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State of Louisiana
DEPARTMENT OF JUSTICE
LOUISIANA BUREAU OF INVESTIGATION
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On April 26, 2016, two employees requested a meeting with their chain of command. On April 27, 2016, that meeting occurred, complaints were received, and Verrette was placed on administrative leave – badge and gun were taken. On April 28, 2016, internal interviews began. And on April 29, 2016, Verrette resigned before he could be terminated. The investigation of the facts determined allegations were validated and numerous policies were violated.

“Verrette’s conduct was appalling and disgusting, and I am grateful the impacted employees came forward to report it. While I am proud our office took immediate action, I do wish our dedicated public servants would not have endured such terrible treatment for the weeks Verrette was employed by the office.” – Joe Picone, Director of the Louisiana Bureau of Investigation

Verrette’s employment began February 29, 2016 and ended April 29, 2016. The Louisiana Department of Justice employs more than 500 working on behalf of the State and her people.

Bosco, John

From: Schober, Sandra
Sent: Wednesday, April 27, 2016 6:54 PM
To: Bosco, John
Cc: Picone III, Joseph
Subject: RE: Admin Leave

Notice Received.

Warm Regards,
Sandra Schober, MPA MHR
Human Resources
La Department of Justice
Office of the Attorney General
P.O. Box 94005
Baton Rouge, LA 70804
(225) 326-6729 Phone
(225) 326-6795 Fax
SchoberS@ag.state.la.us

-----Original Message-----

From: Bosco, John
Sent: Wednesday, April 27, 2016 6:52 PM
To: Schober, Sandra
Cc: Picone III, Joseph
Subject: Admin Leave

Sandra,

Today we put Aaron Verrette on admin leave pending an internal investigation.

John Bosco
Deputy Director
Investigation Division
Louisiana Department of Justice
Office of the Attorney General
Office: (225) 326-6100
Fax: (225) 326-6197

STATE OF LOUISIANA
DEPARTMENT OF JUSTICE
INVESTIGATION DIVISION

INVESTIGATIVE MEMORANDUM

Date: 5/19/2016

File No.: 45-024

To: FILE

From: Joseph Bosco

Title: Aaron Verrette

On Tuesday, April 26, 2016, [REDACTED] called Deputy Director (DD) John Bosco to request a meeting regarding allegations of policy violations committed by Special Agent in Charge (SAC) Aaron Verrette. DD Bosco advised [REDACTED] to notify SAC Verrette of his intentions. On April 26, 2016, [REDACTED] sent an email to SAC Verrette requesting the meeting between himself, [REDACTED] (SA), Director Joe Picone and DD Bosco.

On Tuesday, April 26, 2016, after receiving the email sent by [REDACTED] SAC Verrette called DD Bosco to inform him of it. He said that he approved the request (he could not deny it), but that he was going to [REDACTED] DD Bosco informed SAC Verrette that he would wait to see what the nature of their complaint was, but there would not be any retaliation against them for making their complaint.

On Wednesday, April 27, 2016, [REDACTED] Director Picone and DD Bosco met regarding their complaint. [REDACTED] stated SAC Verrette had created a hostile work environment by constantly cursing at them and threatening them with termination for minor or non-existent issues. SAC Verrette constantly reminded them of his personal relationship with [REDACTED] and threatened to use that relationship to have them fired. Both [REDACTED] stated they could no longer work in the environment of fear and intimidation created by SAC Verrette, and even feared for their physical safety due to his unpredictable temper.

[REDACTED] alleged SAC Verrette sexually harassed them by making unwelcomed sexual comments, and by making what [REDACTED] felt were serious attempts to introduce him into the homosexual lifestyle. [REDACTED] stated it started out as general jokes, which he participated in, but it turned into comments and events that made him uncomfortable and went beyond general joking. SAC Verrette made comments that he was going to turn [REDACTED] into a "bottom", a reference to a male who receives anal sex. SAC Verrette also texted [REDACTED] a picture of two men in bed with the caption "think of the possibilities".



██████████ was never comfortable with the lewd comments made to ██████████ by SAC Verrette, which included showing ██████████ a picture of a large penis and asking ██████████ if ██████████ "knew what do with that" because he sure did. He also would make sexual comments whenever they observed a naked adult male while previewing digital media for child pornography such as "we need to talk to that guy", referring to the naked male in the picture. ██████████ thought the comments were completely unprofessional and it made ██████████ very uncomfortable.

Additionally, ██████████ alleged SAC Verrette discriminated against women and non-gay men by stating that he would only consider hiring gay men, or at least young attractive men he considered "eye candy". This was reinforced when ██████████ suggested interviewing a female probation and parole supervisor who holds a college degree for consideration in filling a vacancy. SAC Verrette declined to consider interviewing her because she was a female, further stating he wanted to make the New Orleans Metro office a "family" office, with "family" a reference to gay men.

DD Bosco asked ██████████ to write and sign a statement regarding their complaints, which they did (attached).

DD Bosco spoke with ██████████ and informed ██████████ of the complaint against SAC Verrette. ██████████ was unaware of SAC Verrette's comments to ██████████ the threats made against the agents, or the use of ██████████ name in the manner that it was by SAC Verrette. ██████████ was emphatic that DD Bosco inform ██████████ that ██████████ was unaware of it and did not support it in any way. ██████████ agreed that SAC Verrette should be placed on administrative leave and an internal investigation into all of the allegations against SAC Verrette be conducted immediately.

On Wednesday, April 27, 2016, based on the formal complaint filed by ██████████ SAC Verrette was placed on paid administrative leave pending an internal investigation regarding policy violations of sexual harassment, discrimination, creating a hostile workplace, and conduct unbecoming an investigator.

DD Bosco and SAC Bergeron met SAC Verrette at the Kenner office to place SAC Verrette on administrative



leave. Upon DD Bosco and SAC Bergeron's arrival, SAC Verrette had already removed his weapon and placed it on a desk with his badge and office key. When told by DD Bosco that he was being placed on administrative leave, SAC Verrette said he thought he was going to be forced to resign.

SAC Verrette stated he felt he was "set up" by [REDACTED] was just going along with [REDACTED]. He acknowledged that "under the parameters of sexual harassment", he had violated the policy, but stated it was just "jokes".

