

Complete Details For 20-10

Major Complaint

Date Complaint Taken:	8/6/2020	Date Occurred:	8/6/2020	Racial:	No	Case No.:		No. Type:	CO-WORKER
Category:	Formal Internal Complaint			Type:	MAJOR	Occured:	On Duty		
Location Occurred:	Not Stated			District/Area:	Not Stated				
Complainant:	Heidi Lambley-Leavitt			Sex:		Race:			
Complainant's Address:	Not Stated ?? Unk			Home Phone:					
Cell Phone:		Business Phone:		Email Address:					
Assigned:	WCIA			Date Assigned:	8/6/2020	Days Case Due In:		Date Due:	
Current Case Disposition:	UNFOUNDED			Date Completed:	11/19/2020	How Complaint Was Reported: CO-WORKER			
Complainant Satisfaction:	Satisfaction Comments:								

Video Available
No
Camera Not Indicated

Summary: Officer Heidi Lambley-Leavitt alleges ongoing and persistent gender bias by co-workers.

	Type Of Complaint	Description	Complaint Disposition
Complaint #: 1	CHAPTER 7 (2.21) NON-DISCRIMINATION	Gender Bias	UNFOUNDED
Complaint #: 2	CHAPTER 7 (2.31.6) VERBAL ABUSE AND HARASSMENT	Harassment based on gender	UNFOUNDED
Complaint #: 3	City Policy Ch 2 Section 2.4 Anti-Harassment	Gender Bias	UNFOUNDED
Complaint #: 4	City Policy Ch 2 Section 2.5 Sexual Harassment	sexual harassment	UNFOUNDED

	Name	ID Number	Rank	Division	Shift	Officer Disposition	On Alert	Camera
Officer #: 1	GERMER, BROCK ANDRU	469	SENIOR POLICE OFC	DETECTIVES	Not Stated	UNFOUNDED	Yes	No
Officer #: 2	Padrta, Nathaniel Graham		Not Stated	Not Entered	Not Stated	UNFOUNDED	Yes	No
Officer #: 3	ST. ANDRE, LUV	455	OFFICER TRAINEE I	PATROL	Not Stated	UNFOUNDED	Yes	No
Officer #: 4	WILLIS, GARRETT	444	Not Stated	Not Stated	Not Stated	UNFOUNDED	Yes	No

Witness #: 1	Breshears, Aaron			Type Witness: PPD EMPLOYEE
	Address: Not Stated		Contacted	
	H Phone:	B Phone:	C Phone:	
	Witness Notes:			
Witness #: 2	Dow, Todd			Type Witness: PPD EMPLOYEE
	Address: Not Stated		Contacted	
	H Phone:	B Phone:	C Phone:	
	Witness Notes:			

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Witness #: 3	Engle, Chris			Type Witness: PPD EMPLOYEE
	Address: Not Stated			Contacted
	H Phone:	B Phone:	C Phone:	
	Witness Notes:			
Witness #: 4	Lam, Ashley			Type Witness: PPD EMPLOYEE
	Address: Not Stated			Contacted
	H Phone:	B Phone:	C Phone:	
	Witness Notes:			
Witness #: 5	McNannay, Teayana			Type Witness: PPD EMPLOYEE
	Address: Not Stated			Contacted
	H Phone:	B Phone:	C Phone:	
	Witness Notes:			
Witness #: 6	Nuxoll, Kayla			Type Witness: PPD EMPLOYEE
	Address: Not Stated			Contacted
	H Phone:	B Phone:	C Phone:	
	Witness Notes:			
Witness #: 7	Tomasino, Sally			Type Witness: PPD EMPLOYEE
	Address: Not Stated			Contacted
	H Phone:	B Phone:	C Phone:	
	Witness Notes:			

Narrative: In September, 2019, I was asked by City Administrator Adam Lincoln to meet with him and Officer Heidi Lambley-Leavitt in his office to discuss claims of gender discrimination. At that meeting, Officer Lambley described incidents involving Police Department staff that she believed exhibited examples of bias and discrimination against her based on her gender. Many of her examples were many years old and involved employees who no longer worked at Pullman PD. She provided a written document she prepared with generalized gender discrimination theories and bulleted examples. She said that she has been discriminated against because she is a female for many years and that it is ongoing. Both City Administrator Lincoln and I asked Officer Lambley for more details of incidents involving current employees so they could be investigated. She never provided the additional details.

During the week of July 27, 2020, I was contacted again by City Administrator Adam Lincoln who said that Officer Lambley complained to him about a couple of recent incidents that she believed was gender discrimination. Officer Lambley also repeated her previous assertions that gender discrimination was persistent and ongoing at the Police Department. City Administrator Lincoln and I decided it would be best to bring in an independent investigator to investigate Officer Lambley's claims.

Human Resources Manager Karen Sires contacted our insurance carrier, Washington Cities Insurance Authority (WCIA), for assistance. We were assigned attorney Beth Kennar whom we met with online to describe the issues and she was in agreement to conduct an independent investigation. She recommended Rebecca Dean to investigate the claims, whom she previously worked with. We were put into contact with Ms. Dean and I worked with Ms. Dean, Ms. Kennar, and Karen Sires to move forward with an investigation. Since Officer Lambley indicated gender discrimination was part of the department culture, we decided to have the investigator investigate the extent of gender discrimination in the Police Department, in addition to Officer Lambley's specific allegations.

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Interviews began on August 18. Due to COVID-19, all interviews were conducted via Zoom meetings, most at City Hall and not in the Police facility. Investigator Dean recorded the interviews. Subject officers were given notice by Commander Opgenorth. Witness officers were also given the same notices provided to the subject officers at the request of the Pullman Police Officers Guild.

Beth Kennar told me that Officer Lambley had many years of complaints to report and to investigate every complaint would have been overwhelming and unmanageable. Officer Lambley told the investigator that the past few months have been the absolute worst months for her with experiencing gender discrimination, so Ms. Kennar instructed the investigator to focus on those months described by Officer Lambley as the worst.

I received the final report on November 18, 2020. The investigator's conclusions were:

I interviewed all of the Department's women officers and Records Specialist Sally Tomasino about what, if any, concerns they might have about gender discrimination or harassment. Lambley is the only woman who stated concerns about their current work environment. The remaining witnesses had no complaints about their current environment.

With regard to Lambley, I conclude that the factual evidence does not support Lambley's assertion that the workplace culture she allegedly experienced between July 2020 and September 2020 arose because of her gender. The evidence did show that there was significant friction between Lambley and some of her colleagues. In my assessment, that friction was caused, to a substantial degree, by Lambley's behavior and communication style. The witnesses I interviewed provided specific and consistent examples of incidents where Lambley: (1) confronted her colleagues in an angry and hostile manner; (2) spoke to her colleagues in a rude, dismissive or condescending way; or (3) accused her colleagues of willful wrongdoing without considering alternate and more reasonable explanations.

The allegations are deemed to be "unfounded".

Gary Jenkins
Chief of Police
November 19, 2020