



**MANCHESTER POLICE DEPARTMENT
PROFESSIONAL STANDARDS
REPORT OF INTERNAL INVESTIGATION
File # 21-1A-02**

COMPLAINANT:

[REDACTED]

ABSTRACT OF ALLEGATION:

Using his personal cell phone, while on-duty, Detective Christian Horn sent a meme via text message, depicting George Floyd on a mock Valentine's Day card, with the words "You take my breath away." The meme also depicts hearts and "To:" and "From:" notations. The words "Black Love" are shown above the picture of Mr. Floyd. This was sent on two separate text threads, only seconds apart, to other Manchester Police Department personnel, including supervisors (Sergeants [REDACTED] [REDACTED] [REDACTED] and [REDACTED] [REDACTED]). One of these text threads contained [REDACTED], who was offended by the meme and found it highly inappropriate. [REDACTED] was not only offended by the meme itself, but by the apparent lack of outrage and condemnation by the other recipients in the text thread.

APPLICABLE RULES:

MPD SOP Professional Conduct
Section III-Procedure, Paragraph A-
Harassment

MPD SOP Rules and Regulations
Section VIII-Required Conduct, Par-
agraph V-Conduct

MPD SOP Rules and Regulations
Section VIII-Required Conduct, Par-
agraph W-Civility

MPD SOP Rules and Regulations
Section IX-Prohibited Conduct, Par-
agraph B-Conduct Unbecoming an
Officer/Employee

APPLICABLE RULES (continued):

MPD SOP Rules and Regulations
Section IX-Prohibited Conduct, Paragraph C-Neglect of Duty

DISCOVERY OF ADDITIONAL RULE(S) VIOLATIONS:

NONE

SUBJECTS OF COMPLAINT:

Detective Christian Horn
[REDACTED]
[REDACTED]
[REDACTED]

DATE/TIME OF INCIDENTS:

2/10/21 at approximately 18:39 hrs
2/10/21 at approximately 18:40 hrs

LOCATION OF INCIDENT:

Text threads were sent by Detective Horn while he was in SED at MPD HQ.

RELATED CASE ID #:

N/A

DATE COMPLAINT RECEIVED:

February 17th 2021

ASSIGNED INVESTIGATOR(S):

Lieutenant Kenneth Loui
Lieutenant Robert Gravelle

Note: All definitions, concepts, facts, conclusions, and recommendations contained herein are strictly administrative in nature without force of law and have no bearing on any legal body with competent authority. Summary statements have been written to reflect the individuals' recollection of the incident. No portions contained therein have been supplemented by Professional Standards.

BACKGROUND

On 2/10/21, around approximately 18:39 hrs. and 18:40 hrs., using his personal cell phone and while on-duty, Detective Christian Horn, of the Department's SED (Special Enforcement Division), sent a meme via text message, depicting George Floyd on a mock Valentine's Day card, with the words "You take my breath away." The meme also depicts hearts and "To:" and "From:" notations. The words "Black Love" are shown above the picture of Mr. Floyd. This was sent on two separate text threads, only seconds apart, to other Manchester Police Department personnel, including supervisors (current and former members of SED - [REDACTED] and [REDACTED]). One of these text threads contained [REDACTED] as a recipient. [REDACTED] is also an investigator in SED, works closely with Detective Horn, and is an [REDACTED] member of the Department. [REDACTED] was understandably offended by the meme and found it highly-inappropriate.

On 2/17/21, after much consideration, [REDACTED] advised Captain Brandon Murphy of the Patrol Division about the incident. [REDACTED] went outside his chain-of-command to report the incident, because he felt the lack of response from [REDACTED] (the SED supervisor who was on the text thread that [REDACTED] received) implied that he would get no support from his own chain-of-command.

Subsequent to receiving the complaint from [REDACTED] Captain Murphy advised SED supervisors of the matter, contacting [REDACTED] and [REDACTED] as well as Lieutenant John Cunningham. From there, Chief Aldenberg and other members of MPD Command Staff were notified.

On 2/19/21, written memos were sent to Chief Aldenberg and Captain Peter Marr, Commander of the Legal and Professional Standards Division, by Lieutenant Cunningham and [REDACTED] and [REDACTED]. These memos detailed the circumstances of how they became aware of [REDACTED] complaint, and the results of their preliminary investigation, which included the discovery that there were two separate text threads on which the meme appears. On the first text thread (hereinafter referred to as "Thread 1"), the meme was date/time stamped as having been sent at 18:39 hrs. on 2/10/21 by Detective Christian Horn. This particular text thread included the following participants:

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- Detective Christian Horn
- [REDACTED]

On the second text thread (hereinafter referred to as "Thread 2"), the meme was date/time stamped as having been sent at 18:40 hrs. on 2/10/21 by Detective Christian Horn. This particular text thread included the following participants:

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- Detective Christian Horn
- [REDACTED]
- [REDACTED]

(Note that two individuals [Detectives [REDACTED] and [REDACTED] received the meme from Detective Horn twice as they were participants in both text threads.)

With regard to the first thread, at 18:42 hrs. on 2/10/21 (approximately 3 minutes after the meme was initially sent), there is a text sent by [REDACTED] [REDACTED] which states only "Haha." No other text messages on either thread seemed to acknowledge the meme of George Floyd in any way.

On 2/22/21, this matter was assigned to Lieutenants Robert Gravelle and Kenneth Loui for further investigation. The primary objectives of their investigative efforts were to determine:

- The reason such a racially-insensitive and offensive meme was sent by Detective Horn to anyone, let alone fellow police officers,
- Whether this meme is characteristic of the type of behavior typically exhibited by Detective Horn,
- Whether this meme is indicative of systemic problems of racial insensitivity or outright racism within SED or the MPD,
- Whether this meme is indicative of ongoing racial insensitivity or racism directed at [REDACTED] by Detective Horn, members of SED, or any other members of the MPD, and
- Why supervisors on both threads either failed to respond to the sending of this meme, or worse, in the case of [REDACTED] sent a text that appeared to find humor in the meme.

The results of their investigation are found herein.

COMPLAINANT STATEMENT(S)

(Highlights of the interview are shown below. Refer to Appendix A and the recording of the interview for additional details.)

██████████ – Investigator in SED who received the meme in Thread 2

- ██████████ found the meme sent by Detective Horn to be offensive, but does not characterize it as a racist attack or harassment directed at him.
- When asked if he has experienced racism at the department, ██████████ initially cited two examples that were NOT racism. The first was a coworker who does not respond to him when greeted. The second was political discourse that he does not necessarily agree with. Neither can objectively be classified as racism. Ultimately, ██████████ told us that he does NOT believe he works with anyone who is a racist, completely contradicting the picture he seemed to be trying to paint with his two examples.
- ██████████ said that he is friendly with Detective Horn and has socialized with him outside of work.
- ██████████ stated that Det. Horn may harbor some form of “prejudice,” but he offered no examples of what he meant by this.
- ██████████ told us that he does NOT believe that Detective Horn is a racist, and that this meme is uncharacteristic of Detective Horn’s general behavior.
- ██████████ told us that, in the years that he has worked with Detective Horn, he has never seen Detective Horn treat anyone differently based on race.
- ██████████ found it upsetting that there was no apparent outrage or condemnation of the meme by other recipients in Thread 2, and noted that even the supervisor ██████████ was silent about the matter.
- ██████████ believed that ██████████ silence implied that his chain-of-command could not be trusted to handle this matter appropriately, prompting him to approach Captain Brandon Murphy. ██████████ said that Captain Murphy had previously been his supervisor, and that he trusted Captain Murphy to handle this matter appropriately.
- ██████████ suspected that there were other text threads, besides the one that he saw, that included the offensive meme.

WITNESS STATEMENT(S)

(Highlights of the interviews are shown below. Refer to Appendix A and the recordings of the interviews for additional details. The interviewees are listed in the order in which the interviews were conducted.)

Detective ██████████ – Investigator in SED who received the meme in both Threads 1 & 2

- Detective ██████████ characterized the meme as a joke made in poor taste.
- Thought the meme was “distasteful”
- He has never seen Detective Horn act in a racist manner

- Detective [REDACTED] knows Detective Horn and [REDACTED] are friends
- Believed that Detective Horn would apologize to [REDACTED] resolving the issue
- Detective [REDACTED] believed [REDACTED] response of "Haha" was in relation to a Tom Brady joke made on the text thread above the meme
- Detective [REDACTED] didn't believe the meme was directed at [REDACTED]

[REDACTED] – Investigator in SED who received the meme in both Threads 1 & 2

- [REDACTED] characterized the meme as a joke made in poor taste.
- Saw the meme and felt it was distasteful and inappropriate
- [REDACTED] thought Detective Horn would have sent the meme as a joke, not with any racial undertones
- Thought [REDACTED] response of "Haha" was in relation the George Floyd meme, but was not positive
- [REDACTED] has never seen [REDACTED] or Detective Horn act in any racist manner

[REDACTED] [REDACTED] – [REDACTED] ator in SED who received the meme in Thread 2

- [REDACTED] characterized the meme as a joke made in poor taste.
- [REDACTED] understood immediately the offensive nature of the meme. Upon seeing it, he immediately confronted Detective Horn in-person about sending it.
- [REDACTED] understood that Detective Horn intended to apologize to [REDACTED] for the sending of the meme.
- Characterizing Detectives Horn and [REDACTED] as good friends, [REDACTED] believed that the matter would be handled between the two of them. [REDACTED] expressed surprise that the matter was escalated to the level of an Internal Affairs formal investigation.
- [REDACTED] has never seen Detective Horn display any racism

[REDACTED] – Investigator in SED who received the meme in Thread 2

- [REDACTED] characterized the meme as a joke made in poor taste.
- [REDACTED] and other detectives, addressed the inappropriateness of the meme being sent immediately with Detective Horn
- Detective Horn told [REDACTED] he would apologize to [REDACTED]
- Knows Detectives Horn and [REDACTED] are good friends
- [REDACTED] has never seen Detective Horn act in a racist manner

[REDACTED] – Investigator in SED who received the meme in Thread 1

- [REDACTED] characterized the meme as a “morbid joke” made in poor taste that “missed the mark”.
- [REDACTED] and Detective Horn are friends, they would not be friends if Detective Horn displayed any signs of racism
- Has never seen Detective Horn do or say anything racially insensitive
- [REDACTED] is aware Detectives Horn and [REDACTED] are friendly outside of work

[REDACTED] – Investigator in SED who received the meme in Thread 2

- [REDACTED] characterized the meme as a joke made in poor taste.
- [REDACTED] saw the meme and believes it was inappropriate, he addressed this immediately with Detective Horn
- Knows Detective Horn and [REDACTED] are friends
- [REDACTED] thought Detective Horn would apologize and the situation would be resolved
- [REDACTED] has never seen, or heard, Detective Horn do anything with a racial connotation

[REDACTED] [REDACTED] – Investigator in SED

- [REDACTED] never saw the meme, but was told about it
- Didn't think the meme was appropriate or funny
- Detectives Horn and [REDACTED] are friends and didn't believe Detective Horn sent the meme targeting [REDACTED]
- [REDACTED] has never seen Detective Horn act in a racist manner

[REDACTED] – Investigator in SED

- [REDACTED] was aware of the meme and didn't think it was appropriate
- Believed that Detective Horn sending the meme out was a “lapse in judgement”, not done with any malicious intent
- Didn't think the meme sent was a targeting [REDACTED]
- [REDACTED] has never seen Detective Horn act in any racial manner

[REDACTED] – Investigator in SED

- [REDACTED] [REDACTED] has never seen the meme
- [REDACTED] believes members of law enforcement have “morbid sense of humor”, this could be the reason Detective Horn sent the meme
- [REDACTED] has never seen Detective Horn act in a racial manner
- Has never seen [REDACTED] targeted for anything to do with his skin color

[REDACTED] Investigator in SED

- [REDACTED] has never seen the meme
- During his time in the unit he has never seen [REDACTED] targeted for anything related to the color of his skin
- [REDACTED] worked with Detective Horn and he has always been a professional
- Doesn't believe Detective Horn is a racist in anyway
- [REDACTED] noted Detective Horn always had a good relationship with the public

Detective Jeffrey Fierimonte – Investigator in SED

- Detective Fierimonte didn't think the meme was appropriate or funny, neither did anyone else in the unit
- Believed the meme was sent as a joke in poor taste
- Detective Horn asked Detective Fierimonte if he should apologize, he responded "Yeah. Absolutely"
- Aware Detectives Horn and [REDACTED] are friends outside of work
- Detective Horn told Detective Fierimonte he sent a text message apologizing to [REDACTED]
- When asked if Detective Horn was a racist, he responded "absolutely not"
- Detective Fierimonte has never seen Detective Horn act or say anything racially insensitive
- Detective Fierimonte said Detective Horn is a professional

Detective Derek Feather – Investigator in SED

- Detective Feather never saw the meme in question, he heard about it on the news and believes it is racially insensitive
- Agreed the meme being sent out was a joke in poor taste
- Detective Feather knows Detectives Horn and [REDACTED] are "close friends" outside of work
- [REDACTED] has never been the target of jokes because of his skin color. He described there is "ball busting" that takes place. There is nothing said or done with malicious intent
- Detective Horn has been nothing but a professional while working together
- Detective Feather has witnessed Detective Horn assist [REDACTED] with his work

[REDACTED] – Investigator in SED

- [REDACTED] saw the meme and felt it was "distasteful"
- Thought the meme being sent was not racially motivated, but a joke made in poor taste

- [REDACTED] said Detectives Horn and [REDACTED] are close friends with their [REDACTED]
- He was aware Detective Horn was going to apologize for the meme and thought that would be the end of the issue
- He has never seen Detective Horn act any way other than professional

[REDACTED] -- Investigator in SED

- [REDACTED] has never seen the meme
- Thought Detectives Horn and [REDACTED] were good friends outside of work
- [REDACTED] has never seen Detective Horn be anything other than professional
- Doesn't believe the meme was sent to harass or intimidate [REDACTED]
- [REDACTED] has never witnessed Detective Horn do anything racially motivated
- There is usual banter back and forth in the office, nothing is intended to be mean

[REDACTED] -- Investigator in SED

- [REDACTED] has not seen the meme it has been described to him. It didn't sound funny to him
- No one in the unit was OK with the meme and when Detective Horn sent it he crossed the line
- [REDACTED] believed Detectives Horn and [REDACTED] were friends
- [REDACTED] has never witnessed Detective Horn be racially insensitive or treat anyone different based on their skin color

SUBJECT STATEMENT(S)

(Highlights of the interviews are shown below. Refer to Appendix A and the recordings of the interviews for additional details. The interviewees are listed in the order in which the interviews were conducted.)

