

Equal Employment Opportunity IA #: EEO22-0016 Case #:

Received date: Mar 1, 2022 Occurred date: Jan 1, 2020

Classification: EEO

Allegation(s):

Sexual Harassment - Sustained - Apr 18, 2023
3.14.2. Ops 07/19 AR 2.35 (EEO)

Action(s) taken

Retired Sep 12, 2021 Days/hrs suspended: 0

Incident summary:

Internal Investigators:
Lieutenant Gregory D. Hernandez (Investigative Review)
Sergeant Christopher Jansen (Primary Investigator)
Erik Chavarria (Equal Opportunity Department Investigator)

Allegation #1: Between November 2020 and July 2021, Lieutenant Tyler Kamp #7265 (ret.) made sexually harassing comments to [REDACTED] via text messages and in-person conversations.

Findings: Sustained

Employees Involved: Lieutenant Tyler Kamp #7265
Retired on September 12, 2021

Officer [REDACTED]
Reserve Bureau

Complainant: Department Initiated

Investigation received by Sgt. Chris Jansen #9026, Professional Standards Bureau:

On February 26, 2022 [REDACTED] reported to her immediate supervisor, Sergeant Matthew Cormier #8679, potential allegations of sexual harassment by Lieutenant Tyler Kamp #7265. Lieutenant Tyler Kamp #7265 retired from the City of Phoenix Police Department on September 12, 2021.

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From my time at the Mountain View Precinct of being an officer in training in 2020 under the training of Officer [REDACTED] to July 24, 2021 of being on 71B I was sexually harassed and affected in and out the work place emotionally and mentally by Lieutenant Tyler Kamp due to many inappropriate sexual comments. The majority of this took place over text messages and phone calls as well as feeling pressured to meet in person on duty for non-work related topics. Tyler Kamp was given multiple warnings of the inappropriate behavior over text messages, which did not stop after the first warning Tyler would ask me to go out with him to buy me drinks outside of work while being in officer

in training and as a probationary officer, comment about my body and weight, send text messages that would include him stating about how I looked in yoga pants and about me bending over and having flirty eyes, telling me to bring an extra pair of pants for after shift regarding meeting with him on New Years Eve, becoming upset that I "ghosted" him on New Years Eve, ask me if the best time to talk to me was after I have had a few drinks, asking if I was proud of him for not telling me anything inappropriate when he was drinking, making his presence known to me while in common areas, telling me he would look at me in his training class and disappointed that I did not solicit his attention more, restrict me from working and taking calls for service on duty to meet him for non work related topics, restricting me from training and career advancements due to jealous behavior over my relationship and disregarding that I was in a relationship, causing me to avoid going into the precinct intentionally to avoid contact with him which resulted in me staying in my patrol vehicle until end of shift. I purposely avoided contact with Tyler Kamp and he would send text messages regarding me avoiding him. He would tell me over the phone that other employees such as Sergeant [REDACTED] are jealous of me due to my looks and that I get special treatment that will offend other officers in as well as he had knowledge that I was being treated poorly by my FTO sergeant, making me feel I could not defend or speak up for myself due to him being my direct lieutenant, constantly tracking where I was at work, when I would arrive in, what I was driving in addition to making comments of what I was wearing such as yoga pants and thanking me for wearing the yoga pants, tracking where I was on shift and making contact with me asking why I would not respond to his text messages, randomly texting me about not to marry young and about his sex life in addition to informing me that he was a virgin when he married, sending morning and good night messages, sending me pictures of a female ATF employee that he stated was flirty and one of the pictures included her in a setting where she was unaware of him taking the picture and one of her in uniform while he was in uniform, asking me to call him while off duty and to meet him on duty, talking about inappropriate stories of him and his coworkers regarding drinking and stripper poles. This behavior continued for a long period and made me feel I was put in a position of having to stay respectful, kind and allow this to continue for a long period over fear of losing my job. I was extremely uncomfortable with the behavior and this damaged my training and ability to work functionally at work and have to constantly be mentally prepared for the behavior and potentially come in contact with Tyler Kamp. I have struggled over this issue for a long time and continuously trying cope of how I am seen and viewed at my work place, afraid of trusting any employee at a higher rank and feeling at a loss.

