

DeKalb County Police Department Internal Affairs Unit



Confidential Investigative Report

IA Case #: 25-1005

**Employee(s): Officer G.A. Weaver #1071
Special Services Division / RETRO Unit**

Return to Internal Affairs After Final Review

Captain T.L. Rucker
Commander
Internal Affairs Unit



DeKalb County Police Department

Internal Affairs Unit

1960 West Exchange Place
Tucker, Georgia 30084
(Main 770.724.7910 - Fax 770.724.7916)

CONFIDENTIAL

INVESTIGATIVE REPORT # 25-1005

(PLEASE INITIAL AND FORWARD THROUGH THE CHAIN OF COMMAND)

☒ Interim Chief G.A. Padrick

Review Date 12/3/25 Initial AGP 1896

☒ Captain T.L. Rucker

Review Date 12/1/25 Initial TLR #1900

☐ Chief's Office

Review Date _____ / Initial _____

☐ Internal Affairs/Accreditation

☐ Training

☐ Executive Protection

☐ Fleet Maintenance

☐ Other Unit (specify) _____

☐ Supervisor completing DAR

Print Name / Badge# _____

☐ Assistant Chief Uniform Division

Review Date _____ / Initial _____

☐ North-Central

☐ South

☐ East

☐ Tucker

☐ N.E.T

☐ Community Outreach and Engagement

☐ Other Unit (specify) _____

☐ Supervisor completing DAR

Print Name / Badge# _____

☐ Assistant Chief Criminal Investigations Division

Review Date _____ / Initial _____

☐ Gangs

☐ Special Victims

☐ Crime Scene

☐ Homicide/Assaults

☐ Intelligence/Homeland

☐ Vice/Narcotics

☐ Other Unit (specify) _____

☐ Supervisor completing DAR

Print Name / Badge# _____

☒ Assistant Chief Special Services Division

Review Date 12/5/25 Initial AGP

☐ Central Records

☐ Property Room

☐ Taxi /Permits

☐ Background / Recruiting

☐ EOD

☐ STEP

☐ SWAT

☐ STAR

☐ TSU

☐ Motors

☐ Warrant/Security

☐ Aerial Support

☐ K-9

☐ ATU

☒ RETRO

☐ Other Unit (specify) _____

☒ Supervisor completing DAR

Print Name / Badge# Lt. J.S. Fritz #2202 12/5/25

This investigative report must be returned to the Internal Affairs Unit upon final review.

**DEKALB COUNTY POLICE DEPARTMENT
INTERNAL AFFAIRS UNIT**



CONFIDENTIAL INVESTIGATIVE REPORT

I. A. Case #: 25-1005

Employee: Officer G.A. Weaver #1071
Support Services Division / RETRO Unit

Complainant: Sasha Swinson
[REDACTED]

Departmental Rules and Regulations Investigated:

Professional Image 2-2.12

Body Worn Camera 2-2.74

Off Duty Employment 2-2.60

Duty to Read/Understand/Comply with Orders 2-2.39

Witnesses: Victor Reed (DeKalb County Library Security Officer)
[REDACTED]

Exhibits: A. Email Complaint from Sasha Swinson

Findings: See Conclusion
Report prepared by: Sergeant J.T. Marshall #2293
Date Completed: November 26, 2025

B. Victor Reed

- Written Statement
- Audio Statement (R.I.F.)

C. Officer G.A. Weaver #1071

- Written Statement
- Audio Statement (R.I.F.)
- Part-Time Job Request

D. DeKalb County Government Non-Discrimination Ordinance

E. Officer Weaver's Schedule

F. Policy Documents

Narrative:

On October 21, 2025, the Internal Affairs Unit was notified by Alison L. Weissinger (Director of the DeKalb County Public Library System) of a complaint from Sasha Swinson. The complainant, Sasha Swinson, was at the Tucker Reid H. Cofer Library when a DeKalb County police officer approached her and instructed her to use the men's restroom because she is "obviously a man." Ms. Swinson was offended because she identifies as a female. My investigation into the case revealed the following facts and events:

Sasha Swinson's Statement

On Friday, October 24, 2025, Ms. Sasha Swinson was interviewed by the DeKalb County Police Department – Internal Affairs Unit. The interview took place in an Internal Affairs Interview room on the 2nd floor of DeKalb County Police Headquarters.

Ms. Swinson was at 5234 LaVista Road, Tucker, Georgia 30084 (Tucker-Reid H. Cofer Library) as a patron and commented that this is a library she frequents every two weeks or so. She enjoys going to the library because it is a great place to read and study.

Before Ms. Swinson explained the events that took place, she stated that she is a transgender woman, identifies as a female, and uses she/her pronouns. She explained that she always uses the women's restroom when visiting this library and has never had any issues. She mentioned that she is a regular at this library for "months if not years".

She explained that the DeKalb County Library system has been a strong supporter of the LGBTQ community, so she never gave a second thought to the times she has used the women's restroom.

On October 20, 2025, while visiting the library, Ms. Swinson entered the women's restroom. After she finished using the restroom, she exited and returned to the library. Ms. Swinson went to the desk she was working at, and then decided to go to the computer. While she was at the computer, a police officer approached her. *Investigator's Note: The officer she is referring to is Officer G.A. Weaver, who is employed with the DeKalb County Police Department as a reserve officer.*

When the officer approached Ms. Swinson, he said, "Excuse me, sir. Next time you use the restroom, you are going to have to use either the men's restroom or the family restroom, which is down the other way". Ms. Swinson felt that the officer misgendered her and also thought that the statement from the officer was discriminatory. Ms. Swinson replied that she had been using that restroom for months without any problems. Officer Weaver's response was, "That is the women's restroom, and you are not a woman, that's obvious". Ms. Swinson explained that Officer Weaver's tone was loud, and he didn't request to speak with her in a private setting about the matter. Ms. Swinson stated that she kept her composure and said, "But you don't work for the library, do you?" Officer Weaver's response was, "What difference does that make? This is a police matter. This is a safety issue, there are women and little girls there". Ms. Swinson thought that this statement was a transphobic myth that transgender women are going into women's restrooms with the intention of assaulting people.

Ms. Swinson explained that she has been using women's restrooms wherever she goes for almost four years, and this is the first time anyone has ever said anything to her. Furthermore, Ms. Swinson explained that she was appalled that the person approaching her about this matter was a person of authority.

Ms. Swinson explained that she tried to gently push back and told the officer that the library has no issue with her using the women's restroom. Officer Weaver's response was, "Well, I don't care about that. I'm being nice and I'm not taking you in", implying that she could be arrested for using the women's restroom.

Ms. Swinson referenced a DeKalb County non-discrimination ordinance. Ms. Swinson explained that the officer should not have told a transgender woman that she could not use the women's restroom in a public library because that is discrimination. Ms. Swinson contacted Georgia Equality to confirm what the ordinance meant, and they concurred with her understanding.

Ms. Swinson explained that she has always considered the DeKalb County Library a safe place, so she was shocked, disappointed, and offended to be humiliated by a member of the DeKalb County Police Department. Furthermore, she explained that she felt dehumanized and devalued because she was not seen for who she is. At the conclusion of the interview with Ms. Swinson, she emphasized that she does not want Officer Weaver to be terminated or punished. Moreover, she believes that this is a perfect opportunity to educate.

Investigator's Note: On July 11, 2023, the DeKalb County Board of Commissioners passed an ordinance to amend the DeKalb County Code pertaining to Non-Discrimination, including Non-Discrimination by businesses offering public accommodation. The purpose is to enact an ordinance pertaining to non-discrimination, protected classes, and non-discrimination by businesses offering public accommodations.

Section 15-564 – Unlawful practices states, *It shall be an unlawful discriminatory practice for any business that is a place of public accommodation, or for any owner, operator, lessee, manager, agent or employee of such business, to refuse, deny or make a distinction, directly or indirectly, in offering its goods, services, facilities, and accommodations, to any person as covered by this article because of one or more of that person's protected characteristics, as defined in section 1-2.*

Section 1-2. Definitions and rules of construction states, *Gender identity means an individual's actual or perceived gender-related identity, expression, appearance, mannerisms, or other gender-related characteristics, regardless of the individual's designated sex at birth.*

(See Exhibit D)

Officer G.A. Weaver's Statement

On November 7, 2025, an interview was conducted with Officer G.A. Weaver. He was provided with and signed an Employee Rights Form. The interview was recorded, and a written statement was obtained. Officer Weaver gave the following account of events:

Officer Weaver is employed by the DeKalb County Police Department in the RETRO (reserve officer) program. On October 20, 2025, he was scheduled to work a part-time job at an early voting location at the Tucker-Reid H. Cofer Library located at 5234 LaVista Road from 10:00 am until 7:00 pm. While working this shift, he was wearing his full DeKalb County police uniform.

Officer Weaver explained that he was made aware of a male entering the women's restroom by security officer Victor Reed. *Investigator's Note: Officer Weaver did not see Ms. Swinson enter or exit the women's restroom.* According to Officer Weaver, Mr. Reed asked him to talk to the perceived male entering the women's restroom and ask the person to use the men's restroom. Officer Weaver mentioned that there were women and little girls in the restroom, and the presence of a man could create problems.

Officer Weaver took Mr. Reed's request and approached Ms. Swinson, who was sitting at a computer in the library. Officer Weaver told Ms. Swinson, "Sir, in the future, can you use the men's restroom. There are little girls and women in the women's restroom, and that can create a problem and could be offensive. There is a men's restroom right across the lobby". Officer Weaver explained that he was very polite and spoke in a soft voice. Ms. Swinson asked Officer Weaver if he was transphobic, and he replied that he is not. Officer Weaver then told Ms. Swinson, "There is a unisex restroom at the library that you could use that could solve the problem". At this point, Officer Weaver walked away.

Officer Weaver was asked if there was a DeKalb County Library policy that would prohibit someone from using a restroom of their choice. Officer Weaver replied that the security officer informed him that he was not able to speak to a transgender person using the women's restroom, but a DeKalb County police officer could. *Investigator's Note: According to the DeKalb County Public Library Director, Alison L. Weissinger, the DeKalb County Public Library System does not have a formal policy on this issue. The practice is that patrons use the restroom that aligns with their gender identity.*

Officer Weaver continued to emphasize that he was only doing what the security guard asked him to do. Officer Weaver also mentioned that the security guard told him about previous incidents of transgender women using the women's restroom.

Officer Weaver was questioned about an allegation made that he told Ms. Swinson, "That's the women's restroom, and you are not a woman, that's obvious". Officer Weaver denied making this comment. Officer Weaver also denied raising his voice at Ms. Swinson. He stated that he was very respectful towards her.

Officer Weaver was questioned about his reasons for telling Ms. Swinson to use the family restroom. He replied that he told her that if she had a problem using the men's restroom, she should use the family restroom. Officer Weaver thought that he was being polite to Ms. Swinson by making this request. When Officer Weaver saw the story on the news, he learned that Ms. Swinson was a regular at the Tucker library and was aware that the library had a family restroom.

Officer Weaver believed that if she didn't want to draw unnecessary attention, she should have used the family restroom, where she could have locked the door and had complete privacy. I responded to Officer Weaver and explained to him that Ms. Swinson identifies as a woman, which is why she used the women's restroom. His response was, "I'm aware, that's the transgender ideology".

Officer Weaver was questioned about an allegation that he told Ms. Swinson, "This is a police matter and a safety issue." He denied making that comment. I asked him if he thought it was a safety issue, and he replied that he did not; it was just offensive for Ms. Swinson to use the women's restroom while women and children were inside. Officer Weaver explained that this was his thought; he did not relay it to Ms. Swinson.

Officer Weaver was questioned about an allegation that he told Ms. Swinson he was not going to take her in and that he would give her a warning. Officer Weaver replied that he never made that comment to Ms. Swinson.

