

Index

Tab 1: Employee Badge list (employee's questioned are highlighted)

Tab 2: Georgia department of Agriculture Complaint

Tab 3: Report conclusion

Tab 4: Emailed statements from staff

Not all staff responded I reminded staff repeatedly to reply to the emails.

Gwinnett Animal Welfare Enforcement

Animal Control Employee ID List

New AC #	Name	Rank
AC75	[REDACTED]	Manager
AC76	[REDACTED]	Asst. Manager
AC04	[REDACTED]	ASAI
AC05	[REDACTED]	ACS
AC07	[REDACTED]	ACS
AC09	[REDACTED]	ASAI
AC10	[REDACTED]	ACOI
AC18	[REDACTED]	V Tech/ ACOI (training)
AC21	[REDACTED]	ACOI
AC31	[REDACTED]	ACOI
AC32	[REDACTED]	ACOI-Field Training
AC33	[REDACTED]	ASAI
AC35	[REDACTED]	Vet Tech
AC38	[REDACTED]	ACOI
AC40	[REDACTED]	ACOI-Field Training
AC42	[REDACTED]	ACOI
AC48	[REDACTED]	Rescue
AC57	[REDACTED]	ACOI-Neglect/Cruelty
AC58	[REDACTED]	ASAI
AC59	[REDACTED]	ACOI
AC62	[REDACTED]	ACOI-Bites
AC64	[REDACTED]	ACOI
AC67	[REDACTED]	ACOI
AC68	[REDACTED]	ACOI
AC77	[REDACTED]	ACOI
AC78	[REDACTED]	ACOI
AC80	[REDACTED]	ACOI
AC 81	[REDACTED]	ACOI

AC 83	[REDACTED]	ACOI
AC86	[REDACTED]	ACOI
AC 88	[REDACTED]	ACOI
AC 89	[REDACTED]	ACOI
AC 91	[REDACTED]	ACOI
AC 92	[REDACTED]	ACOI
AC 93	[REDACTED]	ACOI
AC 94	[REDACTED]	ACOI
AC 96	[REDACTED]	ACOI
AC 97	[REDACTED]	ACOI
AC 99	[REDACTED]	ACOI
AC100	[REDACTED]	ACOI
AC101	[REDACTED]	ACOI
AC102	[REDACTED]	ACOI
AC103	[REDACTED]	ACOI
AC104	[REDACTED]	ACOI
AC105	[REDACTED]	ACOI
AC106	[REDACTED]	ACOI
AC107	[REDACTED]	ACOI
AC108	[REDACTED]	Marketing
AC109	[REDACTED]	ACOI
AC110	[REDACTED]	Asst Manager
AC111	[REDACTED]	Behaviorist
AC112	[REDACTED]	ACOI
AC113	[REDACTED]	ACOI

[REDACTED]

From: [REDACTED]
Sent: Friday, April 23, 2021 8:54 AM
To: [REDACTED]
Subject: FW: Complaint Form complaintno 3626
Attachments: Complaint Form complaintno 3626.pdf

Importance: High

CAUTION: This email originated from outside of Gwinnett County Government. Maintain caution when opening links, attachments, or responding. When in doubt, contact

[REDACTED]

-----Original Message-----

From: [REDACTED]
Sent: Wednesday, April 21, 2021 10:18 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: Complaint Form complaintno 3626
Importance: High

CAUTION: This email originated outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

MOVED FORWARD
-PUT TOGETHER ZS

GEORGIA DEPARTMENT OF AGRICULTURE COMPLAINT



Gary W. Black
Commissioner

Georgia Department of Agriculture Companion Animal/Equine Division

19 Martin Luther King Jr. Dr. SW, Rm. 122 Atlanta, Georgia 30334

Phone: 1-404-656-4914

Website: <http://agr.georgia.gov/>

Animal Protection Complaint Form

Case Number	Complaint Date	Inspector Assign	Complaint Priority	Created By
943624194934	4/21/2021	██████████	High	██████████ KING

Complaint Received Information

Name	Phone Number	Email Address
██████████	██████████	

Complaint Lodged Against Information

Complaint Against Name	Establishment Number	Phone Number
GWINNETT COUNTY ANIMAL CONTROL	99328	null

Address	City	Zip Code	County
884 Winder Hwy	Lawrenceville	30045	GWINNETT

Determined Local Responsibility	Determined Animal Cruelty	RADS Complaint
☐	☐	☐

Breeding and Selling without a license	Operating a kennel without a license	Operating a rescue without a license	Unsanitary Conditions	Overcrowded cages
☐	☐	☐	☐	☐

Neglect / No Food and Water	Neglect / Living in own feces	Neglect / Dogs are matted	Tethering of Animals	Improper Waste Disposal
☐	☐	☐	☐	☐

Complaint Detail

I am an ACO at Gwinnett county animal welfare, I work in the kennel and this past weekend on 04/18/2021 I have observed a coworker (Officer ██████████ spray hot water into a kennel that had a canine in it that was waiting to go out for her morning walk. I immediately told him to stop. I left with another canine and when I came back the same kennel I just asked him to stop spraying into was soaking wet and the canine was sitting in the back corner. This officer then claimed that another officer(Officer ██████████ took over the hose and continued spraying into the kennel. When he told him that I said not to ever do this he replied:" what is the worse that could happen, her not having poop on her paws?" This incident was also witnessed by Officer ██████████ whom was coming in and out with dogs just as I was. This is not the first time this has happened and has been brought up to management. I have observed several dogs coming out for their morning walks with their chests, legs and paws very wet. There is a third officer (Officer ██████████ that I know of that (from what I was told by newer officers a few months ago) teaching new hires to spray dogs in the face when they are barking to much during cleaning time and to spray down their kennel floors while the dog is still in them. There have been several reports made against Officer ██████████ in this organization

Direction

posted from the online submission

~~VERBAL COMPLAINT~~

April 20, 2021 – [REDACTED] From the Georgia Department of Agriculture met me at the shelter and spoke to myself and [REDACTED] about an employee who wanted to remain anonymous that reached out to him about concerns over kennel staff. We decided that an internal investigation would take place and involved [REDACTED] in the conversation and decided that nobody else would know about this until the official complaint was submitted to the Georgia Department of Agriculture. Several previous reports have been made about the same parties in question with questionable conduct towards the animals that are in our care.

April 21, 2021 - Complaint filed with The Georgia Department of Agriculture by [REDACTED] I was sent a copy by [REDACTED]

Questions asked :

Who trained you to clean kennels?

How are you supposed to clean kennels?

Have you ever seen anyone spray a canine pen out while they were still in it?

If so, who?

Have you ever seen anyone spray a canine to get it to stop barking?

If so, who?

Have you ever seen any staff being too rough with a canine?

If so who and when?

Do you recall the canine this was done with?

Vet staff Questions:

Have you ever had any issues speaking or communicating with staff members?

If so, who?

Have you ever seen a staff member spray a canine with water inside the pen?

If so, who?

Have you seen any staff members use excessive force to handle animals?

If so, who?

If you answered yes to any of these questions do you have any specific dates, animals involved?

If so, please elaborate:

If you feel there is anything else, I may need to know please let me know: On April 20, 2021, [REDACTED] met me at the shelter and spoke to myself and [REDACTED] about an employee who wanted to remain anonymous that reached out to him about concerns over kennel staff. We decided that an internal investigation would take place and involved [REDACTED] in the conversation and decided that nobody else would know about this until the official complaint was submitted to the Department of Agriculture. Several previous reports have been made about the same parties in question with questionable conduct towards the animals. The complaints were against Officer [REDACTED] Officer [REDACTED] Officer [REDACTED] and Officer [REDACTED] Officer [REDACTED] has previously been investigated for conduct with staff and his treatment of the animals in the care of Gwinnett County Animal Welfare. Officer [REDACTED] has been previously mentioned but not investigated, the concern for him is treating an animal in an inhumane manner. Officer [REDACTED] is accused of also treating the same canine in an inhumane manner. Officer [REDACTED] is being accused of treating several animals in an inhumane manner and using excessive force while handling animals on several occasions. He has been investigated for this several times in his past while being employed at Gwinnett County Animal Welfare.

I started the investigation by asking all current and recent Kennel Staff the following:

Who trained you to clean kennels?

How are you supposed to clean kennels?

Have you ever seen anyone spray a canine pen out while they were still in it?

If so, who?

Have you ever seen anyone spray a canine to get it to stop barking?

If so, who?

Have you ever seen any staff being too rough with a canine?

If so who and when?

Do you recall the canine this was done with?

Please respond to this email with what you have witnessed in response to these questions as discussed in person this date. Also, if you can think of any other information that I may need to know please include this in your email statement.

I went over the questions verbally with the officers that were available and then provided the same questions in an email requesting a reply as soon as possible. The Officers I was not able to question directly were spoken to over the phone and then sent the email to respond to.

RESULTS OF INTERNAL INVESTIGATION

April 20th, 2021 – On this date, [REDACTED] from the Georgia Department of Agriculture met Officer [REDACTED] the Cruelty and Neglect Investigator, and former Officer [REDACTED] Assistant Manager of Field Operations, about an employee that had reached out to him regarding concerns over some kennel staff. This employee wanted to remain anonymous at this time. Officer [REDACTED] and Assistant Manager [REDACTED] determined that an internal investigation would take place. At this time, Manager [REDACTED] was involved in the conversation and it was determined that no other parties should know about this until a formal complaint was submitted to the Georgia Department of Agriculture. Several previous reports had been made about the parties in question regarding inappropriate conduct towards the animals in our care.

April 21st, 2021 – On this date, a formal complaint was filed with the Georgia Department of Agriculture by former officer [REDACTED]. The complaint reads as follows:

"I am an ACO at Gwinnett county animal welfare, I work in the kennel and this past weekend on 04/18/2021 I have observed a coworker (Officer [REDACTED]) spray hot water into a kennel that had a canine in it that was waiting to go out for her morning walk. I immediately told him to stop. I left with another canine and when I came back the same kennel I just asked him to stop spraying into was soaking wet and the canine was sitting in the back corner. This officer then claimed that another officer (Officer [REDACTED]) took over the hose and continued spraying into the kennel. When he told him that I said not to ever do this he replied: "what is the worse that could happen, her not having poop on her paws?" This incident was also witnessed by Officer [REDACTED] whom was coming in and out with dogs just as I was. This is not the first time this has happened and has been brought up to management. I have observed several dogs coming out for their morning walks with their chests, legs and paws very wet. There is a third officer (Officer [REDACTED]) that I know of that (from what I was told by newer officers a few months ago) teaching new hires to sprays dogs in the face when that are barking too much during cleaning time and to spray down their kennel floors while the dog is still in them. There have been several reports made against Officer [REDACTED] in this organization."

April 23rd, 2021 - [REDACTED] sent a copy of the formal complaint to Officer [REDACTED]. After receiving the formal complaint, Assistant Manager [REDACTED] asked Officer [REDACTED] to put together a list of questions to ask current and recent kennel officers, as well as vet staff regarding this investigation.

May 13th, 2021 – Upon approval from Assistant Manager [REDACTED] on this day, Officer [REDACTED] began her investigation in regards to the allegations reported in the Georgia Department of Agriculture formal complaint. Statements were collected from staff from May 13th – May 25th.

The questions asked to kennel staff are as follows:

1. Who trained you to clean kennels?
2. How are you supposed to clean kennels?
3. Have you ever seen anyone spray a canine pen out while the canine was still in it? And if so, who?
4. Have you ever seen anyone spray a canine to get it to stop barking? And if so, who?
5. Have you ever seen any staff being too rough with a canine? And if so, who and when?
6. Do you recall the canine this was done with?

Officer [REDACTED] went over the questions verbally with the officers that were available, and then provided the same questions in an e-mail requesting a reply as soon as possible. Officers that were not available

to speak with directly were advised over the phone and then sent the same e-mail to respond to. The following members of staff provided statements:

1. [REDACTED] – Kennel Supervisor
2. [REDACTED] Former ACOIII
3. [REDACTED] – Animal Care Specialist
4. [REDACTED] – Animal Care Specialist
5. [REDACTED] – ACOIII
6. [REDACTED] – ACOII
7. [REDACTED] – ACOII
8. [REDACTED] – ACOII
9. [REDACTED] – ACOII*
10. [REDACTED] – ACOII
11. [REDACTED] ACOI
12. [REDACTED] – ACOII
13. [REDACTED] – ACOII
14. [REDACTED] – ACOII
15. [REDACTED]
16. [REDACTED] – ACOI
17. [REDACTED] – ACOI
18. [REDACTED] – ACOI
19. [REDACTED]
20. [REDACTED] – ACOI
21. [REDACTED] – Former Animal Care Specialist
22. [REDACTED] – ACOI

*Per Officer [REDACTED] Officer [REDACTED] did admit verbally to witnessing some officers committing some of the accused actions, but declined to provide names, nor did he respond to the e-mail request for more information.

The questions asked to vet staff are as follows:

1. Have you ever had any issues speaking or communicating with staff members? And if so, who?
2. Have you ever seen a staff member spray a canine with water inside the pen? And if so, who?
3. Have you seen any staff members use excessive force to handle animals? And if so, who?
4. If you answered yes to any of these questions, do you have any specific dates and names of animals involved? If so, please elaborate.

Officer [REDACTED] went over the questions verbally with members of the vet staff that were available, and then provided the same questions in an e-mail requesting a reply as soon as possible. The following members of vet staff provided statements:

1. [REDACTED] – Veterinary Technician*

*Per Officer [REDACTED] was asked questions for both the kennel staff and the vet staff as she had just recently resigned from working in the kennel, and had switched to working in the veterinary office.

The following statements were collected from staff regarding Officer [REDACTED]'s behavior:

May 13th, 2021 – In response to, "Have you ever seen any staff being too rough with a canine? And if so, who and when?", Officer [REDACTED] responded, "Officer [REDACTED] and Officer [REDACTED] in the past. Recently I haven't seen them being too rough. In the past you could tell they were frustrated and running out of patience with canines that didn't have the best behavior or were fearful. Both Officers would drag dogs by the leash in the past. I do not recall the specific canines."

May 13th, 2021 – A statement made by Officer [REDACTED] is as follows: "On Saturday, May 8th, 2021, [REDACTED] asked me if I wanted to take my lunch an hour early (basically trading lunch times with another officer). I agreed because I usually have lunch the same time as [REDACTED] and do not like being in the break room at the same time with him. After returning from lunch, [REDACTED] and [REDACTED] all went to lunch, leaving me alone in the kennel on a extremely busy Saturday. As he was walking out, [REDACTED] told me if I have any problems, I can "call [REDACTED] who is the supervisor on duty today". According to the schedule, [REDACTED] was also on lunch at this time. I felt as though this was completely intentional. About why I do not like being around [REDACTED] he regularly talks garbage and complains about everyone, including supervisors and managers. He is also very disrespectful and rude to [REDACTED] and regularly argues with her in front of everyone about how things are supposed to be done. For example, when [REDACTED] told everyone not to spray the kennels with dogs in them he argued with her saying he didn't want to get poop on him when they have stepped all in it and questioning her about it being in the manual. Even after she said it was in there, he wasn't going to follow her instruction. He seems to be actively trying to cause trouble for certain people. He seems to be the pack leader of the other men and their attitudes often match his. His complaining and arguing spreads to those around him. There is definitely a very different attitude when he is not at work. Because of all this, I try my best to avoid being around him if possible. He makes me uncomfortable."

May 14th, 2021 – In response to "Have you ever seen any staff being too rough with a canine? And if so, who and when?", Officer [REDACTED] responded, "Officer [REDACTED] has also been very rough with canines that are high energy in attempt to "correct" their behavior with excessive force. The excessive force that Officer [REDACTED] and Officer [REDACTED] both used consisted of yanking on the leashes in attempt to correct the canine from pulling and or barking."

