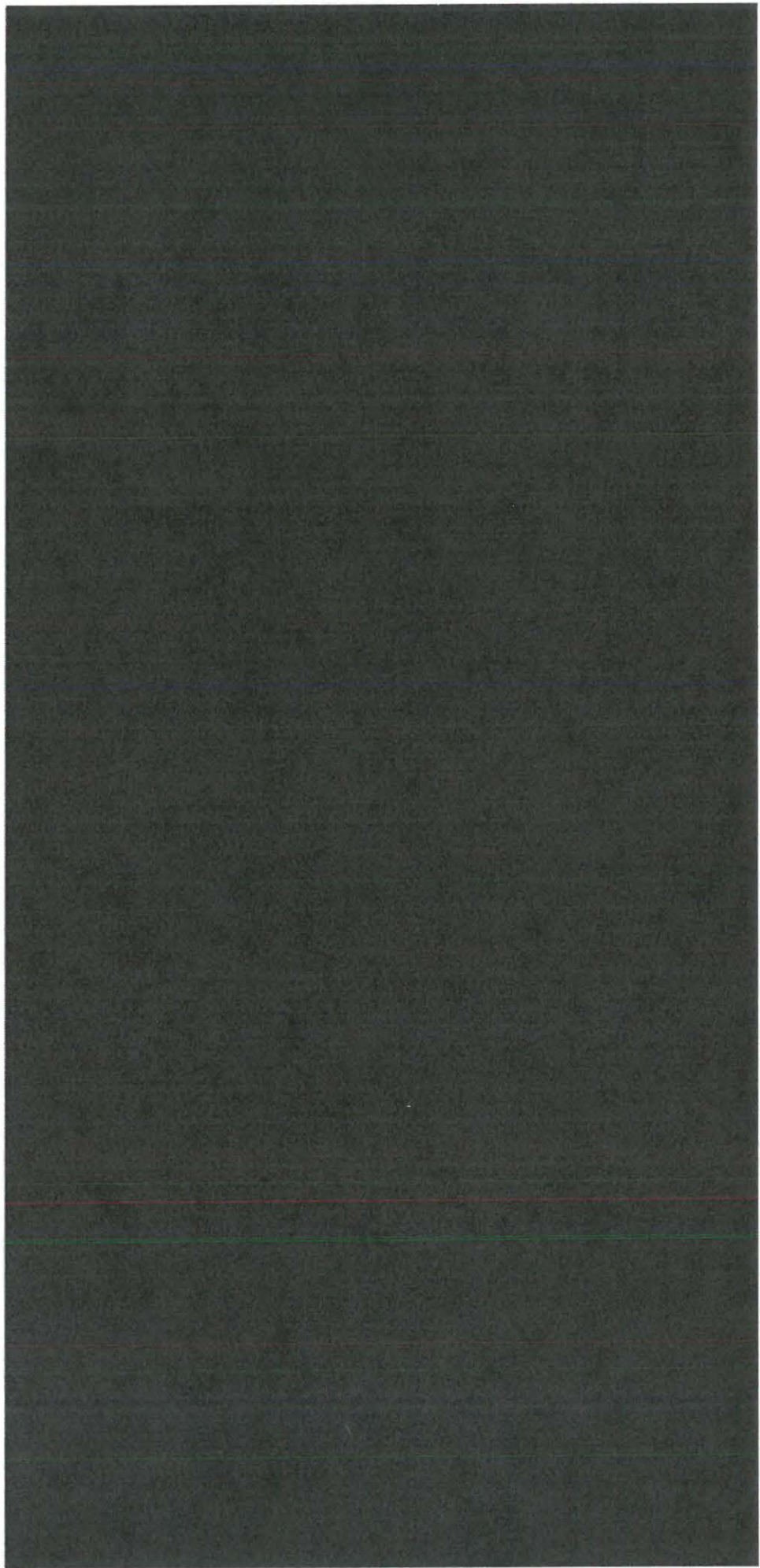


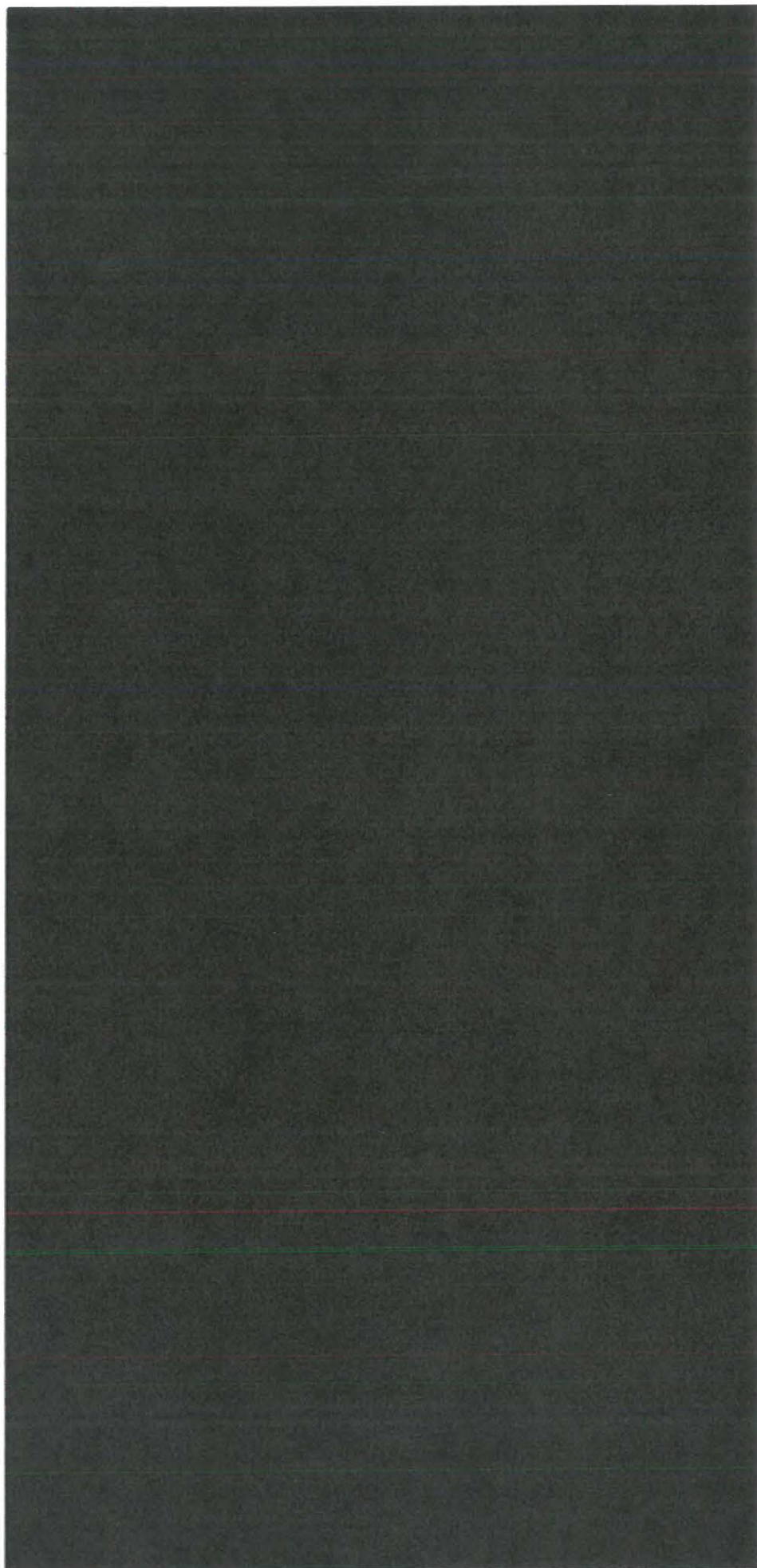


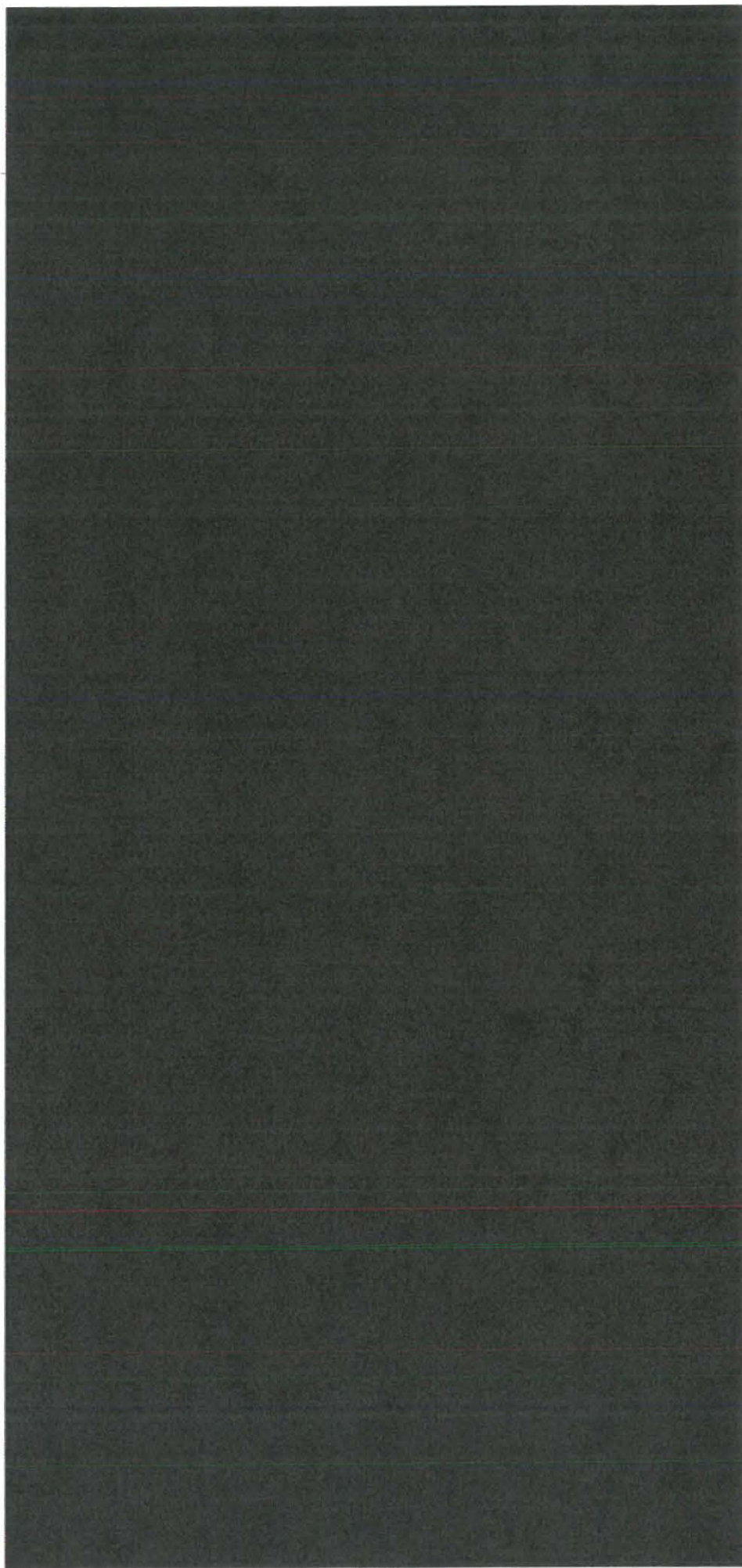


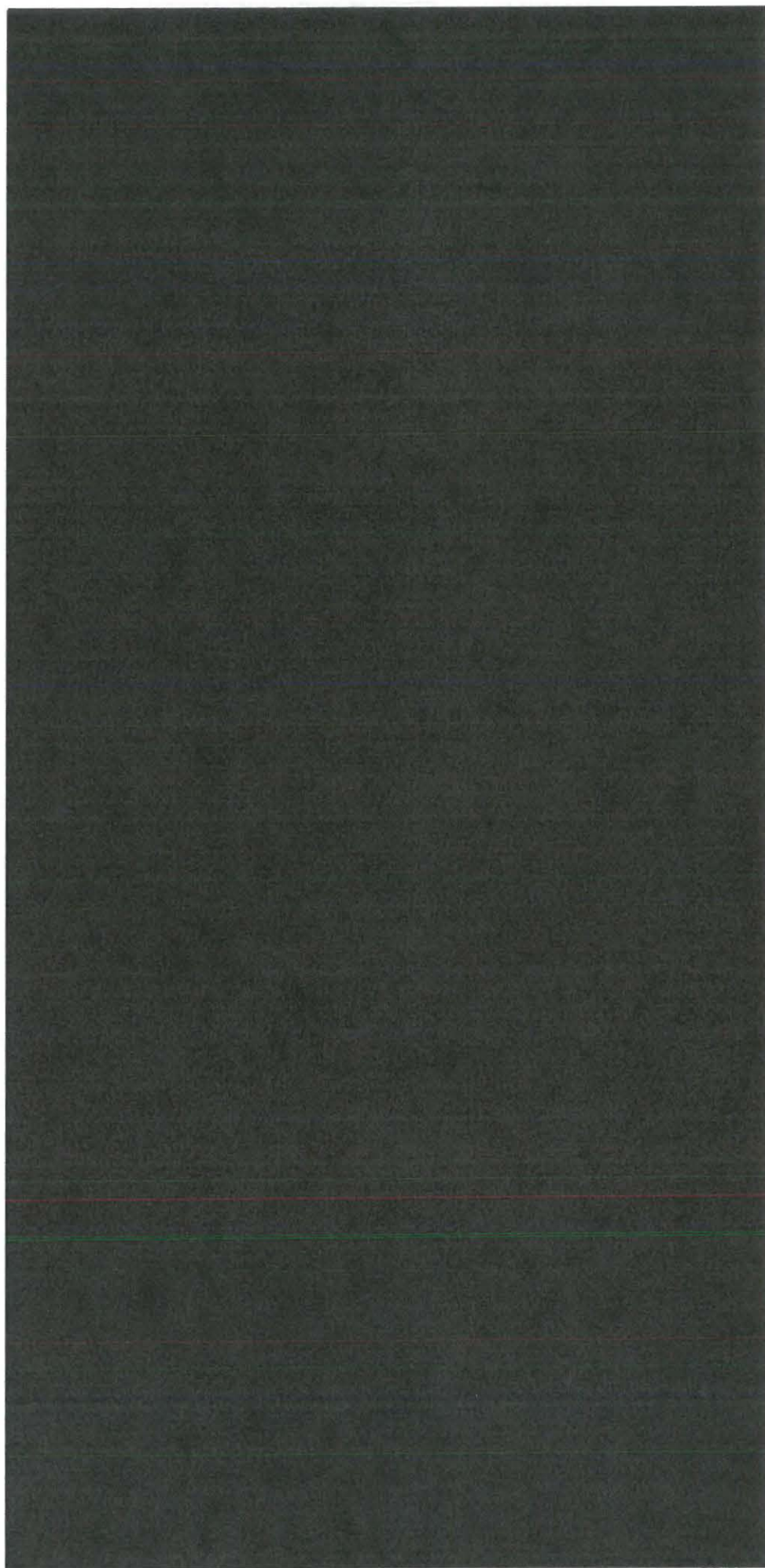


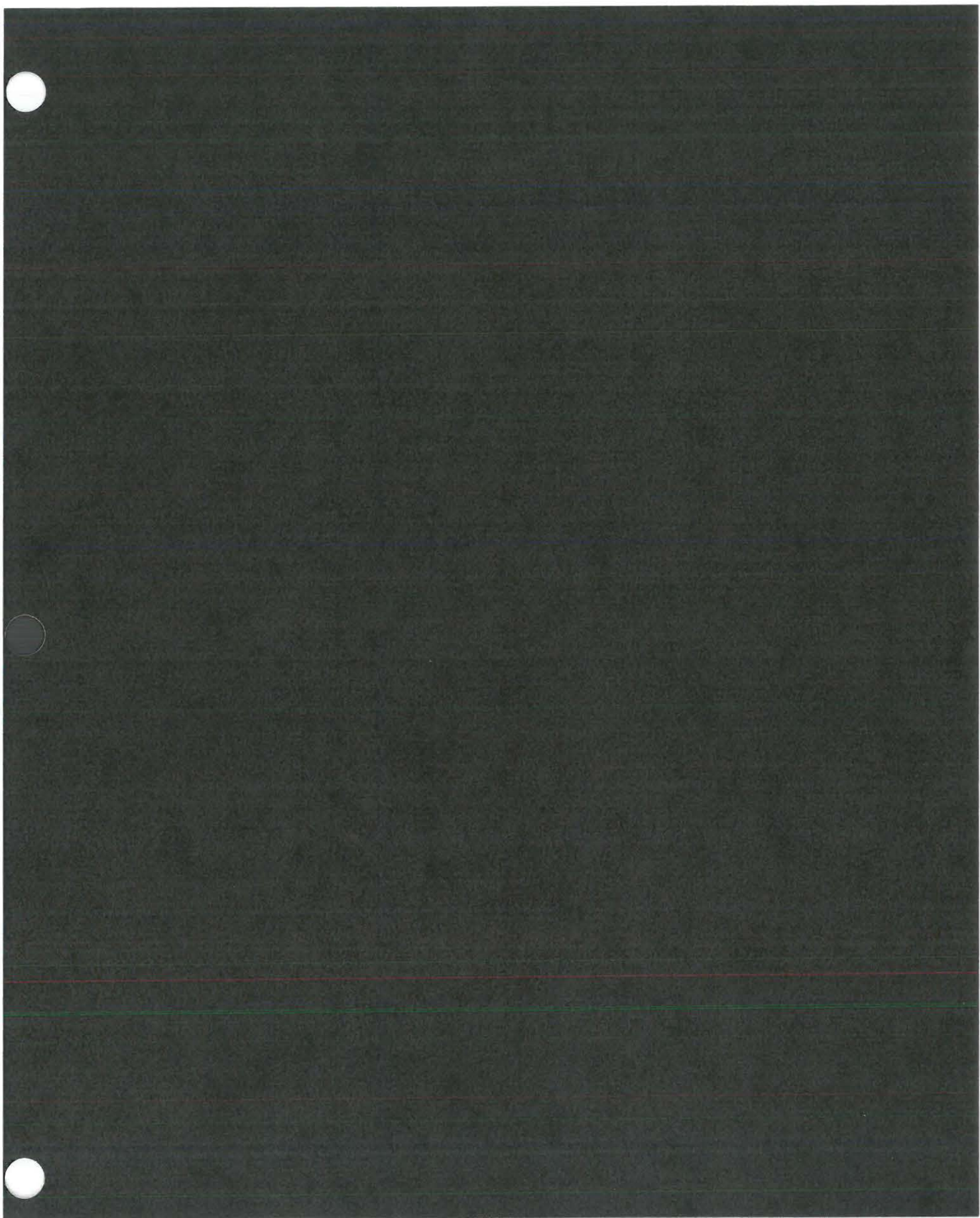


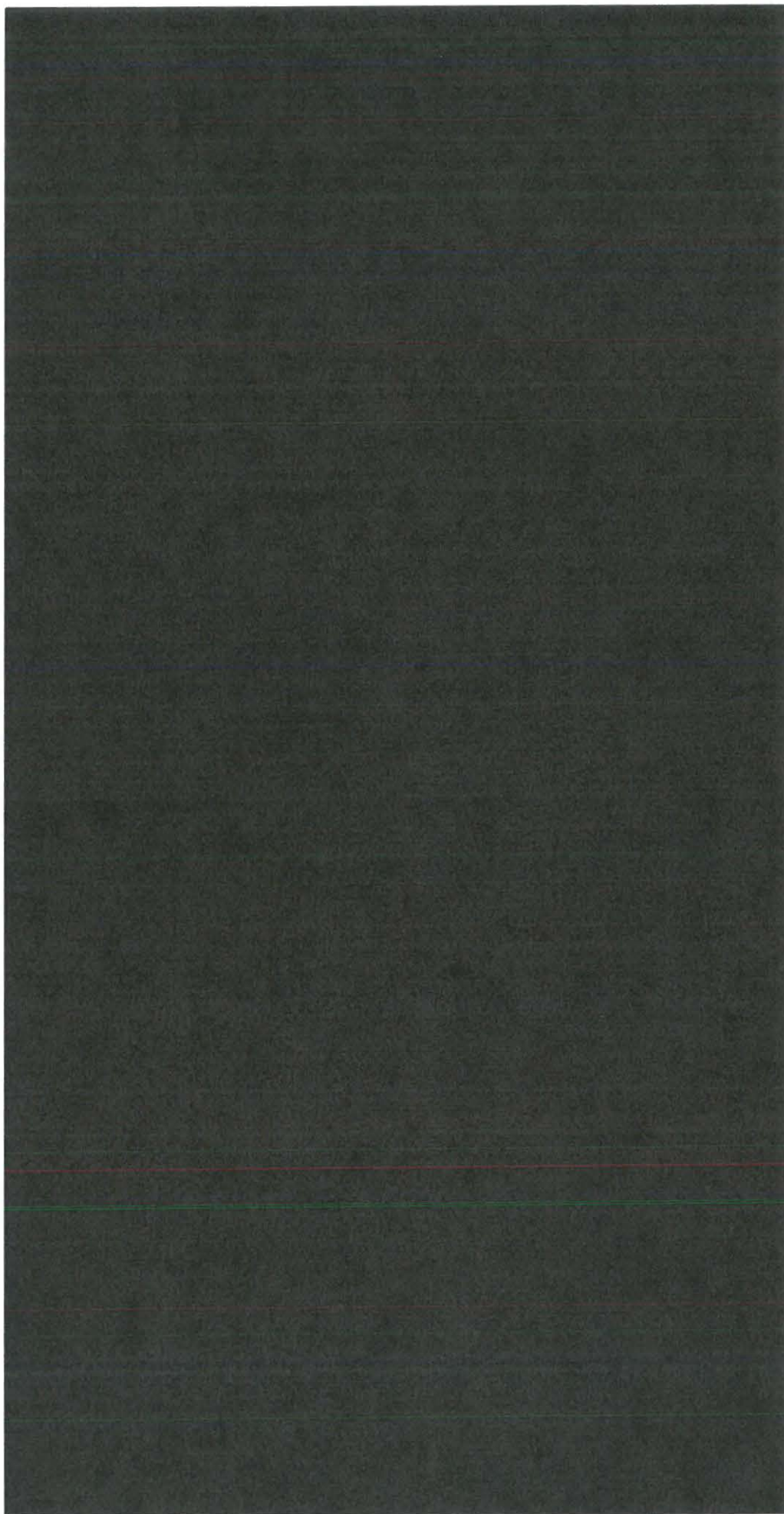




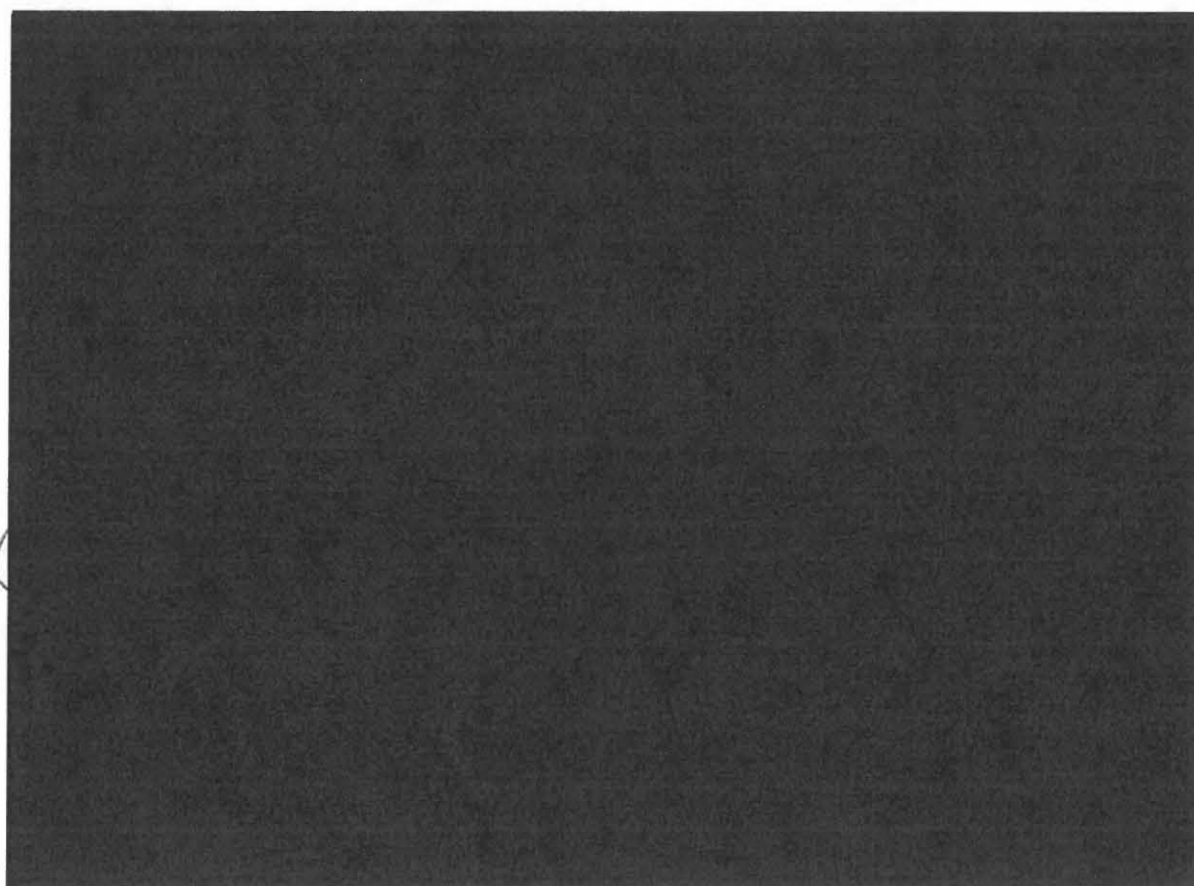
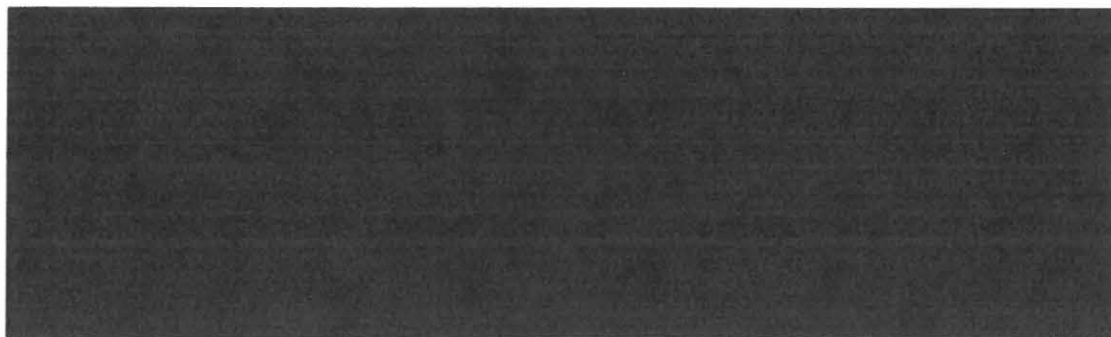


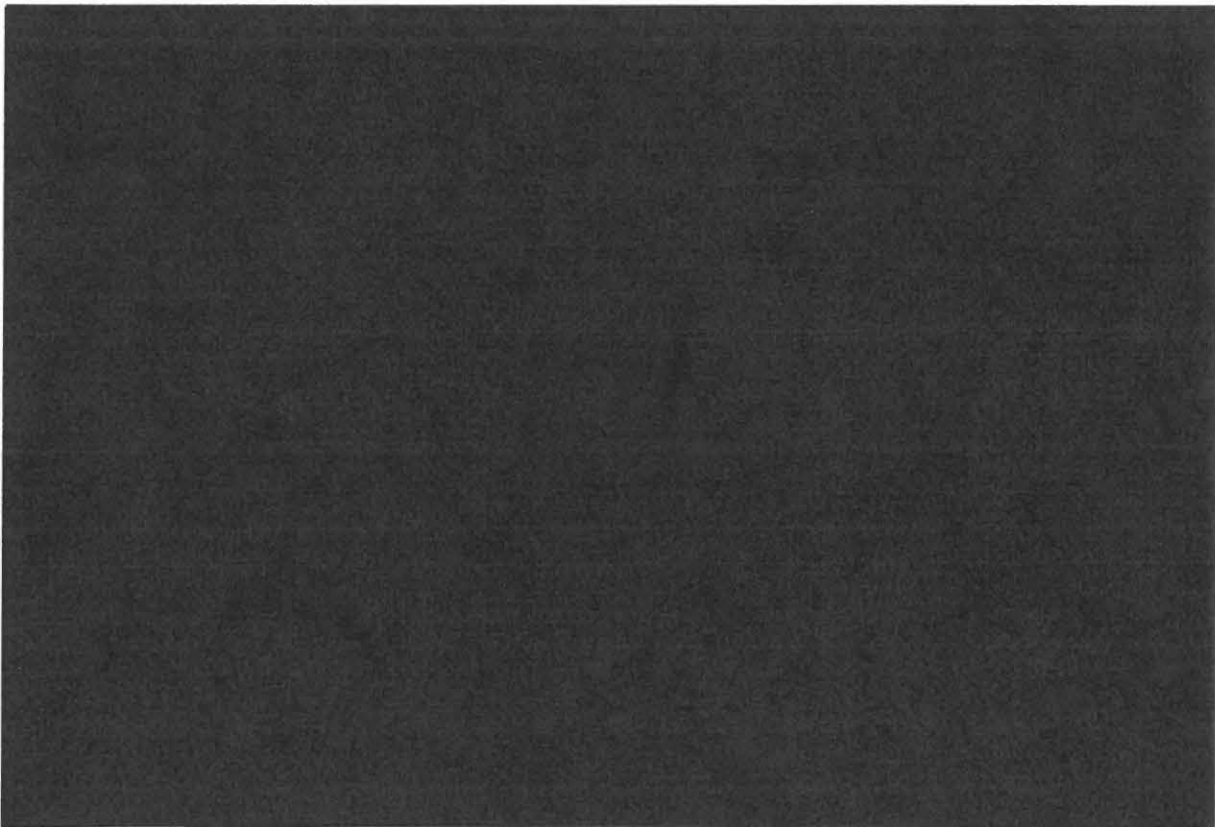
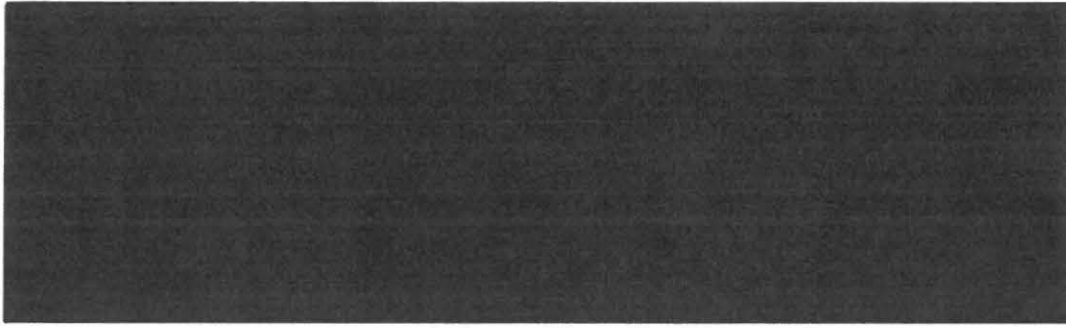






H







[REDACTED]

From: [REDACTED]
Sent: Monday, October 25, 2021 10:24 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: [REDACTED]

fyi

From: [REDACTED]
Sent: Monday, October 25, 2021 10:23 AM
To: [REDACTED]
Subject: Fw: [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

From: [REDACTED]
Sent: Wednesday, October 20, 2021 2:31 PM
To: Wayne Griffin
Cc: [REDACTED]
Subject: Fw: [REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
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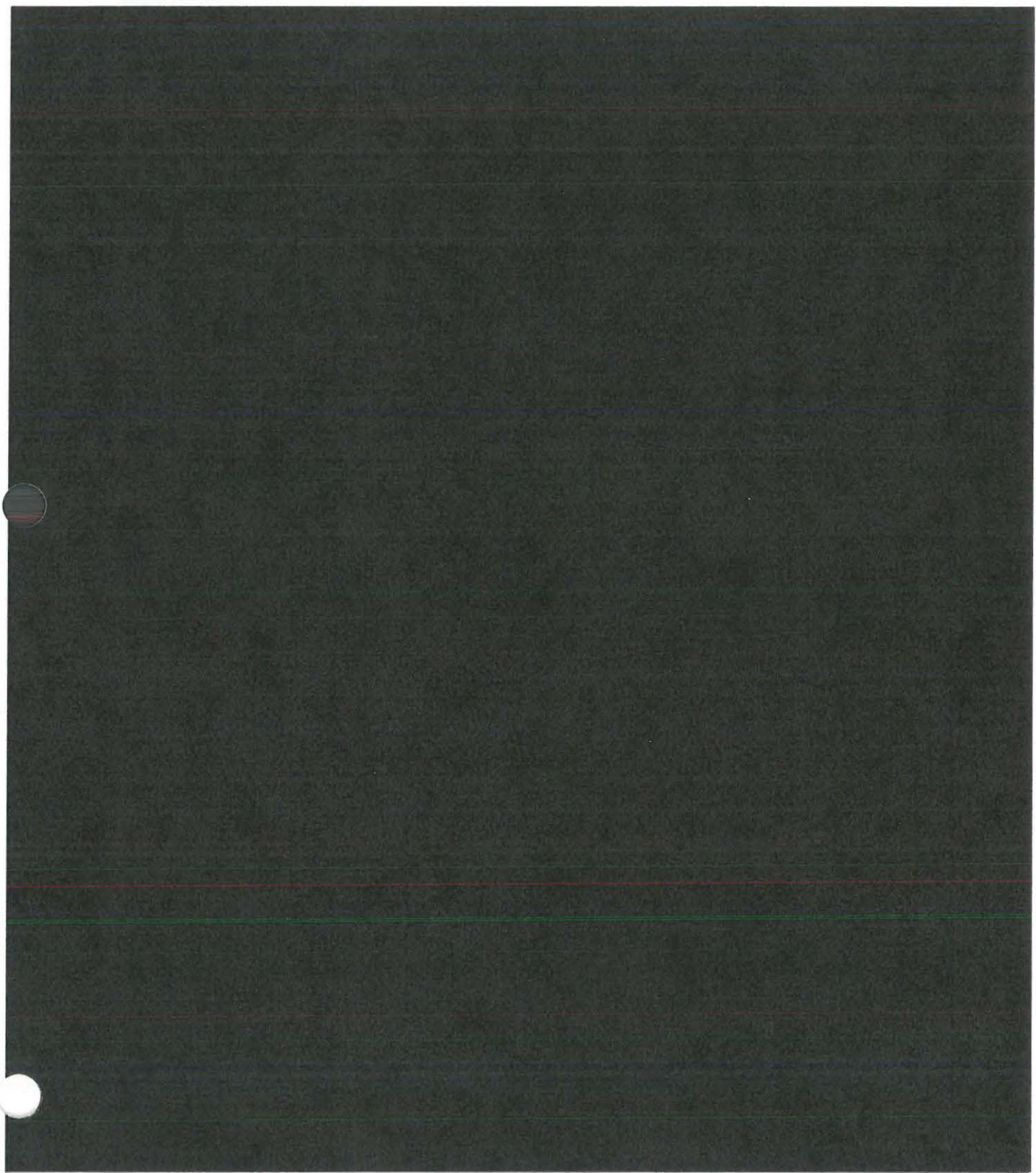
From: [REDACTED]

Sent: Tuesday, October 19, 2021 4:41 PM

To: [REDACTED]

Cc: [REDACTED]

Subject: [REDACTED]



[REDACTED]

From: [REDACTED]
