MINNEAPOLIS POLICE DEPARTMENT
INTERNAL AFFAIRS COMPLAINT FORM #3401

COMPLAINT INFORMATION

INTERNAL AFFAIRS CASE NUMBER:	CCN:	DATE OF INCIDENT:	TIME OF INCIDENT:
13-26	N/A	01/29/2012	
LOCATION OF INCIDENT:	DATE OF COMPLAINT	REFERRAL METHOD:	
MPD 2nd Pct, 1911 Central Av NE	01/29/2012	Internal	

COMPLAINANTS NAME (LAST, FIRST MIDDLE)	SEX	RACE:	DATE OF BIRTH:
13.43 - Personnel Data	M☐ F☐		
HOME ADDRESS:	CITY / STATE / ZIP:		TELEPHONE:
[redacted]	[redacted]		[redacted]

POLICY INFORMATION

POLICIES ALLEGED TO BE VIOLATED:
2-110 Harassment

ACCUSED EMPLOYEE(S)

NAME/BADGE:
Sergeant Eric Madson, Badge #4328

COMPLAINT ALLEGATIONS

It is alleged that Sergeant Eric Madson has made derogatory remarks about or directed at women officers in the 2nd Pct. It is further alleged that Sergeant Madson has shown favoritism to male officers in the 2nd Precinct.

RECOMMENDATION
(Preliminary Cases Only)

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

COMPLAINANT SIGNATURE: [redacted]	DATE
	2-28-13
COMMANDER REVIEW:	DATE

MINNEAPOLIS POLICE DEPARTMENT
Internal Affairs Unit
Administrative Case #13-26
Sergeant Rolf Markstrom
November 8th, 2013

CASE BACKGROUND

On 01/29/2013, 13.43 - Personnel Data of the 2nd Precinct 13.43 met with 13.43 regarding officers on their shift complaining that Sergeant Eric Madson was showing sexism toward female officers and favoritism toward male officers. The alleged sexism was affecting 13.43 - Personnel Data

13.43 - Personnel Data

SUMMARY OF ALLEGATIONS

2-110 HARASSMENT

(A-D)

Definitions

Harassment - any communication or other activity that occurs based upon an individual's protected class status which may be considered discriminatory, derogatory or biased.

Protected class status - an individual's race, color, creed, religion, ethnic/national origin, gender, age, disability (including pregnancy), or characteristics identified as sexual orientation, affectional preference, marital status, familial status, status with regard to public assistance and veterans status.

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Sexual harassment - any sexual advances, request for sexual favors, or other verbal or physical acts of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- Submission to or rejection of such conduct by an individual is used as basis for employment decisions affecting such individual; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

Note: Courts have recognized acts of harassment directed at an individual because of gender, to be sexual harassment even though no behavior of a sexual nature occurred.

The City of Minneapolis and the MPD are committed to providing employees a work environment free of sexual and other forms of harassment. Harassment in the workplace is unacceptable and will not be condoned or tolerated. Every employee has a responsibility to comply with the City of Minneapolis Respect in the Workplace Policy.

All harassment is a violation of Federal and State laws as well as the Minneapolis Civil Rights ordinance, and may expose not only the City, but also individuals, to significant liability under the law.

Supervisors are held to a higher standard of conduct and shall be subject to a higher level of discipline for engaging in any form of harassment or for failing to enforce the City's Respect in the Workplace Policy.

CASE INVESTIGATION

13.43 - Personnel Data

13.43 memo highlights:

- 13.43 - Personnel Data change 13.43 - Personnel Data days off around so she is not working when Sgt. Madson is the only supervisor working.
- 13.43 - Personnel Data
- Sgt. Madson pulls asks [redacted] who he wants to ride with. Sgt. Madson told [redacted] he does not like riding with women officers.
- Sgt. Madson assigns [redacted] instead of her partner [redacted]

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- Sgt. Madson made statement about [13.43 - Personnel Data] and if [redacted] not happy we can find a closet".
- Sgt. Madson had [redacted] tell him what her days off requests were, even though days off were not due.
- [redacted] providing Officers Collins, Tichich, Williams and Olson Monson information on car assignments prior to publishing this information to the shift.
- [redacted]
- Joking with [redacted] about "having to ride with that for 10 hours".
- Sgt. Madson stated that [redacted] told him that he didn't want to be known as the guy who only rode with females.
- [redacted]
- Sgt. Madson stated to Officer Mota that [redacted] should be working with real cops, when Sgt. Mota partnered [redacted] with [redacted]
- Sgt. Madson asked [redacted] if he had any problems working with any of the female officers on the shift.
- Per [redacted] other officers had told him that Sgt. Madson has stated that he doesn't believe women should be police.