Officer Weaver was asked if he was aware of any Georgia state law or local DeKalb County ordinance that prohibits a person from using the restroom of their choice. Officer Weaver replied that he was not aware of any state laws or local ordinances that would prevent someone from using the restroom of their choice. Officer Weaver mentioned that he only knows that President Trump separated the male and female genders, but that did not pertain to this issue. Officer Weaver concluded that he did not think he did anything wrong and that he was trying to help the security guard.

During my investigation, I checked Polaris to see whether Officer Weaver's body-worn camera captured the incident on October 20, 2025. I was unable to locate any body-worn camera footage for that date. Officer Weaver was asked if he was wearing his full DeKalb County police uniform, including his outer vest and his body-worn camera. Officer Weaver responded and stated that he had on his equipment and made a mistake by not recording the incident.

During my investigation, I checked the Internal Affairs part-time request files to see if Officer Weaver submitted a part-time job request for DeKalb County Voter Registration at the Tucker Library. I was unable to locate his request for a part-time job at this location or at any other early voting location in DeKalb County. Officer Weaver was asked whether he had ever submitted a part-time job request for this job, and he replied, "Yes." He later admitted he was late in submitting his request for the part-time job.

Investigator's Note: After the interview with Officer Weaver concluded, I called his chain of command to determine whether they had received a request for a part-time job from him. Officer Weaver submitted the part-time job request on October 21, 2025, and it eventually made its way up the chain of command to be signed by Assistant Chief Robertson on November 11, 2025.

Officer Weaver submitted the part-time job request a day after the incident occurred at the Tucker Library.

During my investigation, I checked the DeKalb County CAD (Computer-Aided Dispatch) to determine whether Officer Weaver had logged on to the part-time job in question. Early voting in DeKalb County started on October 14, 2025, and ended on October 31, 2025. I checked CAD using Officer Weaver's badge number and the job location. I was unable to find any dates in October 2025 or November 2025 that indicated Officer Weaver logging on. I also checked with Myesha Brown (911 Open Records Supervisor), and she confirmed that Officer Weaver had not logged on any of the days he worked at the Tucker Library. According to the schedule sent out by the job coordinator, Captain Albritton, Officer Weaver was scheduled to work the following days at the Tucker library:

Days Worked	Logged On
Tuesday, October 14, 2025	No
Wednesday, October 15, 2025	No
Thursday, October 16, 2025	No
Friday, October 17, 2025	No
Saturday, October 18, 2025	No
Sunday, October 19, 2025	No
Monday, October 20, 2025	No
Tuesday, October 21, 2025	No
Wednesday, October 22, 2025	No
Thursday, October 23, 2025	No
Friday, October 24, 2025	No
Saturday, October 25, 2025	No
Sunday, October 26, 2025	No
Monday, October 27, 2025	No
Tuesday, October 28, 2025	No
Wednesday, October 29, 2025	No
Thursday, October 30, 2025	No
Friday, October 31, 2025	No
Tuesday, November 4, 2025	No

Officer Weaver was questioned about not logging on when he arrived at the part-time job. He replied that he is old-school and can handle his own. Ultimately, he admitted that he is aware of the policy and should have logged on.

Victor Reed's Statement

On Thursday, November 13, 2025, Mr. Victor Reed was interviewed by the DeKalb County Police Department – Internal Affairs Unit. The interview took place in the media room of the Northlake-Barbara Loar Library (3772 LaVista Rd, Tucker, Ga 30084).

Mr. Reed was working as a security officer at the Tucker library on October 20, 2025. Between 6:00 pm and 6:30 pm, while sitting at his desk, he noticed two women and two children walk into the women's restroom. Approximately 3 to 5 minutes later, a transgender woman walked into the women's restroom. Shortly after that, one woman stepped out of the restroom and shook her head. Mr. Reed never spoke to the first woman who exited the restroom. A minute or two later, the woman with the children stepped out of the restroom. She had a concerned look on her face as if something was wrong. Mr. Reed approached the woman and asked her if she was okay. The woman replied, "How is it that you can allow a man to use the women's restroom?" Mr. Reed replied, "Unfortunately, the library system does not have a policy that dictates who can go into which restroom." Mr. Reed apologized and directed her to management. At this time, Officer Weaver interjected and asked Mr. Reed if there was a policy on men using the women's restroom. Mr. Reed explained that he did not tell Officer Weaver to help him with the situation, but Officer Weaver overheard the conversation and interjected on his own. Mr. Reed informed Officer Weaver that no policy dictates who may use which restroom. The woman Mr. Reed was speaking to was upset and "dashed" out of the door.

Once Ms. Swinson exited the restroom, Mr. Reed saw her enter the library. Shortly after she entered the library, Officer Weaver approached Ms. Swinson. Mr. Reed did not hear the conversation but noticed Officer Weaver talking to Ms. Swinson in a soft tone. Mr. Reed also described Officer Weaver as being polite to Ms. Swinson, and the conversation between them was very brief.

After Officer Weaver finished his conversation with Ms. Swinson, he approached Mr. Reed. He told Mr. Reed that he had informed Ms. Swinson that he understood what she was going through, but the next time, she should be more respectful and, if there are women and children in the restroom, she should use the men's restroom or the family restroom.

After the conversation with Officer Weaver, Ms. Swinson approached the circulation desk and asked a staff member named Dale if she could speak with him privately. Dale told Ms. Swinson that he can't leave the circulation desk. Dale asked Ms. Swinson if everything was okay, and Ms. Swinson replied, "Yes," and walked out of the library.

The next day, Mr. Reed heard there was a complaint about Officer Weaver regarding the situation. Mr. Reed could not believe a complaint was made because he did not feel that Officer Weaver did anything wrong. Mr. Reed was asked if he was aware of any other incidents involving transgender persons using the women's restroom, and he replied that he had never had any incidents.

Conclusion

Officer Weaver was working off-duty at the Tucker Library for early voting on Monday, October 20, 2025. He explained that he was helping the security officer, Mr. Victor Reed, when he asked Ms. Sasha Swinson to use the men's or family restroom. Mr. Reed denied the claim that he asked Officer Weaver to intervene in the situation. Mr. Reed also stated that he has never had any issues with transgender women using the women's restroom. Furthermore, he mentioned that the DeKalb County Public Library System does not have a policy about transgender women using the women's restroom or vice versa.

While working at this location, Officer Weaver did not record his interaction with Sasha Swinson with his body-worn camera. He failed to submit a part-time job request when he began working the part-time job on October 14, 2025. Officer Weaver submitted a part-time job request on October 21, 2025, a day after the incident at the Tucker Library. Officer Weaver failed to log on for 19 days during his time working at the location.

Findings:

Officer G.A. Weaver

Officer Weaver approached Ms. Swinson and told her that she should use the men's restroom or the family restroom. Officer Weaver told Ms. Swinson to use the family restroom to avoid drawing unnecessary attention.

Ms. Swinson was shocked, disappointed, and offended to be humiliated by a member of the DeKalb County Police Department. Furthermore, she explained that she felt dehumanized and devalued because she was not seen for who she is.

There are no Georgia state laws or DeKalb County ordinances that restrict a person from using the restroom of their choice. According to the DeKalb County Public Library Director, Alison L. Weissinger, the DeKalb County Public Library System does not have a formal policy on this issue. The practice is that patrons use the restroom that aligns with their gender identity.

The DeKalb County Police Department's Employee Manual states, ***"Failure to work diligently or with a bearing consistent with the image of a professional employee is prohibited."*** Therefore, a violation of Professional Image, 2-2.12, is **SUSTAINED**.

During my investigation, I checked Polaris to see whether Officer Weaver's body-worn camera captured the incident on October 20, 2025. I was unable to locate any body-worn camera footage for that date. Officer Weaver was asked if he was wearing his full DeKalb County police uniform, including his outer vest and his body-worn camera. Officer Weaver responded and stated that he had on his equipment and made a mistake by not recording the incident.

DeKalb County Police Department's Employee Manual section 4-14.61(3)(4)(5) states, ***"The employee will manually activate the BWC to record all dispatched and self-initiated calls, as well as all contacts with citizens in the performance of official duties. This is to include while working part-time jobs. The BWC will remain activated until the event is completed, and the employee is no longer engaged in the event in order to ensure the integrity of the recording, unless the contact moves into an area restricted by this policy. If an employee fails to activate the BWC, fails to record the entire contact, or interrupts the recording, the employee will document why a recording was not made, was interrupted, or was terminated via a memorandum to the immediate supervisor prior to the end of the shift"***.

The DeKalb County Police Department's Employee Manual states, ***"Misuse or failure to adhere to the body-worn camera policy is prohibited."*** Therefore, a violation of Body Worn Camera, 2-2.74, is **SUSTAINED**.

Officer Weaver failed to submit a part-time job request when he began working the part-time job on October 14, 2025. Officer Weaver submitted a part-time job request on October 21, 2025, a day after the incident at the Tucker Library. Officer Weaver worked 7 days at the location without having a part-time job request on file.

The DeKalb County Police Department's employee manual states, ***"Off-duty employment without the knowledge and approval of the Chief of Police or his designated agent is prohibited."*** Therefore, a violation of Off-Duty Employment, 2-2.60, is **SUSTAINED**.

Officer Weaver was questioned about not logging on when he arrived at the part-time job. He explained that he is old-school and can handle his own. Ultimately, he admitted that he is aware of the policy and should have logged on. Officer Weaver failed to log on for 19 days during his time working at the location.

The DeKalb County Police Department's Employee Manual section 4-7.9 states, ***"Upon reporting to an extra job, the officer will notify Communications via radio that they are on an extra job. The officer shall advise Communications on the appropriate radio channel of their badge number, the name and location of the job, and their starting and ending times. On duty supervisors assigned to that area are to be that officer's Chain of Command."***

The DeKalb County Police Department's Employee Manual states, ***"Failure to read, understand, comply or maintain a working knowledge of all laws, rules and regulations, general and special orders, policies and procedures of the Department, written or verbal order of a Superior/Supervisor is prohibited. To this end, it shall be considered Neglect of Duty to fail to inquire of a Superior or Supervisor until the matter is resolved any question as to the meaning of applications of any law, rule or regulations, general or special order, policy or procedure, written or verbal order."*** Therefore, a violation of Duty to Read/Understand/Comply With Orders, 2-2.39, is **SUSTAINED**.

TAB A

Rucker, Tracy L.

From: Padrick, Gregory A
Sent: Tuesday, October 21, 2025 1:59 PM
To: Allison Weissinger Library contact.; Williams, Zachary L.; Lumpkin, Jack H.; Smith, Keisha L
Cc: Rucker, Tracy L.; Albritton, Phillip C.; Anderson, Milele N.
Subject: RE: LGBTQ Community Support

Good afternoon,

Thank you for bringing this complaint to our attention. I have included Captain Rucker, DeKalb County Police Department Internal Affairs Commander, on this correspondence. He will ensure that Internal Affairs contacts the complainant directly and the appropriate investigation is conducted.

Respectfully,

Gregory A. Padrick #1896

Interim Chief

DeKalb County Government | DeKalb County Police Department

Police Headquarters | 1960 W. Exchange Place | Tucker, GA 30084

Email: gapadrick@dekalbcountyga.gov

Website: www.dekalbcountyga.gov

Office: 770-724-7440

Mobile: 404-423-6990



DeKalb County
GEORGIA

RECEIVED

OCT 21 REC'D

**INTERNAL
AFFAIRS**

From: Alison Weissinger <weissingera@dekalblibrary.org>

Sent: Tuesday, October 21, 2025 1:39 PM

To: Williams, Zachary L. <zwilliams@dekalbcountyga.gov>; Lumpkin, Jack H. <JHLumpkin@dekalbcountyga.gov>;
Padrick, Gregory A <gapadric@dekalbcountyga.gov>; Smith, Keisha L <klsmith@dekalbcountyga.gov>

Subject: Fwd: LGBTQ Community Support

Hey all--

FYI -- I received this complaint related to an officer who was apparently working the advance voting site at Tucker-Reid H. Cofer Library yesterday. While we don't have a formal policy on this, the practice is that patrons use the restroom that aligns with their gender identity.

