



Public Safety Office
Dr. Cedric L. Alexander
Deputy Chief Operating Officer
Public Safety Director

Police Department
Interim Chief James W. Conroy

Fire Rescue Department
Interim Chief Norman Augustin

DEMA
Interim Director Susan Loeffler
Deputy Director Craig Medlin

911 Communications
DCOO Dr. Cedric L. Alexander

Animal Services
Director Xan Rawls

Medical Examiner's Office
Director DeWayne B. Calhoun

MEMORANDUM

TO: Alfred Elder, Employee Relations Manager
FROM: Cedric L. Alexander, Deputy Chief Operating Officer
DATE: December 21, 21015
SUBJECT: Sexual Harassment

I am responding to your letter dated December 18, 2015, regarding the sexual harassment complaint filed against me by Lieutenant Howard. Please see my responses (attached) to all questions asked in the questionnaire you provided.

I look forward to working with you on the furtherance of this investigation to its conclusion. Please advise, if you would like for me to expound on any of my responses or if you should need any additional information. Thank you.

CC: Benita Ransom, Director, Human Resources

ENCLOSURE (7)

- (1) **Please state your relationship with Lieutenant Howard, i.e., subordinate, friend, romantically involved, and/or other.**

Lt. Howard is considered a subordinate officer within the chain of command of the DeKalb County Police Department and she has also been considered a cordial friend.

- (2) **On or about May 20, 2013 while visiting North Precinct, did you conduct a ride along with Lieutenant Howard? Yes or No.**

Yes.

- (3) **If you responded yes to the above question, did you initiate inquiries about her marital status, children, and/or other personal information? Yes or No. If yes, please explain.**

Yes. I initiated inquiries to get a basic understanding of who Lt. Howard was as a person and professional. For example, I generally ask questions the first time I ride with an officer, which include: how long with the department, educational background, where she was from, any local family, any siblings, etc.? In turn, I share similar information about myself.

- (4) **During subsequent ride alongs, please provide any and all information discussed with Lieutenant Howard.**

We talked about policing in DeKalb County, we shared information as it relates to our history in policing, politics in DeKalb including former chiefs and public safety directors, and we talked about our children. The subjects arose naturally throughout the course of conversation.

- (5) **To the best of your recollection, please indicate the number of ride alongs you participated in with Lieutenant Howard.**

I recall at least 3 ride alongs.

- (6) **If you rode with Lieutenant Howard on multiple occasions, please indicate why.**

During my ride alongs with Lt. Howard, I found her to be an attentive supervisor to the men and women on her squad. Being new to the position, I learned from Lt. Howard's management style which gave me further insight into the culture of the police department. In addition, Lt. Howard's precinct was in close proximity to my residence.

- (7) **To the best of your recollection, during the first three quarters of 2013, please indicate other officers with whom you conducted a ride along.**

I conducted a ride along with Lt. Byron Holmes, Retired Lt. Maurice Richardson, Sgt. Theodore Golden and Officer Manuel Williams. I also rode with variety of officer in a variety of precincts, but I cannot recall their names.

- (8) **Of the above officers, please indicate those with whom you conducted multiple ride alongs.**

Without further details, I don't have a specific recollection of the officers with whom I conducted ride alongs I don't keep a log or file with such information.

- (9) **Do you recall a June 2013 conversation with Lieutenant Howard where you allegedly stated, "You were sick of hearing about all these women "slinging ass" throughout the department?" Yes or No. If yes, please explain.**

No.

- (10) **During the above alleged conversation or any other conversation with Lieutenant Howard, did you discuss her relationship with William Miller, former Public Safety Director? Yes or No. If yes, please explain.**

Yes. During that time, Lt. Howard was telling me about my aide Sgt. Angela Finley, having a relationship with former Public Safety Director William Miller. I immediately cut her off and informed her, that there was a rumor about her regarding the same thing. I further went on to say that we would end the gossip and rumors and move on with conducting the department's business.

- (11) **Did you direct Lieutenant Howard to pick you up at your apartment complex to participate in a ride along? Yes or No. If yes, please explain.**

Yes. I asked her to come pick me up. I met her in the front of my complex. My specific apt. was not disclosed to her.

- (12) **Did you instruct her to park the vehicle, and engage in conversation outside your building? Yes or No. If yes, please explain.**

Yes. By the time Lt. Howard arrived, I had gotten tired and we did not go on the ride along. We did chat outside for short period of time.