Officer Interviews:

Sgt. Beth Mota's Statement:

Sgt. Mota was interviewed on February 28th, 2013, at approximately 1504 hours. The interview was conducted by H.R. Investigator Steve Kennedy and Sergeant Rolf Markstrom. Following is a summary of said interview.

- On 01/29/2013, Sgt. Mota and Sgt. Heil met with Lt. Stoll regarding concerns brought to them by [redacted]
- [redacted] told Sgts. Mota and Heil that Sgt. Madson did not back her up on a call, [redacted] and Sgt. Madson were on a call at an address where there had been a recent shooting. There were people moving things in and out of the address. Sgt. Madson had stopped a suspicious person. [redacted] backed him up. Sgt. Madson got in his car and left while [redacted] was still talking to the suspect.
- [redacted]
- [redacted]
- Sgts. Mota and Heil talked with both [redacted] and that Sgt. Heil took notes on those conversations.

- These officers told Sgts. Mota and Heil that Sgt. Madson shows male officers favoritism by meeting up with them at the gas station, spending more time with male officers, and hanging out with male officers outside of work.
- 13.43 said that Sgt. Madson had asked him on several occasions if he wanted to continue to ride with [redacted] because she was female.
- Sgt. Mota did not recall hearing any specific statements from Sgt. Madson regarding whether or not females are suited for police work.
- [redacted] told Sgts. Mota and Heil that Sgt. Madson told others on the shift that did not want to be known as the "Chick Car" because he works with only female officers. [redacted] denied that he ever said that.
- [redacted]
- [redacted] Because of this Sgts. Mota and Heil change [redacted] schedule so she is not working when Sgt. Madson is the only supervisor.
- [redacted]
- [redacted]
- [redacted]
- Sgt. Mota has never heard Sgt. Madson use the phrase, "working with real cops", when referring to male versus female cops. No other person has mentioned hearing Sgt. Madson use this phrase either.

Sgt. Eric Heil's Statement:

Sgt. Hiel was interviewed on March 5th, 2013, at approximately 1502 hours. The interview was conducted by 13.43 - Personnel Data nd Sergeant Rolf Markstrom. Following is a summary of said interview.

- Sgt. Heil and Sgt. Mota met with Lt. Stoll regarding concerns brought to them by [redacted] Sgt. Heil was not sure of the date of the meeting with Lt. Stoll.
- [redacted]
- [redacted] told Sgts. Heil and Mota about an incident where she was on a 911 call with Sgt. Madson. Sgt. Madson [redacted] made a derogatory

statement to her, and then walked away from her on the call. 13.43 did not recall the specifics of the "derogatory" statement.

- [redacted]
- [redacted] told Sgts. Heil and Mota that they should talk with [redacted] also said that they should speak with [redacted]
- Before meeting with Lt. Stoll, Sgt. Heil spoke with [redacted] He did not speak with [redacted]
- Sgt. Heil believes he spoke with [redacted] on January 29th, but he did not have the exact date.
- [redacted] told Sgt. Heil that her partner, [redacted] was pulled aside by Sgt. Madson , and Sgt. Madson asked him who he wants to ride with. [redacted]
- [redacted] alluded to Sgt. Madson not wanting to put females together on a squad, that he does not want female officers working together.
- [redacted] told Sgt. Heil of an incident where Sgt. Madson told her to "sit down" and put her days off in the computer right now. Days off were not yet due. [redacted]
- [redacted] told Sgt. Heil of another incident where she had called in sick because her dog had died. Sgt. Madson quizzed her about the reason she called in sick. [redacted] Officer York learned from her partner, [redacted] that Sgt. Madson had asked him why [redacted] had called in sick because her dog died, and the tone was derogatory.
- [redacted] told Sgt. Heil that male officers on the shift, namely Officer Tichich and Officer Collins, were given privileged information regarding car assignments by Sgt. Madson, prior to said information being disseminated to the entire shift. [redacted]
- Per Sgt. Heil, this car assignment information should have only been known by the 3 shift sergeants and the shift Lieutenant.
- [redacted] told Sgt. Heil, that she was told by [redacted] that Sgt. Madson asked [redacted] "How can you ride with that for 10 hours?", talking about [redacted] in front of other male officers. Sgt. Madson has also made comments about [redacted] being "the male officer that rides with females".
- After talking with [redacted] Sgt. Heil felt it was time to take the situation to Lt. Stoll.
- Sgt. Heil has changed [redacted] schedule so that she does not work when Sgt. Madson is the only supervisor, [redacted]
- Sgt. Heil then talked about concerns other officers have brought to him regarding Sgt. Madson, about his ability to manage and supervise the shift equally and fairly.
- Sgt. Heil cited an example of Sgt. Madson giving a roll call that lasted one hour and thirty minutes, talking about north side crime statistics.