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On March 10, 2022, Officer [REDACTED] emailed Mr. Erik Chavarria, with the City of Phoenix Equal Opportunity Department, a timeline of events which captured her interactions with Lieutenant Tyler Kamp. Officer [REDACTED] wrote "During my contact with Tyler Kamp that started prior to November 30th of 2020 I was an OIT at the Mountain View precinct, Tyler would approach me stating he knew my background working for NIBIN and ATF and would ask me questions about my history and personal life. He was overly friendly and would have me talk to him while my FTOs would have to wait on me. I would feel compelled to stand there at the precinct to talk to him knowing his rank. After communicating with Tyler Kamp over text message starting on November 30th, 2020 he began with flirty text messages using wink face emojis and to call him Tyler while off duty. He then asked me what I go by and when I told him I go by [REDACTED] or [REDACTED] he stated that he might have to come up with his own name for me. From there he started talking about his interest in country style music and asked if I was a country girl. He also stated that I clearly workout and asked me about what type of workouts I do and that once he knew how to box that he would make me try it including a wink face emoji. He stated in the text on December 1st, 2020 that He would have me swing by his boxing place but not when my FTO was around and continued stating that I was cute and maybe because I was 100lbs.

On December 2nd of 2020 Tyler started the conversation by telling me I could trust him and tell him anything because his lips are sealed. He warned me that he could be pretty blunt. He wanted to know why I initially got in contact with him and to remember (an emoji with a zipped up smile) referencing that his mouth was shut. I explained to him that I confronted [REDACTED] about his behavior and if he was ok with me due to me giving opinions about work. That [REDACTED] had texted me later giving me Tyler's number telling me to contact him. Tyler responded on that same date that he was appreciative and like my composure and fun positive attitude and included that he likes my eyes and smile and asked if that was ok to admit.

On December 3rd he started a conversation asking me for my hunting pictures as I did not send him any upon his first request. I sent him my hunting pictures and also included in the same conversation that I had no secret intentions or anything behind reaching out to him. I explained that "I am not like that" referencing any inappropriate reasons to being in contact with him and that I simply was concerned about his opinions. Tyler responded to my hunting pictures stating that he was "turned on" in which I did not respond to that comment. He then asked me out to drinks once I was done with FTO. He also asked me if the best time to text me was after I have had a few drinks.

December 5th, 2020 Tyler texted me in response to my previous message and asked me how a petite women can

hold down whiskey and that "I'm sure we will find out soon haha". He then asked me what "dolloed up" means at an ATF party for [REDACTED]. He continued stating that he only knows me to be in uniform or camo and that I would need to prove him wrong and included a wink emoji. Later that evening he started the conversation by asking how many drinks I was down and included a smiley face. I told him I was being good and only one. He replied "Good girl! But FYI there is a 2 drink min when we go lol...". He then sent pictures of himself with coworkers on vacation and then sent me a sneak picture of a female ATF employee where clearly the female was unaware of having a photograph taken of her. He asked me if the female was there at the party I attended. At that point he asked me again what I ended up wearing to the party and wanted to know so that he could come up with a nickname for me. I replied stating that I wore black jeans, boots and a leather jacket. He had also asked me my opinion of him and I replied stating "awesome". Tyler's response was that black clothes on a blonde was such a good look and included a smiley emoji. He then continued to tell me that the female ATF employee was flirty, tried taking over the program and wanted to promote herself and that he told her that he and his unit were not going to work with her anymore. He then asked if that was all he got for my opinion of him was "awesome?"

Throughout December Tyler continuously asked me personal questions about my likes and wanted to know my celebrity crushes and stated "at least you like manly men". He would send me text messages when he noticed when I arrived to work and that he would comment on my uniform and state that he did not want to get in trouble. Once he would not get a response from me, he then would try to backtrack his comments and make it appear that he meant the comment in a different way. He messaged me stating that his comments about how I looked were probably inappropriate at this point. December 7th, 2020 Tyler texted me stating that he tried catching my eye and was hoping that I go solo soon including a smiley face. I responded the following day trying to play it off and specifically talked about the outer carrier and material of it, telling him that I saw him for a second and that I was busy with my FTO. He responded saying that he told me hi and that he didn't want to distract me or draw too much attention. He continued with making a joke about me being special for having 4 FTOs and then sent me a picture of an employee birthday list that showed mine on there. He texted me saying that I was giving him too many excuses to take me out for a drink. I did not respond to his comment about going out for drinks. His next text message stated "So I DID catch your eye. good to know lol" and told me that he would figure me out (including a wink face emoji). On that same day he messaged me stating that [REDACTED] told him "man is she cute" when I was walking away and he told [REDACTED] "eh she is alright". I did not respond to the comment and he replied back stating "Wow, u don't bite on anything lol". In which I did not respond.

