



Interoffice Memo

To: Sheriff Roy Torgerson, County Administrator Cari Redington

From: Serena Inman, HR Director

Date: January 16, 2023

Re: Nate Campbell – November 29 & 30, 2022 incidents

On Thursday, January 12, 2023, [REDACTED] reported to HR Director, Serena Inman, an incident that occurred on November 29, 2022, in which Chief Deputy Nate Campbell met privately with [REDACTED] in his office and pressured her about the recent election for Sheriff and who she supported/voted for. Additionally, Chief Deputy made accusations in the meeting with [REDACTED] that she reported private information regarding him in a prior investigation that was completed in February 2022. Following the incident on November 29, 2022, [REDACTED] reported that Chief Deputy Campbell approached her a second time in the morning of November 20, 2022, to indicate to her that the conversation did not go as expected, and she responded to him that the conversation was “uncalled for and she didn’t deserve to be treated that way.”

[REDACTED] provided written documentation of the incidents and after reviewing, I believe the incidents have violated the following Vernon County Personnel Policies:

Policy 705 – Harassment and Discrimination

- Policy under section 3.1 defines Harassment as: “Harassment means any form of conduct that is objectively unreasonable or offensive and that could result in a hostile or intimidating working environment.”
- Policy under section 4 addressing Retaliation states:
 - 4.1 The County prohibits retaliation against any employee for filing a complaint under this policy or for assisting, testifying, or participating in the investigation of such a complaint.
 - 4.2 If any County employee believes that he or she has been retaliated against for bringing a complaint or providing information related to a complaint, the County requires employees to promptly comply with and use the reporting procedure described in this policy.
 - 4.3 Retaliation is a form of employee misconduct. Any evidence of retaliation will be considered a separate violation of this policy and will be handled by the same complaint procedures established for harassment and discrimination complaints.
 - 4.4 Monitoring to ensure that retaliation does not occur is the responsibility of the department head, supervisors, and all County employees.

Policy 201 Employee Conduct & Working Environment

- Policy under 2.1 states:
 - 1.2 Employees have a right to conduct their work without disorderly or undue interference from other employees. The County prohibits employees from violating this right of their co-workers. This prohibition includes but is not limited to intentional acts such as: Discrimination against others because of race, color, creed, national origin, **political preference**, sexual preference, age, sex, disability or other protected classification.

In addition to Vernon County Personnel Policies, Chief Deputy Campbell violated the following internal Sheriff's Office policy as outlined in custody manual.

- *Policy 1004.1 Anti-Retaliation*
- *Policy 315 Discriminatory Harassment*

Based on the information known, I make the following recommendations for disciplinary action:

1. Termination: Chief Deputy Campbell is released from employment at Vernon County. I feel there have been multiple serious policy violations and termination is warranted.

OR

2. Demotion and re-training: Demotion to a role in which there are no direct reports. In addition, Mr. Campbell will need to be re-trained on specific policies violated. Training will need to be signed off by Sheriff's Office Leadership.

In reviewing documentation from [REDACTED], it is clear Chief Deputy had a level of awareness that his conversation was inappropriate in nature and that [REDACTED] was uncomfortable from it. I have serious concerns that if this is not addressed further policy violations and harassment will occur.

Finally, I also recommend all Sheriff's office staff be addressed regarding appropriate communication in the workplace, and specifically a review of the Harassment Policy and Retaliation.

*Enclosure (1): Documentation of November 29th & 30th Incidents from [REDACTED]
[REDACTED], Vernon County Sheriff's Office*