Thanks,

Alison

*Alison L. Weissinger, Director
DeKalb County Public Library
Office: 404.508.7190, ext. 2227*

----- Forwarded message -----

From: **Jordan Curtis** <curtisj@dekalblibrary.org>

Date: Tue, Oct 21, 2025 at 12:34 PM

Subject: Fwd: LGBTQ Community Support

To: Alison Weissinger <weissingera@dekalblibrary.org>, Nancy Wright <wrightn@dekalblibrary.org>, Heather Salters <saltersh@dekalblibrary.org>

Cc: Jillian Girardeau <girardeauj@dekalblibrary.org>

Hi there,

Jill and I received this email from a patron and thought it would be best to forward it to you all. I went ahead and responded to her, thanking her for letting us know and apologizing for the situation. I also said that we would be sharing it with you three.

Please let us know if you need anything else from us.

Thank you,
Jordan

----- Forwarded message -----

From: **Sasha Swinson** <[REDACTED]>

Date: Tue, Oct 21, 2025 at 8:54 AM

Subject: LGBTQ Community Support

To: girardeauj@dekalblibrary.org <girardeauj@dekalblibrary.org>, curtisj@dekalblibrary.org <curtisj@dekalblibrary.org>

Good morning. Since yall are listed as the sponsors of the Read the Rainbow book club, I am hoping you can help me with my inquiry.

Yesterday October 20th at approximately 6:25pm I was at the Tucker Reid H. Cofer Library. I am a trans woman so I used the women's restroom, as I have been doing without incident for several months. A few minutes later, a DeKalb County police officer (who was present because the library is an early voting site) instructed me to never use the women's restroom again since I'm "obviously a man." This is deeply offensive and goes directly against the DeKalb County Library System's good reputation as a strong supporter of the LGBTQ community.

It is also a clear violation of DeKalb County's non-discrimination ordinance with regard to public accommodations. See the following link. <https://www.wabe.org/dekalb-becomes-latest-local-government-to-adopt-lgbtq-inclusive-nondiscrimination-ordinance/>

I'm reaching out because someone within the library system should be made aware that this officer has acted in such an inappropriate manner while on library property.

Please let me know who I should contact with regard to this very unfortunate occurrence.

I am still quite shaken up by what happened and do not want it to happen to another member of the community.

Any assistance you can provide me would be greatly appreciated. ~

Sasha Rose Swinson (she/her)

Jordan Curtis
Pronouns: She/Her/Hers
Adult Services Librarian / Asst. Manager
Clarkston Library - DeKalb County Public Library
951 N. Indian Creek Dr.
Clarkston, GA 30021
Phone: (404) 508-7175

TAB B



DEKALB COUNTY POLICE DEPARTMENT
STATEMENT FORM



CASE NUMBER: _____

STATEMENT OF: Victor Reed SOC. SEC. # _____
DOB: _____ SEX: _____ HEIGHT: _____ WEIGHT: _____ RACE: _____
ADDRESS: 5034 Lausta RD APT: _____ CITY/STATE/ZIP: Tucker, GA
ALTERNATE ADDRESS: _____ EMPLOYER: _____
PHONE #S: HOME: _____ WORK: _____ CELL: [REDACTED]
STATEMENT TAKEN BY: _____ DATE: _____
TIME: BEGAN: 530pm ENDED: _____ LOCATION: Tucker Library

ON October 20, 2025, AROUND 1800pm I noticed two women w/ kids walked into the women's Restroom. Shortly After, a transgender male walked into the Women's Restroom. Approximately 15 minutes later the women walked out of the Women Restroom and one stayed behind to ASK ED me "DO I ALLOWED males into the women's restroom. I advised her that I can not stop anyone from using women's restroom. Even though he is a male. The library DONOT have a policy for this situation. DKPD OFC. Weaver asked me about our policy about males using women's Restrooms. I told him also there is no policy. The parent was really upset about the male inside the restroom. Also, I advised the parent she can speak the Branch manager tomorrow about your concerns. I apologized to the parent. Later that night, OFC. Weaver walked over to the transgender male and spoken to him very professional and polite in a soft tone advised him transgender male to use the other restroom (Family room) out of respect to the women's and kids. The guy stated he is transitioning and OK. The guy finished his business on the computer. Later around closing time, the guy stopped at the Circulation desk wanted to speak with someone. The Circulation Rep. ASK the guy "Are you OK" AND the guy stated "Yes". Then, the guy left the property.

Signed: Victor Reed Page 1 / 1 Witnessed: SGT. J. [Signature] #2293

TAB C



DeKalb County Police

Internal Affairs Unit
1960 West Exchange Place
Tucker, Georgia 30084
Office (770)724-7910 Fax (770)724-7916

EMPLOYEE RIGHTS FORM

Name Officer Alan Warner #1071 Assignment RETR0 I.A. Case# 25-1025

You are hereby notified that the Internal Affairs Unit is conducting an Administrative Investigation regarding a possible policy violation(s).

The Internal Affairs Unit is a fact-finding unit and is not involved in recommending disciplinary action(s).

I. Allegations of employee misconduct investigated by the Internal Affairs Unit are taken seriously by all concerned. All complainants are warned that knowingly making false statements may result in their prosecution. Employees are under the same legal duty to be truthful. Employees who refuse to cooperate or who willfully omit material facts from their statements are subject to disciplinary action, up to and including termination.

II. Employee manual 3-8.10 Administrative Questioning Rights. (Garrity vs. New Jersey 1967)

- a. The employee has no right to remain silent and must answer all questions truthfully.
- b. No statements or admissions made by the employee during these administrative proceedings will be used against them in a criminal proceeding.
- c. The department will advise the employee when and if the administrative proceedings have ceased and criminal proceedings have begun. The employee will be advised of their rights under criminal law and procedure at that time.
- d. The employee has no right to counsel during an administrative investigation. This includes, but is not limited to, any interview, interrogation, questioning, voice stress examination, or any chemical or scientific test.
- e. Admissions can be used as a basis for disciplinary action.

III. At the discretion of the Internal Affairs Unit, you may be required to submit to a Computer Voice Stress Examination or psychological evaluation during the course of this investigation.

IV. Internal Affairs investigations are confidential in nature. As such, all information will be deemed confidential during the investigation and will not be discussed with persons outside the department or departmental personnel without approval from the Internal Affairs Commander.

I have read and understand the above.

Signature

Date & Time

Am

Witness

[Signature] 11-7-25 11:51 SGT. J. [Signature] #2293



DeKalb County Police

Internal Affairs Unit
1960 West Exchange Place
Tucker, Georgia 30084
(770) 724-7910

EMPLOYEE STATEMENT FORM

ATTENTION

The following statement is being taken in the course of an Administrative Investigation. The employee making this statement is protected from having this statement used against them in a criminal proceeding. (Garrity vs. State of New Jersey, 385 U.S. 493)

INTERNAL AFFAIRS CASE#: 25-1005

STATEMENT OF: Ofc. G.A. Weaver #1071

CURRENT ASSIGNMENT: RETRO

STATEMENT TAKEN BY: Sgt. J.T. Marshall #2293

DATE: November 7, 2025

TIME: 12:20 pm

On 10-30-2025 approximately 1400 hrs. I observed A White Male dressed in woman's clothing exit the woman's bathroom and enter the tucker library. As this woman walked by the Tucker security guard, Victor approached me and stated he was having a problem with transgenders using the woman's restroom and stated it was offensive that a man was using the woman's restroom and was concerned since woman and young girls are in the bathroom. Victor asked me if I would ask the transgender male to please use the men's bathroom. I then approached the man/transgender person who was sitting in computer chair. I approached this subject on the left side and in a soft low voice and said, "sir could you please in the future use the men's bathroom. There are woman and little girls and it could be offensive and to avoid any problems". This same subject asked in a soft voice "are your transphobic and I replied NO". Trying to help the

Signature: *G.A. Weaver*

1

Date: 11-7-25



DeKalb County Police

Internal Affairs Unit
1960 West Exchange Place
Tucker, Georgia 30084
(770) 724-7910

situation, I suggested using the unisex bathroom that to the rear of the library and pointed towards that direct. I immediately walked away and no further contacts with the Subject was made. I then reapproached Victor the security officer and stated I discussed the bathroom situation and that there was no problems with the subject complying. In closing, I approached the subject discreetly, quietly in a library setting and was professional without prejudice.

Q. Did you activate your body-worn camera when you approached Ms. Swanson? If not, why?

A. No. Forgot to turn it on.

Q. Did you log on to the radio when you reported to work at the DeKalb County Tucker Library?

A. No.

Q. When did you submit your part-time job request to work early voting at the DeKalb County Tucker Library?

A. Yes Soon after the election started

Signature: 

2

Date: 11-7-25

DeKalb County Police Department

Part-time Job Request



Date of Request 10/21/2025		Current Off Days N/A		Current # of Part Time Jobs 1		Current Total Hours Worked at Part Time Jobs 4	
Name Glen Weaver			Badge # 1071X	Rank MPO	Assignment (Division/Precinct/Unit) & Work Hours SSD -SSS - Aux. services - Retro / N/A		
Name of Employer/Business DeKalb County Voter Registration				Address of Job 5234 Lavista Rd. Tucker, Ga 30084			
Owner/Supervisor's Name Catherwood, James				Phone Number ([REDACTED])		This Job is: <input type="checkbox"/> Permanent <input checked="" type="checkbox"/> Temporary <input type="checkbox"/> One Time	
Department Person Coordinating the job (if applicable)? Capt. P.C. Albritton #2128						Pay per Hour \$60.00	
Day(s) and Date(s) To Be Worked Monday Through Friday Starting October 21st			Hours To Be Worked (start/finish time) 10:00 - 19:00		Hours per Week 45		
Police Duties Performed (Check all that apply) <input type="checkbox"/> Apartment Security (Patrolling complex, securing facilities, etc.) <input checked="" type="checkbox"/> Traffic Direction (Directing motor vehicles and/or pedestrian traffic) <input checked="" type="checkbox"/> Business/Store Security (General robbery/shoplifting prevention) <input type="checkbox"/> Bar/Club Security (Patrolling parking lot, foyer, responding to calls inside) <input type="checkbox"/> General Event Security (Park picnics, weddings, road races, etc.) <input type="checkbox"/> Movie/Cinema Production <input checked="" type="checkbox"/> Other (Specify) : General Onsite Security					Is Alcohol Sold at this location? <input type="checkbox"/> Yes <input type="checkbox"/> On Premises <input type="checkbox"/> Take Out <input checked="" type="checkbox"/> No		Non-Police Duties Performed (Describe): N/A <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
Are there any physical requirements of this part-time job which exceed those performed or authorized by your County employment? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No					Duties Performed: <input checked="" type="checkbox"/> In Uniform <input type="checkbox"/> Civilian Clothes		
Does the requesting officer hold, at minimum, the rank of Police Officer with at least 6 months experience? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No					Part-time Employer's Worker Compensation Carrier? (Required) _____ Insurance Company <input type="checkbox"/> Employer is self-insured <input checked="" type="checkbox"/> I am working as a private contractor. <input type="checkbox"/> None - Employer/Individual has less than 3 employees		
If not, list the name of the officer that is equivalent or higher than a Master Police Officer that will be working with the requesting officer. _____							
I have read and fully understand Chapter 4-7 of the DeKalb County Police Department Employee Manual. I further understand that if this request is approved, it will be revoked anytime I am under disciplinary leave/suspension, restricted (light) duty status or taking leave of absence under the Family and Medical Leave Act of 1993. I also understand that if the listed job exceeds one year, I must renew this request every two years (Deadline 2359 hrs on 31 December of every even year). <u>All temporary approvals must be approved through the Assistant Precinct Commander to be valid.</u>							
 Employee's Signature							
Rank	Signature	Date	Recommendation			Comments	
Sergeant		10/24/25	<input checked="" type="checkbox"/> Approve	<input type="checkbox"/> Disapprove	Temporary		
Lieutenant		11-4-25	<input checked="" type="checkbox"/> Approve	<input type="checkbox"/> Disapprove	Temporary		
Captain			<input type="checkbox"/> Approve	<input type="checkbox"/> Disapprove	Temporary		
Major		11/6/25	<input checked="" type="checkbox"/> Approve	<input type="checkbox"/> Disapprove			
Division Commander		11/10/25	<input checked="" type="checkbox"/> Approve	<input type="checkbox"/> Disapprove			

TAB D



DeKalb County Government

Manuel J. Maloof Center
1300 Commerce Drive
Decatur, Georgia 30030

Agenda Item

File ID: 2023-

Substitute

7/11/2023

Public Hearing: YES ☒ NO ☒

Department: Board of Commissioners

SUBJECT:

Commission District(s): All Districts

An Ordinance to Amend the DeKalb County Code pertaining to Non-Discrimination including Non-Discrimination by businesses offering a public accommodation

Information Contact: Commissioners Patrick and Cochran-Johnson

Phone Number: 404-371-2886

PURPOSE:

To enact an ordinance pertaining to non-discrimination, protected classes, and non-discrimination by businesses offering a public accommodation.