On December 10th, 2020 Tyler started the text message conversation by sending me a picture of what his sergeants gave him as a gift and in the same message asked me if I had any plans for my birthday. I informed him that I was just working for my birthday. He later asked me if I have ever been to "The Porch" and in asked him what The Porch was. He replied that the porch is in arcadia at N 32nd st and E Indian School Rd and that it was really chill and liked the vibe. He then asked if The Porch was too far from my house. My response was that I guessed he lived by that area because he works out and eats over there and that I lived by Scottsdale and 101 area and it being not too far. He replied asking where I grew up, if I was an athlete in school or just a bad ass hunter. He then asked that if I was up to go to The Porch that he was "game" and that I had one prerequisite and I had to drink what he picked for me and vice versa. At this point I felt very hesitant about the situation, but after communicating and expressing that I was not in contact with him over inappropriate intentions I believed that my boundaries were understood. I agreed hesitantly and remained friendly and trying to figure out a way out of the situation without upsetting Tyler. He responded to my acceptance mentioning that our schedules did not work well at that point and asked about the following Friday. I did not respond.

December 11th, 2020 I responded to Tyler in a lengthy paragraph that I did not want to be rude or come off any way, but I wanted to keep things in check. I told him that I did not think it would be appropriate to be going out for drinks at that time being an officer in training. I wanted to earn my way and go through the same rights of passage as the other officers in training and wanted respect from him. I tried to be as polite as possible and worded it in a way that I believed he would understand without taking offense. Tyler responded that he understood and that I was not like [REDACTED] an [REDACTED] he referenced as flirty. At this point I thought Tyler understood my boundaries even more so and hopefully would leave me alone. I explained to him that I wanted friendships and to do things by the books especially while entering this field of work. I also explained that I did not want to be seen by him or anyone else in a negative way. Tyler seemed pretty receptive of my expectations at that point and mentioned that he noticed I was pretty held back with him and that it made sense.

December 14th, 2020 Tyler started the conversation by taking notice of what time I got to work and stated "Yoga pants??? Shoot I missed it...lol So what FTO do U get today?" I knew he was commenting on my street clothes while entering into work and said "Lol yes yoga/workout pants. I have [REDACTED] thankfully!" Tyler's response was " ummm [REDACTED] a little heads up next time pls!!"... I made no response to his comment about giving a heads up. He messaged me when I was going to start playing dumb and reckless and I discontinued the conversation from that

point. December 15th, 2020 Tyler messaged me a morning message of "Rise and shine!! I hope you have a great birthday [REDACTED]" I replied saying thank you. He then replied stating " THANK YOU! Lol? And I hope ur ok :/." I asked Tyler why he thanked me and asked if I looked upset. He replied "U looked quiet serious Haha for wearing those pants...was that bad to admit??". I felt extremely uncomfortable and just told him I was on the phone with something important and that my pants were fashionable and comfy. Tyler then replied " So was it bad that I admitted they look REALLY good on you??" I did not respond and an hour he messaged me stating "Ok I guess it was sorry I didn't mean anything by it". I was hoping by not responding to Tyler's comment it would let him know that it was not ok. I later replied trying to be cautious of the situation and explained that I was figuring out work stuff and thanked him for the compliment. This made me extremely uncomfortable and hesitant to even go back to the precinct or on scene knowing he was watching me in a sexual way. He later messaged me stating "Ahhhhh sorry to mess u up then...Ur still tough to read so Im trying to tread lightly." He then asked me if he could say what he wanted to me and if I would get mad. I again drew my boundaries with Tyler telling him he can say what he wants as long as it goes along with what I had already expressed. I told him I had asked for certain boundaries because I was not that way (referencing that I was not someone who had inappropriate intentions) and that I had to back away from people at work to get through training. Again I thought he would understand this in a respectful manner to back away from me in an inappropriate manner. Tyler did not respond to this.

