



City of Phoenix

To: Harold L. Hurtt
Police Chief

Date: October 25, 2000

From: Jack F. Harris, Assistant Chief
Professional Standards Division

Subject: INTERNAL INVESTIGATION PSB 00-30

Internal Investigators:

Lieutenant Kenneth Johnson
(Investigative Review)

Sergeant Linda Johnson
(Primary Investigator)

Detective Dan Courtney
(Interviews)

Sue Vallie, EOD Specialist
Interviews

Location Occurred:

Arizona Law Enforcement Academy
10001 South 7th Avenue

Date Occurred:

Between May 15, 2000 and June 4, 2000

Allegations:

That Secretary II Darcey Shumaker made inappropriate comments, using profanity and racial slurs, and demonstrated rude behavior between May and June 14, 2000, while assigned to the Arizona Law Enforcement Academy.

Findings:

Sustained

Complainant:

Supervisor initiated

Employee Involved:

Secretary II Darcey Shumaker #A2346
Property Management Bureau
Supervisor:

Witnesses:

1. Secretary Melissa Medlin
Department of Public Safety
Arizona Law Enforcement Academy
Supervisor: Daisy Lowry
2. Secretary II Gloria Brown
Department of Public Safety
Arizona Law Enforcement Academy
Supervisor: Daisy Lowry
3. Sergeant Robert Smart
Department of Public Safety
Arizona Law Enforcement Academy

Other Employee Witnesses:

1. Secretary III Daisy Lowry #A3849
Training Bureau
Supervisor: Sergeant Angela Vath
2. Sergeant Angela Vath
Training Bureau
Supervisor: Commander Stephen Forster
3. Dr. Steve Hennessy
Training Bureau
Supervisor: Commander Stephen Forster

Other Agencies Involved:

Department of Public Safety
Employer of witnesses Medlin and Brown

Attachments:

See attachments section.

Summary of Investigation:

On June 14, 2000, Secretary Melissa Medlin, who is a Department of Public Safety (DPS) employee assigned to the Arizona Law Enforcement Academy, approached DPS Sergeant Robert Smart to advise him that she intended to resign her position at the end of the week. Sergeant Smart inquired why she was leaving, and Ms. Medlin told him that she had been having problems with another secretary in the office, Ms. Darcey Shumaker.

Sergeant Smart subsequently notified the secretaries' supervisor, Ms. Daisy Lowry. Ms. Lowry then interviewed Ms. Medlin to discuss the nature of the conflict. Ms. Medlin told Ms. Lowry that Ms. Shumaker had been engaging in a course of conduct for the last several weeks that made the work environment uncomfortable for Ms. Medlin. Ms. Medlin said that Ms. Shumaker would not speak to her, would not assist her with information without swearing, and made derogatory remarks she believed were directed toward her.

Ms. Lowry interviewed another secretary, Ms. Gloria Brown, to find out if she had witnessed this conduct. Ms. Brown related that she had indeed observed inappropriate behavior on the part of Ms. Shumaker. Ms. Brown also related that Ms. Shumaker had made an inappropriate remark to her as well, which was racially derogatory.

Ms. Lowry initiated an administrative investigation. With assistance from Sergeant Angela Vath, Ms. Lowry conducted an interview with Ms. Shumaker in reference to the allegations. Ms. Shumaker acknowledged inappropriate behavior and remarks, but stated she never meant to offend the other employees.

Ms. Shumaker was reassigned and the administrative investigation was referred to the Professional Standards Bureau for disposition. Investigators from the Professional Standards Bureau, in conjunction with Equal Opportunity Department Specialist Sue Vallie, conducted interviews with the parties involved.

The investigation determined that Ms. Shumaker made inappropriate statements and engaged in a course of conduct with Ms. Medlin that created an uncomfortable work environment.