[REDACTED] --

- [REDACTED] "cringed" when he saw the meme in a text thread. This text thread was the one without [REDACTED] [REDACTED] felt the meme was distasteful and inappropriate
- [REDACTED] [REDACTED] and Horn are all friends. They have all hung out together outside of work. Detectives Horn's and [REDACTED]
- [REDACTED] called [REDACTED] a few days later after receiving the meme to discuss it. (This was never brought up by [REDACTED] during his interview)

- [REDACTED] and [REDACTED] agreed Detective Horn was not a racist and the meme was sent as a "distasteful joke".
- [REDACTED] asked [REDACTED] to keep the conversation to himself as he [REDACTED] was not sure how he wanted to proceed on the matter. (This was never brought up by [REDACTED] in his interview)
- [REDACTED] told [REDACTED] he would bring it up the chain of command if he wanted him to do this, or he would make himself available to assist with talking to Detective Horn. [REDACTED] left it up to [REDACTED] but offered to assist him in any way he needed.
- [REDACTED] stopped in [REDACTED] office to make him aware he spoke with Captain Murphy about the meme. He thanked him for listening about the issue. (This was never brought up by [REDACTED] in his interview)

[REDACTED] [REDACTED] [REDACTED] —

- [REDACTED] [REDACTED] never saw the meme on the text thread
- Keeps text threads on silent due to the large number of text messages that come through. If he is needed [REDACTED] will receive a phone call
- First learned of the meme being sent on 2/17/21 when Captain Murphy called and told him. It was at this time Captain Murphy advised [REDACTED] there was a supervisor on the thread, [REDACTED] [REDACTED] believed it was Detective Sergeant Yaris
- [REDACTED] looked through his phone and saw the meme on his text thread. He called Lieutenant Cunningham to brief him on the matter, then [REDACTED] [REDACTED] as the other sergeant in the unit
- [REDACTED] thought the meme was inappropriate and offensive
- [REDACTED] confirmed all the phone numbers listed on the text thread were all personal cell phone numbers, no work phone numbers were on the thread
- [REDACTED] called [REDACTED] to talk about the meme. During the call [REDACTED] apologized to [REDACTED] for having to deal with the meme being sent adding he never saw it in the text thread.
- When questioned there was no reason for [REDACTED] not to believe [REDACTED] [REDACTED] when he said he never saw the meme
- [REDACTED] believed Detectives Horn and [REDACTED] were close friends outside of work. They have attended sporting events together
- Detective Horn has been an excellent detective in the unit
- [REDACTED] [REDACTED] has never seen Detective Horn act in any racist manner

[REDACTED] [REDACTED] —

- [REDACTED] [REDACTED] never saw the meme on the text thread. He learned of the meme being sent after a phone call with [REDACTED] [REDACTED] [REDACTED] told [REDACTED] he didn't see it in his text thread. [REDACTED] learned [REDACTED] [REDACTED] made a complaint about the meme to Captain Murphy

- Believed [REDACTED] when he advised of not seeing the meme in the text thread
- Aware of the meme from new sources-believes the meme is inappropriate and distasteful
- [REDACTED] went to speak with Captain Murphy about the complaint, then went to the unit office to discuss it with Lieutenant Cunningham
- [REDACTED] checked his phone and discovered Detective Horn sent the meme to him in a separate text chain, he reported this to Lieutenant Cunningham
- Believed Detectives Horn and [REDACTED] were "pretty good friends"
- Good atmosphere in the unit, regular banter back and forth. This is done in a positive manner, nothing malicious
- Never seen Detective Horn, or any other detective, exhibit any racism. He wouldn't tolerate it nor would any detective in the unit

[REDACTED] [REDACTED] [REDACTED] --

- [REDACTED] keeps some text threads on silent. He will see there are multiple messages and check the messages
- While checking his text thread he read the texts about Tom Brady being intoxicated at the Super Bowl parade, he had just watched a video of Brady being held up while trying to walk, he commented "Haha" at 1842hrs to the Tom Brady texts
- [REDACTED] text of "Haha" was directly under the George Floyd meme. He acknowledged that it was, but he was not commenting about the meme. He agreed the placement of the "Haha" looked bad with the location on the thread. He assured Lieutenant Loui and I that was not what his text was in reference to
- [REDACTED] saw the meme, thought it was inappropriate and ignored it. He didn't believe the meme was sent with any type of racial context to it. He was aware Detective Horn sent it and felt he sent it in a joking manner not racially motivated this is why he never reported it up the chain of command
- Aware Detectives Horn and [REDACTED] are friends, adding [REDACTED]
- [REDACTED] never saw anything that would leave him to believe Detective Horn is a racist

Detective Christian Horn --

- Det. Horn has been in law enforcement for 14 years (5 at LAPD, 9 at MPD).
- Det. Horn received the meme from a high school classmate (not LE-affiliated).
- Det. Horn admitted to sending the meme (once intentionally [Thread 1]; the second time was unintentional [Thread 2]).
- Det. Horn did not retain the meme, nor did he disseminate it further.
- Det. Horn was unaware of the controversy surrounding the meme at the LAPD, before he sent it out. He later learned about it from his former partner at LAPD, an African-American female.

- Sent the meme out as soon as he received it, without thinking very much about it.
- Sent the meme out as "a stupid joke." Det. Horn had no malicious intent when he sent the meme.
- Upon realizing how the meme could be perceived by [REDACTED] Det. Horn sent a text apology to [REDACTED] (within 2 hours of the meme being sent). He then subsequently tried to call [REDACTED] by phone multiple times to apologize. Det. Horn's text and calls went unanswered.
- Det. Horn intended to apologize face-to-face to [REDACTED] but never had the opportunity (this investigation was launched before he had the chance).
- When asked if the meme was intended to harass or intimidate [REDACTED] Det. Horn said, "Absolutely not."
- Det. Horn said that he and [REDACTED] are "good friends." As examples, [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
- Det. Horn was "shocked" that [REDACTED] is the complainant in this investigation, so much so, that he was visibly upset during his interview multiple times, welling up with tears.
- Never witnessed any racially-motivated harassment of [REDACTED] by coworkers. Described the work environment in SED as a good one in which everyone works well together.
- Said members of SED are always joking around with one another, but that none of it is mean spirited. He described an environment where there were few boundaries to what they joked about, recalling times when [REDACTED] himself joked that "white people like cheese plates," and that "(white people) like girls of a certain body type."
- Det. Horn said, "I am not a racist."
- Det. Horn admitted that his sending of the meme makes the Manchester Police Department and him look "terrible."
- Det. Horn said that he never intended to offend [REDACTED] and given their friendship, he was particularly upset that [REDACTED] did not feel comfortable speaking with him about it.
- Det. Horn never saw [REDACTED] text of "Haha" after the meme was sent.

DISPUTED FACTS

There were no material disputed facts uncovered by this investigation.

EVIDENCE

- Copy of Related MPD SOP's (DOC1)
- Related Memos Sent to Chief Aldeberg and Captain Marr (DOC2)
- DVD-R Disk with Photos of Text Messages from [REDACTED] Phone (PIC1)
- DVD-R Disk with Photos of Text Messages from [REDACTED] Phone (PIC2)

- DVD-R Disk with Photos of Text Messages from [REDACTED]s Phone (PIC3)
- DVD-R Disk with Photos of Text Messages from [REDACTED] Phone (PIC4)
- DVD-R Disk with Photos of Text Messages from [REDACTED] Phone (PIC5)
- DVD-R Disk with Photos of Text Messages from [REDACTED] Phone (PIC6)
- DVD-R Disk with Recorded Interview of [REDACTED] (INT1)
- DVD-R Disk with Recorded Interview of [REDACTED] (INT2)
- DVD-R Disk with Recorded Interview of [REDACTED] (INT3)
- DVD-R Disk with Recorded Interview of [REDACTED] (INT4)
- DVD-R Disk with Recorded Interview of [REDACTED] (INT5)
- DVD-R Disk with Recorded Interview of [REDACTED] (INT6)
- DVD-R Disk with Recorded Interview of [REDACTED] (INT7)
- DVD-R Disk with Recorded Interview of [REDACTED] (INT8)
- DVD-R Disk with Recorded Interview of [REDACTED] (INT9)
- DVD-R Disk with Recorded Interview of [REDACTED] (INT10)
- DVD-R Disk with Recorded Interview of [REDACTED] (INT11)
- DVD-R Disk with Recorded Interview of [REDACTED] (INT12)
- DVD-R Disk with Recorded Interview of [REDACTED] (INT13)
- DVD-R Disk with Recorded Interview of [REDACTED] (INT14)
- DVD-R Disk with Recorded Interview of [REDACTED] (INT15)
- DVD-R Disk with Recorded Interview of Detective Jeffrey Fierimonte (INT16)
- DVD-R Disk with Recorded Interview of Detective Derek Feather (INT17)
- DVD-R Disk with Recorded Interview of [REDACTED] (INT18)
- DVD-R Disk with Recorded Interview of [REDACTED] (INT19)
- DVD-R Disk with Recorded Interview of [REDACTED] (INT20)
- DVD-R Disk with Recorded Interview of Detective Christian Horn (INT21)
- Reverse Garrity Warning Form for [REDACTED] (DOC3)
- Reverse Garrity Warning Form for [REDACTED] (DOC4)
- Reverse Garrity Warning Form for [REDACTED] (DOC5)
- Reverse Garrity Warning Form for [REDACTED] (DOC6)
- Reverse Garrity Warning Form for [REDACTED] (DOC7)
- Reverse Garrity Warning Form for [REDACTED] (DOC8)
- Reverse Garrity Warning Form for [REDACTED] (DOC9)
- Reverse Garrity Warning Form for [REDACTED] (DOC10)
- Reverse Garrity Warning Form for [REDACTED] (DOC11)
- Reverse Garrity Warning Form for [REDACTED] (DOC12)
- Reverse Garrity Warning Form for [REDACTED] (DOC13)
- Reverse Garrity Warning Form for [REDACTED] (DOC14)
- Reverse Garrity Warning Form for [REDACTED] (DOC15)
- Reverse Garrity Warning Form for [REDACTED] (DOC16)
- Reverse Garrity Warning Form for [REDACTED] (DOC17)
- Reverse Garrity Warning Form for Detective Jeffrey Fierimonte (DOC18)
- Reverse Garrity Warning Form for Detective Derek Feather (DOC19)
- Reverse Garrity Warning Form for [REDACTED] (DOC20)
- Reverse Garrity Warning Form for [REDACTED] (DOC21)

- Reverse Garrity Warning Form for [REDACTED] (DOC22)
- Reverse Garrity Warning Form for Detective Christian Horn (DOC23)
- Enlarged Photocopy Depicting Meme Sent By Detective Christian Horn (DOC24)

OTHER RELEVANT INFORMATION

Based on a review of Detective Horn's IADB, there are no prior instances of complaints against Detective Horn stemming from racial insensitivity or racist acts on his part, in the entire time that he has been an employee of the Manchester Police Department.

Based on a review of [REDACTED]'s IADB, there are no instances of complaints against [REDACTED] stemming from racial insensitivity or racist acts on his part, in the entire time that he has been an employee of the Manchester Police Department.

DISCUSSION & CONCLUSION

The meme sent by Det. Horn (depicting George Floyd on a mock Valentine's Day card, with the words "You take my breath away") is grossly inappropriate and racially-insensitive. Everyone spoken with, during this investigation, including Det. Horn himself, agrees with this characterization. Det. Horn stated that he initially sent the meme as a "stupid joke." No one who received the meme from Det. Horn thought it was humorous in the least, and no one dignified it with a response. As evidence that this is, in fact, the case, there was no further dissemination of the meme by anyone, and there were no responses in the text threads that could be definitively tied to the meme in question. Everyone saw the meme as a joke made in poor taste, and those who recognized that it could also be construed as racially-insensitive and offensive, to [REDACTED] in particular, immediately confronted Det. Horn. By all accounts, it was [REDACTED] who first pointed out the offensive nature of the meme to Det. Horn, almost as soon as the meme was sent. Det. Horn agreed with [REDACTED] and expressed remorse, sending an apology via text to [REDACTED] less than two hours after the meme was originally sent. Det. Horn also subsequently tried to call [REDACTED] multiple times to apologize, but [REDACTED] never responded. [REDACTED] explained that he was too upset with Det. Horn to speak with him.

It is understandable how someone could see the sending of this meme by Det. Horn as a sign of systemic racial insensitivity, or even outright racism, within the Special Enforcement Division and the Manchester Police Department. After all, from the text threads themselves, it appeared as if no one spoke up, despite there being 10 other recipients of the meme (besides Dets. Horn and [REDACTED] - 4 of them being supervisors, representing a total of 3 different divisions. It appeared as if no one stood against this meme for how it could be interpreted - as a mockery of the pointless in-custody death of George Floyd, which brought discredit to law enforcement on a national scale. Even worse, in the thread that [REDACTED] was not on, it APPEARED as if a supervisor ([REDACTED]) found humor in the meme. [REDACTED] made it clear during his interview that one of the things that he found

most upsetting about this incident was the lack of response from anyone. He interpreted that silence as tacit approval of the meme.

However, what this investigation has revealed is that, outside the text threads themselves and unbeknownst to [REDACTED]

[REDACTED] there was unanimous condemnation of the meme and a sense of disgust that it was ever sent. One has to wonder if a complaint would have even been brought forward by [REDACTED] if he had known how understanding his coworkers were with regard to the racial insensitivity of the meme and how much Det. Horn regretted sending it out. After all, by most accounts, Det. Horn was friends with [REDACTED]. Det. Horn described them as "good friends." After interviewing every investigator in SED, to include its two first-line supervisors [REDACTED] [REDACTED] and [REDACTED]), there were no accounts of racial insensitivity or racist behavior by Det. Horn, by members of SED, or by anyone within the MPD. [REDACTED] himself told us that he does NOT believe Det. Horn is a racist, or that he works with anyone who is a racist. Given all this, the notion that systemic racial insensitivity or racism is pervasive within SED and the MPD is completely unsupported by this investigation's findings.

In fact, the investigation has found that there is nothing to suggest that Det. Horn's sending of this meme was racially-motivated. Det. Horn was friends with [REDACTED] for approximately 8 years, was partnered on bike patrol with Din Jenkins (who was another African-American MPD officer), and had an African-American female partner while at the LAPD, with no known issues in any of these relationships stemming from alleged racist or racially-insensitive behavior on the part of Det. Horn (until now, of course). A review of Det. Horn's IADB shows no past disciplinary issues to suggest that he is a racist individual, which was fully-expected, since such behavior would not have been tolerated, and any exhibition of such behavior would likely have resulted in his termination. Therefore, in the absence of any evidence that this was a racially-motivated incident, the meme becomes a disgusting joke made in very poor taste, which is pretty much how it was described by virtually everyone who was interviewed - not necessarily racist, but clearly racially-insensitive. Det. Horn failed to initially recognize the meme as being racially-insensitive, which is why he sent it to others in the first place. However, he now acknowledges the pain that he unintentionally inflicted on [REDACTED] by his sending of the meme, the damage that has been done to his (Det. Horn's) reputation, and how this incident brings disrepute to the Manchester Police Department. During his interview, Det. Horn showed sincere regret for the entire incident.

Finally, this investigation addressed the apparent failure of the supervisors in both text threads to address the meme. For the supervisors who actually saw the meme, they considered it to be a joke made in poor taste and not racially-motivated harassment directed at anyone in particular, or at a minority group. At the time, they believed that there was no reason to address a bad joke. They did not view, nor do they now view, Det. Horn to be a racist person, so they did not see the meme in that context. They dismissed it as a really bad joke, without further thought about how it could be perceived as racially-insensitive.

For better or worse, "dark humor" and morbid jokes have long been part of the law enforcement profession and are recognized coping mechanisms used by police officers to deal with the sustained mental stress and traumatic incidents that they routinely encounter. When an officer sees something disturbing or is under prolonged stress, he or she may joke in ways that could easily offend someone of average sensibility. Given this, a fair question would be, if that is the case, when is it NOT acceptable for an officer to tell a distasteful, offensive joke? The answer is actually quite simple - when it hurts someone. If such joking occurs in an inappropriate setting (e.g., a press conference) or in front of people whom the officer should know would take offense (e.g., a crime victim's family members), then, of course, any supervisor aware of such a situation would rightly be expected to take action. In such scenarios, the conduct would rise to the level of conduct unbecoming of an officer, since this joking would now be bringing disrepute to the Department and discredit to the officer. It is frightening to contemplate the potential impact to the mental health of police officers, if they were to be subjected to a standard that forbade them from ever indulging in morbid humor, under any circumstance, especially when one considers the truly horrific events to which they are regularly exposed in their line of work.

With that said, this investigation revealed that two of the supervisors ([REDACTED] [REDACTED] and [REDACTED] never even saw the meme when it was initially sent and were completely unaware of its existence, until this investigation was formally launched. The remaining two supervisors ([REDACTED] did see the meme, but as mentioned above, they simply viewed it as a bad joke. Given what has already been stated above, some would say that, because this meme was sent to someone whom Det. Horn should have known would take offense (i.e., [REDACTED] AND supervisors were aware, those supervisors should be held accountable for neglecting their duties to address the inappropriateness of the meme. However, the only supervisor on the text thread that was sent to [REDACTED] was [REDACTED] and he was initially altogether unaware of the meme.

Although [REDACTED] later became aware of the fact that [REDACTED] received the meme (learning this from [REDACTED] himself). This conversation took place as a confidential discussion between friends ([REDACTED] had worked closely with [REDACTED] in SED before his promotion). Upon learning that [REDACTED] was upset by the meme, [REDACTED] offered to take action, but was told not to do so by [REDACTED]. [REDACTED] said that he needed more time to decide what to do. [REDACTED] as [REDACTED] close friend and as a leader within the MPD, chose not to violate [REDACTED] trust and kept the matter confidential. It is the opinion of the investigators in this matter that [REDACTED] made the right decision. Trust is vitally important to any positive relationship and is a tenet of good leadership. There was no exigency that warranted the betrayal of [REDACTED] trust at that time.

With regard to the text message sent by [REDACTED] stating "Haha," it is understandable why someone could view that text as a response to the meme. Even [REDACTED] conceded that much, during his interview. After all, the meme was time stamped 18:39 hrs on the thread, and [REDACTED] "Haha" was time stamped 18:42 hrs. However, [REDACTED] explained that, given the length of that text thread, and the fact that many different things were being discussed on it, his "Haha" was in response to comments being made in the thread about how drunk Tom Brady was after the Super Bowl. He acknowledged that this

was obviously bad timing and understood that it does not look good. However, [REDACTED] account was corroborated by a review of the texts that preceded the meme, which did in fact refer to Tom Brady's intoxication. [REDACTED] explained that, although he did eventually see the meme, he quickly dismissed it as a bad joke, not worthy of a response. The investigators in this matter find [REDACTED] explanation to be credible, especially in light of the fact that his IADB shows no past disciplinary issues to suggest that [REDACTED] is a racially-insensitive individual or has problems with truthfulness. This was again fully-expected, since such behavior would not have been tolerated and likely would have resulted in [REDACTED] termination. Absent any evidence that [REDACTED] is being untruthful when he says that he was not responding to the meme, he must be afforded the benefit of the doubt.

Based on the above discussion, what follows are the conclusions that were made, regarding each of the subjects of this investigation. Each subject is listed with the charges that were brought against them, the findings of the investigation regarding those charges, and the recommendations of the investigators with regard to discipline (if applicable). The supervisors involved are listed first by alphabetical order, with Det. Horn listed last.