Sent: Tuesday, November 2, 2021 4:46 PM
To: [REDACTED]
Subject: Fwd: [REDACTED]

Sent from my iPhone

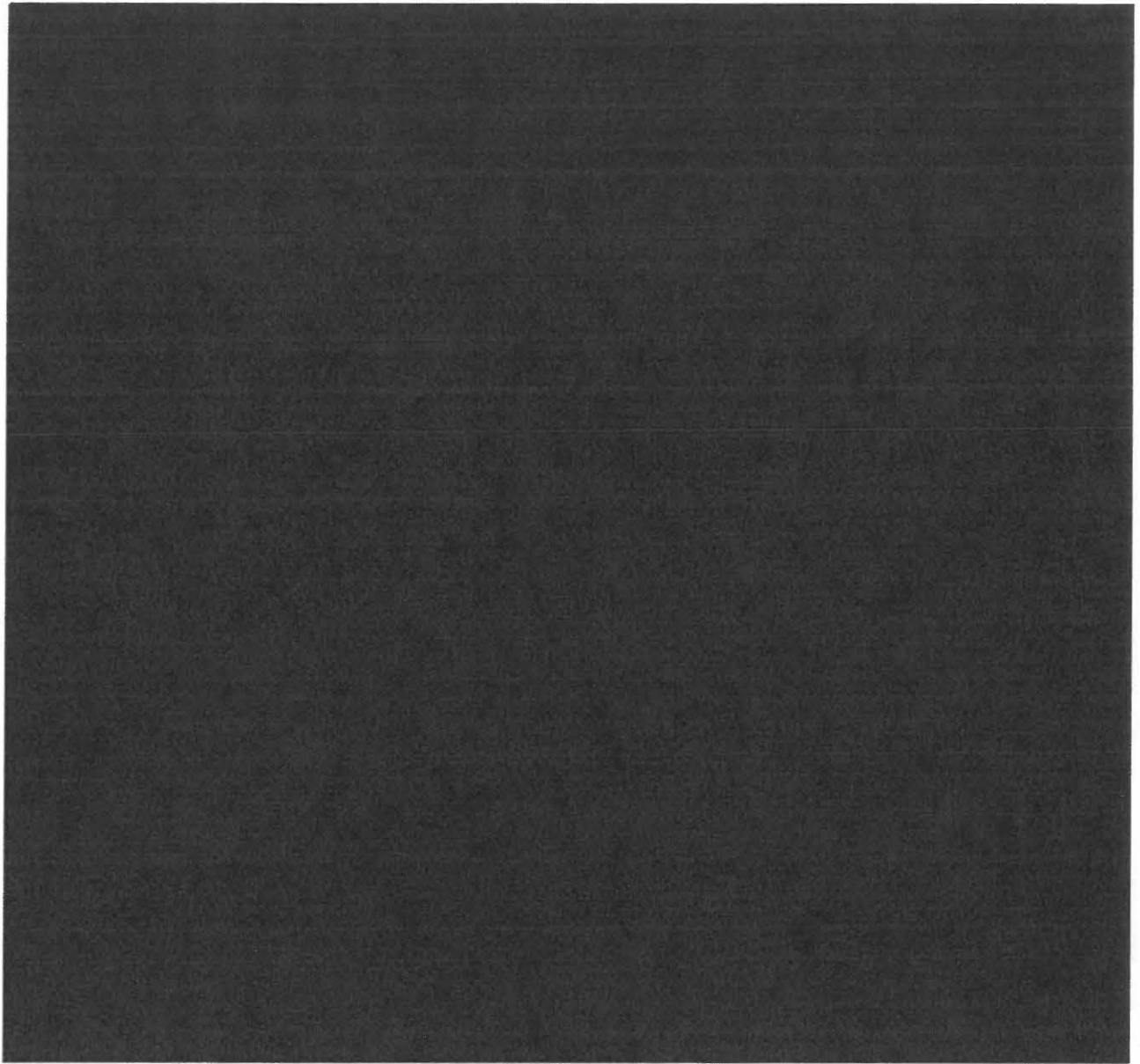
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From: [REDACTED]
Date: November 2, 2021 at 3:52:28 PM CDT
To: [REDACTED]
Cc: [REDACTED]
Subject: Fw: [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

From: [REDACTED]
Sent: Tuesday, November 2, 2021 3:13 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: [REDACTED]

[REDACTED]



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Introducing the first-ever class of Undercurrent Wavemakers

[Meet them here!](#)

October 21, 2021

Ousted Lafayette police chief says Guillory buried changes he was hired to make

by [Leslie Turk](#)

Editor's Note: We have removed the name of the Lafayette Police Department employee who accused interim Lafayette Police Chief Wayne Griffin of sexual harassment. Our decision to publish the name was insensitive and conflicts with our commitment to minimize harm in our reporting. We apologize to the person identified and commit to developing a more rigorous standard for these decisions.