On Thursday, April 28, 2016, DD Bosco and SAC Jeff Bergeron began conducting interviews regarding SAC Verrette and the allegations levied against him. All employees under his command were interviewed, [REDACTED]

[REDACTED] All interviews of LADOJ employees were audio recorded. The recordings were put on a flash drive and placed into evidence.

DD Bosco and SAC Bergeron also spoke to members of other law enforcement agencies who had been present with SAC Verrette on [REDACTED]

[REDACTED] D Bosco and SAC Bergeron also spoke to [REDACTED]

[REDACTED] Following are the summaries of the interviews.

INTERVIEW OF [REDACTED] ON 04/28/16 (Recorded)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] knew SAC Verrette before he was hired at the LADOJ. [REDACTED] was aware of a sexual relationship between SAC Verrette and [REDACTED] who was later hired at the LADOJ at the behest of SAC Verrette. SAC Verrette made comments as to how well-endowed [REDACTED] was; further stating they would get drunk and have sex. After [REDACTED] was hired at the LADOJ, SAC Verrette was overly-protective of [REDACTED] often stating "nobody better fuck with [REDACTED]". [REDACTED] was not aware of any incidents involving [REDACTED] which would lead SAC Verrette to make that statement.

[REDACTED]

[REDACTED] was aware of a group of SAC Verrette's friends who are gay police officers. [REDACTED] has heard SAC Verrette say he wanted to hire them at the LADOJ.

INTERVIEW OF [REDACTED] ON 04/28/16 (Recorded)

[REDACTED]

[REDACTED] has had conversations with [REDACTED] regarding SAC Verrette's inappropriate texts and comments to [REDACTED]. [REDACTED] showed [REDACTED] the text of the picture of the two men in bed and the caption that read "think of the possibilities."

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

██████████ attended an ██████████ ██████████ was sitting next to SAC Verrette while they were working on a workshop called ██████████. The workshop is normally for trafficking involving underage females. SAC Verrette told ██████████ to search for males, saying "let's look for young boys". It made ██████████ very uncomfortable.

meeting

INTERVIEW OF [REDACTED] ON 04/28/16 (Recorded)

meeting, SAC Verrette

meeting,



was told by of a personal relationship between SAC Verrette and prior to employment at the LADOJ. told that SAC Verrette had shown pictures of penises on his phone, including

had told that they made several suggestions to SAC Verrette regarding potential hires for vacancies in the division, but SAC Verrette dismissed them. SAC Verrette wanted to hire young, attractive men regardless of their law enforcement experience.



██████████ is aware of jokes of a sexual nature between ██████████ SAC Verrette, and ██████████ ██████████ was told of them by ██████████ ██████████ said the jokes were beginning to get ramped up over the past couple of weeks, being more directed toward ██████████ and of turning him gay and of making him a "bottom". ██████████ told ██████████ that he was uncomfortable with the comments and wanted that part of it to stop. ██████████ was afraid to come forward because he thought he'd get fired if he did.

██████████ has had conversations with SAC Verrette regarding ██████████ (Has accepted the position but had not started at the time of this report). ██████████ was working at ██████████ at the time ██████████ accepted the offer to work at the LADOJ. ██████████ wanted ██████████ to work out of the Baton Rouge office since there were ██████████ currently working out of that office. Additionally, ██████████ lived much closer to Baton Rouge than to Kenner. However, SAC Verrette was adamant that ██████████ would "float", and work between the two offices. ██████████ told ██████████ it was because SAC Verrette considered ██████████ "eye candy", which is why he wanted ██████████ to work at the Kenner office (where SAC Verrette was domiciled). ██████████ apparently learned of SAC Verrette's comment, texting ██████████ "I hope Aaron don't try to throw me under the bus too. Why didn't y'all tell me I was coming to be eye candy. lol." ██████████ is also aware that SAC Verrette has asked ██████████ to go to a bar called "The Pub" with him, which ██████████ later learned is a gay bar in New Orleans.

After SAC Verrette was put on administrative leave (4/27/16), he called ██████████ and told ██████████ that he (SAC Verrette) was "set up" on a false sexual harassment charge by ██████████ and that ██████████ "shouldn't work" at the LADOJ, further suggesting ██████████ should see if ██████████ could keep ██████████ job at ██████████ SAC Verrette also told ██████████ that ██████████ had secretly set up audio recorders and video cameras at the office, and had also recorded phone calls between SAC Verrette and ██████████ (there is no evidence that any of that occurred).

At approximately 2215 hours on 4/27/16 (the day he was put on administrative leave), SAC Verrette called ██████████ SAC Verrette sounded as if he were drunk, slurring his words. SAC Verrette told ██████████ "don't let it get past us." SAC Verrette further stated that ██████████ was planning to take ██████████ SAC Verrette stated he got them raises and into the Kenner office, but they stabbed him in the back. SAC Verrette stated he thought it would be ██████████ because ██████████ is the one who got "screwed over".

SAC Verrette told ██████████ he was trying to get ██████████ to come forward with a sexual harassment complaint against ██████████ for ██████████ participation in sexual texts, including sending pictures of a rainbow colored dildo to SAC Verrette and ██████████

INTERVIEW OF ██████████ ON 4/28/16 (Recorded)

██████████ has not personally witnessed sexual harassment, but was told by ██████████ that SAC Verrette has

made inappropriate comments to [REDACTED]

SAC Verrette has shown [REDACTED] and [REDACTED] a picture from his phone of a male subject without a shirt, saying he was the guy he was hiring for an open investigator position. SAC Verrette said he was a good-looking guy, but he has a wife and kids.

[REDACTED] whose office is located next to the conference room where all [REDACTED] work, often hears yelling and screaming coming from the room, including using the word "motherfucker" on a regular basis. [REDACTED] has music playing in [REDACTED] office, but still hears the yelling and cursing. [REDACTED] cannot tell who is doing the screaming, as the sounds are muffled through the wall and the music.

[REDACTED] is aware that SAC Verrette and [REDACTED] were friends prior to their employment at the LADJ. SAC Verrette and [REDACTED] are always together. Every time [REDACTED] has had occasion to see them in a vehicle, they are always in the same vehicle with [REDACTED] driving.