[REDACTED]

Charge 1: MPD SOP Rules and Regulations Section IX-Prohibited Conduct, Paragraph **B-Conduct Unbecoming an Officer/Employee** - for apparently responding to the meme with "Haha"

Finding: **EXONERATED**

Charge 2: MPD SOP Rules and Regulations Section IX-Prohibited Conduct, Paragraph **C-Neglect of Duty** - for apparently failing to address the sending of the meme

Finding: **EXONERATED**

[REDACTED]

Charge 1: MPD SOP Rules and Regulations Section IX-Prohibited Conduct, Paragraph **C-Neglect of Duty** - for apparently failing to address the sending of the meme

Finding: **EXONERATED**

[REDACTED] [REDACTED]

Charge 1: MPD SOP Rules and Regulations Section IX-Prohibited Conduct, Paragraph **C-Neglect of Duty** - for apparently failing to address the sending of the meme

Finding: **EXONERATED**

[REDACTED] [REDACTED] [REDACTED]

Charge 1: MPD SOP Rules and Regulations Section IX-Prohibited Conduct, Paragraph C-Neglect of Duty - for apparently failing to address the sending of the meme
Finding: **EXONERATED**

DETECTIVE CHRISTIAN HORN

Charge 1: MPD SOP Professional Conduct Section III-Procedure, Paragraph A-Harassment - for sending the meme to [REDACTED]
Finding: **UNFOUNDED**

Charge 2: MPD SOP Rules and Regulations Section VIII-Required Conduct, Paragraph V-Conduct - for sending the meme to [REDACTED]
Finding: **UNFOUNDED**

Charge 3: MPD SOP Rules and Regulations Section VIII-Required Conduct, Paragraph W-Civility - for sending the meme to [REDACTED]
Finding: **UNFOUNDED**

Charge 4: MPD SOP Rules and Regulations Section IX-Prohibited Conduct, Paragraph B-Conduct Unbecoming an Officer/Employee - for sending the meme
Finding: **SUSTAINED**
Recommendation: **FORMAL DISCIPLINE**

Although, given the wording of the SOP's referenced in Charges 1-3 above for Det. Horn, they initially seemed applicable, the totality of the circumstances uncovered by this investigation do not merit their application in this instance. The most appropriate charge in this case, for sending the meme in question, is Conduct Unbecoming an Officer.


Respectfully, any formal discipline being considered should account for the fact that Det. Horn's actions were not motivated by racial animus. The evidence shows that Det. Horn is not a racist. In fact, [REDACTED] the aggrieved party in this matter, even said that Det. Horn is NOT a racist. The sending of this meme was a lapse in judgement by Det. Horn, an action which he deeply regrets. The depth of his remorse was made clear by his demeanor during his interview. Det. Horn was visibly upset at various points throughout it, having to wipe away tears at one point. Det. Horn and everyone involved agree that the meme was a disgusting joke sent in poor taste, but definitely not racially-motivated harassment or racism. Furthermore, the fact that Det. Horn is such an exemplary investigator in SED, that he is tasked with mentoring and training new investigators to the unit, should be a major consideration in how he is disciplined for this infraction.

Prepared by:


Lieutenant Kenneth Loui

Date: 3-11-2021

Prepared by:


Lieutenant Robert Gravelle

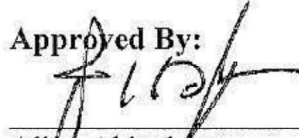
Date: 3/11/21

Reviewed By:


Captain Peter Marr
Division Head Legal/Professional Standards

Date: 3/12/21

Approved By:


Allen Aldenberg
Chief of Police

Date: 3/24/21

APPENDIX A

(TYPED INTERVIEWS)

**MANCHESTER POLICE DEPARTMENT
PROFESSIONAL STANDARDS
REPORT OF INTERNAL INVESTIGATION
21-IA-02**

COMPLAINANT STATEMENT

Witness Interviewed

[REDACTED]

Conducted by:

Lt. K. Loui and Lt. R. Gravelle

Location of Interview:

Interview Room 5
Manchester Police Department

Date/Time:

February 22, 2021
Approx. 14:37 Hours

Report by: Lt. R. Gravelle

On Monday 2/22/21 Detective Lieutenant Loui and I scheduled an interview with [REDACTED] in regards to the complaint that was received by Captain Murphy in regards to Detective Christian Horn sending an inappropriate meme on a text thread. The inappropriate meme was a photograph of George Floyd with the words, "You take my breath away". This was sent and received using private phones belonging to all the officers involved, not their Manchester Police Department issued work phones.

I scheduled the interview through Lieutenant Cunningham earlier in the day. He advised [REDACTED] would be in at 1400hrs arriving at the SED/Street Crime off-site location. After a brief unit meeting he would send [REDACTED] to department headquarters.

The following is a synopsis of the interview and not the exact verbiage or chronological order in which the information was obtained. For the exact interview please refer to INT1.

At approximately 1437hrs [REDACTED] arrived in the Detective Division of the department. Lieutenant Loui and I used detective interview room #5 to speak with [REDACTED]. We explained the interview would be recorded both audio and visually from the system in the room along with a back-up recorder that was placed in the table in front of Lieutenant Loui and I. [REDACTED] acknowledged this and had no objections. We also advised [REDACTED] he could have a representative present if he wished, he declined to have one present for the interview.

Lieutenant Loui read over the "Reverse Garrity" warning to [REDACTED]. He had no questions, this was signed by [REDACTED] Lieutenant Loui and I. This was submitted in the case file as DOC3. [REDACTED] was provided a copy of the form.

Lieutenant Loui asked [REDACTED] to explain the circumstances around the meme that he received which led to the complaint. [REDACTED] was out on [REDACTED] at the time he received the meme. There was a text thread with the following Manchester Police Department personnel on it:

- [REDACTED]
- [REDACTED]
- Detective Christian Horn
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

This text thread contained mostly work information although it was his personal cell phone. On 2/10/21 at approximately 1840hrs there was a meme sent out on the text thread. This depicted a picture of George Floyd with the words, "You Take My Breath Away". Above the picture were the words, "Black Love". This was set up like a Valentine's Day card and contained a "To:" and "From:" both of which were blank and contained no information on who it was sent to nor who it was from. The number on [REDACTED] phone indicated the meme was sent from Detective Horn. [REDACTED] was not sure of the exact time he viewed the meme on the text thread because it was on silent. He was confident it was not long after the meme was sent on 2/10/21 at 1840hrs. He recalled looking at it and becoming very upset and "fucking pissed". He didn't feel that was appropriate for someone to send, never mind a police officer. He wondered what Detective Horn was thinking when he saw that meme. If he (Detective Horn) thought that was funny and appropriate to send. [REDACTED] wondered if Detective Horn thought other people would laugh at it or think it was "a good one" to forward. [REDACTED] didn't reply and was aware there was a supervisor on the text thread, this was determined to be [REDACTED]

After a short time later, approximately half an hour to an hour later, [REDACTED] started to receive text messages from Detective Horn that were not on the text thread. They were text messages only to [REDACTED] from Detective Horn. [REDACTED] felt like Detective Horn was "feeling him out" from the George Floyd meme that was sent on the other text thread. There were two messages sent from Detective Horn one asking about a specific case at work, the other was Detective Horn commenting about how nice it must be to have some time off from work. The last text at 2025hrs on 2/10/21 was Detective Horn apologizing for sending the meme. He wrote that he was sorry for sending the meme in the thread. Detective Horn said it was sent to him and he wasn't thinking and sent it out. [REDACTED] was still upset over the meme and didn't respond to any of the text messages. He also deleted the text thread that contained the meme because of how he felt. This was no longer on his phone and was not photographed from his phone. Lieutenant

Loui and I confirmed we had the correct meme by showing [REDACTED] a photograph of the one in the case file, DOC24. Photographs of the texts messages from Detective Horn apologizing to [REDACTED] were photographed from his personal cell phone with his consent.

[REDACTED] wanted to sleep on his feeling about the meme and was not sure what he wanted to do. He felt that the supervisor on the thread, [REDACTED] would and should address the meme.

On 2/16/21 [REDACTED] received a text message from Detective Fierimonte to see how he was doing on [REDACTED]. This was the second text message he received from Detective Fierimonte on leave. [REDACTED] didn't respond to the first one. In this text exchange [REDACTED] said that he was upset over the meme that Detective Horn sent on the work text thread. Detective Fierimonte said he understood and indicated that some of the detectives in the unit told Detective Horn the meme was not appropriate. [REDACTED] was not aware who addressed the matter with Detective Horn.

After a week when no one contacted [REDACTED] about the meme and how it was addressed, [REDACTED] felt it was being swept under the rug. Due to this [REDACTED] called Captain Murphy, this was on 2/17/21 at approximately 1202hrs. He went outside his chain of command because he felt comfortable with Captain Murphy from working with him in the past. He felt by the matter not being addressed by his chain of command he needed to go outside of them and no one else. [REDACTED] made Captain Murphy aware of the meme and who sent it during the phone call.

After [REDACTED] spoke with Captain Murphy this is when [REDACTED] chain of command spoke with him and addressed the meme. [REDACTED] received a call from [REDACTED] on 2/17/21 about the meme. During the call [REDACTED] apologized for the fact that [REDACTED] had to deal with the matter. [REDACTED] explained that he didn't see the meme on the text thread. [REDACTED] told Lieutenant Loui and I, "I find it hard to believe" referring to [REDACTED] not seeing the meme in the text thread. His gut feeling was [REDACTED] saw the meme and didn't address it. [REDACTED] went on to say that [REDACTED] told him he didn't see it so he has to take him at his word. Lieutenant Loui and I asked if there was anything to make him believe that [REDACTED] saw it, he said there was not. [REDACTED] described his relationship with [REDACTED] as a good working relationship.

[REDACTED] received a call from Captain Sanclemente on 2/18/21 about the matter. [REDACTED] said he wanted to address the unit when he got back into work on 2/19/21. He wanted to speak about the issue and clear the air when he got back.

[REDACTED] arrived back to work on 2/19/21. He first saw [REDACTED] [REDACTED] [REDACTED] [REDACTED] he spoke with them about the meme that was sent before anyone else was in the office. A short time later Lieutenant Cunningham spoke with [REDACTED] to confirm he wanted to address the unit. When he said he did, Lieutenant Cunningham arraigned to have member of the unit come in off the road to address the matter.

Lieutenant Loui and I spoke with [REDACTED] about his overall relationship with Detective Horn. The way he described their interactions I would relate them as to being acquaintances. They would hang out outside of work with other members from the unit when there was a social event. The two have never hung out together without anyone else present. Their families have not met or been out together.

While speaking with [REDACTED] Lieutenant Loui and I asked about any racism he has experienced by members of the department. [REDACTED] spoke about two things that have happened to him. One issue was another Manchester Police Department employee that will not say "hi" to [REDACTED] after he greets them. He described how this person has never worked with him, but refuses to address him with a greeting. When I asked how this was, [REDACTED] was reluctant to say. I clarified the question by saying if [REDACTED] was sure it was due to his race then I would need to know the name of the person. If there was a chance that the person maybe just doesn't like him, or there was another reason, then he wouldn't have to tell me. [REDACTED] said he was not sure if it was due to his race so the person's name remained anonymous.

The next issue [REDACTED] brought up involves what former NFL quarterback Colin Kaepernick stands for and the company that endorses him, Nike. [REDACTED] explained that Kaepernick kneels "for the cause" and other don't agree with him. If there is another person in the office wearing Nike brand other detectives will make statements like, "You're wearing your Nike's today you hate the country". [REDACTED] said he wearing Nike and he doesn't hate the country, he doesn't get it. Lieutenant Loui and I questioned if that was racist or if was due to different political beliefs due to him kneeling during the Nation Anthem for this country. [REDACTED] felt it was done when he was around and said loud enough for him to hear. We again questioned if that was due to him being [REDACTED] or it was due to a difference of political views. [REDACTED] was not sure it was because of his skin color or different political views, it could be a combination of both. He was not sure if people said the same remarks when he was not around or if they were directed toward him.

During the interview [REDACTED] was asked if he felt Detective Horn was a racist, he said no. He thought there might be some form of "prejudice". [REDACTED] didn't believe that Detective Horn sent the meme to offend him. He felt Detective Horn sent this as a joke and not directed at him. We asked if he felt anyone in the department was racist, he said no. He has not had to deal with racism in the department as a whole.

During the interview [REDACTED] felt there was another text chain. He made reference to people laughing at the meme that was sent while we spoke with him. This is when [REDACTED] was told we did have another text chain to address during the investigation. Whether or not someone laughed at the meme was still under investigation. [REDACTED] said he felt like there was and didn't provide any specific information on how he was aware of the other text chain.

**MANCHESTER POLICE DEPARTMENT
PROFESSIONAL STANDARDS
REPORT OF INTERNAL INVESTIGATION
21-IA-02**

WITNESS STATEMENT

Witness Interviewed

Det. [REDACTED]
(Investigator in SED who received the meme
in Threads 1 & 2)

Conducted by:

Lt. K. Loui and Lt. R. Gravelle

Location of Interview:

Interview Room 5
Manchester Police Department

Date/Time:

February 25, 2021
Approx. 14:05 Hours

Report by: Lt. R. Gravelle

On 2/25/21 Lieutenant Loui and conducted an interview with Detective [REDACTED]. Detective [REDACTED] was on two text threads, one with Detective [REDACTED] and one without [REDACTED] where an inappropriate meme was sent out. The meme depicting George Floyd with the words, "You Take My Breath Away" was sent on both text thread by Detective Christian Horn. Both text threads contained other members of the Manchester Police Department to include Detective Christian Horn. The interview was scheduled in advance and Detective [REDACTED] had his MPPA representatives in the room, Officer Peter Flanagan and Officer Thomas Florenzo, for the interview.

The following is a synopsis of the interview and not the exact verbiage or chronological order in which the information was obtained. For the exact interview please refer to INT6.

The interview started at 1404hrs on 2/25/21 with Lieutenant Loui reading Detective [REDACTED] his "Reverse Garrity" warning. Detective [REDACTED] had no questions in regards to this warning. He signed the form, Officer Flanagan witnessed it, and I signed the form as well.

Detective [REDACTED] confirmed that he was on both text threads where Detective Horn sent the depicted meme with George Floyd. Detective [REDACTED] received the meme on his personal cell phone on both threads. The meme was sent out on 2/10/21 around at 1840hrs. The other members of the department on one of the text threads where the meme was sent were:

- [REDACTED]
- [REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- Detective Chirstian Horn

The list of Manchester Police Officers on the other text thread where the meme was sent were:

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- Detective Christian Horn
- [REDACTED]
- [REDACTED]
- [REDACTED]

Detective [REDACTED] was not working the night the meme was sent, 2/10/21, he was at home. He was not aware of the meme until Detective Horn called him the next day, 2/11/21, around 1503hrs. Detective Horn told Detective [REDACTED] he didn't mean to send it. Detective Horn tried to apologize to [REDACTED] with a phone call and text messages to [REDACTED] but he never responded. Detective [REDACTED] could tell that Detective Horn was bothered by the incident.

There were other people in the thread that told Detective Horn to apologize for the meme as well. He believed this was [REDACTED] and [REDACTED]. He didn't hear those two detectives tell Detective Horn to apologize, but this was what other detectives were saying in the office. Detective [REDACTED] believed that Detective Horn was going to do this on his own without anyone telling him to apologize.

Detective [REDACTED] was aware of meme and what it contained from seeing it on social media news sources. Detective [REDACTED] thought the meme was distasteful and wouldn't send it out. He thought the meme was insensitive to a certain racial class of people. Detective [REDACTED] didn't believe that the Detective Horn sent it in a racial context; he thought Detective Horn sent it as a joke. This meme was not sent to be directed at [REDACTED]. Detective [REDACTED] said that Detective Horn and [REDACTED] were friends he wouldn't do that to him.

During the interview Detective [REDACTED] said that he and Detective Horn were friends and spoke on a regular basis. He also relayed that Detective Horn and [REDACTED] were also friends and hung out together outside of work. When I asked to described the friendship between the two, Detective [REDACTED] told Lieutenant Loui and I about [REDACTED].
[REDACTED] He has never seen Detective Horn do anything or say anything racist.

Lieutenant Loui asked Detective [REDACTED] if he felt that he handled the incident correctly, he thought so. Detective Horn told Detective [REDACTED] that he was going to apologize for sending the meme. He also said that [REDACTED] was on the text chain and if he wanted to make a complaint that would be up to him. He thought that Detective Horn and [REDACTED] could resolve it when they spoke.

Due to Detective [REDACTED] being on both threads I asked him about the thread [REDACTED] was not on. There was a comment after the Floyd meme that said "haha", this was sent by [REDACTED] Detective [REDACTED] believed that comment was directed at a joke he made about Tom Brady.

The last few questions Lieutenant Loui and I asked Detective [REDACTED] were around the working conditions in the division. We asked if there was anyone or if he has seen anyone do anything inappropriate toward [REDACTED] due to his race, he said no.

