

## Winston-Salem Fire Department

### 1.2 Rules of conduct

#### 1.1 Abuse of the position.

Chief Mayo has failed those under his command by allowing them to endure both direct and indirect threats. When made aware of said infractions Chief Mayo failed to act or did so in a manner that was less than commensurate with the violation.

The tying of nooses by Firefighter Michael Chapman in a ropes and knots class with Fire engineer Darius Johnson..Captain John Lindholm. battalion chief Daryl Sawyer and and fire chief Willaim Mayo were made aware of the incident and Chief Mayo chose to move to the next topic of discussion. His knowledge and disregard for a federal hate crime in turn, in this instance makes Chief Mayo guilty of aiding and abetting as it pertains to said crime.

#### 1.3 Assistance to other fire personnel

Chief Mayo has refused to provide any viable assistance to those under his command whom have endured the threatening and vile language and intended actions of several captains under his command.

Captain Kevin Shore engaged in a conversation that was completely inappropriate, threatening and vile. Captain Shore not only fosterd this conversation but failed to denounce it. The fact that he encouraged the statements of his younger co worker displays one instance of his inability to lead, mirroring that of Chief Mayo. These comments were racist and threatening and we applaud the companies that possessed the moral conscious to fire those engaged. The city of Winston-Salem has failed to immulate their actions.

exhibits 1a, 1b, 1c, 1d, 1e.



## Replies



**Kevin Shore**

**Jacob Pardue** With this logic I guess anyone with the name Dixie is racist? Trying to rewrite history will not change it. And those wanting change should do some research on the topic—what they will find will change how they view it. Learn from history and be better because of it, not remove or try to erase it. First riots, removal of statues, changing the names of events, there is no end to this.

3h Like Reply

1



Write a reply...





## Replies

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3h Like Reply

1



**Jacob Pardue**

**Kevin Shore** exactly. They're ignorant of their history.

3h Like Reply



Write a reply...



9 &gt;

 Jacob Pardue Kevin Shore...**Marcia Dudley**

Why dont we take out all the black people and move them all back to africa or wherever they all came from and then all about slavery will be erased .. Right? All who are offended by slavery well packem up movem out! Case closed..

1h Like Reply

**Marcia Dudley**

They should be thankful that SLAVES were brought over or they would all still be in africa!

Im so sick of this crap i



Write a comment...





Marcia Dudley

1 hr ·

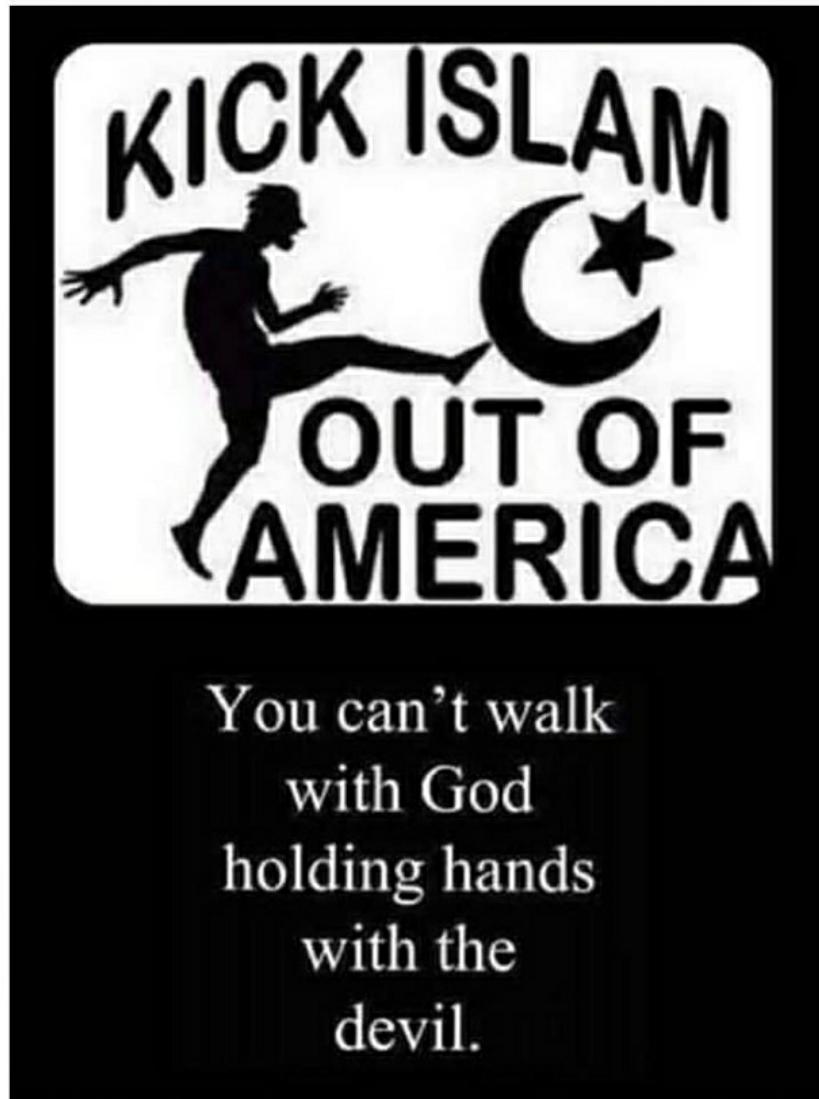
...