- [redacted]
- Sgt. Heil recommended talking to all the officers on the shift about regarding these other management issues not necessarily related to sexism and favoritism.

Lt. Kevin Stoll's Statement:

Lt. Stoll was interviewed on March 13th, 2013, at approximately 1800 hours. The interview was conducted by [redacted] and Sergeant Rolf Markstrom. Following is a summary of said interview.

- On January 29th, Sgt. Heil and Sgt. Mota initiated a meeting with Lt. Stoll.
- Sgts. Heil and Mota said that [redacted] requested not to work the same days that Sgt. Madson was working by himself. Sgts. Heil and Mota re-arranged [redacted] days off to accommodate this.
- [redacted]
- Sgt. Mota did not make statements to him about Sgt. Madson belittling her, but this information came from subsequent interviews.
- Lt. Stoll interviewed and spoke with [redacted]
- [redacted] told Lt. Stoll that Sgt. Madson had pulled aside [redacted] several times and asked him if he has a problem riding with women officers. This information was told to [redacted] by [redacted]. At one point Sgt Madson put [redacted] on a car assignment with another female officer, [redacted] instead of her regular partner, [redacted]
- [redacted] told [redacted] that Sgt. Madson told [redacted] that he doen't like riding with women officers.
- At one point, Sgt. Madson told [redacted] he wanted her to mentor [redacted]
- A lot of Sgt. Madson's alleged behavior has occurred when there is no other supervisor working.
- Sgt. Madson told [redacted] not to discuss her health issues. [redacted] was talking about this with Officer Steve Derhaug. [redacted]
- [redacted] told Lt. Stoll of an incident where Office Glen Kvelland inquired about entering court over time. [redacted] was attempting to help him and referenced the [redacted]. Sgt. Madson made a comment about how [redacted] and if [redacted] is not happy then we can find a closet for her too.
- [redacted]
- [redacted] told Lt. Stoll of an incident where [redacted] and Officer Monson, had arrested a wanted felon who is a Native Mob member. Sgt. Madson instructed [redacted] to stay with the arrestee, while Sgt. Madson then took her partner,

Officer Monson, with him to go arrest another related party. 13.43 believes she should have stayed with Officer Monson to arrest the other party.

- told Lt. Stoll of an incident where asked Sgt. Madson if he and could go home early. Sgt. Madson asked, "are you and gonna bring your A-game tomorrow?"
-
- Lt. Stoll stated that the Sergeants on the shift were given privileged information regarding the 2013 car assignments. Lt. Stoll had not yet given final approval for the assignments but somehow Officer Tichich knew about it. said this was coming from Sgt. Madson,
- Per Lt. Stoll the disseminating of privileged information to officers by a sergeant would be an issue.
- Lt. Stoll stated that he has told Sgt. Madson that you can be friendly with officers buy you can't be friends with officers. Lt. Stoll said that he knows that Sgt. Madson has taken Las Vegas trips with Officer Chad Joseph, which is not a good idea, but nothing specifically states they can't do that.
- Lt. Stoll has witnessed certain officers in the Sergeants' office "bullshitting" with Sgt. Madson.
-
- she was made to sit down by Sgt. Madson and put in her days off. He called her out in front of others and made her do this in front of him.
- Lt. Stoll expressed concern that while Sgt. Madson was giving a performance evaluation to Sgt. Madson started talking about . This information was third hand, from to Lt. Stoll.
- Lt. Stoll relayed that a comment made by Sgt. Madson to . The remark was, "how can you stand riding with that for 10 hours", referring to
- Around the end of 2012 Sgt. Madson stated to Lt. Stoll that didn't want to be known as the guy who rode with female officers. Lt. Stoll asked about this. denied ever making the comment.
-
- Lt. Stoll also had a conversation with
- confirmed to Lt. Stoll that Sgt. Madson had a conversation with him about asking if he had any problems working with female officers on the shift.
- Lt. Stoll expressed concern that officers frequently have seen Sgt. Madson's vehicle at the Moose on Monroe at 0600 hours. This is a concern because he could be patronizing a bar after hours, and that this could be showing favoritism because there are certain officers that work their off duty.

