

City of Mount Rainier

One Municipal Place, Mount Rainier, MD 20712

Phone 301-985-6585 Fax 301-985-6595

Incorporated 1910

9/14/18

Statement Regarding Police Department Investigation

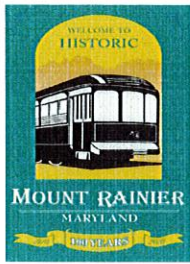
An independent qualified investigative attorney hired by the City has completed an investigation of workplace sexual harassment within the Mount Rainier Police Department. The investigation revealed troubling information and made recommendations to improve the working environment in the Department and prevent future sexual harassment complaints. Please know the allegations triggering the investigation involved a small group of employees in the Police Department. The majority of officers cooperated with the investigation. The City has already acted upon several of the recommendations and will promptly take all administrative actions necessary, including policy changes and personnel actions, to ensure that the Department and the entire City government work in a safe and comfortable place, free from sexual harassment.

The investigator's recommendations include the following:

1. Conduct periodic training for all employees regarding sex discrimination, sexual harassment, and other types of discrimination and harassment.
2. Ensure that all employees receive, acknowledge, and understand City policies prohibiting sexual harassment and discrimination, including employees for whom English is a second language.
3. Provide all employees with written notice that retaliation against persons who make complaints of sexual harassment or discrimination or participate in investigations of such complaints is prohibited.

The City has already implemented sexual harassment training, harassment training, diversity training, and anti-retaliation training. It will implement additional practices, including reviewing and implementing a Human Resources Strategic Plan and providing additional trainings and professional development for staff. Our goal is to prevent future incidents of sexual harassment, allow victims of offensive conduct to come forward without fear of retaliation, promote comradery within the Department, and ensure that all personnel actions within the Department are based solely on merit.

The nature of the complaints and investigation are personnel matters, which the City Manager, Department of Administrative Services, and the Acting Police Chief are handling. The Department of Administrative Services is a new department that was created two fiscal years ago to bring professional Human Resources personnel to the City staff and has been integral in



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helping City leadership and members of the Department through this time. Due to City personnel privacy and State of Maryland privacy laws around personnel records and employee confidentiality, the City is prohibited by law from releasing the investigative report or commenting any further on individual employees. We ask for respect of our employees' privacy at this time.

The City of Mount Rainier remains committed to providing high quality police services to the community. As confirmed in the August 14, 2018, joint statement of Acting Police Chief Stephen Malley and Fraternal Order of Police Lodge 85 (the Mount Rainier Police Department's labor union) President Victor Kenworthy, police patrol levels have not been changed in the past year, and there is no reason to feel less safe or that the level of police service has suffered since these issues came to light. We still have the same number of officers actively on duty patrolling our community. During the investigations, the Police Department has maintained and, at times, exceeded our mandatory manpower staffing levels, and will continue to do so during the administrative follow-up to the investigation.

The Mount Rainier Police Department employs many highly skilled and trained officers who have extensive work experience and years of service. We have trained crime prevention officers with innovative solutions to address crime and quality of life issues. The majority of the officers in the Police Department have ten years of experience in policing. Acting Chief Malley has been an officer in the City of Mount Rainier since 1988 and is currently guiding the Department until the City Manager hires a permanent Police Chief. The Records Department at the Police Department was only briefly closed for two weeks in April and has been operational since then.

The City of Mount Rainier has already taken steps to address the recommendations in the report and will continue to make the safety and dignity of all its employees a top priority.

From the desk of the City Manager,

Miranda Braatz