December 16th and 17th of 2020, Tyler and I continued conversations which included about our workout routines, hunting and my capability of speaking some Farsi. Tyler stated in the conversations that he was surprised that I weighed 113lbs and that he barely saw me for a hot second out of uniform and that whatever I was doing was definitely working for me. He also noted that I had the perfect body for gymnastics. In addition, he added that he was sure I could show him some yoga stuff(big eyes emoji). He then continued to state that he was watching a show on Netflix (house of cards) that "might be a little too racy for miss innocent [REDACTED] tho" as the conversation continued we talked about FTO and covid and he replied stating that I was not being treated right as an OIT and apologized and said he shouldn't have said that until I was done with training and stated "But when do I actually follow the "rules" lol. And btw don't think I didn't notice u ignore my yoga comment (eye brow raise emoji)". I replied stating that there wasn't much I could teach. Tyler replied that he wasn't going to "BEG" me.

December 19th, 2020 texting conversations continued with Tyler sending a picture of a punching bag at the precinct gym. I replied with saying what timing that was knowing he had just got interested boxing and wanted to teach me. I told him that the punching bag was awesome. He then replied by telling me that a civilian was telling him how good looking he was. I told him she was interested in him. He then said that he was a "good boy" and that he wanted to be crystal clear that whatever I told him, say or do is 100% safe with him. That there were no judgements, he never gets offended and that trust means to put things in a vault. He also stated that he was pretty good at compartmentalizing things. I responded with thanking him which ended the conversation.

December 21st, 2020 Tyler again messaged me when he noticed I was at work saying " There was my smile!! Missed it Im glad ur back to work [REDACTED]" Short conversations between December 21st and December 25th, 2020 occurred which included Tyler asking my likes and sending me pictures of himself on vacation with a bow. December 29th, 2020 Tyler asked about an Airbnb new years eve non- cop party in Scottsdale and if it was good or bad. During the conversation he sent a text saying "Too bad u work NYE...". I did not know where he was going with the comment and made a work related joke and the conversation continued about work.

December 30th, 2020 Tyler continued a conversation about his music and movie interest. He then asked me about my temporary FTO I had for a day. He then brought the conversation back regarding the his Scottsdale party for New Years Eve stating that he was trying to come up with a really good call Thursday night only Officer [REDACTED] could handle. I did not respond to the remark and just told him he would have fun at his party and that I was glad he decided to go. Tyler then asked me if I thought my temporary FTO was gay and just didn't know it and hoped I could give insight. He then messaged me saying "Oh and my apologies in advance for thurs night in case I text u something a tad inappropriate after a few drinks (emoji face) haha". I replied "No he's not to my knowledge and what I know about him. He may come across that way and I see why, but he has the personality of owning who he is. Oh man ok!" This made me defensive over my FTO and offended with the question over his sexuality. Tyler then responded "Im sure ur right... Umm maybe u should bring an extra pair of jeans to work tomorrow?? (emoji face)" I knew he said the comment referencing going out with him after work on New Years Eve. I asked "Why is that?" which caused him to retract and not explain other than saying "Hmm well, never mind then" and To change into after ur shift lol" I did not respond the rest of the day afraid that he would saying something inappropriate making me more uncomfortable. The following day I told him "You're a goof haha" hoping he would move on and not continue the conversation. On New Years day of 2021 he messaged me Happy New Years at 1:03AM and that he had too many drinks. At 1:57AM on New Years "Ugh I'm a little crazy right now" and that he drank too much. He said "Ugh not good...I'm not myself" and "U off??" I told him to be careful, have fun, get some water and that I was off work.

Tyler replied "Too bad you didn't bring an extra pair of pants lol....." I did not respond to his message.