Celeste Costa

April 9 at 9:50 AM ·

8+



6

1 Share

Like

Share



**Marcia Dudley**

1 hr ·

...



**Hoke Minton**

7 hrs ·

0+

**America needs to  
shut down all  
Mosques and ban  
Islam. Bet you won't  
repost this.**

Like

Share

Captain Kelly Black Jernigan displays a blatant disregard for citizens and laws that should treat all citizens fairly and equally under the law. These examples mimic the disparaging climate of today and have no place within our department. The mention of attack dogs which are eerily reminiscent of a not so distant past. These expressions serve to create a hostile work environment for many under her command and all who are aware.

exhibits 1f, 1g, 1h, 1i

2:37 62%      

Jacob Blake, a Black man who was left paralyzed from the waist down after being shot by police in Kenosha, Wisconsin, grew up in Winston-Salem, No... See More



SOURCE: FACEBOOK 

WXII12.COM

**Winston-Salem native paralyzed after police shooting in Wisconsin, father says**

350 1K Comments • 256 Shares

 Like  Comment  Share

 **Kelly Black Jernigan**  
Has anyone mentioned he was a sex offender and wanted for sexual assault? How many on here saying he shouldn't have been shot have also posted about save the children? Think about that!

|||  <



Search

**Kelly Black Jernigan**

Jul 11 ·

...

F&\$k these people and everyone who backs them. How's the BLM movement now?

**Real Lexit**

Jul 7 ·

BLM evil agenda

**“WE NEED A REVOLUTION IN ORDER  
TO OVERTHROW THIS SYSTEM AND  
BRING A WHOLE NEW COMMUNIST  
WORLD INTO BEING.”**



1,674,035 views

12

6 Comments · 1.6M Views



9:51



25

5 Comments 4 Shares

Like

Comment

Share



Kelly Black Jernigan

Jun 23 ·

...

In response to protesters blocking University Pkwy....I'm sorry, but this is funny, I don't care who you are!

10:30 10:30 86% 10:30 10:30 86%

Replies		Replies	
Blake Mauney A bunch of dead-beat losers  14 10h Like Reply	Julie Marie Widener those "losers" include me and my daughter. Wanna try again??  5 10h Like Reply		
Lauren & St This comment has been hidden. 10k	Donna Keontz Davis This comment has been hidden. 10k		
Julie Marie Widener Blake Mauney those "losers"	Rocky Orrell Julie Marie Widener I'm sorry you and your daughter are losers  3 10h Like Reply		
<input type="text" value="Write a reply..."/>		<input type="text" value="Write a reply..."/>	
III		III	

63

6 Comments 1 Share

Like

Comment

Share



9:48


 Kelly Black Jernigan  
5d · 

That's what I'm talking about! Turn them loose!