- (13) **Did you ask Lieutenant Howard if she liked you? Yes or No. If yes, please explain.**

No.

- (14) **Did Lieutenant Howard state that she like you as a friend? Yes or No. If yes, please explain.**

No.

- (15) **Did you tell Lieutenant Howard she liked you a lot? Yes or No. If yes, please explain.**

No.

- (16) **Did you state the following, "We have a strong connection and there was nothing wrong with two consenting adults caring about one another." Yes or No. If yes, please explain.**

No.

- (17) Did Lieutenant Howard state "I like your style and the way you carry yourself." Yes or No.

No.

- (18) Did you ask Lieutenant Howard if she would ever get in a relationship with a guy like you? Yes or No. If yes, please explain.

No.

- (19) If you answered "Yes" to the above question, what was Lieutenant Howard's response?

N/A

- (20) Did Lieutenant Howard state, "I do not sleep with old men." Yes or No.

No.

- (21) Did you state "So you think I'm too old for you" I get it." Yes or No. If yes, please explain.

No.

- (22) Did you state you like dating younger women because they kept themselves in shape compared to women your own age that did not take care of themselves? Yes or No. If yes, please explain.

No.

- (23) Did Lieutenant Howard respond to an alarm dispatch at the leasing office of your apartment complex? Yes or No. If yes, please explain.

Yes. When Lt. Howard arrived to pick me up for the ride along, an alarm was dispatched at the leasing office. She responded and notified police radio that the apartment was secure. *We sat out*

- (24) Did you call Lieutenant Howard and once again raise the subject about dating older men? Yes or No. If yes, please explain.

No.

- (25) Did Lieutenant Howard state, "I had no desire to date old men and nothing he could do could change it." Yes or No.

No.

- (26) Did you tell Lieutenant Howard she was naïve? Yes or No. If yes, what was your response?

ENCLOSURE [7]

No.

- (27) Did you state to Lieutenant Howard you would never bring up this (dating older men) conversation again, you were clear on how she felt and you wanted to make sure that the conversation with Lieutenant Howard was just between you two? Yes or Not. If yes, please explain.

No.

- (28) Did you instruct retired Chief Holmes to ask Lieutenant Howard if she wanted to attend the 2013 NOBLE Conference? Yes or No.

Yes.

- (29) Did you instruct Chief Holmes to ask any officers if they wanted to attend the NOBLE Conference? Yes or No. If yes, please identify the other personnel who attended the conference at your request or direction.

Karen Anderson, Sonya Porter, Theodore Golden, and Connie Howard.

- (30) Why was Lieutenant Howard selected to attend the NOBLE Conference?

Lt. Howard was one of many officers who attended the NOBLE Conference from the department. The department bought a recruitment table and Lt. Howard represented the department on behalf of the Background & Recruiting Division. The department was engaged in an initiative to recruit more officers at that time and the NOBLE conference was an appropriate place for such recruiting efforts.

- (31) Did you invite Lieutenant Howard to your residence to have fish? Yes or N. If yes, please explain.

No.

- (32) If you answered "Yes" to the above question, did Lieutenant Howard inform you she may not be able to come because she needed to get dressed for work and the visit may make her late?

N/A

- (33) Did you tell Lieutenant Howard "not to put on all that shit", referring to her gun belt and bullet proof vest? Yes or No. If yes, please explain.

No.

- (34) Did you suggest to Lieutenant Howard she should go with you to Florida and hang on the beach? Yes or No. If yes, please explain.

No.

- (35) Did Lieutenant Howard state it would be inappropriate for her to go with you and walk around in a bikini on the beach? Yes or No.

No.

- (36) Did you tell Lieutenant Howard she needed to go to Miami and/or Dallas with you so you could show her a great time? Yes or No. If yes, please explain.

No.

- (37) Did you invite Lieutenant Howard to go to the movies with you and your daughter? Yes or No. If yes, please explain.

No.

- (38) Did you inform Lieutenant Howard you didn't have many friends here in Atlanta and she was always too busy to hang out with you? Yes or No. If yes, please explain.

No.

- (39) Did Lieutenant Howard state you needed to find someone your own age and she was pretty sure there were woman who were interested in you? Yes or No. If yes, what was your response?

No.

- (40) Did you inform Lieutenant Howard that she needed to find a boyfriend? Yes or No. If yes, please recount the discussion that ensued.

No.