- Lt. Stoll did not know which officers had told [redacted] 13.43 that Sgt. Madson had said women should not be in police work.
- Lt. Stoll was asked by H.R. investigator Steve Kennedy, if there were other incidents of sexism or preferential treatment prior to what was reported to him on January 29. Lt. Stoll mentioned that [redacted] had some issues with her sergeants. Lt Stoll was not present for the information. There was some speculation that [redacted] issues may have been with Sergeant Eric Heil, but [redacted] stated that the problem was with with Sgt. Eric Madson, not Sgt .Eric Heil.
- According to Lt. Stoll, [redacted] He did not know if it had anything to do with mistreatment on behalf of her sergeants.
- Lt. Stoll stated that he had heard through the grape vine that Sgt. Madson is a different supervisor when there are no other supervisors around. Lt. Stoll then cited the example of the hour and a half roll call.
- Lt. Stoll then cited an example where Sgt. Madson had the Daily intelligence bulletin up on the projection board in the roll call room. He then flipped to his e-mails, which were then up on the projection board. Officers could see an e-mail to from Sgt. Mota to Sgt. Madson regarding [redacted] and her medical issues. Lt. Stoll questioned the intelligence of Sgt. Madson putting his e-mails up on the projection board. [redacted] expressed concern to Lt. Stoll about this, and other officers had said things to her about it.
- Lt. Stoll sent Sgt. Madson an e-mail instructing him not to put e-mails for everyone to see on the overhead.
- [redacted]
- Lt. Stoll has not directly witnessed Sgt. Madson acting different when he is the only supervisor, because obviously he is not there.
- Lt. Stoll did not have any other specific examples of different behavior, because the officers tend to go to the sergeants with these concerns.
- Lt. Stoll suggested we interview the entire shift. In addition he suggested that we interview Officer Becky Novak (Quehl) regarding the e-mail on the roll call projection board, as she may have also witnessed this.

[redacted] **Statement:**

[redacted] was interviewed on April 2nd, 2013, at approximately 1636 hours. The interview was conducted by 13.43 - Personnel Data and Sergeant Rolf Markstrom. Following is a summary of said interview.

- Sgt. Heil contacted [redacted] requesting she meet with him and Sgt. Mota about Sgt. Madson regarding discrimination with females.
- [redacted]
- [redacted] told of an incident where she and [redacted] had stopped a vehicle with and had 3 in custody. Sgt. Madson ordered [redacted] to drive

the suspect vehicle to the station. 13.43 then drove the squad with the suspects to the station. Sgt. Madson yelled at for driving into the back lot with the suspects in the squad where they could see undercover cars. asked Sgt. Madson for clarification for the report as to why they were to bring the suspect vehicle to the station. Sgt. Madson yelled at her not to question him, which brought to tears.

- stated that Sgt Madson also acts in a similar way to
- said that when Sgt. Madson was giving his review, Sgt. Madson spent two hours giving the review and talked about in the review.
- Since Sgt. Madson came to the Precint in 2011, he has approached partner, several times asking him who he wants to ride with. No other officers on the shift have been asked this except
- told of a situation where her partner, was approached by Sgt. Madson. Sgt. Madson told that he does not like riding with females, and that if ever wanted to get out of that situation Sgt. Madson would make that happen.
- has never seen Sgt. Madson treat male officers the way he treats female officers.
- told of an incident where her partner, was working the desk. approached to see if he needed anything. Sgt. Madson was at the desk at the time. Sgt. Madson then said to "How do you ride around in the car for ten hours with that?" He was referring to
- was in the roll call room after helping a day watch officer regarding the entering of court O.T. in Workforce Director. The officer came into the roll call room to thank Sgt. Madson, who was also in the roll call room, Sgt. Madson stated to "If you want a closet and you want to go hide, you know, in the Department, they'll find a closet for you." If you want a new home and you're not happy, we could find a closet for to go to."
- and Sgt. Madson used to be officers together on the North Side. During that time she has heard Sgt. Madson say that he does not like riding with women officers. He has not said that directly to since becoming her supervisor.
- told that Sgt. Madson said the following to him, "So if you want to get out of your riding situation, let me know, I will hook you up."