Educating Liberal Democrats  
Jul 11 ·

This technique is 10 times more effective at dispersing rioters than tear gas or pepper spray. Also, it plays better in the news. Wait for it!

If anyone doubts that German Shepherd dogs are effective, just watch til the end.

Blue lives matter too.

Take some of the funds designed for police and let's buy a few thousand dogs and train them well.




Captain Edward Blair has displayed blatant hatred and threats of violence which were also ignored by city officials, the least of whom is chief Mayo . These are diaplayed by exhibits 1j, 1k, 1l, 1m

7:37

Michael Maher Yesterday at 9:12 AM

"it never happens around here". This is the Winston Salem /Greensboro area. How many of us travel on 40/52? Please consider getting your concealed carry and some handgun training. No one usually intended to get into harms way, but it happens. Please have the forethought to be trained to protect yourself, and your family. Let me know if you need a class. I can travel, do private classes, your social group, or whatever your needs are.



584

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Comments

Done



**Karen Eagleston**  
Michael Maher have to drive it ,  
can't let it sit.

10h Like

1



**Scott Blair**  
The "saint" is a very good platform for  
such situations.

1d Like

3



**Scott Blair**  
Compact... easily concealed and  
deployed... can do over and under  
work.. rails are good for  
attachments of your choosing..  
muzzle break with 50% recoil turn  
down. Great system. Oops.. I'm  
talking like a "2nd amendment"  
dude.

1d Like

1



**Lee Coe**  
Was this today.

1d Like



**Michael Maher**  
Lee Coe this past weekend. In  
Greensboro

1d Like

1



Like



Share

&lt; Scott Blair



Scott Blair

12 hrs

\*\*\*

Heading down to Charlotte for supper this evening...  
I'm bringing my own silverware.



11:00



1:28



## &lt; Scott Blair



Scott Blair

Like

Comment



Scott Blair

Friday at 5:32 PM · 2 people

...

So for all you idiots who voted for Cooper and obviously it was enough for him to win. I hope you enjoy going to the ABC store and watching YouTube for a while longer. Absolutely the dumbest bunch of people live in this state. This entire country has fallen apart. This is a testimony to just how weak... scared and brainwashed this country has become. Dismantle the police? Cool... let's try that and see what happens... just for 48 hours. Protesters by the thousands in the streets but let's not go see a band. I don't wear a mask.. I don't play by stupid rules.. I don't stay home and I damn sure am no sheep. If you are against the President... unfriend me... kick rocks and kiss my rear end. I don't associate with sheep either. And no need to debate with me... your not gonna change my mind ... period. And 2... if ya do debate? You can debate with the "block" button.

Ethan Richards and 144 others 33 Comments

Like

Comment



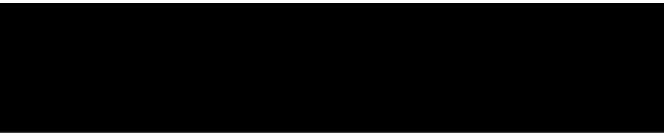
Scott Blair

Thursday at 4:00 PM · 2 people

...

Happy 17th birthday to my youngest son. [Seth Blair!!!](#)  
No words can express how much I love you and how





4G 7% 6:52 PM

**Scott Blair**

...

5 mins •

Cmon Pelosi... get off your sorry ass and try to impeach President Trump!! What are you waiting for? I really need you to go for it because when you do and then come up empty... Trump will definitely get re-elected and even the most remote Democratic contender will be gone and she knows it. However we need to have the Dems do a debate every week. The more they talk the more demented and ignorant they look. I love the way they shoot down their own policies. So for once I'm gonna be FOR the media... please please please let them get up there and show off their utter ignorance. For those of you who find this offensive you can unfriend me or you can go put on your black ninja outfits and protest.



5



Like



Comment



Share

People You May Know

...



This list is not a complete list of violators however they serve as prime examples of the events and actions of concern.