**MANCHESTER POLICE DEPARTMENT
PROFESSIONAL STANDARDS
REPORT OF INTERNAL INVESTIGATION
21-IA-02**

WITNESS STATEMENT

Witness Interviewed

[REDACTED]

Conducted by:

Lt. K. Loui and Lt. R. Gravelle

Location of Interview:

Interview Room 5
Manchester Police Department

Date/Time:

February 25, 2021
Approx. 14:57 Hours

Report by: Lt. R. Gravelle

On 2/25/21 Lieutenant Loui and conducted an interview with [REDACTED] [REDACTED] was on two text threads, one with [REDACTED] and one without [REDACTED] where an inappropriate meme was sent out. The meme depicting George Floyd with the words, "You Take My Breath Away" was send on both text thread by Detective Christian Horn. Both text threads contained other members of the Manchester Police Department to include Detective Christian Horn. The interview was scheduled in advance and [REDACTED] had his MPPA representatives in the room, Officer Peter Flanagan and Officer Thomas Florenzo, for the interview.

The following is a synopsis of the interview and not the exact verbiage or chronological order in which the information was obtained. For the exact interview please refer to INT7.

The interview started at 14:57hrs on 2/25/21 with Lieutenant Loui reading [REDACTED] his "Reverse Garrity" warning. [REDACTED] had no questions in regards to this warning. He signed the form, Officer Flanagan witnessed it, and I signed the form as well.

[REDACTED] confirmed that he was on both text threads where Detective Horn sent the depicted meme with George Floyd. [REDACTED] received the meme on his personal cell phone on both threads. The meme was sent out on 2/10/21 around at 18:40hrs. The members of the department on one of the text threads where the meme was sent were:

- [REDACTED]
- [REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- Detective Chirstian Horn

The list of Manchester Police Officers on the other text thread where the meme was sent were:

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- Detective Christian Horn
- [REDACTED]
- [REDACTED]
- [REDACTED]

Lieutenant Loui and I learned that [REDACTED] was off duty at the time he received the meme on his work thread. [REDACTED]

He found out about the meme the next day when he came into work. He heard people talking about Detective Horn apologizing for the meme. He said when the meme was sent detectives working dealt with it immediately telling Detective Horn to fix it. He believed it was dealt with by Detectives [REDACTED] [REDACTED] and [REDACTED] telling Detective Horn to apologize.

[REDACTED] wasn't aware of exactly aware of what happened until 2/18/21. He saw Detective Horn come into work wearing a suit. [REDACTED] asked Detective Horn if he had court, Detective Horn said no he has a meeting with the chief. Detective Horn added the meeting was about the meme he sent out. Then Detective Feather came into the office and had a meeting with Detective Horn. This is when [REDACTED] went back and looked at the meme on the text thread. This was the first time he saw it. He felt the meme was distasteful and inappropriate and now understood what was going on.

While at work [REDACTED] spoke with Detective [REDACTED] and learned the meme was sent on another thread. He reviewed this thread and saw the meme. He saw there was a comment under the meme, "haha", that was sent by [REDACTED] [REDACTED] saw this reply and felt the response was to the meme. He felt this was done in poor taste by [REDACTED]. He has never seen [REDACTED] display any signs of racism nor is he aware of any issues [REDACTED] has had with [REDACTED]. As we questioned [REDACTED] further about the comment under the meme it was his assumption that what was the comment was directed toward. He never scrolled up from the thread to review any other part of the text thread. He did say the comment could have been directed toward something else in the text chain. He never spoke with [REDACTED] about the meme or the comment he added.

[REDACTED] was questioned about why he thought the meme was sent out by Detective Horn. [REDACTED] believed it was sent as a joke not as something with a racial connotation. [REDACTED] and Detective Horn are friends outside of work. He referenced they have gone to sporting events together. He has never seen or heard of Detective Horn doing anything racially motivated.

The interview ended 15:25hrs.

**MANCHESTER POLICE DEPARTMENT
PROFESSIONAL STANDARDS
REPORT OF INTERNAL INVESTIGATION
21-IA-02**

WITNESS STATEMENT

Witness Interviewed

[REDACTED]

Conducted by:

Lt. K. Loui and Lt. R. Gravelle

Location of Interview:

Interview Room 5
Manchester Police Department

Date/Time:

February 25, 2021
Approx. 15:52 Hours

Report by: Lt. R. Gravelle

On 2/25/21 Lieutenant Loui and conducted an interview with [REDACTED] [REDACTED] was on a text thread with [REDACTED] [REDACTED] where an inappropriate meme was sent out. The meme depicting George Floyd with the words, "You Take My Breath Away" was send on this text thread by Detective Christian Horn. The text thread contained other members of the Manchester Police Department to include Detective Christian Horn. The interview was scheduled in advance and [REDACTED] had his MPPA representatives in the room, Officer Peter Flanagan, for the interview.

The following is a synopsis of the interview and not the exact verbiage or chronological order in which the information was obtained. For the exact interview please refer to INT8.

The interview started at 15:52hrs on 2/25/21 with Lieutenant Loui reading [REDACTED] his "Reverse Garrity" warning. [REDACTED] had a question in regards to this warning. The warning said that he was the "subject" of the internal investigation. [REDACTED] was under the impression he was a witness, not the subject, of the investigation. Lieutenant Loui and I explained he was not the subject, but depending on the information he provided he could become the subject of the investigation. At the current time there were no charges against him. He signed the form, Officer Flanagan witnessed it, and I signed the form as well.

[REDACTED] confirmed that he was on a text threads where Detective Horn sent the depicted meme with George Floyd. [REDACTED] received the meme on his personal cell phone. The meme was sent out on 2/10/21 around at 18:40hrs. The members of the department on the text threads where the meme was sent were:

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- Detective Christian Horn
- [REDACTED]
- [REDACTED]
- [REDACTED]

The night the meme was sent [REDACTED] was working. He was in the office with other detectives. He was positive [REDACTED] [REDACTED] Horn and himself were in the office. He said it was possible other detectives or supervisors were in the office, but he was not sure. He was at his desk with headphones on working when he heard background noise. He took his headphones off and heard [REDACTED] talking to Detective Horn saying something along the lines of "what are you thinking". He said [REDACTED] was saying something along the same lines. This is when [REDACTED] looked at his phone and saw the meme. He felt it was distasteful and racially insensitive. He told Detective Horn that was not appropriate and he needed to fix it. He needed to reach out to [REDACTED] to make it right. Detective Horn instantly realized it was not right to send that meme. Detective Horn said he would fix it. [REDACTED] is aware Detective Horn and [REDACTED] are friends outside of work. He figured that Detective Horn and [REDACTED] could work it out because of their relationship. They would talk and the issue would be settled. This is why [REDACTED] felt his actions were the right way to handle the situation. He added that if [REDACTED] was being targeted for his skin color he would have brought it to the attention of a supervisor.

[REDACTED] if friends with Detective Horn outside of work. Detective Horn has [REDACTED] Throughout the entire time [REDACTED] has worked with Detective Horn he has never seen him display any racial tendencies. [REDACTED] described this meme as out of character for Detective Horn. [REDACTED] felt the meme was sent as a joke, not any racial undertone. It was also not directed at [REDACTED] as harassment.

There was discussion in the office the next week about the meme. No one in the unit felt the meme was appropriate or funny in any way. No one was OK with the context of the meme. [REDACTED] has never seen anything racially directed at [REDACTED]. He described the atmosphere is fun and everyone works well together, supervisors included.

The interview ended at 16:20hrs.

**MANCHESTER POLICE DEPARTMENT
PROFESSIONAL STANDARDS
REPORT OF INTERNAL INVESTIGATION
21-IA-02**

WITNESS STATEMENT

Witness Interviewed

[REDACTED]

Conducted by:

Lt. K. Loui and Lt. R. Gravelle

Location of Interview:

Interview Room 5
Manchester Police Department

Date/Time:

February 25, 2021
Approx. 16:29 Hours

Report by: Lt. R. Gravelle

On 2/25/21 Lieutenant Loui and conducted an interview with [REDACTED] [REDACTED] was on a text thread with Detective [REDACTED] where an inappropriate meme was sent out. The meme depicting George Floyd with the words, "You Take My Breath Away" was send on this text thread by Detective Christian Horn. The text thread contained other members of the Manchester Police Department to include Detective Christian Horn. The interview was scheduled in advance and [REDACTED] had his MPPA representatives in the room, Officer Peter Flanagan, for the interview.

The following is a synopsis of the interview and not the exact verbiage or chronological order in which the information was obtained. For the exact interview please refer to INT9.

The interview started at 16:29hrs on 2/25/21 with Lieutenant Loui reading [REDACTED] his "Reverse Garrity" warning. [REDACTED] had no questions in regards to this warning. [REDACTED] signed the form, Officer Flanagan witnessed it, and I signed the form as well.

[REDACTED] confirmed that he was on a text thread where Detective Horn sent the depicted meme with George Floyd. [REDACTED] received the meme on his personal cell phone. The meme was sent out on 2/10/21 around at 1840hrs. The members of the department on the text thread where the meme was sent were:

- [REDACTED]
- [REDACTED]
- [REDACTED]

- [REDACTED]
- Detective Christian Horn
- [REDACTED]
- [REDACTED]
- [REDACTED]

[REDACTED] was working the night of 2/10/21. He was in the office with Detectives Horn, [REDACTED] and [REDACTED] he was not sure if there was anyone else in the back section of the office. [REDACTED] saw the meme on his phone and it was sent out by Detective Horn. [REDACTED] addressed it immediately with Detective Horn. Detectives [REDACTED] and [REDACTED] all joined in telling Detective Horn the meme was not appropriate and he needed to apologize to [REDACTED]. [REDACTED] said the meme was not funny. He saw the meme as distasteful and not a good idea to send out. Detective Horn agreed he needed to apologize and said he would talk with [REDACTED] to apologize.

During the interview Lieutenant Loui and I asked [REDACTED] about the relationship between [REDACTED] and Horn. He said they were all friends, including himself in that group. [REDACTED] has hung out with both of them outside of work at social events and in a group. [REDACTED] has never observed any racist behavior by Detective Horn or anyone else in the department for that matter.

[REDACTED] was asked if he felt that he handled the situation correctly. He did believe so, he addressed it immediately with Detective Horn. Detective Horn told him that he would apologize so [REDACTED] thought the matter would be resolved once he apologized to [REDACTED]. He learned the next week that there was an investigation and when [REDACTED] addressed the unit. [REDACTED] said that Detective Horn was an adult and he would have to answer for what he sent. [REDACTED] felt it crossed the line.

While speaking with [REDACTED] he was asked if he felt the meme was sent by Detective Horn targeting [REDACTED]. He said "definitely not", he was confident it was not meant to target [REDACTED] in any way. He believed that Detective Horn wasn't thinking when he sent it. It was sent as a joke and nothing else.

The interview ended at 16:45hrs.

**MANCHESTER POLICE DEPARTMENT
PROFESSIONAL STANDARDS
REPORT OF INTERNAL INVESTIGATION
21-IA-02**

WITNESS STATEMENT

Witness Interviewed

██████████
██

Conducted by:

Lt. K. Loui and Lt. R. Gravelle

Location of Interview:

Interview Room 5
Manchester Police Department

Date/Time:

March 2, 2021
Approx. 13:26 Hours

Report by: Lt. R. Gravelle

On 3/2/21 Lieutenant Loui and conducted an interview with ██████████
██████████ was on one text thread. This was the text thread that didn't have ██████████
██████████ on it, where an inappropriate meme was sent out. The meme depicting George
Floyd with the words, "You Take My Breath Away" was send on the text thread by Detective
Christian Horn. The interview was scheduled in advance and ██████████ had
his MPPA representatives in the room, Officer Peter Flanagan and Officer Kyle Daly, for
the interview.

The following is a synopsis of the interview and not the exact verbiage or chronological
order in which the information was obtained. For the exact interview please refer to INT
10.

The interview started at 1325hrs on 3/2/21 with Lieutenant Loui reading ██████████
his "Reverse Garrity" warning. ██████████ had one question. He asked about the
form saying he was the subject of the investigation. Lieutenant Loui explained currently
we had no information he is the subject of the investigation. Depending on how he answers
the questions that could change. ██████████ understood. He signed the form, Of-
ficer Flanagan witnessed it, and I signed the form as well.

██████████ confirmed that he was on one of the text threads where Detective Horn
sent the depicted meme with George Floyd. ██████████ received the meme on his
personal cell phone. He saw the meme, didn't think it was funny, or much of it, and just
scrolled past it. He didn't still have the text thread on his phone still. ██████████
deletes text threads, internet searches and other items that take up memory on his phone on

a regular basis. He will do this within a few hours sometimes. He didn't get rid of the thread due to the investigation or anything to do with the meme, it is usual activity for him to do. From previous interviews and information gathered the other members of the department on the text threads where the meme was sent were:

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- Detective Chirstian Horn

Lieutenant Loui asked [REDACTED] if he thought the meme was appropriate to send out. He believed it was a "morbid joke" that "missed its mark". He doesn't believe that Detective Horn sent it with any racial backing. He has never seen Detective Horn act in any racially insensitive manner. He added the two are close friends. Detectives Horn and [REDACTED] coach together, Detective Horn is around [REDACTED] children. If Detective Horn displayed any type of racism the two would not be friends and Detective Horn would not be around his family. [REDACTED] reiterated this point before the interview ended.

While speaking with [REDACTED] Lieutenant Loui and I learned [REDACTED] spoke with Detective Horn about the meme around the time he was placed on administrative leave, 2/18/21. This was the first time [REDACTED] spoke with anyone about the meme. [REDACTED] was told the meme was sent on another text thread, this came from Detective Horn. [REDACTED] also learned Detective Horn was on administrative leave due to the meme he sent out. He didn't ask any questions to Detective Horn, but offered his support if he needed anything to call.

Throughout the time [REDACTED] has been in the unit he has never seen any type of racist behavior or racially insensitive behavior. [REDACTED] has never seen [REDACTED] targeted for any type inappropriate behavior.

The interview ended at 1344hrs.

**MANCHESTER POLICE DEPARTMENT
PROFESSIONAL STANDARDS
REPORT OF INTERNAL INVESTIGATION
21-IA-02**

WITNESS STATEMENT

Witness Interviewed

[REDACTED]

Conducted by:

Lt. K. Loui and Lt. R. Gravelle

Location of Interview:

Interview Room 5
Manchester Police Department

Date/Time:

March 2, 2021
Approx. 14:05 Hours

Report by: Lt. K. Loui

On March 2, 2021, at approximately 14:05 hrs., Lt. R. Gravelle and I conducted a recorded interview of [REDACTED] in Interview Room 5 on the third floor of MPD Headquarters. Present in the room with [REDACTED] during the entire interview were Ofcs. Kyle Daly and Peter Flanagan (MPPA Union Representatives). Lt. Gravelle and I were advised prior to this interview that [REDACTED] had declined to have legal counsel present. I advised [REDACTED] that our conversation would be both video and audio recorded and had his permission to do so. What follows is a synopsis of our discussion. For a verbatim account, please review the recording (INT11).

I began the interview by reading [REDACTED] the "Reverse Garrity" warning in its entirety. [REDACTED] then signed the "Reverse Garrity" warning form, indicating that he understood what I had read to him, and that he had no questions about it. Ofc. Flanagan signed as the witness, while Lt. Gravelle signed as the investigator. (A copy of this form was provided to Ofc. Flanagan for provision to [REDACTED] at the end of the interview.)

I asked [REDACTED] if he had received a meme depicting George Floyd on the evening of February 10th. [REDACTED] acknowledged that he had. [REDACTED] told me that Det. Christian Horn had sent him the meme. I subsequently showed [REDACTED] an enlarged photocopy of the meme (DOC24) to ensure that we were discussing the same one. [REDACTED] told me that the meme depicted (in DOC24) is the same one that was sent to him by Det. Horn. When asked if he had received it on a work cell phone or personal cell phone, [REDACTED] said that he had received it on his personal cell phone. When asked if he still had the text thread containing the meme, [REDACTED] said that he did and that he has not deleted it. When asked if we could look at the meme on his phone, Det.

█████ gave us permission to do so. Upon examining the thread, it appeared consistent with the thread that we have seen before, the one designated Thread 2. When asked if he had forwarded the meme to anyone else, █████ said that he had not.

I asked █████ if he had become aware of the meme at around the same time that it was sent. █████ said that he receives text alerts on his Apple Watch, so he did notice the meme contemporaneous with its sending. █████ acknowledged that he was working at the time that he received the meme, and that he was in the SED office area (at MPD HQ) with █████ and Christian Horn. █████ could not remember who else might have been there at the time.

When asked how he reacted to the meme, █████ stated, "I thought it was inappropriate." █████ said he then confronted Det. Horn and asked, "What's this about?" According to █████ Det. Horn replied, "What do you mean?" Det. █████ said to Det. Horn that the meme should not have been sent and pointed out to Det. Horn that █████ was a recipient in that text thread (Thread 2). Upon realizing this, Det. Horn supposedly said something to the effect of "Oh shit" and then asked, "Should I apologize?" █████ said that he █████ replied, "I would."

█████ told us that, as he returned to his desk, █████ also stood up and confronted Det. Horn about the meme, saying something to the effect of "Chris, NO!" When asked if he believed that Det. Horn was going to apologize, █████ stated that it was "pretty clear that he was going to."