- The night before Thanksgiving 2011, 13.43 gets a phone call from Sgt. Madson while she was off duty. The call was regarding car assignments for 2012. Sgt Madson told [redacted] that her car will consist of her, [redacted] He further stated that [redacted] who was supposed to be on the car, was asked to work a different squad with [redacted] and she agreed to do it. 5 Months later, [redacted] asks [redacted] why she left their car. [redacted] told [redacted] that Sgt. Madson told her [redacted] that she can work Squad [redacted] or [redacted] and that she had to pick one.
- [redacted], so Sgt. Madson kept pushing [redacted] to ride with Officer Monson to keep the males together, and pushed [redacted] to be partners with [redacted].
- One shift, [redacted] who are all assigned to the same car, were all working. [redacted] should have been able, while [redacted] should have been partnered up. [redacted] asked Sgt. Madson about this. Sgt. Madson told her that when [redacted] is off, she will be riding with [redacted], so that [redacted] can "mentor" [redacted].
- [redacted] did not understand this because [redacted] was not in the FTO program.
- [redacted] was having a conversation with Officer Steve Derhaag in the roll call room prior to roll call starting. The conversation was regarding some medical issues [redacted] was having. Sgt. Madson, who was not part of the conversation, stated, [redacted] you need to stop talking about your medical issues." [redacted] she has never heard Sgt. Madson talk to a male officer like that.
- Sgt. Madson accused [redacted] of setting up and planning calling in sick when she and her partner, [redacted] both called in sick the same day. Sgt. Madson never made this same accusation to [redacted].
- Sgt Madson admonished [redacted] about him and [redacted] leaving early one shift, burning their own time. [redacted]
- Sgt. Madson ordered [redacted] to sit down in his office and enter her days off in the computer. Days off were not yet due. [redacted] has not ever heard of this happening to any other officer.
- Officers Williams, Olson, Mercado, Tichich and Collins talked about squad assignment knowledge prior to the supervisors announcing this information to the shift. This information should be privileged to supervisors. [redacted]
- [redacted] did not say for certain that they got this information from Sgt. Madson.
- [redacted] said that Sgt. Madson was doing Sgt. Mota's line-ups (squad assignments) for a while. He had never done this with any other Sergeant.
- Sgt. Madson interrupts Sgt. Mota in roll call, but he does not interrupt male Sergeants.

- 13.43 was told by [redacted] that when [redacted] was getting his review from Sgt. Madson, Sgt. Madson talked with [redacted] about [redacted] competence.
- During this aforementioned review with [redacted], Sgt. Madson ordered [redacted] to go to the store and get him a Red Bull. [redacted] went to the store, bought one with her own money, and brought it back to Sgt. Madson. Sgt. Madson then admonished her because it was not diet, even though he didn't ask for diet.
- [redacted] has not ever witnessed Sgt. Madson ask other officers to go and do errands for him.
- [redacted] and Officer Mike Monson [redacted] They brought the suspect back to the station. Federal investigators arrived and debriefed the suspect and learned the location of another wanted member. Sgt. Madson ordered [redacted] to stay with the arrested party, and Sgt. Madson took Officer Monson with him to pick up the second wanted suspect. Sgt. Madson told Officer Monson that he would get him a good stat.
- [redacted]
- [redacted] has not yet experienced any retaliation.
- Per [redacted] He will only talk with her regarding work related issues.
- Regarding the rest of the officers on the shift, [redacted] There are no personal conversations between [redacted] and the officers she describes as [redacted]
- [redacted] stated that all of the aforementioned incidents occurred when Sgt. Madson was the only supervisor working.
- [redacted] cited the incident of Sgt. Madson giving an hour and a half roll call one night when he was the only supervisor working.
- Sgt. Madson will often end roll call with singling out [redacted] saying things like, "[redacted] you got anything to say today?" He does not do this to male officers.
- [redacted]
- [redacted]
- [redacted] called in sick one day because she had to put her dog down. [redacted] left a detailed message with Sgt. Madson as to why she needed a sick day.
- Sgt. Madson called her at home and asked her repeatedly what was going on. He never asked her if she was ok, [redacted]
- Also Sgt. Madson did not address the issue of making sure she speaks directly with a supervisor when calling in sick.

[redacted] **Statement:**

13.43 - Personnel Data was interviewed on April 3rd, 2013, at approximately 1634 hours. The interview was conducted by 13.43 - Personnel Data and Sergeant Rolf Markstrom. Following is a summary of said interview.