On January 3rd, 2021 I messaged Tyler hunting pictures of the scenery and messaged about hunting and church. Tyler made a comment in this conversation of "Hey! Aren't you proud of me??? I didn't send u anything inappropriate on NYE". I explained to Tyler that he would have and that the last thing he messaged me was giving me a hard time for not bringing extra pants and that I was calling him out. He responded to that part of the message that he remembered asking me about bringing an extra pair of pants and then me ghosting on him. That he should be calling me out for making assumptions. I told him that I sorry and wasn't ghosting or asking it seem that way and only wanting to avoid any issues or certain situations. Tyler said I didn't need to apologize that I wasn't going to offend him, he wasn't going to run his mouth and that I was just scared of him. He continued with asking me what issues or certain situations I was talking about. In my response to explain things to him I told him we were friends and that I did not want to put him in a position of saying anything that he would regret. I told him I was seeing someone and I am keeping my life private and that it's a respect thing. Tyler did not respond. On January 4th, 2021 Tyler started a conversation that he was leaving work, complimented my performance at work and then told me that he and a sergeant had a conversation that it seemed I was avoiding them and that I never talk to Tyler at work. I had started to avoid Tyler but played it off in the message that I was not avoiding and was busy working. Tyler did not respond until the following day. January 5th, 2021 Tyler told me that when I was finally "10-8" too be ready to answer a flurry of questions. Tyler was aware that I thought I was in trouble with him regarding the questions and stated "who said ur not in trouble with ne??? Haha" I told him I couldn't think of why I would be and to tell him if I was. He made an odd response of "You will see over time" Haha isn't that what u tell me?! I asked if it was about trust and he stated "yup". I became defensive and told him he should speak up if I am in trouble and feel crossed that he needs to say it. Again I felt that he had the ability to get me in trouble whenever he decided to or was unhappy. He told me he was just kidding and that I was not in trouble with him at all. He explained that he was easy going and would lay off me until I was all the way done with training and feel comfortable. He later stated that he had a couple of really good questions for me after January 22nd. I did not reply.

January 11th, 2021 Tyler reached out to me again saying "Hey stranger! U doing okay? He then sent a picture of an alcoholic beverage saying " I was thinking of u the other day ? I didn't forget". The following day on January 12th,2021 he noticed I was driving a jeep and congratulated me on my new vehicle and stated "Can't wait to take it for a spin lol" I replied asking how he knew I had a new car and he tried explaining that he was standing by our mutual friend when I sent our friend a picture of my new vehicle. I sent him a GIF of a gorilla stalking through a bush to reference that he had eyes everywhere and was stalking. He replied with a GIF of a man with binoculars and tongue out noting that I was thinking he was a stalker. He then made comments of that he thought I would be driving an old single cab pickup missing a hub cap and tail gate. This would reference that my country lifestyle and stereotyping me. He then asked me how a tough country girl that hunts and gets dirty keeps her nails nice and done up and that he was just observing. I became defensive and stated that "country" does not mean dirty and that I was raised to be a hardworking, clean cut, to take care of appearance and health and that it was just a mix of "Scottsdale and tomboy" Tyler added that I was "loaded with sass". I told him that I keep it respectful. Tyler continued to constantly make comments to me in person about my nails always complementing and wanting to see my hands. Conversations relating to dayshift work continued until January 13th,2021 when Tyler sent a picture of himself in a work uniform, the same female ATF agent he talked about earlier and his squad mates also in uniform. Noted on my messages, I did not respond to the picture.

On February 1st, 2021 Tyler asked to meet him while on shift next week and said it was just to touch base after being on my new squad 71B.

On February 7th,2021 Tyler started the text conversation " Hey nerd. U missed my class (eye brow raised emoji)" I told him I had to work on the street. He said he had another class coming up and that we would meet for sure the following day on February 8th and that he would not be giving me any advice. I informed him I was always open to advice if someone wants to give it ad that I like to be open minded and want to learn.