- (41) Did you, without advance warning, invite Lieutenant Howard to an event sponsored by Commissioner Stan Watson at the Flat Shoals Community Center? Yes or No? If yes, please explain.

Yes, I called and invited her after I arrived. She came separately in her own vehicle. When the event was breaking up, we grabbed something to eat at Applebee's.

- (42) Did you invite any other subordinates with such late notice? Yes or No? If yes, please identify subordinate (s).

No.

- (43) Did you ask Lieutenant Howard if she would like to go to a club? Yes or No? If yes, please explain.

No.

- (44) Did you and Lieutenant Howard go to Applebee's restaurant after the above event? Yes or No? If yes, please explain.

Yes, as explained in the answer to Question #41

(45) Did you run into Sergeant Fred Walker before leaving Applebee's restaurant? Yes or No?

Yes, I recall running in to a DeKalb officer who advised that the restaurant was closing. I don't recall his name.

(46) Please explain your assessment of Lieutenant Howards' perception that other deserving officers were not appropriately recognized for their contributions in resolving the McNair School incident.

It was her perception, which seemed to be based on her own personal feelings and frustrations, that she and others should have been rightfully selected to receive an award. I felt there was legitimacy to her concerns; however, neither I nor Chief Conroy had any role in the selection process or anything to do with the individuals who were recognized and those who were not. I assured Lt. Howard that I will look further into the matter.

(47) According to Lieutenant Howard, she did not intentionally fail to respond to your telephone calls. Please provide your perspective of this incident, i.e. inadvertent or intentional failure to respond.

It is department protocol that employees respond to a call from any superior officer. I informed her of that and went on to comment on the fact that my belief was that she was still so angry about the officers who didn't receive an award the previous night, that she intentionally failed to respond to my calls.

(48) Did you and Lieutenant Howard step outside the Performing Arts Center and engage in a private conversation? Yes or No? If yes, please share your recollection of the conversation, to include the tone and tenor.

Yes. Her tone and demeanor were so confrontational and disrespectful that I felt it would be more appropriate to address the matter with her outside of the presence of others. The conversation and tone, as I recall, was very agitated, angry and rude. I don't have a memory of the exact words used and therefore cannot confirm everything she recounted in her version.

(49) Please provide your recollection of the above incident, to include tone and tenor.

I remember Lt. Howard being at my office when I arrived that day. I was still very bothered by her behavior during my last interaction with her at Porter Sanford. Therefore, my tone and tenor were short and direct. I recall asking her if she planned to attend the NOBLE conference. She received approval and subsequently attended the training.

ENCLOSURE (7)

- (50) In your opinion, was Lieutenant Howard disrespectful to you and/or other senior staff at Chief GR Horner's retirement party? Yes or No? If yes, please describe your perception of her behavior and demeanor.**

Yes. Lt. Howard blatantly disrespected Asst. Chief Mike Yarbrough and myself at Chief Horner's retirement party. This was demonstrated by failing to acknowledge the two of us as she walked past. She was with another officer who stopped and spoke with the two of us for a few seconds. We all greeted one another, laughed for a few seconds and continued on. Lt. Howard, on the other hand, walked by and never acknowledged either of us. I did not directly speak to Lt. Howard about this behavior, but later did ask Major Anderson, to have a conversation with her about her disrespectful conduct towards the command staff. I asked that Retired Major Hunt to be a witness to the conversation since the meeting was being held at my request. For further information, Chief Yarbrough can be reached at 404-867-5608.

- (51) Did you or another senior staff member initiate the complaint Major Hunt discussed with Lieutenant Howard? Yes or No? If yes and the complaint is written, please provide a copy and identify the originator.**

Yes. As far as I am aware, Major Hunt never had a conversation with Lt. Howard. He merely accompanied Major Anderson and listened while she had a conversation with Lt. Howard, at my request as mentioned in detail in Question #50.

- (52) Are you aware of the complaint Chief E. L. Jones discussed with Lieutenant Howard? Yes or No? If yes, Please explain.**

Yes. I recently learned that Asst. Chief Edward Jones had a subsequent conversation with Lt. Howard regarding her disrespectful conduct and failure to respond to emails. This was done on Chief Jones' own initiative due to complaints he'd received from numerous other members of the departmental staff. To verify, Chief Jones can be reached at 404-593-9103.