[REDACTED] is no longer employed with the county.

Officer [REDACTED] also stated in her e-mail communication: "The kennel environment is a very toxic environment. There are multiple kennel staff employees that talk very inappropriately (in a disrespectful way) about other employees. There have been many times I have overheard the same employees gather in the laundry room to talk about other specific employees who are trying their hardest and who absolutely love their job. There have been many times some of the employees will talk about other employees openly in front of others without trying to keep it a secret. These certain people who are constantly talking down on others and in a disrespectful tone also talk very poorly to their supervisor. After the supervisor asked these specific employees to complete a task, they would respond with an attitude and then talk behind their back to the other employees after the supervisor walked away. I have experienced all of this in the short period of time I have been in the kennel due to being on light duty."

On May 21st, 2021, Officer [REDACTED] made a further statement regarding the toxic work environment and employees that are talking inappropriately about others. See the date as listed for further reference.

May 14th, 2021 – In response to, "Have you ever seen anyone spray a canine to get it to stop barking? And if so, who?", Officer [REDACTED] responded, "Yes, it was common practice around three months in to my time with Gwinnett County. It was advocated by [REDACTED] [REDACTED]"

May 14th, 2021 – In response to, "Have you ever seen anyone spray a canine to get it to stop barking? And if so, who?", Officer [REDACTED] responded, "I have not witnessed anyone spraying dogs but I have taken out a few dogs that were wet and should not have been. The officers were [REDACTED] [REDACTED] and [REDACTED]"

In response to, "Have you ever seen any staff being too rough with a canine? And if so, who?", Officer [REDACTED] responded, "Yes with a pole, [REDACTED] [REDACTED] and [REDACTED]"

May 18th, 2021 – In response to, "Have you ever seen anyone spray a canine to get it to stop barking? And if so, who?", Officer [REDACTED] responded, "Not to stop barking, but I have seen Officer [REDACTED] spray a dog while the canine was being aggressive at the fence which was the canine Brownie."

May 18th, 2021 – In response to, "Have you ever seen anyone spray a canine to get it to stop barking? And if so who?", former Officer [REDACTED] (now vet staff) responded, "Nobody has sprayed a canine in the face in front of me but Officer [REDACTED] one afternoon told me how he did it to a canine in neglect due to it barking too much and in his words, "Officer [REDACTED] [REDACTED] had told him to do it as it seems to work for him to make sure the dog stops being annoying".

In response to, "Have you ever seen any staff being too rough on a canine? And if so, who and when?", former Officer [REDACTED] responded, "Yes, I have seen Officer [REDACTED] [REDACTED] walking in a kennel fighting dog ("Boss") out of pod 1 holding the leash high up in the air enough for the dogs feet to come off the floor, I have seen Officer [REDACTED] throw the dog "Fudge" that used to be in pen 196 last year between April and June, back into his kennel by the collar. I have seen Officer [REDACTED] grab a dog by the collar and pulling him up by it waiting for him to not be able to breathe so it would drop a tennis ball it was holding onto in its mouth. I have seen Officer [REDACTED] pull multiple dogs through the doors very forcefully while on the catchpole."

A further statement made by former Officer [REDACTED] is as follows: "Officer [REDACTED] [REDACTED] played a huge part in my resigning from my position as an ACOII. He is the reason the entire work environment has changed last year and kennel supervision did not do anything to stop it. I was one of the targets of his bullying and he has created a little group that joined into it. I am aware he was sent to bullying class by the county but that did not stop anything. After bullying class the bullying continued indirectly and his follower group continued for him whenever he was not in the building. Officer [REDACTED] enforced a terrible work ethic in most kennel staff, which turned into everyone being lazy and not doing their jobs after morning cleaning. I was viewed as the weird person as I was actually walking around doing things like enrichment and cleaning in the afternoons. He is also the one that started treating the animals poorly and too many officers followed his way of handling. He somehow got to change the cleaning procedures and kennels do not get cleaned correctly anymore. Everyday without fail I would find feces on the walls right after morning cleaning (I found feces on the wall of DH-03 today right after morning cleaning 05/18). Officer [REDACTED] multiple times went to my immediate supervisor to complain about me providing enrichment for the animals like giving out frozen Kongs or taking them out to run in the field while all other kennel staff with sitting at the kennel desk. After some time it just started to annoy me as my

immediate supervisor never did anything to shut those complaints down. All of the above mentioned points played a huge role in my resigning as an ACOII as I was not willing to continue working in such a terrible work environment.

May 19th, 2021 – In response to, "Have you ever had any issues speaking or communicating with staff members?", [REDACTED] responded, "Yes, almost every interaction it is nearly impossible for staff members to acknowledge you → Officer [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]"

In response to, "Have you ever seen anyone spray a canine pen out while they were still in it?", [REDACTED] responded, "Yes, Officer [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]"

May 21st, 2021 – A further statement made by former Officer [REDACTED] is as follow: "Another canine that came to mind after I sent in my initial answer is [REDACTED] Animal ID 77601. The canine had issues with his hind knee and Dr. [REDACTED] put a note on his kennel and on ShelterBuddy profile stating he was to be leash walked only and not placed in the bonding pen. [REDACTED] was always very excited when we would start cleaning and was sometimes hard for officers to get on leash. I have seen Officer [REDACTED] [REDACTED] on multiple occasions not even try to get him on a leash or pole and just grab him by the collar roughly pulling him into another kennel. He was also a canine that I would find wet on multiple occasions when I was taking dogs out and got to him on time before he was put in the next kennel. When [REDACTED] was excited he would jump up and fall back onto his feces, which is why officers would spray into his kennel. I have never seen anyone spray at him or into the kennel but every time I would get him he was soaked."

May 21st, 2021 – A further statement made by Officer [REDACTED] is as follows: "I have personally seen Officer [REDACTED] disrespect the Kennel Supervisor, Officer [REDACTED] to her face. He has said multiple times to other officers that he wants her fired. Officer [REDACTED] is also the officer that gossips in the laundry room with Officer [REDACTED] about other officers. Officer [REDACTED] seems to be the kennels' "ring-leader" and he seems to just do what he wants. The few times I have seen Officer [REDACTED] attempt to give Officer [REDACTED] a task, he immediately comes up with some reasoning to not do said task and then calls her lazy when she walks away and says he could do her job better than she. I do not feel comfortable around Officer [REDACTED] because of how often he disrespects others. Another incident involving Officer [REDACTED] was when another kennel employee, Officer [REDACTED] was assigned to assist at an event. Officer [REDACTED] took it upon himself to attempt to locate Officer [REDACTED] and then call her at the event questioning her whereabouts and why she was there. After the incident, he began to gossip to the others and said that Officer [REDACTED] should not have gone to the event."

Additionally, she stated that, "Working in the kennel while on light duty has been a very stressful and frustrating experience".

May 25th, 2021 – A statement made by Kennel Supervisor [REDACTED] is as follows: "I have not witnessed any of the below behavior in regards to cleaning the mornings. I am usually dealing with the public or cleaning/moving cats in the mornings and I'm not in the pods watching them clean. I have experienced Officer [REDACTED] [REDACTED] being passively rude to me and just acting like his in charge and trying to tell staff what to do. I have not [REDACTED] him tell other kennel staff to do anything unreasonable. Lately he just seems to not like me and doesn't talk to me. Since [REDACTED] [REDACTED] left he seems to be nicer to me for some reason. I know that he has questioned policies in the past like walking orange card dogs on poles and he always expresses his opinion about things that he disagrees with. When I told them explicitly to not spray a pen with a dog in it, he openly questioned it and acted like he thought there was

nothing wrong with it, he even argued with me that the water in the pods was not that hot. He asked to see the ordinances in writing like he didn't believe me, but I have never seen anyone doing it."

This concludes the investigation done by Officer [REDACTED]

May 28th, 2021 – Officer [REDACTED] turned all documents, e-mail chains, written statements, etc. over to Assistant Manager [REDACTED]

June 10th, 2021 – On this date, Officer [REDACTED] sent an e-mail to Officer [REDACTED] Officer [REDACTED] was not involved in the previous investigation because she was not employed with Gwinnett County during that time. Her e-mail is as follows:

"I am writing this e-mail as to state the events that occurred on 06/05/2021 in the morning hours of 7:30-11:00 prior to opening the shelter doors [to the public].

Officer [REDACTED] and I were assigned to green zone along with Officer [REDACTED] however ACO [REDACTED] was absent. ACO [REDACTED] jumped in to assist. It was during this time at which I noticed some causes for concern. In pod one I witness ACO [REDACTED] tell ACO [REDACTED] that the kennel wall still had feces on it. ACO [REDACTED] then began to attempt to spray the kennel wall with the hose while a canine was still in the kennel. However before ACO [REDACTED] could commit to this action ACO [REDACTED] quickly nudged him and pointed toward my direction.

While in pod two ACO [REDACTED] and ACO [REDACTED] were very much in a rush. Toward the end of that pod ACO [REDACTED] then attempted to quickly leash one of the yellow card canine (brown or light tan in color). The canine then bit ACO [REDACTED] on his right hand causing him to slam the kennel door in anger and walk out of the pod. ACO [REDACTED] then took it upon himself to leash the dog and bring it to the bonding pens. I clean four pens before they returned to the pod. The bite was not reported to anyone.

Lastly, when we finally reached pod 4, I was told by ACO [REDACTED] that I was to no longer leash the canines and that he will. He told me to help clean the kennel pens instead. As he stated to leash the canines in a very fast paced, rushed manner he yelled out that "we only have 30 minutes to complete this task so move fast". Halfway through the pod ACO [REDACTED] reached the more timid and scared canines. I witnessed ACO [REDACTED] beginning to drag these canines behind him on the way out of the pod and the way back into their kennels. If I had to guess on a distance, I would say at least a good 3-5 feet, these dogs were being rushed and dragged. One of the canines was so scared after being dragged back in that it was shaking. Later in the day I had to show said canine to a potential adopter. When trying to leash the canine, it was so fearful of the leash that it took me 10 minutes to accomplish the task. These are the events of that day to the best of my recollection."

July 28th, 2021 – On this date, Officer [REDACTED] came into my office. She let me know she was putting in a care request at the kennel desk when two young women came in to look at cats/kittens. They asked specifically about a yellow card kitten in pod one. Officer [REDACTED] let them know that particular cat has been very fearful, but is making great progress and she would be happy to take the cat out for them to meet. The young women asked Officer [REDACTED] if she was a good cat at which time Officer [REDACTED] responded, "There's no such thing as a good cat. They'll be friendly with you one minute and then they'll scratch your face off." Officer [REDACTED] interjected saying this kitten is just fearful and needs someone that is willing to take the time to go slow and socialize her properly. Officer [REDACTED] asked the young women if she could pull the kitten out for them at which point Officer [REDACTED] said he would do

it. Before going into the pod, Officer [REDACTED] asked the women, "Are you actually interested in adopting a cat because I'm not going to take it out just for you to play with it."

July 29th, 2021 – On this date, Officer [REDACTED] sent me the following e-mail: "Officer [REDACTED] sent me a text message yesterday 07/28/21 after work at 5:26 PM asking, "Hey can you give me a call after you get out of work." Due to past circumstances I did not feel comfortable replying. If he wants to speak to me about something work related he is more than welcome to come into my office. I also felt uncomfortable about cleaning by myself this morning as I was worried Officer [REDACTED] would try to get me by myself and approach me about the situation because I hadn't replied to his message."

Upon speaking with Officer [REDACTED] and Officer [REDACTED] (he received the same text message from Officer [REDACTED] as well) about this incident, she informed me of another incident that occurred on May 8th, 2021. At the time of the incident, both Officer [REDACTED] and Officer [REDACTED] sent an e-mail to former Assistant Manager [REDACTED]. The e-mail reads as follows:

"On the morning of Saturday May 8th, I was at the kennel desk as usual when Officer [REDACTED] asked me if I would be assisting in running the Paws in the Park event at Little Mulberry Park later that day. I stated yes. He then proceeded to say that I should stay at the kennel as we were understaffed and that I should discuss this with Officer [REDACTED] (who both of us thought was helping to run the event however she ended up not being present) and Officer [REDACTED]. I told him I would discuss it with them.

At around 11 AM the same day after I was done cleaning my zone Officer [REDACTED] came to let me know we should start getting ready for and heading to the event. Officer [REDACTED] (supervisor that day) saw us exiting the building and exchanged greetings with us. When Officer [REDACTED] and I were in the vehicle I noticed Officer [REDACTED] was not present and asked him if she would be coming to the event with us and he said no. I then proceeded to tell Officer [REDACTED] about Officer [REDACTED] concerns earlier that day. However, both Officer [REDACTED] and I agreed it would not be ideal for him to run the event alone and that 5 officers on the kennel side and 2 down at intake (not including Officer [REDACTED] was an ample amount of kennel officers considering we have carried on with less in the past. I joined Officer [REDACTED] in running the event.

Officer [REDACTED] texted me at 11:58 AM asking if I went to the outreach event which struck me as odd.

At around 4 PM the same day after I returned from the event Officer [REDACTED] approached me again asking if Officer [REDACTED] or another ACO3 was present at the event, and I said no. He then said in a somewhat belittling tone that he believes an ACO3 should be present because "What if you or Officer [REDACTED] were unable to answer a citizen's question or concerns properly?" I believe Officer [REDACTED] and I are experienced in and capable of answering questions/concerns from citizen. We do that every day on the job and if clarification was needed, we would ask them to call the shelter or we would provide them with the proper contact info of an AWE employee.

Officer [REDACTED] continued to ask me questions when my attendance of the event had already been previously approved. His questioning felt repetitive and made me feel uncomfortable. I felt like my ability were being doubted and questioned. Officer [REDACTED] can be quite intimidating when you don't necessarily agree with what he is saying and attempt to share your own ideas or solutions. I see kennel

staff as a team. I would like to trust my coworkers and confide in them for help/assistant; however, it is hard to do so when I do not feel supported or [REDACTED]

Officer [REDACTED] also sent an e-mail to former Assistant Manager [REDACTED] former Assistant Manager [REDACTED] Manager [REDACTED] and Kennel Supervisor [REDACTED]. The e-mail reads as follows:

"On Saturday 05/08/2021 Officer [REDACTED] and I had a Paws in the Park event from 12:00-14:00. When I arrived at the shelter I started to gather the supplies for the event. While doing that Officer [REDACTED] approached me and stated that Officer [REDACTED] came to her and ordered her to tell Officer [REDACTED] (who was not present for that day) and myself that she could not go to the event that day because they were short staffed. I then told her that it was already approved for her and I to go to the event. After being at the event for about an hour Officer [REDACTED] received a text message from Officer [REDACTED] asking her if she was at the event. She then told me that she thought Officer [REDACTED] probably put him up to texting her. We then finished up the event and proceeded back to the shelter. During the ride back Officer [REDACTED] asked me if I would sit in the break room with her during her lunch because she was afraid of being confronted by Officer [REDACTED]. When we entered the break room Officer [REDACTED] and Officer [REDACTED] were already in the room. We proceeded to sit down at a table and eat our lunch. Officer [REDACTED] said nothing to either of us and Officer [REDACTED] asked us how our day was. We then spoke with Officer [REDACTED] until [REDACTED] came into the room in which Officer [REDACTED] and Officer [REDACTED] left the room as well as [REDACTED]. After me leaving to go home I received a phone call from Officer [REDACTED] at 1653. Officer [REDACTED] stated that Officer [REDACTED] confronted her about her leaving and asked her if Officer [REDACTED] was there with us. She said she told him that no Officer [REDACTED] was not with us and that he stated that her and I could not do these events without an ACO3 present and that he would talk to [REDACTED] and see to it that one will be present with us from now on. He also stated that we could not be answering the publics questions without an ACO3 present as well. Officer [REDACTED] also stated to me that she felt intimidated by Officer [REDACTED] and was afraid of his retaliation."