Prior to the [REDACTED] SAC Verrette told [REDACTED] that he needed a hotel room in Pensacola because he and [REDACTED] were going to Pensacola after the conference to meet one of [REDACTED] boyfriends and possibly another male.

[REDACTED]

[REDACTED] has observed that the environment has changed for the worse since SAC Verrette has been in charge. Everyone comes to work "on tiptoes because they never know how he's going to act". [REDACTED] has told [REDACTED] that [REDACTED] hates coming to work and has knots in [REDACTED] stomach because of SAC Verrette.

INTERVIEW OF [REDACTED] ON 4/28/16 (Recorded)

[REDACTED] has not witnessed any sexual harassment and has no information regarding any of the allegations against SAC Verrette.

INTERVIEW OF [REDACTED] ON 4/28/16 (Recorded)



██████ has not witnessed any sexual harassment and has no information regarding any of the allegations against SAC Verrette. ██████ has only had limited involvement with SAC Verrette, as he (SAC Verrette) deals ██████

INTERVIEW OF ██████ ON 4/28/16 (Recorded)

██████ has not personally witnessed sexual harassment or a hostile work environment created by SAC Verrette. ██████ has not had many conversations with SAC Verrette.

██████ was told by ██████ that SAC Verrette curses ██████ and makes penis references.

Prior to ██████ resignation, ██████ heard SAC Verrette say that ██████ was "gone". SAC Verrette made the comment when talking about a ██████ case that ██████ was working, with SAC Verrette stating that ██████ was "hard to get in touch with".

██████ was aware that ██████ had made suggestions for new hires in ██████ but SAC Verrette "shot them down".

INTERVIEW OF ██████ ON 4/29/16 (Recorded)

██████ stated ██████ was not aware of any sexual harassment in the ██████. However, ██████ has heard SAC Verrette tell ██████ that he (Verrette) was going to turn ██████ gay, and that he was going to make ██████ a "bottom". ██████ has also heard SAC Verrette make sexual comments to ██████. ██████ could not give specifics, stating they were always joking. He has heard SAC Verrette make comments to ██████ about penises.

██████ has not heard SAC Verrette curse towards a specific person. He has heard SAC Verrette threaten to fire agents.

██████ heard SAC Verrette call ██████ an "old motherfucker" (not in ██████ presence) when SAC Verrette got mad about ██████ leaving the conference room door open. SAC Verrette did not put his hands on ██████ but grabbed the chair ██████ was sitting in and pushed it out of the room.



█ has heard SAC Verrette say that the █ did not need to work with other law enforcement agencies. He is not aware of SAC Verrette telling agents not to refer cases █

█
█

█

█ has heard SAC Verrette tell other agents that "nobody better fuck with █.

█ heard SAC Verrette say that he (Verrette) was going to turn the New Orleans Metro office into a "family" office. █ has also heard SAC Verrette say he was only going to hire gay or young attractive men.

█
█

█

█ stated he interpreted everything that was said or texted between SAC Verrette, █ and █ as a joke. █ is not aware of everything that was said or texted between SAC Verrette and █. From the day █ started working at the LADOJ, █ (█) █ told █ did not want to offend █ and for █ to let █ know if █ did.

INTERVIEW OF █ ON 4/29/16 (Recorded)

█ has overheard mutual joking of a sexual nature between SAC Verrette, █ and █. █ felt the jokes were inappropriate and would have "reeled" █ guys in if they were participating.

█ has heard heated arguments in the █ room, but the doors were closed and █ could not

█

discern what was being said or what was said by whom.

[REDACTED] has been a few search warrants [REDACTED] but was not present during any interviews.

[REDACTED] was told by [REDACTED] that SAC Verrette wanted to hire gay men and "eye candy" for the office.

END OF RECORDED EMPLOYEE INTERVIEWS

DD Bosco and SAC Bergeron spoke to [REDACTED] in person and to the following law enforcement officers by phone: [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

SAC Verrette contacted [REDACTED] after he was placed on administrative leave, saying he was going to be forced to resign and suggested [REDACTED] not come to work at the LADOJ. Regarding the sexual harassment allegations, SAC Verrette told [REDACTED] he was only "joking". SAC Verrette also told [REDACTED] he (Verrette) had been recorded by [REDACTED]

END OF INTERVIEWS

[REDACTED] showed DD Bosco texts from March between SAC Verrette, [REDACTED] and him. The texts were sexual in nature and appeared to be some general jokes, but also contained sexual dialect directed at [REDACTED], as [REDACTED] alleged. [REDACTED] appeared to willfully participate in most of the banter, but did deflect some of the direct gay and sexual references toward [REDACTED]. The texts were placed on a flash drive and placed in evidence.

[REDACTED]

They are also attached to this report.

The relative LADOJ and Investigation Division policies are as follows:

LADOJ POLICY TITLED DISCRIMINATION:

It is the policy of the Attorney General to make decisions regarding employment, including hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral and other aspects of employment without regard to race, color, religion, sex, national origin, military service, handicap, age, or disabilities, as defined in the Americans with Disabilities Act.

Programs and activities offered by the Attorney General will be open to all persons without consideration for race, color, religion, sex, national origin, military service, handicap, disabilities, or age.

It is policy of the Attorney General to ensure equality of opportunity in all aspects of employment and to employ and advance qualified individuals with handicaps, qualified veterans and special disabled veterans who, with reasonable accommodations, can perform the essential functions of a job.

Employees who present a complaint of discrimination, participate in an investigation of discrimination or oppose an unlawful employment practice shall not be retaliated against as regards hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral and other aspects of employment.

LADOJ POLICY TITLED SEXUAL HARASSMENT:

It is policy of the Attorney General to provide a work place free of sexual harassment in any form. Sexual harassment of any kind violates the Civil Rights Act (Title VII Civil Rights Act of 1964, Civil Rights Act of 1991). Violations will not be tolerated and may result in the disciplinary action and possible termination of employment.

Sexual harassment is any demand of sexual inference connected with one's job. Examples include verbal or non-verbal sexual innuendoes, suggestive comments, threats, insults, jokes about specific traits, sexual propositions, suggestive or insulting noises, obscene gestures, physical body contact or coercing of any sexual activity.



Sexual harassment also includes any unwelcome sexual advances or requests for sexual favors as a term or condition of an individual's employment, or when this conduct is used as a basis for employment decisions. Furthermore, when such conduct has the purpose or effect of unreasonably interfering with an individual's work performance creating an intimidating, hostile, and an offensive working environment.

