

**Harassment Prevention Policy Investigation
Fact-finding Interview Summary**
7(1)(d)(i - d-6), July 5, 2023

Background: On Wednesday, July 5, 2023, at 9:00 a.m., City Manager Dorothy David interviewed 7(1)(d)(i - d-6) - Witness Information who was identified as a corroborating witness to alleged statements made by Fire Chief Gary Ludwig that were potential violations of the City's Harassment Prevention and Reporting Policy.

The City Manager instructed 7(1)(d)(i -) that he was ordered to answer the questions posed during the interview completely and honestly to the best of his recollection. He was informed the policy investigation is confidential and that he should not discuss this matter with anyone. The City Manager advised that the Fire Chief had not yet been made aware of the allegations, and that she would make every effort not to disclose the names of the witnesses participating in the process if feasible. 7(1)(d)(i -) was further advised that if the Chief or any other person were to ask about the investigation, that this should be reported directly to the City Manager.

Interview Summary: The fact-finding witness interview was conducted by the City Manager as the alleged incident involved the Fire Chief who directly reports to the City Manager. 7(1)(d)(i -) was asked to share his detailed recollection of reported incidents in which the Fire Chief allegedly made statements to employees that were sexually explicit in nature on two separate occasions. The City Manager briefly summarized what had been reported, but asked 7(1)(d)(i -) to describe his personal recollections and not to rely on the information that had been provided by others to the City Manager.

The first allegation where 7(1)(d)(i -) was identified as a possible witness was a situation where Chief Ludwig had conversations with staff telling them about a time when he received a "blow job" from a woman when he either worked at or owned a bar, or a time during his employment with the St. Louis Fire Department when he went to the river area to engage in sexual activity with women, possibly prostitutes. 7(1)(d)(i -) denied having ever personally heard the Chief speak of such incidents. However, 7(1)(d)(i -) did recall hearing the St. Louis story from other fire suppression personnel. He was unsure which firefighters repeated the story to him, nor could not recall any further specifics.

The second allegation where 7(1)(d)(i -) was identified as a possible witness was a conversation that he had with 7(1)(c) - Victim Information within the past year after 7(1)(c) - had had a conversation with Chief Ludwig about the consequences of 7(1)(c) - Specific . 7(1)(d)(i -) recalled that 7(1)(c) - had come to his office to relay the substance of a concerning conversation that the 7(1)(c) - had had with the Chief. While he could not recall the specific date, he confirmed that this conversation occurred about the time when the Chief was having some undiagnosed health issues, with one possibility being 7(1)(c) - Specific . 7(1)(d)(i -) noted that 7(1)(c) - was visibly shaken up by the conversation which was sexually explicit in nature. 7(1)(d)(i -) recalled 7(1)(c) - saying that the Chief had expressed concerns about not being able to ejaculate post-surgery and went into explicit detail about

the Chief's personal ability to ejaculate. [7(1)(d)(i)-] recalled being told that the Chief said that in his younger years his nickname was "beer can" because when he ejaculated it was like shaking up a beer can and spraying it.

The City Manager then asked if [7(1)(d)(i)-] had ever heard the Chief make similar statements to those being currently investigated, including statements that would be potential violations of the policy such as statements that were disrespectful or demeaning to women or statements that would be considered sexually charged or inappropriate. [7(1)(d)(i)-] said that he did not recall any additional incidents.

At the conclusion of the interview, the City Manager reminded [7(1)(d)(i)-] of the confidentiality of the investigation. She also reiterated that the policy prohibits employees from being subject to any negative employment consequences or retaliation for participation in the investigative process or making good faith allegations of policy violations.

I, [7(1)(d)(i - d-6)], have read the above summary of my July 5, 2023, interview with the City Manager, and I agree that it is a complete and accurate summary of my knowledge of the incidents that are being investigated. I have been provided an opportunity to review, revise, and add a supplemental statement to this summary prior to it being finalized and approve of this serving as my statement for purposes of the Harassment Prevention Policy investigation.

[7(1)(b) - Signature]

Signature

7/11/2023

Date

Public Records Exemptions

The following information explains the factual basis for the redactions applied to the responsive records provided to you, pursuant to the Illinois Freedom of Information Act, 5 ILCS 140/7 *et al.*

Reason	Description	Pages
7(1)(d)(i - d-6) - Witness Information	7(1)(d)(i - d-6) Please refer to the Factual Basis Supplement for detailed information regarding this exemption.	1-2
7(1)(c) - Victim Information	7(1)(c) Personal information contained within public records, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy, unless the disclosure is consented to in writing by the individual subjects of the information. "Unwarranted invasion of personal privacy" means the disclosure of information that is highly personal or objectionable to a reasonable person and in which the subject's right to privacy outweighs any legitimate public interest in obtaining the information. The disclosure of information that bears on the public duties of public employees and officials shall not be considered an invasion of personal privacy	1
7(1)(c) - Specific Medical Information	7(1)(c) Personal information contained within public records, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy, unless the disclosure is consented to in writing by the individual subjects of the information. "Unwarranted invasion of personal privacy" means the disclosure of information that is highly personal or objectionable to a reasonable person and in which the subject's right to privacy outweighs any legitimate public interest in obtaining the information. The disclosure of information that bears on the public duties of public employees and officials shall not be considered an invasion of personal privacy	1
7(1)(b) - Signature	7(1)(b) Private information, unless disclosure is required by another provision of this Act, a State or federal law or a court order	2