UPDATE: Shortly after this story was published, LCG confirmed that a sexual harassment complaint was filed Thursday afternoon against interim Chief Wayne Griffin, and he has been placed on administrative leave while an investigation is conducted. Maj. Monte Potier is commanding the department until further notice. "All parties at issue are to not destroy or hide any material or evidence associated with this alleged matter and shall comply with this investigation to the fullest extent of the law and in full compliance with the law," the release states.

Photo by Stacy Corbin



Thomas Glover, who spent his law enforcement career in Dallas, was introduced by Mayor-President Josh Guillory as Lafayette's police chief in late December.

The suspect was holding a knife in each hand. He'd been knocking items off of shelves in the Moss Street Walgreens, disrupting business and causing employees and customers to panic. Employees were hiding, as customers scrambled for the emergency exit doors. When police arrived, the suspect was still holding the knives and despite verbal commands to drop them, he refused.

This scene was playing out early one September afternoon, about a year after the fatal shooting of another Black man, Trayford Pellerin, by Lafayette Police as he tried to enter a convenience store. But this time, police were equipped with a Lewis Machine 40mm launcher [<https://www.myarklamiass.com/news/top-stories/lafayette-police-using-new-weapons-to-avoid-lethal-force/>], and a supervisor deployed two rounds, striking the suspect at a safe distance. The man dropped the knives and was taken into custody. Outside of minor bruises on the suspect, who was arrested for terrorizing, no one was injured.

Thomas Glover Sr., hired nine months earlier as police chief, viewed the incident as an opportunity to show Lafayette residents how law enforcement's approach was changing, that the department's investment in 120 of these less-lethal weapons was already reducing injuries to suspects and officers. A press release was drafted by the department.

The Lafayette Police Department will continue to do everything we can to preserve the sanctity of life," read one of the final lines of the release. [<https://thecurrentla.com/wp-content/uploads/non-lethal-force-press-release.jpg>].

In Glover's mind, this was the perfect example of a department working to rebuild trust in a divided community and an opportunity to show that the city's major investment in enhanced training was working.

But the press release describing what happened that September afternoon would not be published. The Guillory administration suppressed it after the draft was circulated for approval (while officers were cleared of wrongdoing, Glover still faces a civil suit filed by the Pellerin family).

[<https://www.theadvertiser.com/story/news/local/2020/10/26/trayford-pellerin-family-sues-lafayette-police-over-fatal-shooting/6040605002/>].

It wasn't the first time the administration had muzzled Glover's efforts to inform the public. Since his sudden ouster, he's complained publicly that the administration kept his work under wraps.

His supporters, particularly on Lafayette's Northside, say his dismissal threatens to reverse gains he made in repairing the relationship between the police department and the Black community. The sustained lack of transparency about the termination, Glover and his sympathizers say, fits a pattern.

Two months before the Walgreens episode, Glover had organized a press conference of local and federal officials, including the U.S. attorney's office and U.S. marshal's office, FBI and Louisiana State Police to discuss their collaborative crime-fighting efforts. Three days before it was to take place, he was ordered to cancel it.

"I was never given any reason," Glover says.

Suspect Enters a Business Armed with Knives, LPD Uses Less-Lethal Force to Subdue

On September 9, 2021 at approximately 1:30 pm, officers with the Lafayette Police Department responded to a local business in the 3700 block of Moss St. in reference to a male entering the store where several patrons and employees were, holding knives in both hands. The suspect was knocking items off shelves causing disruption and panic inside the business. Employees were able to hid as customers fled through emergency exits. When officers arrived, they encountered the suspect who was standing inside the business armed with knives in each hand. Several verbal commands were given to the suspect, but he refused to comply and would not drop the knives.

A supervisor on scene equipped with the newly purchased Lewis Machine 40 mm launcher, deployed two rounds striking the suspect at a safe distance. The suspect dropped all knives and was taken in to custody. The suspect suffered minor bruising at the impact sights. No injuries reported from any customers, employees, or officers on scene.

Following clearance from a local hospital, the suspect was transported to the Lafayette Parish Correctional Center booked on Terrorizing.

The Lafayette Police Department will continue to do everything we can to preserve the sanctity of life. Purchasing these types of less-lethal tools to provide to officers gives alternative options that are less likely to result in fatalities, while still being effective.

900 E. University Avenue / P.O. Box 4308 / Lafayette, LA 70502 / p: 337.291.8617 / f: 337.291.5665

And there was another time when he wanted to publicize the locations the department was installing 48 license plate readers in the 70501 zip code, a high-crime area. The administration didn't want the public to know where the cameras would be, Glover says, despite studies showing their effectiveness as a deterrent. "People who are trained in law enforcement know there are two purposes to a camera, and one of them is to deter or prevent," he says.

"They kept me from getting anything put in the media, no matter what I was doing," Glover says. "I wanted to do a comprehensive youth employment plan for the summer," he continues, saying he had a partner, Acadiana Workforce Solutions, with millions of dollars to put the project in motion. "It was struck down."

Glover notes that other successes, like the major reduction in property crimes, never made their way to the media.

The administration did not respond to a request for comment.

Glover says he was initially perplexed that much of his messaging was being quashed because he was doing what Mayor-President Josh Guillory had made clear he wanted during the hiring process late last year. "He wanted the entire department torn down and rebuilt. He wanted bad officers out, fired, terminated," recalls Glover, Lafayette's first Black police chief.

"He wanted to overhaul the use of force. He wanted to spend hundreds of thousands on training, which I did. He just said totally clean it up," the former chief says. "He felt that there were cliques there, he felt that there were officers, in his terms, sitting on their asses at desks. High-ranking officers drinking coffee."

Glover's expectations were to some extent supported by the administration's actions. Months before his arrival, the Guillory administration broadcast efforts to embrace use of force changes, adopting elements

of the police reform movement's 8 Can't Wait campaign. LPD didn't make its use of force policies until 2020, releasing that info after some cajoling by a working committee of three women coordinated by Guillory aide and LCG Chief of Minority Affairs Carlos Harvin [<https://thecurrentla.com/2020/lafayette-police-adopts-parts-of-8-cant-wait-police-reform-campaign/>].

At that time, Guillory committed \$1 million in coronavirus relief funds to pay for training in new techniques. [<https://www.katc.com/news/lafayette-parish/guillory-intends-to-dedicate-at-least-1m-to-police-training>] Among the training units was "emotional survival" for law enforcement instruction conducted by a behavioral scientist, the administration told The Current in May.

Following his marching orders from the mayor, Glover says he immediately removed 10 officers from the quarters building and "put them back in uniform on the street." He also ordered everyone, including captains, to be at least once a day into their precincts. "I started requiring officers to make community contacts."

As he tries to put his finger on what went wrong, why he was unceremoniously dismissed by Guillory and his CAO earlier this month without explanation, Glover now sees a political calculation about high office in every decision the mayor made — with much of his advice coming from his political consultant, Joe Castille. “They were always concerned about how the mayor would look,” Glover says of Castille, CAO Cydra Wingerter and spokesman Jamie Angelle. “So much was counter to law enforcement.”

Thomas Glover, center, at a community walk coordinated with Lafayette City Marshal Reggie Thomas and Lafayette Parish Sheriff Mark Barber in May 2021.

Griffin, who also applied for the chief's position last year, was named interim chief the day Glover's dismissal was announced. Controversy ignited almost immediately. Griffin declined to respond to allegations from a community activist that he is facing a sexual harassment complaint

[https://www.theadvocate.com/acadiana/news/article_85a0b800-3116-11ec-bf94-537601ea07b9.html]. The administration did not immediately respond to The Current's request for comment about whether a

complaint was filed and whether action is being taken to address it.

Despite those setbacks in getting his initiatives out to a broader audience, Glover says the mayor had been consistently reassuring him that he was doing a good job. Though he met with Guillory in person only a handful of times, Glover says, they spoke regularly on the phone and via text (a public records request for those text messages is pending). “The mayor has never, ever told me that I was on my way out,” he says.

Glover insists he was never informed about how his success would be evaluated. “They never ever gave me goals or objectives, no performance measures.”

A week before he was fired, Glover addressed residents at a Law Enforcement Community Relations Committee meeting, telling them what the department was doing to tamp down gun and youth violence. While Glover sought to invigorate the community relations group, the committee never seemed to regain the traction it had under former Deputy Chief Reggie Thomas, who is now city marshal.

Like communities across the country, Lafayette experienced a substantial increase in gun violence last year, and this year is on a similar track; the murder rate is also up from last year. “This department, under my leadership, has worked its rear end off trying to make the city of Lafayette safe,” Glover told the group, before laying out in detail more of his plans. [<https://thecurrentla.com/2021/gun-violence-in-lafayette-continues-to-surge-in-2021/>] At the meeting, Glover acknowledged a recent surge in violent crime, but said most of it had happened in May and June and reassured the audience he was doing everything he could to quell it.

He didn't look or sound like a chief who was about to be sent to the exit door.

Glover had long been running into resistance from rank-and-file officers but says he expected that to happen when he started making changes. He and the police union were at odds from the outset [<https://thecurrentla.com/2021/no-confidence-local-police-union-resists-lafayettes-new-chief/>], with complaints hanging from Glover's failure to adequately investigate misconduct allegations against a Black police captain (Glover defended his handling of the matter [<https://www.klfy.com/news/former-police-chief-thomas-glover-sounds-off-statements-made-about-captain-michael-brown/>]) while white officers were being investigated for misconduct that union members viewed as more aggressive disciplinary actions against white officers.

More recently officers lamented the department's strategy for pouring too many resources into arresting panhandlers [<https://thecurrentla.com/2021/aggressive-policing-has-lafayette-panhandlers-caught-in-a-cycle-of-jail-and-homelessness/>], a crackdown Glover embraced at the administration's direction, and declining patrols of a city's streets, a disorganized structure they said was leaving officers handling high-crime precincts shorthanded and putting all of the city at risk. Officers also adamantly opposed Glover's proposal to move from 12-hour shifts to 10-hour shifts, arguing the added days required to accommodate it would eat into their time off and could adversely affect the schedules for families sharing custody of children.

But that change and several other initiatives Glover planned to push forward were supported by a review of the department's operations authored by LCG consultant KPMG, which found that moving to 10-hour or eight-hour shifts could save hundreds of thousands of dollars. Glover's suggestion that internal affairs be run by a civilian board is supported by the KPMG study, a draft copy of which was obtained by The Current [https://thecurrentla.com/wp-content/uploads/LCG_10_10_10_Police_Findings-and-Recommendations.pdf], as is the caseworker program he discussed as far back as May [<https://www.theadvertiser.com/story/news/local/2021/05/27/lafayette-police-chief-yes-officer-expansion-caseworker-program/7445984002/>], and planned to formally propose before the end of the year. The KPMG report is purely a financial analysis.

Some of Glover's biggest supporters saw a chief who was rebuilding the community's trust in a department still reeling from the police shooting of Pellerin last summer. And many fear what they viewed as progress will fall by the wayside, as Griffin has already moved to undo much of what Glover put in place, including the reassignment of three Black police officers who held prominent positions.

A request to interview interim Chief Wayne Griffin about his transition and which of Glover's changes he would keep was declined. "I think it is only fair to give him the opportunity to get settled in, assess the department, and work out what his plans are before having a bunch of questions thrown his way," Jamie Angelle wrote in an emailed response last week. "Certainly you can understand that."

Griffin appeared with the mayor-president on his weekly KPEL radio spot a few days later.

During his interview process for the job last year, Griffin presented detailed plans for how he would run the department, according to Councilwoman Liz Hebert, who served on the selection committee.

Glover maintains that Guillory muzzled him about changes he was told the mayor wanted for the department. Photo by Stacy Conrad

Even Glover's detractors will attest to the time he put into the job, as he was known to work late into the night and kept a very busy schedule. "To his credit, that guy is up at all times of the day," one officer says. "Saw him in his office at 11:53 p.m. the other night."

That hard work was paying off, his supporters say. They now worry it will all be undone.

Being visible in the community was key. He was taking on his personal time to visit major players in the community, and that's both the Black community and the white community," says Bishop Alton Gatlin of Gethsemane Church on Pinhook Road. "He was guilty of showing up at churches, public events, and any time you asked him to do a presentation or to speak concerning the police department, he was doing that. I think one of the most important things he was doing was he got people out of the station and out of their patrol cars and made them become more observant in their neighborhoods, know the people in their neighborhoods, talk to the people and find out what the issues were."

Gatlin, who has been meeting with the former chief, believes some healing was taking place. He says Glover was able to "bridge the gap" after Pellerin's death, which rocked the community. The obvious change was in how officers approached the use of deadly force. Fearing those changes are now in doubt, Gatlin echoes the calls to explain the dismissal.

"I want to give the mayor the benefit of the doubt of being a fair, just man that has common decency," he says. "I pray that he will come forth... tell the truth about what happened that this man had to go. There is nothing professional about what we're doing now. We need to be very careful about where we are going now."

- 📅 Published: October 21, 2021 at 4:53 pm
- 📖 Section: [News + Notes](#)
- 🏷️ Topics: [criminal justice](#), [Josh Guillory](#), [Lafayette](#), [Lafayette Police Department](#), [Louisiana](#), [Northside](#), [Politics](#), [reform](#), [Thomas Glover](#), [Trayford Pellerin](#)

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J



**LAFAYETTE CONSOLIDATED GOVERNMENT
INTERNAL MEMORANDUM**

**LAFAYETTE POLICE DEPARTMENT
Administration**

TO: Chief Thomas L. Glover Sr.

DATE: 4/7/21

THRU: Captain Terrence Olivier

FROM: Sergeant Wayne Griffin

SUBJECT: Permission to Attend [REDACTED]

I am requesting for [REDACTED] and myself to attend the [REDACTED]. This year's conference will be held in [REDACTED]. The conference begins on [REDACTED].

This year's conference has multiple training sessions daily. I believe courses like Transparency in Policing -Key to Building and Keeping the Community's Trust, Public Communication Best Practices in the Age of Civil Unrest, Trust and Comprehensive Approach to Community Policing, and Providing Mission-Critical Communications 24/7/365 for Public Safety would be extremely beneficial to [REDACTED] and myself. These courses are all current critical topics in today's policing.

The networking that is done at this specific conference has been relevant to obtaining information from agencies throughout the country. The conference is set up in a manner to keep all attendees together throughout the event to maximize the networking encouraged by the [REDACTED]. The total cost for us to attend this event will be approximately \$4700.00 which will cover airfare, lodging, registration and per diem.

Any consideration in allowing us to attend would be greatly appreciated.


Sgt. Wayne Griffin



Internal Memorandum

TO: Chief Glover ⁷²⁶₄₋₂₁

DATE: March 30, 2021

Thru: Sgt. Wayne Griffin ¹⁰⁰

FROM: [REDACTED]

SUBJ: [REDACTED]

Chief Glover,

Please accept this memo as my request to send a few members of the Lafayette Police

[REDACTED]

LPD CNT members routinely attend out of state conferences to participate in debriefs that one would not normally have access to locally, as well as network, and gain exposure to more varied presentations. The CNT community is constantly revising and reviewing de-escalation techniques used in crisis situations and disseminating the information at conferences. SWAT members routinely attend CNT training in order to cross train and obtain a better understanding of the dynamics involved as a whole.

The estimated cost for 6 Negotiators and 1 Tactical Officer to attend is \$11,613.00. See attached Cost Estimate.

[REDACTED]

K

Case Number:

AD 2021-040

Requesting Officer:

Lieutenant J. Prevost

Narrative of

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End of Report.

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NEWS

'Nobody steps in': Female officers describe culture of sexual harassment at LPD

Ashley White Lafayette Daily Advertiser

Published 8:00 p.m. CT Dec. 1, 2021

Editor's note: This story contains strong language and descriptions of sexual situations.

Problems at the Lafayette Police Department started early for Officer Taylor Johnson.

She was in the department's police academy in the early '90s when a fellow officer lied to other patrolmen claiming he'd had sex with her.

It was the first time she could remember being harassed while working with the police Department, but the behavior continued until it eventually forced her out of the job.

After that rumor spread, another officer told Johnson that he also wanted to know what it was like to have sex with her. It felt like a cruel competition among the men to be the first to bed new female officers, Johnson said decades later.

Johnson is one of a pair of female LPD officers who spoke to the *Daily Advertiser* about sexual harassment they experienced at the department.

Their names have been changed to protect them from potential retaliation.

Both women said sexual harassment is pervasive at the department and often goes unreported because officers fear internal retaliation and want to uphold the "blue code," an unspoken agreement that officers protect each other, even to the extent of hiding misconduct.

LPD has come under the spotlight after a sexual harassment complaint was filed against interim Chief Wayne Griffin in October. Griffin was placed on administrative leave while Lafayette Consolidated Government investigates the complaint.

Griffin declined to comment on the sexual harassment complaint when asked by reporters.

Turnover and turmoil at LPD: 5 chiefs in 5 years raises questions as investigations loom

'they will turn it into a sexual moment'

Any situation could become an opportunity for harassment by the men in the department, said Officer Jamie Williams, who has been with the department for more than seven years.

Bumping an officer with her equipment while passing in a hallway would lead to comments like, "Why are you putting all that ass near me?"

Handcuffing a suspect would come with sexual remarks from male observers like, "You can put those handcuffs on me."

"The things you see on TV, they actually talk that way," she said. "The slightest talk about anything, they will turn it into a sexual moment."

"It can be any little thing that I reference — about a call, about a suspect, about a victim. Anything that I could say, they would turn it into something sexual toward me," she said.

Williams said the comments were made by a small group of officers, usually in front of other officers who would let the behavior slide.

"Nobody steps in and says, 'Dude, that that was inappropriate,' or 'I'm not talking about this,'" Williams said. "They just would laugh, not say anything or just stand there."

'I just dealt with it'

Reporting sexual harassment didn't seem like an option in a department where covering up misconduct is just as important to the officers as protecting citizens, Williams said.

"When you speak up, you're going against the 'blue code.' Nobody wants to go against the unspoken code that's within law enforcement. And that's with anything," she said.

Speaking out could mean being ostracized and being an officer that others won't trust.

Or it could mean retaliation, like getting transferred to a worse position or being put on a shift that makes taking care of children or family members more difficult.

Even when you do tell the higher up chain of command, that goes nowhere. It's like it's unfounded," Johnson said. "When you go and ask about it, they just tell you, 'Well, we looked into it. We didn't find nothing wrong with it.'"

"I just dealt with it," she added.

And she did. Until it became too much.

More: Six women reported a Louisiana college student for sexual misconduct. No one connected the dots.

After a couple of years, Johnson, who is Black, was transferred onto an all-white patrol where she dealt with racism from the officers she was working with. When she went to a supervisor for advice, she was told to have sex with them instead.

"He told me, 'Just bend over. Why don't you bend over and give them all some? And then they'll leave you alone,'" she said.

She resigned after that. She had been with the department for about five years.

"I cried at one time," Johnson said. "They took my livelihood from me, my children's livelihood, the food off my table. And I was doing very well."

Changing the culture

Ending the department's pervasive sexual harassment problem will take major changes, Williams said.

Complaints should be investigated by a third party specifically trained to look into sexual harassment, she said. That change would secure the confidentiality of complaints and impede potential nepotism, she said.

Adding more training and more women in leadership roles at the department would help as well.

"More women in supervisory roles and diversity. It could change the dynamic of how we react to things like that," she said. "And more sensitivity training."

More: We found 85,000 cops who've been investigated for misconduct. Now you can read their records.

But Johnson is less optimistic after seeing sexual harassment persist in the department for 30 years after she left.

"I don't think it's ever going to stop," she said.

If you have experienced or are experiencing sexual harassment or assault and need support or resources, you can call the confidential National Sexual Assault Hotline at 800-656-673.

Contact Ashley White at adwhite@theadvertiser.com or on Twitter @AshleyyDi.

daily advertiser

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Contact Ashley White at adwhite@theadvertiser.com or on Twitter @AshleyyDi.