Employees should report any acts that affect or interfere with their employment to their supervisor for sexual harassment complaints. If the person the employee is reporting is the supervisor for sexual harassment complaints, then the employee should contact the supervisor's superior to file the harassment charge.

All such complaints will be both thoroughly and quickly investigated in a confidential and non-biased manner regardless of whether it involves a co-worker or supervisor.

The Attorney General protects the rights of those individuals who bring and investigate sexual harassment complaints and also protects those individuals against any acts of retaliation if they pursue the complaints of sexual harassment.

[REDACTED]

[REDACTED]

■ [REDACTED]

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

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

As a result of this investigation, it was determined that SAC Verrette violated the following policies:

The LADOJ Policy Relative to Discrimination-By refusing to consider qualified females for a special agent position because of their gender, and of his desire to hire only "gay or young, attractive men" for personal reasons. Although the final hiring decision was not made by SAC Verrette, his recommendations were given a high level of credence and generally accepted because of his position. Prior to this investigation, SAC Verrette's chain of command was unaware of his exclusion of female candidates because of their gender.

The LADOJ Policy Relative to Sexual Harassment-By making lewd and offensive comments and suggestions to [REDACTED] and [REDACTED]. Although [REDACTED] willfully participated in general sexual banter, [REDACTED] did not welcome the direct sexual suggestions made by SAC Verrette. Additionally, SAC Verrette was in a position of authority over [REDACTED] and should have refrained from any such behavior regardless of [REDACTED] actions. There has been no evidence or suggestion that [REDACTED] participated in any sexual exchange. [REDACTED] was offended by SAC Verrette's actions, and was put in a very uncomfortable posture because of SAC Verrette's position of authority over [REDACTED] and the volatile temper he has exhibited.

[REDACTED]

[REDACTED]

[REDACTED]

As a result of the LADOJ and Investigation Division policy violations discovered in this investigation, SAC Verrette resigned on April 29, 2016.

Advocate/Times-Picayune copy

Advocate/Times-Picayune copy



Advocate/Times-Picayune copy



April 27, 2016

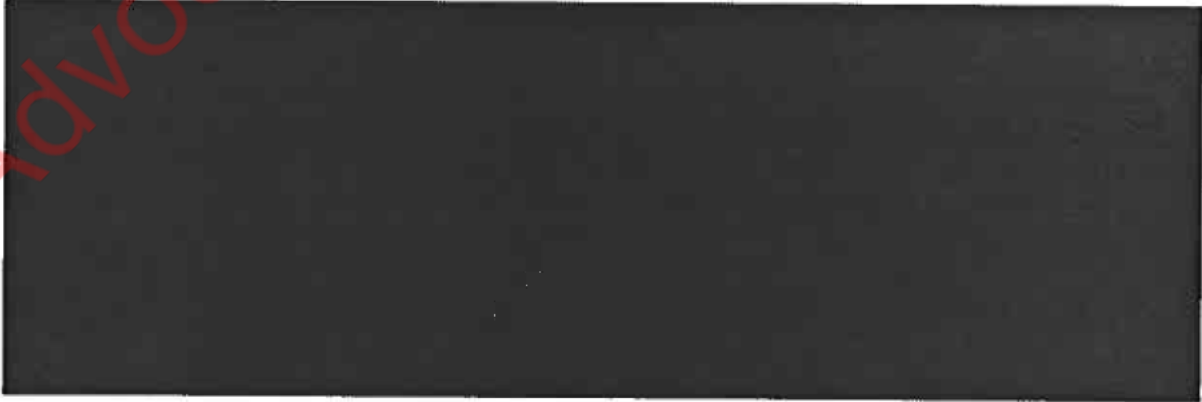
To whom it may concern:

My name is [REDACTED] and I am [REDACTED]. I was very excited about the changes being brought in by the new administration. I want to continue to serve [REDACTED] and being with the agency gives me the best chance to do that. From day one Special Agent In Charge Aaron Verrette was telling me how [REDACTED] had screwed up the unit and how horrible [REDACTED] was. I found this hard to believe because [REDACTED] is a model to all other units. The last two years we have placed 3rd and 1st place at the [REDACTED] and gained nationwide recognition for our unit. I was on a daily basis told by Aaron how screwed up we were. He had small issues but far from being screwed up as we were being told.

Aaron told me that he was close personal friends, with [REDACTED] and that he could get what ever he wanted with a telephone call to him. I had never met [REDACTED] and did not know how he was at this point in time.

On the date that [REDACTED] sent the email about the unit to Aaron, Aaron came into the office and was cursing telling us, [REDACTED] and the others in the Baton Rouge office were personally attacking us. He was yelling they better not think about going after fucking [REDACTED] that will be their fucking asses, or something similar to this. Aaron was screaming, myself [REDACTED] was in the room and [REDACTED] could hear from [REDACTED] office. I was concerned at this point because I had not been exposed to anyone with the Attorney Generals Office up to this point acting so unprofessional. I was upset by the email because [REDACTED] attacked a [REDACTED] I conducted occurring to policy.

Aaron stated again that he was a close friend with [REDACTED] and that if he calls [REDACTED] and [REDACTED] would be fired. That all he was to do is call [REDACTED] because he [REDACTED] on the weekends. That they are so close he has a key to [REDACTED] Aaron carried on that [REDACTED] were being fired and we were to have a meeting in the Baton Rouge Office.



Aaron had told me from day one that he did not want [REDACTED] or [REDACTED] in the unit. He told me when [REDACTED] left [REDACTED], the [REDACTED] through a party. At this point I have seen Aaron scream, cursing and acting irrational. I came to this office to work [REDACTED] and have extensive training in the field, I am an instructor as well as certified to do certain forensics on electronic media storage devices. I had seen him calling [REDACTED] directly, or so I was lead to believe that was who he was talking to. People were being terminated and moved so I was in fear for my job if I said anything that did not agree with what Aaron was doing. Aaron would talk about being paid by [REDACTED] on the weekends and show me pictures on [REDACTED] I have custody of my teenage daughter and cannot afford to lose my job. At this point I am on eggshells everyday going to work. When he would call my phone it was like "what has pissed him off now" I



Aaron was working [REDACTED] so hard that I became concerned for [REDACTED] mental health. [REDACTED]

[REDACTED] Add the pressure of how hard Aaron was running the unit and I had to address [REDACTED] attention to [REDACTED] work detail. [REDACTED] told me [REDACTED] was stressed and not taking medicines [REDACTED] was prescribed. Aaron asked me send [REDACTED] to [REDACTED] hoping [REDACTED] would be found unfit and then when [REDACTED] was not, he stated [REDACTED] was not going to make it in his unit. [REDACTED] was found to be fit for duty.