Chief Mayo failed to provide assistance to Firefighter Jonathan McDaniel when it was reported to him by way of a private citizen. that. Firefigter McDaniel was suffering abusive and threatening language and acts at the hands of captain Kevin Shore.

1.5 Courtesy employee shall be tactful in performing their duties.

Chief Mayo has engaged in multiple acts of intimidation most recently towards a private citizens and current employees by arriving on scene at a public conference discussisng his infractions at which time he took photographs of the group bringing the charges and later approached and whispered in the ear of a private citizen comments that will be reserved for discussion during the

corresponding investigation to come. Exhibit 1n and 1o.





seen reviewing his pictures after taking them of the group calling for his resignation. Chief Mayo has a defined history of threatening and abusive language. His actions towards a former employee who was a member of his administrative staff. Chief J. Walsh. Chief Mayo's threats were and are a direct reflection of his inability to contain displeasure and adhere to the rules, guidelines and laws set forth in the city of Winston Salem, the state of North Carolina and the federal laws of the United States. These actions will be discussed specifically during the pursuing city investigation. Chief Mayo has an established pattern

#### 1.11 Laws, Conformance to

Chief Mayo has exhibited a blatant defiance and disregard of city, state and federal laws. He has ignored and in turn condoned the malfeccient behavior of several of his employees.

#### 1.15 sexual harassment

Oddly enough we reportedly have a zero tolerance of said behavior. However there are members of our staff who have been reported for said behavior on multiple occasions in which a blind eye was turned and said employee remains on the staff of the Winston-Salem Fire Department. This removes the city's deniability claim when future violations occur and speaks Chief Mayo and the city's unwillingness to adhere to their own policies and procedures.

#### 1.18 Truthfulness

Omission of the truth is most certainly the antithesis of truthfulness and has occurred on multiple occasions with Chief Mayo in which he has denied knowledge of many of the facts presented here.

## 1.21 Written directives- general orders

Chief Mayo has willfully chosen to disregard several of the rules set forth by the city and laws governing the state of NC and the United States.

Section Q of the employee handbook

### (5) Immoral or indecent conduct

The multiple instances of failing to act, the abusive and threatening language and actions. The inability to adhere to the mission , goals and vision statements of the city of winston salem.

### (19) Disorderly conduct

Chief Mayo has attempted to harrass and intimidate several individuals which constitutes said conduct.

### (21) Abusive or threatening language to the supervisor, fellow employees, or the general public. (Refer to the violations listed under 1.5 of the fire department code of conduct.)

### (36) Violation of the city's policy concerning workplace violence.

Ignoring and failing to act on multiple instances of social media post, witnessed in Station statements and actions that are demeaning and threatening towards a particular group of individuals. In addition toothed aforementioned, there is a witnessd statement made by Captain Christopher Belcher; the present of a power point presentation concerning safe and respectful interactions with protestors of which ALL fire department personnel are to adhere. Captain Belcher directly stated that he would run the protestors over on his way home from work during one of many classes in which he is held responsible for upholding the guidelines of the employee guidelines of the city of winston salem.

### (38) Any conduct, including conduct off the job, unbecoming of a city employee which might interfere with the successful completion of job duties.

All of the aforementioned and those to come have displayed Chief Mayo's inability to lead and foster the safety, respect and well being of all under his command.

### (39) Bullying and other conduct deemed inappropriate by the city manager.

If city manager Lee Garity performs his job to level of that which the citizens expect him to he will no doubt agree with the actions of Chief Mayo to most certainly rise to the level of bullying and inappropriate. This formal grievance is littered with facts that leave no doubt as to the

classification of Chief Mayo's action as bullying and most certainly inappropriate.

We full well expect the approval of the termination of chief William Mayo once these specific facts have been reviewed and substantiated in a timely fashion. All personnel bringing this action are protected under the city of Winston-Salem's and the federal whistle blower laws and as such, said individuals are fully aware of the protection and recourse.

PHOTO CREDITS:

WINSTON-SALEM JOURNAL

FACEBOOK