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[REDACTED]

Lafayette Consolidated Government
Police Internal Investigation 2021

In November, 2021, I was contacted by [REDACTED] the Lafayette Consolidated Government (hereinafter "LCG"). [REDACTED] advised that the Lafayette Police Department was currently conducting an internal affairs investigation into a complaint filed against the interim Chief of Police, Wayne Griffin. [REDACTED] engaged me to assist LCG with the investigation.

[REDACTED] advised that the LCG Human Resources Department (hereinafter "HR") had received a complaint alleging interim Chief Griffin and [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Both Griffin and [REDACTED] were interviewed during the investigation. [REDACTED]

[REDACTED]

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Lafayette Consolidated Government
Police Internal Investigation 2021
Addendum

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LAFAYETTE POLICE DEPARTMENT

GENERAL ORDERS

DATE ISSUED: 01 Nov 92	EFFECTIVE DATE: 16 Jun 14	REVISION NO: 6	PROCEDURE NO: GO-201.2	PAGE OF PAGES 1 6
ISSUED BY: JIM CRAFT, CHIEF OF POLICE			REVISION DATE: 27 May 14	
CALEA COMPLIANT 12.1.3 26.1.1 22.2.7a,b,c				
SUBJECT: PROFESSIONAL CONDUCT AND RESPONSIBILITIES				

PURPOSE

This Order establishes standards regarding professional conduct and general responsibilities required of each employee.

POLICY

- A. This Order represents a culmination of past disciplinary discretionary incidents whereby it has contributed to the formation of a set of rules regarding professional conduct. In addition to its implementation, it shall be the responsibility of each employee to maintain a benchmark of integrity and to strive in the attainment of the Department's written professional standards.
- B. Employees of the Lafayette Police Department acknowledge the need for authority and commensurate responsibility. Authority allows for the imposition of sanctions in enforcing rules and procedures imposed upon employees of the Department. It shall be the Command Staff or designee's responsibility to ensure the fair, impartial, and judicious enforcement of all Written Directives.
- C. The first consideration of discipline shall be to correct performance and/or unacceptable behavior. Support of the disciplinary system shall be inherent of every employee, therefore, it shall be the responsibility of all supervisors to motivate and counsel employees toward compliance. When modification, counseling and the imposition of sanctions (disciplinary action) have been administered, and personal behavior and/or performance has not been altered, if the act(s) is of a serious proportion, separation from the Department may follow.

PROFESSIONAL CONDUCT (CALEA - 26.1.1)

- A. Employees shall practice professionalism, loyalty, cooperation, assistance, and courtesy toward other employees and the public.
- B. Employees shall not, under any circumstances, solicit any gift, gratuity, loan or fee where there is any direct or indirect connection between the solicitation and their Department membership or employment; other exceptions may be authorized only by the Chief of Police. Under no circumstances shall any employee accept anything of value when the offer of said item or service is made in an attempt to influence, directly or indirectly, any departmental decision or official action of the employee.
- C. Employees shall not solicit or accept any gift, gratuity, loan, fee, service, or any other item of value, from lending, borrowing, buying, or selling anything of value and are prohibited from or the issuance to any suspect, prisoner, defendant, persons of ill repute, professional bondsmen, or other persons whose vocations may profit from information obtained from the police.
- D. If an employee receives a bribe offer, he shall immediately complete a written Supplemental Report to his/her respective Division Commander.

- E. Employees shall not use their official positions or identification to solicit special privileges for themselves or others. Examples are, but not limited to: free admission to places of amusement, free or discounted food items at established restaurants, or discounts on retail purchases.
- F. Employees shall not give testimonials or permit their names, photographs, or forms of video media to be utilized for commercial advertising purposes while representing themselves as a member of the Lafayette Police Department. In addition, police personnel are prohibited from utilizing LPD equipment, vehicles, or uniforms for any public or personal purpose without prior approval of the Chief of Police.
- G. Employees shall not, while on duty, solicit subscriptions, sell books, papers, tickets, merchandise or other items of value, nor collect or receive compensation for any purpose without the prior expressed permission of the Chief of Police.
- H. While on or off duty, employees are not allowed to actively participate (e.g. make political speeches, pass out campaign or other political literature, actively and openly solicit votes) in political campaigns.
- I. Employees shall not criticize or ridicule the Department or its policies, LCG officials, or other employees by speech, writing, email, MDT transmission, police radio, or other expression. This includes, but is not limited to, expressions which are defamatory, obscene, unlawful, undermines the effectiveness of the Department, interferes with the maintenance of discipline, or is made with reckless disregard for the truth and/or malice.
- J. Employees shall not perform any actions which disrupt the performance of official duties or which tend to interfere with reasonable supervision and discipline.
- K. Employees who have become the subject of a citation, an arrest action, or who are suspected of having committed an offense in another agency shall immediately notify, through the chain of command, the Chief of Police.
- L. Orders from supervisory or command officers shall be clear, concise, and understandable. Orders shall be issued in a civil tone, and in the pursuit of departmental business. No supervisor or command officer shall knowingly or willfully issue an order that violates a Federal, State, Local Ordinance, Department Written Directive, or a LCG policy or procedure.
 - 1. All employees shall follow the lawful order(s) of a supervisor, even when the lawful order is relayed from a supervisor to another employee through an employee who is of the same or lesser rank. The employee receiving this order from the relaying employee shall follow that order just as if the supervisor had given the order directly to the intended employee. (CALEA – 12.1.3)
 - 2. Upon receipt of a conflicting order, the employee receiving the order shall inform the supervisor issuing the initial order of this fact. If then directed, the employee shall obey the second order.
 - 3. Upon receipt of a perceived unjust or improper order, the receiving employee shall obey the order to the best of his/her ability within the limits of the law, and then report the incident through the proper chain of command. No employee shall obey an order that is contrary to Federal, State, or Local Ordinance.
 - 4. Employees shall not publicly criticize or ridicule any instruction or order they receive, nor shall they criticize or ridicule the supervisor issuing the order or instructions.

CLANDESTINE RECORDINGS

- A. It shall be the policy of the Lafayette Police Department to prohibit clandestine recordings of members of the Department unless such activities are authorized by the Chief of Police.
 - 1. Clandestine Recordings – “Clandestine Recordings” is defined as the covert use of a device to record voice, video, or voice and video to capture and record to tape, disk, flash, memory stick, SD Card or other similar emerging electronic media **WITHOUT** a Department Member’s knowledge.
 - 2. Department Member – “Department Member” is defined as any sworn or civilian employee of the Lafayette Police Department.

- B. In an effort to prevent unauthorized conduct and to ensure the integrity of the Lafayette Police Department, clandestine recordings of members of the Department by another member is strictly prohibited unless specifically authorized by the Chief of Police and in accordance with applicable Federal and State law.
- C. Clandestine Recordings of Department Members – Exceptions:
1. In conjunction with an official departmental internal administrative investigation.
 2. During an authorized criminal investigation involving Department members.
- D. Authorized Recordings:
1. Members of the Department may utilize electronic devices to record any member of the Department so long as the party wishing to record the conversation notifies (all) parties present that such recording is to take place before initiating such activity – with their consent. If during a recorded session, a new member of the Department enters the conversation, that employee shall be notified immediately with consent to continue the recording; otherwise, the recording shall be terminated.
 - a. Members of the Department that are under special conditions to records all interactions with the public, where other members of the Department are present, shall adhere to this policy.
 - b. Departmental regulated interview rooms, temporary holding rooms, O.W.I. testing room, overt police building security cameras, and the Internal Affairs Section shall be presumed recorded areas by the Department.
 2. Specific analog telephones contained within the Lafayette Police Department (main headquarters) shall be recorded. These specific telephones shall be utilized for business purposes only. Brief personal phone calls may be conducted on other non-recorded telephones. Designated recorded Police Department phones include:
 - a. Watch Commander's office: 8612, 8668, 8672
 - b. Front desk reception area and DRO: 8600, 8601, 8602, 8630, 8661, 7266, 7267, 7268
 - c. Communications: 8695, 8698, 7233, 7234, 5097, 5098, 5099, 911-Ringdown, FD-Ringdown, LUS-Ringdown, SO-Ringdown.
 3. All 700 and 800Mhz radio/interconnect communications.
- E. In-Car Camera Video/Audio Recordings:
1. See General Order 303.4 – Prohibited Acts.
- F. Applicable to Duty Status:
1. This policy shall be applicable if any party to the recording is in an on-duty or police related capacity i.e. off-duty police related employment.
- G. Violations:
1. Violations of this Written Directive shall be classified as a **Category 3 Administrative Offense** which is subject to disciplinary action, leading up to, and inclusive of termination.
 2. Violations that are determined to be criminal in nature and violate Federal wiretapping laws and/or State law shall be handled as a criminal matter – in addition to an administrative investigation.

RESPONSIBILITIES

- A. All officers shall, at all times while on duty, take appropriate police action to:
1. Protect life and property.

2. Preserve the peace.
 3. Prevent crime.
 4. Detect and arrest law violators.
 5. Enforce all State and Local Ordinances within the extent of their authority and jurisdiction.
- B. Officers assigned to special duties or details shall not be relieved from taking proper police action even if the violation is outside the scope of their specialized assignment.
- C. Employees shall abide by all Federal, State, and Local Ordinances, as well as, LCG PPM's, Department Written Directives, General Orders, Standard Operating Procedures, and rules of the Civil Service Board.
- D. Employees shall promptly obey all lawful orders issued by supervisors, in addition to promptly follow the directions of radio dispatchers.
1. The failure or deliberate refusal of employees to obey such orders shall be deemed as insubordination and is prohibited.
 2. Flaunting with the authority of a supervisor by displaying obvious disrespect or by disputing his/her orders shall likewise be deemed as insubordination and subject to progressive disciplinary action.

ATTENTION TO DUTY

- A. Employees shall be attentive to their duties at all times, and shall perform all duties assigned.
- B. All employees, within the scope of their responsibilities, shall abide by LCG Policies and Procedures, in addition to all Lafayette Police Department Written Directives. Employees shall report any violation to their immediate supervisors without delay. When possible, they will actively prevent such violation or interrupt/intervene as necessary to ensure professional and proficient operations.
- C. Employees, whether on or off duty, shall follow the ordinary and reasonable rules of good conduct and behavior. They shall not commit any act in an official or private capacity that would bring reproach, discredit, or embarrassment to their profession, the Department, or which could constitute conduct unbecoming by an employee. Employees shall follow established procedures in carrying out their duties, and shall at all times use sound judgement.
- D. Employees shall promptly serve the public by providing direction, counsel, and other assistance that does not interfere with the discharge of their police responsibilities. They shall make every attempt to respond to the service request without referring the person to another source.
- E. Employees shall respect the rights of individuals and shall not engage in discrimination, oppression, or favoritism. Employees shall maintain a strict impartial attitude toward complainants and violators. Employees shall at all times be courteous to the general public. Courteous is defined herein as marked with respect for and consideration of others.
- F. Employees shall not knowingly make false or untrue statements – whether written or verbal.
- G. While on duty, employees shall not conceal themselves except in the course of covert or surveillance related operations.
- H. While on duty, officers shall respond without delay to all calls for police service. Non-emergency calls shall be answered in compliance with normal safety precautions and adherence to all traffic laws.
- I. Employees shall promptly report, and shall not distort, falsify, or fail to include, pertinent facts of all crimes, violations, incidents, emergencies, hazardous situations, and police information that has occurred or observed.
- J. Officers shall know the location and boundaries of their assigned Precincts and Zones. Officers shall be familiar with the names and general locations of Lafayette streets, highways, hospitals, and major public buildings.

- K. Each day while on duty, and immediately upon returning from an absence, employees shall review and become familiar with the contents of recently issued communications (email) and Written Directives.
- L. Employees shall not communicate in any manner, directly or indirectly, any information that may delay an arrest or enable persons guilty of criminal acts to escape arrest or punishment. Employees shall not dispose of property or goods obtained illegally from a defendant, or destroy evidence of an unlawful activity.
- M. Found property of value shall be entered into the Lafayette Police Department Evidence Unit at the end of the officer's tour-of-duty, or as defined within the Written Directives regarding specific items and shall not be retained by the employee.
- N. No employee will knowingly associate, on a continuing social basis, with individuals who have been convicted of any felony without prior written approval from the Chief of Police, or except as part of an authorized assignment/investigation.
- O. While employees are on duty or officially on call, they shall be directly available by normal means of communications, or if applicable, the Watch Commander, respective supervisor, or Division Head informed of means by which they may be reached.
- P. Employees shall immediately report the following to their supervisor:
 - 1. All traffic accidents involving LCG owned vehicles in which they are involved.
 - 2. All traffic accidents involving subsidy owned vehicles that occur while on duty.
 - 3. All personal injuries received in the line of duty.
 - 4. All personal injuries not received in the line of duty, but which are likely to interfere with the performance of police duties.
 - 5. All property damage or injuries to other persons that resulted from the performance of their police duties.

IDENTIFICATION AND RECOGNITION (CALEA 22.2.7a,b,c)

- A. Upon request from any citizen, all LPD employees, Reserve Officers, and agency volunteers shall display/provide their departmental photo identification card, badge number, IBM number, and any other pertinent information to any person requesting such credentials unless doing so would jeopardize the successful completion of a police assignment.
- B. Employees shall carry their official police identification on their person at all times.
- C. Employees shall identify themselves by department, rank, and name while answering all phone calls made to LPD.

COOPERATION WITH FELLOW EMPLOYEES AND AGENCIES

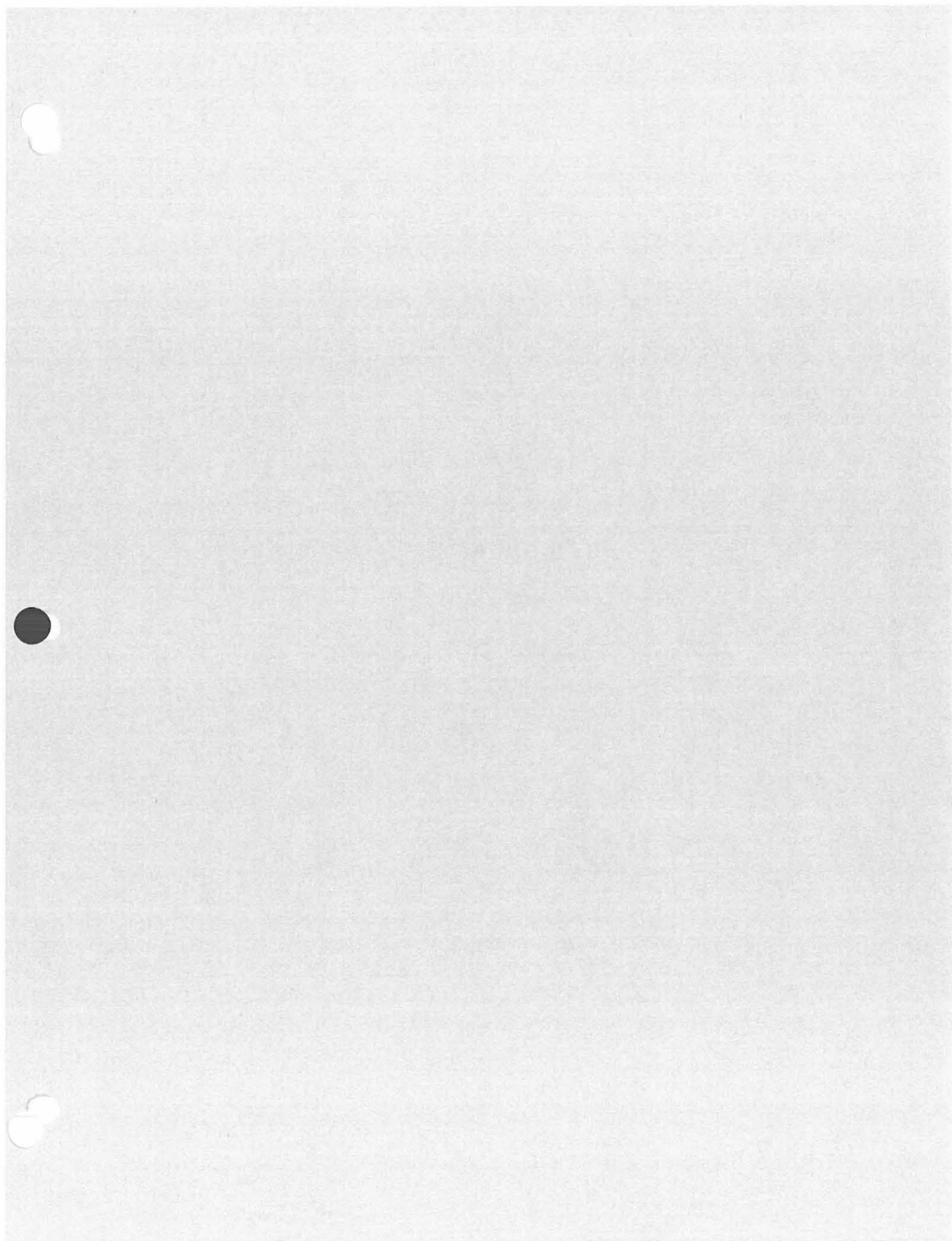
- A. Employees shall treat other employees of the Department with respect. They shall be courteous, civil and respectful of their superior officers, other employees, and shall not use threatening, intimidating, or insulting language.
- B. Employees shall cooperate, support, and assist each other whenever necessary.
- C. Employees shall not intentionally interfere with cases assigned to others. Employees shall not intentionally or adversely interfere with the work or operations of any Unit in the Department, or the work or operations of other governmental agencies. Employees whom which a complaint has been made shall not attempt, directly or indirectly, by threat, appeal, persuasion, payment of money or other compensation, to secure the abandonment or withdrawal of the complaint.
- D. Employees shall cooperate with all governmental agencies by providing whatever aid or information such agencies are entitled to receive.

REPORTING TO SUPERVISORS

- A. Every employee shall seek to protect the integrity of the Department.
- B. Employees shall immediately report to their supervisor(s) knowledge of any unusual activity, situations, or issues which involve the duty of the Department to uphold the law, keep the peace, or to protect lives and property.
- C. Employees shall immediately notify their supervisor(s) of any violation of any Federal, State, or Local Ordinance alleged or known to have been committed by another employee.



JIM CRAFT
CHIEF OF POLICE



LAFAYETTE POLICE DEPARTMENT

GENERAL ORDERS

DATE ISSUED: 01 Nov 92	EFFECTIVE DATE: 07 May 08	REVISION NO:	PROCEDURE NO: GO-201.3	PAGE OF PAGES 1 3
ISSUED BY: JIM CRAFT, CHIEF OF POLICE			REVISION DATE: 29 Apr 08	
CALEA COMPLIANT 26.1.3				
SUBJECT: SEXUAL HARASSMENT				

PURPOSE

The purpose of this policy is to provide uniform guidance and procedures regarding sexual harassment in conformity with applicable federal, state and local laws. This policy demonstrates the Department's commitment to compliance with the law concerning sexual harassment; establishes a process for the handling of sexual harassment complaints, and responds to the potential impact of sexual harassment on absenteeism, productivity, and turnover.

POLICY

This Order establishes rules and standards to be followed concerning the policy of the Lafayette Police Department which prohibits any form of sexual harassment of or by Lafayette Police Department employees. Any deliberate, unwanted, or offensive behavior, whether verbal or non-verbal, of a sexual nature, portraying sex role stereotyping, or concerning race, color national origin, or religion shall be prohibited.

APPLICATION

This policy applies to all employees of the Lafayette Police Department and covers both sexual harassment by either sex toward the other and sexual harassment between employees of the same sex.

A. Definitions

1. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical contact of a sexual nature constitutes sexual harassment. The sexual favors sought need not be personally for the person requesting the favors.
2. Sexual harassment may take either of two forms: 1) "Quid Pro Quo" (this in exchange for that) harassment by a supervisor or other officers of greater rank; 2) "hostile environment" sexual harassment. Both forms of sexual harassment are equally prohibited by this policy.
3. Quid Pro Quo harassment takes place when something is given or received for sexual favors between an employee and a supervisor. Additionally, Quid Pro Quo is when submission to, or rejection of sexual advances is used as a basis for employment decisions such as promotions, pay increases, or performance evaluations. This conduct is unlawful and prohibited by this policy.
4. Hostile environment sexual harassment takes place when such conduct, whether committed by a supervisor or non-supervisor, has the effect of unreasonably interfering with an employee's work performance or creates an intimidating hostile, or offensive work environment. This conduct is also prohibited both by law and this policy.
5. Examples of prohibited conduct include, but are not limited to, sexual advances or propositions, repeated offensive sexual flirtations, continued or repeated comments about a person's body or any parts thereof, sexually offensive language or jokes, and displays at work of sexually suggestive pictures or objects.