Prior to a staff meeting Aaron and I discussed writing up [REDACTED] for not conducting work timely. He stated that he was going to talk to [REDACTED] because he wanted [REDACTED] fired and [REDACTED] would not cut it working for him. Once we began the meeting [REDACTED] stated that [REDACTED] had another case to work, which [REDACTED] had told me about, I advised [REDACTED] to keep it between us so it could get handled and Aaron not yell about it. Well, [REDACTED] was

scared and stated that [REDACTED] had that case and Aaron stated cursing [REDACTED] out in front of everyone. He kept telling [REDACTED] he wanted an excuse to why [REDACTED] was behind and he was fucking waiting. He was screaming at [REDACTED] [REDACTED] could hear him at [REDACTED] desk. Aaron was intoxicated at this time, he made remarks to [REDACTED] about being out drinking in the French Quarter, and he was dry heaving and his eyes were bloodshot and he smelled of an alcoholic beverage. He threw a pen at [REDACTED] and said this is your fucking fault. He called [REDACTED] prior to the meeting and advised him he was out drinking the prior night and was still drunk or hung over. [REDACTED] and [REDACTED] road with him to the meeting and he discussed still being drunk.



[REDACTED] advised me that we had about \$1000 to use for search warrant travel expenses (hotels, food, etc). I advised Aaron that we needed to watch the spending and he stated that he could just call [REDACTED] and get more money for the unit.

Aaron got a hotel room in Lafayette when we did not need them because he wanted to hook up with an exchange student he meet in the French Quarter. He bragged about having sex with the male in his unit. This made me uncomfortable because with the state budget issues, I did not want our unit misusing funds. The unit thing, well that speaks for itself.

Our unit because of the nature of the job, you have to have a thick skin and not be easily offended by sexual comments. Aaron is a homosexual, we had numerous talks about my sister being gay and that I have several gay male friends that are like family members to me. Aaron from there started making gay sexual remarks to me. At first I thought it was just jokes. I am not easily offended and joked back. One day a male friend of Aaron's gave me a hug during a briefing. Nothing but a hug, it was uncomfortable at first and then I realized that I was being accepted into their law enforcement circle of friends. Aaron started making comments that I was a bottom (person who receives anal sex) I told him I was not gay and that I am comfortable around homosexuals because I was raised in a house that accepted the lifestyle. The jokes keep continuing and he started sending me pictures of men holding each other with comments like think of the possibilities. I again stated that I am not gay. He brought me a gay flag and some gay newspapers from the French Quarters and I again stated that I am not gay. He called me

a closet bottom in the office in front of [REDACTED] almost daily. He started calling me a power bottom and sending me pics saying that.

Aaron had told me that he and [REDACTED] were intimate and that they had to stop now that [REDACTED] was working for him. Aaron sent me messages that when they drink their weekends get wild and I should come have a drink with them. I stated no thank you I will stay in my quiet home.

When we had [REDACTED] position become available I wanted to replace [REDACTED] with a female that has supervisor post experience and a Masters Degree and was advised that he was not hiring any women. He wants eye candy in the office and showed [REDACTED] and [REDACTED] some guys shirtless pics, asking don't you want this around everyday. He constantly makes remarks about hiring [REDACTED] and how easy he is on the eyes to look at. He interviewed a guy and said that if [REDACTED] did not take the position we would be hiring him. The guy had one year experience on the street and he told him he was hired if [REDACTED] turned the position down. He told me that the guy was a friend of [REDACTED] and [REDACTED] wanted to "hook up" with him. Again I was upset because who we hire covers my life when we are in the field and we do more search warrants than anyone in the state. But I could not say anything because he would remind us how he was at [REDACTED] house over the weekend.

Aaron took his unit to [REDACTED] and then drove to meet [REDACTED] boyfriend to spend the weekend in Alabama with his unit. Then posted on Facebook while still in Alabama about driving to Shreveport from New Orleans.

This past weekend, again we are short on travel funds and Aaron does not like to [REDACTED] so they drove to Shreveport from [REDACTED] boyfriends home, on Sunday getting per diem and using funds when [REDACTED]. He could of saved the money and drove up [REDACTED].

Aaron stated that he was being such an ass to everyone because he worked for [REDACTED] in the past and had to quit because of how much an ass [REDACTED] can be, so he was trying to head that off us.

Bosco sent [REDACTED] an email and he called me wanting to know who did Bosco fucking think he was and that he better not be singling [REDACTED] out. Bosco forgot to add [REDACTED] and added him to a group message, it was nothing.

[REDACTED] from [REDACTED] called me when we hired [REDACTED] and being [REDACTED] just said what yall doing hiring my best fucking guy. [REDACTED] never meant any harm and asked to have a meeting with me and Aaron to address some concerns [REDACTED] had about [REDACTED]. I advised [REDACTED] that we had [REDACTED] the [REDACTED] and when we clear I could see if Aaron was available to talk. I called Aaron

and told him [REDACTED] had some concerns about us hiring [REDACTED] and leaving them with no one in [REDACTED] and that we needed to meet with [REDACTED] because it was political with the [REDACTED]. Aaron stated cursing and stated fuck that Bitch [REDACTED] don't tell us who we can hire. Its not political fuck [REDACTED] don't tell us when we will meet [REDACTED] that [REDACTED] was punished and we would not be working with [REDACTED] any time soon. He stated that if they would not of treated [REDACTED] like a slave then they would not of lost [REDACTED] and their personal failures are not our problem. Then he sent me a text ordering me not to have any further contact with [REDACTED]. Then he called [REDACTED] and told him that [REDACTED] called complaining. Which was not true. [REDACTED] stated [REDACTED] supported [REDACTED] bettering [REDACTED] but that we would have to repair the relationship with the agency because they now had no one in [REDACTED]. I agree that those issues are not ours but [REDACTED] should not of been told that and it is in the best interest of the [REDACTED] to get along.