While reviewing both of these e-mails, Officer [REDACTED] came into my office, visibly upset, and confided in me that she was moving cats over from holding to pod one, when Officer [REDACTED] came into pod one and closed the door behind him. He then told her that somebody had told him that he was mad at her, which he claimed to be untrue, and that he "wanted to make sure they were cool". Officer [REDACTED] told me that she was very uncomfortable being confronted in that manner and since he closed the door and was standing in front of him, she had no way of getting out of the room or away from the situation.

The results of the investigation are as follows:

██████████ AC78

The following officers indicated that Officer ██████████ trained them to spray the kennels out with the canines still inside of the pens:

██████████ AC103 – Stated that Officer ██████████ was teaching new staff this as common practice.

██████████ AC83 – Stated that she never saw it, but removed canines after cleaning whose head and necks were soaking wet.

██████████ AC101 – Stated that he has seen Officer ██████████ spray a canine that was being aggressive at the kennel door.

The following officers indicated that Officer ██████████ has used excessive force with animals:

██████████ AC107 – Stated that she witnessed Officer ██████████ getting frustrated with canines that were fearful or have no manners and dragging them by the leash.

██████████ AC77 – Stated that Officer ██████████ has used excessive force to over correct high energy dogs by yanking hard or excessively on the leash.

██████████ AC83 – Stated that she has witnessed Officer ██████████ use excessive force with canines on the control pole specifically.

██████████ AC86 (no longer employed with GCAWE) – Stated that she has witnessed Officer ██████████ use excessive force on several occasions.

██████████ AC113 (not a direct result from the investigation) – Stated that Officer ██████████ used excessive force when moving dogs for cleaning.

The following officers indicated that Officer ██████████ has created a toxic work environment, or have directly been impacted by his bullying/unprofessionalism:

██████████ AC86 – Stated that Officer ██████████ played a part in her resignation due to his bullying behavior and the toxic work environment he creates.

Still, ██████████ AC112 – Stated that Officer ██████████ is argumentative, gossips, is disrespectful and rude to supervisors and management, and that she is uncomfortable being around him

██████████ AC77 – Stated that Officer ██████████ speaks negatively about other coworkers, is disrespectful to coworkers and management, gossips, is argumentative, and that she is uncomfortable being around him.

██████████ AC10 – Stated that Officer ██████████ is disrespectful and argumentative with her.

██████████ AC83 and ██████████ AC107 – During an in-person interview performed by Officer ██████████ both parties said they felt unsafe at work due to bullying primarily involving Officer ██████████. Neither included these statements in written e-mails. When discussed in person, they were both reluctant to speak on the matter due to fear of retaliation by Officer ██████████ and his "followers".

██████████ AC78:

During Interview officer ██████████ was cooperative and answered the questions asked of him. Officer ██████████ stated that he had a few concerns over lack of training, communication, teamwork, and an excessive amount of gossiping that takes place in the kennel.

The following Officers indicated that Officer ██████████ trained them to Spray the kennels out with the canines still inside the pens. *The water being used is warm/hot water and is a direct violation of the Georgia Department of Agriculture regulations.*

██████████ AC103 ██████████ was teaching new staff this as common practice.

██████████ AC83 – never saw it but removed canines after cleaning that heads and necks were soaked.

██████████ AC101 – Has seen Officer ██████████ spray canines when the pen who was being dog aggressive at the fence. The canine was Brownie that was sprayed.

Officers that indicated Officer ██████████ using excessive force with animals are as follows:

██████████ AC107 – Witnessed Officer ██████████ getting frustrated with canines that were fearful or have no manners and dragging them by the leash.

██████████ AC77- Using excessive force to over correct high energy dogs by yanking hard or excessive on the leashes.

██████████ AC83 – Using excessive force with canines on the controllee pole specifically recently the dog named Boll.

██████████ AC86 (no longer employed with GCAWE)- seen Officer ██████████ walking a kennel Fighting dog " Boss" out of pod 1 holding the leash high up in the air enough for the dogs' feet to come off the floor, I have seen Officer ██████████ throw the dog "Fudge" that used to be in pen 196 last year between April and June, back into his kennel by the collar. I have seen officer ██████████ grab a dog by the collar and pulling him up by it waiting for him to not be able to breath

so it would drop a tennis ball it was holding on to in his mouth. I have seen Officer [REDACTED] pull multiple dogs through the doors very forcefully while on the catchpole.

Another canine that came to mind after I send in my initial answers is Hunter Animal ID #77601. This canine had issues with his hind knee and Dr. [REDACTED] put a note on his kennel and on his shelter buddy profile stating that he was to be leash walked only and not placed into the bonding pen.

Hunter was always very excited when we would start cleaning and was sometimes hard for officers to get on leash. I have seen Officer [REDACTED] on multiple occasion not even try to get him on a leash or pole and just grab him by the collar roughly pulling him and throwing him into another kennel. He was also a canine that I would find wet on multiple occasion when I was taking dogs out and got to him on time before he was put in the next kennel. When Hunter was excited, he would jump up and fall back into his feces, which is why Officers would spray into his kennel. I have never seen anyone spray at him or into the kennel but every time I would get him, he was soaked.

Toxic or bullying work environment:

[REDACTED] AC86 (no longer employed with GCAWE)- It was also disclosed she resigned in part from being an ACOII at Gwinnett County Animal Welfare due to officer [REDACTED]. I asked her the reasoning behind this, and she provided a statement explaining that she did in fact in part resign due to Office [REDACTED] due to his bullying behavior and the toxic work environment he creates.

[REDACTED] AC112 - Officer Still has not seen anyone spray a canine with a hose and has not seen anyone use excessive force but did add to her statement that he regularly talks garbage and complains about everyone, including supervisors and managers. He is also very disrespectful and rude to [REDACTED] and regularly argues with her in front of everyone about how things are supposed to be done. For example, when [REDACTED] told everyone not to spray the kennels with dogs in them, he argued with her saying he did not want to get poop on him when they have stepped all in it and questioning her about it being in the manual. Even after she said it was in there, he still said he did not think it was and he was going to look it up and if it was not in there, he was not going to follow her instruction. He seems to be actively trying to cause trouble for certain people. He seems to be the pack leader of the other men and their attitudes often match his. His complaining and arguing spreads to those around him. There is definitely a very different attitude when he is not at work. Because of all this, I try my best to avoid being around him if possible. He makes me uncomfortable.

[REDACTED] a AC77- Disclosed that the work environment is very toxic, that Officer [REDACTED] often speaks negatively about other coworkers openly to other coworkers and disrespectfully

as well as management. That she has witnessed them being disrespectful to supervisors. Officer [REDACTED] is currently working in the kennel while on light duty currently. I have personally seen Officer [REDACTED] disrespect the Kennel Supervisor, Officer [REDACTED], to her face. He has said multiple times to other officers that he wants her fired. Officer [REDACTED] is also the officer that gossips in the laundry room with Officer [REDACTED] about other officers. Officer [REDACTED] seems to be the kennels "ring-leader" and he seems to just do what he wants. The few times I have seen Officer [REDACTED] attempt to give Officer [REDACTED] a task, he immediately comes up with some reasoning to not do said task and then calls her lazy when she walks away and says he could do her job better than she. I do not feel comfortable around Officer [REDACTED] because of how often he disrespects others. Another incident involving Officer [REDACTED] was when another kennel employee, Officer [REDACTED], was assigned to assist at an event. Officer [REDACTED] took it upon himself to attempt to locate Officer [REDACTED], and then call her at the event questioning her whereabouts and why she was there. After the incident, he began to gossip to the others and said that Officer [REDACTED] should not have gone to the event.

[REDACTED] **AC10- Stated** - I have experienced Officer [REDACTED] being passively rude to me and just acting like he is in charge and trying to tell staff what to do. I have not heard him tell other kennel staff to do anything unreasonable. Lately he just seems to not like me and does not talk to me. Since [REDACTED] left he seems to be nicer to me for some reason. I know that he has questioned policies in the past like walking orange card dogs on poles and he always expresses his opinion about things that he disagrees with. When I told them explicitly to not spray a pen with a dog in it, he openly questioned it and acted like he thought there was nothing wrong with it, he even argued with me that the water in the pods was not that hot. He asked to see the ordinance in writing like he did not believe me, but I have never seen anyone doing it.

[REDACTED] **AC83** and [REDACTED] **AC107** expressed during the in-person portion of interviews that they both felt unsafe at work due to bullying primarily involving Officer [REDACTED]. Neither included this in the written emails. When discussed in person they were both reluctant to speak on the matter due to fear of retaliation by officer [REDACTED] and his "followers".

██████████ AC97:

Officer ██████ gave very brief answers during the in-person interview. The only concern stated by him about his job and or work environment was that sometimes dogs are fed incorrect amounts of food. For Example, dogs are fed twice a day that do not need it. It can be hard to tell exactly how much food to give a dog sometimes. *(Each animal pod has a feeding chart that goes by weight. The weights of the animal are on the cage and window cards.)*

The Following Officers have witnessed Officer ██████ Spray the kennels out with the canines still inside the pens. *The water being used is warm/hot water and is a direct violation of the Georgia Department of Agriculture regulations.*

██████████ AC101 –

saw officer ██████ spray the canine darling (78560) in the paws due to her covering her kennel with poop and she had poop all over her paws. I told him not to do that and he responded with "What's the worst thing that can happen she gets clean paws?"

Officers that indicated Officer ██████ using excessive force with animals are as follows:

██████████ AC107 –

Officer ██████ in the past. Recently I have not seen them being too rough. In the past you could tell they were frustrated and running out of patience with canines that did not have the best behavior or were fearful. Both Officers would drag dogs by the leash in the past. I do not recall the specific canines.

██████████ AC83 – Using excessive force with canines on the controllee pole specifically recently the dog named Boll.

██████████ AC101 –

saw officer ██████ spray the canine darling (78560) in the paws due to her covering her kennel with poop and she had poop all over her paws. I told him not to do that and he responded with "What's the worst thing that can happen she gets clean paws?"

██████████ AC86 (no longer employed with GCAWE)- has observed Officer ██████████ being very rough with dogs on the control pole specifically the dog named Boll who is a Pod 2 dog. Have also seen Officer ██████████ dragging canines back into PODs and Pens after they were cleaned.

██████████, ██████████ AC111 (no longer employed with GCAWE)- On one account I witnessed an officer bringing a canine back inside from the bonding pens. While in the hallway, I witnessed the officer pull straight up in the leash lifting the canines' front legs completely off the ground. The officer was attempting to transport the canine back into the kennel area. Former assistant manager ██████████ also witnessed this. After confronting the officer about what was witnessed, I explained that I understand the job can be frustrating, but that is not the proper/humane way of handling a canine. I gave him handling option and technics on how to handle a canine properly/humanely in situation such as that. The officer genuinely apologized and said it would not happen again. Officer ██████████ It was around mid-April 2021. Cleo #78427 was the canine in this incident.

AC101:

During the in-person interview Officer [REDACTED] was very open about things he thought I should know even if this meant saying something about himself that may lead to him getting in trouble. Officer [REDACTED] admitted that he has been investigated multiple times for excessive force with canines. He continued that a person's size should be considered when such accusations are being made. He advised that he is larger than most other employees and that he can not bend down as much to pick a dog up the same way a shorter employee could. Officer [REDACTED] admitted to initially spraying pens with canines still in them due to being trained to do so by Officer [REDACTED]

The Following Officers have witnessed Officer [REDACTED] spray the kennels out with the canines still inside the pens.

[REDACTED] AC83 – Stated she has seen [REDACTED] spray canines while they were in the pens.

[REDACTED] AC86 (no longer employed with GCAWE)- Officer [REDACTED] one afternoon told me how he did it to a canine in neglect due to it barking too much and, in his words, "Officer [REDACTED] had told him to do it as it seems to work for him to make sure t5he dog stops being annoying".

Officers that indicated Officer [REDACTED] using excessive force with animals are as follows:

[REDACTED] AC100 - On the date of 1/18/2021 I was cleaning on the nonpublic side of the shelter in the intake pod in the morning. I noticed that Animal Control Officer [REDACTED] was taking the food bowls out of the pens before the dogs were out of the pen. Officer [REDACTED] then came to the dog named Joe in pen SD 15. Officer [REDACTED] went into the pen to try and get Joe's food bowl out and scoop his feces. Joe then tried to escape, and Officer [REDACTED] then grabbed joe buy his collar aggressive and through him back into the pen to stop him from getting out. Joe fought the whole time and even tried to go at the German Shepard that is in the pen next to him Officer [REDACTED] was very aggressive when handling joe in this situation. With I have no issues with Officer [REDACTED] he is always willing to help and learn.

[REDACTED] AC104 – (no longer an employee) I have seen a staff member be rough with both canines and felines. The person was [REDACTED] He was trying to keep a canine from escaping the pen, so he lifted it up completely off the ground and threw it back into the kennel.

The canine was "Joe" and there was a formal report with further details. I have also witnessed to him closing the gate on a puppy in 'neglect dog' to avoid the canine from escaping. I do not recall the name of the canine, but it was the dachshund pupping in ND-1. He also allows the small dogs to bite him, so they calm down rather than trying to earn trust and practice safety. He has also used force on the felines when it was not needed. For example, putting a friendly cat into the nabbers because it would not move to the other side of the pen. He also began training new staff members to repeat his bad habits. When I addressed my concerns and lack of trust to [REDACTED] about [REDACTED] she expressed she did not trust him either. However, there was nothing effective to come from the conversation.

[REDACTED] AC96 - [REDACTED] cannot name an instance, been in out of the kennel for 8 months.

[REDACTED] AC94 - [REDACTED] on multiple occasions. I cannot remember the exact time when this happened, but I have witnessed him on many occasions dragging the canines with no apparent reason. Picking the dogs up by the leash. When questioned about some of the instances his statement is that he is too big to do it properly. He also could not advise what canines specifically but stated it was multiple canines.

[REDACTED] AC103- I have witnessed [REDACTED] be too rough with countless small animals. Everything from pinning small breed dog by the neck with a cage door to pinning a small breed dog by stepping on it. This is not the first time I made this known to management. Specifically, Cassie, she was a neglect dog, the canine Officer [REDACTED] fostered. I thought I should add this. When [REDACTED] got in trouble previous for spraying a dog with a water hose around the October time frame, I brought to his attention that it could land you in serious trouble, even though I knew it was common practice. It was shrugged off by several officers.

[REDACTED] AC86 (*no longer employed with GCAWE*)- stated she had witnessed Officer [REDACTED] using excessive force on canines Cornelia, Boss, and Fudge along with other officers.

██████████ AC83:

Officer ██████████ was very vocal about a toxic work environment where she is bullied by several staff members. She mentioned Officers ██████████ & ██████████. She stated that they create a very uncomfortable work environment in her in person interview. However, she did not write this in her written email statement.

The Following Officers have witnessed Officer ██████████ spray the kennels out with the canines still inside the pens.

No complaints over Officer ██████████ spraying kennels or canines with water hose except in the bonding area where the hose is cool, and it was to wash the canines' feet off with soap due to feces being on the feet. Officer ██████████ did also admit to using the hose with soap to clean canines' feet in the outside bonding pens when I asked her the question about spraying canines pens with them in them inside the building.

Officers that indicated Officer ██████████ using excessive force with animals are as follows:

██████████ AC104 – *(no longer an employee)* ██████████ will play rough with some canines and create bad behavior. She used to play 'tag' with the husky named 'Blue'. She would push at the canine until he jumped up on her and nipped at her. She would 'play' like this with other canines as well.

