

Hand delivered 1/30/2020 by  
Lt Magnuson - Detective Runge present

To whom it may concern,

I am bringing a complaint of harassment to your attention.

The current policy at the Benton County Sheriff's Office regarding Harassment is set out in 26.1.3.

**26.1.3 Harassment Policy**

- I. It is the policy of the Benton County and the Benton County Sheriff's Office to provide a work environment for its employees, which is free from sexual harassment or harassment in any form. All Sheriff's Office employees are subject to County Policy & Procedure Chapter II Section 4, which prohibits harassment, both sexual and non-sexual. This policy provides a procedure for the reporting and commitment to thorough investigation of allegations.
- II. At least annually during the performance evaluation process, supervisors will make inquiry about harassment incidences, if any, and ensure employee familiarization with harassment policies.
- III. Periodically, supervisors will ensure that the harassment policy is addressed in roll-call training.
- IV. ***It is expected that any type of harassment will be reported***, and supervisor getting a report is required to advise the division supervisor or bureau administrator as soon as they become aware of the incident. All reports will be investigated, and harassment of any type will not be tolerated by the Benton County Sheriff's Office.
- V. No employee of the Benton County Sheriff's Office shall knowingly make any false harassment report.

The factors I want you to be aware of are as follows:

1. I have had my livelihood held over my head for a very long time, and so has my colleague Lt. Mat Clarke. After I made it past my promotional probationary period, I made a comment that I was off probation. In reply Sheriff Hatcher stated to me, and he has said many times to the both of us, (Mat Clarke and I) that our civil service protection means nothing to him. If he wants us gone, he will find a reason or re-write our job descriptions, and do away with us. He told us both not to get comfortable and we are never off probation.
2. In the fall of 2019, I made a Facebook post about the jail splitting from the Sheriff's office. It was a neutral post and not against policy. The next time I saw Sheriff Hatcher he told me someone he knew told him I made a post that was not supportive of him. He said they said it was very offensive towards him. I asked him if he read the post and he said no, he was just told it was offensive. I told him it was not offensive and it was neutral. He was upset and that it wasn't neutral and in a follow-up comment said I lacked leadership.

I replied to him and indicated that in summary that I believed that I had been engaging in acts that exhibited positive leadership qualities and that everyone in the department was still reeling for everything that had happened (all the news about the Sheriff's charges and the jail being taken away). I told him when all the dust settles we will all need to still work together and the purpose of the post was to be supportive of the corrections staff. He told me I need to be careful about what I post because it sends the wrong message and my words carry weight. He told me he didn't want me to be neutral and I needed to say things and post things that were supportive of him and this office. He told me several times he won't have people that don't support him in his administration. It was clear to me that this intent was to warn me through threatening my employment position that I was not to engage in the above described activity. Sheriff Hatcher said even in my personal life and on Facebook I need to send a positive message about him. It was made clear to me directly by Sheriff Hatcher that I would have to avoid any speech in the future that did not involve prior restraints by my employer Sheriff Hatcher and that my employment could be ended if his conditions were not followed. My comments in the post were intended to be supportive of members of my guild, the corrections guild members and other employees of the department.

3. After recommending a candidate for employment who was rumored to have had an affair Sheriff Hatcher told me he was surprised I recommended her. He told me he was surprised because he knew what my religious beliefs were regarding adultery. Commander Jon Law was present during the time these comments were made. After that Sheriff Hatcher has continued to prod at my religious beliefs.

The continued comments to me regarding my religious beliefs are offensive, and additionally it appears to me that Sheriff's Hatcher's comments are attempt to engage in cruel humor or in short is making fun of me through this type of commentary.

This topic has come up with respect to his relationship with Lisa Rector. In discussion(s) we have had I have indicated, after comments about my religious beliefs were made, that I didn't judge him for what he did with Lisa Rector. This was after he admitted the relationship he had with Ms. Rector to the BCSO command staff during a staff meeting in mid-Septemer of 2019. It is my hope that the commentary and actions described above will stop. During the time the comments occurred I just wanted him to stop. It is important to note that he continued to poke fun at my beliefs. This is occurs usually by saying something sarcastic about an adultery situation and then will say something about being sorry to me but he knows how soft I am and it offends me because of my beliefs. Usually while air quoting "beliefs". This conduct has been so overt and blatant, and has been engaged in before and witnessed by Commander Caughey, Commander Law, and Lt. Clarke. This has added to the offensive nature of the conduct.

4. On two separate previous occasions he has engage in activity that I interpreted as threats directly toward me.

The first time was over the phone. I was telling him about a situation around Christmas 2018. He told me I was so stupid and if he could he would reach through the phone, grab me by my neck and choke the life out of me.

The second time I was in his office. Commander Caughey was present. He was very angry, came around his desk towards me, put his arms up towards my throat, put his hands together

forming a small circle like they were around my throat and with a death stare towards me said he just wants to choke me. He shook his arms and hands like he was choking me and then said I just want to fucking choke you. He was irate.

In addition to the above described conduct, I am also aware of details that relate to what I believe are either state or federal law violations and in short criminal activity that I believe Sheriff Hatcher has engaged in and that I want to reserve the right to discuss at a later time. The actions that I am aware of are also violations of BCSO policy. I am not comfortable relating these instances in this complaint for fear of relation.

All of this has impacted for an extended time, emotionally and this type of behavior has also been directed at others I work with. I believe that this conduct needs to be addressed to ensure a safe work environment free of harassment, for myself and others.

I would like to schedule a second meeting to discuss all of this further and more in depth.

I believe the actions fall within the above referenced policy section and these have brought forward in good faith. Further, I am unaware of any pending potential discipline, but I do fear retaliation is possible by virtue of making this complaint.