Aaron then had a meeting with Bosco and Joe and did not tell them the whole story and called me and told me they supported his remarks word for word because [REDACTED] was no one to question who we hire. [REDACTED] never questioned anything but the [REDACTED] and what we were going to do in [REDACTED]. Aaron and [REDACTED] were discussing white-collar operations near [REDACTED]. I called Bosco to tell him the truth before any more damage to our relationship with the [REDACTED] was done.

I tried to explain to Aaron that he needed to stop yelling at everyone that this is politic and he kept yelling at me its not fucking politic. [REDACTED] is pissed because they lost [REDACTED]. Then he stated that while he's at it fucking [REDACTED] had better do what he asked and get his friend moved into an [REDACTED] position with the [REDACTED]. That its been over a week and he had not heard anything from him. He would call [REDACTED] and get him to call the [REDACTED] get the move done.

Aaron has made numerous remarks about just hiring "family" (Gays).

[REDACTED] keeps leaving the door open in the Kenner Office and he grabbed [REDACTED] and threw [REDACTED] out the room yelling learn to close the fucking door. This caused us to be fearful because he put his hands on [REDACTED] and they are friends. If he would do that to [REDACTED] what would stop him from doing that to us?

On yesterday's date, [REDACTED] threaten to leave the unit because of the stress caused by Aaron's violent outbreaks and that we never know what we are walking into. I decided to contact Aaron and ask to speak to John Bosco and Joe Picone. [REDACTED] and me were very scared because we felt we would be fired for going against Aaron because [REDACTED] would be involved in the complaint. [REDACTED] has been nothing but polite to me, [REDACTED] shakes my hand every time he sees me. You have to understand Aaron used [REDACTED] to instill fear in us. He would constantly tell us how [REDACTED] would call him and that they were very close friends. With the new administration I had no idea if anyone would even care what we were dealing with. So to say the least I have now been up over 36 straight hours at this point due to fear of losing my career. I apologize for any misspellings, grammar etc but as you can imagine I am exhausted after this day. I felt that the risk was worth it to protect the integrity of our [REDACTED] and our [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

To whom it May Concern:

I have been employed by The Louisiana Department of Justice [REDACTED] for over [REDACTED] years now. I was honored, excited, and possessed a positive outlook about my career with the Louisiana Department of Justice. I have enjoyed spending my career [REDACTED] and building relationships with other agencies whose mission is to [REDACTED]. During the last two months that Special Agent in Charge Mr. Aaron Verrette has been over the New Orleans Metro Office and [REDACTED] [REDACTED] I have become terrified to go to work on a daily basis. During the past weeks that Mr. Verrette has been in charge I have feared for my job and even at times, my safety.

[REDACTED]

[REDACTED] I began to feel like I was worth nothing and that my years of experience and regular letters of accommodations and recommendations as well as special assignments were deemed worthless.

During the first week of Mr. Verrette's arrival or shortly thereafter at the office [REDACTED] [REDACTED] had sent an email to Mr. Verrette expressing concerns he had for our unit. Mr. Verrette came into our "office" aka the conference room and told us that he didn't know who this person thought he was but he had to read this email to us because it was a personal attack from the [REDACTED] on him and us in the Kenner Office. At this time it was myself, [REDACTED] and [REDACTED]. During his reading of the email Mr. Verrette became irriate pointing out what was "personal attacks on us". I felt like some of the "points" were not personal and they were general statements about all agents involved. Mr. Verrette became even more irriate saying if they fuck with [REDACTED] that is there ass. They better not even think about fucking with him thats their ass. At no point in the email was [REDACTED] personally attacked. [REDACTED] could hear Mr. Verrette screaming through the walls. He believed [REDACTED] was also behind the email (which [REDACTED] was not) and he would call [REDACTED] and have them fired. I felt like he over reacted and was trying to pit the two groups of agents against each other. Again his temper made me fearful of retaliation from him if I ever spoke up about concerns.

[REDACTED]

Advocate/Times-Picayune copy

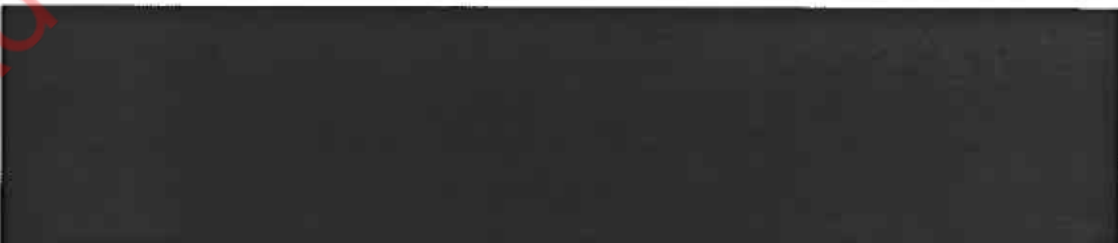
Advocate/Times-Picayune copy

██████████ is a good ██████████ with a lot of potential but Mr. Verrette has placed ██████████ in an unwinnable situation. I feel terrible for ██████████ because Mr. Verrette orders ██████████ to drive him around and screams at ██████████ just as much. Mr. Verrette also reminds all of us about how great ██████████ is and how above the bar ██████████ is compared to other agents in the unit and how he wishes he could have a unit of just ██████████. I am aware that ██████████ and Mr. Verrette have had a historical and/or current sexual relationship due to Mr. Verrette's common notifications to both myself and ██████████ (via text messages). ██████████ is a good and decent person and doesn't realize ██████████ being used as a pawn. However, I feel as if all my letters of accommodations, my reputation, and experience mean absolutely nothing because I don't have a "personal" relationship with Mr. Verrette.

Mr. Verrette asked me on several occasions to go out with him and his friends to the Pub (French Quarter alternate lifestyle bar) on the weekends, and I kept saying no. I'm ██████████ years old, and my personal activity on my personal days are chosen not to be spent with my Special Agent in Charge in order to advance my career. Mr. Verrette has told me his Sundays are consumed with an all day/night 'drinkathon'.