Staff members that were questioned have attached emails with statements. The above listed employees were mentioned by several peers as being the individuals that have repeatedly wither sprayed the animals with the warm/hot water hose and or used excessive force while handling animals or displayed questionable or unethical handling towards the animals in the care of the Shelter. And or creating a hostile or uncomfortable work environment. I never got a response from [REDACTED] [REDACTED] If he turns it in, I will forward it to you. During the verbal Interview he declined to get involved as he stated. Other concerns are listed in the statements however they were not directly related to the complaint that was submitted not do the have to do with the care of the animals. [REDACTED]

██████████ AC78

Training staff to spray pens out with canines still inside of it: Founded – Witnesses.

██████████ AC103

Spraying canines in the in the face with hot water from POD hoses: Founded – Witnesses.

██████████ AC101

Did not see the canines being sprayed but removed canines shortly after Officer ██████████ cleaned in those areas that same day and canines were soaking wet on head as if they were sprayed: Unfounded (not an act that was witnessed)

Using excessive force: Founded – Witnesses.

██████████ AC107

██████████ AC77

██████████ AC83

██████████ AC86 (no longer employed with GCAWE)

██████████ AC113

Toxic or bullying work environment: Founded – Victims.

██████████ AC86 (no longer employed with GCAWE)

Still, **██████████ AC112**

██████████ AC77

██████████ AC10

Only mentioned during in person interview: Founded-Victims.

██████████ AC83

██████████ AC107

AC97

Spraying pens out with canines still inside of them: Founded – Witnesses.

AC101

Using excessive force: Founded – Witnesses.

AC107

AC83

AC101

AC86 (no longer employed with GCAWE)

AC111(no longer employed with GCAWE)

AC101

Spraying pens out with canines still inside of them: Founded – Witnesses.

AC8

AC86 (no longer employed with GCAWE)

Using excessive force: Founded – Witnesses.

AC100

AC104

AC96

AC94

AC86

AC103

AC83

Using excessive force: Unfounded – what was described is not considered excessive force.

AC104

AC100

Carelessly handling animals due to aggravation and being in a rush: Founded – Witnesses. Resulted in an unreported bite that did not break the skin.

AC113

AC89

Not cleaning bonding pens between canines: Founded – Witnesses.

AC57

AC 92

Not cleaning bonding pens between canines: Founded – Witnesses.

AC57

CHAPTER IV **DISCIPLINARY ACTION**

			PAGE
Section	400.000	Policy	IV-2
Section	410.000	Types of Disciplinary Action	IV-2
	410.100	Written Reprimand	IV-2
	410.200	Demotions	IV-3
	410.300	Suspensions	IV-3
	410.301	Paid Administrative Leave Due to Alleged Criminal Misconduct	IV-3
	410.400	Dismissals	IV-5
Section	420.000	Reasons for Disciplinary Actions	IV-5

Rev 6/03, 7/07, 9/10

CHAPTER IV

DISCIPLINARY ACTION

Section 400.000 **Policy**

Rev 9/10

The Department Director, or designated representative, has the authority to take disciplinary action when warranted. It is the intent of the governing authority of Gwinnett County that effective supervision and good employee relations will avoid most matters necessitating disciplinary action. The purpose of the rules and regulations and provisions for disciplinary action for violations are not intended to restrict the rights of anyone, but to insure the rights of all and secure cooperation and orderliness throughout the Classified Service. The severity of disciplinary action is related to the gravity of the offense and the employee's record of disciplinary action. Any adverse action taken must be based on good cause, be consistent with these rules and regulations and be fair and equitable. The decision to take disciplinary action or the determination of what action to take, shall not be based upon the employee's race, color, sex, genetic information, religion, age, national origin, disability, veteran status or political affiliation.

Section 410.000 **Types of Disciplinary Action**

Except as otherwise provided for by General Statutes of the State of Georgia, the following provisions shall govern disciplinary action affecting employees in the Classified Service. A Department Director/Appointing Authority or designated representative, subject to the appeal rights of the regular employees shall have the following alternatives for disciplinary action.

(410.100) **Written Reprimand**

Rev 6/03

1. Unless the particular circumstances warrant more severe disciplinary action, a written reprimand should ordinarily be issued for the first disciplinary action. A written reprimand should clearly describe the act(s) giving rise to the violation, the specific rule(s) violated and a warning that continued behavior of a similar nature may lead to more severe disciplinary action.
2. All written reprimands must be approved by the Department Director and shall be kept in the employee's personnel file maintained in the Department of Human Resources.
3. A documented verbal counseling is not a disciplinary action and is not appealable under the Merit Rules and Regulations.

(410.200) Demotions

A Department Director, with the approval of the Human Resources Director, may demote an employee to a lower grade. A demotion may be invoked for reasons including, but not limited to the following: misconduct, delinquency, violation of Merit System Rules and Regulations or other administrative policies, inability to satisfactorily perform the essential functions of the position, or other improper employee conduct. The Department Director shall furnish a written notice of intent to demote which will include the reasons for any such action to the employee with a notification of the right of appeal (See Chapter II). A copy shall be submitted to the Human Resources Department for processing and inclusion in the employee's personnel file.

(410.300) Suspensions

Rev 5/00

Any Department Director or designated representative may, for disciplinary purposes, suspend without pay any employee under the supervision of such Department Director. The duration of the suspension is at the discretion of the Department Director and shall be indicative of the severity of the offense; however, such suspensions shall not exceed thirty calendar days. With the approval of the Department Director and Human Resources Director, an employee may be suspended for a longer period. In order to comply with the Fair Labor Standards Act, it is recommended that the minimum suspension for exempt employees shall be one week or the equivalent unless the misconduct involves violation of a safety rule of major significance intended to prevent serious danger to the workplace or to other employees. A suspension may be invoked for reasons including, but not limited to the following: repeated or serious instances of misconduct, delinquency, violation of Merit System Rules and Regulations or other administrative policies, inability to satisfactorily perform the functions of the position or other improper conduct.

The Department Director or designated representative has the option of making an equivalent deduction from the employee's accumulated annual leave in lieu of suspension without pay, and the Department Director may apply this equivalent deduction to all or part of the employee's suspension time. Prior to said suspension, or within a reasonable time period thereafter, the Department Director or designated representative shall meet with the employee and discuss the reasons for and the duration of the disciplinary suspension. A written statement specifically setting forth the reasons for such suspension and the length of time of such suspension shall be furnished to the affected employee by the Department Director or designated representative and a copy forwarded to the Human Resources Department for inclusion in the employee's personnel file.

(410.301) Paid Administrative Leave Due to Alleged Criminal Misconduct

1. An employee may be placed on administrative leave with pay when the employee is investigated, arrested, or indicted for a crime classified as a misdemeanor, if the Department Director or his or her designee, in coordination with the Human Resources Director, finds that administrative leave is warranted. The administrative leave may continue until final adjudication of such charges or final disposition of such investigation has been made.

2. An employee shall be immediately placed on administrative leave with pay pending action of the courts when the employee is investigated, arrested, or indicted for a crime classified as a felony, in coordination with the Human Resources Director in compliance with these rules and regulations and policies of the County. The paid administrative leave shall continue until final adjudication of such charges or until final disposition of such investigation has been made.
3. If an employee is placed on paid administrative leave under this section and it is determined by the Department Director or designated representative in coordination with the Human Resources Director, that the vacated position should be filled to ensure the smooth operation of County government, then that position may be filled on a temporary basis pending the final adjudication of charges or final disposition of the investigation against the employee.
4. If the employee who has been placed on paid administrative leave is acquitted of any wrong doing, the Human Resources Director, in coordination with the Department Director, may reinstate the employee to the former position or a position of like status and pay, if one is available. If the employee is found guilty by the trial court or pleads guilty, a determination will be made as to the reinstatement of the employee pursuant to the provisions of these Merit Rules. Each case will be handled on an individual basis. Depending on the circumstances, a decision will be made by the Human Resources Director concerning reinstatement or termination at the appropriate time.
5. In determining whether or not to place an employee accused of a misdemeanor on a paid administrative leave, the following criteria must be considered by the Department Director:
 - (a) nature of the alleged crime;
 - (b) nature of the position held by the employee;
 - (c) effect of the allegations on the public trust and confidence in County Government;
 - (d) all other relevant circumstances.
6. Notwithstanding the foregoing, the Department Director may conduct an investigation into the facts which serve as the basis for the investigation, arrest, or indictment of the employee, and may take disciplinary action pursuant to the Merit System Rules if warranted, up to and including termination.

(410.400) Dismissals

Dismissals are discharges made for delinquency, misconduct, inefficiency, deliberate violation of Merit System Board Rules and Regulations or administrative policies, or inability to perform the work of the position satisfactorily.

Dismissals of regular status Classified Service employees shall be effective only after the employee to be discharged has been notified of the specific reasons for the separation, and has been given the opportunity to respond thereto. However, when in the opinion of the Department Director circumstances require the immediate departure of the employee from the work place, the separation may be made effective immediately. In such instances of immediate separation, the employee shall be given a hearing with the Department Director within forty-eight (48) hours of the separation, wherein the charges against him/her shall be presented in writing and reviewed with the employee and he/she shall be given the opportunity to respond thereto.

The reasons for the separation and the employee's response shall be forwarded to the Human Resources Director and Executive Secretary. The discharged employee shall have the right to a hearing before the Merit System Board as provided herein subject to appeal as provided by law. (See Chapter II).

Section 420.000 Reasons for Disciplinary Actions

Rev 6/03, 7/07, 9/10

This section defines actions which may be subject to disciplinary action. These rules and regulations are set forth to protect the rights of all employees and insure uniform standards.

Listed below are some of the violations which may be subject to disciplinary action as discussed in this Chapter. Disciplinary action is not limited to the offenses listed below.

1. Conviction of a crime of moral turpitude, conviction of a felony or a misdemeanor that would adversely affect the performance of duties or any entry of a plea of no contest to either. (Reprimand to Discharge)
2. Insubordination. (Reprimand to Discharge)
3. Too much wasted time and/or loitering during working hours. (Reprimand to Suspension)
4. Absence of three (3) working days without authorized leave. (Compulsory Resignation)
5. Excessive tardiness. (Reprimand to Discharge)
6. Excessive absenteeism. (Reprimand to Discharge)
7. Inefficiency. (Reprimand to Discharge)
8. Abuse of County property. (Reprimand to Discharge)
9. Intentionally providing false information, whether verbally or in writing, to a supervisor,

official, the public or a board. This includes the material omission of information. (Reprimand to Discharge)

10. Violation of County ordinances, Merit System Rules and Regulations, administrative policies, or departmental rules. (Reprimand to Discharge)

11. Any conduct which reflects unfavorably upon the County as an employer. (Reprimand to Discharge)

12. Membership in any organization which advocates the overthrow of the Government of the United States by force or violence. (Discharge)

13. Falsification of any County record including but not limited to an employment application or pre-employment physical. This includes the material omission of information. (Reprimand to Discharge)

14. Willful or repeated failure to honor a court judgment, resulting in the garnishment of wages. (Reprimand to Discharge)

15. Acceptance of gifts or gratuities in violation of the Gwinnett County Board of Commissioners Code of Ethics Policy, as amended. (Reprimand to Discharge)

16. Refusal to be examined by a County authorized, fully licensed physician when so directed. (Suspension to Discharge)

17. Political activity violation as outlined in Chapter V, Section 560.000. (Reprimand to Discharge)

18. Repeated violation of County rules or safety practices. (Suspension to Discharge)

19. Gross misconduct to include, but not limited to fighting, physical violence, threats of physical violence or engaging in offensive conduct or language toward the public, supervisory personnel, or fellow employees. (Reprimand to Discharge)

20. Possession of unauthorized weapons or firearms on employee's person or County property. (Suspension to Discharge)

21. Discriminatory conduct or language directed toward any employee or citizen on account of their race, color, sex, genetic information, religion, age, national origin, disability, veteran status or political affiliation. (Reprimand to Discharge)

22. Falsification of time sheets or expense reimbursement documents. (Reprimand to Discharge)

23. Abuse of the sick leave policy. (Reprimand to Discharge)

24. Violation of the unlawful harassment policy. (Reprimand to Discharge)

25. Violation of the drug and alcohol free workplace policy. (Reprimand to Discharge)

26. Careless or intentional damage or destruction of government property. (Reprimand to Discharge)
27. Intentionally withholding information from any supervisor or official which an employee has a responsibility to disclose. (Reprimand to Discharge)
28. Retaliating against an employee for filing an appeal under the Merit Rules & Regulations or retaliation against an employee for giving testimony at any Merit Board hearing. (Reprimand to Discharge)
29. Theft or attempted theft of property belonging to the County, a co-worker or a citizen. (Suspension to Discharge)
30. Gambling or similar illegal activity on County property or during work time. (Reprimand to Discharge)
31. Failure to obtain or retain or loss of a certification or license required to perform an essential function of the job. (Suspension to Discharge)
32. Any conduct which interferes with morale or productivity within the workplace, including disrupting fellow employees in the performance of their job duties. (Reprimand to Discharge)
33. Failure to cooperate in any way in an administrative investigation conducted by any department or elected office. This includes but is not limited to providing false or incomplete information, withholding information, failure to be available for an interview, refusal to be interviewed, failure to maintain confidentiality when instructed and any conduct which hinders or interferes with the investigation. (Suspension to Discharge)
34. Violation of the e-mail, intranet or internet policies. (Reprimand to Discharge)
35. Violation of the ethics policy. (Reprimand to Discharge)
36. Commission of any unethical act prohibited by Section 610.500 of the Gwinnett County Merit Rules and Regulations. (Discharge)

STAFF STATEMENTS

[REDACTED]

From: [REDACTED] m>
Sent: Thursday, May 20, 2021 7:57 AM
To: [REDACTED]
Subject: Re: Thank you for your cooperation

Who trained you to clean kennels?

[REDACTED]s

How are you supposed to clean kennels?

Canine: remove the animal from the pen, dump water bucket and refill placing outside of pen, spray feces toward drain, remove feces with scoop, spray run again then apply Accel (Rescue) let stand for 5 minutes, scrub floor and walls while waiting. Be sure beds are cleaned and rinsed thoroughly as well. Rinse pen thoroughly, squeegee pen, Replace clean water, return canine to the pen.

Feline can be cleaned while they are in their pen but Accel can not be sprayed into the pen while they remain. A towel must be sprayed outside of the cage and then used to spot clean the cage while the resident remains.

Have you ever seen anyone spray a canine pen out while they were still in it? No, but I have, on rare occasions sprayed the floor near a canine in quarantine that after waiting 10 minutes or more for them to move over to their other pen to see if they'll move over. Canine have never been sprayed with a hose to move them.

If so, who?

Have you ever seen anyone spray a canine to get it to stop barking? No

If so, who?

Have you ever seen any staff being too rough with a canine? No

If so who and when?

Do you recall the canine this was done with?

On Wed, May 19, 2021 at 11:59 AM [REDACTED] wrote:

I understand that you no longer work with Gwinnett county animal welfare, However please answer the following questions and add anything else you feel I should know conducting this investigation. (Ex. : staff conduct, safe work atmosphere cleaning practices and or animal handling practices)

Questions asked:

Who trained you to clean kennels?

How are you supposed to clean kennels?

Have you ever seen anyone spray a canine pen out while they were still in it?

If so, who?

Have you ever seen anyone spray a canine to get it to stop barking?

If so, who?

Have you ever seen any staff being too rough with a canine?

If so who and when?

Do you recall the canine this was done with?

Please respond to this email with what you have witnessed in response to these questions as discussed in person this date. Also if you can think of any other information that I may need to know please include this in your email statement.