When asked about █████ reaction, █████ stated that he did not see █████ react at all to the meme, because he █████ was engrossed in his work and had █████ said that there was no further discussion that evening regarding the meme.

When asked how he interpreted the meme, as either a racially-motivated attack against a person or a group, or as a joke made in poor taste, █████ said that he felt it was the latter — "a stupid joke about current events."

When asked if he was aware of any reactions to the meme, either as part of the text thread or offline (i.e., person-to-person), █████ said that he was aware of no other reactions to the meme, in either case.

I asked █████ how long he has worked in SED. He replied that he has been assigned to SED for about "2-1/2 years" but that, during that time, he was out on a military deployment for a year. When asked if he was friendly with Det. Horn, █████ said that he was, and that they have socialized with one another outside of work. █████ said that he does consider Det. Horn to be a friend, someone he knows "pretty well." Given this, I asked █████ if he has ever seen Det. Horn exhibit racist tendencies or be racially insensitive. █████ replied, "No." With regard to the meme, I asked

██████████ if its sending was uncharacteristic of Det. Horn. ██████████ replied, "Yes, very much so."

I asked ██████████ how he would characterize Det. Horn's relationship to ██████████ ██████████ said that they are friends, that their ██████████

██████████ When asked if everyone in SED gets along with everyone else, ██████████ said that they do, characterizing it as "one big family" (to include the SED supervisors).

When asked about the work environment within SED, specifically if he has ever observed racially-insensitive jokes or banter being cast around, ██████████ replied, "No." ██████████ acknowledged that there was plenty of joking going on within the unit, but nothing that he would consider racially insensitive. When asked if he was aware of any harassment of anyone in particular, ██████████ said, "No."

I asked ██████████ if he believed that his reaction to this meme was appropriate, or if he would change anything about how he handled this situation if he could. ██████████ said that he thought he handled things appropriately at the time, but in hindsight, knowing now how offended ██████████ was by the meme, he wishes that he would have reached out directly to ██████████ sooner. ██████████ said that he had assumed that Det. Horn's apology to ██████████ would resolve the issue, and that he did not want to make either of them anymore uncomfortable by getting further involved.

When asked when, after his initial receipt and reaction to the meme on February 10th, did this matter come up again in any discussion, ██████████ said that he believes it was on February 17th, when he was working and was called because Administration was looking for Det. Horn and thought that he (██████████) might be with him. ██████████ later learned from Det. Horn himself that he (Det. Horn) was being sought because of the meme. Det. Horn further stated to ██████████ that he (Det. Horn) would be meeting with Chief Aldenberg the next day (February 18th). According to ██████████ Det. Horn also told him, in that same conversation, that he had apologized by text message to ██████████ and that he (Det. Horn) also tried to call ██████████ ██████████ said that, as far as he knew, Det. Horn was unsuccessful in connecting with ██████████

██████████ said that he is aware of a group of SED personnel getting together to discuss this incident on February 19th, but that he was off that day and not part of the discussion.

When asked if he would characterize the meme in question as something that would bring disrepute to the Manchester Police Department or discredit to Det. Horn, ██████████ said, "I'd say it has the potential to, yes."

Lt. Gravelle asked ██████████ if he has ever witnessed Det. Horn making decisions based on the color of someone's skin, or ethnicity. ██████████ responded, "No." Lt. Gravelle then asked ██████████ if he has ever seen Det. Horn, or anyone else, direct any comments at ██████████ because of his race, he replied "No."

When asked if he believes that Det. Horn, or anyone else at the MPD, is a racist, [REDACTED] replied, "Not at all."

The interview concluded at 14:22 hrs.

**MANCHESTER POLICE DEPARTMENT
PROFESSIONAL STANDARDS
REPORT OF INTERNAL INVESTIGATION
21-IA-02**

WITNESS STATEMENT

Witness Interviewed

[REDACTED]

Conducted by:

Lt. K. Loui and Lt. R. Gravelle

Location of Interview:

Interview Room 5
Manchester Police Department

Date/Time:

March 2, 2021
Approx. 14:34 Hours

Report by: Lt. K. Loui

On March 2, 2021, at approximately 14:34 hrs., Lt. R. Gravelle and I conducted a recorded interview of [REDACTED] in Interview Room 5 on the third floor of MPD Headquarters. Present in the room with [REDACTED] during the entire interview were Ofcs. Kyle Daly and Peter Flanagan (MPPA Union Representatives). Lt. Gravelle and I were advised prior to this interview that [REDACTED] had declined to have legal counsel present. I advised [REDACTED] that our conversation would be both video and audio recorded and had his permission to do so. What follows is a synopsis of our discussion. For a verbatim account, please review the recording (INT12).

I began the interview by reading [REDACTED] the "Reverse Garrity" warning in its entirety. [REDACTED] then signed the "Reverse Garrity" warning form, indicating that he understood what I had read to him, and that he had no questions about it. Ofc. Flanagan signed as the witness, while Lt. Gravelle signed as the investigator. (A copy of this form was provided to Ofc. Flanagan for provision to [REDACTED] at the end of the interview.)

I asked [REDACTED] if he was part of a text thread that depicted a meme of George Floyd on the evening of February 10th. [REDACTED] said that he was not. Upon showing [REDACTED] the enlarged photocopy of the meme (DOC24), [REDACTED] said that he has never seen it. When asked if anyone had shown it to him, [REDACTED] responded, "No." I then asked [REDACTED] when he had first become aware that this meme was even a topic of discussion at the MPD. [REDACTED] said that he had heard, a "day or two" before this investigation was officially started, that an IA (i.e., Internal Affairs investigation) was pending, regarding the meme.

When asked if there was a discussion about the meme, either one-on-one or in a group setting, [REDACTED] said that [REDACTED] had called a group of SED personnel together to discuss the meme. When asked about the nature of the conversation, [REDACTED] said that [REDACTED] wanted to know what other members of SED thought about the meme. [REDACTED] said that "everyone" was in agreement that the meme was "distasteful," "not okay," and "unacceptable." [REDACTED] said that no one at that meeting believed the meme to be "funny."

I asked [REDACTED] how long he has worked in SED. He replied that he has been assigned to SED for about "2 years," with a total of "4 years" at the MPD. When asked about the work environment within SED, specifically if he has ever observed racially-insensitive jokes or racist tendencies, [REDACTED] replied, "No, we all get along pretty well."

When asked if he had heard who sent the meme out, [REDACTED] heard that it was Det. Horn who sent it. When asked how well he knows Det. Horn, [REDACTED] said that he considers Det. Horn to be a "coworker," and that they are not particularly close outside of work.

I asked [REDACTED] how he would characterize Det. Horn's relationship to [REDACTED]. [REDACTED] said that he believed them to be close, and that they were known [REDACTED]. [REDACTED] said that he thought that they were "friends" and knew [REDACTED]. When asked if he knows of any falling out between Det. Horn and [REDACTED], [REDACTED] said, "No."

When asked if he has ever witnessed any racial harassment targeting [REDACTED] by Det. Horn or anyone else, [REDACTED] responded, "No...I thought they were friends."

Lt. Gravelle asked [REDACTED] if he has ever witnessed Det. Horn making decisions based on the color of someone's skin. [REDACTED] responded, "No." Lt. Gravelle then asked [REDACTED] if he believes that Det. Horn directed the sending of this meme at Det. [REDACTED] to intimidate him or harass him. [REDACTED] responded, "No...I don't think so at all." When asked if he had any opinion as to why Det. Horn may have sent out the meme in question, [REDACTED] said, "I don't know. Maybe, you know, he thought it was funny..." [REDACTED] characterized it as a "lapse in judgment" by Det. Horn, and further stated that, after looking back, Det. Horn probably realizes how offensive the meme actually is. When asked if he believes Det. Horn's sending of the meme was racially-motivated, [REDACTED] said, "No, definitely not."

The interview concluded at 14:43 hrs.

**MANCHESTER POLICE DEPARTMENT
PROFESSIONAL STANDARDS
REPORT OF INTERNAL INVESTIGATION
21-IA-02**

WITNESS STATEMENT

Witness Interviewed

██████████ ██████████

Conducted by:

Lt. K. Loui and Lt. R. Gravelle

Location of Interview:

Interview Room 5
Manchester Police Department

Date/Time:

March 2, 2021
Approx. 14:47 Hours

Report by: Lt. R. Gravelle

On 3/2/21 Lieutenant Loui and conducted an interview with ██████████
██████████ was not listed on either text thread that contained the meme depicting George Floyd with the words, "You Take My Breath Away" sent by Detective Christian Horn. The interview was scheduled in advance and ██████████ had his MPPA representatives in the room, Officer Peter Flanagan and Officer Kyle Daly, for the interview.

The following is a synopsis of the interview and not the exact verbiage or chronological order in which the information was obtained. For the exact interview please refer to INT13.

The interview started at 14:47hrs with Lieutenant Loui reviewing "Reverse Garrity" to ██████████. Once this was reviewed he had no questions. There were no blank "Reverse Garrity" forms in the file. At the end of the interview a new copy was printed out, ██████████ signed it. Officer Flanagan signed it as a witness and I signed it as well.

Lieutenant Loui and I confirmed that ██████████ was not on either text thread that contained the meme. ██████████ was aware of the meme and no one from the department has sent it to him. He has seen it through news stations covering the investigation in Los Angeles, CA. ██████████ was aware that Detective Horn sent the meme out on a text thread to other members of the agency.

██████████ was asked about his relationship with Detective Horn. The two are co-workers and have hung out together outside of work a few times. He doesn't believe Detective Horn is a racist and has never seen anything that would lead him to believe he is one. ██████████ has never seen Detective Hon treat anyone different based on their

skin color. He thought Detective Horn had a "lapse in judgment" when he sent the meme out. He did not feel the meme was appropriate to send out, nor did anyone in the unit. He did not believe the meme was sent directed at [REDACTED]. He didn't think Detective Horn was trying to harass or intimidate [REDACTED]. [REDACTED] reiterated he believed Detective Horn had a lapse in judgement when it was sent.

The interview ended at 14:56hrs.

**MANCHESTER POLICE DEPARTMENT
PROFESSIONAL STANDARDS
REPORT OF INTERNAL INVESTIGATION
21-IA-02**

WITNESS STATEMENT

Witness Interviewed

██████████ ██████████ ██████████

Conducted by:

Lt. K. Loui and Lt. R. Gravelle

Location of Interview:

Interview Room 5
Manchester Police Department

Date/Time:

March 3, 2021
Approx. 13:58 Hours

Report by: Lt. R. Gravelle

On 3/3/21 Lieutenant Loui and conducted an interview with ██████████ ██████████ was not listed on either text thread that contained the meme depicting George Floyd with the words, "You Take My Breath Away" sent by Detective Christian Horn. The interview was scheduled in advance and ██████████ had his MPPA representatives in the room, Officer Thomas Florenzo, for the interview.

The following is a synopsis of the interview and not the exact verbiage or chronological order in which the information was obtained. For the exact interview please refer to INT14.

The interview started at 13:58 hrs. with Lieutenant Loui reviewing "Reverse Garrity" to ██████████. Once this was reviewed he had no questions and signed the form. Officer Florenzo signed it as a witness and I signed it as well.

Lieutenant Loui and I confirmed that ██████████ was not on either text thread where Detective Horn sent the George Floyd meme. ██████████ has not received the meme from anyone nor has he seen the meme. ██████████ was made aware of the meme by Detective ██████████ when there was a divisional meeting. He learned Detective Horn sent the inappropriate meme on a text thread.

While speaking with ██████████ he was asked about the atmosphere in the division. There were no indications of racism or any indication the members of the unit didn't get along. Everyone in the unit works well together.

██████████ doesn't socialize with Detective Horn outside of work on a regular basis, only at work events. He has never seen Detective Horn act in any other manner then

professional. He described Detective Horn as a good investigator. He speculated that Detective Horn would have sent that meme due to members of law enforcement having a "morbid sense of humor". He in no way felt that Detective Horn would send that meme with any racial context to it. Lieutenant Loui and I questioned him about having any information about [REDACTED] being targeted in anyway due to his skin color. [REDACTED] is not aware of anything like that occurring in the unit.

The interview ended at 14:07 hrs.

**MANCHESTER POLICE DEPARTMENT
PROFESSIONAL STANDARDS
REPORT OF INTERNAL INVESTIGATION
21-IA-02**

WITNESS STATEMENT

Witness Interviewed

██████████

Conducted by:

Lt. K. Loui and Lt. R. Gravelle

Location of Interview:

Interview Room 5
Manchester Police Department

Date/Time:

March 3, 2021
Approx. 14:12 Hours

Report by: Lt. R. Gravelle

On 3/3/21 Lieutenant Loui and conducted an interview with ██████████. ██████████ was not listed on either text thread that contained the meme depicting George Floyd with the words, "You Take My Breath Away" sent by Detective Christian Horn. The interview was scheduled in advance and ██████████ had his MPPA representatives in the room, Officer Thomas Florenzo and Officer Kyle Daly, for the interview.

The following is a synopsis of the interview and not the exact verbiage or chronological order in which the information was obtained. For the exact interview please refer to INT15.

The interview started at 14:12 hrs. with Lieutenant Loui reviewing "Reverse Garrity" to ██████████. Once this was reviewed he had no questions and signed the form. Officer Florenzo signed it as a witness and I signed it as well.

Lieutenant Loui and I confirmed that ██████████ was not on either text thread that contained the meme. ██████████ is aware of the meme from the news. He was aware it was some type of image with George Floyd in a Valentine's Day reference, he has never seen it.

██████████ was at a scheduled SED meeting on Monday 2/22/21 at 14:00 hrs. During the meeting Detective Horn's cases were being assigned to other investigators, no reason was given why this was being done. He was curious why this was being done so he asked Detective ██████████. He spoke with Detective ██████████ outside, there was another investigator there as well, but he couldn't recall. This is when he learned Detective Horn was

being investigated due to a meme involving George Floyd being sent out. There was nothing else discussed about it.

While speaking with [REDACTED] he was asked if there was any type of racially insensitive behavior in the unit or anything he would consider racist occurring, he said no. The unit appears to work well together and is cohesive. He did say that he is detached from the unit due to his current assignment.

Lieutenant Loui asked [REDACTED] to describe his relationship with Detective Horn. He said they were co-workers he doesn't hang out with him outside of work. [REDACTED] has never seen Detective Horn treat anyone different due to the color of their skin. [REDACTED] went on to add that when he worked with Detective Horn in the patrol division he always had a good relationship with the public. He was always professional and doesn't believe he is a racist in anyway. [REDACTED] has never seen [REDACTED] targeted in anyway due to his skin color.

The interview ended at 14:24 hrs.

**MANCHESTER POLICE DEPARTMENT
PROFESSIONAL STANDARDS
REPORT OF INTERNAL INVESTIGATION
21-IA-02**

WITNESS STATEMENT

Witness Interviewed

Det. Jeffrey Fierimonte (Investigator in SED)

Location of Interview:

Interview Room 5
Manchester Police Department

Conducted by:

Lt. K. Loui and Lt. R. Gravelle

Date/Time:

March 3, 2021
Approx. 14:39 Hours

Report by: Lt. K. Loui

On March 3, 2021, at approximately 14:39 hrs., Lt. R. Gravelle and I conducted a recorded interview of Det. Jeffrey Fierimonte in Interview Room 5 on the third floor of MPD Headquarters. Present in the room with Det. Fierimonte during the entire interview were Ofcs. Kyle Daly and Thomas Florenzo (MPPA Union Representatives). Lt. Gravelle and I were advised prior to this interview that Det. Fierimonte had declined to have legal counsel present. I advised Det. Fierimonte that our conversation would be both video and audio recorded and had his permission to do so. What follows is a synopsis of our discussion. For a verbatim account, please review the recording (INT16).

I began the interview by reading Det. Fierimonte the "Reverse Garrity" warning in its entirety. Det. Fierimonte then signed the "Reverse Garrity" warning form, indicating that he understood what I had read to him, and that he had no questions about it. Ofc. Florenzo signed as the witness, while Lt. Gravelle signed as the investigator. (A copy of this form was provided to Ofc. Daly for provision to Det. Fierimonte at the end of the interview.)

I asked Det. Fierimonte if he was part of a text thread that depicted a meme of George Floyd on the evening of February 10th. Det. Fierimonte said that he was not. Det. Fierimonte said that he first heard about the meme from Det. Horn on the night that it was sent. Det. Fierimonte said that his desk is next to Det. Horn's in the SED office area. Det. Fierimonte stated that Det. Horn said something to the effect of "Shit. Look what I just did." Det. Horn then showed Det. Fierimonte the meme, indicating that [REDACTED] was on the text thread. Det. Horn then asked Det. Fierimonte if he (Det. Horn) should apologize. Det. Fierimonte replied, "Yeah. Absolutely." Det. Fierimonte said that it was his understanding that, subsequent to that conversation with Det. Horn, Det. Horn apologized to [REDACTED]. Det. Fierimonte clarified that this conversation with Det. Horn was one-on-one, and that

no one else participated in their discussion, at that time. Det. Fierimonte estimated that this conversation took place around 19:00 hrs. I showed Det. Fierimonte the enlarged photocopy of the meme in question (DOC24) to make sure that we were talking about the same thing. Det. Fierimonte confirmed that what I was showing him was the same meme that he saw on Det. Horn's cell phone.

