

**From:** Scott, Loretta C.  
**Sent:** Tuesday, December 26, 2017 5:33 PM  
**To:** 'Karen A. Anderson '  
**Cc:** Warren, Lovely A.; Weir, Timothy; Adam McFadden; 'Jackie Ortiz'; Clifford, Molly; Conklin, Carolee A.; Haag, Matthew P.; Mcfadden, Adam C.; Miller, Dana K.; Ortiz, Jacklyn; Patterson, Michael; Spaul, Elaine M.  
**Subject:** FW: Deputy Mayor Dr. Cedric Alexander  
**Attachments:** Letter to Rochester Mayor and Council.pdf

Dear Dr. Anderson,

Please be advised that the Rochester City Council is in receipt of your email. The attached letter will be forwarded to the City of Rochester's Office of Public Integrity for review. The Deputy Mayor reports directly to the Mayor and I am, by copy of this message, notifying her of this action. I am confident that you will hear from Mayor Warren regarding the letter that you sent.

Thank you for contacting our office and bringing this matter to our attention.

Sincerely,

*Loretta C. Scott*

Loretta C. Scott, President  
Rochester City Council  
City Hall, Room 301-A  
30 Church Street  
Rochester, NY 14614

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**From:** Karen A. Anderson  
**Sent:** Monday, December 18, 2017 1:57 PM  
**To:** KAREN ANDERSON  
**Subject:** Deputy Mayor Dr. Cedric Alexander

See the attached

December 18, 2017

Greetings Mayor Lovely A. Warren and Rochester City Councilmembers:

**Re: Dr. Cedric Alexander- Deputy Mayor**

Complaints of harassment and other misconduct have been filed with the U.S. Equal Employment Opportunity Commission (EEOC), DeKalb County Government, and New York Licensing Board against Dr. Cedric Lorenzo Alexander (License #000310). Cedric Alexander was the Public Safety Director for the DeKalb County Police Department. On December 17, 2015, the EEOC allegations were filed by Karen Anderson (who was employed with the DeKalb County Police Department as a Police Commander). Major Anderson was subjected to a hostile work environment and terminated after serving 33 years of an exemplary police career with two major police departments, because she opposed to assist Cedric Alexander with retaliating against a female lieutenant who alleged sexual harassment and sexual advances from him (Cedric Alexander). In this instance, blame was shifted from the accused (Alexander) and the victim (Anderson) became the target of retaliation resulting in a wrongful termination. Georgia Peace Officers Standards and Training Council (POST) reviewed that termination and found no reasons to sanction Major Anderson or pose any restrictions on her police certification (case #004-464-12-15).

A sexual harassment complaint was filed with DeKalb County Government (Alexander's previous place of employment) in December 2015 by Karen Anderson and Lt. Consuelo Howard. Although DeKalb County Government cleared Alexander, it is not uncommon for a government agency to investigate from within its own leadership and find no fault to avoid liabilities. Often, the minority status of policewomen exposes them to vulnerabilities. Engrained systematic law enforcement departmental practices can covertly perpetuate injustices toward policewomen.

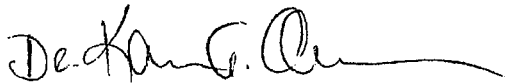
Through open records, please review the behaviors and complaints of sexual harassment and hostile work complaints made by female employees toward Cedric Alexander. Complaints have been made against Cedric Alexander's license as a Marriage and Family Therapist with the State of New York Licensing Board, U.S Equal Employee Opportunity Commission – Charge #410-2016-01431 (right to sue issued), and with the DeKalb County Government. A complaint

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was not made against Cedric Alexander through GA Peace Officers Standards and Training Council because he was not certified through the agency (POST) at the time of the incidents.

Enlighten by the brave women who are speaking out against sexual misconduct, harassment, and assault of women in the #Me Too Movement, I can no longer suffer in silence. I am compelled to speak-out against unjust actions in attempts to avoid the same pattern of behaviors from occurring with other females.

Dr. Karen A. Anderson  
(Former Police Commander with the DeKalb County Police Department).

A handwritten signature in black ink, appearing to read "Dr. Karen A. Anderson", with a long horizontal flourish extending to the right.

Karen A. Anderson, PhD