B. COMPLAINT PROCEDURE (FOR SEXUAL HARASSMENT MATTERS ONLY)

1. Alleged harassment by employees:

- a. Employees who believe they have been sexually harassed by an employee of the Lafayette Police Department should tell the person or persons harassing them that their behavior is offensive and must stop. The problem should be immediately reported to their immediate supervisor. However, if the immediate supervisor is the person directly or indirectly responsible for the harassment, the employee should instead report the problem to their Division or Department Head. In the rare event that all site personnel are involved, the employee may bring the matter directly to the attention of the Internal Affairs Unit and/or the Lafayette Consolidated Government's Human Resources Manager.
- b. All complaints of sexual harassment will be investigated in a timely and responsible manner. To the extent possible, consistent with a thorough investigation, the information supplied by the complainant will be held confidential, except when released due to legal compulsion. Nothing herein shall prohibit the Chief of Police from exercising discretion in disclosing any material or statements obtained from the complainant, witnesses, or the accused, to any court, board, or agency, or from waiving any privilege to which the Chief of Police is entitled. All witnesses and those interviewed during the investigation will be required to treat the matter as confidential. The purpose of confidentiality shall be to protect, to the extent practicable, both the complainant and the accused.
- c. Investigation of sexual harassment complaints will be carried out in a serious manner and will, whenever practicable, include interviewing the complainant and relevant witnesses and the accused. Employees are to cooperate fully in such investigations. Employees who file a complaint or participate in investigations shall be protected from any form of retaliation arising out of the filing of the complaint or participation in the investigation. Any employee who impedes any investigation, covers up the truth of the matter, or retaliates against a complainant shall be subject to disciplinary action, which may include termination. When a member of the Department who in lodging a complaint puts forward a reasonable claim of fear of physical harm, to the extent practicable, immediate steps will be taken to separate or protect the employee from the alleged harasser. The burden of transfer shall not automatically be assigned to either the complainant or the alleged harasser but shall be determined in light of the circumstances involved. If an employee complains of a sexual assault that may constitute a crime, the matter shall immediately be brought to the attention of the Internal Affairs unit and/or the Chief of Police via the chain of command.
- d. If at the completion of the investigation, the complaint appears to be valid and supported by the evidence, appropriate disciplinary action, (which may include termination), designed to halt the harassment or prevent any recurrence will be taken. Until the investigation is complete, a decision is reached, and all internal appeals exhausted, temporary measures such as suspension or transfer may be utilized. Because it is the Department's policy to encourage employees to come forward when they believe they have been sexually harassed, a lack of evidence or a complaint that is not sustained will not result in disciplinary actions towards the complainant. However, if the evidence indicates that the complaint is entirely false and motivated by malice, the employee who made the accusation shall be subject to disciplinary action, which may include discharge, and such disciplinary action shall not be considered retaliation for the filing of the complaint.
- e. As soon as practicable after a decision has been made, the LCG (H.R.) manager or the Internal Affairs assigned investigator shall separately notify the complainant and the alleged harasser of the outcome of the investigation. Only the complainant, the alleged harasser, and those with a need to know, will be told of the final disposition of the complaint. If either of the complainant or harasser is dissatisfied with the processing of the complaint, the decision reached or the remedial action taken, if any, that person may submit a written statement of his/her position to the Director of Administrative Services and the Chief Administrative officer. The above listed persons will review the investigative file, conduct additional investigations, if in their opinions such is necessary, and will determine whether the action taken, if any was appropriate.
- f. The person requesting the appeal will be notified of the results of this review as soon as practicable, but no later than (10) ten working days from receipt of the complaint.

2. Third parties that engage in harassment:

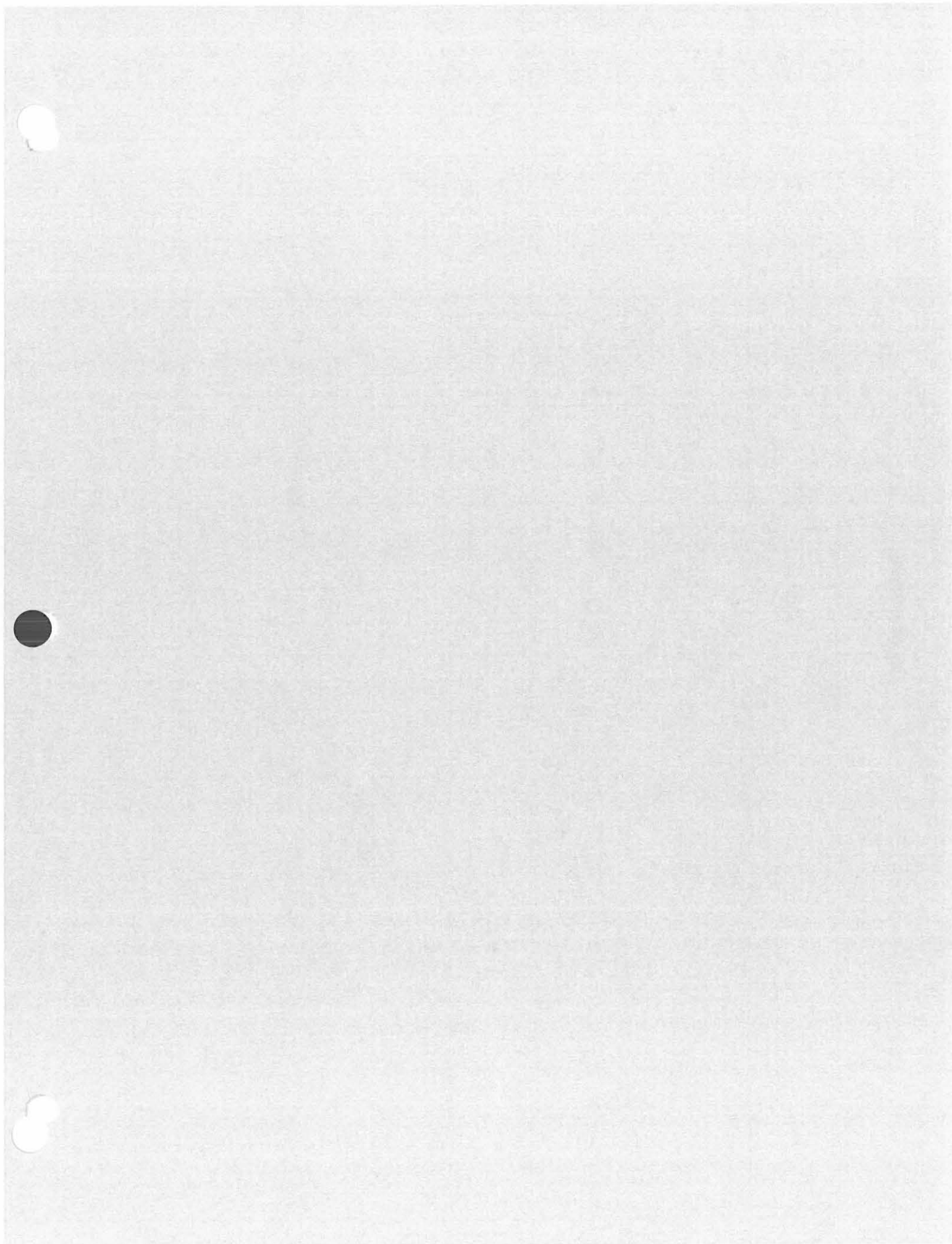
- a. Harassment of or by third parties such as vendors, visitors, etc. who are not employees of the Lafayette Police Department, will not be tolerated and shall be subject to investigation and appropriate corrective measures.

C. RESPONSIBILITIES

1. All employees will be held responsible and accountable for complying with this policy. All employees are expected to make a conscious effort to avoid any speech or conduct that may be perceived as sexual harassment. Employees who observe sexual harassment should:
 - a. Tell the offender to stop;
 - b. Support the victim;
 - c. Document their observations as specifically as possible; and
 - d. Discuss the circumstances with their supervisors.
 - e. Supervisors upon being made aware of any situation of harassment by any other employee, that supervisor shall immediately and confidentially notify their respective Division Commander.
 - f. Upon being notified of this situation that Division Commander shall immediately brief or notify the Chief of Police, or his designee of the situation.
2. All employees and supervisors are assigned the responsibility for implementing this policy, insuring compliance with and knowledge of its terms, and for taking immediate and appropriate corrective action where warranted. Supervisors must open and maintain communication channels to permit employees to raise concerns about sexual harassment without fear of retaliation, stop any observed sexual harassment, and treat sexual harassment matters with sensitivity, confidentiality, and objectiveness. A supervisor's failure to carry out these responsibilities may be reflected in the supervisor's annual evaluation, salary adjustment, or may result in discipline or discharge.
3. All investigations and internal and external reports shall be subject to the supervision and advice of the Chief of Police. In some cases, the Chief of Police may assign Internal Affairs to conduct the investigation and submit their findings. Persons accepting complaints are also responsible for making timely reports to the Human Resources Manager and/or the Internal Affairs Unit. Supervisors are responsible to ensure that this policy is properly reviewed with their respective subordinates. The Department's sergeant that is assigned to Training will ensure that every employee has personally received a copy of the policy during (In-Service) and new employees will receive a copy during their initial orientation. This policy must be re-disseminated whenever it is changed.
4. Lafayette Police Department employees will additionally adhere to the Lafayette Consolidated Government's PPM regarding Anti-Harassment Policy (261-20).



JIM CRAFT
CHIEF OF POLICE



LAFAYETTE POLICE DEPARTMENT

GENERAL ORDERS

DATE ISSUED: 06 May 08	EFFECTIVE DATE: 07 May 08	REVISION NO: 0	PROCEDURE NO: GO-201.6	PAGE OF PAGES 1 2
ISSUED BY: JIM CRAFT, CHIEF OF POLICE			REVISION DATE: N/A	
CALEA COMPLIANT				
SUBJECT: SEXUAL MISCONDUCT				

PURPOSE

The purpose of this policy is to provide uniform guidance and procedures regarding sexual misconduct in conformity with applicable federal, state and local laws. Law enforcement officers are empowered with authority by their government to protect the public from criminal activity. When an officer abuses this authority for sexual purposes, and violates another person, the officer not only commits a crime against the victim, but also damages the credibility and trust of the entire law enforcement community. Again, the purpose of this policy is to caution all officers that any violation of the public trust involving sexual misconduct will result in severe consequences including prosecution to the fullest extent possible.

POLICY

It is the policy of this Department to train all officers concerning the potential for criminal sexual misconduct within law enforcement, how to recognize it, and the requirements for reporting any violation to the appropriate authorities.

A. Definitions:

1. Criminal sexual misconduct – the abuse by a law enforcement officer for sexual purposes that violates the law.
2. Sexual misconduct – any sexual activity while on-duty or stemming from official duty. Sexual misconduct includes, but is not limited to, use of official position and official resources to obtain information for purposes of pursuing sexual conduct.
3. Intimate part – genital area, inner thigh, groin, buttocks, or breasts of a person.
4. Actor – the sworn officer accused of sexual assault.
5. Sexual contact – any contact for the purpose of sexual gratification of the actor with the intimate parts of a person not married to the actor.

B. Procedure:

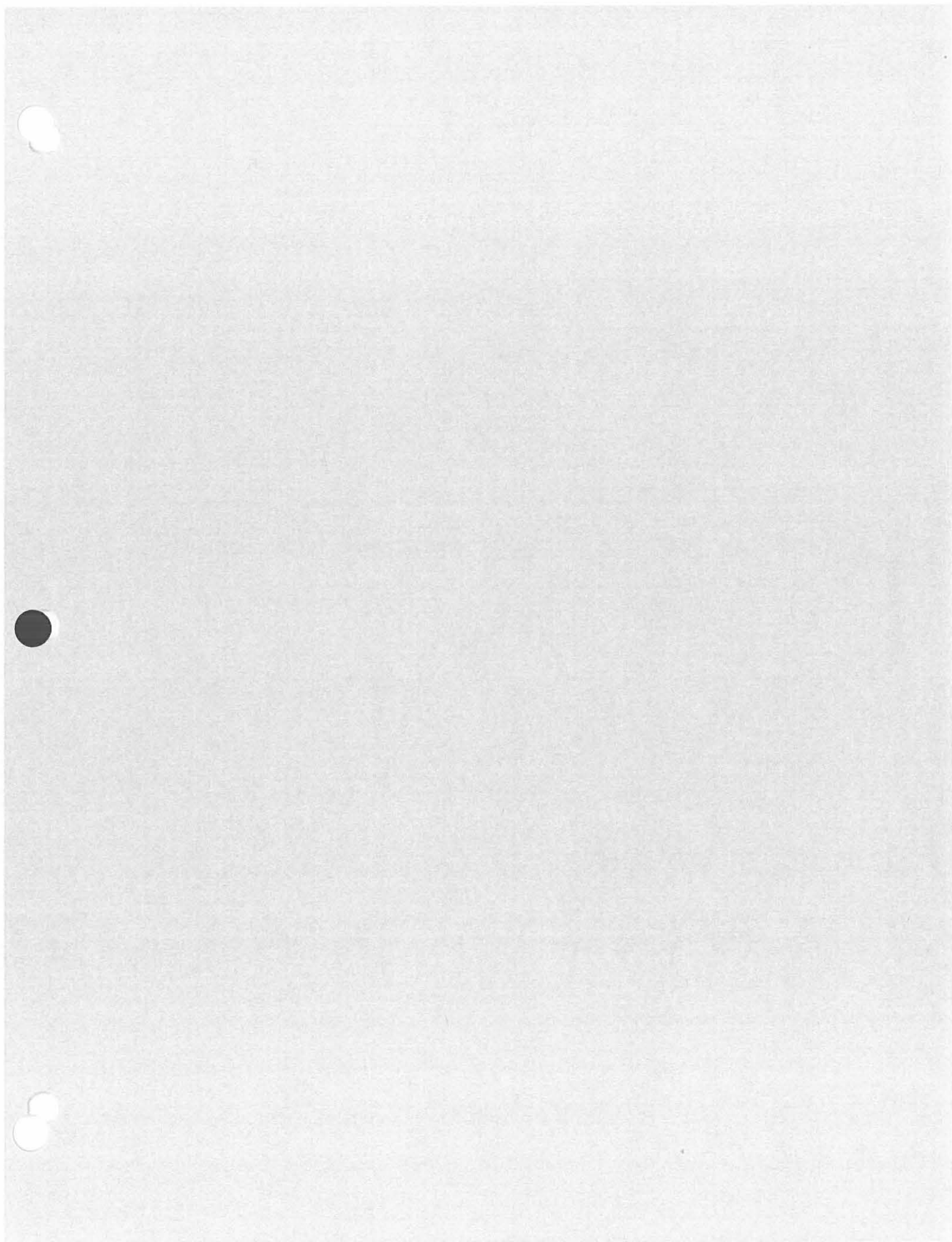
1. Sexual activity of any nature while on duty is prohibited.
2. Sexual misconduct is strictly prohibited and shall be disciplined up to and including termination.
3. Any contact for the purpose of sexual gratification of the actor with the intimate parts of a person while on duty is prohibited.

4. A police officer shall not engage in sexual contact with another person who is in the custody or care of a law enforcement officer or such officer has supervisory or disciplinary authority over such other person.
5. Training – all sworn officers of the Lafayette Police Department inclusive of staff/supervisory positions will receive specific (In-Service) training regarding the elements of sexual misconduct involving law enforcement officers. The training will be inclusive of all elements of this policy.
6. Reporting requirements – any employee of the Lafayette Police Department, who is made aware of any violation of this policy, is required to report the violation to their supervisor. The supervisor will immediately contact their respective Division Head (Major) via the chain of command and apprise them of the circumstances. The Chief of Police will then be informed of the incident whereby a determination will be made, if warranted, whether the allegation merits immediate investigation on a Shift-Level or assignment to the Internal Affairs Unit in accordance with (GO – 301.9). The investigation may encompass other investigative elements of the Department as necessary, and any forensic evidence will be protected and processed immediately. The focus officer's supervisor or involved supervisor will not attempt to resolve a complaint of this nature with the complainant, and is required to make immediate contact with their respective Division Head.

C. Discipline:

1. Any officer found to be in violation of the provisions of this policy shall be disciplined up to and including termination and criminal charges if applicable.
2. Any employee having knowledge of a violation of this policy, who fails to report said violation shall be disciplined up to and including dismissal, and criminal charges if applicable.
3. If the violation involves supervisory personnel, the reporting officer will notify the appropriate Division Head or report directly to the Department's Internal Affairs Unit.
4. Additionally, the provisions of this Order will be consistent with the guidelines outlined in (GO-204.5) Departmental Discipline.


JIM CRAFT
CHIEF OF POLICE



LAFAYETTE POLICE DEPARTMENT

GENERAL ORDERS

DATE ISSUED: 01 Nov 92	EFFECTIVE DATE: 15 Dec 14	REVISION NO: 6	PROCEDURE NO: GO-204.5	PAGE OF PAGES 1 13
ISSUED BY: JIM CRAFT, CHIEF OF POLICE			REVISION DATE: 03 Dec 14	
CALEA COMPLIANT 26.1.1 26.1.4a 26.1.4b 26.1.4c 26.1.5 26.1.6 26.1.7a 26.1.7b 26.1.7c 26.1.8				
SUBJECT: DEPARTMENTAL DISCIPLINE				

PURPOSE

This Order sets forth formal and informal action which may be taken against any employee violating his/her oath and trust by: committing an offense punishable under the laws and statutes of the United States, the State of Louisiana, local ordinances, violating any Written Directive, disobeying any lawful command, or being incompetent in the performance of their duties.

POLICY

It shall be the Department's philosophy that discipline be utilized in a progressive and positive manner. Discipline shall not be administered as punishment, but instead as a tool used in guiding the employee into being productive and accountable for their actions or inactions.

SUPERVISOR'S RESPONSIBILITY

- A. Except for gross breaches of discipline, supervisors shall attempt to begin employee discipline with the least punitive measures. If this fails to bring about positive change, then increasingly more severe measures may be required. While this process may take some time, supervisors shall ensure that each employee is dealt with justly, and in a manner which clearly indicates that positive, constructive measures utilized to change behavior or performance preceded the imposition of more negative sanctions.
- B. First-line supervisors are in the best position to observe employee appearance and conduct. They shall detect those instances where formal or informal actions are warranted. First-line supervisors shall counsel employees informally, for minor infractions such as tardiness, abuse of duty time, inadequate or unsatisfactory job performance, abusive language, or disruptive behavior. Severe acts and misbehavior shall be brought up the chain of command. These types of actions will result in a more severe penalty.

TYPES OF FORMAL AND INFORMAL ACTION

- A. Counseling, Training, Oral Reprimand, Letter of Counseling, Mandated Counseling by E.A.P. or Similar Program
 1. Supervisors may counsel employees regularly without formal action. Such counseling shall be informal, positive, supportive, and may or may not be documented.
 2. All supervisors shall counsel employees concerning job-related matters, within their capabilities. Many factors can affect an employee's job performance, so job-related counseling may involve the employee's family and other affected persons. Counseling shall include the identification of unacceptable behaviors or actions, specifically what was performed wrong, and the desired or acceptable performance. Counseling will attempt to determine the reason for a particular behavior and recommend measures to correct or improve employees performance.