NEED/IMPACT:

The County finds and declares that the practice of discrimination against any person on the basis of race, color, religion, national origin, sex, pregnancy, age, disability, genetic information, familial status, political affiliation, political opinion, sexual orientation, parental status, gender identity, marital status or protective hairstyle in places of public accommodation is contrary to the public welfare, health, safety, and morals of the residents of DeKalb County.

The County deems it essential to provide realistic, reasonable discrimination protections locally and determines that such measures are necessary to discourage anyone operating a business offering public accommodations within DeKalb County from discriminating.

The County also desires to amend the Code to protect against discrimination based upon hair texture and hairstyles associated with race, gender identity, cultural identity, national origin or religious belief, and to further ensure consistency, the County seeks to provide general definitions for protected characteristics that will apply throughout the Code of DeKalb County, unless otherwise specified.

FISCAL IMPACT:

Not applicable.

RECOMMENDATION:

To hold the public hearing, adopt the attached ordinance and authorize the Chief Executive Officer or designee to execute all necessary documents.

**AN ORDINANCE TO AMEND THE CODE OF DEKALB COUNTY, GEORGIA, AS
REVISED 1988, PERTAINING TO NON-DISCRIMINATION; TO PROHIBIT
DISCRIMINATION BY BUSINESSES OR OTHERS OFFERING A PUBLIC
ACCOMMODATION; AND FOR OTHER LAWFUL PURPOSES**

WHEREAS, the Governing Authority of DeKalb County is vested with the authority to adopt ordinances or resolutions to govern and regulate trades, businesses, callings, avocations or professions, not contrary to regulations prescribed by general law, for the purpose of protecting and preserving the health, safety, welfare, and morals of the citizens of DeKalb County, and to prescribe penalties for the violation of any such ordinance or resolution; and

WHEREAS, the Governing Authority finds and declares that the practice of discrimination against any person on the basis of race, color, religion, national origin, sex, pregnancy, age, disability, genetic information, familial status, political affiliation, political opinion, sexual orientation, parental status, gender identity, marital status, or protective hairstyle in places of public accommodation is contrary to the public welfare, health, safety, and morals of the residents of DeKalb County; and

WHEREAS, the Governing Authority deems it essential to provide realistic, reasonable discrimination protections locally and determines that such measures are necessary to discourage anyone operating a business offering public accommodations within DeKalb County from discriminating; and

WHEREAS, on February 9, 2021, the Governing Authority adopted an ordinance to expand the classes and characteristics protected from discrimination in DeKalb County and provide consistency in the application of non-discrimination protections throughout the Code of DeKalb County; and

WHEREAS, the Governing Authority desires to amend the Code to protect against discrimination based upon hair texture and hairstyles associated with race, gender identity, cultural identity, national origin or religious belief; and

WHEREAS, to further ensure consistency, the Governing Authority seeks to provide general definitions for protected characteristics that will apply throughout the Code of DeKalb County, unless otherwise specified.

NOW, THEREFORE, BE IT ORDAINED by the DeKalb County Governing Authority, and it is hereby ordained by the authority of the same, that the Code of DeKalb County, as Revised 1988, is hereby amended as follows:

PART I: ENACTMENT

Chapter 1, Article I, Section 1-2 of the Code of DeKalb County, as Revised 1988, is hereby amended by adding the following new definitions in alphabetical order, to read as follows:

Sec. 1-2. Definitions and rules of construction.

Disability means a physical or mental impairment that substantially limits one or more of an individual's major life activities, and also includes a record of such an impairment or being regarded as having such an impairment. This definition is intended to be consistent with the definition of disability in the Americans with Disabilities Act, 42 U.S.C. § 12102, as it may be amended from time to time.

Familial status means an individual's past, current or prospective status as a parent or legal guardian to a child or children below the age of 18 who may or may not reside with that individual.

Gender identity means an individual's actual or perceived gender-related identity, expression, appearance, mannerisms, or other gender-related characteristics, regardless of the individual's designated sex at birth.

Marital status means an individual's past, current, or prospective status as single, married, domestically partnered, divorced or widowed.

Parental status means an individual's status as a parent of one or more children or stepchildren under eighteen (18) years of age. This includes an individual who is pregnant, is in the process of securing legal custody of a child under eighteen (18) years of age, or is in the process of adopting or fostering a child under eighteen (18) years of age.

Protected characteristics include race, color, religion, national origin, sex, pregnancy, age, disability, genetic information, familial status, political affiliation, political opinion, sexual orientation, parental status, gender identity, marital status, protective hairstyle, and any other characteristics protected by federal or state law.

Protective hairstyle means a hairstyle necessitated by, or resulting from, the immutable characteristics of a hair texture associated with race or expression of gender identity, cultural identity, national origin, or religious beliefs, including but not limited to braids, locks, afros, curls, and twists.

Race means the fact or condition of belonging to a racial division or group and the qualities, physical or cultural characteristics, or traits associated with this, including but not limited to ancestry, skin color, hair texture or styles, or certain facial features.

Religion means and includes all aspects of religious observance and practice, as well as belief.

Religious organization means an entity which conducts regular worship services or is qualified as a religious organization under Section 501(c)(3) of the Internal Revenue Code of 1986, as now or hereafter amended.

Sexual orientation means an individual's actual or perceived orientation as heterosexual, homosexual, bisexual, or asexual.

* * *

Chapter 15 of the Code of DeKalb County, as Revised 1988, is hereby amended to delete subsections 15-387(b)(2) and 15-389(e) in their entirety, substituting in lieu thereof the following new subsections 15-387(b)(2) and 15-389(e) to read as follows:

Sec. 15-387. Suspension or Revocation of Permit

(b) Suspension for six (6) months. For reasons set forth below, a business license or a driver's permit issued under this article may be suspended for six (6) months:

(2) Refusing to accept a passenger solely because of one or more of the passenger's protected characteristics as defined in section 1-2. Operators shall not refuse to accept a passenger unless the passenger is obviously intoxicated or dangerous.

Sec. 15-389. Miscellaneous requirements and regulations.

(e) No taxicab driver shall refuse to accept a passenger solely on the basis of one or more of that passenger's protected characteristics as defined in section 1-2.

* * *

The Code of DeKalb County, as Revised 1988, is hereby amended by adding an article to Chapter 15 ("Licenses, Permits, and Miscellaneous Business Regulations"), to be numbered XV,

which shall read as follows:

ARTICLE XV. – NON-DISCRIMINATION

Sec. 15-563. – Definitions.

For purposes of this article, certain terms shall be interpreted or defined as follows unless the context clearly indicates otherwise.

Business shall have the same meaning as that term is defined to have in section 15-27 of this Code, now and as may be hereafter amended.

Hearing officer means a person chosen as described in section 15-567 below, who is charged with determining the validity of alleged violations of this article, and upon determining that a violation has occurred, assessing appropriate penalties as provided in this article.

Mediator means a state registered neutral, who shall be chosen by the executive assistant/chief operating officer or his/her designee to perform the duties described in section 15-566 below.

Place of public accommodation means any place, store, or other establishment that supplies accommodations, goods or services to the general public, or that solicits or accepts the patronage or trade from the general public, or that is supported directly or indirectly by government funds. The term does not include any private club, bona fide membership organization, or other establishment that is not in fact open to the public.

Sec. 15-564. – Unlawful practices.

It shall be an unlawful discriminatory practice for any business that is a place of public accommodation, or for any owner, operator, lessee, manager, agent or employee of such business, to refuse, deny or make a distinction, directly or indirectly, in offering its goods, services, facilities, and accommodations, to any person as covered by this article because of one or more of that person's protected characteristics, as defined in section 1-2.

Sec. 15-565. – Exemptions.

- (a) This article shall not prohibit a religious organization from limiting its non-commercial accommodations, advantages, facilities, membership, and privileges to persons of the same religion.
- (b) Nothing in this article shall require a business to accommodate an individual's religion if the accommodation would cause an undue hardship to the conduct of the business, including by infringing on the rights of employees, customers, clients, or patients, or by creating a

the complaint to be served on the business accused of a violation as soon as practicable but in no event later than seven (7) calendar days after receipt of a verified complaint. Service may be by personal service, by certified mail, return receipt requested or by statutory overnight delivery.

- (c) The complaint shall first be referred to a mediator for non-binding mediation. Participation in mediation shall be voluntary for both parties. Any fees charged by the mediator shall be split equally between the parties, unless at the conclusion of the mediation, both parties agree to assess these costs of mediation in some other manner.
- (d) Any mediation hereunder shall be conducted in accordance with procedures to be established by the mediator.
- (e) If, within fifteen (15) days of the conclusion of the mediation, either party notifies the executive assistant/chief operating officer or designee in writing that such party is dissatisfied with the results of the mediation, or if either party elects not to participate in mediation, the complaint shall be referred to a hearing officer as per section 15-567.

Sec. 15-567. – Appointment of hearing officer, service of complaint, burden of proof.

- (a) All complaints not resolved by mediation shall be heard before a hearing officer who: (i) shall be a competent attorney at law of good standing in his or her profession; (ii) shall have at least five (5) years' experience in the practice of law; (iii) shall not be an employee of the County; (iv) shall not hold any elected or appointed office within the County; and (v) shall not have served as outside counsel to the County, its elected officials, or employees in the preceding year. The executive assistant/chief operating officer or designee shall maintain a listing of no less than five (5) qualified attorneys, who must be licensed to practice law in the State of Georgia, to serve as a hearing officer pursuant to this section. Upon receipt of the letter of dissatisfaction with the result of the mediation, or if either party elects not to participate in mediation, the executive assistant/chief operating officer or designee shall draw names randomly from the listing of qualified hearing officers and appoint the first one (1) who is available to serve in the matter.
- (b) In all hearing officer proceedings under this section, the burden of proof shall be on the complaining party. Further, the evidentiary standard required to establish a violation under this article shall be based on a preponderance of the evidence.

Sec. 15-568. – Hearing.

- (a) The alleged violator shall have fifteen (15) days after receiving notice

significant difficulty or expense for the business.