February 8th, 2021 Tyler texted me at 11:55am and asked me to meet him while on shift. I was hesitant over this situation assuming it was not work related and felt uncomfortable meeting with him. When I saw Tyler in the area we had planned to meet I acted as if I did not see him and left the area. Tyler messaged me stating that I took off when he pulled up and to meet him in a couple of hours when second shift and that I was not in trouble. Again I played it off and tried acting as if it was a mistake and everything was fine. I felt completely anxious over the situation and meeting him one on one. When I finally met up with later in the day I gave Tyler some left over cookies and talked with him while staying in my patrol vehicle. Tyler spoke about his personal life and kept asking personal questions about me and my family trauma and non-work related unless it was personal matters. I was very confused over the situation and did not understand why my Lieutenant was wanting to meet up over personal talk. I started to understand that he had no intention of keeping things professional even after the several text conversations of my

boundaries. Tyler later texted me thanking for the cookie and that "Somebody knows the way to a man's heart lol... Now I owe You x2". I told him he did not owe me anything. Later that day he sent me a picture of a dirty old jeep and asked if it was mine and I told him no. He then asked me for a picture of my blended family, in which I awkwardly sent him a picture of my family. He then told me that my younger sister looks like me. This part upset me due to being aware of his attraction towards me and then commenting about how my minor sister looked like me. Tyler continuously tried gaining my trust and had made comments about trusting each other with our stories. Later messages show that Tyler would message me about his party stories with co-workers that involved him renting a party bus that had a stripper pole and drinking whatever they want. That a bunch of couped up dudes might be a recipe for disaster. Later conversations about music and work related topics came up and after having a conversation with Tyler about his class he wanted patrol to attend I told him I would try to attend. He told me he hoped I didn't fall asleep this time. Tyler sent me Gif of a blonde Disney sleeping princess and said he saved a seat for me in the front row. At that time I came up with an excuse to not attend and continued to work on patrol away from the precinct.

Further conversations about working out and about my squad were made the following day and Tyler again, made a random comment saying "how do I put it? "In time, you will get to know me and trust me". He then asked me if I had a good read on him yet and was curious if I figured him out. I thought it was odd but wanted to remain respectful. I did not tell him and later in the day he told me not to answer his question. To that I responded in a respectful way that was complimenting him as a lieutenant. He replied on February 16th, 2021 told me that I was way off and then asked me if I was on my way to Williams, AZ. I asked what he meant and that I was on my way to Williams. Tyler did not respond to the question and told me to send him snow pics. I did not respond or send him pictures.

February 20th, 2021 Tyler started the text message conversation stating that I had been hiding all day. Later text show that he thanked me for showing up to his class and that he thought he only looked over at me once. I asked if I was supposed to be offended by that remark and he replied that he was offended that I did not solicit his attention more. I did not respond.

February 22nd, 2021 Tyler sent me a picture of Sergeant [REDACTED] in uniform at breakfast stating that he (Tyler) was bummed he did not make it to training. A class that was for my squad. I later responded that he did show up to my training. Tyler responded that he did not want to offend me. I told him I wasn't offended, just disappointed. In this training Tyler continuously stared at me making me super uncomfortable and making sure he had some form of conversation with me. He added in this text conversation that he was disappointed I wouldn't drink whiskey and was reminding me that we were supposed to do a two drink minimum. In which, I replied asking him if he meant the Christmas party or the porch and said no to. I had to clarify that I wanted to make sure I did not offend him. Tyler explained that he would not be offended with anything I told him and would not judge me, that he can separate work from personal and asked me to do the same. He told me to let him know not to be offended by him, to let him know if he does and to be completely honest with him and that he was still a little hesitant with me. He said it wasn't a bad thing and that he just needed a good felony on me first. I explained to Tyler that he might be hesitant with me because I have boundaries and that maybe he did not understand them. I further explained that as long as it did not cross the line with someone being in a relationship then it's ok. That he can make jokes and update me on whatever it was and clarified that if there was confusion in the past I tried clarifying this. I explained that I believe he was hesitant due to that and my strong boundaries. Tyler asked what was getting into weeds and I directly told him such things included thanking me for wearing certain gym pants and to think of me as one of his male friends ([REDACTED] and [REDACTED]). He stated back "wow! I'm glad u said it haha good for you ? I was about to say I'm not scared of you but maybe I am". I texted Tyler that scary was someone with bad intentions and that was not me. He replied stating "Ok deal. So next time I comment on u bending over or flirting with your eyes (intentionally or unintentionally) just tell me to knock it off and grow up..." I said "yes exactly" Tyler replied "Oh and btw, u DO flirt with ur eyes lol...I don't take it personally but u do...I'm sure it unintentional. I guess I should say I don't take it to heart but it makes me chuckle." My response was "I don't and don't even know how to do that lol". Tyler did not agree and could tell I was getting annoyed. I did not respond.