3. Formal or informal action may involve remedial training. Such training may be deemed necessary to rectify the improper behavior. Remedial training may include attendance of basic academy classes, in-service training, or other training specially created to accomplish the Department's recommended actions. Remedial training shall be reasonably offered until the employee can demonstrate proficiency in the corrected behavior. All training shall be documented by the Training Unit. (CALEA – 26.1.4b)
4. Oral warnings may be issued when an employee commits a minor infraction of a Written Directive.
 - a. Informal documentation shall be retained by the supervisor giving the warning and used as a reminder in completing evaluations.
 - b. Informal documentation shall be purged on the first day following the employee's annual evaluation.
 - c. A subsequent violation may result in another warning depending upon the circumstances. Each warning shall be followed with informal documentation of the specific incident, inclusive of what, when, where, why, and how it occurred.
 - d. Comments made by the employee being warned shall be documented by the supervisor giving the warning.
5. The final informal action taken, at the supervisory level prior to formal disciplinary action, shall be a Letter of Counseling. A Letter of Counseling will be served on an employee who is in violation of the rules, regulations, procedures, or policies of the Department. The purpose of the letter is to offer constructive criticism of an employee's behavior, action/inaction or appearance. It shall further advise the employee of their violation, and instruct him/her in the proper procedure on how to correct the violation.
 - a. When documented counseling is to be conducted, a Letter of Counseling shall be completed and approved by the Division Commander prior to being issued or discussed with the employee in question.
 - b. A Letter of Counseling shall be filed in the respective Division Commander's office, the office of the Chief of Police, and the employee's immediate supervisor's file.
 - c. Letters of Counseling shall be purged one year from the date of the issuance.
 - d. An employee who continues having documented difficulties may be subject to progressive formal disciplinary action.
 - e. Employees may comment on the Letter of Counseling.
 - f. At the time of the documented counseling, the affected employee shall be counseled as to the correct behavior required.
 - g. The employee shall sign the Letter of Counseling. If the employee refuses, the supervisor shall request an additional supervisor to witness the refusal and document the letter accordingly.
6. An oral reprimand may only be issued by the Chief of Police or Appointing Authority.
 - a. At the time of an oral reprimand, the affected employee shall be counseled as to the correct behavior required.
 - b. A Letter of Counseling shall be completed in the same manner as described above.
7. Mandated counseling by E.A.P. in addition to other similar programs may be deemed appropriate if authorized by the Chief of Police.

B. Letter of Reprimand (CALEA – 26.1.4c)

1. Fire & Police Civil Service Employees
 - a. All Letters of Reprimands shall be issued by the Chief of Police or Appointing Authority.

- b. A Letter of Reprimand cautions an employee about poor behavior, sets forth the corrected or modified acceptable behavior mandated by the Department, and specifies the penalty in case of recurrent poor or unacceptable behavior.
- c. A Letter of Reprimand becomes part of the employee's disciplinary record for a period not to exceed (18) eighteen months.
- d. An employee may appeal a Letter of Reprimand. This shall be accomplished within (15) fifteen days of the reprimand's issuance and in accordance with Fire and Police Civil Service Law, or Municipal Civil Service Law.

2. Municipal Government Employees Civil Service

- a. A Letter of Reprimand shall be issued by the Chief of Police or Division Commander.
- b. A Letter of Reprimand cautions an employee about poor behavior, sets forth the corrected or modified acceptable behavior mandated by the Department, and specifies the penalty in case of recurrent poor or unacceptable behavior.
- c. A Letter of Reprimand becomes part of the employee's disciplinary record for a period not to exceed (18) eighteen months.

C. Demotion, Suspension, Reduction of Pay

- 1. If the situation warrants, the Chief of Police or Appointing Authority may demote, suspend with/without pay, or reduce an employee's pay for a specific length of time.
- 2. Suspensions without pay will normally be for a specific period of time, as determined by the Chief of Police or Appointing Authority.
- 3. Suspensions resulting from criminal investigations:
 - a. In no case shall an employee convicted of a felony continue to work for the Department.
 - b. If an employee is acquitted of criminal charges, the employee may be disciplined at the discretion of the Chief of Police or Appointing Authority, or reinstated with full or partial back pay depending on the status of the suspension with or without pay.
- 4. During a suspension, the employee shall not undertake any official duties, including (police related) off-duty security.
- 5. Reduction of pay shall be for a specific length of time and shall be a percentage of the employee's (base) pay.
- 6. An employee may appeal a demotion, suspension, or reduction of pay. This shall be completed within (15) fifteen days of notification, and in accordance with Fire and Police Civil Service Law or Municipal Civil Service Law. (CALEA – 26.1.6)

D. Dismissal

- 1. Dismissals shall be made in cases of extreme malfeasance, misfeasance, or non-feasance of duty.
- 2. Employees may appeal a dismissal within (15) days of receipt of notice. This shall be done in accordance with Fire and Police Civil Service Law or Municipal Civil Service Law. (CALEA – 26.1.6)

CODE OF DISCIPLINE – CATEGORIES OF OFFENSES

- A. Disciplinary actions shall be subdivided into three distinct classes or groups, each resulting in progressive punitive actions. The classes of disciplinary offenses are identified as follows: Category 1 Offenses, Category 2 Offenses, and Category 3 Offenses. The code is structured similar to the Louisiana Criminal Code, with offenses grouped in categories based on the relative seriousness of the offense. The potential penalty is then set according to the level

of seriousness and escalates with subsequent offenses. The most serious offenses will be dealt with severely, and at the discretion of the Chief of Police.

DISCIPLINARY ARTICLES

The following articles of discipline are intended to be used as citations of misconduct or a failure to comply with policy, procedure, or departmental regulations.

0:0 Violators Subject to Disciplinary Action

All employees of the Lafayette Police Department regardless of rank or assignment are subject to disciplinary action for any violation of the rules, procedures, Written Directives, General Orders, or departmental policy contained herein or in other procedural manuals (S.O.P.) issued by the Department. It is not necessary the violation be intentional, but may be by omission or failure to comply.

00.1 The evidentiary standard shall be that of a preponderance of evidence; e.g. would a reasonable person given the evidence at hand determine it is more likely the violation occurred than it did not.

0:0.2 It is the responsibility of each employee to be aware of the current rules, regulations, procedures, or policies established by the Department. No employee shall plead ignorance of the rules as a defense to disciplinary action.

0:1 Definition of Letter of Counseling (CALEA – 26.1.4b)

A Letter of Counseling shall be served on an employee who is in violation of the rules, regulations, procedures, Written Directives, General Orders, or policies of the Department. The purpose of this letter is twofold: to advise the employee of his violation and to instruct him in the proper procedure or how to correct the violation.

0:1.1 A Letter of Counseling shall consist of a brief factual statement covering the violation and surrounding circumstances, a quotation of the applicable section(s), and the preferable method the employee may employ to correct the deficiencies.

0:1.2 A Letter of Counseling will serve as a basis for progressive disciplinary action for a period of (1) one year from the date of issuance. The letter will not be placed in the employee's permanent personnel file, but maintained in the employee's supervisor's file, for evaluation purposes. It shall further be filed in the respective Division Commander's office, and the office of the Chief of Police.

0:2 Definition of Letter of Reprimand

A Letter of Reprimand shall be served on an employee who is in violation of the rules, regulations, procedures, Written Directives, General Orders, or policies of the Department. The purpose of this letter is to inform the employee that his actions are intolerable and that repeated actions of the same nature will bring forth harsher corrective measures.

0:2.1 A Letter of Reprimand shall consist of a brief factual statement detailing the violation, a quotation of the applicable section(s) and an order to desist from further behavior.

0:2.2 A Letter of Reprimand will be retained in the employee's personnel jacket for a time period not to exceed (18) eighteen months. This Letter of Reprimand may be utilized as a basis for additional, and/or subsequent disciplinary action.

0:3 Definition of Remedial Training (CALEA – 26.1.4a)

Remedial training is further instructions prescribed by the Chief of Police or his designee and is designed to educate the affected employee and correct improper behavior.

0:4 Suspension/Demotion

Please review the above section entitled Types of Formal and Informal Actions, Subsection (C).

CATEGORY OF OFFENSES

1:0 CATEGORY 1 OFFENSES

These violations need not be intentional. This standard is based on the premise that every employee is issued a copy of the rules, regulations and procedures to be followed and trained in their application. It is the responsibility of every employee to be current with regard to departmental policy and the rules and regulations governing conduct. Although not every offense classified as a Category 1 Offense is listed, discretionary use of additional offenses may be subject to this specific category.

1:1 Use of Tobacco Products on Duty

No employees of the Department while on duty shall smoke or use any tobacco products while in direct contact with the public or while in City-Parish buildings except in areas specifically designated for tobacco usage. Employees shall further refrain from utilizing tobacco products in departmentally owned vehicles.

1:2 Dress Code

All employees of the Department shall adhere to the dress code while on duty, working police related security, appearing in court, or when officially representing the Police Department.

1:3 Personal Identification

All employees shall have their employee identification card and badge with them at all times while in the City limits or in the execution of official duties; in addition to carrying required weapons. Officers shall give their name, badge number, and other pertinent information to any person requesting such facts unless doing so would jeopardize the successful completion of a police assignment.

1:4 Driver's License Required

Any employee who drives a Lafayette Police Department owned vehicle in conjunction with their employment shall obtain and keep a valid Louisiana driver's license with them at all times while on duty.

1:5 Punctuality

All employees of the Department shall be punctual in attendance for duty, courtroom appearance, or at any other departmental function where time is specified.

1:6 Residence and Telephone

Each employee of the Department shall reside within the prescribed geographical limits of the Lafayette Police Department. Employees shall inform the Office of the Chief of Police, the Division Commander, their immediate supervisor, and the Watch Commander within (24) twenty-four hours of moving or changing telephone numbers. Every employee must list their residential street address (no post office boxes) and the telephone number assigned to their address.

1:7 Completion and Submission of Required Forms

Each employee of the Department shall complete all reports, forms, and any other required documents prior to the end of their tour-of-duty unless waived by their supervisor until the next day; in no case shall the time exceed (24) twenty-four hours. These required reports shall be presented to their supervisor for approval as required. In cases of grievance, it shall be processed and forwarded up the chain of command within the time limit specified in GO-204.4.

1:8 Wearing of the Uniform

The Chief of Police will prescribe the uniform to be worn by employees of the Department as indicated in General Order 202.1. All clothing and equipment will be worn by employees of the Department as issued, except for alterations to insure proper fit.

- 1:8.1** All employees of the Department assigned to uniform duties, shall wear the official uniform while on duty, as indicated in General Order 202.1. At no time will only part of the uniform be worn with civilian clothes. All

clothing shall be kept clean and pressed, all leather gear and metal items shall be polished. Shirts will be buttoned/zippered and tucked in at all times.

- 1:8.2 All members assigned to investigative or administrative divisions shall wear clothing in accordance with General Order 202.1.
- 1:8.3 The baseball style police cap shall only be worn in approved Sections or as directed by the Chief of Police.
- 1:8.4 The name tag shall be worn centered over the right pocket approx. 1/16" above the pocket edge. (Supervisors shall wear gold, all others shall wear silver.) Any marksmanship award (shooters badge) shall be worn centered above the name tag.
- 1:8.5 Only personal pins approved by the Chief of Police shall be worn on the uniform. This pin or insignia is to be worn centered above the name tag.
- 1:8.6 The badge shall be worn on the left side in the designated area of the outer most garment.
- 1:8.7 The duty belt is to be worn as issued. Belt keepers may be worn which will be black basket weave leather with or without snaps. All ammunition whether in belt loops, speed loaders, or magazines shall be worn in compliance with departmental accepted methods.
- 1:8.9 Officers shall wear only departmental authorized style shoes or boots with plain toe and low heels. Black or dark blue socks shall be worn with shoes or boots that expose socks to view. Medical exceptions shall be granted – (see General Order 202.1).

1:9 Chain of Command

The current organizational chart illustrates and delineates the chain of command within the Department. All orders, instructions, reports, and communications will follow the channels indicated on this chart, except in emergencies, when otherwise authorized by the Chief of Police, or as denoted in established Written Directives.

1:10 Computer Usage

Employees shall not engage in unauthorized use of computer equipment owned by the L.C.G./Lafayette Police Department, including, but not limited to, playing computer games, watching non-police related DVD's or movies, or utilizing such computers for personal business.

1:11 Conduct Unbecoming of an Officer

Employees whether on or off duty shall follow the ordinary and reasonable rules of good conduct and behavior. They shall not commit any act in an official or private capacity that would bring reproach, discredit, or embarrassment to their profession, the Department, or which could constitute conduct unbecoming by an employee. Employees shall follow established procedures in carrying out their duties, and shall at all times use sound judgement.

1:12 Taser

Employees that are annually certified/recertified in the use and deployment of Department owned Tasers shall not violate Administrative Procedures as defined in GO – 301.20.

2:0 CATEGORY 2 OFFENSES

This section is based on the premise that employees are expected to conduct themselves in a manner as prescribed by the Code at all times. Violation of the provisions of this section will be generally investigated by an officer's Lieutenant or Captain, but certain cases may be assumed for investigation by the Internal Affairs Unit as directed by the Chief of Police. Although not every offense classified as a Category 2 Offense is listed, discretionary use of additional offenses may be subject to this specific category.

2:0.1 General Orders and PPM's

Employees shall abide by all Federal, State, and City Laws, as well as Lafayette Consolidated Government PPM's, rules of the Civil Service Board, General Orders, Written Directives, and other properly issued directives of the Chief of Police.

2:1 Use of Alcohol or Controlled Substances

An employee of the Department shall not appear for duty or attempt to take official action while off duty, when under the influence of alcohol or prescription medications which may impair their ability to think clearly.

2:1.1 No employee shall purchase alcoholic beverages, or visit bars or lounges while on duty, or transport alcoholic beverages in a departmental vehicle, or (on-duty) departmental subsidized vehicle unless it is evidence, an authorized investigation, or as directed by the Chief of Police.

2:1.2 Any employee found guilty of an offense in this section, in addition to departmental discipline, is subject to the provisions of the current L.C.G. Comprehensive Substance Abuse Policy – PPM 2161-10.

2:2 Command of Temper

All employees shall exercise emotional control while in the performance of their duties. No employee while on duty or while acting in an official police capacity off-duty shall use rude or derogatory language, racist terminology, or attempt to deride, offend, or insult anyone.

2:3 Attention to Duty

Employees shall be attentive to their duties at all times, and shall perform all duties assigned.

2:3.1 While on duty, employees shall respond without delay to all calls for police service. Calls shall be answered in compliance with normal safety precautions and traffic laws.

2:3.2 While on duty, employees shall not conceal themselves except in the course of undercover operations. Employees shall keep themselves immediately and readily available.

2:3.3 Employees shall promptly report, and shall not attempt to distort the facts of all crimes, violations, emergencies, incidents, hazardous situations, and police information that comes to their attention.

2:4 AWOL

No employee of the Department shall absent himself without approved leave or informing a supervisor of illness.

2:5 Interdepartmental Cooperation and Cooperation between Agencies

Employees will fully cooperate, exchange information and provide assistance to other employees of the Department and officers of other law enforcement agencies.

2:6 Failure to Report Lost or Damaged Equipment

No employee shall fail to notify his or her immediate supervisor, either verbally or written, when assigned equipment is lost or damaged.

2:7 Damaging Departmental Equipment

No employee of the Department shall willfully or through neglect or failure to act, abuse, damage, lose or cause to be spoiled, or wrongfully dispose of any property or equipment owned by the Lafayette Police Department/Lafayette Consolidated Government.

2:7.1 Departmental equipment is to be used only in the manner for which it was designed, consistent with an employee's training.

2:7.2 Employees are responsible for all issued equipment and shall be expected to present any part or all for inspection.

2:7.3 Employees who are issued departmentally owned vehicles shall be responsible for the cleanliness and submission for preventative maintenance of the vehicle as required. No employee shall make unauthorized repairs or adjustments without prior approval.

2:8 Traffic Violations

Any employee receiving a moving traffic citation, whether on or off duty shall immediately notify the Chief of Police through their chain of command.

2:8.1 Any employee convicted of a moving traffic violation excluding OWI, Hit & Run Driving, and or Reckless Operation as defined by the Louisiana Revised Statutes, shall be subject to additional disciplinary action, whether the offense occurred on or off duty.

2:9 License Suspension

Any employee whose driver's license has been suspended or revoked by the Department of Public Safety will immediately report this to their immediate supervisor. If the suspension is for other regulatory reasons, the employee will be subject to disciplinary action. Until the employee's license is reinstated, he/she shall not drive departmentally owned vehicles and may be reassigned to administrative duties.

2:10 Cooperation with Fellow Employees

Employees shall treat other employees of the Department with respect. They shall be courteous, civil and respectful of their superior officers, other employees, and shall not use threatening or insulting language. Officers shall cooperate, support and assist each other whenever necessary.

2:11 Computer Usage

Unauthorized use of computer equipment owned by the Lafayette Police Department for the purposes of browsing the Internet for sites that are not reasonably related to police functions, including but not limited to, use of L.P.D. computers to view pornographic Internet sites, unauthorized downloading of programs, pictures, files and/or data from the Internet, and use of L.P.D. computers to access the Internet for personal business and/or other personal reasons.

3:0 CATEGORY 3 OFFENSES

This section governs the violation of statutes, ordinances, or those provisions of the Disciplinary Code, or Written Directives which could threaten the integrity of the Department, pose a danger or threat to the public or members of the Department, and/or have criminal consequences. The Internal Affairs Unit shall investigate all violations inclusive of this section. Although not every offense classified as a Category 3 Offense is listed, discretionary use of additional offenses may be subject to this specific category.

3:1 Felony Conviction

Any employee convicted of a felony, whether the offense occurred on or off duty, shall be terminated from the Department.

3:2 Misdemeanor Conviction

Any employee convicted of a misdemeanor, or the offense of Driving While Intoxicated, Hit & Run Driving, and/or Reckless Operation shall be subject to additional disciplinary action, including termination, whether the offense occurred on or off duty.

3:3 Possession of Illegal Narcotics

The use, possession, or attempted possession of illegal drugs, or unlawfully obtained drugs, or prescription drugs prescribed for others as defined in the Louisiana Revised Statutes is prohibited, except as part of an

officially authorized investigation regarding possession or attempted possession. Any employee found guilty of an offense in this section, in addition to departmental discipline, is subject to the provisions of the current L.C.G. Comprehensive Substance Abuse Policy – PPM 2161-10.

3:4 Evidence Reporting

All found, recovered, or seized evidence shall be entered into the Lafayette Police Department Evidence Unit at the end of the officer's tour-of-duty, or as defined within the Written Directives regarding specific items.

3:5 Unauthorized Public Statements

Except as specified in General Order 305.1, no employee shall be authorized to release information to the news media, except as authorized by the Chief of Police.

3:6 Independent Investigations

No employee will institute an independent investigation on any other employee or any public official without first obtaining authorization from the Chief of Police. This shall not be construed to prohibit supervisors from monitoring and controlling personnel under their command. Should the Chief of Police be involved in the activities leading to the investigation, the commanding officer of the Internal Affairs Unit shall be notified of the investigation.

3:6.1 Employees shall immediately report to their supervisor knowledge of any unusual activity, situations, or problems which involve the duty of the Department to uphold the law, keep the peace, or protect lives and property.

3:6.2 Employees shall not communicate in any manner, directly or indirectly, any information that may delay an arrest, or enable persons guilty of criminal acts to escape arrest or punishment, dispose of property or goods obtained illegally, or destroys evidence of unlawful activity.

3:7 Release of Prisoners/Allowing Escape

No employee of the Department shall, without proper authority, release any prisoner, nor through neglect or design allow any prisoner to escape. All escapes shall be investigated by the Shift and/or C.I.D. personnel who will forward a thorough report to the Chief of Police.

3:8 Confidentiality

All departmental business is to be considered confidential and no employee shall release any information to any non-law enforcement entity without proper authorization. No employee shall make known to anyone a proposed action of the Department or the details of any police action/operation.

3:9 Failure to Provide Information to a Supervisor

No employee may keep silent, fail to fully provide information to a supervisor, make any false statements or misrepresent facts regarding misconduct as described in the Written Directives, criminal code, or on his/her part, or part of another employee of the Department.

3:10 Manufacturing Evidence

No employee shall manufacture evidence. Employees shall only collect and transfer evidence consistent with departmental policy and approved collections methods.

3:11 Bribery or Extortion

No employee shall accept any bribes, nor engage in any extortion, or any other unlawful means of obtaining anything of prospective or actual value by utilizing his/her position with the Department. If an employee receives a bribe offer, he shall immediately make a written report to their respective Division Commander.

3:12 Confiscated Property

No employee will convert any property, recovered, found or seized, for his personal use.

3:13 Assault on an Employee

No employee of the Department shall strike, attempt to strike, or point/direct a weapon at another employee in a threatening manner.