Mr. Verrette asked me to go to French Quarter Fest on a Friday afternoon, and I initially said yes. However, the more I thought about it, I declined the offer because I had work to do and used ██████████ as an excuse. I did not feel comfortable going because I felt like he was going to befriend me, use me like he did with ██████████ and later use specifics against me for his own vendetta purposes. With that said, Mr. Verrette eluded that he may have taken one of the AG units to the French Quarter Festival. He wanted to go to the French Quarter Festival around 12 or 1pm, and he made a snide comment and after I advised that I was not planning to go. Following that tone of comment replied by Mr. Verrette regarding my refusal to go to the French Quarter Festival, I feel like he changed his mentality towards me. I feel that Mr. Verrette made me his personal assistant as opposed to the respected agent I believe I am.

Mr. Verrette constantly orders me to make copies for him or fax something. At this point, I feel that Mr. Verrette is being vindictive towards me as a persona and as an agent due to the lack of my want to spend my personal time with him. He comes in hungover or still drunk which seems to be most Mondays. When he's "coming down from the weekend" his rage is even worse. However, it is my opinion that we generally get unprofessionally belittled on a regular basis and with a closed door the entire office can hear. This has also become an embarrassing scenario for myself and those in my unit.



[REDACTED]

During previews when we come across adult pornography (males), Mr. Verrette will make comments such as, "we need to talk to that guy" etc... I am previewing, I'm doing my job, and it is, again, completely unprofessional comments being made which offend me and make me very uncomfortable.

On his last warrant I was doing forensics for him [REDACTED] and during the preview he was on his phone on instagram and began showing me guys he thought was hot and one in particular was a male with a large penis, and he asked me if I knew what to do with it because he sure did. Yet, another example of unprofessionalism, my offense taken towards the comment and creating an environment that makes me uncomfortable. I did not ask to see it, I did not want to see it and I was working. I will not be subjected to that type of unprofessionalism. Mr. Verrette constantly will point out "hot guys" to me and show me naked males from his instagram. It makes me uncomfortable. I do not want to see it.

Mr. Verrette continues to make comments about only hiring people in the "family", which I know he is implying only hiring gay men. [REDACTED] had suggested a female to hire and Mr. Verrette made it clear he was only hiring good looking males, "eye candy". At this point [REDACTED] was in the room, and [REDACTED] began telling us about this officer from [REDACTED] he wanted to hire because [REDACTED] had a crush on him or wanted to hook up with him [REDACTED] did not engage in the conversation he just looked down). Mr. Verrette proceeded to show [REDACTED] and I pictures of this male (who was on his way to interview) pictures of him with his shirt off telling us he was hot and asking us our opinion. [REDACTED] and I tried to brush it off but it made us uncomfortable.

I suggested we hire [REDACTED] and [REDACTED] was subsequently offered a position with [REDACTED]. During the course of that Mr. Verrette would make comments about how [REDACTED] is eye candy, and [REDACTED] would be in the Kenner office not in EBR because [REDACTED] is easy on the eyes. It made me uncomfortable [REDACTED] is a coworker who I trust with my life, and I do not see [REDACTED] like that. Additionally, I do not appreciate Mr. Verrette talking in that manner about a new hire who has no idea that's going on. After our last set of warrants in [REDACTED] Parish (they were [REDACTED] [REDACTED] came on the warrants. [REDACTED] and I ended up working a 12 plus hour day (again, because Mr. Verrette constantly tells us we are not doing enough and that [REDACTED] wants

numbers) I went into the Kenner office on my way home to pick up the [REDACTED] and send an email to [REDACTED]. When I walked in Mr. Verrette, he said, "mmmhmmm someone was looking good today" [REDACTED] "what are you talking about" Mr. Verrette [REDACTED] "he was looking fine" [REDACTED] "I don't see [REDACTED] that way, [REDACTED] s like a brother". Mr. Verrette: "Seriously?!". Mr. Verrette gave me a hard time about [REDACTED] not being my type...sneered at me, then looked at me and said fax this for me. I told him no and walked out. I felt like I was getting attitude but I would not engage in the sexual conversation about [REDACTED] t's inappropriate and infuriated me.

[REDACTED] has been the victim of sexual harassment more than anyone else in the office. Mr. Verrette constantly tells [REDACTED] is a bottom and a power bottom (I have personally heard it). That [REDACTED] s gay he just doesn't know it yet, he needs to go to the Pub with them because you never know, etc. They tell [REDACTED] their friend [REDACTED] is going to fuck him and [REDACTED] s going to be his bottom. They have brought him a gay pride flag and left magazines with transsexual ads on his desk. [REDACTED] has shown me a group text where they are telling him how [REDACTED] is going to be a bottom and sent him pictures of men cuddling in bed suggesting that will be [REDACTED] has made it clear he is not gay and is only into women. [REDACTED] has the messages that will prove the above-mentioned comments. We are afraid to say anything because Mr. Verrette will either say we are homophobic or he will have us fired.

He has told me on three separate occasions that he stayed an extra day while traveling with the office that he was going to meet a "boo". The first time, I was told the team went to [REDACTED] Mr. Verrette told me they were going to spend the night, so he could 'hook up' with an exchange student he met in the French Quarter. The second time Mr. Verrette told me about how they were going to the [REDACTED] then they were going to [REDACTED] area to see another "Boo". [REDACTED] The third time was last week. [REDACTED]

[REDACTED] or warrants on Monday. Mr. Verrette told me he had a "boo" in Shreveport that he wanted to see and also told me that he just didn't want to drive that early in the morning. Multiple times Mr. Verrette has reprimanded me for [REDACTED] We certainly have [REDACTED] in the morning. [REDACTED] We [REDACTED] He did not like when I told him he didn't have to come, I got a look of attitude. We are on a tight budget. We should only be traveling when absolutely necessary. I have expressed my concerns, but Mr. Verrette has said he's "pulling rank on me" and "they (the office) will get us the money or he'll call [REDACTED] I am not going to continue to travel with him, so he can meet his "boos". I backed out of the [REDACTED] because I did want to be with him due to his outburst or feeling pressured to go out with them because if not he would put a target on my back.