- (53) Is the complaint referenced by Chief Jones the same complaint referenced by Major Hunt? Please explain.**

No. These were independent complaints dealing with Lt. Howard's disrespect towards command and other departmental staff, as referenced in previous questions # 50-52.

- (54) If aware, at what point did you become aware of Lieutenant Howard's statement, "I don't fuck old men."**

I first learned of the comment on December 11, 2015, when Chief Conroy brought it to my attention. I had never heard such a comment before this date. I believe it is important to note that the first time it was ever mentioned was on the same day Major Anderson was going to be terminated by Chief Conroy for her failure to follow departmental policy. It was at this time; Chief Conroy received a text from Major Anderson stating that "Connie told her that she told Dr. Alexander, I don't fuck old men and that they were going to the Justice Department to file a sexual harassment complaint against Dr. Alexander". When informed of the pre-termination hearing, she commented that she wouldn't be there at the appointed time because she was going to HR along with Lt. Howard, to file a complaint against me.

ENCLOSURE (7)

- (55) If aware, who made you aware of Lieutenant Howard's statement, "I don't fuck old men."**

Chief James Conroy made me aware of the comment as detailed in Question #54.

- (56) Did you instruct Major Gassner to direct Major Anderson to keep Lieutenant Howard away from you? Yes or No? If yes, please explain why this directive was issued.**

Yes. I made this comment to Major Gassner out of frustration after hearing from Major Brian Harris, whom can be reached at [REDACTED] that he also experienced disrespectful behavior from Lt. Howard at Officer Toatley's wake. As a result of the disrespect that I had experienced and the continued disrespect towards other command and departmental staff, I felt that I needed more time to reflect and review the best manner to address the situation. I felt that her behavior was such an embarrassment to the entire department and I expressed these thoughts to Major Gassner.

- (57) With regard to the New Birth Church incident involving two female citizens, please explain how the complaint was submitted to the Police Department and provide a copy of same, if available.**

Detective Ben Gaither verbally brought the concerns to my attention on Monday, December 7th, 2015. He advised me of concerns made by two women in attendance at the "Bridge the Gap" program held at New Birth Church. The concerns were against a female officer, who was identified as being Lt. Howard. The women complained that she was rude, abrasive and nasty and that she was "in the wrong place to have such an attitude". Detective Gaither can be reached at 678-794-7320, for further information.

- (58) Please identify the female citizens who submitted the complaint and their contact information.**

Kelley Gunby [REDACTED], Sandra Ferguson [REDACTED]

- (59) Was the above meeting (involving three senior officers), the first time the New Birth Church incident was discussed with Lieutenant Howard? Yes or No? If yes, is this standard operating procedure or does Internal Affairs investigate the matter and submit findings?**

Yes. It was the first time the matter was discussed with Lt. Howard.

Yes, standard operating procedure was followed since the matter didn't come in as an official complaint. The matter was brought up as an "FYI" and a meeting was convened to determine if the complaints warranted further action. She was asked by Assistant Chief Michael Yarbrough, who was her commanding officer at the New Birth "Bridging the Gap" Event, if anything happened at the event with anyone and she stated that she was unaware of

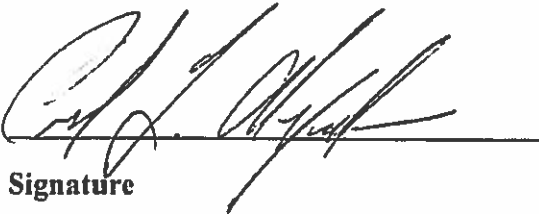
any issues. After Chief Yarbrough's exploratory questions to Lt. Howard as to what happened at New Birth, he did not feel that the issue arose to the level of an Internal Affairs complaint and the matter was closed.

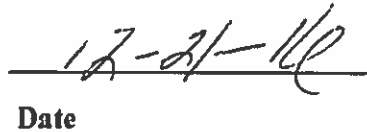
(60) If there are associated issues and/or individuals overlooked by the above inquiries that will further this investigation and the resolution of this complaint, please explain those issues and/or identify those individuals and their relationship to this complaint.

The following individuals were listed throughout my responses, should you need additional information.

Chief Michael Yarbrough (DKPD)
Retired Asst. Chief Brian Harris (DKPD)
Asst. Chief Edward Jones (DKPD)
Det. Benjamin Gaither (DKPD)
Kelley Gunby (New Birth Church) ✓
Sandra Ferguson (New Birth Church) ✓

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Signature


Date