Respectfully,

Officer [REDACTED]



Gwinnett
vibrantly connected

[REDACTED] | ACOIII | Cruelty and Neglect Investigator | Animal
Welfare & Enforcement
678-226-7729 | 884 Winder Highway, Lawrenceville GA, 30045 |
www.gwinnettcountry.com
*Find out what's going on in Gwinnett County. Sign up for email
newsletters today!*

[REDACTED]
[REDACTED]
From: [REDACTED]
Sent: Wednesday, May 19, 2021 2:50 PM
To: [REDACTED]
Subject: RE: Investigation questions - please respond as soon as possible

Who trained you to clean kennels? Nobody

How are you supposed to clean kennels? Unknown for this facility. I have never been instructed or trained on the protocols and procedures for cleaning kennels here at AWE.

Have you ever seen anyone spray a canine pen out while they were still in it? Not personally, no
If so, who?

Have you ever seen anyone spray a canine to get it to stop barking? Not personally, no
If so, who?

Have you ever seen any staff being too rough with a canine? On one account I witnessed an officer bringing a canine back inside from the bonding pens. While in the hallway, I witnessed the officer pull straight up in the leash lifting the canines' front legs completely off the ground. The officer was attempting to transport the canine back into the kennel area. Former assistant manager [REDACTED] also witnessed this. After confronting the officer about what was witnessed, I explained that I understand the job can be frustrating, but that is not the proper/humane way of handling a canine. I gave him handling option and technics on how to handle a canine properly/humanely in situation such as that. The officer genuinely apologized and said it would not happen again.

If so who and when? Officer [REDACTED] It was around mid-April, 2021.

Do you recall the canine this was done with? Cleo #78427

Please let me know if you need anything else. =)

Kind regards,



[REDACTED] | Animal Care Specialist, Animal Behaviorist | Animal Welfare and Enforcement | Department of Community Services | Gwinnett County Government |
Office Phone: [REDACTED] Main Phone: [REDACTED] | 884 Winder Highway,
Lawrenceville, GA 30045 | www.gwinnettcounty.com

Find out what's going on in Animal Welfare visit www.gwinnettAnimalWelfare.com today!

From: [REDACTED]
Sent: Wednesday, May 19, 2021 1:18 PM
To: [REDACTED]
Subject: Investigation questions - please respond as soon as possible

Questions asked:

Who trained you to clean kennels?

How are you supposed to clean kennels?

Have you ever seen anyone spray a canine pen out while they were still in it?

If so, who?

Have you ever seen anyone spray a canine to get it to stop barking?

If so, who?

Have you ever seen any staff being too rough with a canine?

If so who and when?

Do you recall the canine this was done with?

Please respond to this email with what you have witnessed in response to these questions as discussed in person this date. Also if you can think of any other information that I may need to know please include this in your email statement.

Respectfully,

Officer [REDACTED]



Gwinnett
vibrantly connected

[REDACTED] | ADO III | Cruelty and Neglect Investigator | Animal
Welfare & Enforcement
678-226-7729 | 884 Winder Highway, Lawrenceville, GA, 30045 |
www.gwinnettcounty.com
Find out what's going on in Gwinnett County. Sign up for email
newsletters today!

[REDACTED]
[REDACTED]
From: [REDACTED]
Sent: Wednesday, May 19, 2021 12:38 PM
To: [REDACTED]
Subject: RE: Investigation Questions - please respond as soon as possible

- Who trained you to clean kennels?
 - Officer [REDACTED] / Officer [REDACTED]
- How are you supposed to clean kennels?
 - Remove the animal
 - Remove the bowls
 - Remove/pickup all feces and loose food
 - Spray down the kennel with water, sending all materials towards the drain.
 - For hair and feces that may have been missed, re-scoop so they do not go down the drain to clog our system.
 - Now spray down the kennel with accel, all over the floor and 4ft min on the walls.
 - Allow to set for approx. 5 min then scrub the entire kennel, including the bed if present.
 - Spray all accel residue down the drain and lean up the bed if present.
 - Finally, squeegee the entire floor. This step is required even if there is not a dog coming back into the pen as it cuts down on accel residue buildup on the floors. Also, preps the pen if it needs to be used for a new animal coming in.
- Have you ever seen anyone spray a canine pen out while they were still in it?
 - I have not personally seen anyone do this
- If so, who?
 - N/A
- Have you ever seen anyone spray a canine to get it to stop barking?
 - Absolutely not, that is cruel
- If so, who?
 - N/A
- Have you ever seen any staff being too rough with a canine?
 - I have not observed anything serious. If I had, it would have been reported immediately
- If so, who and when?
 - N/A
- Do you recall the canine this was done with?
 - N/A

Best Regards,



[REDACTED] | Rescue Specialist | Animal Welfare and Enforcement
Department of Community Services | Gwinnett County Government
[REDACTED] | 884 Winder Hwy, Lawrenceville, GA 30045 |
www.gwinnettcounty.com
Find out more about Animal Welfare and Enforcement at
www.gwinnettanimalwelfare.com

From: [REDACTED]
Sent: Wednesday, May 19, 2021 10:57 AM
To: [REDACTED]
Subject: Investigation Questions - please respond as soon as possible

Questions asked:

Who trained you to clean kennels?
How are you supposed to clean kennels?
Have you ever seen anyone spray a canine pen out while they were still in it?
If so, who?
Have you ever seen anyone spray a canine to get it to stop barking?
If so, who?
Have you ever seen any staff being too rough with a canine?
If so who and when?
Do you recall the canine this was done with?

Please respond to this email with what you have witnessed in response to these questions as discussed in person this date. Also if you can think of any other information that I may need to know please include this in your email statement.

Respectfully,
Officer [REDACTED]



Karina [REDACTED] | ACOIII | Cruelty and Neglect Investigator | Animal
Welfare and Enforcement
678-226-7729 | 884 Winder Highway, Lawrenceville, GA, 30045 |
www.gwinnettcounty.com
Find out what's going on in Gwinnett County. Sign up for email
newsletters today!

From: [REDACTED]
Sent: Wednesday, May 19, 2021 12:29 PM
To: [REDACTED]
Subject: RE: Investigation questions - please return as soon as possible.



[REDACTED] | Animal Care Specialist | Animal Welfare and Enforcement | Department of Community Services | Gwinnett County Government
678.226.7738 | 884 Winder Highway, Lawrenceville, GA 30045
www.gwinnettcounty.com

Find out what's going on in Animal Welfare visit www.gwinnettAnimalWelfare.com today!

From: [REDACTED]
Sent: Wednesday, May 19, 2021 10:56 AM
To: [REDACTED]
Subject: Investigation questions - please return as soon as possible.

Questions asked:

Who trained you to clean kennels? An ACO111 training officer
How are you supposed to clean kennels? Remove animal & place in another pen (for cats) or have another officer take animal outside (for dogs) while officer removes dishes, beds, etc.
Scoop pen, rinse, scrub, accel, squeegee.
Have you ever seen anyone spray a canine pen out while they were still in it? No
If so, who?
Have you ever seen anyone spray a canine to get it to stop barking? No one presently employed
If so, who?
Have you ever seen any staff being too rough with a canine? No
If so who and when?
Do you recall the canine this was done with?

Please respond to this email with what you have witnessed in response to these questions as discussed in person this date. Also if you can think of any other information that I may need to know please include this in your email statement.

Respectfully,
Officer [REDACTED]



Gwinnett
vibrantly connected

[REDACTED] | ADOIT | Cruelty and Neglect Investigator | Animal
Welfare & Enforcement
678-226-7729 | 884 Winder Highway, Lawrenceville GA, 30045 |
www.gwinnettcounty.com
Find out what's going on in Gwinnett County. Sign up for email
newsletters today!

[REDACTED]
[REDACTED]
From: [REDACTED]
Sent: Tuesday, May 18, 2021 4:09 PM
To: [REDACTED]
Subject: Re: Questions discussed with [REDACTED] during investigation

Who trained you to clean kennels? Senior Staff at the time of hire, such as [REDACTED]
[REDACTED], [REDACTED], [REDACTED] and [REDACTED]

How are you supposed to clean kennels? Take dog out of kennel, remove water bucket and food bowl, spray kennel down with hose, spray kennel with accel, scrub kennel with scrub brush, squeegee all the water down the drain, put water bucket and food bowl back in kennel, and bring dog back in to put into kennel.

Have you ever seen anyone spray a canine pen out while they were still in it? I saw officer [REDACTED] spray the canine darling (78560) in the paws due to her covering her kennel with poop and she had poop all over her paws. I told him not to do that and he responded with [REDACTED] the worst thing that can happen she gets clean paws?"

Have you ever seen anyone spray a canine to get it to stop barking? Not to stop barking, but I have seen officer [REDACTED] spray a dog while the canine was being aggressive at the fence which was the canine brownie.

Have you ever seen any staff being too rough with a canine? Never have seen anybody being too rough with a dog. I do believe that is subjective in nature, because i have been accused of being too rough with a dog, but I wasn't being rough with them.

From: [REDACTED] m>
Sent: Monday, May 17, 2021 12:31 PM
To: [REDACTED]
Subject: Questions discussed with amaro during investigation

Please DO NOT discuss the interview and or these question with any other employee as this is an active investigation.

Questions asked:

Who trained you to clean kennels?

How are you supposed to clean kennels?

Have you ever seen anyone spray a canine pen out while they were still in it?

If so, who?

Have you ever seen anyone spray a canine to get it to stop barking?

If so, who?

Have you ever seen any staff being too rough with a canine?

If so who and when?

Do you recall the canine this was done with?

Please respond to this email with what you have witnessed in response to these questions as discussed in person this date. Also if you can think of any other information that I may need to know please include this in your email statement.

Respectfully,



Gwinnett
vibrantly connected

[REDACTED] | ACOIII | Cruelty and Neglect Investigator | Animal
Welfare & Enforcement
678-225-7729 | 884 Winder Highway, Lawrenceville GA, 30045 |
www.gwinnettcountry.com
Find out what's going on in Gwinnett County. Sign up for email
newsletters today!

na

From: [REDACTED]
Sent: Monday, May 17, 2021 5:13 PM
To: [REDACTED]
Subject: investigation email

Who trained you to clean kennels?

officers [REDACTED], [REDACTED] and [REDACTED]

How are you supposed to clean kennels?

take dog out/scoop the poop/take the dishes out/ spray with hot water/ accel the pen/ scrub the pen/spray with hot water again/ then squeegee

Have you ever seen anyone spray a canine pen out while they were still in it?

no

If so, who?

Have you ever seen anyone spray a canine to get it to stop barking?

no

If so, who?

no

Have you ever seen any staff being too rough with a canine?

Yes I had to write an email to [REDACTED]

If so who and when?

it was in a previous email

Do you recall the canine this was done with?

joe

will forward the previous email to you

Please respond to this email with what you have witnessed in response to these questions as discussed in person this date. Also, if you can think of any other information that I may need to know please include this in your email statement.

One of the things that I see as a concern for the kennel is the huge divide between staff members due to the favoritism that the upper management has shown to other employees such as officer [REDACTED] I have noticed anytime anybody has tried to place a concern they have about officer [REDACTED] supervisor [REDACTED] completely defended her to the up most of her abilities. officer [REDACTED] also defended Officer [REDACTED] and officer [REDACTED] These three officers did not share the same workload as everyone else. I believe if we fixed this and got better SOP we could move forward and create a better more successful work environment.

[REDACTED]

From: [REDACTED]
Sent: Monday, May 17, 2021 5:40 PM
To: [REDACTED]
Subject: Fw:

From: [REDACTED]
Sent: Monday, January 18, 2021 4:02 PM
To: [REDACTED]
Subject:

On the date of 1/18/2021 I was cleaning on the non public side of the shelter in the intake pod in the morning. I noticed that Animal Control Officer [REDACTED] was taking the food bowls out of the pens before the dogs were out of the pen. Officer [REDACTED] then came to the dog named Joe in pen SD 15. Officer [REDACTED] went into the pen to try and get Joes food bowl out and scoop his feces. Joe then tried to escaped and Officer [REDACTED] then grabbed Joe by his collar really aggressive and through him back into the pen to stop him from getting out. Joe fought the whole time and even tried to go at the German Shepard that is in the pen next to him Officer [REDACTED] was very aggressive when handling Joe in this situation. With that being said I have no issues with Officer [REDACTED] he is always willing to help and learn.

I would also like to my name for this statement to remain anonyms if at all possible.

[REDACTED]

From: [REDACTED]
Sent: Monday, May 17, 2021 10:05 AM
To: [REDACTED]
Subject: RE: Active Investigation
Attachments: Houston Statement for Kennel Investigation.docx

[REDACTED]

If you have any further questions or would like clarification on anything, please let me know.

[REDACTED]

From: [REDACTED]
Sent: Monday, May 17, 2021 9:17 AM
To: [REDACTED]
Subject: Active Investigation

I understand that you no longer work with Gwinnett county animal welfare, However please answer the following questions and add anything else you feel I should know conducting this investigation. (Ex. : staff conduct, safe work atmosphere cleaning practices and or animal handling practices)

Questions asked:

Who trained you to clean kennels?
How are you supposed to clean kennels?
Have you ever seen anyone spray a canine pen out while they were still in it?
If so, who?
Have you ever seen anyone spray a canine to get it to stop barking?
If so, who?
Have you ever seen any staff being too rough with a canine?
If so who and when?
Do you recall the canine this was done with?

Please respond to this email with what you have witnessed in response to these questions as discussed in person this date. Also if you can think of any other information that I may need to know please include this in your email statement.

Respectfully,
Officer Amaro



Gwinnett
vibrantly connected

[REDACTED] | ACOH | Cruelty and Neglect Investigator | Animal
Welfare & Enforcement
678-226-7729 | 884 Winder Highway, Lawrenceville GA, 30045 |
www.gwinnettcounty.com
Find out what's going on in Gwinnett County. Sign up for email
newsletters today!

[REDACTED]

I was trained by [REDACTED] to clean the feline kennels. However, I had no formal training when it came to the canine kennels. I was taught on the job, but other staff members and I had to ask for the training. To clean feline kennels, remove the feline into another pen or to one side of the pen as there is now portals. Then remove all items from the pen, spray with accel, wait a few minutes, wipe down the whole pen, set it back up with new paper, food, water, and litter box. Then you may put the feline back in or move the feline over from the other side. To clean a canine kennel, you must first remove the canine into a bonding pen. Then spray the whole kennel with water followed by accel. While the accel is soaking, you scrub the walls and floor of the kennel. Then you spray all the accel off the walls and floor. Then you squeegee the floor so there are not any puddles. Replace the water and you can move the canine back into the kennel. I had to learn this routine on the job with no formal training. It was easy to me as I have worked with animals in other facilities with similar cleaning routines. However, I was never formally taught how to clean the canine kennels.

I have personally never seen anyone spray a canine pen with the canine still in it. I heard that it was happening but never knew who. I spent most of my time there with the felines, so I did not always see how others interacted with the canines during cleaning.

I have seen other staff members using a spray bottle to correct behavior while training, but I have not seen anyone using a hose to correct a canine.

I have seen a staff member be rough with both canines and felines. The person was [REDACTED] [REDACTED]. He was trying to keep a canine from escaping the pen, so he lifted it up completely off the ground and threw it back into the kennel. The canine was "Joe" and there was a formal report with further details. I have also witnessed to him closing the gate on a puppy in 'neglect dog' to avoid the canine from escaping. I do not recall the name of the canine, but it was the dachshund pupping in ND-1. He also allows the small dogs to bite him, so they calm down rather than trying to earn trust and practice safety. He has also used force on the felines when it was not needed. For example, putting a friendly cat into the nabbers because it would not move to the other side of the pen. He also began training new staff members to repeat his bad habits. When I addressed my concerns and lack of trust to [REDACTED] about [REDACTED], she expressed she did not trust him either. However, there was nothing effective to come from the conversation.