- [redacted] was approached by Sgt. Heil and Sgt. Mota and requested to meet with them. The meeting occurred at the 2nd Precinct. One of the topics discussed was Sgt. Madson.
- During the meeting, [redacted] shared information with Sgt. Heil and Sgt. Mota regarding Sgt. Madson treating females differently than males.
- [redacted] confirmed with Officer Aaron Collins that Sgt. Madson was at the substation with Officer Collins and Officer Thomas Tichich. Sgt. Madson was trying to obtain information from Collins and Tichich regarding [redacted] personal life.
- [redacted] was enroute to a call regarding suspicious activity at a house where there had been a homicide prior. Sgt. Madson also started to the call. Sgt. Madson conducted a stop on a possible suspect form the call. [redacted] went to back him up. [redacted] stood by while Sgt. Madson checked out this suspect and then released him. Sgt Madson got back into his car. [redacted] was explaining that she and another squad had check the east and west. While explaining this, Sgt. Madson slammed his squad door in her face .
- On the same day, at the station, just after roll call, Sgt. Madson looked at [redacted] from head to toe, shook his head disapprovingly and walked away. Per [redacted] this same situation has happened three times total.
- Sgt. Madson has never had a conversation with [redacted] regarding her uniform or appearance.
- On three separate occasions, Officer Al Williams has questioned [redacted] about her hair, whether it complied with department policy. Per [redacted] Sgt. Madson has spoken with Sgt. Heil and Sgt. Mota about this, which she learned form [redacted] Sgt. Madson has never spoken to [redacted] about this, neither have Sgt. Heil or Sgt. Mota.
- Sgt. Madson has made comments in roll call about [redacted] hair being too long.
- When [redacted] came to the 2nd Precinct, she was assigned to Squad [redacted] with [redacted] When riding [redacted] observed times when [redacted] became very upset and emotional, and expressed that she wanted to leave the precinct. This was due to the way [redacted] had been treated by Sgt. Madson.
- Whenever [redacted] would work with [redacted], Sgt. Madson would call them while they were out on their calls and want to know what they were doing. She has not observed this happen to the male officers.
- On or around 9/29/12, [redacted] was working with [redacted]. They responded to a call where they obtained consent from the owner to search the house. Pursuant to the search, they found 500 grams of hash. [redacted] called Sgt. Madson for P.C. for the arrest. Sgt. Madson insisted on coming out to the call. At the call Sgt. Madson attempted to get the suspect to roll

over for a bigger arrest. [redacted] 13.43 - Personnel Data [redacted] and they [redacted] had already attempted to get the suspect to roll over.

- While leaving the property room from the above arrest, Sgt. Madson called [redacted] and told her to make sure she entered a P.C. statement. [redacted] she knew that this arrest called for a P.C. statement. [redacted] has not heard of this happening to male officers.
- Later that same shift, he told [redacted] that they had done the consent search wrong, but he did not go into details.
- On or about October 5th, Sgt. Madson called out [redacted] in roll call, asking her if she had gotten any curfew arrests for the week. [redacted] responded that she had not gotten any curfews, but she had made 8 felony arrests that week. [redacted] has not witnessed Sgt. Madson call out any male officers or other female officers in roll call regarding if they had made any curfew arrests.
- On a later date, he told her to tone it down in roll call or she would not make any friends, talking about making felony arrests all week.
- On or about October 5th, [redacted] spoke with Sgt. Madson about doing a Career Enrichment in CRT. Sgt. Madson told her that he could not support her as he thought Officer Craig Crisp would be better for the position. Sgt. Madson informed [redacted] that he based this on her doing the aforementioned narcotics consent search wrong, this time detailing that they did not take the suspect into the basement of the residence to search.
- Sometime after October 5th, [redacted] was working the desk. She was working on a sewing project, and the TV at the desk had been left on the Lifetime Network. Sgt. Madson walked up and said, "Ugh, this is too much estrogen for me." He then walked away.
- One night [redacted] was riding with Sgt. Mota, and Officer Bob Mercado was riding with Sgt. Madson. They were driving around Dinkytown documenting activity in the area. Both squads responded to a call where a suspect had thrown a bottle at a security guard. Sgt Madson had used force to get the suspect into custody after the suspect kicked [redacted] in the groin. Sgt Madson put the suspect in Mota and [redacted] squad and wanted them to book the suspect for him. [redacted]
- Sgt Madson has done something similar to Officers Craig Crisp and Mi'Quel Barnes. [redacted]
- [redacted] was working with [redacted] They called Sgt. Madson to get P.C. to book a female suspect. Sgt. Madson calls back [redacted] to remind him to let [redacted] know what to put into her report. [redacted]
- Sgt. Madson has not ever talked to her about her reports not having the correct information.