- (c) Nothing in this article shall prohibit a nonprofit private club that is in fact not open to the public, which as an incident to its primary purpose or purposes provides lodgings which it owns or operates for other than a commercial purpose, from limiting the rental or occupancy of such lodgings to its members or from giving preference to its members.
- (d) This article shall apply to sale or rental of real property only to the extent permitted by the Georgia Fair Housing Act, O.C.G.A. §8-3-201 et seq., as it may be amended from time to time.
- (e) Nothing in this article shall be construed to prohibit children's clubs, institutions or membership organizations from restricting non-commercial accommodations, advantages, facilities, membership, and privileges to persons of the same sex, if such sex restriction is fundamental to the nature or purpose of the club, institution, or membership organization.
- (f) Nothing in this article shall be construed to prohibit treating disabled persons more favorably than non-disabled persons or to prohibit treating senior citizens over the age of 55 more favorably than non-senior citizens.
- (g) Nothing in this article shall be construed to prohibit offering discounts, special prices, or other special arrangements to children, families, or senior citizens over age 55.
- (h) Nothing in this article shall prohibit imposing age limits up to age 21.
- (i) Nothing in this article shall be construed to require any entity subject to this article to make changes requiring a building permit to any existing facility, except as otherwise required by law.

Sec. 15-566. – Enforcement.

- (a) Any person aggrieved by a potential violation of this article may file a verified complaint with the county's executive assistant/chief operating officer or designee on a form to be provided by the County. Any such complaint must be filed within sixty (60) days after the alleged act of discrimination. A filing fee of fifty dollars (\$50.00) shall be paid by the complainant contemporaneously with the filing of a discrimination complaint; however, a complainant shall receive a refund of the filing fee if the complaint survives the dismissal provisions of Section 15-568 below.
- (b) The executive assistant/chief operating officer or designee shall cause

of the appointment of a hearing officer in which to file an answer to the complaint, provided, however, that the alleged violator shall have no obligation to file an answer to any complaint.

- (b) Upon the expiration of the fifteen-day answer period, the hearing officer shall review the complaint and answer, if any, to determine: (i) whether the complaint is in conformity of the requirements of sections 15-566 and 15-567 above; (ii) whether upon consideration of the complaint and answer, the complaint is unjustified, frivolous, or patently unfounded; or (iii) whether upon consideration of the complaint and answer, the complaint demonstrates facts sufficient to invoke the County's police powers.
- (c) If the complaint fails based upon the requirements of the foregoing subsection (b), the hearing officer shall dismiss the complaint in a signed written notice stating the basis for dismissal, and shall serve that notice on the parties, with a copy to the executive assistant/chief operating officer. Service shall be made by one of the methods listed in the last sentence of section 15-566(b) or, if the parties consent in advance, by e-mail.
- (d) Upon a determination that the complaint should not be dismissed pursuant to the foregoing subsection (c), the hearing officer shall be empowered to collect evidence and information concerning any complaint and to add the findings and results of his/her investigation to the file containing such complaint. In furtherance of this investigation, the hearing officer may:
 - (1) Seek such further information from the complainant or the alleged violator through inquiry or written questions, provided, however, that the alleged violator shall have no obligation to answer any inquiries, or
 - (2) Conduct a hearing regarding the allegations set forth in the complaint. At any hearing, the alleged violator who is the subject of inquiry shall have the right: (i) to representation by counsel at all stages of these proceedings, (ii) to written notice of the hearing at least ten (10) calendar days before the first hearing, (iii) to hear and examine the evidence and witnesses, (iv) to not testify, and (v) to submit evidence and call witnesses to oppose or mitigate the allegations. In all hearings held under this section, strict rules of evidence and civil procedure shall not apply.
- (e) All investigations under this section shall be completed within thirty (30) days of receipt of the alleged violator's response or the expiration of the fifteen-day answer period, whichever is earlier. Should the

investigation not be completed in said period, the complaint will be deemed dismissed as a failure to state facts sufficient to invoke the County's police power, and the hearing officer shall serve a signed written notice of such dismissal on the parties, with a copy to the executive assistant/chief operating officer. Service shall be made by one of the methods listed in the last sentence of section 15-566(b) or, if the parties consent in advance, by e-mail.

- (f) Within seven (7) calendar days of the completion of the investigation, the hearing officer shall serve on the parties a written and signed notice of one of the following final actions (served by one of the methods listed in the last sentence of section 15-566(b) or, if the parties consent in advance, by e-mail), with a copy to the executive assistant/chief operating officer:
 - (1) Dismissal of the complaint on the grounds that it is unjustified, frivolous, unfounded, or that it fails to state facts sufficient to invoke the County's police power; or
 - (2) A finding that a violation of this article has occurred, in which the hearing officer may take any of the following actions or a combination thereof:
 - (i) Apply a civil penalty in an amount up to five hundred dollars (\$500.00) for each violation. An additional penalty may be assessed in an amount up to five hundred dollars (\$500.00) for repeat offenders. Failure to pay fines may result in the denial of a future application for business license or renewal license.
 - (ii) Recommend suspension or revocation of the violator's professional or business license or alcohol license pursuant to the applicable sections of this Code.
- (g) In addition, the hearing officer's fees shall be assessed to the non-prevailing party unless the hearing officer determines that the circumstances warrant assessing the costs in some other manner.

Sec. 15-569. – Right to appeal.

- (a) Any party adversely affected by the findings or recommendations of the hearing officer may obtain judicial review of such decision as provided in this section.
- (b) An action for judicial review may be commenced by filing a petition for review pursuant to the Superior and State Court Appellate Practice Act within thirty (30) days after written notice of the final action on a complaint pursuant to this article, signed by the hearing officer, has been

served upon the parties by one of the methods listed in the last sentence of section 15-568(e), with a copy to the executive assistant/chief operating officer. The filing of such petition shall act as supersedeas.

Sec. 15-570 – 15.585. – Reserved.

* * *

Chapter 20, Article I, Section 20-1 of the Code of DeKalb County, as Revised 1988, is hereby amended to delete the definition of "protected classes" in that section and replace it with the following definition of "protected characteristics":

Sec. 20-1. Definitions

Protected characteristics shall have the same meaning as given to that term in section 1-2 of this Code, now and as it may be hereafter amended.

* * *

Chapter 20 of the Code of DeKalb County, as Revised 1988, is hereby further amended by deleting section 20-16, section 20-68 and section 20-194 in their entirety and substituting in lieu thereof the following new sections 20-16, 20-68 and 20-194 to read as follows:

Sec. 20-16. Equal opportunity employment.

The county is an equal opportunity employer. There shall be no discrimination against any applicant or employee based on the applicant's or employee's protected characteristics as defined in section 1-2 of this Code, or based on any other non job-related factors with regard to appointment, promotion, demotion, dismissal, discipline, training or any other aspect of personnel administration. This shall not prevent the application of a requirement that is a bona fide occupational qualification.

Sec. 20-68. Review of discrimination charge.

Any applicant who believes unjust discrimination has been exercised in any phase of the pre-employment process because of one or more of the applicant's protected characteristics as defined in section 1-2 of this Code, may appeal to the executive assistant/chief operating officer. Such appeal must be filed in writing within one hundred eighty (180) days after the occurrence of the alleged discriminatory action, and must include the date, time, place, name(s) and specific charge of discrimination. The executive assistant/chief operating officer or designee shall investigate the alleged discriminatory action, and the executive assistant/chief operating officer's decision shall be binding.

Sec. 20-194. Review of alleged discriminatory disciplinary action.

Any employee who believes that a disciplinary action was discriminatory based on one or more of the employee's protected characteristics, as defined in section 1-2 of this Code, may appeal to a hearing officer within ten (10) days from the effective date of the action. Such appeal shall be filed with the director and set forth in detail the reasons why the employee contends the disciplinary action was based upon one or more of the employee's protected characteristics, including specifying the date(s), time(s), place(s), and specific type(s) of each instance of discrimination alleged. In such cases, the hearing officer may reverse the decision of the department head only on a finding that it was based on an error of fact or was motivated by intentional discrimination against the employee because of one or more of the employee's protected characteristics as defined in section 1-2. The same provisions related to the hearing officer as outlined in section 20-193 shall also apply in the case of an employee discrimination appeal under this section.

* * *

PART II. EFFECTIVE DATE

This ordinance shall become effective one hundred and eighty (180) days after adoption by the Board of Commissioners and approval by the Chief Executive Officer and shall be codified in accordance with state law and the Code of DeKalb County.

PART III. SEVERABILITY

Should any section or provision of this ordinance be declared by a court of competent jurisdiction to be invalid or unconstitutional, such decision shall not affect the validity of the ordinance as a whole, or any part thereof, other than the part so declared to be invalid or unconstitutional.

PART IV. REPEAL OF CONFLICTING ORDINANCES

All ordinances or parts of ordinances in conflict herewith are hereby expressly repealed.

ADOPTED by the Board of Commissioners of DeKalb County, this _____ day of _____ 2023.

ROBERT J. PATRICK
Presiding Officer
Board of Commissioners
DeKalb County, Georgia

APPROVED by the Chief Executive Officer of DeKalb County, this _____ day of
_____ 2023.

MICHAEL L. THURMOND
Chief Executive Officer
DeKalb County, Georgia

ATTEST:

BARBARA NORWOOD-SANDERS, CCC
Clerk to the Board of Commissioners and Chief Executive Officer
DeKalb County, Georgia

APPROVED AS TO FORM:

APPROVED AS TO SUBSTANCE:

VIVIANE H. ERNSTES
County Attorney
DeKalb County, Georgia

ZACHARY L. WILLIAMS
Chief Operating Officer
DeKalb County, Georgia

TAB E

Election Day (General) Off-Duty Schedule**November 4th, 2024****0600 to 2000 hrs****Location****Officer/Deputy****Beulah Baptist Church**
2340 Clifton Springs Rd
Decatur, GA 30034

Parker, O.

Congregation Beth Jacob
1855 LaVista Rd
Atlanta GA 30329

Tracy, D.

Tucker Library
5234 LaVista Rd
Tucker, GA 30084Weaver, G.
Sharpe, T.**Covington Library**
3500 Covington Hwy
Decatur, GA 30032

Harden, T.

Emory University
1599 Clifton Rd
Atlanta, GA 30322Williams, AB
Blount, N. (0700 to 1400)**Ousley United Methodist Church**
3261 Panola Rd
Lithonia, GA 30038

Winfrey, P.

Oakhurst Baptist Church
222 Eastlake Dr
Decatur, GA 30345

Neal, W

Holy Trinity Parish
515 East Ponce de Leon Ave
Decatur, GA 30030

Vizcarrando, M.

