

- On May 3, 2007 Officer ██████████ (B/M) was suspended by a Disciplinary Review Board (*see attached*) for an on-duty incident involving a pornographic photo on his personal cell phone that no one saw (*not even PSB investigators*). The original DRB chair was Assistant Chief Kevin Robinson (B/M) but he was replaced with Assistant Chief Mike McCort (W/M). ██████████ was suspended for 16 hours. Sgt. Ron Snodgrass (W/M) had pornographic images on his city computer which he showed to an on-duty female subordinate and received a written reprimand from Public Safety Manager Jack Harris (W/M).
- In or around October 2008, Officer ██████████ (B/F) reported to PLEA that she works in an environment where police supervisors exposed her to the term “nigger” while on duty in briefing. This incident was reported to upper level police management and to the City’s EEO Department. There has been no notification of any administrative corrective action.
- Officer ██████████ (B/M) was the precinct officer of the year in 2008. His annual PMGs (*performance management guidelines*) generated by his sergeant show “MET” in achieving police standards. Sgt. ██████████ (W/M), who supervises a completely different squad, has self-imposed himself as an additional supervisor for Officer ██████████. On Friday February 13, 2009 Officer ██████████ brought his whole squad down to the PLEA office to describe this issue as an unnecessary and harassing form of micro-management. Precinct police management was notified and as of now no official administrative investigation being conducted.
- Officer ██████████ (B/M) was a witness officer reference an on-duty incident involving the use-of-force used by two officers against a black male at the main police station. On Wednesday March 11, 2009 PSB Sgt. ██████████ (W/M) interviewed ██████████ and the questioning became accusatory. Misconduct allegations were made by Sgt. ██████████ that Officer ██████████ had violated policy by alleging that ██████████ did not intervene in stopping the use-of-force misconduct that he witnessed (*listen to attached audio*). Our contract (*MOU: Rights of Unit Members Section 1-4.G*) clearly dictates that questions in regards to alleged misconduct that could lead to discipline require a NOI (*notice of investigation*). ██████████ did not receive one. Police management at PSB was notified the same day of this contract violation.
- Sgt. ██████████ (W/M), ██████████ supervisor at the Phoenix Regional Police Academy, used derogatory comments to people of color in front of subordinates. An example of a statement to one police recruit class: “The only thing you have to be afraid of on the street is a big black man just released from prison” and “You need to get angry like a real black woman.” Officer ██████████ (W/M), a PLEA rep, reported this misconduct in February 2009.
- In March 2009 Officer ██████████ (I/M) and ██████████ (H/F) were terminated without the benefit of an investigative review process (IRP) or disciplinary review board (DRB) for an allegation of theft. A written allegation of serious criminal misconduct involving counterfeit property was made against Lt. ██████████ (W/M) February 8, 2009. This allegation was known for months prior to the written complaint. The police department has refused to conduct an administrative investigation of this allegation.
- In August 2008 Officer ██████████ (I/M) was investigated and is pending a suspension for making inappropriate and offensive comments to his peers in a classroom setting as an instructor concerning a

supervisor. In November 2008 the Phoenix Police Department refused to investigate the same supervisor (W/F) for making inappropriate and offensive comments to her squad in a briefing she was conducting.

These events have occurred in the past 18 months to 2 years. These events are occurring in plain view of upper level police management. I reported the first four events to two supervisors at the Phoenix Police Department's Professional Standards Bureau on 3-11-09. PLEA believes that Public Safety Manager Jack Harris has allowed this environment to flourish among his supervisors and as the leader of the Phoenix Police Department is responsible for the racial insensitivity, disparity, and disrespect shown to police officers of color in the Phoenix Police Department.