MINNEAPOLIS POLICE DEPARTMENT
INTERNAL AFFAIRS COMPLAINT FORM #3401

COMPLAINT INFORMATION

INTERNAL AFFAIRS CASE NUMBER:	CCN:	DATE OF INCIDENT:	TIME OF INCIDENT:
10-213	N/A	10/8/2010	0947 Hours
LOCATION OF INCIDENT: Unknown "point of access" - City of Minneapolis Computing System/ Email Account	**DATE OF COMPLAINT:** 10/8/2010	**REFERRAL METHOD:** Internal Email	

COMPLAINANTS NAME (LAST, FIRST MIDDLE)	SEX	RACE:	DATE OF BIRTH:
13.43 - Personnel Data	13.43	[redacted]	13.43

HOME ADDRESS:	CITY / STATE / ZIP:	TELEPHONE:
13.43 - Personnel Data	13.43 - Personnel Data	13.43

POLICY INFORMATION

POLICIES ALLEGED TO BE VIOLATED:
City of Minneapolis Electronic Communications Policy III, D, 1 (a) [General Conditions, Acceptable/ Unacceptable Use, Ethical Conduct]

ACCUSED EMPLOYEE(S)

NAME/BADGE:
Rowena D. Holmes, #002984,

COMPLAINT ALLEGATIONS

Rowena Holmes is a civilian employee of the Minneapolis Police Department assigned to the 4th Precinct as a Crime Prevention Specialist.

It is alleged that on Friday, October 8, 2010, at 0947 hours, CPS Rowena Holmes (Owner of City of Minneapolis Email account, Rowena.Hicks@ci.minneapolis.mn.us) intentionally transmitted an email from a City of Minneapolis computing system which contained offensive material pertaining to political beliefs related to race, religion, and sexual orientation. Several of the recipients of the email were other City of Minneapolis employees which included 13.43 of the 4th Precinct.

RECOMMENDATION
(Preliminary Cases Only)

- ☐ Reckoning Period Expired Before Complaint was Filed
- ☐ No Basis for Complaint
- ☐ Suspended Pending Further Information
- ☐ Refer to Precinct with Coaching Documentation
- ☐ Exceptionally Cleared
- ☐ Policy Failure
- ☐ Other

COMPLAINANT SIGNATURE	DATE
13.43 - Personnel Data	10/06/10
COMMANDER REVIEW:	DATE

MINNEAPOLIS POLICE DEPARTMENT

Internal Affairs Unit
Administrative Case #10-213
Sergeant Gary Nelson
11-24-2010

CASE BACKGROUND

This internal complaint and the subsequent administrative investigation stems from an incident where it was alleged that CPS Rowena Holmes transmitted an email from her City of Minneapolis computer/ email account on Friday, October 8, 2010, at 0947 hours, to several other City of Minneapolis employees to include 13.43 - Personnel Data **(SEE TAB 6- Holmes email)**. The email that CPS Holmes transmitted was an email that was forwarded to her City of Minneapolis email account from a non City of Minneapolis employee. The content of the email was political in nature (related to the November 2, 2010 political elections) and contained content about political ideology that could be considered offensive. Some of the content pertaining to the political ideology was related to race, religion, and sexual orientation.

When 13.43 - Personnel Data received the email from CPS Holmes, he forwarded the email to MPD Internal Affairs Unit Investigator, Sergeant Krebs, with a message asking Sergeant Krebs to review the contents of CPS Holmes' to see if it fits within policy pertaining to the proper use of the city's email system. Sergeant Krebs consulted with

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MPD Human Resources, Brian Seboe. Mr. Seboe reviewed the email transmitted by CPS Holmes and believed that the transmittal of the email on a City of Minneapolis computing system was in violation of the City of Minneapolis Communications Policy **(SEE TAB 11)**, specifically III. General Conditions, D. Acceptable/ Unacceptable Use, 1. Ethical Conduct, which states:

> **D. Acceptable / Unacceptable Use:**
>
> **1. Ethical Conduct:** Users shall maintain the highest professional ethics and conduct while using the City's electronic communications system.
>
> a. Users shall not intentionally transmit, access, or store material that is offensive, harassing, threatening or disruptive. Among material which may be considered offensive are messages that contain sexual implications, racial slurs, or any other comment that offensively addresses someone's age, gender, marital status, status with regard to public assistance, affectional preference, sexual orientation, religious or political beliefs, national origin or mental or physical disability.

Mr. Seboe did not believe that the contents in the email related to race, religion, and sexual orientation fostered or perpetuates discrimination. Therefore, the contents of the email transmitted by CPS Holmes did not violate the City of Minneapolis Respect in the Workplace Policy.