Sagamore Hills Elementary School
1865 Alderbrook Rd
Atlanta, GA 30345Albritton, P.
Tyner, N. (1400)

Week of Tuesday Oct 14th to Friday Oct 18th

Tucker Library (5234 LaVista Rd)

Time	Monday (Oct 13th)		Tuesday (Oct 14th)		Wednesday (Oct 15th)		Thursday (Oct 16th)		Friday (Oct 17th)	
	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2
0600										
0700										
0800										
0900										
1000			Weaver, G.		Weaver, G.		Weaver, G.	Cockburn, Z	Weaver, G.	
1100			Weaver, G.		Weaver, G.		Weaver, G.	Cockburn, Z	Weaver, G.	
1200			Weaver, G.		Weaver, G.		Weaver, G.	Cockburn, Z	Weaver, G.	
1300			Weaver, G.	Winfrey, P.	Weaver, G.		Weaver, G.	Cockburn, Z	Weaver, G.	Winfrey, P.
1400			Weaver, G.	Winfrey, P.	Weaver, G.	Cockburn, Z.	Weaver, G.	Cockburn, Z	Weaver, G.	Winfrey, P.
1500			Weaver, G.	Winfrey, P.	Weaver, G.	Cockburn, Z.	Weaver, G.	Cockburn, Z	Weaver, G.	Winfrey, P.
1600			Weaver, G.	Winfrey, P.	Weaver, G.	Cockburn, Z.	Weaver, G.	Cockburn, Z	Weaver, G.	Winfrey, P.
1700			Weaver, G.	Winfrey, P.	Weaver, G.	Cockburn, Z.	Weaver, G.	Cockburn, Z	Weaver, G.	Winfrey, P.
1800			Weaver, G.	Winfrey, P.	Weaver, G.		Weaver, G.	Cockburn, Z	Weaver, G.	Winfrey, P.
1900				Winfrey, P.	Weaver, G.		Weaver, G.			Winfrey, P.
2000										

Emory University (1599 Clifton Rd)

Time	Monday (Oct 13th)		Tuesday (Oct 14th)		Wednesday (Oct 15th)		Thursday (Oct 16th)		Friday (Oct 17th)	
	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2
0600			Sharpe, T.	Albritton, P.		Albritton, P.	Albritton, P.		Miller, T.	
0700			Sharpe, T.	Albritton, P.	Sharpe, T.	Albritton, P.	Albritton, P.	Evans, A.	Miller, T.	Thompson, J
0800			Sharpe, T.	Albritton, P.	Sharpe, T.	Albritton, P.	Albritton, P.	Evans, A.	Miller, T.	Thompson, J
0900			Sharpe, T.	Parker, O.	Sharpe, T.	Albritton, P.	Albritton, P.	Evans, A.	Miller, T.	Thompson, J
1000			Sharpe, T.	Parker, O.	Sharpe, T.	Albritton, P.	Albritton, P.	Evans, A.	Miller, T.	Thompson, J
1100			Sharpe, T.	Parker, O.	Sharpe, T.	Albritton, P.	Albritton, P.	Evans, A.	Miller, T.	Thompson, J
1200			Sharpe, T.	Parker, O.	Sharpe, T.	Albritton, P.	Albritton, P.	Evans, A.	Miller, T.	Thompson, J
1300			Sharpe, T.	Parker, O.	Sharpe, T.	Albritton, P.	Albritton, P.	Evans, A.	Miller, T.	Thompson, J
1400			Sharpe, T.	Parker, O.	Sharpe, T.	Albritton, P.	Albritton, P.	Evans, A.	Miller, T.	Thompson, J
1500			Sharpe, T.	Parker, O.	Sharpe, T.	Albritton, P.	Albritton, P.	Evans, A.	Miller, T.	Thompson, J
1600			Sharpe, T.	Parker, O.	Sharpe, T.	Albritton, P.	Albritton, P.	Evans, A.	Miller, T.	Thompson, J
1700			Sharpe, T.	Parker, O.	Sharpe, T.	Albritton, P.	Albritton, P.	Evans, A.	Miller, T.	Thompson, J
1800			Sharpe, T.	Parker, O.	Sharpe, T.	Albritton, P.	Albritton, P.	Evans, A.	Miller, T.	Thompson, J
1900			Sharpe, T.		Sharpe, T.		Albritton, P.		Miller, T.	
2000										

Dunwoody Library (5339 Chamble Dunwoody Rd)

Time	Monday (Oct 13th)		Tuesday (Oct 14th)		Wednesday (Oct 15th)		Thursday (Oct 16th)		Friday (Oct 17th)	
	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2
0600										
0700										
0800										
0900										
1000			Tracy, D.	Harden, T.	Tracy, D.		Tracy, D.	Parker, O.	Tracy, D.	
1100			Tracy, D.	Harden, T.	Tracy, D.		Tracy, D.	Parker, O.	Tracy, D.	
1200			Tracy, D.	Harden, T.	Tracy, D.		Tracy, D.	Parker, O.	Tracy, D.	
1300			Tracy, D.	Harden, T.	Tracy, D.		Tracy, D.	Parker, O.	Tracy, D.	
1400			Tracy, D.	Harden, T.	Tracy, D.		Tracy, D.	Parker, O.	Tracy, D.	
1500			Tracy, D.	Harden, T.	Tracy, D.		Tracy, D.	Parker, O.	Tracy, D.	
1600			Tracy, D.	Harden, T.	Tracy, D.		Tracy, D.	Parker, O.	Tracy, D.	
1700			Tracy, D.	Harden, T.	Tracy, D.		Tracy, D.	Parker, O.	Tracy, D.	
1800			Tracy, D.	Harden, T.	Tracy, D.		Tracy, D.	Parker, O.	Tracy, D.	
1900			Tracy, D.		Tracy, D.			Parker, O.	Tracy, D.	
2000										

Week of Saturday Oct 18th to Friday Oct 24th

Tucker Library (5234 LaVista Rd)

Time	Saturday (Oct 18th)		Sunday (Oct 19th)		Monday (Oct 20th)		Tuesday (Oct 21st)		Wednesday (Oct 22nd)	
	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2
0600										
0700										
0800	Weaver, G.	Winfrey, P.								
0900	Weaver, G.	Winfrey, P.								
1000	Weaver, G.	Winfrey, P.			Weaver, G.	Coler, J.	Weaver, G.	Neal, W.	Weaver, G.	Parker, O.
1100	Weaver, G.	Winfrey, P.	Weaver, G.		Weaver, G.	Coler, J.	Weaver, G.	Neal, W.	Weaver, G.	Parker, O.
1200	Weaver, G.	Winfrey, P.	Weaver, G.		Weaver, G.	Coler, J.	Weaver, G.	Neal, W.	Weaver, G.	Parker, O.
1300	Weaver, G.	Winfrey, P.	Weaver, G.		Weaver, G.	Coler, J.	Weaver, G.	Neal, W.	Weaver, G.	Parker, O.
1400	Weaver, G.	Winfrey, P.	Weaver, G.		Weaver, G.	Coler, J.	Weaver, G.	Neal, W.	Weaver, G.	Parker, O.
1500	Weaver, G.		Weaver, G.		Weaver, G.	Coler, J.	Weaver, G.	Neal, W.		Parker, O.
1600	Weaver, G.		Weaver, G.		Weaver, G.	Coler, J.	Weaver, G.	Neal, W.		Parker, O.
1700	Weaver, G.		Weaver, G.		Weaver, G.	Coler, J.	Weaver, G.	Neal, W.		Parker, O.
1800	Weaver, G.				Weaver, G.	Coler, J.	Weaver, G.	Neal, W.		Parker, O.
1900					Weaver, G.	Coler, J.	Weaver, G.	Neal, W.		Parker, O.
2000										

Emory University (1599 Clifton Rd)

Time	Saturday (Oct 18th)		Sunday (Oct 19th)		Monday (Oct 20th)		Tuesday (Oct 21st)		Wednesday (Oct 22nd)	
	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2
0600					Albritton, P.		Sharpe, T.	Albritton, P.	Sharpe, T.	
0700					Albritton, P.	Blount, N.	Sharpe, T.	Albritton, P.	Sharpe, T.	Blount, N.
0800	Harris, I.	Turner, N.			Albritton, P.	Blount, N.	Sharpe, T.	Albritton, P.	Sharpe, T.	Blount, N.
0900	Harris, I.	Turner, N.			Albritton, P.	Blount, N.	Sharpe, T.	Albritton, P.	Sharpe, T.	Blount, N.
1000	Harris, I.	Turner, N.			Albritton, P.	Blount, N.	Sharpe, T.		Sharpe, T.	Blount, N.
1100	Harris, I.	Turner, N.	Albritton, P.	Coler, J.	Albritton, P.	Blount, N.	Sharpe, T.		Sharpe, T.	Blount, N.
1200	Harris, I.	Turner, N.	Albritton, P.	Coler, J.	Albritton, P.	Blount, N.	Sharpe, T.		Sharpe, T.	Blount, N.
1300	Harris, I.	Turner, N.	Albritton, P.	Coler, J.	Albritton, P.	Blount, N.	Sharpe, T.		Sharpe, T.	Blount, N.
1400	Harris, I.	Turner, N.	Albritton, P.	Coler, J.	Albritton, P.		Sharpe, T.		Sharpe, T.	Albritton, P.
1500	Harris, I.	Turner, N.	Albritton, P.	Coler, J.	Albritton, P.		Sharpe, T.		Sharpe, T.	Albritton, P.
1600	Harris, I.	Turner, N.	Albritton, P.	Coler, J.	Albritton, P.		Sharpe, T.	Albritton, P.	Sharpe, T.	Albritton, P.
1700	Harris, I.	Turner, N.	Albritton, P.		Albritton, P.		Sharpe, T.	Albritton, P.	Sharpe, T.	Albritton, P.
1800	Harris, I.	Turner, N.			Albritton, P.		Sharpe, T.	Albritton, P.	Sharpe, T.	Albritton, P.
1900					Albritton, P.		Sharpe, T.	Albritton, P.	Sharpe, T.	Albritton, P.
2000										

Dunwoody Library (5339 Chamble Dunwoody Rd)

Time	Saturday (Oct 18th)		Sunday (Oct 19th)		Monday (Oct 20th)		Tuesday (Oct 21st)		Wednesday (Oct 22nd)	
	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2
0600										
0700										
0800	Tracy, D.	Marshall, J.								
0900	Tracy, D.	Marshall, J.								
1000	Tracy, D.	Marshall, J.			Tracy, D.	Harden, T.	Tracy, D.	Harden, T.	Tracy, D.	
1100	Tracy, D.	Marshall, J.	Marshall, J.		Tracy, D.	Harden, T.	Tracy, D.	Harden, T.	Tracy, D.	
1200	Tracy, D.	Marshall, J.	Marshall, J.		Tracy, D.	Harden, T.	Tracy, D.	Harden, T.	Tracy, D.	
1300	Tracy, D.	Marshall, J.	Marshall, J.		Tracy, D.	Harden, T.	Tracy, D.	Harden, T.	Tracy, D.	
1400	Tracy, D.	Marshall, J.	Marshall, J.		Tracy, D.	Harden, T.	Tracy, D.	Harden, T.	Tracy, D.	
1500	Tracy, D.	Marshall, J.	Marshall, J.		Tracy, D.	Harden, T.	Tracy, D.	Harden, T.	Tracy, D.	
1600	Tracy, D.	Marshall, J.	Marshall, J.		Tracy, D.	Harden, T.	Tracy, D.	Harden, T.	Tracy, D.	
1700	Tracy, D.	Marshall, J.	Marshall, J.		Tracy, D.	Harden, T.	Tracy, D.	Harden, T.	Tracy, D.	
1800	Tracy, D.	Marshall, J.			Tracy, D.	Harden, T.	Tracy, D.	Harden, T.	Tracy, D.	
1900					Tracy, D.	Harden, T.	Tracy, D.	Harden, T.	Tracy, D.	

