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Human Resources  
City of South Bend

EXHIBIT

8-3

September 4, 2012

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Human Resources Director  
City of South Bend, IN

I am an African American male, and have been an employee of the City of South Bend Police Department for the past six years. I feel that I have been discriminated against on the basis of my race not only by the City Attorneys office but also by the Police Department, Safety & Risk Management and the Code Enforcement Department.

I have been subjected to unfair treatment, racial discrimination, and continuous disrespect primarily by Division Chief Walters. I have been removed from my original duties twice while working as a patrol officer. The first time was in February of 2012. I spent three months on desk duties without being formally told why I was placed on desk duties, I was ordered to cease part-time employment resulting in the loss of thousands of dollars during this time. During this time while I was reassigned without explanation, I received very minimal communication from Chief Walters. And now for the second time within three months, I have been removed from my normal duties by Chief Walters. I was again placed on desk duties on Aug 3, 201. And for the second time within three months I have not received a verbal or formal written notice as to why I have been removed and subjected to this unjust discipline. I have spoken to Chief Hurley about this unfair treatment and discrimination I am receiving primarily from Chief Walters but there have been no response. I have written Chief Walters a formal letter requesting an explanation why I have been removed from my original duties but I have yet to receive any response. Even a hardened criminal, immediately upon arrest has the right to know why he is being arrested and what he is being charged with. But here at the SBPD as an African American I am not given an ounce of respect by Chief Walters. In addition, it came to my knowledge that Chief Hurley wanted to (ROD) relieve me of my police duties for doing nothing wrong. I am the only black police officer (that is not a supervisor) that is assigned to the patrol detail for the afternoon shift. I have done absolutely nothing wrong, which is why I am sure that this unfair treatment is racially motivated. Having suffered for a long time, I am standing up for myself.

Also, I filed a formal complaint through my chain of command against Lt Lee Ross of the Internal Affairs Office regarding his unprofessional and unethical treatment toward me. I have yet to receive a response back from Chief Walters regarding my complaint. Even though I filed a complaint against Lt Ross, he is still assigned to investigate complaints against me. I have proven through my formal complaint that Lt. Ross is bias towards me, yet with a conflict of interest he is still assigned to investigate complaints against me.

I have also been a target of racial discrimination by Catherine Toppel, director of the Department of Code Enforcement. During 2011, the Director of Code Enforcement filed two unjust, unethical complaints against me with the Internal Affairs Office. I received a notice of the complaint 11-0025 from Lt Ross. As a result each complaint was formally investigated by Lt Ross. Each complaint was merit less and full of lies. Each complaint