3:14 Sexual Harassment

No employees will solicit sexual favors, commit unwanted sexual advances or other verbal or physical conduct of a sexual nature, ridicule, mock, deride, belittle, or harass any person during the course of his/her duties as a member of the Lafayette Police Department.

3:15 Cowardice

No member shall avoid responsibility, actively endanger another officer or member of the public by failure to act or manifest cowardice in any form.

3:16 Desertion

Any employee not reporting for work, without notifying a supervisor for more than (2) two consecutive work days shall be guilty of desertion.

3:17 Carrying Out Orders

Employees of the Department are required to obey any Standing Order or General Order, abide by all policies and procedures and promptly carry out any order relayed from a supervisor by an employee of the same or lesser rank, whether issued verbally, in writing, or by telecommunications (2-way radio, phone, fax, digital communications). Employees shall obey lawful order(s) of a superior. Upon receipt of a conflicting order, the employee receiving the order shall tell the supervisor issuing the second order of this fact. If then directed, the employee shall obey the second order. Upon receipt of a perceived unjust or improper order, the receiving employee shall obey the order to the best of his ability within the limits of the law, and then report the order through the proper chain of command. No employee shall obey an order that is contrary to Federal, State, or City Law.

3:18 Insubordination

Employees shall promptly obey all lawful orders and directions given by supervisors. The failure or deliberate refusal of employees to obey such orders shall be deemed insubordination and is prohibited. Flaunting with the authority of a superior officer by displaying obvious disrespect or by disputing his orders shall likewise be deemed insubordination.

3:19 Falsification of Documents

No employee shall willfully falsify any form, report, or document.

3:20 Use of Force

Every employee of the Department shall use only the force necessary to affect an arrest or maintain custody of a suspect. All employees shall abide by the provisions of the Department's policies regarding use of deadly or non-lethal force.

3:20.1 Improper Use of a Taser

Only officers trained and certified in the use of agency owned Tasers shall be authorized by the Department to be carried and deployed. Employees shall not willfully or by neglect or omission violate the sections entitled Prohibited Acts in addition to Precautionary Measures of GO-301.20 – Taser Protocol. The section entitled Administrative Procedures (Prohibited Acts) shall not apply to this Category 3 Offense.

3:21 Association with Known Criminals

No employee will knowingly associate on a continuing social basis with individuals who have been convicted of any felony without prior written approval of the Chief of Police, or except as part of an authorized assignment/investigation.

3:22 Violation of Laws

No employee shall willfully or by neglect or omission violate any Federal, State, or City Ordinance.

3:22.1 Any employee receiving any type of summons or arrest shall immediately notify the Chief of Police through his or her chain of command.

3:23 Truthfulness

Employees shall not knowingly make false or untrue statements.

4:0 Table of Penalties (CALEA – 26.1.4c)

The Chief of Police reserves the right to assign punitive disciplinary measures against employees based on, but not exclusive of the following:

- a. Prior employee disciplinary history.
- b. Severity of violation or infraction.
- c. Level of progressive discipline.
- d. Severity of damages or loss of life, or the potential for loss of life.

The following table of penalties is listed only as a guide for the Chief of Police to follow when assigning discipline to employees; however it is only a guide and shall not be a template for disciplinary actions based solely on the violation or infraction. The Chief of Police may at any time modify or assign a different level of discipline to employees based on other criteria, such as the topics listed above or other facts of the respective employee's disciplinary situation. The Chief of Police may adjust the level of discipline given which he deems appropriate when considering the totality of the circumstances.

Category	1st Offense	2nd Offense within 1 Year	2nd Offense within 3 Years	3rd Offense within 5 Years
1	Conference, Letter of Counseling, or Letter of Reprimand	Letter of Counseling, Reprimand, or 1 Day Suspension	Letter of Counseling, or Letter of Reprimand	Letter of Reprimand - 5 Days Suspension
2	Letter of Reprimand - Three Days Suspension	3 - 5 Days Suspension	1 - 3 Days Suspension	5 Days Suspension - Dismissal
3	One Day Suspension - Dismissal	45 Days - Dismissal	15 Days - Dismissal	30 Days Suspension - Dismissal

Note: Offenses of any category need not be of the exact same violation in order to qualify as a second or third offense. Progressive discipline shall escalate within the Category regarding similar or like offenses.

FINAL AUTHORITY

- A. Final departmental disciplinary authority and responsibility rests with the Chief of Police or Appointing Authority. Other supervisory employees may only take the following disciplinary measures.

1. Oral warning or counseling.
 2. Emergency suspension.
 3. Oral or written reprimands, Municipal Government Employees Civil Service only.
- B. In deciding upon disciplinary action, the Chief of Police or Appointing Authority may consider the nature and severity of the violation, the personnel record of the employee, any recommendations by the employee's supervisor(s), and the disciplinary action imposed in prior cases of a similar nature.

EMERGENCY SUSPENSION

- A. Only departmental Captains, Precinct Captains, Divisional Commanders, and the Chief of Police shall impose an emergency suspension when it appears that an employee's continued presence on the job constitutes a substantial and immediate threat to the welfare of the Department, the public, or to himself. This not only includes severe departmental infractions such as gross insubordination, but the question of an employee's physical or psychological fitness for duty.
- B. Employees who are subject to an emergency suspension, in addition to all affected supervisors involved, and the Division Commander, shall report to the office of the Chief of Police at 0900 hours on the next business day following the emergency suspension.

INTER-DIVISIONAL INFORMAL ACTION

- A. When a supervisor or commander of one Unit orally warns an employee of another Unit, he shall notify the supervisor of the warned employee as soon as possible.
- B. The warning supervisor shall submit a written report of his actions and reasons to his supervisor and to the Division Commander of the (warned) employee.

NOTICE TO EMPLOYEE (CALEA – 26.1.7)

- A. When any formal disciplinary action is taken against an employee, that employee shall be notified in writing. The notification shall contain the following:
1. Specific charge or violation.
 2. Factual basis of misconduct.
 3. Effective date of discipline.
 4. Right to appeal.
 5. What shall happen if similar incidents occur.
- B. When employee misconduct results in dismissal, the letter of dismissal shall contain the following:
1. A statement citing the reason for dismissal. (CALEA – 26.1.7a)
 2. The effective date of the dismissal. (CALEA – 26.1.7b)
 3. The right to appeal.
 4. A statement of the status of fringe and retirement benefits after dismissal. (CALEA – 26.1.7c)
 5. A statement as to the content of the employee's employment record relating to the dismissal.

REPOSITORY OF DISCIPLINE RECORDS (CALEA – 26.1.8)

- A. The Internal Affairs Unit shall be the departmental repository of all disciplinary records.

- B. After the conclusion of any disciplinary action taken against any employee of the Department, the Division Commander shall ensure that the records are delivered to the Internal Affairs Unit.
- C. The Internal Affairs Unit shall log all formal disciplinary actions. The files shall be maintained in a safe and secure manner.



JIM CRAFT
CHIEF OF POLICE



LAFAYETTE POLICE DEPARTMENT

GENERAL ORDERS

DATE ISSUED: 01 Nov 92	EFFECTIVE DATE: 27 June 19	REVISION NO: 5	PROCEDURE NO: GO-301.9	PAGE OF PAGES 1 09
ISSUED BY: TOBY J. AGUILLARD, CHIEF OF POLICE			REVISION DATE: 05 JUNE 19	
CALEA COMPLIANT 52.1.1 52.1.2 52.1.4 52.1.5 52.2.1a 52.2.1b 52.2.2 52.2.3 52.2.4b 52.2.4c 52.2.5 52.2.6a 52.2.6b 52.2.6c 52.2.6d 52.2.6e 52.2.8				
SUBJECT: INTERNAL INVESTIGATION, RESPONSIBILITY OF DEPARTMENT PERSONNEL TO COOPERATE				

PURPOSE

This Order sets forth the Department's internal investigations policies and procedures.

POLICY

- A. The Lafayette Police Department shall be charged with the security of the City of Lafayette and its citizens. The integrity and reputation of the Department depends, to a great extent, upon the manner in which the employees of the Department perform their varied and difficult duties. The performance of these duties involves employees in all manners of interaction with the public.
- B. The Lafayette Police Department shall be committed to maintaining a positive relationship with the community and to correcting any possible adverse actions, practices, and attitudes that may contribute to community tensions, racial unrest, or other grievances.
- C. A copy of "How To Make a Complaint Against an Employee or the Department" will be posted in the receptionist area of the Department, provided to media representatives, and may be given to any citizen requesting information on how to make a complaint against the Department or an employee of the Department. (CALEA – 52.1.4)
- D. To ensure the integrity of the Department while protecting the rights and interests of private citizens and departmental employees, it will be the policy of the Lafayette Police Department to require investigations of all complaints, including anonymous complaints, against the Department or its employees. (CALEA – 52.1.1)
- E. It shall be the policy of the Lafayette Police Department to promote guidelines and procedures for prompt, fair and impartial investigations and dispositions of citizen's complaints against employees, civil suits against the Department and employees, in addition to complaints of alleged illegal employee activities.

RECEIVING COMPLAINTS

- A. The Lafayette Police Department shall investigate all written and/or verbal allegations of employee misconduct, whether from an internal or external source and may conduct an investigation into the complaints received. The Chief of Police shall be notified when any complaint is made involving departmental employees. (CALEA – 52.2.2)
- B. External Complaints
 - 1. External complaints shall be those allegations made by citizens. Even though these complaints may, at times, appear frivolous, it is both advantageous and necessary to document the citizens' concern.
 - 2. Purpose for accepting all external complaints:
 - a. To provide citizens with redress for legitimate grievances against employees when the citizen feels subjected to improper treatment.

- b. To provide the Chief of Police with an opportunity to monitor employee compliance with departmental Written Directives.
 - c. To perpetuate a positive image and help ensure the integrity of the Department.
 - d. To protect the rights and interests of private citizens as well as the Department's employees.
 - e. To provide appropriate discipline, training and direction to correct problems.
3. Any employee may receive information constituting a complaint or inquiry against any other employee or against departmental policy. If the employee receiving the complaint is not a supervisor or is not the supervisor of the affected employee, the following procedure will be utilized:
- a. Refer the complainant to the involved employee's immediate supervisor.
 - b. If the employee's immediate supervisor is unavailable or not on duty, the complainant will be referred to the on-duty Watch Commander.

C. Internal Complaints

- 1. Internal complaints shall be those allegations made by an employee directed at specific misconduct on the part of another employee.
 - 2. Any employee of the Department who has knowledge of any act or information of any misconduct on the part of another employee shall immediately bring it to the attention of their supervisor. If the act or violation involves the reporting employee's supervisor, the information shall be related to the next level in their chain of command.
 - 3. If for any reason the employee feels it necessary, the employee shall be permitted to file a complaint or request for inquiry directly to the Internal Affairs Section without going through their chain of command. The reporting of information regarding possible employee misconduct directly to the Internal Affairs Section shall not constitute a violation of the chain of command regulations.
- D. Inquires shall be those incidences in which a citizen or an employee requests an explanation of police action or departmental policy with no desire to file a complaint.

PROCEDURE FOR FILING COMPLAINTS AGAINST EMPLOYEES

- A. When a complaint is filed against an employee of the Department, the complaint shall proceed through the chain of command, (with the exception of C., Internal Complaints, part 3 above). The Formal Complaint Against Police Personnel form will be utilized to record the basic information relative to any allegation of misconduct.
- 1. The information recorded shall be that which is necessary to begin an investigation.
 - 2. Minor employee errors or omissions, (such as tactical errors, procedural mistakes, or work deficiencies) which are promptly brought to the attention of a supervisor shall not be entered on this form. Such investigations shall be limited to a routine review of reports and supervisory action that would not exceed an oral counseling session. Such matters may be handled by the appropriate supervisor on a divisional basis, with appropriate documentation maintained by the affected employee's supervisor.
 - 3. The Formal Complaint Against Police Personnel form shall be completed whether the allegation is received in person, by telephone, at some other location, or by any other means.
 - 4. The form shall not be used to record the progress and/or results of the investigation.

B. Completion of the Form

1. During normal working hours, 8:00 a.m. through 5:00 p.m., Monday through Friday, a complaining party appearing in person or making contact by telephone, shall be referred to the on duty Watch Commander or the Internal Affairs Unit.
2. If the allegation is made after normal working hours, the form, in its entirety, shall be completed by the on duty Watch Commander. The on duty Watch Commander will then decide if further immediate notifications are necessary, or if the investigation can wait until regular business hours.
3. The supervisor completing the Formal Complaint Against Police Personnel form shall advise the reporting party that an investigation shall be conducted as determined by the Chief of Police or his designee. The reporting party shall be updated every thirty (30) days regarding the status of the administrative investigation thereupon its completion. (CALEA – 52.2.4b)
4. The reporting party shall be notified in writing upon the completion of the investigation and adjudication of the results, by the Chief of Police or his designee. (CALEA – 52.2.4c)
5. With the exception of complaints described in Section A-2, (Procedure for Filing Complaints Against an Employee) of this General Order and complaints where there is a chance of bodily injury or property loss, to anyone concerned in the complaint, the supervisor receiving a complaint shall not inform the involved employee(s). Allegations shall not be discussed with anyone other than the complaining party and those in the chain of command (when they are not involved in the allegation).
6. Complaints of misconduct against police officers who are off-duty shall be handled as outlined above.

C. Distribution of the completed Formal Complaint Against Police Personnel form

1. The completed form, related reports, and statements shall be hand-carried to the respective Division Commander.
2. The Division Commander shall hand carry the completed form, related reports and statements to the Internal Affairs Section who will then log the complaint and forward all data to the Chief of Police or designee for review.

CLASSIFICATION OF COMPLAINTS

- A. Complaints received, either from external or internal sources, shall generally be divided into one of the following categories:
1. Serious misconduct – those allegations which may constitute a violation of criminal law, conduct involving moral turpitude, and/or allegations which may involve termination or demotion.
 2. Policy infraction – those allegations which are not of a serious nature, but involve some infraction of departmental policy.
 3. Administrative investigations – initiated by the Chief of Police and conducted by the Internal Affairs Section when the incident is sensitive in nature or of great magnitude; even when a citizen complaint is not received. (CALEA – 52.2.1b)
- B. The Chief of Police or his designee shall determine if employee misconduct allegations are to be handled by the Internal Affairs Section or at some lower level (Division Level).
- C. Supervisory and command employees shall attempt to resolve minor incidents or inquire upon receipt.
- D. Supervisory and/or command employees who are advised of misconduct involving any criminal offense (felony or misdemeanor) or administrative infractions that could result in an employee receiving disciplinary action shall immediately notify the appropriate Division Commander or the Internal Affairs Section. The Chief of Police shall be notified.

INTERNAL INVESTIGATION POLICY

- A. The Chief of Police, designee or respective Division Commander (in emergency/exceptional situations) may direct the Internal Affairs Section or any other departmental employee, the responsibility of investigating complaints made against employees. The investigator shall make a thorough, complete, and objective investigation of the allegations of misconduct.
- B. The Internal Affairs Section shall not conduct investigations involving criminal violations of the law committed by an employee of the Department. The Internal Affairs Section shall only conduct administrative investigations.
 - 1. During any investigation, where a possible criminal violation by an employee is suspected the Chief of Police will be notified. The Chief of Police shall then determine if a criminal investigation will be conducted.
 - 2. Criminal investigations involving employees will not prevent the Department from pursuing disciplinary action for departmental infractions. Both Criminal and Internal Investigations can occur at the same time, but must remain independent of each other.
- C. The Internal Affairs Section will review all reported complaints or allegations which are investigated at the Divisional level. The Internal Affairs Section will lend guidance and give direction to the investigator, if necessary.
- D. The Internal Affairs Section shall be responsible for recording, registering, supervising, and controlling the investigations of complaints against employees and in ferreting out evidence of corruption within the Department.
- E. The Internal Affairs Section will be the repository for any and all complaints made against the Lafayette Police Department and/or its employees. Regardless of whether handled by the Internal Affairs Section or on a Divisional level, a copy of the Allegation of Employee Misconduct Form along with the completed investigation shall be forwarded to the Internal Affairs Section for record-keeping purposes.
- F. All instances of discharging of firearms by officers of the Department (except at approved firing ranges, and recreational purposes) shall immediately be reported to the Internal Affairs Section.
- G. The Internal Affairs Section will be responsible for conducting separate independent investigations for administrative purposes in the following instances: (CALEA – 52.2.1b)
 - 1. When deadly force or force resulting in severe bodily injury is used by an employee either on or off duty.
 - 2. Whenever deadly force or great bodily harm is used against an employee.
 - 3. At the direction of the Chief of Police, the Internal Affairs Section may conduct internal investigations for other City departments/agencies.
- H. Every employee of the Department shall cooperate in all internal investigations. When directed by a competent authority to make a statement or furnish material relevant to a departmental investigation, employees shall comply. Employees shall submit to a polygraph and/or C.V.S.A. examination when ordered to do so by the Chief of Police. Any employee who fails to cooperate or interferes with an internal investigation shall be subject to disciplinary action. Failure to submit to a polygraph or C.V.S.A. shall result in termination.
- I. Supervisors shall allow employees to report, when required, to the Internal Affairs Section during the employee's normal duty hours.

DIVISIONAL LEVEL INVESTIGATIONS

- A. Divisional level investigations are limited to complaints of employee misconduct that are non-criminal in nature. (CALEA – 52.2.1a)

- B. All Divisional level investigations shall be assigned for follow-up by the Division Commander who oversees the employee(s) named in the complaint.
- C. Complaints concerning severe or repeat circumstances will be brought to the attention of the Chief of Police through the proper chain of command. The Chief of Police shall then decide if the Internal Affairs Section will conduct the investigation.
- D. Upon receipt of complaints of employee misconduct, the Captain or Section Head will complete the Formal Complaint Against Police Personnel form. The original form and all relevant statements and/or police reports will then be sent to the Internal Affairs Section.
- E. Upon being assigned to investigate a complaint, the Operations (Shift) Lieutenant, Internal Affairs investigator(s), Administrative Lieutenant, Precinct Captain, or the Section Head will conduct an in-person conference with the employee(s) named in the complaint. The employee is entitled to, and shall receive, written notice of the investigation. If questioned the employee shall be read his/her Police Officer's Bill of Rights as per LA R.S. 40:2531; it shall be reviewed and signed by the employee, and a witnesses. The investigating supervisor or Internal Affairs investigator conducting the interview shall date and indicate the time the Rights form was completed. (CALEA – 52.2.5)
- F. The employee will then be directed to provide a recorded statement concerning the allegations, or given a date/time to appear with legal representation should the employee express a desire to have an attorney and/or representative present during the issuance of their statement.
- G. In the event that the employee chooses to elect to appear with legal representation, the interview shall take place on a scheduled prescribed date and time of appearance.
- H. Prior to beginning the interview, the employee's attorney and/or representative shall be instructed of the following conditions:
 - 1. That the interview is not a criminal investigation. The employee must answer all work related questions asked with no interruption or objection from the attorney and/or representative.
 - 2. General Orders specify that the employee must cooperate fully with the investigation and provide a statement if and when directed.
 - 3. At the conclusion of the interview, the employee will be given adequate time to consult alone with their attorney.
- I. After conducting a thorough investigation, the assigned supervisor shall prepare a report detailing the allegations and results of the investigation. The completed investigation is then routed to the Internal Affairs Section.
- J. The facts and circumstances involved in an allegation of employee misconduct shall be considered confidential and shall not be discussed with anyone other than the respective Division Commander. Any other conversations with regard to an allegation shall be confined to those discussions necessary to interview witnesses or accused officers. Violations of the confidentiality requirement shall result in disciplinary action.
- K. The investigation and notice of a pre-determination hearing **must** be completed within **60 days**. If the investigation requires an extension, the employee(s) under investigation may grant a 60 day extension in writing or the Chief of Police may petition the Lafayette Fire and Police Civil Service Board for an extension. (CALEA – 52.2.3)

RIGHTS AND RESPONSIBILITIES OF EMPLOYEES

A. Rights of Employees

- 1. Employees under investigation shall be notified, as outlined within the Police Officer's Bill of Rights, when they are the subject of an internal investigation.
- 2. Interviews/interrogations shall be conducted at a Department facility unless there are extenuating circumstances. Sessions shall be for a reasonable period of time.
- 3. The employee under investigation shall be informed of the identity and authority of the investigator(s)

conducting the investigation.