Week of Saturday Oct 25th to Friday Oct 31st

Tucker Library (5234 LaVista Rd)

Time	Saturday (Oct 25th)		Sunday (Oct 26th)		Monday (Oct 27th)		Tuesday (Oct 28th)		Wednesday (Oct 29th)	
	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2
0600										
0700										
0800	Neal, W.	Weaver, G.								
0900	Neal, W.	Weaver, G.								
1000	Neal, W.	Weaver, G.			Weaver, G.	Williams, SK	Weaver, G.	Harden, T.	Weaver, G.	Neal, W.
1100	Neal, W.	Weaver, G.	Weaver, G.	Coler, J.	Weaver, G.	Williams, SK	Weaver, G.	Harden, T.	Weaver, G.	Neal, W.
1200	Neal, W.	Weaver, G.	Weaver, G.	Coler, J.	Weaver, G.	Williams, SK	Weaver, G.	Harden, T.	Weaver, G.	Neal, W.
1300	Neal, W.	Weaver, G.	Weaver, G.	Coler, J.	Weaver, G.	Williams, SK	Weaver, G.	Harden, T.	Weaver, G.	Neal, W.
1400	Neal, W.	Weaver, G.	Weaver, G.	Coler, J.	Weaver, G.	Williams, SK	Weaver, G.	Harden, T.	Weaver, G.	Neal, W.
1500	Neal, W.	Weaver, G.	Weaver, G.	Coler, J.	Weaver, G.	Williams, SK	Weaver, G.	Harden, T.	Weaver, G.	Neal, W.
1600	Neal, W.	Weaver, G.	Weaver, G.	Coler, J.	Weaver, G.	Williams, SK	Weaver, G.	Harden, T.	Weaver, G.	Neal, W.
1700	Neal, W.	Weaver, G.	Weaver, G.	Coler, J.	Weaver, G.	Williams, SK	Weaver, G.	Harden, T.	Weaver, G.	Neal, W.
1800	Neal, W.	Weaver, G.			Weaver, G.	Williams, SK	Weaver, G.	Harden, T.	Weaver, G.	Neal, W.
1900					Weaver, G.	Williams, SK	Weaver, G.	Harden, T.	Weaver, G.	Neal, W.
2000										

Emory University (1599 Clifton Rd)

Time	Saturday (Oct 25th)		Sunday (Oct 26th)		Monday (Oct 27th)		Tuesday (Oct 28th)		Wednesday (Oct 29th)	
	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2
0600					Albritton, P.		Albritton, P.			
0700					Albritton, P.	Blount, N.	Albritton, P.	Blount, N.		Blount, N.
0800	Albritton, P.	Tyer, N			Albritton, P.	Blount, N.	Albritton, P.	Blount, N.		Blount, N.
0900	Albritton, P.	Tyer, N			Albritton, P.	Blount, N.	Watson, T.D.	Blount, N.	Watson, T.D.	Blount, N.
1000	Albritton, P.	Tyer, N			Albritton, P.	Blount, N.	Watson, T.D.	Blount, N.	Watson, T.D.	Blount, N.
1100	Albritton, P.	Tyer, N	Blount, N.	Harris, I.	Albritton, P.	Blount, N.	Watson, T.D.	Blount, N.	Watson, T.D.	Blount, N.
1200	Albritton, P.	Tyer, N	Blount, N.	Harris, I.	Albritton, P.	Blount, N.	Watson, T.D.	Blount, N.	Watson, T.D.	Blount, N.
1300	Albritton, P.	Tyer, N	Blount, N.	Harris, I.	Albritton, P.	Blount, N.	Watson, T.D.	Blount, N.	Watson, T.D.	Blount, N.
1400	Albritton, P.	Tyer, N	Blount, N.	Harris, I.	Albritton, P.	Blount, N.	Watson, T.D.	Albritton, P.	Watson, T.D.	
1500	Albritton, P.	Tyer, N	Blount, N.	Harris, I.	Albritton, P.	Blount, N.	Watson, T.D.	Albritton, P.	Watson, T.D.	
1600	Albritton, P.	Tyer, N	Blount, N.	Harris, I.	Albritton, P.	Blount, N.	Watson, T.D.	Albritton, P.	Watson, T.D.	Albritton, P.
1700	Albritton, P.	Tyer, N	Blount, N.	Harris, I.	Albritton, P.		Watson, T.D.	Albritton, P.	Watson, T.D.	Albritton, P.
1800	Albritton, P.	Tyer, N			Albritton, P.		Watson, T.D.	Albritton, P.	Watson, T.D.	Albritton, P.
1900					Albritton, P.		Watson, T.D.	Albritton, P.	Watson, T.D.	Albritton, P.
2000										

Dunwoody Library (5339 Chamble Dunwoody Rd)

Time	Saturday (Oct 25th)		Sunday (Oct 26th)		Monday (Oct 27th)		Tuesday (Oct 28th)		Wednesday (Oct 29th)	
	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2	Officer 1	Officer 2
0600										
0700										
0800	Tracy, D.									
0900	Tracy, D.									
1000	Tracy, D.				Tracy, D.	Parker, O.	Tracy, D.		Tracy, D.	
1100	Tracy, D.		Marshall, J.		Tracy, D.	Parker, O.	Tracy, D.		Tracy, D.	
1200	Tracy, D.		Marshall, J.		Tracy, D.	Parker, O.	Tracy, D.		Tracy, D.	
1300	Tracy, D.		Marshall, J.		Tracy, D.	Parker, O.	Tracy, D.		Tracy, D.	
1400	Tracy, D.		Marshall, J.		Tracy, D.	Parker, O.	Tracy, D.		Tracy, D.	
1500	Tracy, D.		Marshall, J.		Tracy, D.	Parker, O.	Tracy, D.		Tracy, D.	
1600	Tracy, D.		Marshall, J.		Tracy, D.	Parker, O.	Tracy, D.		Tracy, D.	
1700	Tracy, D.		Marshall, J.		Tracy, D.	Parker, O.	Tracy, D.		Tracy, D.	
1800	Tracy, D.				Tracy, D.	Parker, O.	Tracy, D.		Tracy, D.	
1900					Tracy, D.	Parker, O.	Tracy, D.		Tracy, D.	

TAB F

5. The DeKalb County Police Honor Guard will then fold the flag (most times Taps is done before the folding of the flag is completed).
6. The flag is then presented to the Honor Guard Supervisor by an officer from the DeKalb County Police Department Honor Guard.
7. The DeKalb County Police Department Honor Guard then salutes the flag.
8. The Honor Guard Supervisor then presents the flag to the Chief of Police.
9. The Honor Guard Supervisor then salutes the flag.
10. The Chief of Police then presents the flag to the family.
11. All officers (all agencies) will be called to ORDER ARMS.
12. The rifle team will then conduct a 21-gun salute.
13. A fly over will be conducted by Aerial Support and other police helicopters.
14. All officers will then turn on their county issued radios. A 10-42 (Ending Tour of Duty) will then be broadcast over the DeKalb County Radio system.

4-14.60 BODY-WORN CAMERAS (CALEA 41.3.8)

PURPOSE (CALEA 41.3.8a)

This policy is intended to provide employees with instructions on when and how to use the body-worn camera (BWC) so that they may reliably record their contact with the public in accordance with the law.

The use of body-worn cameras to document certain incidents of employee contact with the public can assist in protecting the employee, the department, and the public from unsubstantiated complaints and charges of inappropriate conduct. Recorders can also be utilized as an important tool in the investigative process and assist in the substantiation of certain types of evidence. The scope of this policy will also pertain to the use of any vehicle recording devices commonly referred to as dash cameras or dash cams.

PHILOSOPHY

The organizational philosophy regarding the use of the BWC is that it will allow for accurate documentation of police-public contacts, arrests, and critical incidents. It will enhance the accuracy of reports and testimony in court, the ability to review probable cause for arrests, employee and suspect interactions, evidence for investigative and prosecutorial purposes, and to provide additional information for employee evaluation and training. The BWC may also be useful in documenting crime and accident scenes or other events that include the confiscation and documentation of evidence or contraband.

4-14.61 USING BODY-WORN CAMERAS (CALEA 41.3.8b)

1. The BWC will be used only in conjunction with the employee's official duties.
2. The BWC will be powered on prior to the operation of the marked patrol vehicle.
3. The BWC will automatically turn on when the emergency lights of the vehicle are activated and the door to the vehicle is opened. If the BWC does not automatically start recording based on a pre-determined trigger(s), the employee will manually activate the BWC to record all dispatched and self-initiated calls, as well as all contacts with citizens in the performance of official duties. This is to include while working part-time jobs.
4. The BWC will remain activated until the event is completed and the employee is no longer engaged in the event in order to ensure the integrity of the recording, unless the contact moves into an area restricted by this policy. Intentional muting is prohibited.
5. If an employee fails to activate the BWC, fails to record the entire contact, or interrupts the recording, the employee will document why a recording was not made, was interrupted, or was terminated via a memorandum to the immediate supervisor prior to the end of the shift.
6. Once the event has ended, the employee will manually deactivate the BWC.
7. Employees will use only the BWC issued or approved by the department.
8. The use of any personal video recording equipment is prohibited while acting in the capacity of a DeKalb Police Department Employee, except as approved in writing by the Division Assistant Chief.
9. Employees assigned a BWC shall use the equipment unless otherwise instructed by supervisory personnel.
10. Officers holding the rank of Lieutenant and below will be required to wear the BWC while on duty in uniform.
11. Officers of all ranks will be required to wear the BWC while working any part-time job in uniform.
12. Officers who do not normally wear a uniform will wear the BWC when involved in activities that are likely to cause enforcement actions.

SECONDARY EMPLOYMENT

4-7.6 LIMITS ON AMOUNT OF TIME WORKED

No officer will be allowed to work, through any combination of regular duty and part-time employment, or on off days, more than 14 hours during any 24 hour period. Total time worked in a one week period will not exceed 76 hours. These totals INCLUDE Court Time, Jury and Witness Time, Training Time, etc.

4-7.7 INJURIES OCCURRING DURING PART-TIME EMPLOYMENT

The Department approves part-time employment and sets standards for its performance to comply with State law and protect the integrity of the Department. Employee's should not assume that compliance with these statutory requirements would in any way make the County the employer of record if the employee is injured during their part-time employment. Generally, if an employee is injured while performing duties for which they were hired, the employer who was paying them at the time of injury is responsible for Workers Compensation coverage.

Employee's should carefully consider the risks before accepting part-time employment in a private contractor situation or for a private individual or firm with less than three employees who is not required to carry Workers Compensation.

4-7.8 IMMEDIATE REVOCATION

Permission to engage in secondary employment activities may be immediately revoked by any supervisor for any of the aforementioned or any of the following reasons:

- A. Any change in the conditions of the original application;
- B. A strike, labor dispute, or any other change in the employer's place of business that has the potential to place the officer in a vulnerable or controversial situation;
- C. Unsatisfactory performance in the course of on-duty employment;
- D. Emergency mobilization of personnel;
- E. Any other circumstances which would warrant suspension or revocation of said extra jobs as deemed necessary by the Command Staff.

4-7.9 NOTIFICATION AND DOCUMENTATION OF SPECIFIC EVENTS

Upon reporting to an extra job, the officer will notify Communications via radio that they are on an extra job. The officer shall advise Communications on the appropriate radio channel their badge number, the name and location of the job, and their starting and ending times. On duty supervisors assigned to that area are to be that officer's Chain of Command.

Officers shall handle any calls for service at that location and if assistance is needed, advise Communications of such. They are to also complete all reports and notify their Chain of Command of any events which occur while engaging in that activity of secondary employment:

- A. Any occasion where an arrest is made, or force of any kind is used;
- B. Any violation of law or serious traffic violation;
- C. Any injury to an officer, violator, or third party;
- D. Any property damage sustained as a proximate result of an officer's actions (i.e. damage to property while effecting an arrest, an auto accident while working traffic, etc.)
- E. Any complaints concerning the actions or behavior of the officer, or;
- F. Any occasion where an employer asks the officer to compromise ethics, incur legal obligations, or for any impropriety on the part of the officer or the secondary employer.

On duty supervisors are to respond to the off-duty officer's location to handle any of the above occurrences or to approve and pick up any paperwork.

4-7.10 SOLICITATION OF SECONDARY EMPLOYMENT

No member of this Department shall actively pursue secondary employment from individuals or business establishments using their position with the Department unless approached first by that individual or establishment about the availability of officers for secondary employment. Employees shall avoid using their position with the Department to gain unfair advantage over other applicants in terms of reliability, etc. The employer shall make those decisions independently.