- She was told by a supervisor to make report corrections about 3 years ago, but this was not with in the 2nd Precinct.
- One shift 13.43 - Personnel Data and [redacted] were both able. [redacted] asked [redacted] if she wanted to work with him. Sgt. Mota partnered them up on a squad. A couple of days later, [redacted] overheard Sgt. Mota talking with [redacted], saying that Sgt. Madson asked her why she partnered [redacted] and [redacted] on a squad, and wanted to know if she asked [redacted] if he wanted to be partnered with [redacted]
- [redacted]
- [redacted] she has not been backed up on calls. [redacted] cited an incident where she was dealing with 32 people in a party house, the incident mentioned earlier where Sgt. Madson slammed the car door in her face on the call regarding the house with the homicide. She also cited an incident where officer Chad Joseph diverted from backing her up, but she did not provide specifics. She also cited a call where she was dispatched to an alarm. There no other cars clear in the precinct, but Sgt. Madson stayed at the Holiday Station and did not back her up. She waited until a car could clear and back her up.
- For 2012 Sgt. Madson was responsible for conducting [redacted] performance review. He did not give her a review for 2012 as she had been at the 2nd Precinct for only a short time.
- For 2013, Sg.t Mota is responsible for [redacted] performance review. Both Sgt. Mota and Sgt. Heil have told [redacted] that she is an outstanding officer, doing a great job, and they have no complaints.
- Sgt. Heil and Sgt. Mota have changed Officer [redacted] schedule so that she was not working when Sgt. Madson was the only supervisor. This went on for a couple of weeks, but is not still occurring.
- [redacted]
- Sgt. Madson had to return to the station to show [redacted] where to find the squad printer paper as she could not find it in the supply closet. When he located it for her he said, "The power of observation [redacted]
- Sgt. Madson will interrupt and talk over Sgt. Beth Mota when Sgt. Mota is giving roll call. He does not do this to Sgt. Eric Heil.
- [redacted] has been told by Officer Mike Monson, that the other officers who are friends of Sgt. Madson will go to the Moose on Monroe, stay until 5 a.m. and pour themselves drinks. Sgt. Madson will let this group of officers flex their hours in order to be able to go drinking after the shift. [redacted] has not witnessed this first hand, but has only heard of it from Officer Monson.

- Sgt. Madson will have closed door meetings with Officers Al Williams and Kerry Mraz. [redacted] 13.43 - Personnel Data [redacted]
- [redacted] was working the desk the day that Sgt. Madson instructed [redacted] to go to the store and get him a Red Bull. She witnessed that incident. Later that same shift, while Sgt. Madson was giving [redacted] his performance review, she walked by the Sergeant's office and heard Sgt. Madson mention her name. She felt there is no reason her name should be coming up during [redacted] performance evaluation.
- [redacted] told [redacted] that she did not want to know what Sgt. Madson said.
- Approximately one month prior to this interview, Sgt. Madson gave a long roll call that lasted an hour and 15 minutes. During the roll call, [redacted] sent a text to [redacted], informing her roll call would be done soon. She then put her phone away. Later [redacted] informed her that Sgt. Madson made a comment to him about her texting in roll call. Sgt. Madson never talked to her.
- [redacted] has witnessed Officers Matt Olson and Officer Al Williams texting in roll call before, and she has never heard of Sgt. Madson making any comments about them.
- [redacted]

Officer [redacted] Statement:

[redacted] was interviewed on April 16th, 2013, at approximately 1643 hours. The interview was conducted by 13.43 - Personnel Data and Sergeant Rolf Markstrom. Following is a summary of said interview.

- [redacted] had a discussion with Lt. Stoll on January 21, 2013 (Note that later in the interview this date was corrected to January 31st, 2013). This discussion with Lt. Stoll was regarding Sgt. Madson, and the allegation that Sgt. Madson had made some sexist statements. Lt. Stoll wanted to know what [redacted] knew regarding what female officers had told him, and what he had been asked by Sgt. Madson.
- [redacted] was approached by Sgt. Beth Mota, and asked if he had issues riding with female cops, because Sgt. Madson had asked her. Then later, Sgt. Madson approached [redacted] and asked him if he had a problem working with female cops. This conversation took place in the sergeant's office at the beginning of a shift, just after roll call.
- Sgt. Madson also said to [redacted] that he should be working with "real cops". [redacted] could not recall if that was part of same conversation as noted above or part of a different conversation.