In addition to February 22nd, 2021 SAU had instructed a breaching course for the squads at the Mountain View Precinct. SAU had asked Sergeant [REDACTED] if he would allow me to act for their K9 testing process due to my history of helping them as an actor in the past and providing me with CQB training. Sergeant [REDACTED] approved of it and later in the day called me and told me to contact SAU and let them know that I could not help them due to squad mates potentially becoming jealous and that he wanted to help me from negative talk that was stated from [REDACTED]. Tyler then asked if I was available for a quick call (this was off duty). When we spoke he wanted to explain that when SAU had asked Sergeant [REDACTED] for me to help them again as an actor for their SAU K9 testing process that he told Sergeant [REDACTED] no. He further explained that other people at work would become jealous and see it as special treatment. He also stated that due to my looks that my previous sergeant, [REDACTED] was jealous of me and had started a rumor and told co-workers at the precinct that I was hooking up with the entire SAU

unit. That I would naturally receive special attention and treatment because of my looks and that I had a lot of eyes on me. He wanted to protect me and that the conversation of me driving solo to prevent further rumors would help and should continue. I explained to him that [REDACTED] had previously set up and approved for me to act for SAU and SAU K9 to gain experience. I mentioned that in the previous testing process I assisted with, the unit provided additional CQB training for all of the actors as a way to better us as officers and to show their appreciation. He stated that it would be special treatment. I was upset, sad and frustrated over the situation and that because of the way I looked that I would not be able to further my career, train, learn or grow as an officer. Tyler stated that he was trying to protect me and to trust him. He also included that he told [REDACTED] that she was not to speak to me or contact me. I had already tried avoiding Tyler at the precinct and stayed in patrol vehicle until the very last minute of shift and wanted to be left alone. I proceeded to respond and communicate to Tyler's text messages after the phone call to work related questions.

On March 8th, 2021 Tyler again asked me to call him which included gossip and non work related topics.

On March 15th I messaged Tyler asking about issues with training squad regarding me and curious as to what the issue as knowing [REDACTED] had made rumors about me. Tyler asked for a phone call after his gym. This conversation included information about [REDACTED] mental state where Tyler explained that [REDACTED] was a disaster, went off on an assistant Chief, got in trouble for how she treated her OIT's and that her shelf life was expired and that he was going to make sure she left.

On March 28th, 2021 Its noted on text messages that when I saw Tyler at the precinct I immediately left the room.

Over March and April it shows through text messages that I became even more distant from Tyler with intentions of not wanting contact. Tyler noticed the distance and I would make excuses and he would ask if I was ok. That if I needed anything from him to let him know or he will make my sergeant do it. Tyler would still ask to meet me while on duty such on April 4th, 2021 and again he wanted to talk about personal matters. That same morning, Tyler texted me randomly "Oh and I forgot to say cuz of our phone call don't get married when ur 20 (rolling eyes emoji)" I told him to stop and that I did not marry at 20. He said I was lucky and "when I was 20 I wanted sex way too much haha" I tried responding in a way that would be supportive of his marriage and kids. Tyler then explained that he was a virgin when he got married and due to being a virgin that marriage was the answer. I responded again with another supportive text towards marriage. And Tyler's response was that he felt that he was married to his sister for about 20 years isn't ideal. Referencing that his wife was pretty much his sister at this point. This was an extremely awkward conversation and I believed Tyler was referencing that he does not have any sex with his wife. Again, I responded with a supportive text towards his marriage.

Tyler mentioned that my squad was going out for drinks and asked me if I would be ok with him going and if it would give me hesitation. I briefly told him it was ok and changed the topic. I commented about my conversation with him about how I stay away from the precinct but just as we had talked about it being better for me to keep my head down for a bit. Conversations continued throughout the month with simple small talk. Tyler reaching out to me as to when I made changes to my uniform and him acknowledging it and April 12th, 2021 Tyler randomly decided to tell me about a weird situation he encountered with a small person and video cameras and thought he might end up in a porno. Further convastion included Tyler talking about how he went to a strip club at work for a case. I continued the conversation relaying information that was work related and involved a sergeant from Glendale and Phoenix Police. After stating this story that involved a troubled female, Tyler asked for the "badge bunny's 21" (phone number) in which I did not provide.