[REDACTED]

Mr. Verrette has made me feel terrified to come to work, frightened to speak my mind, has sexually harassed multiple men (to their face or behind) and has shown me pornography in the field. I can not and will not work under these circumstances. I could no longer stand by and watch everyone in our office walk on egg shells fearing their job and watching relationships with agencies be destroyed because "He knows [REDACTED] Our mission in [REDACTED] to [REDACTED] and without working together that mission will fall apart. The current hostile work environment has made it unbearable to even come to work. I am so afraid by me speaking out that Mr. Verrette will do everything in his power to "make that call and this will be my ass".

I appreciate your time reading this letter, and I am willing to fully corporate in any way possible. I love my job and hope to continue my career with the DOJ, and working [REDACTED] with people who are no longer afraid for their jobs and with affiliates who are no longer fear to work with us.

Very Respectfully,

[REDACTED]

4/28/16

From: Bosco, John
To: Investigation [REDACTED]
[REDACTED] Picone III, Joseph
Subject: SAC Verrette
Date: Thursday, April 28, 2016 6:15:40 AM

Effective today SAC Verrette is on administrative leave and will not be involved in any work-related matters. I will temporarily be the next level in the chain of command for the [REDACTED] investigators after [REDACTED] and the [REDACTED] investigators after [REDACTED]. This will remain in effect until further notice.

John Bosco
Deputy Director
Investigation Division
Louisiana Department of Justice
Office of the Attorney General
Office: (225) 326-6100
Fax: (225) 326-6197

STATE OF LOUISIANA
DEPARTMENT OF JUSTICE
INVESTIGATION DIVISION

CLOSING MEMORANDUM

Date: 8/2/2016

File No.: 45-024

To: FILE

From: Joseph Bosco

Title: Aaron Verrette

As a result of this internal investigation, Aaron Verrette resigned his position at the LADOJ on April 29, 2016. No further action is necessary and this case may be closed.

Advocate/Times-Picayune copy

--



Jeff Landry
Attorney General

State of Louisiana

DEPARTMENT OF JUSTICE
INVESTIGATION DIVISION

P.O. BOX 94005
BATON ROUGE
70804-9005

LOUISIANA DEPARTMENT OF JUSTICE LOUISIANA BUREAU OF INVESTIGATION

RECORD OF INFORMATION FURNISHED TO OTHER AGENCIES

ORALLY: ____ BY TELEPHONE: ____ WRITTEN COMMUNICATION: ____

INVESTIGATOR: **John Bosco**

INFORMATION CONCERNING: **Aaron Verrette**

INFORMATION FURNISHED FROM FILE, SERIAL, AND PAGE NUMBER:

45-024: Copy of audio recordings of LADOJ employees interviews (flash drive)

☒ during course of investigation

☐ from informants

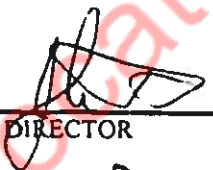
☐ from complainants or other sources

INFORMATION FURNISHED TO:

HR Manager Sandra Schober

NUMBER OF ITEMS DISSEMINATED: **01**

REMARKS:


DEPUTY DIRECTOR

11/17/16
DATE


RECEIVED BY

11/17/2016
DATE

STATE OF LOUISIANA
DEPARTMENT OF JUSTICE
INVESTIGATION DIVISION

INVESTIGATIVE MEMORANDUM

Date: 5/18/2016

File No.: 45-024

To: FILE

From: Jeff Bergeron

Title: Aaron Verrette

On 5/18/16, SAC Jeff Bergeron placed 2 thumbdrives into LADOJ evidence. One thumbdrive contained employee interviews and the second thumbdrive contained text message conversation between [REDACTED] and Aaron Verrette. The thumbdrives were turned over to evidence custodian Nancy Jarreau.

See evidence form.

Advocate/Times-Picayune copy





Jeff Landry
Attorney General

State of Louisiana
DEPARTMENT OF JUSTICE
LOUISIANA BUREAU OF INVESTIGATION
P.O. BOX 94005
BATON ROUGE
70804 9005

LOUISIANA BUREAU OF INVESTIGATION

RECORD OF INFORMATION FURNISHED TO OTHER AGENCIES

ORALLY: _____ BY TELEPHONE: _____ WRITTEN COMMUNICATION: 08/03/2016

REQUESTED BY: **JOHN BOSCO, DEPUTY DIRECTOR-LOUISIANA BUREAU OF INVESTIGATIONS**

INFORMATION CONCERNING: AARON VERRETTE

INFORMATION FURNISHED FROM FILE, SERIAL, AND PAGE NUMBER:

45-024; Three (3) Investigative Memorandums: 1. Thumb Drives in Evidence; 2. Verrette Investigation;

☒ during course of investigation
☐ from informants
☐ from complainants or other sources

INFORMATION FURNISHED TO: 71302

SANDRA SCHOBBER, MANAGER - HUMAN RESOURCES, LOUISIANA DEPARTMENT OF JUSTICE

NUMBER OF ITEMS DISSEMINATED: 05

REMARKS:


DEPUTY DIRECTOR

8/3/16
DATE


RECEIVED BY
JB/dll

8/3/2016
DATE



State of Louisiana
DEPARTMENT OF JUSTICE
LOUISIANA BUREAU OF INVESTIGATION
P.O. BOX 94005
BATON ROUGE
70804-9005

LOUISIANA BUREAU OF INVESTIGATION

RECORD OF INFORMATION FURNISHED TO OTHER AGENCIES

ORALLY: _____ BY TELEPHONE: _____ WRITTEN COMMUNICATION: 11/10/2016

REQUESTED BY: JOHN BOSCO, DEPUTY DIRECTION-LOUISIANA BUREAU OF INVESTIGATION

INFORMATION CONCERNING: AARON VERRETTE

INFORMATION FURNISHED FROM FILE, SERIAL, AND PAGE NUMBER:

45-024; Three (3) Investigative Memorandums: 1. Aaron Verrette Investigation; 2. Thumbdrives Places in Evidence; [REDACTED]

- ☒ during course of investigation
☐ from informants
☐ from complainants or other sources

INFORMATION FURNISHED TO: COPY

NUMBER OF ITEMS DISSEMINATED: 07

REMARKS:

[Signature]
SPECIAL AGENT IN CHARGE

11-10-16
DATE

[Signature]
RECEIVED BY

11-10-16
DATE

JB/dll