



Police Department
Département de Police

January 20, 2022

Police Sergeant
Thomas W. Griffin Jr (3100-1257)
Lafayette Police Department
900 E. University Ave
Lafayette, LA 70503

Sergeant Griffin:

An Administrative Investigation (AD 2021-040) was completed regarding an allegation of Sexual Harassment.

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

On October 18, 2021, an employee of the Lafayette Police Department reported to Human Resources and provided a written statement to [REDACTED]

[REDACTED] The Police Officer advised in his written statement that he was not filing a complaint, simply reporting what was said to him as a supervisor.

Interim Chief Griffin was placed on Administrative Leave during this investigation, but did provide an interview.

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

[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]

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]

On November 11, 2021, you were advised of your Police Officer's Bill of Rights and you were interviewed by [REDACTED] along with your attorney, Allyson Prejean.

You attended a pre-disciplinary hearing with your Attorney: Allyson Prejean on January 13, 2021. You were given the opportunity to provide any additional information or comments. You had no additional comments.

After careful review of the Administrative Investigation (AD 2021-040) and consideration of your verbal explanation, the complaint was sustained. Your actions were deemed to constitute violations of the Lafayette Police Department General Orders and Lafayette Consolidated Government Policies and Procedures as follows:

Lafayette Police Department General Orders:

GO 201.2 PROFESSIONAL CONDUCT AND RESPONSIBILITIES

ATTENTION TO DUTY

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 judgment.

F. Employees shall not knowingly make false or untrue statements -- whether written or verbal.

GO 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.

3:23 Truthfulness

Employees shall not knowingly make false or untrue statements.

GO 301.9 INTERNAL INVESTIGATION, RESPONSIBILITY OF DEPARTMENT PERSONNEL TO COOPERATE

RIGHTS AND RESPONSIBILITIES OF EMPLOYEES

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.

PPM 2161-2: Conditions of Employment**Policy**

Certain rules and standards are necessary for the good order of the daily work routine and the well-being of the work force. Listed below as a guideline (but not as an all-inclusive list) are rules and standards that have been established for the Lafayette Consolidated Government (LCG) employees.

Acceptance or continuation of employment with the LCG constitutes an agreement by you as an employee to abide by these rules and standards; to comply with all other directives, orders and instructions issued by proper authority; and to otherwise conduct yourself in accordance with generally-accepted standards of good citizenship and good employment practices.

1. Requirements

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

2. 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.

PPM 2161-20 Anti-Harassment and Anti-Discrimination**2. 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 preventative 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 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.

3. 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 reasonably 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 of 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.

As a Sergeant, your actions should demonstrate sound judgment and portray good decision-making, which reflects positively upon the reputation and integrity of the Lafayette Police Department and our officers. It is of great concern that your recent actions have affected the Lafayette Police Department and our Officers in a negative manner. Your actions have contributed to an embarrassment for the Lafayette Consolidated Government, the Lafayette Police Department and our officers who proudly wear the badge and take pride in protecting and serving the citizens and businesses community of the City of Lafayette.

I would be remiss in my duties, as the Interim Police Chief, to uphold the accountability and integrity of the Department and our Officers, if I did not administer disciplinary action. It was determined the best interest of the Lafayette Police Department and the Lafayette Consolidated Government would be served by termination of your employment. This letter is your *official* written confirmation that **your employment with the Lafayette Police Department and the Lafayette Consolidated Government is terminated effective January 21, 2022.**

You may visit the Lafayette Consolidated Government Human Resources office in person at 705 W. University Avenue, Lafayette, LA for an explanation of your benefits. You may also contact Rick Zeno: Human Resources Manager at (337) 291-8228 or Shekeitha Poullard: Employee Relations Supervisor at (337) 291-8235.

As you are aware, the Municipal Fire and Police Civil Service Rules provide you a right to appeal this action. If you wish to appeal, you must submit a written request to the Fire and Police Civil Service office within fifteen (15) calendar days.

Approved:



Monte L. Potier
Interim Chief of Police

C: State Examiner's Office
LPD: Internal Affairs
Human Resources

Human Resources Office Review
as to form and procedure


Initials

1/20/2022
Date