Det. Pierimonte said that he had subsequent discussions on the same night (February 10th), during which Det. Horn told him that he had apologized to [REDACTED] via text.

When asked what he thought of the meme when he first saw it, Det. Fierimonte stated, "I didn't think it was funny. I thought it was kind of fucked up that [REDACTED] was on the thread. Distasteful." Det. Fierimonte made it clear that he thought Det. Horn should apologize and stated that he understood why someone would find the meme offensive.

I asked Det. Fierimonte if he had asked Det. Horn why he sent the meme in the first place. Det. Fierimonte said that he did not. I then asked how long he has known Det. Horn. Det. Fierimonte replied, "Since he's been hired here" (i.e., many years). Det. Fierimonte said that he would not consider Det. Horn to be a "close friend," but would characterize him as a "friend." Det. Fierimonte said that they have socialized outside of work on occasion. When asked if he has ever seen Det. Horn behave in a racially-insensitive way, Det. Fierimonte responded, "Never." When asked if he has seen Det. Horn ever exhibit any racist behavior, Det. Fierimonte replied, "No." When asked if he would characterize Det. Horn's work as "professional," Det. Fierimonte said that he would. I then asked Det. Fierimonte if he has ever witnessed Det. Horn treat anyone differently based on the color of their skin. Det. Fierimonte again replied, "No." I asked Det. Fierimonte if he considered Det. Horn to be a racist, to which he responded, "Absolutely not."

I asked Det. Fierimonte if he knew if the meme was subsequently disseminated by anyone else, after Det. Horn sent it. Det. Fierimonte said that he does not know.

When I asked Det. Fierimonte if he was aware of any other discussions about the meme after February 10th, either one-on-one or in a group setting, he said that [REDACTED] had called a group of SED personnel together to discuss the meme. Det. Fierimonte said that the meeting took place on [REDACTED] [REDACTED]. He believes this was on Friday, February 19th. When asked about the nature of the conversation, Det. Fierimonte said that [REDACTED] wanted to know what other members of SED thought about the meme. Det. Fierimonte recalled [REDACTED] stating that he did NOT think that Det. Horn was a racist. [REDACTED] said that "everyone" was in agreement that the meme was "distasteful." Det. Fierimonte said that he made [REDACTED] aware that members of SED confronted Det. Horn about the meme on the night that it was sent. Det. Fierimonte said, "We did back [REDACTED] or I did at least." Det. Fierimonte further stated that he recalled [REDACTED] telling [REDACTED] that he did not agree with his ([REDACTED]) handling of the situation, and that he believed that [REDACTED] should have taken up the matter with Det. Horn personally. Ultimately, Det. Fierimonte characterized the group discussion as a "good conversation." Det. Fierimonte confirmed that all present at that meeting concurred that the meme was a

"joke made in poor taste," and that no one approved of the meme. Also, according to Det. Fierimonte, no one saw the meme as a racially-motivated attack against [REDACTED] or a specific group of people.

I asked Det. Fierimonte how long he has worked in SED. He replied that he has been assigned to SED for "a little over a year." When asked about the work environment within SED, specifically if he has ever observed racially-insensitive behavior, Det. Fierimonte replied, "No." When asked if anyone in SED has any issues with anyone else, Det. Fierimonte said that there are no issues, and that they are a "close group." Det. Fierimonte said that they joke around with one another, but that everyone gets along, including the supervisors.

I asked Det. Fierimonte how he would characterize Det. Horn's relationship to [REDACTED]. Det. Fierimonte said that he knows that they have socialized with each other outside of work, but that he is not sure how close they are to one another. Det. Fierimonte said that he has heard about their kids attending birthday parties together. When asked if he knows of any falling out between Det. Horn and [REDACTED], Det. Fierimonte said, "No. No, I do not."

Lt. Gravelle asked Det. Fierimonte if he had had a text conversation with [REDACTED] about the meme. Det. Fierimonte said that he did (approximating the exchange to have taken place a couple of days after the meme was sent). Det. Fierimonte said that [REDACTED] told him (Det. Fierimonte) that he did NOT think that Det. Horn is a racist. Det. Fierimonte said that [REDACTED] seemed most bothered by his perception that none of the other recipients of the meme reacted to it, or called it out as inappropriate. Det. Fierimonte said that he told [REDACTED] that no one said anything because no one thought it was funny, and Det. Fierimonte further speculated that perhaps people did not know how to react (to something so inappropriate). Det. Fierimonte reiterated that, although no one said anything in the text threads, some addressed the matter in-person with Det. Horn. Det. Fierimonte went on to say that he encouraged [REDACTED] to speak with Det. Horn directly about this, since they are friends.

When asked if he has ever witnessed any racist comments targeting [REDACTED] being made by other members of SED, Det. Fierimonte responded, "No."

When asked if he thought there was anything else we should know that we did not already ask about, Det. Fierimonte characterized the entire situation as "unfortunate," because he does not believe that Det. Horn intended any "malice," that he just "fucked up." Det. Fierimonte said that he does not believe that Det. Horn's sending of the meme was racially-motivated, that it was just a joke made in poor taste.

The interview concluded at 14:56 hrs.

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21-IA-02**

WITNESS STATEMENT

Witness Interviewed

Det. Derek Feather (Investigator in SED)

Conducted by:

Lt. K. Loui and Lt. R. Gravelle

Location of Interview:

Interview Room 5
Manchester Police Department

Date/Time:

March 3, 2021
Approx. 15:06 Hours

Report by: Lt. R. Gravelle

On 3/3/21 Lieutenant Loui and conducted an interview with Detective Derek Feather, he is also the current MPPA President. Detective Feather was not listed on either text thread that contained the meme depicting George Floyd with the words, "You Take My Breath Away" sent by Detective Christian Horn. The interview was scheduled in advance and Detective Feather had his MPPA representatives in the room, Officer Thomas Florenzo and Officer Kyle Daly, for the interview.

The following is a synopsis of the interview and not the exact verbiage or chronological order in which the information was obtained. For the exact interview please refer to INT17.

The interview started at 15:06 hrs. with Lieutenant Loui reviewing "Reverse Garrity" to Detective Feather. Once this was reviewed he had no questions and signed the form. Officer Florenzo signed it as a witness and I signed it as well.

It was confirmed that Detective Feather was not on either text chain that contained the George Floyd meme. Detective Feather is not aware of anyone that has the meme and he has never seen it. From what he knows of the meme through the news it sounds like it contains racially insensitive material.

Detective Feather learned the meme was sent out by Detective Horn after receiving a call from MAPS President, Sergeant Lorenzo, that Detective Horn had sent the meme and there was going to be an internal investigation. Due to this investigation and Detective Feather recently promoted to the rank of sergeant that hasn't taken place yet, he stepped away from this investigation as the MPPA President. Other members of the MPPA executive board are handling the internal from the union stand point.

I asked Detective Feather why he thought Detective Horn would send the meme. He speculated that Detective Horn may have found it funny before realizing that it wasn't and sent it out. Detective Feather doesn't believe it was sent to harass or targeted at [REDACTED]. He agreed that it may have been sent as a joke in poor taste.

Detective Feather was asked about the work environment in the unit. He believes that everyone works well together. He described banter occurring in the unit and detectives can't be "thin skinned" and work in there. He said there was no racially insensitive banter, but there will be jokes about other detectives made. He gave the example of someone wearing a tee shirt with something "stupid" on it. Then that person would be targeted for their tee shirt. It was described as locker room talk and jokes made in good fun. Nothing is meant to be hurtful it is "ball busting" and no jokes are directed at anyone for skin color.

Lieutenant Loui asked Detective Feather to describe his relationship with Detective Horn. He explained they have hung out a handful of times outside of work and considers him a friend. Detective Feather has never seen Detective Horn make any racist comments and doesn't believe him to be a racist in any way. His behavior has been a professional the times they have worked together. Detective Feather described Detective Horn and [REDACTED] as being "close friends". He based this off the interactions he has personally witnessed between them. He has also watched Detective Horn assist [REDACTED] with his job when he was new in the unit.

The interview ended at 15:16 hrs.

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21-IA-02**

WITNESS STATEMENT

Witness Interviewed

██████████

Conducted by:

Lt. K. Loui and Lt. R. Gravelle

Location of Interview:

Interview Room 5
Manchester Police Department

Date/Time:

March 3, 2021
Approx. 15:24 Hours

Report by: Lt. R. Gravelle

On 3/3/21 Lieutenant Loui and conducted an interview with ██████████. ██████████ was not listed on either text thread that contained the meme depicting George Floyd with the words, "You Take My Breath Away" sent by Detective Christian Horn. The interview was scheduled in advance and ██████████ had his MPPA representatives in the room, Officer Kyle Daly, for the interview.

The following is a synopsis of the interview and not the exact verbiage or chronological order in which the information was obtained. For the exact interview please refer to INT18.

The interview started at 15:24 hrs. with Lieutenant Loui reviewing "Reverse Garrity" to ██████████. Once this was reviewed he had no questions and signed the form. Officer Daly signed it as a witness and I signed it as well.

Lieutenant Loui and I confirmed that ██████████ was not on either text thread that contained the meme. ██████████ heard about and saw the meme the night it was sent, 2/10/21. He was in the office when he heard ██████████ tell Detective Horn he needed to apologize. ██████████ was curious so he asked what Detective Horn needed to apologize for. This is when Detective Horn showed ██████████ the meme from his phone. When ██████████ saw the meme he believed it was "distasteful". He didn't believe Detective Horn sending the meme to be racially motivated, but rather it was a "joke in poor taste". ██████████ believed that Detective Horn would apologize for the meme and that would be the end of the issue.

The next time the issue of the meme came up was during a meeting that ██████████ held with the unit. ██████████ asked the members in the unit if they understood why

he was upset. Everyone understood why he was upset with the context of the meme. The other members in the unit agreed that it was a distasteful meme.

During the interview [REDACTED] was asked about his relationship with Detective Horn. Lieutenant Loui and I learned the two do not socialize outside of work. Throughout the time he has worked with Detective Horn he has never seen him make any decision or heard of him making any decisions based off of a person's skin color. Detective Horn has been nothing but professional throughout the time they have worked together. [REDACTED] doesn't believe Detective Horn is a racist. He has not witnessed anyone in the unit, or department, target [REDACTED] for anything based off his skin color.

Lieutenant Loui asked [REDACTED] how he would describe the relationship between Detectives Horn and [REDACTED] he said they were close friends. He mentioned Detective Horn and [REDACTED] would hang out on weekends off. He also believed [REDACTED]. This is what led him to believe they were close friends. He was not aware if they had a falling out before this meme was sent.

Throughout the time [REDACTED] has been in the unit, about two years, he believes everyone gets along and works well together. He has never seen any type of racially insensitive behavior. There is usual banter and joking in the unit, nothing malicious.

The interview ended at 15:34 hrs.

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WITNESS STATEMENT

Witness Interviewed

████████████████████

Conducted by:

Lt. K. Loui and Lt. R. Gravelle

Location of Interview:

Interview Room 5
Manchester Police Department

Date/Time:

March 3, 2021
Approx. 15:38 Hours

Report by: Lt. R. Gravelle

On 3/3/21 Lieutenant Loui and conducted an interview with ██████████
██████████ was not listed on either text thread that contained the meme depicting George Floyd with the words, "You Take My Breath Away" sent by Detective Christian Horn. The interview was scheduled in advance and ██████████ had her MPPA representatives in the room, Officer Kyle Daly, for the interview.

The following is a synopsis of the interview and not the exact verbiage or chronological order in which the information was obtained. For the exact interview please refer to INT19.

The interview started at 15:38 hrs. with Lieutenant Loui reviewing "Reverse Garrity" to ██████████. Once this was reviewed she had no questions and signed the form. Officer Daly signed it as a witness and I signed it as well.

Lieutenant Loui and I confirmed that ██████████ was not on either text thread that contained the meme. The first she heard of the incident was when ██████████ spoke with the unit when he came back from his COVID leave on 2/19/21. She has never seen the meme and believed it was sent by Detective Horn. This was based off the information ██████████ said when he held the unit meeting. She had no firsthand knowledge of Detective Horn sending the meme.

Lieutenant Loui and I learned that Detective Horn and ██████████ have hung out socially outside of work as co-workers. Throughout the time she has known Detective Horn she is not aware of Detective Horn treating anyone different based off of skin color. She doesn't believe he is a racist or know him to be racially insensitive. He has been a professional throughout the time they have worked together.

When [REDACTED] was asked about the relationship between Detectives [REDACTED] and Horn, she thought they were close friends. She spoke about them hanging out together outside of work at sporting events. [REDACTED]
[REDACTED]

Detective [REDACTED] said the work environment in the unit is not a problem. She is not aware of anyone not getting along in the unit or any personal issues between other detectives or supervisors. The entire unit gets along and they work well together. She described there is typical banter, but nothing malicious, this is done in a joking manner. She has never seen [REDACTED] targeted for anything based off his skin color.

The interview ended at 15:47 hrs.

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21-IA-02**

WITNESS STATEMENT

Witness Interviewed

██████████

Conducted by:

Lt. K. Loui and Lt. R. Gravelle

Location of Interview:

Interview Room 5
Manchester Police Department

Date/Time:

March 3, 2021
Approx. 15:52 Hours

Report by: Lt. R. Gravelle

On 3/3/21 Lieutenant Loui and conducted an interview with ██████████. ██████████ was not listed on either text thread that contained the meme depicting George Floyd with the words, "You Take My Breath Away" sent by Detective Christian Horn. The interview was scheduled in advance and ██████████ had his MPPA representatives in the room, Officer Kyle Daly, for the interview.

The following is a synopsis of the interview and not the exact verbiage or chronological order in which the information was obtained. For the exact interview please refer to INT20.

The interview started at 15:52 hrs. with Lieutenant Loui reviewing "Reverse Garrity" to ██████████. Once this was reviewed he had no questions and signed the form. Officer Daly signed it as a witness and I signed it as well.

Lieutenant Loui and I confirmed that ██████████ was not on either text thread that contained the meme. The first time ██████████ heard about the incident with the meme was when Detective Horn was placed on administrative leave. He heard the meme was a picture of George Floyd in the form of a Valentine Day's card. He was never shown the meme and still hasn't seen it. The detectives that described the meme to ██████████ didn't find it funny. Everyone felt the meme was "not OK" and a line was crossed when he sent it.

██████████ heard Detective Horn sent the meme. He didn't have any firsthand knowledge of this fact. This information came from ██████████ during the meeting he held with the unit. ██████████ described what happened to the members of the unit. ██████████ told the unit he didn't believe Detective Horn was a racist, but he

was not OK with him sending the meme out. [REDACTED] then went around and asked other detectives what they felt about the meme. The entire unit was on the same page as [REDACTED] with the meme being distasteful and inappropriate.

[REDACTED] He has known Detective Horn for about two years and [REDACTED]. He has never seen Detective Horn be racially insensitive or treat anyone different based on the color of their skin at any time. [REDACTED] described the unit as a tight knit group of detectives and supervisors that work well together. He is not aware of any personal issues between personnel in the unit. He has not witnessed any racially insensitive behavior occurring in the unit. [REDACTED] was asked about seeing [REDACTED] targeted in any way for his skin color, he said no.

While interviewing [REDACTED] we learned he thought [REDACTED] and Horn were friends. This was based off the interactions he saw while being in the unit and what they spoke about in the office.

The interview ended at 16:03 hrs.

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SUBJECT STATEMENT

Witness Interviewed

[REDACTED]

Conducted by:

Lt. K. Loui and Lt. R. Gravelle

Location of Interview:

Interview Room 5
Manchester Police Department

Date/Time:

February 24, 2021
Approx. 10:59 Hours

Report by: Lt. R. Gravelle

On 2/24/21 Lieutenant Loui and conducted an interview with [REDACTED] [REDACTED] [REDACTED] was on a separate text chain that [REDACTED] [REDACTED] was not on. The text thread contained other members of the Manchester Police Department to include Detective Christian Horn. The meme depicting George Floyd with the words, "You Take My Breath Away" was send on this text thread by Detective Horn. The interview was scheduled in advance and [REDACTED] had his MAPS representative in the room, Sergeant Joseph Lorenzo, for the interview.

The following is a synopsis of the interview and not the exact verbiage or chronological order in which the information was obtained. For the exact interview please refer to INT2.

The interview started at 10:59 hrs. on 2/24/21 with Lieutenant Loui reading [REDACTED] [REDACTED] his "Reverse Garrity" warning. [REDACTED] had no questions in regards to this warning. He signed the form, Sergeant Lorenzo witnessed it, then I signed the form as well.

[REDACTED] confirmed that he was on a text thread where Detective Horn sent the depicted meme with George Floyd. This was on 2/10/21 around 1839hrs. The other members of the department on this thread were identified as:

- [REDACTED] [REDACTED] [REDACTED]
- [REDACTED] [REDACTED] [REDACTED]
- [REDACTED] [REDACTED] [REDACTED]

• [REDACTED]
• [REDACTED]

This was the same meme sent by Detective Horn on the text thread that contained Detective [REDACTED] later in the night on 2/10/21. [REDACTED] still had this text thread on his photo. It was photographed from his personal cell phone with his consent.

