



November 22, 2017

Anthony Carter



Dear Mr. Carter:

The purpose of this letter is to notify you that your employment with the University of Cincinnati Division of Police (UCPD) at the University of Cincinnati is being terminated with cause for violation of University policy.

Based on a complaint made by a University faculty member regarding inappropriate behavior, an external investigation was conducted by the UCPD monitor, Exiger. The external investigation, *Report on Investigation of Alleged Misconduct by Chief of Police*, was submitted to the UC Office of Safety and Reform on November 20, 2017. This report provides a summary of the findings associated with the complaint investigation. The reason for your termination is due to your reported conduct in violation of several UCPD and University policies, including but not limited to the following:

University of Cincinnati, Conduct Policy 15.02.

Public Safety Police Operations Policies and Procedures, Rules of Conduct, Standard Operating Procedure Number 26.

- Rules of Conduct Section 3.a. Chain of Command
- Rules of Conduct Section 6.b. Unsatisfactory Performance
- Rules of Conduct Section 7.b. Unbecoming Conduct
- Rules of Conduct Section 27.a.1. Abuse of Position
- Rules of Conduct Section 35.b. Intervention
- Rules of Conduct Section 39.a. Department Reports

Department of Public Safety Police Division Policies and Procedures, Standard Operating Procedure number 1.1.300 – Division Vision Statement, Mission Statement, and Core Principles

- Mission Statement
- Core Principles
 - Transparency
 - Legitimacy
 - Fairness
 - Accountability



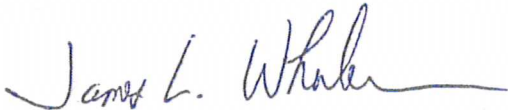
As an unclassified employee your employment is at will.

If you would like to provide a response to this letter, you have 24 hours to do so. Your termination will become effective November 23, 2017. In the interim you will take no action on behalf of the University. After your termination becomes effective, your right to appeal this action will begin at the second phase of the Human Resources Complaint Resolution Policy 17.01. You have seven (7) working days from the effective date of your termination to submit in writing, to the appropriate administrator, in this case, Vice President Robin Engel, any facts or circumstances which you believe explain why this action should not be effected.

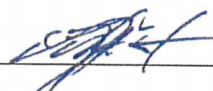
To receive allowable compensation of unused accrued vacation in the pay period following issuance of the final regular paycheck, you must return any departmental property, tools, equipment, keys, parking decals, and identification cards. A copy of the Separation Clearance Form is being provided for your signature to document the items returned on this date.

Should you have questions regarding this procedure, please contact Labor and Employee Relations at 513-556-6372.

Sincerely,



James L. Whalen
Director of Public Safety

Employee Receipt:  Date: 11/22/17

cc: Labor and Employee Relations, ML 0039

Received at Council,



Brian R. Redden