Other staff members have perpetuated bad habits as well [REDACTED] will play rough with some canines and create bad behavior. She used to play 'tag' with the husky named 'Blue'. She would push at the canine until he jumped up on her and nipped at her. She would 'play' like this with other canines as well. Other staff members have also left canines in bonding pens by themselves while the shelter was open to the public. This happened on more than one occasion but [REDACTED] and [REDACTED]. It happened with canines from Pod 2 as well. This had been addressed by me to supervisor [REDACTED] and it was never corrected. [REDACTED] had taken canines into the Real World Room on several occasion. They would defecate and urinate in the room, and she would never clean it despite being addressed to do it. All of these matters have been addressed to direct supervisors [REDACTED] and [REDACTED] by myself and nothing had been corrected or spoken about.

There was a great lack of overall training for all staff members. This includes but is not limited to: cleaning both canine and feline kennels, ketch pole training, safety training for aggressive animals, accessing behavior, accessing medical needs or when to submit a care request, writing reports, training for intake. During my eight months as an animal control officer, I wrote one single report. Because of the lack of training in all categories, I felt as though I was less effective as an animal control officer than I should have been. I feel the same goes for other kennel staff members as well.

[REDACTED]

From:

Sent:

Thursday, May 13, 2021 9:52 PM

To:

Subject:

Re: Questions asked in Interview with Officer Amaro

Who trained you to clean kennels? Several different people.

How are you supposed to clean kennels? After removing dog from pen, prewash kennel, spray with Accel, let it sit, scrub walls and floor, rinse thoroughly and squeegee excess water to drain.

Have you ever seen anyone spray a canine pen out while they were still in it? No. I have been cleaning cats, exotics, kitty city, neglect feline, cat bites and dog bites either by myself or with [REDACTED] since I started. Upon occasion, I have also done pod 4 & 5, either alone or with [REDACTED] helping me. Because of this, I have not witnessed the actions of anyone else cleaning the kennels.

If so, who? N/A

Have you ever seen anyone spray a canine to get it to stop barking? No

If so, who? N/A

Have you ever seen any staff being too rough with a canine? No

If so who and when? N/A

Do you recall the canine this was done with? N/A

Please respond to this email with what you have witnessed in response to these questions as discussed in person this date. Also if you can think of any other information that I may need to know please include this in your email statement.

On Saturday, May 8, 2021, [REDACTED] asked me if I wanted to take my lunch an hour early (basically trading lunch times with another officer). I agreed because I usually have lunch the same time as [REDACTED] and do not like being in the break room at the same time with him. After returning from lunch, [REDACTED] all went to lunch, leaving me alone in the kennel on a extremely busy Saturday. As he was walking out, [REDACTED] told me if I have any problems, I can "call [REDACTED] who is the Supervisor on duty today." According to the schedule, [REDACTED] was also on lunch at this time. I felt as though this was completely intentional.

About why I do not like being around [REDACTED] he regularly talks garbage and complains about everyone, including supervisors and managers. He is also very disrespectful and rude to [REDACTED] and regularly argues with her in front of everyone about how things are supposed to be done.

For example, when [REDACTED] told everyone not to spray the kennels with dogs in them he argued with her saying he didn't want to get poop on him when they have stepped all in it and questioning her about it being in the manual. Even after she said it was in there, he still said he didn't think it was and he was going to look it up and if it wasn't in there, he wasn't going to follow her instruction. He seems to be actively trying to cause trouble for certain people. He seems to be the pack leader of the other men and their attitudes often match his. His complaining and arguing spreads to those around him. There is definitely a very different attitude when he is not at work. Because of all this, I try my best to avoid being around him if possible. He makes me uncomfortable.

[REDACTED] ACO 112

From: [REDACTED]
Sent: Thursday, May 13, 2021 1:59 PM
To: Still, [REDACTED]
Subject: Questions asked in Interview with Officer [REDACTED]

Questions asked:

Who trained you to clean kennels?
How are you supposed to clean kennels?
Have you ever seen anyone spray a canine pen out while they were still in it?
If so, who? Still
Have you ever seen anyone spray a canine to get it to stop barking?
If so, who?
Have you ever seen any staff being too rough with a canine?
If so who and when?
Do you recall the canine this was done with?

Please respond to this email with what you have witnessed in response to these questions as discussed in person this date. Also if you can think of any other information that I may need to know please include this in your email statement.

Respectfully,
Officer [REDACTED]



Gwinnett
vibrantly connected

[REDACTED] | ACOI | Cruelty and Neglect Investigator | Animal
Welfare & Enforcement
678-226-7729 | 884 Winder Highway, Lawrenceville, GA, 30046 |
www.gwinnettcounty.com
Find out what's going on in Gwinnett County. Sign up for email
newsletters today!

[REDACTED]

From: [REDACTED]
Sent: Thursday, May 13, 2021 3:24 PM
To: [REDACTED]
Subject: Re: Questions we discussed in interview with Officer [REDACTED]

Who trained you to clean kennels?

I learned to clean kennels from the kennel staff. This was mostly from shadowing [REDACTED] and [REDACTED]

How are you supposed to clean kennels?

1. Remove all water buckets and food bowls. 2. Scoop the poop in the kennel if any. 3. Spray down the kennel with water. 4. Spray kennel with accel. 5. Scrub the kennel with scrub brush and make sure all the coming off. 6. Rinse the kennel down with water until all the accel is gone. Make sure the drain is clean. 7. Squeegee the pen and put back the water bucket.

Have you ever seen anyone spray a canine pen out while they were still in it?

If so, who? No

Have you ever seen anyone spray a canine to get it to stop barking?

If so, who? No

Have you ever seen any staff being too rough with a canine? No

If so who and when?

Do you recall the canine this was done with?

Sometimes dogs are fed incorrect amounts of food. For example, dogs are fed twice a day that don't need it. It can be hard to tell exactly how much food to give a dog sometimes.

From: [REDACTED]
Sent: Thursday, May 13, 2021 2:34 PM
To: [REDACTED]
Subject: Questions we discussed in interview with Officer [REDACTED]

Questions asked:

Who trained you to clean kennels?

How are you supposed to clean kennels?

Have you ever seen anyone spray a canine pen out while they were still in it?

If so, who?

Have you ever seen anyone spray a canine to get it to stop barking?

If so, who?

Have you ever seen any staff being too rough with a canine?

If so who and when?

Do you recall the canine this was done with?

Please respond to this email with what you have witnessed in response to these questions as discussed in person this date. Also if you can think of any other information that I may need to know please include this in your email statement.

Respectfully,

Officer [REDACTED]



Gwinnett
vibrantly connected

[Redacted] | ACOIII | Cruelty and Neglect Investigator | Animal
Welfare & Enforcement
678-226-7729 | 884 Winder Highway, Lawrenceville, GA, 30046 |
www.gwinnettcounty.com
Find out what's going on in Gwinnett County. Sign up for email
newsletters today!

[REDACTED]
[REDACTED]
From: [REDACTED]
Sent: Thursday, May 13, 2021 3:21 PM
To: [REDACTED]
Subject: RE: Question We discussed with officer [REDACTED]

Who trained you to clean kennels?

How are you supposed to clean kennels?

-bring dog out, pick up food bowl, water bucket, and lift bed. Then pick up poop. Spray pen down with accel, scrub the floors, bed, walls, gate and door. Then spray everything down with water again to get rid of the cleaner. Squeegee the pen down to make sure its dry before putting bed down, food and water bucket.

Have you ever seen anyone spray a canine pen out while they were still in it?

If so, who?

-no

Have you ever seen anyone spray a canine to get it to stop barking?

If so, who?

-no

Have you ever seen any staff being too rough with a canine?

If so who and when?

Do you recall the canine this was done with?

-I cant name an instance, been in out of the kennel for 8 months

-I feel we need to hire more experienced staff members with animals and if not be able to train them properly.

-I also feel as if every staff member needs to be held to the same standards, when not done it burns out the staff

-As I've mentioned many times before the vet staff is very unprofessional and difficult to work with and makes me dread having to communicate with them due to the rude attitude I get every single time



[REDACTED] | Animal Welfare and Enforcement | Department of Community
Services | Gwinnett County Government
[REDACTED] | 884 Winder Highway, Lawrenceville, GA 30045
| www.gwinnettcounty.com

Follow us on [Facebook](#) or visit GwinnettAnimalWelfare.com today

From: [REDACTED]
Sent: Thursday, May 13, 2021 2:50 PM
To: [REDACTED]
Subject: Question We discussed with officer [REDACTED]

Questions asked:

Who trained you to clean kennels?
How are you supposed to clean kennels?
Have you ever seen anyone spray a canine pen out while they were still in it?
If so, who?
Have you ever seen anyone spray a canine to get it to stop barking?
If so, who?
Have you ever seen any staff being too rough with a canine?
If so who and when?
Do you recall the canine this was done with?

Please respond to this email with what you have witnessed in response to these questions as discussed in person this date. Also if you can think of any other information that I may need to know please include this in your email statement.

Respectfully,
Officer [REDACTED]



[REDACTED] | ACOIII | Cruelty and Neglect Investigator | Animal
Welfare & Enforcement
678-226-7729 | 884 Winder Highway, Lawrenceville, GA, 30045 |
www.gwinnettcounty.com
Find out what's going on in Gwinnett County. [Sign up for email newsletters today!](#)

[REDACTED]
[REDACTED]
From: [REDACTED]
Sent: Monday, May 17, 2021 8:46 AM
To: [REDACTED]
Subject: RE: Questions

From: [REDACTED]
Sent: Friday, May 14, 2021 4:25 PM
To: [REDACTED]
Subject: Questions

Who trained you to clean kennels? [REDACTED] Myself Watching others mostly.
How are you supposed to clean kennels? Remove the canine then start the cleaning process such as pre spray the pen, foam the pen and let stand for atleast 5 mins then rinse the pen.
Have you ever seen anyone spray a canine pen out while they were still in it? Yes
If so, who? Almost everyone that I have worked with has sprayed out a pen with a dog present.
Have you ever seen anyone spray a canine to get it to stop barking? Yes but that person no longer works with us.
If so, who? [REDACTED] White
Have you ever seen any staff being too rough with a canine? yes
If so who and when? [REDACTED] on multiple occasions. I cannot remember the exact time when this happened but I have witnessed him on many occasions dragging the canines with no apparent reason. Picking the dogs up by the leash. When questioned about som of the instances his statement is that he is to big to do it properly.
Do you recall the canine this was done with? No but it was multiple.

Please respond to this email with what you have witnessed in response to these questions as discussed in person this date. Also if you can think of any other information that I may need to know please include this in your email statement.

Respectfully,
Officer [REDACTED]

Sent via the Samsung Galaxy S10e, an AT&T 5G Evolution capable smartphone
Get [Outlook for Android](#)

Thank you,



Gwinnett
vibrantly connected

[REDACTED] Animal Control Officer II | Animal Welfare & Enforcement
770 339 3200 | 884 Winder Highway, Lawrenceville GA, 30045 |
www.gwinnettcounty.com
Find out what's going on in Gwinnett County. [Sign up](#) for email newsletters today!

From:
Sent:
To:
Subject:

Friday, May 14, 2021 4:12 PM

RE: I know y9ou do not work in the kennel any longer, please refer to when you did and complete the following questions. Any other information that you think I should know please include it as well.

Answer to the first question, My supervisor at Hall county , no one officially at Gwinnett

Answer to the second question , take the canine out, spray with water hose, spray with excel, rinse. Squeegee dry, return canine

Answer to the third question, no

Answer to the fourth question, yes, it was common practice around three months in to my time with Gwinnett county. It was advocated by

Answer to the fifth question. I have witnessed be to rough with countless small animals. Everything from pinning small breed dog by the neck with a cage door to pinning a small breed dog by stepping on it. This is not the first time I made this known to management

Answer to the sixth question. Cassie, she was a neglect dog, The canine Officer fostered

I thought I should add this. When got in trouble previous for spraying a dog with a water hose around the October time frame I brought to his attention that it could land you in serious trouble, even though I knew it was common practice. It was shrugged off by serval officers.

From:

Sent: Friday, May 14, 2021 10:50 AM

To:

Subject: I know y9ou do not work in the kennel any longer, please refer to when you did and complete the following questions. Any other information that you think I should know please include it as well.

Questions asked:

Who trained you to clean kennels?

How are you supposed to clean kennels?

Have you ever seen anyone spray a canine pen out while they were still in it?

If so, who?

Have you ever seen anyone spray a canine to get it to stop barking?

If so, who?

Have you ever seen any staff being too rough with a canine?

If so who and when?

Do you recall the canine this was done with?

Please respond to this email with what you have witnessed in response to these questions as discussed in person this date. Also if you can think of any other information that I may need to know please include this in your email statement.

Respectfully,
Officer



Gwinnett
vibrantly connected

[REDACTED] | ACOH | Cruelty and Neglect Investigator | Animal
Welfare & Enforcement
678-226-7729 | 884 Winder Highway, Lawrenceville, GA, 30045 |
www.gwinnettcounty.com
Find out what's going on in Gwinnett County. Sign up for email
newsletters today!

[REDACTED]
[REDACTED]
From: [REDACTED]
Sent: Friday, May 14, 2021 10:24 AM
To: [REDACTED]
Subject: Re: Questions With Officer [REDACTED] Investigations

1. [REDACTED] n and [REDACTED] 2. Once dog is removed, empty water bucket if it's dirty replace, refill with fresh cool water, remove dog dish, scoop, spray down, excel, let set for 1 minute, scrub, rinse, and then squidgy floor. 3. I have not witnessed anyone spraying dogs but I have taken out a few dogs that were wet and should not have been. the officers were [REDACTED] and [REDACTED] 4. I have not. 5. yes with a pole, [REDACTED] and [REDACTED] 6. Boil for sure and there was no reason other than they were in a hurry.

From: [REDACTED]
Sent: Thursday, May 13, 2021 3:57 PM
To: [REDACTED]
Subject: Questions With Officer [REDACTED] Investigations

Questions asked:

Who trained you to clean kennels?
How are you supposed to clean kennels?
Have you ever seen anyone spray a canine pen out while they were still in it?
If so, who?
Have you ever seen anyone spray a canine to get it to stop barking?
If so, who?
Have you ever seen any staff being too rough with a canine?
If so who and when?
Do you recall the canine this was done with?

Please respond to this email with what you have witnessed in response to these questions as discussed in person this date. Also if you can think of any other information that I may need to know please include this in your email statement.

Respectfully,
Officer [REDACTED]



Gwinnett
vibrantly connected

[REDACTED] | ACOI | Cruelty and Neglect Investigator | Animal
Welfare & Enforcement
678-226-7729 | 884 Winder Highway, Lawrenceville, GA, 30046 |
www.gwinnettcountry.com
Find out what's going on in Gwinnett County. Sign up for email
newsletters today!

[REDACTED]

From: [REDACTED]
Sent: Friday, May 14, 2021 7:11 AM
To: [REDACTED]
Subject: Re: Questions discussed in Interview with [REDACTED]

1. [REDACTED], and [REDACTED]
2. You would take the canine out of there pen with your leash and put them in a bonding pen and you would come back in and spray down the kennel and then put axcell in the kennel and scrub with the brush and then spray it down and squeegee it and put a full water bucket in and feed the canine if needed twice a day.
3. I haven't seen anyone actually spray a dog but spray the hallway in the kennel.
4. I haven't seen anyone really use excessive force.

[Get Outlook for iOS](#)

From: [REDACTED]
Sent: Thursday, May 13, 2021 3:17:53 PM
To: [REDACTED]
Subject: Questions discussed in Interview with [REDACTED]

Questions asked:

Who trained you to clean kennels?

How are you supposed to clean kennels?

Have you ever seen anyone spray a canine pen out while they were still in it?

If so, who?

Have you ever seen anyone spray a canine to get it to stop barking?

If so, who?

Have you ever seen any staff being too rough with a canine?

If so who and when?