On April 24th. 2021 Tyler made a statement regarding our 1st shift charity run on how I should lead stretches and I attempted to disregard the comment and that I was doing the run because my lieutenant told me to. Tyler said I owed him because I bailed on teaching him yoga. That same day Tyler texted me " Wow, don't say hi! LOL" Again, further attempts in me avoiding Tyler and him noticing the attempts.

April 25th, 2021 Tyler asked me to meet him while on duty which again consisted of non-work related conversations. Later that day I had responded to emergency traffic and Tyler and multiple sergeants came to the scene. On this scene there was a young female in a bikini in which Tyler kept making inappropriate comments and staring. He purposely made contact with the female with the only intention of checking her body out. Tyler told me I should help them by getting them into the pool area so they could check the girls out. I was extremely uncomfortable with the comments made and Tyler texted me after stating " U know we are totally messing around right? Just goofin, having a good time" and stated that I was fun and that he might feel a little too comfortable around me. Tyler then asked me to call him.

On May 1st, 2021 Tyler sent me a message stating that he didn't see me all day and I clarified to him that he did not

see my squad all day. That evening Tyler randomly texted me "Sweet dreams [REDACTED]?" in which I did not respond. Approximately the second week of July in 2021 Tyler found me while we were on duty at N 44th st & e camelback Rd by the AJ'S grocery store and asked why I was not texting him back. In the same conversation he told me that I had really nice calves. During this conversation I had my boyfriend on the phone with me in case anything happened or was said. I became fearful when being one on one with Tyler.

Tyler and I continued texting conversations all the way up to July 24th, 2021 which contained various topics, him messaging me about avoiding him, asking to give my number out to a chairman for arcadia and changing my name from [REDACTED]. My distant behavior was very noticeable and acknowledged by Tyler which caused him to be more careful with what he was texting. My contact in person started before December of 2020 with Tyler Kamp and started over text November 30th, 2020. Our contact went on until July 2021 over text message and in person until his retirement party. During that time this consisted with the inappropriate documented messages mentioned above, the personal meetings at work which were not work related and consisted of inappropriate or personal conversations and the after work hour phone calls regarding the same matters. This was happening even after communicating multiple times about inappropriate talk and my boundaries. I have changed my phone number which occurred shortly after Tyler left the department as my Lieutenant and to prevent him from being able to contact me. I am aware that Tyler still comes into town and meets with my current sergeant and others from my work.

During that time I became extremely distant, I stay in my patrol vehicle unless absolutely necessary to go into the precinct, I avoid contact with others at my precinct, I have lost trust in supervisors excluding a select few, I was unable to focus or better myself in training and my probationary year in an environment Tyler had created that caused me to constantly fear my job and keep him happy. I became very unhappy at work and uncomfortable and was made to believe that I will never have a successful career or earn anything due to my appearance. It caused personal relationship issues at home for me due to being afraid to take action while Tyler was my direct Lieutenant. I tried remaining respectful and nice to Tyler as my direct Lieutenant and always friendly, even with my warnings about his behavior in hopes he would stop. Tyler has prevented me from attending training or department opportunities solely based off jealousy, control and personal reasons and I still fear his possible effects on my job to this day. The frustration was talked about with my family, significant other and select friends. I was too afraid of losing my job as an OIT or probationary officer under Tyler's supervision and did not express this to my sergeant who appeared close to Tyler at the time. I have provided the text message images between Tyler and myself in addition with two recorded meetings with department and this timeline document.

During this time during a conversation with a sergeant (not my direct sergeant) at the department I expressed my frustration on February 23, 2021 about Tyler's inappropriate messages. I expressed as a frustration to a trusted person within the department. When asked if I was going to file a complaint I was too afraid and wanted to ignore it hoping it would eventually go away. I have permanently changed my behavior and thought process regarding at work and myself as an officer which has caused a negative impact.