4. Questions shall be specifically directed and related to the allegations(s) being investigated, unless the investigation leads to additional violations (Conduct not based on original complaint).
5. All formal interview(s)/interrogation(s) of employees shall be electronically recorded.
6. Any employee who is the subject of an administrative investigation shall have the right to have an attorney and/or other representative present during the interview. An employee requesting representation during the course of an interview shall be afforded a reasonable period of time to obtain the representative. Such person, attorney, etc., shall only advise the employee. The employee shall answer all questions truthfully and shall not refuse to answer. The employee's representative shall not question the investigators concerning the investigation during the interview. After the interview the representative or attorney may ask questions or have the employee clarify any statements or add additional information.
7. Statements made by an employee in an administrative investigation shall not be used in any subsequent criminal proceeding, but can be used against the employee in administrative or disciplinary action.
8. Employees under investigation may obtain a transcript or electronic recording of their statement by making a written request thru the Internal Affairs Section to the Chief of Police or his designee.
9. Employees may take notes during the interview/interrogation.
10. During pre-determination hearings, members of the Lafayette City-Parish Consolidated Government's Human Resources Section may attend along with the supervisor of the involved employee. The employee is also entitled to representation at a pre-determination hearing.

B. Responsibilities of Employees

1. Employees having knowledge of misconduct shall immediately report such information to the appropriate entity in accordance with this General Order. Employees having knowledge of misconduct will be held accountable if they fail to report the matter and/or take appropriate action.
2. During an administrative investigation, employees shall truthfully answer all questions asked by investigators. Failure to comply shall result in disciplinary action.
3. Employees under investigation shall submit to the following conditions if deemed necessary and relevant to the investigation. Whenever an employee is ordered to submit to any of the following conditions, the information gained cannot be used against the employee in any subsequent criminal proceedings, but may be used against the employee in any administrative or disciplinary action. Refusal to submit to any of the following testing ordered shall result in disciplinary action up to and including termination: (CALEA – 52.2.6a,b,c,d,e)
 - a. Stand in a lineup.
 - b. Submit financial statements.
 - c. Be photographed.
 - d. Submit to a polygraph and/or C.V.S.A. examination. The results of a polygraph or C.V.S.A. examination shall not be the sole determining factor in administrative investigations.
 - e. Submit blood or urine samples for laboratory examinations (alcohol, drug, etc.).
 - f. Submit to a blood alcohol content test administered by a State certified intoxilyzer operator or LCG contracted provider.
 - g. Submit to medical and psychological testing, evaluation, and treatment by licensed practitioners as directed by the Chief of Police.
 - h. Submit to any other valid and reliable examination or testing deemed appropriate by the Chief of Police.

4. Any employee who is the subject of an internal investigation or has been interviewed as a witness in an internal investigation shall not discuss the case with other employees or citizens until the investigation is concluded. This does not prohibit an employee who is the subject of an investigation from speaking to an attorney and/or representative on the employee's behalf.

CONCLUSION OF FACT/FINDINGS (CALEA – 52.2.8)

- A. The assigned investigator shall include a conclusion of fact in all investigative reports where direct evidence is shown to demonstrate either the allegations on the part of the employee occurred or did not occur. This conclusion of fact will only be limited to the facts of the investigation and will in no way determine or suggest any course of disciplinary actions, as all disciplinary actions are solely determined by the appointing authority or his designee.
- B. One of the following findings shall be rendered in all internal investigations:
 1. UNFOUNDED: The act or acts complained of did not occur or failed to involve the employee.
 2. EXONERATED: The act or acts did occur but were justified, lawful and proper.
 3. NOT SUSTAINED: The investigation failed to discover sufficient evidence to clearly prove or disprove the allegations made in the complaint.
 4. SUSTAINED: The investigation disclosed sufficient evidence to clearly prove the allegations made in the complaint.
 5. MISCONDUCT NOT BASED ON COMPLAINT-SUSTAINED: Substantiated misconduct, not alleged in the complaint, but disclosed by the investigation.
- C. When adjudicating a complaint, it may be found that there was a valid and justifiable grievance, but that the employee involved acted properly within departmental guidelines.
 1. In such cases, the investigation shall be classified appropriately and an additional section shall be added to the report entitled "Policy Failure."
 2. The report shall identify:
 - a. The specific policy/procedure involved.
 - b. Injuries to the complainant or any other person involved.
 - c. Recommended changes to the existing policy/procedure.
 3. If the Chief of Police concurs with the conclusion regarding policy failure, then he will assign an employee to prepare the appropriate policy/procedure change.

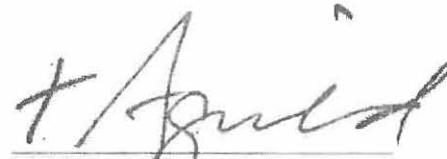
CONFIDENTIALITY POLICY

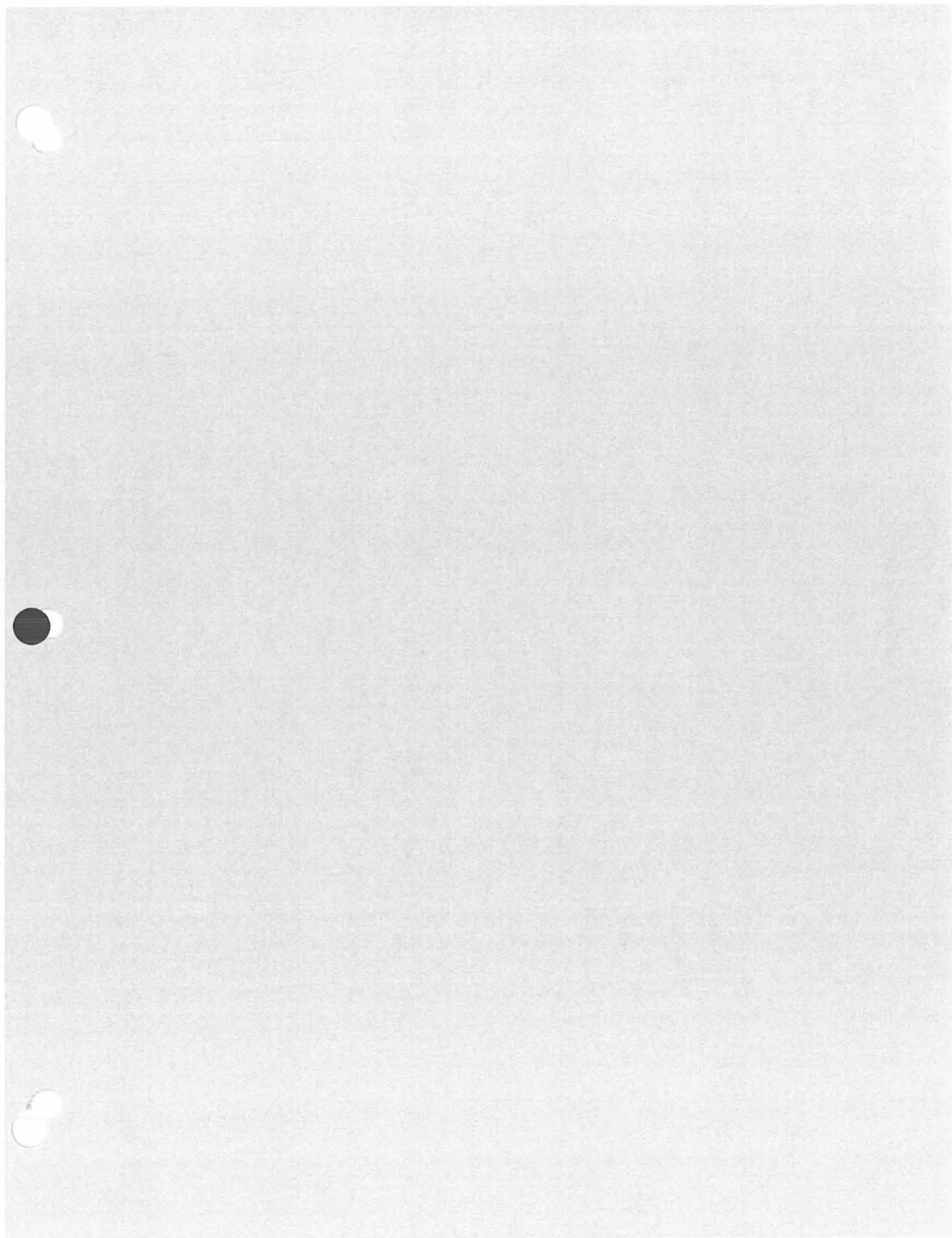
- A. The Internal Affairs Section shall be responsible for recording, registering, supervising, and controlling all records, reports, documents, information and items that are part of an Internal Affairs investigation. Information or copies of internal investigations shall not be furnished to anyone without permission from the Chief of Police or his designee. Internal investigations will be kept in the secure confines of the Internal Affairs Section with only employees of the Section having access to the files unless otherwise directed by the Chief of Police. (CALEA – 52.1.2)
- B. Internal investigations files and records of disciplinary action taken shall be maintained by the Internal Affairs Section. (CALEA – 52.2.1)
- C. Employees, complainants, or their legal representatives may review their files with permission from the Chief of Police.

- D. Retention and destruction of Internal Affairs files shall be in accordance to Louisiana revised Statutes R.S. 40:2533 titled: Personnel Files, Section C and the Internal Affairs Retention Schedule as set forth by the Lafayette City-Parish Government's Records Manager:
1. A law enforcement officer, upon written request, shall have any record of a formal complaint made against the officer for any violation of a municipal or parish ordinance or state criminal statute listed in Paragraph (2) of this Subsection involving domestic violence expunged from his personnel file, if the complaint was made anonymously to the police department and the charges are not substantiated within twelve months of the lodging of the complaint.
 2. (a.) Any violation of a municipal or parish ordinance or state statute defining criminal battery and assault. (b.) Any violation of other municipal or parish ordinances or state statutes including criminal trespass, criminal damage to property, or disturbing the peace if the incident occurred at either the home of the victim or the officer or the violation was the result of an obvious domestic dispute.
 3. Other Internal Affairs files that do not meet the above listed criteria as spelled out in paragraphs 1 and 2 shall be retained accordingly: the Internal Affairs Section participates in a Records Retention Schedule, as set forth by the Lafayette City-Parish Consolidated Government's Records Manager. This Records Retention Schedule requires the review and approval of the Chief of Police, the Lafayette Consolidated Government's Legal Department and the Office of the Louisiana Secretary of State. The Lafayette City-Parish Consolidated Government's Records manager will facilitate the destruction of confidential documents and prior to any document destruction, the Louisiana Secretary of State shall approve it. The confidential records possessed by the Internal Affairs Section are categorized accordingly:
 - a. **Administrative Investigations:** This category consists of documents relative to an investigation and may include interview summaries, charges, affidavits, evidence, transcripts and recommendation. The retention period for these files is active, plus five years. Meaning, these files will be destroyed five years after the investigation's disposition is rendered. However, any pending civil and/or criminal litigation will be retained pending the outcome of said litigation.
 - b. **Employee Personnel Record (Active Employee):** This category consists of all documents related to employees that are not contained in the employee's master file such as polygraph and psychological examinations, background investigations, credit review and internal committee recommendations. The retention period for these files is the length of the employee's tenure. Meaning, these files shall not be destroyed as long as the employee is actively employed.
 - c. **Employee Personnel Record (Inactive Employee):** This category consists of documents associated with an ex-employee's employment. The retention period for these files is three years after separation. Meaning, these files will be destroyed three years after the employee separates employment from the Department.
 4. Under no circumstances shall any Internal Affairs file or confidential document be destroyed in a fashion that is contrary to the present Records Retention Schedule or Louisiana Revised Statute 40:2533 titled: Personnel Files, Section C.
 5. The Internal Affairs Section shall maintain a logbook identifying all retained and destroyed confidential investigative files. The log will contain the case number, date of complaint, nature of complaint, name of involved employee(s) name of complainant(s), disposition of complaint and date completed.

ANNUAL STATISTICAL SUMMARIES

- A. The Internal Affairs Section shall publish an annual report which will be made available to the public and agency employees. (CALEA - 52.1.5)


TOBY J. AGUILARD
CHIEF OF POLICE



LAFAYETTE CONSOLIDATED GOVERNMENT

NUMBER 2161-2	EFFECTIVE DATE NOVEMBER 1, 2011	REVISED DATE
TITLE CONDITIONS OF EMPLOYMENT	PAGE 1 OF 6	
OFFICE PRIMARY RESPONSIBILITY HUMAN RESOURCES	SUPERSEDES PPM 2161-2 DATED AUGUST 28, 2009	

Policy

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- 1.2 To read (or have read to you) and acknowledge understanding of all PPMs pertaining to your area of responsibility within two months of employment.
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- 1.9 To work overtime when notified by at least the Division Head or designee.
- 1.10 To produce a doctor's certificate for all absences caused by sickness or injury in excess of three shifts, or less, if directed by your supervisor.
- 1.11 To undergo an examination to determine your physical or mental fitness to perform the duties of your position upon employment, appointment to a more strenuous position or when your appearance or actions suggest that you may be incapable of satisfactorily performing your duties or responsibilities.

- 1.12 To undergo an examination and/or blood test if you are suspected of being under the influence of alcohol or drugs and incapable of satisfactorily performing your duties or responsibilities.
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- 1.14 To park private automobiles only in the areas designated or assigned for employee use.
- 1.15 To open and allow inspection of any packages, containers or vehicles when entering, standing, or leaving LCG property upon request of proper authority.
- 1.16 To observe safety rules and properly wear any safety equipment required for the safe operation of any tool, equipment, machinery, or vehicle (including safety belts if so equipped).
- 1.17 To wear, carry, and/or properly display any issued item of identification such as uniforms or other distinctive clothing or headgear, identification cards, or badges.
- 1.18 To follow instructions of your supervisor and perform tasks as directed. If you consider an order improper or unjust, perform the task and request permission to bring the matter to your supervisor's superior, unless the task would clearly jeopardize your health and safety, or violate policy. In such a case, talk it over with your supervisor immediately. If the task is clearly unsafe or overly dangerous, you have the right to demand that your supervisor contact the Safety Officer for an on-site consultation. Failure to obey instructions is a serious offense; therefore, you may be asked to state your reasons in writing.
- 1.19 To report immediately to supervision any accident or personal injury, whether to yourself or a co-worker.
- 1.20 To cooperate and assist in any work-related administrative investigation and to answer any related questions completely and truthfully.
- 1.21 To safeguard, maintain, and return upon separation or demand, all items of issue, such as tools, equipment, uniforms, safety gear, etc.
- 1.22 To promptly reimburse the LCG upon demand for any amount of money due as a result of your loss or misplacement of items of issue; for overpayment of salary; for payment of any benefit for which you were not entitled; or for any other legitimate debt.
- 1.23 To obtain any job-required license or certificate within the specified time frame.
- 1.24 To inform your supervisor immediately if your job-required license or certificate is suspended, revoked or expired.
- 1.25 To enroll in the LCG's Group Insurance Plan, if eligible under the terms of the Master Insurance Policy.
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- 1.27 Designated LUS positions are subject to criminal background checks every seven (7) years or for probable cause in accordance with the Federal Energy Regulatory Commission (FERC) Critical Infrastructure Protection (CIP) Reliability Standard.

(The following sub-sections 1.28 through 1.37 pertain to supervisors)

- 1.28 To satisfactorily carry out assigned supervisory duties or responsibilities.
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- 1.35 To call the Safety Officer to the work site for consultation on hazardous work conditions or safety-related conflicts with subordinates.
- 1.36 To be considerate of the morale and well being of your subordinates during all phases of the work operation.
- 1.37 To encourage and promote safety in the workplace by example, training, and enforcement.

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- 2.1 Reporting for or being on duty while under the influence of alcohol or drugs.
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- 2.3 Fighting on LCG property or at any work site.
- 2.4 Abusive, obscene, profane or threatening language or actions directed toward your immediate supervisor, other members of management, fellow employees or the public.

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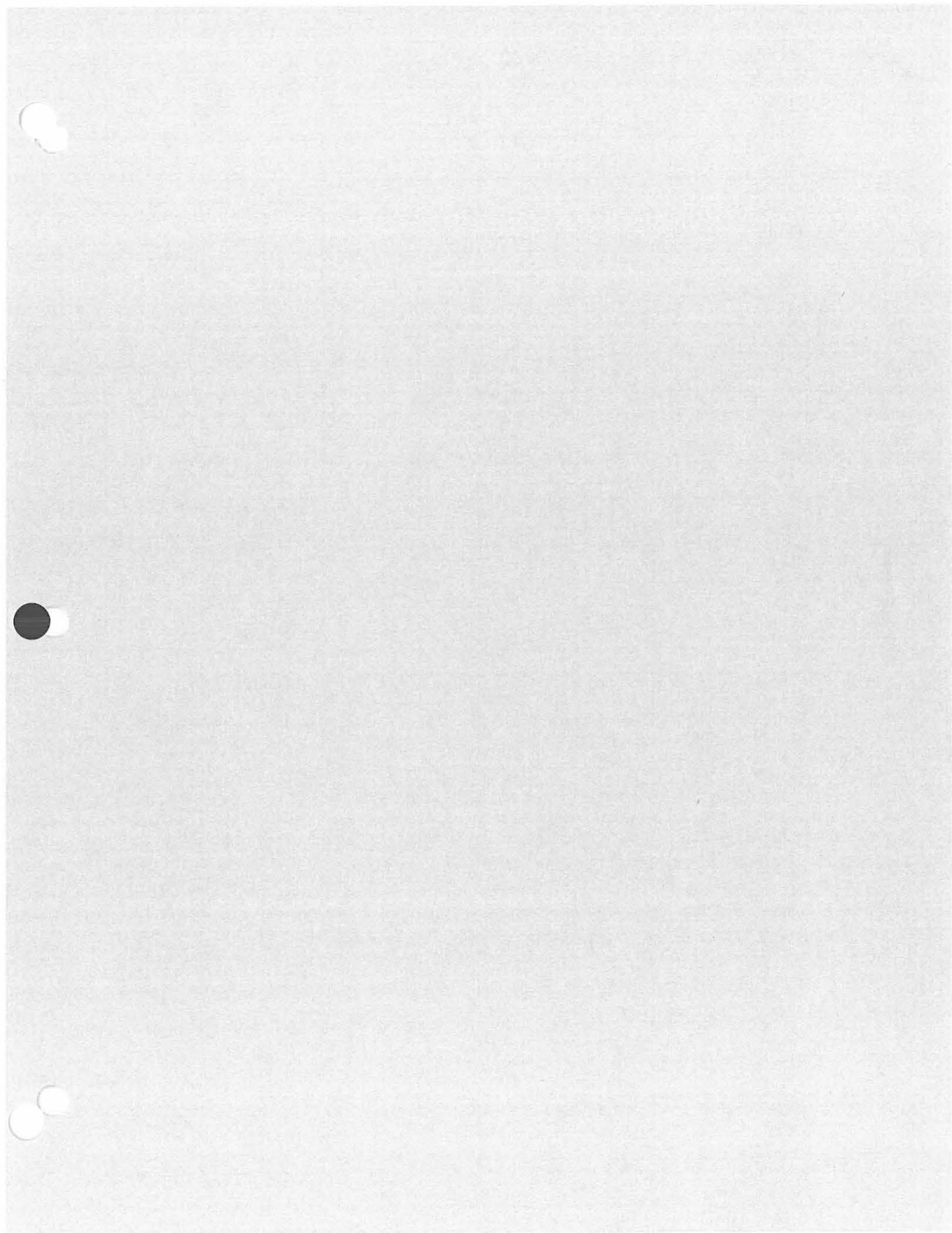
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Approved by:

Cheryl S. Drabey

CAO 12/7/2011



LAFAYETTE CONSOLIDATED GOVERNMENT

NUMBER 2161-2	EFFECTIVE DATE NOVEMBER 1, 2011	REVISED DATE
TITLE CONDITIONS OF EMPLOYMENT		PAGE 1 OF 6
OFFICE PRIMARY RESPONSIBILITY HUMAN RESOURCES	SUPERSEDES PPM 2161-2 DATED AUGUST 28, 2009	

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Approved by: *Mike J. Stanley* CMO 12/7/2011