- These conversations occurred within a month of 13.43 - Personnel Data conversation with Lt. Stoll.
- [redacted] has been told by [redacted] that Sgt. Madson has said women should not be doing police work.
- [redacted] recalled the conversation with [redacted] occurring "last fall".
- [redacted] did not recall exactly what [redacted] told him but the "gist of it was Sgt. Madson had an issue with female officers".
- [redacted] also had the conversation with [redacted] "last fall". [redacted] did not recall exactly what was said other than "issues had come up".
- [redacted] conversation with [redacted] had occurred approximately one year prior. His conversation with [redacted] has been on going.
- Regarding [redacted] and [redacted] Sgt. Madson would constantly call them while they were out on their calls – five to ten times per shift. He would also show up on their calls, which [redacted] noted is certainly within the scope of his position as a supervisor.
- However, [redacted] stated that Sgt. Madson would do this much more with female officers than with male officers. [redacted] also stated that Sgt. Madson would not show up on male officer's calls.
- [redacted] did note that Sgt. Madson did start calling the male officers. It started with the female officers before the male officers.
- When asked about any other examples or instances that he may be aware of, [redacted] talked about a call regarding [redacted] and [redacted] They were upset, because after they arrested a party with a large amount of marijuana, Sgt. Madson arrived and took over the call, sent [redacted] out of the house, and contacted the CRT Team to take over the investigation.
- [redacted] noted that he has been in situations where a supervisor has arrived on the call and discussed the call with him, but he has never been in a situation where a supervisor arrived and took over the call.
- Per [redacted] he recalled [redacted] texting during a roll call. Sgt. Madson later told him that he was upset the [redacted] had done that.
- [redacted] also said that other officers have texted during roll call, but Sgt. Madson has not ever said anything to him about other officers doing this.
- I asked [redacted] about the subject of the persona/dynamic of the shift changing when Sgt. Madson is the only supervisor working. [redacted]
- Regarding the Lt. Stoll's notes about officers seeing Sgt. Madson's vehicle at the Moose on Monroe at 0600 hours, [redacted] said that it is just hearsay, and that he has heard that officers have seen his vehicle parked there.

Officer 13.43 - Personnel Data **Statement:**

[redacted] was interviewed on April 17th, 2013, at approximately 1632 hours. The interview was conducted by 13.43 - Personnel Data and Sergeant Rolf Markstrom. Following is a summary of said interview.

- Per [redacted] 4 to 5 months prior to this interview, he had a conversation with Sgt. Eric Madson. He was pulled aside by Sgt. Madson and asked if he was happy his car and if he wanted to keep riding with [redacted] or ride with somebody else. During this conversation, Sgt. Madson mentioned that he preferred to not ride with women, with the exception of a female officer on the North Side, named Danielle, with whom he rode. No explanation was offered as to why.
- Per [redacted] regarding a time when he and [redacted] requested to go home early, Sgt. Madson asked, "Are you and [redacted] going to bring you're A-game tomorrow?" [redacted] he and [redacted] work well together and bring Sgt. Madson his numbers. [redacted]
- While Sgt. Madson was giving [redacted] his review, Sgt. Madson asked [redacted] if he was putting in for a career enrichment, and if so, Sgt. Madson could make it happen. [redacted] told Sgt. Madson he was not interested. Sgt. Madson then told [redacted] that [redacted] had put in for a career enrichment, but that she was not going to get it because she lacked the experience. [redacted]
- [redacted] confirmed that once, while working the desk, [redacted] came up to him to ask if he needed anything, and Sgt. Madson said to him, "how can you stand to ride with that for 10 hours", referring to [redacted]
- [redacted] brought up the topic of Sgt. Madson wanting [redacted] to mentor [redacted]
- Regarding car assignments, Sgt. Madson, contacted [redacted] by phone, and asked her if she and [redacted] wanted to ride the next year with [redacted] Sgt. Madson said that their other car partner, their car captain, [redacted] requested to work a different car. A few months later, [redacted] asked [redacted] why she left their car. [redacted] told them that she was called in by Sgt. Madson and told that she was off of the car with [redacted] and told she had to pick Squad [redacted] or [redacted]
- Per Lt. Stoll's notes, [redacted] told Lt. Stoll that Sgt. Madson said, [redacted] does not want to be known as the guy who only rode with females. [redacted] he never said this to Sgt. Madson. [redacted]

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