Lieutenant Loui questioned [REDACTED] when he first saw the meme on the text thread. He was not sure when he first saw it. He said it was possibly that night or the next morning, 2/11/21. He did recall seeing the meme and "Cringed" when he saw it. He felt the meme was distasteful and unprofessional. [REDACTED] didn't say anything to anyone about the meme nor did he forward it to anyone. The first he spoke about it was when [REDACTED] called him a few days later after receiving it on 2/10/21. During that phone call [REDACTED] said he was upset over the meme being sent by Detective Horn. [REDACTED] forwarded [REDACTED] a screen shot of the text thread containing the George Floyd meme. [REDACTED] expressed being upset that the meme being sent was not addressed by the supervisor on the text thread. [REDACTED] and [REDACTED] spoke about the reason why Detective Horn would send it. They both agreed that Detective Horn was not a racist. [REDACTED] believed that [REDACTED] was taking the meme as a racial issue and this was not why Detective Horn sent it. As they spoke both [REDACTED] and [REDACTED] agreed the meme was sent as a "distasteful joke", not meant to be racially insensitive. [REDACTED] was not sure how he wanted to proceed on the issue. He was thinking about calling Captain Murphy or speaking with Detective Horn. [REDACTED] offered to be the middle man on whatever [REDACTED] wanted to happen. [REDACTED] offered to address it with a supervisor, but [REDACTED] asked him not to address it. [REDACTED] felt that [REDACTED] came to him as a friend, not as a supervisor, and that was why he didn't bring it up the chain of command. This was at the request of [REDACTED] [REDACTED] was aware that would start an investigation. [REDACTED] wasn't sure he wanted that to happen and [REDACTED] respected that wish.

The next thing [REDACTED] heard was that [REDACTED] went to Captain Murphy about the matter. [REDACTED] stopped by [REDACTED] office and discussed things with him. [REDACTED] thanked [REDACTED] for listening and felt he could talk with him about the matter.

I asked [REDACTED] if [REDACTED] ever mentioned anything else about racism at the department. [REDACTED] brought up during the phone call with [REDACTED] he brought up Donald Trump and the Capital riots that just occurred. These were agreed to be political issues and not racial matters. There were no other issues that [REDACTED] brought up to [REDACTED]

[REDACTED] told us that, he Detective Horn and [REDACTED] are all friends. [REDACTED] is very close friends with Detective Horn. [REDACTED]. He said that [REDACTED] has also been part of these gatherings outside of work [REDACTED] Throughout the entire time

██████████ has known Detective Horn he has never known him to utter anything or do anything that was racially motivated.

During the time ██████████ was in SED/SIU he never saw anything that was racially motivated. He said the time in that division was some of the best time he has had at the department due to the personnel and atmosphere.

Overall, ██████████ felt the meme itself was not a racially motivated meme, it was a distasteful joke sent on a private text thread on his personal phone. Looking back ██████████ felt that he should have called Detective Horn to discuss him sending that meme. He also knows Detective Horn and there was no racial backing to the meme being sent this is why he didn't call him.

The interview ended at 11:26 hrs.

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SUBJECT STATEMENT

Witness Interviewed

[REDACTED]

Conducted by:

Lt. K. Loui and Lt. R. Gravelle

Location of Interview:

Interview Room 5
Manchester Police Department

Date/Time:

February 24, 2021
Approx. 12:53 Hours

Report by: Lt. R. Gravelle

On 2/25/21 Lieutenant Loui and conducted an interview with [REDACTED] [REDACTED] [REDACTED] was on the same text chain that [REDACTED] [REDACTED] was not on. The text thread contained other members of the Manchester Police Department to include Detective Christian Horn. The meme depicting George Floyd with the words, "You Take My Breath Away" was sent on this text thread by Detective Horn. The interview was scheduled in advance and [REDACTED] had his MAPS representative in the room, Sergeant Joseph Lorenzo, for the interview.

The following is a synopsis of the interview and not the exact verbiage or chronological order in which the information was obtained. For the exact interview please refer to INT3.

The interview started at 12:53 hrs. on 2/25/21 with Lieutenant Loui reading [REDACTED] [REDACTED] his "Reverse Garrity" warning. [REDACTED] had no questions in regards to this warning. He signed the form, Sergeant Lorenzo witnessed it, then I signed the form as well.

[REDACTED] confirmed that he was on a text thread where Detective Horn sent the depicted meme with George Floyd. This was on 2/10/21 around 18:40 hrs. The members of the department on this thread were identified as:

- [REDACTED] [REDACTED]
- [REDACTED]
- [REDACTED] [REDACTED]
- [REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED]
- Detective Christian Horn

[REDACTED] was not aware of the meme on the text thread until Captain Murphy called him on 2/17/21 around noon time. [REDACTED] was told there was a supervisor on the text thread, he initially thought it was [REDACTED]. [REDACTED] began going through his phone and text threads. This is when he located the George Floyd meme that was sent by Detective Horn. [REDACTED] felt the meme was inappropriate and should not have been sent out as a joke due to the circumstances around the death. [REDACTED] called Lieutenant Cunningham to make him aware of the complaint. Lieutenant Cunningham asked for a screen shot of the meme to be sent to him, this was done. Lieutenant Cunningham also asked [REDACTED] to check to see if the phone numbers on the text chain were personal cell phones or work cell phones, they were all personal cell phone numbers on the text chain.

After speaking with Lieutenant Cunningham, [REDACTED] called [REDACTED] to speak with him about the meme and complaint. He estimated this was around 12:30 hrs. on 2/17/21. During the call [REDACTED] told [REDACTED] that he learned of the complaint from Captain Murphy. This is when [REDACTED] told him about the text thread containing the meme and he was offended. [REDACTED] told [REDACTED] he wasn't aware that meme was on the thread he never saw it on there. I asked [REDACTED] if there was any reason for [REDACTED] not to believe him, he said no. [REDACTED] said that due to the large amount of text messages that come in he keeps his phone on silent, if he is needed he will get a call.

[REDACTED] spoke with [REDACTED] about the complaint to keep him in the loop as the other sergeant in the unit. [REDACTED] was not aware of the meme until they spoke. [REDACTED] went through his phone and saw the George Floyd meme on another text thread sent by Detective Horn.

Lieutenant Loui and I questioned [REDACTED] about Detective Horn's overall work in the unit. [REDACTED] has never known Detective Horn to be racially insensitive and never seen him do anything racially motivated. In the two and half years in the unit [REDACTED] described Detective Horn as an excellent detective and professional. Detective Horn is called upon to assist new detectives in the unit.

I asked [REDACTED] if he was aware of the relationship between Detective Horn and [REDACTED]. He believed they were close friends hanging out with each other outside of work. [REDACTED] They whole unit is a tight knit group which makes the unit work well.

The interview ended at 13:35 hrs.

**MANCHESTER POLICE DEPARTMENT
PROFESSIONAL STANDARDS
REPORT OF INTERNAL INVESTIGATION
21-IA-02**

SUBJECT STATEMENT

Witness Interviewed

[REDACTED]

Conducted by:

Lt. K. Loui and Lt. R. Gravelle

Location of Interview:

Interview Room 5
Manchester Police Department

Date/Time:

February 24, 2021
Approx. 13:45 Hours

Report by: Lt. R. Gravelle

On 2/24/21 Lieutenant Loui and conducted an interview with [REDACTED] [REDACTED] was on a separate text chain that Detective [REDACTED] was not on. The text thread contained other members of the Manchester Police Department to include Detective Christian Horn. The meme depicting George Floyd with the words, "You Take My Breath Away" was send on this text thread by Detective Horn. The interview was scheduled in advance and [REDACTED] had his MAPS representative in the room, Sergeant Joseph Lorenzo, for the interview.

The following is a synopsis of the interview and not the exact verbiage or chronological order in which the information was obtained. For the exact interview please refer to INT4.

The interview started at 13:45 hrs. on 2/24/21 with Lieutenant Loui reading [REDACTED] [REDACTED] his "Reverse Garrity" warning. [REDACTED] had no questions in regards to this warning. He signed the form, Sergeant Lorenzo witnessed it, then I signed the form as well.

[REDACTED] confirmed that he was on a text thread where Detective Horn sent the depicted meme with George Floyd. This was on 2/10/21 around 18:39 hrs. The members of the department on this thread were identified as:

- [REDACTED] [REDACTED] [REDACTED]
- [REDACTED] [REDACTED]
- [REDACTED] [REDACTED]
- [REDACTED] [REDACTED]
- [REDACTED] [REDACTED]

- [REDACTED]
- Detective Christian Horn

Lieutenant Loui had [REDACTED] confirm that he was on the text thread where the meme was sent. He asked [REDACTED] if he still had the text thread on his phone, he said yes. [REDACTED] allowed Lieutenant Loui and I to photograph the text thread on his phone along with the recipients on the text thread.

[REDACTED] didn't see the meme when it was sent on 2/10/21. He was aware of the meme after seeing a news article of it being sent around Los Angeles Police Department. His was first aware that it was on his cell phone after speaking with [REDACTED] on 2/17/21 around noon time. He learned from [REDACTED] that Detective Horn sent a meme on a text thread which contained [REDACTED]. He could tell that [REDACTED] was concerned about the matter. He told [REDACTED] he would speak with him back at the office. He wanted to speak with Captain Murphy about it.

[REDACTED] went directly to Captain Murphy to hear about the complaint that [REDACTED] made to the captain. Once he learned it was meme that was sent out on a text chain he knew immediately what the meme contained from hearing about it on the news a few days prior. After getting this information he responded back to the office to speak with Lieutenant Cunningham, [REDACTED] arrived in the office as well. [REDACTED] looked through his phone and this is when he saw that he had the meme sent to him by Detective Horn. He made Lieutenant Cunningham aware of this and took a screen shot to preserve it. This was the first time he saw the meme. Lieutenant Loui asked [REDACTED] what he thought of the meme. [REDACTED] felt it was distasteful and inappropriate.

During the interview [REDACTED] was asked about the atmosphere in the unit. He described it as a group of "Type A personalities" that are competitive by nature. He said there is regular banter back and forth in a positive manner. This is done in a professional manner and there is no racial insensitive material that goes around. [REDACTED] has never seen Detective Horn display any characteristics of racism in any manner during the time that he has known and worked with him. [REDACTED] said if there was anything like that in the unit he would address it and felt that other members of the unit wouldn't tolerate it either. He believed that Detective Horn and [REDACTED] were "pretty good friends".

[REDACTED] didn't believe that Detective Horn was trying to be mean or racially insensitive to anyone, he felt the meme was a bad joke. This is based off the time he has known Detective Horn and interactions that he has had with him over the years. He has never seen or has knowledge of Detective Horn making decisions based off of race, or anything other than the facts of a case that have been presented.

The interview ended at 14:08hrs.

**MANCHESTER POLICE DEPARTMENT
PROFESSIONAL STANDARDS
REPORT OF INTERNAL INVESTIGATION
21-IA-02**

SUBJECT STATEMENT

Witness Interviewed

[REDACTED]

Conducted by:

Lt. K. Loui and Lt. R. Gravelle

Location of Interview:

Interview Room 5
Manchester Police Department

Date/Time:

February 24, 2021
Approx. 14:48 Hours

Report by: Lt. R. Gravelle

On 2/25/21 Lieutenant Loui and conducted an interview with [REDACTED] [REDACTED] was on a thread without [REDACTED] where an inappropriate meme was sent out. The meme depicting George Floyd with the words, "You Take My Breath Away" was send on the text thread by Detective Christian Horn. The interview was scheduled in advance and [REDACTED] had his MAPS representatives in the room, Sergeant Joseph Lorenzo, for the interview.

The following is a synopsis of the interview and not the exact verbiage or chronological order in which the information was obtained. For the exact interview please refer to INT5.

The interview started at 14:48 hrs. on 2/24/21 with Lieutenant Loui reading [REDACTED] [REDACTED] his "Reverse Garrity" warning. [REDACTED] had no questions in regards to this warning. He signed the form, Sergeant Lorenzo witnessed it, and I signed the form as well.

[REDACTED] confirmed that he was on a text thread where Detective Horn sent the depicted meme with George Floyd. [REDACTED] received the meme on his personal cell phone. The meme was sent out on 2/10/21 around at 18:39 hrs. The members of the department on the text thread where the meme was sent were:

- [REDACTED]
- [REDACTED]
- [REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED]
- Detective Christian Horn

[REDACTED] explained that he keeps the text thread on silent. He will look at his phone and see there are messages so he looks at them all at once. Reviewing the text thread there are two text messages about Tom Brady being intoxicated at the Super Bowl parade. The text message references that Brady needed to have someone hold him up. Then there are two memes about the stock market, then the meme showing George Floyd. Directly under the George Floyd meme is [REDACTED] response of "Haha", this was sent at 18:42 hrs. Lieutenant Loui and I asked [REDACTED] about his comment in the text thread. He acknowledged that the placement of the "Haha" in the thread looks bad, but the "Haha" comment was directed that the Tom Brady comments above the memes. [REDACTED] explained he had just watched a video of this parade and saw Tom Brady being held up by another person as he left.

Lieutenant Loui and I questioned [REDACTED] about the George Floyd meme. [REDACTED] saw the meme, but he was just leaving it alone. He felt it was inappropriate, but it was nothing he was going to respond to or address. He didn't believe that Detective Horn sent it with any racial connotation. The way he knows Detective Horn, [REDACTED] believed it was sent as a joke. He never discussed the meme with anyone and later found out there was an internal investigation that was started. He learned this from [REDACTED] on 2/18/21 around 10:59 hrs.

[REDACTED] is close friends with Detective Horn and felt this meme was out of character for him. He worked with Detective Horn for a little over two and a half years and there was never any type racial tendencies displayed by Detective Horn. [REDACTED] was also asked about the environment in the unit. He never saw any issues with anyone while he was assigned to the unit. He added that everyone in there were friendly toward each other and worked together. He was aware that Detective Horn and [REDACTED] were friends. [REDACTED]

[REDACTED]. All these things led him to believe that Detective Horn would have sent that meme as a joke

Lieutenant Loui questioned [REDACTED] about the way he handled the situation. [REDACTED] again said he didn't think the meme was sent, or meant, to be received in a racial context. He looked at it as a distasteful and inappropriate meme. Due to this he didn't feel the need to report the meme to a supervisor. He did say in hindsight he should have sought out a senior supervisor to seek guidance on the matter.

The interview ended at 15:10 hrs.

**MANCHESTER POLICE DEPARTMENT
PROFESSIONAL STANDARDS
REPORT OF INTERNAL INVESTIGATION
21-IA-02**

SUBJECT STATEMENT

Witness Interviewed

Det. Christian Horn (SED Investigator who sent the offending meme in both Threads 1 & 2)

Conducted by:

Lt. K. Loui and Lt. R. Gravelle

Location of Interview:

Interview Room 5
Manchester Police Department

Date/Time:

March 8, 2021
Approx. 09:53 Hours

Report by: Lt. K. Loui

On March 8, 2021, at approximately 09:53 hrs., Lt. R. Gravelle and I conducted a recorded interview of Det. Christian Horn in Interview Room 5 on the third floor of MPD Headquarters. Present in the room with Det. Horn during the entire interview were Ofc. Kyle Daly (MPPA Union Representatives) and Attorney John "Jake" Krupski (MPPA Legal Counsel). I advised Det. Horn that our conversation would be both video and audio recorded and had his permission to do so. What follows is a synopsis of our discussion. For a verbatim account, please review the recording (INT21).

I began the interview by reading Det. Horn the "Reverse Garrity" warning in its entirety. Det. Horn then signed the "Reverse Garrity" warning form, indicating that he understood what I had read to him, and that he had no questions about it. Ofc. Daly signed as the witness, while Lt. Gravelle signed as the investigator. (A copy of this form was provided to Ofc. Daly for provision to Det. Horn at the end of the interview.)

Det. Horn told me that he has been a police officer for approximately 14 years with 9 of those being at the Manchester Police Department. From 2007 through 2012, he had worked in California, as an officer with the Los Angeles Police Department. Joining the MPD in 2012, he eventually was assigned to the SED (Special Enforcement Division). Det. Horn has served as an investigator in SED since August of 2015.

I then showed Det. Horn an enlarged photocopy of the meme depicting George Floyd and asked him if he recognized it. Det. Horn responded, "Yes." When asked what it was, Det. Horn replied that it was a "Valentine's Day meme." Det. Horn explained that the meme was sent to him by a high school classmate who is not affiliated with law enforcement.

I asked Det. Horn if he was aware of any controversy surrounding the meme, besides what was now going on with the meme inside the MPD. Det. Horn replied that he had heard that there was an issue with the meme being posted to social media by members of the LAPD. Det. Horn clarified that, at the time that he sent the meme, he was unaware of this controversy, and only learned about it after the fact.

