

Pete Buttigieg, Mayor
227 W Jefferson Blvd
South Bend, IN 46601

Theodoro Robert
2617 Fredrickson St
South Bend, IN 46628



1/14/2012

OFFICE OF THE
CITY CLERK

Dear Mayor Buttigieg,

On 11/12/2012 I submitted to you a letter regarding my formal complaint against (then) Chief Hurley for his abuse of authority and how he used his authority to discriminate against me racially, to treat me unfairly, humiliate, intimidate, threaten and create a hostile working environment.

On 11/19/2012 I received a response through your executive assistant Matthew Sikora stating that your office had received the complaint and that it was been forwarded to Ms. Janice Hall for review. It was also mentioned in the response from your office that all further inquiries regarding this matter should be made in writing and directed to Ms. Hall.

First, I appreciate the response I received from your office. Secondly, I had reservations about communicating with Ms. Hall because in the recent past, I submitted letters to Ms. Hall begging and pleading with her to investigate the racial discrimination, harassment, unfair treatment and intimidation I am experiencing at the police department. Sir, Ms. Hall did absolutely nothing. There was absolutely no communication or follow-up with me on her part. Nevertheless, I followed the written request from your office and submitted to Ms. Hall a written letter on 1/2/2013. About a week had passed and once again, there was absolutely no form of communication from Ms. Hall, not even a phone call regarding my written requests to her outlined in my letter. On 1/8/2013 at 10:30 AM, I called to speak to Ms. Hall just to get a status or any bit of information from her regarding my written request. I left a voice message with my name and number requesting a call pertaining to the status of my requests.

Mr Mayor, this is why I had reservations with Ms. Hall. This unjust, unlawful treatment that I am experiencing at the police department is very serious and Ms. Hall just ignored it, and continues to ignore my pleas for help. It is now 1/14/2013 and I still have yet to hear anything from Ms. Hall. Based on her current reluctance to address this matter now and in the past, I can successfully say that Ms. Hall does not take my complaint of racial discrimination seriously. The question remains, as an administrative agent for the City, does her unwillingness to address this issue also speak for the City?

Mr, Mayor, per the SBPD Duty Manual, I should have received a letter months ago from the police department regarding the conclusion of their investigation. Yet, it appears that the Chief's office will punish subordinate police officers when they feel rules are broken, yet they themselves will not follow the rules outlined in the Duty Manual.

The Human Resource director is an advocates for both the City and the people who work in the City. Consequently, it leaves me confused and somewhat frustrated that Ms. Hall has ignored my pleas for help now and in the past for an investigation, intervention and simple answers to questions regarding the racial discrimination which I am experiencing from the police department.

Sir, I have cooperated with the police department and attempted to work with the Human Resources Dept. But it appears that neither department has taken my complain of racial discrimination, unfair treatment, threats, intimidation, employee humiliation, and hostile working environments seriously. Mr. Mayor, I am submitting this second letter to you because it has now been three months since I have been wrongfully accused by Chief Hurley and nothing has been done. All letters submitted to Ms. Hall have been ignored as I have received no communication from her.

I look forward to your reply and a resolution to these issues.