Do you recall the canine this was done with?

Please respond to this email with what you have witnessed in response to these questions as discussed in person this date. Also if you can think of any other information that I may need to know please include this in your email statement.

Respectfully,

Officer [REDACTED]



Gwinnett
vibrantly connected

[Redacted] ACOH | Cruelty and Neglect Investigator | Animal
Welfare & Enforcement
678-226-7729 | 884 Winder Highway, Lawrenceville GA, 30045 |
www.gwinnettcounty.com
Find out what's going on in Gwinnett County. Sign up for email
newsletters today!

[REDACTED]
[REDACTED]

From: [REDACTED]
Sent: Thursday, May 13, 2021 10:03 PM
To: [REDACTED]
Subject: Re: Questions from Investigation 05/13/2021 with Officer [REDACTED]

1. [REDACTED] Pike, & [REDACTED]
2. Remove canine.
Remove bowls, buckets, towels/blankets, beds, etc.
Rinse Pen thoroughly including window, walls, & gate door.
Ensure food, fur, etc. goes down drain & drain is cleared.
Spray Accel in Pen (including walls) & scrub with brush.
Rinse **thoroughly** & squeegee dry.
3. No.
4. No.
5. Officer [REDACTED] and Officer [REDACTED] in the past. Recently I haven't seen them being too rough.
In the past you could tell they were frustrated and running out of patience with canines that didn't have the best behavior or were fearful. Both Officers would drag dogs by the leash in the past. I do not recall the specific canines.

From: [REDACTED]
Sent: Thursday, May 13, 2021 1:49 PM
To: [REDACTED]
Subject: Questions from Investigation 05/13/2021 with Officer [REDACTED]

Questions asked:

Who trained you to clean kennels?

How are you supposed to clean kennels?

Have you ever seen anyone spray a canine pen out while they were still in it?

If so, who?

Have you ever seen anyone spray a canine to get it to stop barking?

If so, who?

Have you ever seen any staff being too rough with a canine?

If so who and when?

Do you recall the canine this was done with?

Please respond to this email with what you have witnessed in response to these questions as discussed in person this date. Also if you can think of any other information that I may need to know please include this in your email statement.

Respectfully,
Officer [REDACTED]



Gwinnett
vibrantly connected

[REDACTED] Child | Cruelty and Neglect Investigator | Animal
Welfare & Enforcement
678-226-7729 | 884 Winder Highway, Lawrenceville, GA, 30045 |
www.gwinnettcountry.com
Find out what's going on in Gwinnett County. Sign up for email
newsletters today!

Katrina

From: [REDACTED]
Sent: Friday, May 14, 2021 2:02 PM
To: [REDACTED]
Subject: Re: Since you are on light duty and in the kennel please answer the following questions

-Officer [REDACTED] trained me to clean kennels when I first started working for Gwinnett County Animal Welfare and Enforcement in June of 2018.

-Cleaning order LARGE DOGS:

1. First you are supposed to remove the canine from its kennel.
2. Then you remove the dirty food and water bowls.
3. Remove all feces and food or hair that may be on the floor and or in the drain.
4. Spray the floor to remove any possible feces that may still be there.
5. Take the accel sprayer on the water hose and spray the walls, the floor as well as the canine's window.
6. Scrub the walls and the floor until any possible feces or urine has been brushed off.
7. Spray all the accel out of the pen to prevent any accel burn on the canine's paws.
8. Squeegee the remaining water into the drain
9. Reset the pen with a clean water bowl with fresh water.

-Cleaning order SMALL DOGS:

1. First you remove the canine from the pen.
2. Remove the dirty food and water bowls.
3. Remove the dirty towels/blankets
4. Wipe any remaining feces that may be left behind.
5. Spray the pen with accel and let it sit long enough for the accel to take its course.
6. Wipe the pen out with a clean rag/hand towel
7. Place a new clean towel or blanket in the pen with a clean water bowl and clean food bowl.

-I have personally seen one person spray a pen out with a canine in it. However, I have [REDACTED] many accusations about others doing so.

-Officer [REDACTED] (no longer with GCAWE)

-Yes

-Officer [REDACTED] was very rough with the canines that were high energy in attempt to "correct" their behavior with excessive force. Officer [REDACTED] has also been very rough with canines that are high energy in attempt to "correct" their behavior with excessive force. The excessive force that Officer [REDACTED] and Officer [REDACTED] both used consisted of yanking on the leashes in attempt to correct the canine from pulling and or barking.

-I do not remember which canines were involved.

-Any additional information: The kennel environment is a very toxic environment. There are multiple kennel staff employees that talk very inappropriately (in a disrespectful way) about other employees. There have been many times I have overheard the same employees gather in the laundry room to talk about other specific employees who are trying their hardest and who absolutely love their job. There have been many times some of the employees will talk about other employees openly in front of others without trying to keep it a secret. These certain people who are constantly talking down on others and in a disrespectful tone also

talk very poorly to their supervisor. After the supervisor asked these specific employees to complete a task, they would respond with an attitude and then talk behind their back to the other employees after the supervisor walked away. I have experienced all of this in the short period of time I have been in the kennel due to being on light duty.



Gwinnett
vibrantly connected

| ACO II | Gwinnett County Government
| 884 Winder Highway Lawrenceville, GA 30045 | www.gwinnettcounty.com

From: [REDACTED]
Sent: Friday, May 14, 2021 10:30 AM
To: [REDACTED]
Subject: Since you are on light duty and in the kennel please answer the following questions

Questions asked:

Who trained you to clean kennels?
How are you supposed to clean kennels?
Have you ever seen anyone spray a canine pen out while they were still in it?
If so, who?
Have you ever seen anyone spray a canine to get it to stop barking?
If so, who?
Have you ever seen any staff being too rough with a canine?
If so who and when?
Do you recall the canine this was done with?

Please respond to this email with what you have witnessed in response to these questions as discussed in person this date. Also if you can think of any other information that I may need to know please include this in your email statement.

Respectfully,
Officer [REDACTED]



Gwinnett
vibrantly connected

| ACO III | Cruelty and Neglect Investigator | Animal
Welfare & Enforcement
678-226-7729 | 884 Winder Highway, Lawrenceville GA, 30045 |
www.gwinnettcounty.com
Find out what's going on in Gwinnett County. Sign up for email
newsletters today!

[REDACTED]

From: [REDACTED]
Sent: Friday, May 21, 2021 2:48 PM
To: [REDACTED]
Subject: RE: Since you are on light duty and in the kennel please answer the following questions

The officers that talk rudely about others include [REDACTED] llo, [REDACTED] (on occasions, mainly venting when another officer is slacking in their duties), and [REDACTED]

[REDACTED] One of the employees I see and hear being harassed is [REDACTED] Anytime Office [REDACTED] name is even brought up by someone, they all make comments or jokes about her. Officer [REDACTED] is a hard worker and enjoys what she does. It is constantly mentioned that [REDACTED] is always "missing" when she is in the feed room doing the dishes that no one else wants to do or she is walking the dogs or even following up in all the cat rooms restocking litter and food, which is a task that is required by the officer assigned to that 'zone'.

[REDACTED] I have personally seen Officer [REDACTED] disrespect the Kennel Supervisor, Officer [REDACTED] to her face. He has said multiple times to other officers that he wants her fired. Officer [REDACTED] is also the officer that gossips in the laundry room with Officer [REDACTED] about other officers. Officer [REDACTED] seems to be the kennels "ring-leader" and he seems to just do what he wants. The few times I have seen Officer [REDACTED] attempt to give Officer [REDACTED] a task, he immediately comes up with some reasoning to not do said task and then calls her lazy when she walks away and says he could do her job better than she. I do not feel comfortable around Officer [REDACTED] because of how often he disrespects others. Another incident involving Officer [REDACTED] was when another kennel employee, Officer [REDACTED] was assigned to assist at an event. Officer [REDACTED] took it upon himself to attempt to locate Officer [REDACTED] and then call her at the event questioning her whereabouts and why she was there. After the incident, he began to gossip to the others and said that Officer [REDACTED] should not have gone to the event.

[REDACTED] Officers [REDACTED] and [REDACTED] are two officers that follow Officer [REDACTED] and do whatever he says. They are also two of the main officers that Officer [REDACTED] associated with and talks rudely about others with. Officer [REDACTED] will voice his feelings about the other kennel officers, especially Officer [REDACTED] If he hears someone mention her name, he chuckles as if he is a joke.

[REDACTED] I have [REDACTED] Officer [REDACTED] express his feelings towards other officers. Officer [REDACTED] doesn't appear to be the one to gossip, but he will say how he feels about a situation. One situation being an altercation he and Officer [REDACTED] had in the morning one day while cleaning the dog pods. Officer [REDACTED] stated that she was slow and old and can't keep up with the pace. *It is my personal opinion that the canine pens are not being cleaned properly and Officer [REDACTED]s pace is efficient.*

[REDACTED] [REDACTED] has talked disrespectfully about Officer [REDACTED] just as Officer [REDACTED] She talks rudely towards Officer [REDACTED] and then reports back to her buddies to tell them the news. Officer Carter-Brodna is not a very nice person. She appears to be kind and friendly, however she talks very rudely towards the public as well as the other officers and then laughs about it.

[REDACTED] Unfortunately, I must include one of Gwinnett County Animal Welfare and Enforcement's ACO3. Officer [REDACTED] has her favorites. I understand that intake is a sensitive work zone, however, she shows

favoritism towards certain employees [REDACTED] [REDACTED]). She also shows her disliking towards some of the others, the main one being Officer [REDACTED]. I have [REDACTED] Officer [REDACTED] discuss Officer [REDACTED] accent, and say it makes her cringe. Officer [REDACTED] knows Officer [REDACTED] doesn't necessarily enjoy her presence; therefore, she keeps away.

**I know this was in the past, but I want to add a bad experience I had with Officer [REDACTED] before she was promoted to an ACO 3 and before I went to the Field Operations. For a period of time, I was on 'light duty' due to a sever medical issue and I wasn't able to do hardly anything. I was always questioned when I was coming off light duty. When I did return to full duty, Officer [REDACTED] harassed me. She was always concerned about what I was doing and why I wasn't doing something a certain way or fast enough for her. On one Sunday, I was assigned to clean Neglect Canine, and feline pods 1-3 with Officer [REDACTED]. I finished feline pod 1 and went to assist pods 2 and 3 with Officer [REDACTED]. We sat down in the feline bonding pens for a quick breather. (Remember, this is on a Sunday, meaning we did not have a specific time to have everything completed by like on a day we open to the public.) I was not back to my normal work pace, due to just returning from having an enlarged spleen. Officer [REDACTED] then came over the radio questioning where I was. She asked why I wasn't cleaning Neglect Canine, and I explained I was assisting Officer [REDACTED] since the inmates we were receiving at the time were the ones that cleaned the Neglect Pod. Officer [REDACTED] told her as well that I was assisting her. She then told me that I needed to go to the other side to clean the Neglect Pod. When I got over there, the inmates asked why they weren't able to clean Neglect Canines and I told them I wasn't sure. They informed me that they began to clean the pod, however Officer [REDACTED] told them I should be the one doing it. There were multiple incidents with Officer [REDACTED] attempting to manage what I did. I discussed the incidents with the Assistant Manager over the kennel ([REDACTED]) and he stated he was going to speak with her. I was later informed that after his talk with Officer [REDACTED] she told him that I remind her of her step-daughter who she does not necessarily have a good relationship with. I did not agree with her reasoning to treat me how she did. After the accidents that kept occurring, I requested to be moved to the field where I have had zero altercations with any of my co-workers.

Working in the kennel while on light duty has been a very stressful and frustrating experience.

-R. [REDACTED] AC#77

From: [REDACTED]

Sent: Friday, May 14, 2021 2:02 PM

To: [REDACTED]

Subject: Re: Since you are on light duty and in the kennel please answer the following questions

-Officer [REDACTED] trained me to clean kennels when I first started working for Gwinnett County Animal Welfare and Enforcement in June of 2018.

-Cleaning order LARGE DOGS:

1. First you are supposed to remove the canine from its kennel.
2. Then you remove the dirty food and water bowls.
3. Remove all feces and food or hair that may be on the floor and or in the drain.
4. Spray the floor to remove any possible feces that may still be there.
5. Take the accel sprayer on the water hose and spray the walls, the floor as well as the canine's window.
6. Scrub the walls and the floor until any possible feces or urine has been brushed off.

7. Spray all the accel out of the pen to prevent any accel burn on the canine's paws.
8. Squeegee the remaining water into the drain
9. Reset the pen with a clean water bowl with fresh water.

-Cleaning order SMALL DOGS:

1. First you remove the canine from the pen.
2. Remove the dirty food and water bowls.
3. Remove the dirty towels/blankets
4. Wipe any remaining feces that may be left behind.
5. Spray the pen with accel and let it sit long enough for the accel to take its course.
6. Wipe the pen out with a clean rag/hand towel
7. Place a new clean towel or blanket in the pen with a clean water bowl and clean food bowl.

-I have personally seen one person spray a pen out with a canine in it. However, I have [REDACTED] many accusations about others doing so.

-Officer [REDACTED] (no longer with GCAWE)

-Yes

-Officer [REDACTED] was very rough with the canines that were high energy in attempt to "correct" their behavior with excessive force. Officer [REDACTED] has also been very rough with canines that are high energy in attempt to "correct" their behavior with excessive force. The excessive force that Officer [REDACTED] and Officer [REDACTED] both used consisted of yanking on the leashes in attempt to correct the canine from pulling and or barking.

-I do not remember which canines were involved.

-Any additional information: The kennel environment is a very toxic environment. There are multiple kennel staff employees that talk very inappropriately (in a disrespectful way) about other employees. There have been many times I have overheard the same employees gather in the laundry room to talk about other specific employees who are trying their hardest and who absolutely love their job. There have been many times some of the employees will talk about other employees openly in front of others without trying to keep it a secret. These certain people who are constantly talking down on others and in a disrespectful tone also talk very poorly to their supervisor. After the supervisor asked these specific employees to complete a task, they would respond with an attitude and then talk behind their back to the other employees after the supervisor walked away. I have experienced all of this in the short period of time I have been in the kennel due to being on light duty.



| ACO II | Gwinnett County Government

| 884 Winder Highway Lawrenceville, GA 30045 | www.gwinnettcountry.com

From: [REDACTED]

Sent: Friday, May 14, 2021 10:30 AM

To: [REDACTED]

Subject: Since you are on light duty and in the kennel please answer the following questions

Questions asked:

Who trained you to clean kennels?
How are you supposed to clean kennels?
Have you ever seen anyone spray a canine pen out while they were still in it?
If so, who?
Have you ever seen anyone spray a canine to get it to stop barking?
If so, who?
Have you ever seen any staff being too rough with a canine?
If so who and when?
Do you recall the canine this was done with?

Please respond to this email with what you have witnessed in response to these questions as discussed in person this date. Also if you can think of any other information that I may need to know please include this in your email statement.

Respectfully,



Gwinnett
vibrantly connected

[Redacted] ADOH | Cruelty and Neglect Investigator | Animal
Welfare & Enforcement
678-226-7729 | 884 Winder Highway, Lawrenceville GA, 30045 |
www.gwinnettcountry.com
Find out what's going on in Gwinnett County. Sign up for email
newsletters today!