When asked how he had become aware of the controversy at LAPD surrounding the meme in question, Det. Horn said that, after he was advised that he was under investigation at the MPD for sending it, he reached out to a former LAPD partner and classmate of his, an African-American female, for advice. Det. Horn characterized her as a "friend." Det. Horn said that he had heard from her that the LAPD officers who were being terminated had posted racist remarks as comments to the meme on social media. According to Det. Horn, she told him that the meme itself was not racist, but would be considered "racially-insensitive." When asked when this conversation with her took place, Det. Horn said that it was about "a week ago" (i.e., on or about March 1, 2021).

When asked if he remembered when he had sent the meme out, Det. Horn said that it was on or about February 10, and that, when he had received it from his former high school classmate, he read it quickly and then sent it out. Det. Horn clarified that he never saved it to his phone, but instead used a feature on his phone to immediately forward the meme. Det. Horn said that it was never his intention to send the meme twice, and that he mistakenly "clicked on both" text threads.

I asked if the two text threads in question were still on his personal cell phone. Det. Horn told us that they were not. He went on to explain that, because his cell phone operating system has been giving him problems, he routinely deleted large text threads as a way to "clean" and unburden the system. Det. Horn confirmed that he had only used his personal cell phone to send this meme to other officers' personal cell phones. Det. Horn said that he has never used a Department-issued cell phone to send this meme or any other material that would be considered racially-insensitive.

I asked Det. Horn, why, when he first received the meme, did he send it out. Det. Horn said, "We joke around a lot." Det. Horn further explained that they (members of SED) are "very close." Det. Horn said that when he got it, he "read it quickly," and that it was a "couple days away from Valentine's Day." Det. Horn characterized the meme as "dark humor." Det. Horn said that "a little while after" he sent the meme, his attention was brought back to it, at which point he further scrutinized it and realized that "this isn't good." Det. Horn said that he came to the realization that the meme was inappropriate and understood how someone could easily find it to be offensive. Det. Horn said he could see how the meme could "hurt someone's feelings" and that that was not his intention. Det. Horn said that he sent the meme out as "a stupid joke," and that it obviously was not funny. Det. Horn expressed remorse for sending the meme out, and he said that he reached out to [REDACTED] to apologize (approximately "2 hours" after the meme went out).

Det. Horn clarified that he had only intended for the meme to go out to other members of SED who were working at the time, and that he did not even realize initially that [REDACTED] had received the meme. Lt. Gravelle asked Det. Horn if the meme was meant to harass or intimidate [REDACTED] in any way. Det. Horn immediately replied, "Absolutely not."

When asked about the reactions of other recipients of the meme, either on the thread itself or offline (i.e., in-person), Det. Horn could recall nothing specific initially, but then mentioned that [REDACTED] was the first to point out to him that [REDACTED] had received the meme that was sent. Det. Horn said that that conversation prompted him to look at the meme again more carefully, coming to the conclusion that "Shit, this doesn't look good." Det. Horn went on to say that he immediately realized that the meme could be offensive, and being "good friends" with [REDACTED] Det. Horn said he tried to reach out to [REDACTED] to apologize.

Since Det. Horn referred to [REDACTED] as a "good friend," I asked Det. Horn to further describe their relationship. Det. Horn said that he [REDACTED]

[REDACTED]

Det. Horn said that they regularly text one another, and that he (Det. Horn) gets [REDACTED] his coffee, when they are working together. Det. Horn reiterated that he and [REDACTED] are "good friends." Det. Horn said that he has mentored [REDACTED] with regard to drug investigations, that [REDACTED] routinely reaches out to him for advice, and that [REDACTED] does good work.

I asked if it would be accurate to describe the two of them as being "close." Det. Horn said it would. I asked Det. Horn if it surprised him that [REDACTED] was a complainant in this investigation. Det. Horn became visibly emotional, wiping a tear from his eye, saying, "Honestly, I was shocked." Det. Horn explained that, "a couple of days" after the meme was sent, he (Det. Horn) was working a homicide investigation. Det. Horn said that, given that, he had a work-related reason to reach out to [REDACTED] again (after [REDACTED] did not respond to Det. Horn's initial text apology on the night that the meme was sent). Det. Horn said that he figured that this phone call (related to the homicide investigation) would be a good time to broach the subject of the meme again and apologize. However, [REDACTED] did not answer his call despite Det. Horn making several attempts to connect. Det. Horn said that [REDACTED] did eventually reply via text to his request for information related to the homicide, but Det. Horn said that he (Det. Horn) could tell that something was wrong. Det. Horn said that, at that point, he knew that [REDACTED] would be returning back to work soon [REDACTED] Det. Horn said that his plan was to get a cup of coffee with [REDACTED] upon his return to work and apologize in-person for sending the meme. Det. Horn said that he never got the opportunity to do this, because this Internal Affairs investigation officially launched before [REDACTED] return, and he (Det. Horn) was told not to have any discussion with [REDACTED] about this incident.

When asked about discussions he may have had with others (before the launching of this investigation), pertaining to the sending of the meme, Det. Horn said that he had spoken with other members of SED, when he was not hearing back from [REDACTED]. He mentioned Dets. [REDACTED] and Jeffrey Fierimonte specifically, but acknowledged that there could have been others. Det. Horn said that the gist of those conversations was that he was looking for advice on how to handle the situation. Det. Horn said that there were some who suggested that perhaps [REDACTED] was not as upset as Det. Horn feared, because it was "just a stupid joke." Det. Horn said that he ultimately decided to wait for [REDACTED] to return to work to speak with him face-to-face and to apologize again at that time.

I asked Det. Horn if anyone reacted to the meme in a way that suggested that they thought the meme was funny. Det. Horn told me, "No, nobody said anything about it being humorous." Lt. Gravelle asked Det. Horn how long he had the meme before he sent it out. Det. Horn said that he sent it out as soon as he received it. Det. Horn said that when he first saw it, it did not register with him that it was George Floyd, and he did not fully appreciate how it could be perceived. Det. Horn reiterated that it was not meant to be racially-motivated harassment [REDACTED].

I asked Det. Horn if he has ever witnessed racially-motivated harassment of [REDACTED] by other members of SED or the MPD. Det. Horn said "no," but went on to point out that they (SED members) "joke around a lot" with one another, "about pretty much everything." As an example, Det. Horn said that [REDACTED] himself has jokingly said "white people like cheese plates" and "(white people) like girls of a certain body type." Det. Horn clarified that he has never witnessed [REDACTED] being targeted, and that the humor has never been "mean spirited." Det. Horn pointed out that members of SED work hard together and are close knit, and that they joke around with one another as family would. Det. Horn said that none of it is meant to be offensive or hurtful.

I asked Det. Horn how long he has known [REDACTED]. Det. Horn told me, since 2012. I then asked Det. Horn [REDACTED] has ever confronted him, in all those years, about anything he (Det. Horn) may have said that was construed as racially-insensitive. Det. Horn said that that has never happened, that Det. [REDACTED] has never come to him to say that he (Det. Horn) was "out of line." Det. Horn agreed that that has never happened, not once in 8 years and not even in this instance.

I asked Det. Horn about the work environment in SED, specifically, whether people got along with one another and with their supervisors, whether they worked well together. Det. Horn said that they do, and that they have "only gotten stronger, over the years." Det. Horn said that "everybody" would hang out with each other off-duty, if they could.

Lt. Gravelle asked Det. Horn if he saw [REDACTED] text stating "Haha" subsequent to the sending of the meme. Det. Horn said that he did not recall seeing that text. I then asked Det. Horn if he has ever witnessed racially insensitive or outright racist behavior on the part of [REDACTED]. Det. Horn replied, "Not at all." When asked further about whether he thought that [REDACTED] was replying to the meme with "Haha," Det. Horn reiterated

that he never saw [REDACTED] reply. Det. Horn went on to explain that, because of all the different makes and models of personal cell phones on their text threads, they have experienced instances in the past when text messages were received long after they were initially sent or even garbled.

Quoting in essence the Merriam-Webster definition for racism, I asked Det. Horn if he believes that race accounts for differences in human character or ability and whether or not he believes that one race is superior to others. Det. Horn responded, "Not at all." I then asked him directly whether or not he is a racist. Det. Horn replied emphatically, "I am not a racist." I asked Det. Horn if he has ever treated anyone (coworker or suspect differently based on the color of their skin. Det. Horn said, "I have not." I then asked if he has witnessed such behavior by any member of this agency. Det. Horn again said, "I have not."

Det. Horn took ownership of the fact that sending the meme out was inappropriate. He said that he should have scrutinized the meme more carefully before just sending it out on a text thread. Det. Horn said that he has felt "terrible" about the entire situation, and that he was particularly upset that [REDACTED] did not feel that he could just approach him and discuss the matter. Det. Horn said that [REDACTED] is his friend, and that he (Det. Horn) did not mean to offend or hurt anyone by sending the meme. Det. Horn said that his initial reaction to the meme was that it was a "stupid joke." He further acknowledged that he should have considered more carefully what it represented. When asked how he thinks this meme makes the Manchester Police Department and him look, Det. Horn said, "Terrible." Det. Horn said that that was not the way he was "brought up." Det. Horn characterized his sending of the meme to be "embarrassing."

Det. Horn was asked if he perceived [REDACTED] lack of response to his many attempts to apologize about the meme as a sign that [REDACTED] was clearly upset about it. Det. Horn said that he did. Given this, I asked Det. Horn if he believed, at that time, that he had a duty to self report the incident. Det. Horn explained that, because [REDACTED] is his friend, he figured that they could simply work things out, when he had the opportunity to apologize to [REDACTED] in-person. However, this investigation was launched before he had the chance to do so.

I asked Det. Horn if he believed that there was anything that we (the investigators) should know that we did not ask him about. Det. Horn sat silent for a moment and then looked at Attorney Krupski. Attorney Krupski replied, "Not at this time."

The interview concluded at 10:27 hrs.

APPENDIX B

(INVESTIGATIVE TIMELINE)

Investigative Timeline for 21-IA-02 **(Lt. Ken Loui & Lt. Bob Gravelle)**

(Summary of key points with approximate times)

Monday, February 22, 2021, 09:10 hrs.

Assignment of IA (21-IA-02) by Chief Aldenberg – Lt. Bob Gravelle and Lt. Ken Loui met with Chief Aldenberg, Assistant Chief Mangone, and Capt. Peter Marr in the Chief's Conference Room at Manchester Police Headquarters and were assigned this investigation. Lt. Gravelle and Lt. Loui were verbally briefed about the allegations and the officers involved, and Capt. Marr provided them with an investigative packet, containing memoranda related to the matter. Lt. Gravelle and Lt. Loui were advised that [REDACTED] has complained about Det. Christian Horn sending a racially-insensitive and offensive meme via text message.

Monday, February 22, 2021, 09:25 hrs.

Lt. Loui returned to his office with Lt. Gravelle to review the investigative packet provided by Capt. Marr. Notifications were then made to MAPS Union President Sgt. Joe Lorenzo, MPPA Union President Derek Feather, and Lt. John Cunningham of SED.

Monday, February 22, 2021, 14:37 hrs.

Lt. Gravelle and Lt. Ken Loui interviewed the complainant, [REDACTED] an investigator in SED. As he is not a subject of this investigation, [REDACTED] declined legal and union representation.

Wednesday, February 24, 2021, 10:59 hrs.

Lt. Gravelle and Lt. Ken Loui interviewed [REDACTED] one of the MPD supervisors who received the meme. The interview took place at Manchester Police Headquarters in the presence of MAPS President, Sgt. Joe Lorenzo.

Wednesday, February 24, 2021, 12:53 hrs.

Lt. Gravelle and Lt. Ken Loui interviewed [REDACTED] one of the MPD supervisors who received the meme. The interview took place at Manchester Police Headquarters in the presence of MAPS President, Sgt. Joe Lorenzo.

Wednesday, February 24, 2021, 13:45 hrs.

Lt. Gravelle and Lt. Ken Loui interviewed [REDACTED] [REDACTED] one of the MPD supervisors who received the meme. The interview took place at Manchester Police Headquarters in the presence of MAPS President, Sgt. Joe Lorenzo.

Wednesday, February 24, 2021, 14:48 hrs.

Lt. Gravelle and Lt. Ken Loui interviewed [REDACTED] one of the MPD supervisors who received the meme. The interview took place at Manchester Police Headquarters in the presence of MAPS President, Sgt. Joe Lorenzo.

Thursday, February 25, 2021, 14:05 hrs.

Lt. Gravelle and Lt. Ken Loui interviewed [REDACTED] one of the SED investigators who received the meme. The interview took place at Manchester Police Headquarters in the presence of MPPA Representatives, Officers Thomas Florenzo and Peter Flanagan.

Thursday, February 25, 2021, 14:57 hrs.

Lt. Gravelle and Lt. Ken Loui interviewed [REDACTED] [REDACTED] one of the SED investigators who received the meme. The interview took place at Manchester Police Headquarters in the presence of MPPA Representatives, Officers Thomas Florenzo and Peter Flanagan.

Thursday, February 25, 2021, 15:52 hrs.

Lt. Gravelle and Lt. Ken Loui interviewed [REDACTED] [REDACTED] one of the SED investigators who received the meme. The interview took place at Manchester Police Headquarters in the presence of MPPA Representative, Officer Peter Flanagan.

Thursday, February 25, 2021, 16:29 hrs.

Lt. Gravelle and Lt. Ken Loui interviewed [REDACTED] [REDACTED] one of the SED investigators who received the meme. The interview took place at Manchester Police Headquarters in the presence of MPPA Representative, Officer Peter Flanagan.

Tuesday, March 2, 2021, 13:26 hrs.

Lt. Gravelle and Lt. Ken Loui interviewed [REDACTED] [REDACTED] one of the SED investigators who received the meme. The interview took place at Manchester Police Headquarters in the presence of MPPA Representatives, Officers Kyle Daly and Peter Flanagan.

Tuesday, March 2, 2021, 14:05 hrs.

Lt. Gravelle and Lt. Ken Loui interviewed [REDACTED] [REDACTED] one of the SED investigators who received the meme. The interview took place at Manchester Police Headquarters in the presence of MPPA Representatives, Officers Kyle Daly and Peter Flanagan.

Tuesday, March 2, 2021, 14:34 hrs.

Lt. Gravelle and Lt. Ken Loui interviewed [REDACTED] [REDACTED] an SED investigator (who did not receive the meme). The interview took place at Manchester Police Headquarters in the presence of MPPA Representatives, Officers Kyle Daly and Peter Flanagan.

Tuesday, March 2, 2021, 14:47 hrs.

Lt. Gravelle and Lt. Ken Loui interviewed [REDACTED] [REDACTED] an SED investigator (who did not receive the meme). The interview took place at Manchester Police Headquarters in the presence of MPPA Representatives, Officers Kyle Daly and Peter Flanagan.

Wednesday, March 3, 2021, 13:58 hrs.

Lt. Gravelle and Lt. Ken Loui interviewed [REDACTED] [REDACTED] an SED investigator (who did not receive the meme). The interview took place at Manchester Police Headquarters in the presence of MPPA Representative Officer Thomas Florenzo.

Wednesday, March 3, 2021, 14:12 hrs.

Lt. Gravelle and Lt. Ken Loui interviewed [REDACTED] [REDACTED] an SED investigator (who did not receive the meme). The interview took place at Manchester Police Headquarters in the presence of MPPA Representatives, Officers Kyle Daly and Thomas Florenzo.

Wednesday, March 3, 2021, 14:39 hrs.

Lt. Gravelle and Lt. Ken Loui interviewed Det. Jeffrey Fierimonte, an SED investigator (who did not receive the meme). The interview took place at Manchester Police Headquarters in the presence of MPPA Representatives, Officers Kyle Daly and Thomas Florenzo.

Wednesday, March 3, 2021, 15:06 hrs.

Lt. Gravelle and Lt. Ken Loui interviewed Det. Derek Feather, an SED investigator (who did not receive the meme). The interview took place at Manchester Police Headquarters in the presence of MPPA Representatives, Officers Kyle Daly and Thomas Florenzo.

Wednesday, March 3, 2021, 15:24 hrs.

Lt. Gravelle and Lt. Ken Loui interviewed [REDACTED] [REDACTED] an SED investigator (who did not receive the meme). The interview took place at Manchester Police Headquarters in the presence of MPPA Representative Officer Kyle Daly.

Wednesday, March 3, 2021, 15:38 hrs.

Lt. Gravelle and Lt. Ken Loui interviewed [REDACTED] an SED investigator (who did not receive the meme). The interview took place at Manchester Police Headquarters in the presence of MPPA Representative Officer Kyle Daly.

Wednesday, March 3, 2021, 15:52 hrs.

Lt. Gravelle and Lt. Ken Loui interviewed [REDACTED] an SED investigator (who did not receive the meme). The interview took place at Manchester Police Headquarters in the presence of MPPA Representative Officer Kyle Daly.

Monday, March 8, 2021, 10:00 hrs.

Lt. Gravelle and Lt. Ken Loui interviewed Det. Christian Horn, the SED investigator accused of sending the offensive meme depicting George Floyd to other members of the MPD, on February 10, 2021. The interview took place at Manchester Police Headquarters in the presence of MPPA Representative Ofc. Kyle Daly, and MPPA Legal Counsel, Atty. John "Jake" Krupski.