4-7.11 EQUIPMENT REQUIRED

Any officer who engages in police duties at an approved part time job will have all necessary equipment with them to fulfill their responsibilities and duties as a police officer. Officers will carry the same equipment required for normal duty equipment. Officers will meet requirements based on their assignment, as indicated on the request for authorization to work either a uniform or plain clothes part time job. The minimum necessary equipment includes the officer's county issued identification, badge, firearm, handcuffs and radio.

EMPLOYEE MISCONDUCT

According to the Personnel chapter of the DeKalb County Code, employees may not accumulate more than 30 days of suspension without pay within a twelve-month period.

DEKALB POLICE SCHEDULE OF PENALTIES AND DEFINITIONS

2-2.12 PROFESSIONAL IMAGE

A. Failure to work diligently or with a bearing consistent with the image of a professional employee is prohibited.

Examples may include but not be necessarily limited to:

1. Any use of tobacco or chewing gum in uniform when in plain view of the public;
2. Unnecessary shouting or using obscene language;
3. Leaning on walls, posts, cars, etc.;
4. Tardiness in reporting for work;
5. Conducting personal business while on duty;
6. Taking excessively long meals or refreshment breaks;
7. Failure to respond promptly or render aid/assistance or furnish information upon a request for Public Safety service;
8. Failure to return promptly to service after finishing or handling a call or assignment for Public Safety service;
9. Lack of courtesy to an individual, either on the phone or in person;
10. Gambling, except when off-duty and at licensed premises.

1st offense	Written Counseling
2nd offense	1 day suspension
3rd offense	2 day suspension
4th offense	Demotion to Dismissal

B. Use of words, acts, symbols, or racial slurs, etc., that can be offensive are not consistent with a professional employee's image and are prohibited. Examples may include words or symbols that are degrading to any race, color, religion, gender, gender expression, age, national origin, disability, marital status, sexual orientation, military status, or that promote individual or group disparity. Violations of this subsection will be considered under a separate schedule of penalties from those listed under subsection (A) and Forfeiture of Leave will not be authorized.

1st offense	8-Hour Suspension up to Dismissal
2nd offense	16-Hour Suspension up to Dismissal
3rd offense	40- Hour Suspension up to Dismissal

2-2.13 NEGLECT OF DUTY

Neglect of duty is prohibited. To this end, there shall be no failure to give suitable attention to the performance of duty. Examples include, but are not limited to: failure to take appropriate action on the occasion of a crime scene, disorder, fire or other act or condition deserving attention; absence without leave, failure to report to duty at the time and place designated; unnecessary absence from one's assignment during a tour of duty; failure to perform duties or comply with any rule or regulation, general or special order; or failure to conform to department operating policies and/or procedures, and in the case of a superior/supervisor, the failure to properly supervise.

1st offense	1 day suspension
2nd offense	3 days suspension
3rd offense	1 work week suspension
4th offense	Demotion to Dismissal

2-2.14 PHYSICAL/ MENTAL CONDITION

Lack of maintenance of good physical/mental/emotional condition, which interferes with the proper handling of departmental business, or demonstrates unfitness to perform job duties, is prohibited.

1st offense	Written Counseling
2nd offense	1 day suspension
3rd offense	1 work week suspension
4th offense	Demotion to Dismissal

2-2.38 DEPARTMENTAL RECORDS/REPORTS/CITATIONS

Stealing, altering, forging or tampering with any kind of Police Department records, reports or citations is prohibited. To this end, the removal of any record, card, report, letter, document, or other official file from the Department, except by process of law or as directed by the Chief of Police or a superior/supervisor is prohibited. Additionally, the obtaining/duplicating or attempted obtaining/duplication of any information from department files, sources or reports other than that to which one is properly entitled to in accordance with one's duties/assignments is prohibited.

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|-------------|-------------------------|
| 1st offense | 1 work week suspension |
| 2nd offense | 2 work weeks suspension |
| 3rd offense | Demotion to Dismissal |

2-2.39 DUTY TO READ/UNDERSTAND/COMPLY WITH ORDERS

Failure to read, understand, comply or maintain a working knowledge of all laws, rules and regulations, general and special orders, policies and procedures of the Department, written or verbal order of a Superior/Supervisor is prohibited. To this end, it shall be considered Neglect of Duty to fail to inquire of a Superior or Supervisor until the matter is resolved any question as to the meaning of applications of any law, rule or regulations, general or special order, policy or procedure, written or verbal order.

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| 1st offense | Written Counseling |
| 2nd offense | 1 day suspension |
| 3rd offense | 3 Day Suspension |
| 4th offense | 1 Work Week Suspension to Dismissal |

2-2.40 RECEIPT OF MAIL/CALLS/VISITORS

Consistently receiving personal mail, or visitors while on duty, utilization of departmental telecommunications equipment for non-duty related purposes without authorization is prohibited.

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|-------------|------------------------|
| 1st offense | Written Counseling |
| 2nd offense | 1 day suspension |
| 3rd offense | 3 days suspension |
| 4th offense | 1 work week suspension |

2-2.41 RESIDENCE TELEPHONE/ADDRESS

All employees shall maintain a telephone at one's residence and immediately notify the Chief of Police, in writing, of any change of address or telephone number.

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|-------------|------------------------|
| 1st offense | Written Counseling |
| 2nd offense | 1 day suspension |
| 3rd offense | 3 days suspension |
| 4th offense | 1 work week suspension |

2-2.42 RECOVERED PROPERTY/EVIDENTIARY MATERIAL

Failure to turn over to the designated agent of the department or properly handle all lost, stolen, recovered, abandoned or evidentiary material which comes into the possession of a Department member as a result of the performance of departmental duties is prohibited. To this end, all such material shall be turned over prior to the completion of the tour of duty unless otherwise instructed by competent authority.

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|-------------|------------------------|
| 1st offense | 1 day suspension |
| 2nd offense | 1 work week suspension |
| 3rd offense | Demotion to Dismissal |

2-2.43 PICKET LINES

Entry into any buildings, structures, or premises where persons have been placed to indicate a labor dispute in progress, except when necessary in the performance of and while on duty is prohibited. To this end, strict impartiality shall be followed and gratuities, food and/or drink shall not be accepted from a party participating in the dispute.

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|-------------|-------------------------|
| 1st offense | Written Counseling |
| 2nd offense | 1 work week suspension |
| 3rd offense | 2 work weeks suspension |
| 4th offense | Demotion to Dismissal |

EMPLOYEE MISCONDUCT

2-2.69 UNWANTED CONDUCT

In order to maintain a quality-working environment for all employees and potential employees of this department, any action in the form of intimidation, humiliation, insult or subjecting someone to offensive physical or verbal abuse or actions of a sexual, ethnic, racial, or religious nature is prohibited.

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|-------------|------------------------|
| 1st offense | Written Counseling |
| 2nd offense | 1 day suspension |
| 3rd offense | 1 work week suspension |
| 4th offense | Demotion to Dismissal |

2-2.70 MISCONDUCT KNOWN TO DEPARTMENTAL PERSONNEL

Failure to report a fellow department member or employee's violation of a law, rule or regulation, policy or procedure, general or special order is prohibited. To this end, all such violations shall be reported in writing to a superior/supervisor in the department.

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|-------------|------------------------|
| 1st offense | Written Counseling |
| 2nd offense | 1 day suspension |
| 3rd offense | 1 work week suspension |
| 4th offense | Demotion to Dismissal |

2-2.71 CONDUCT UNBECOMING ON/OFF DUTY CONDUCT

Engaging in conduct on or off duty which adversely affects the morale or efficiency of the department, or in the alternative, engaging in conduct on or off duty which has a tendency to destroy public respect for the employee and/or the department and/or destroy confidence in the operation of the county service is conduct unbecoming and is prohibited.

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|-------------|------------------------|
| 1st offense | 1 day suspension |
| 2nd offense | 3 day suspension |
| 3rd offense | 1 work week suspension |
| 4th offense | Demotion to Dismissal |

2-2.72 GEORGIA CRIME INFORMATION CENTER

The Rules of the Georgia Crime Information Center Council, Federal and State law govern the use of GCIC. Criminal Justice Information cannot be obtained, used, or disseminated except as permitted by law.

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|-------------|------------------------|
| 1st offense | 1 day suspension |
| 2nd offense | 1 work week suspension |
| 3rd offense | 2 work week suspension |
| 4th offense | Demotion to Dismissal |

2-2.73 COOPERATION WITH INTERNAL INVESTIGATIONS

Employees will fully cooperate with any internal / administrative investigation or inquiry. They will answer questions, respond to lawful orders, provide relevant material and statements and not knowingly omit pertinent information.

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|-------------|------------------------|
| 1st offense | 1 day suspension |
| 2nd offense | 1 work week suspension |
| 3rd offense | Demotion to Dismissal |

2-2.74 BODY WORN CAMERA

Misuse or failure to adhere to the body-worn camera policy is prohibited.

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|-------------|-------------------------|
| 1st offense | Written Counseling |
| 2nd offense | 1 day suspension |
| 3rd offense | 1 work week suspension |
| 4th offense | 2 work weeks suspension |
| 5th offense | Demotion to Dismissal |

2-2.75 VEHICLE MAINTENANCE

Failure to adhere to the vehicle maintenance policy is prohibited.

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| 1st offense | Written Counseling |
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EMPLOYEE MISCONDUCT

fitness for duty, all evidence and/or circumstances up to and including the results of an intoximeter test may be considered.)

1st offense	1 work week suspension
2nd offense	Dismissal

2-2.58 POSSESSION/USE OF CONTROLLED SUBSTANCES

Possession or use on-duty of controlled substances (as defined in Ga. O.C.G.A. 16-13-30), except with the approval and guidance of a licensed physician and with the knowledge of a superior officer or supervisor is prohibited. At no time may an employee of the department use or be under the influence of a controlled substance where such use or influence impairs or compromises the efficiency and integrity of the department or county. (To determine one's fitness for duty, all evidence and circumstances up to and including the results of a urinalysis and/or blood test may be considered.)

1st offense	1 work week suspension
2nd offense	Dismissal

2-2.59 POLITICAL UTILIZATION OF OFFICIAL POSITION

Utilization of one's official position with the Department for political purposes is prohibited. To this end, the use of one's official position for a non-duty related involvement in an election is prohibited. Nothing in this section should be construed to prohibit a member of the department from, as a private citizen: (a) exercising the right of suffrage, (b) casting a vote or expressing one's opinions privately, (c) being delegates to or members of a political caucus, or (d) taking part in political canvass.

1st offense	Written Counseling
2nd offense	1 day suspension
3rd offense	1 work week suspension
4th offense	2 work weeks suspension

2-2.60 OFF-DUTY EMPLOYMENT

Off-duty employment without the knowledge and approval of the Chief of Police or his designated agent is prohibited.

1st offense	Written Counseling
2nd offense	1 day suspension
3rd offense	1 work week suspension
4th offense	2 work weeks suspension

2-2.61 PUBLIC CRITICISM OF THE DEPARTMENT

Public criticism of the Department, its policies or members by talking, writing, or expression in any manner where such talking, writing, or expression: (a) is defamatory, (b) is obscene, (c) is unlawful, (d) tends to impair the operation of the Department by impairing its efficiency, interfering with the ability of supervisors to maintain discipline, or having been made with reckless disregard for truth or falsity is prohibited. To this end, employees and members shall make maximum utilization of the grievance procedures of the Department as described in the general orders of the Department.

1st offense	1 day suspension
2nd offense	1 work week suspension
3rd offense	2 work weeks suspension
4th offense	Demotion to Dismissal

2-2.62 ISSUANCE OF ORDERS

Orders from superiors/supervisors to subordinates shall be in a professional, clear, understandable language, civil in tone and manner and issued in pursuit of Departmental business.

1st offense	Written Counseling
2nd offense	1 day suspension
3rd offense	1 work week suspension
4th offense	2 work weeks suspension