[REDACTED]

From: [REDACTED]
Sent: Tuesday, May 18, 2021 3:11 PM
To: [REDACTED]
Subject: AW: Questions for investigation

- [REDACTED]
1. I was trained by Officer [REDACTED] on how to clean cat kennels, and I was shown by Officer [REDACTED] on how to clean dog kennels.
 2. If cat cage is very dirty; move cat to another pen remove everything from the kennel, accel and let sit, clean out with towel, set up again and place cat back in kennel. If not very dirty this can be done cleaning around the feline, only spraying some accel on a towel and spot cleaning. For dogs, someone has to remove the canine to either walk it or put it outside in the bonding pen. remove water/food bowls and any other items from pen. Spray out with water, remove hair from drain, spray out with accel, scrub and let sit, come back, spray out the kennel, squeegee, return water bowl, make sure no water is left on bed and now the canine is good to come back.
 3. Nobody has sprayed a canine in the face in front of me but Officer [REDACTED] one afternoon told me how he did it to a canine in neglect due to it barking too much and in his words "Officer [REDACTED] had told him to do it as it seems to work for him to make sure the dog stops being annoying".
 4. Yes, I have seen Officer [REDACTED] walking a kennel Fighting dog("Boss") out of pod 1 holding the leash high up in the air enough for the dogs feet to come off the floor, I have seen Officer [REDACTED] throw the dog "Fudge" that used to be in pen 196 last year between April and June, back into his kennel by the collar. I have seen officer [REDACTED] grab a dog by the collar and pull him up by it waiting for him to not be able to breathe so it would drop a tennis ball it was holding on to in his mouth. I have seen Officer [REDACTED] pull multiple dogs through the doors very forcefully while on the catchpole. I have observed Officer [REDACTED] and [REDACTED] being very rough with dogs on the catchpole like "Boll" whom is currently in pod 2. And the two officers mentioned before have also been seen by me dragging dogs back into the pod on leash after their kennels have been cleaned.

This is what you asked me to write for [REDACTED] but I do not recall his email address:

I was asked by Cruelty and Neglect Investigator [REDACTED] if Officer [REDACTED] is part of the reason I resigned from Gwinnett County Animal Control.

Officer [REDACTED] played a huge part in me resigning from my position as an ACO2. He is the reason the entire work environment has changed last year and kennel supervision did not do anything to stop it. I was one of the targets of his bullying and he has created a little group that joined into it. I am aware he was sent to bullying class by the county but that did not stop anything. After bullying class the bullying continued indirectly and his follower group continued for him whenever he was not in the building. Officer [REDACTED] enforced a terrible work ethic in most kennel staff, which turned into everyone being lazy and not doing their

jobs after morning cleaning. I was viewed as the weird person as I was actually walking around doing things like enrichment and cleaning in the afternoons.

He is also the one that started treating the animals poorly and too many officers followed his way of handling. He somehow got to change cleaning procedures and kennels do not get cleaned correctly anymore. Everyday without fail I would find feces on the walls right after morning cleaning (I found feces on the wall of DH-3 today right after morning cleaning - 05-18).

Officer [REDACTED] multiple times went to my immediate supervisor to complain about me providing enrichment for the animals like giving out frozen kongs or taking them out to run in the field while all other kennel staff was sitting at the kennel desk. After some time it just started to annoy me as my immediate supervisor never did anything to shut those complaints down.

All the above mentioned points played a huge role in my resigning as an ACO2 as I was not willing to continue working in such a terrible work environment.

Let me know if you need anything else,

[REDACTED]

Von: [REDACTED]

Gesendet: Dienstag, 18. Mai 2021 15:12

An: [REDACTED]

Betreff: Questions for investigation

Who trained you to clean kennels?

How are you supposed to clean kennels?

Have you ever seen anyone spray a canine pen out while they were still in it?

If so, who?

Have you ever seen anyone spray a canine to get it to stop barking?

If so, who?

Have you ever seen any staff being too rough with a canine?

If so who and when?

Do you recall the canine this was done with?

Please respond to this email with what you have witnessed in response to these questions as discussed in person this date. Also if you can think of any other information that I may need to know please include this in your email statement.

Respectfully,

Officer [REDACTED]



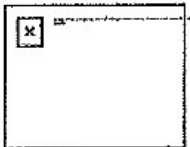
Gwinnett
vibrantly connected

[REDACTED] | ACOH | Cruelty and Neglect Investigator | Animal
Welfare & Enforcement
678-226-7729 | 884 Winder Highway, Lawrenceville, GA, 30045 |
www.gwinnettcounty.com
Find out what's going on in Gwinnett County. Sign up for email
newsletters today!

From: [REDACTED]
Sent: Wednesday, May 19, 2021 5:33 PM
To: [REDACTED]
Subject: Fwd: Message from "AWECSV0108161"
Attachments: 20210519171515293.pdf

[REDACTED] response to your questions

[REDACTED] DVM
Medical Director
Planned PETHood of Georgia
www.PETHoodGA.org
(678) 561-3491



Helping pets and the people who care for them by providing innovative programs and affordable services that save lives.

Vet staff Questions:

Have you ever had any issues speaking or communicating with staff members?

If so, who? Yes, almost every interaction it is nearly impossible for staff members to acknowledge you. → [redacted]

Have you ever seen a staff member spray a canine with water inside the pen?

If so, who? Yes, officer [redacted], [redacted], [redacted]

Have you seen any staff members use excessive force to handle animals?

If so, who? Yes, [redacted]

If you answered yes to any of these questions do you have any specific dates, animals involved?

If so, please elaborate:

Have you ever seen anyone spray a canine pen out while they were still in it?

If so, who? Yes, officer [redacted], [redacted]

Have you ever seen anyone spray a canine to get it to stop barking?

If so, who? ~~[redacted]~~

Have you ever seen any staff being too rough with a canine?

If so who and when? Yes, officer [redacted], [redacted], [redacted], [redacted]

Do you recall the canine this was done with?

"Fudge" (Jan 196), "Boss" (Pod 1 last year), Cornelia (went to rescue)

If you feel there is anything else, I may need to know please let me know:

Email me your responses at [redacted]

[REDACTED]

From: [REDACTED]
Sent: Friday, May 21, 2021 11:04 AM
To: [REDACTED]
Subject: Add on to statement

[REDACTED]

Another canine that came to mind after I send in my initial answers is [REDACTED] Animal ID 77601. This canine had issues with his hind knee and Dr. [REDACTED] put a note on his kennel and on his shelterbuddy profile stating that he was to be leash walked only and not placed into the bonding pen. [REDACTED] was always very excited when we would start cleaning and was sometimes hard for officers to get on leash. I have seen Officer [REDACTED] on multiple occasion not even try to get him on a leash or pole and just grab him by the collar roughly pulling him and throwing him into another kennel. He was also a canine that I would find wet on multiple occasion when I was taking dogs out and got to him on time before he was put in the next kennel. When [REDACTED] was excited he would jump up and fall back into his feces, which is why Officers would spray into his kennel. I have never seen anyone spray at him or into the kennel but everytime I would get him he was soaked.

Let me know if you need any more info on this.

Sincerely,
[REDACTED]

Von: [REDACTED]
Gesendet: Dienstag, 18. Mai 2021 15:12
An: [REDACTED]
Betreff: Questions for investigation

Who trained you to clean kennels?
How are you supposed to clean kennels?
Have you ever seen anyone spray a canine pen out while they were still in it?
If so, who?
Have you ever seen anyone spray a canine to get it to stop barking?
If so, who?
Have you ever seen any staff being too rough with a canine?
If so who and when?
Do you recall the canine this was done with?

Please respond to this email with what you have witnessed in response to these questions as discussed in person this date. Also if you can think of any other information that I may need to know please include this in your email statement.

Respectfully,
Officer [REDACTED]



Gwinnett
vibrantly connected

[REDACTED] ACOH | Cruelty and Neglect Investigator | Animal
Welfare & Enforcement
678-226-7729 | 884 Winder Highway, Lawrenceville GA, 30045 |
www.gwinnettcounty.com
Find out what's going on in Gwinnett County. Sign up for email
newsletters today!

[REDACTED]
[REDACTED]

From: [REDACTED]
Sent: Friday, May 21, 2021 3:42 PM
To: [REDACTED]
Subject: Re: Questions discussed during investigation questioning.

Who trained you to clean kennels? [REDACTED]

How are you supposed to clean kennels? Have a runner for K9 spray the pen, then spray accel let it sit for couple mins, scrub the pen then rinse the pen and then squeegee the pen

Have you ever seen anyone spray a canine pen out while they were still in it? Spray the run way or corners and the water get in pen but never at the K9

If so, who?

Have you ever seen anyone spray a canine to get it to stop barking? No

If so, who?

Have you ever seen any staff being too rough with a canine? Vet staff but only dragging the K9 to get it to walk if the K9 isn't walking on the leash

If so who and when? Don't recall

Do you recall the canine this was done with? Don't recall

Sent from my T-Mobile 5G Device
Get [Outlook for Android](#)

From: [REDACTED] <Katrina.Amaro@[REDACTED]>
Sent: Friday, May 21, 2021 2:52:15 PM
To: [REDACTED]
Subject: Questions discussed during investigation questioning.

Questions asked:

Who trained you to clean kennels?

How are you supposed to clean kennels?

Have you ever seen anyone spray a canine pen out while they were still in it?

If so, who?

Have you ever seen anyone spray a canine to get it to stop barking?

If so, who?

Have you ever seen any staff being too rough with a canine?

If so who and when?

Do you recall the canine this was done with?

Please respond to this email with what you have witnessed in response to these questions as discussed in person this date. Also if you can think of any other information that I may need to know please include this in your email statement.

Respectfully,

Officer [REDACTED]



Gwinnett
vibrantly connected

[REDACTED] | ACOH | Cruelty and Neglect Investigator | Animal
Welfare & Enforcement
678-226-7729 | 884 Winder Highway, Lawrenceville, GA, 30045 |
www.gwinnettcounty.com
Find out what's going on in Gwinnett County. Sign up for email
newsletters today!

[REDACTED]

From: [REDACTED]
Sent: Saturday, May 22, 2021 10:44 AM
To: [REDACTED]
Subject: RE: Please respond as soon as possible

- 1) My first experience cleaning at the shelter was with [REDACTED]. She informed me that she was not a training officer and that this was unusual. Beyond that I had a lot of prior experience and did not need much further instruction or receive it from others.
- 2) Remove the animal from the cage. Remove any bowls or bedding. Remove any solid waste. Thoroughly spray down the cage with water, apply Accel cleaner, leave on for 10 minutes, spray again with water until all signs of chemical are gone, squeegee the cage and put the animal back in the kennel. Stainless steel cages are done with only Accel spray and then wiped down thoroughly to remove any waste from the cage or door fronts. Once the cage is free of waste and the chemical spray, bedding, food, water, litter box (if applicable) can be added. Once the animal (if applicable) is walked outside to use the bathroom they can be put back in the cage.
- 3) No. I have seen the walkway sprayed for cleaning which could result in a little water getting in the cage but not purposely or excessively.
- 4) N/A
- 5) No.
- 6) N/A
- 7) The term "rough" I believe carries different meanings to different people. In my position as an Intake officer, animals require restraint while administering treatments so they do not cause harm to themselves or the officers. Animals struggle from time to time and the holding technique adjusts for that in that we may need to apply more pressure. As far as general animal interactions I have never seen rough behavior with an animal that I would categorize as unnecessary, excessive, or abusive. If anything, the officers, myself included, may vent verbally to one another that they are frustrated by an animals' behavior. The animals can be quite fractious at times and easily cause injury. For this reason I feel that this avenue of venting is acceptable as long as it is not aimed at the animal.
- 8) N/A
- 9) N/A

If I saw abusive behavior my conscience would not allow me not to intervene and make sure the officer in question faced consequences.

From: [REDACTED]
Sent: Tuesday, May 18, 2021 9:22 AM
To: [REDACTED]
Subject: Please respond as soon as possible

Who trained you to clean kennels?

How are you supposed to clean kennels?

Have you ever seen anyone spray a canine pen out while they were still in it?

If so, who?

Have you ever seen anyone spray a canine to get it to stop barking?

If so, who?

Have you ever seen any staff being too rough with a canine?

If so who and when?

Do you recall the canine this was done with?

Anything else you feel I should know please include it.



Gwinnett
vibrantly connected

[REDACTED] | ACOH | Cruelty and Neglect Investigator | Animal
Welfare & Enforcement
678-225-7729 | 884 Winder Highway, Lawrenceville, GA, 30045 |
www.gwinnettcounty.com
Find out what's going on in Gwinnett County. Sign up for email
newsletters today!

[REDACTED]
[REDACTED]

From: [REDACTED]
Sent: Tuesday, May 25, 2021 5:17 PM
To: [REDACTED]
Subject: RE: Investigation Questions- please respond as soon as possible

I have not witnessed any of the below behavior in regards to cleaning in the mornings, I am usually dealing with the public or cleaning/moving cats in the mornings and I'm not in the pods watching them clean. I have experienced Officer [REDACTED] being passively rude to me and just acting like he is in charge and trying to tell staff what to do. I have not [REDACTED] him tell other kennel staff to do anything unreasonable. Lately he just seems to not like me and doesn't talk to me. Since [REDACTED] left he seems to be nicer to me for some reason. I know that he has questioned policies in the past like walking orange card dogs on poles and he always expresses his opinion about things that he disagrees with. When I told them explicitly to not spray a pen with a dog in it, he openly questioned it and acted like he thought there was nothing wrong with it, he even argued with me that the water in the pods was not that hot. He asked to see the ordinance in writing like he didn't believe me, but I have never seen anyone doing it.

From: [REDACTED]
Sent: Wednesday, May 19, 2021 10:57 AM
To: [REDACTED]
Subject: Investigation Questions- please respond as soon as possible

Questions asked:

Who trained you to clean kennels?
How are you supposed to clean kennels?
Have you ever seen anyone spray a canine pen out while they were still in it?
If so, who?
Have you ever seen anyone spray a canine to get it to stop barking?
If so, who?
Have you ever seen any staff being too rough with a canine?
If so who and when?
Do you recall the canine this was done with?

Please respond to this email with what you have witnessed in response to these questions as discussed in person this date. Also if you can think of any other information that I may need to know please include this in your email statement.

Respectfully,
Officer [REDACTED]



Gwinnett
virtually connected

[REDACTED] COII | Cruelty and Neglect Investigator | Animal
Welfare & Enforcement
678-226-7723 | 884 Winder Highway, Lawrenceville, GA, 30045 |
www.gwinnettcountry.com
Find out what's going on in Gwinnett County. Sign up for email
newsletters today!

From: [REDACTED]
Sent: Thursday, May 20, 2021 3:14 PM
To: [REDACTED]
Subject: Questions discussed for Investigation

Questions asked:

Who trained you to clean kennels?
How are you supposed to clean kennels?
Have you ever seen anyone spray a canine pen out while they were still in it?
If so, who?
Have you ever seen anyone spray a canine to get it to stop barking?
If so, who?
Have you ever seen any staff being too rough with a canine?
If so who and when?
Do you recall the canine this was done with?

Please respond to this email with what you have witnessed in response to these questions as discussed in person this date. Also if you can think of any other information that I may need to know please include this in your email statement.

Respectfully,
Officer [REDACTED]



Gwinnett
vibrantly connected

[REDACTED] | ACOIU | Cruelty and Neglect Investigator | Animal
Welfare & Enforcement
678-226-7729 | 884 Winder Highway, Lawrenceville, GA, 30046 |
www.gwinnettcounty.com
Find out what's going on in Gwinnett County. Sign up for email
newsletters today!

From: [REDACTED]
Sent: Friday, May 21, 2021 9:54 AM
To: [REDACTED]
Subject: Please respond tot he investigative questions as soon as you return to work.

I would like to complete the investigation and have not received your email responses. Please complete them ASAP when you return to work.

Respectfully,
Officer [REDACTED]



Gwinnett
vibrantly connected

[REDACTED] | ACOIII | Cruelty and Neglect Investigator | Animal
Welfare & Enforcement
678-226-7729 | 884 Winder Highway, Lawrenceville, GA, 30046 |
www.gwinnettcounty.com
Find out what's going on in Gwinnett County. Sign up for email
newsletters today!