

**COLLEGE PARK POLICE DEPARTMENT  
WARNING AND ASSURANCE TO EMPLOYEE REQUIRED  
TO PROVIDE INFORMATION**

This is an official administrative investigation regarding misconduct or improper performance of official duties. In accordance with the Privacy Act of 1974, you are advised that the authority to conduct this interview is contained in Chapter: 5, Section III.B, Rule #22 (Internal Investigations) of the College Park Police Department Rules of Conduct and Standard Operating Procedures.

This inquiry pertains to: Citizen Complaint  
(State the general nature of the inquiry)

The purpose of this interview is to obtain information, which will assist in the determination of whether administrative action is warranted.

You are going to be asked a number of specific questions regarding the performance of your official duties.

Your cooperation in this investigation will include any lawful request or action deemed necessary, by the authority of the Chief of Police, including submittal to a polygraph examination.

You have a duty to reply to these questions and agency disciplinary action, including dismissal, may be undertaken if you refuse to answer or fail to reply fully and truthfully.

Neither your answers nor any information or evidence gained by reason of your answers can be used against you in any criminal proceeding, except that if you knowingly and willfully provide false statements or information in your answers, you may be criminally prosecuted for that action. The answers you furnish and any information or evidence resulting there from may be used in the course of agency disciplinary proceedings, which could result in disciplinary action, including dismissal.

**ACKNOWLEDGMENT**

I have read and understand my rights and obligations as set forth above.

[Signature]  
Signature of Department official  
Conducting Inquiry

[Signature]  
Employee's Signature

[Signature]  
Witness

07/03/2009  
Date

**SUBJECT INFORMATION**

24. Name **TARIK MARK AUDAIN** 25. Address \_\_\_\_\_  
26. Race **B** 27. Sex **M** 28. Date of birth **04/20/1978**  
29. Social security # \_\_\_\_\_  
30. Work phone \_\_\_\_\_ 31. Home phone \_\_\_\_\_  
32. Did subject complain of injury? **N** 33. Were there visible signs of injury? **Y**  
34. If yes, type of injuries **SLIGHT**

*Note: Subject must go to the hospital for any complaint of injury or use of OC spray. Treatment must be refused at the hospital.*

35. Type of treatment **NONE**  
36. Name of hospital **NOT TAKEN TO HOSP.** 37. How transported to hospital **NOT TAKEN FOR**  
38. Name of doctor \_\_\_\_\_  
39. Time of treatment \_\_\_\_\_ 40. Time of release \_\_\_\_\_  
41. Was subject under the influence of drugs or alcohol? **NO**  
42. Photos attached? **N** If no, explain: **SLIGHT SCRATCHES**  
43. Was suspect arrested? **Y** If yes, list charges. If no, explain: **DISORDERLY CONDUCT AND OBSTRUCTION**

**INCIDENT DESCRIPTION**

44. Describe, in detail, your actions, the actions of any other involved officers, and the actions and conduct of the subject(s) before, during and after the use of force. Include whether the use of each type of force was effective. NOTE: In case of use of the OC Fogger, or in any case as directed by supervision, this information must be reported in standard letter format and attached to this form.

While working an approved Extra Job at 4900 Buffington Rd (Manheim Auto Auction) Officer J. Williams came in contact with Mr. Tarik Audain. Mr Audain had left his juvenile daughter in his truck while he was working at the location. After being told by security and by Ofc Williams that he could not leave his daughter in the vehicle, Mr. Audain then became verbally and physically aggressive with officers and security. After multiple attempts to calm him down, Ofc. Williams advised him that he was under arrest for disorderly conduct and attempted place him in custody. Mr. Audain pulled away from Officer Williams multiple times. She then attempted to pin him against a median barrier that was on the property. He continued to resist arrest and attempt to flee the scene. During the struggle both Ofc. Williams and Mr. Audain were thrown from one side of the barrier to the other. Officer Williams was able to again pin Mr. Audain against the barrier and hold him until back up units arrived. He was then taken into custody without further incident.

Mr Audain and Officer Williams suffered some minor scratches during the incident, but no medical treatment was needed.

45. Officer's signature \_\_\_\_\_ Date: \_\_\_\_\_

### Officer(s) Involved

Code	Officer Name	Code #	Assignment	Date Empl.	Race	Sex	DOB
1	WILLIAMS, JEFORNE P	2874	PATL, PO, UNI, BRAV	06/26/2017	B	F	
2	SMITH, LEONARD	2892	PATL, PO, UNI, CHAR	09/18/2017	B	M	
2	ANDO, JOSHUA T	2934	PATL, PO, UNI, CHAR	02/05/2018	A	M	
2	EMORY, JOSHUA	2375	PATL, SGT, UNIF, CHAR	09/26/2011	W	M	

### Supervisor

#### Supervisor's Action Towards Resolution of the Complaint

I advised Mr. Audain to come to the station for further investigation he advised he was coming this way anyway to talk to Mayor and his lawyer. I pulled report and attempted to view body camera. r

#### SUPERVISOR'S RECOMMENDATION

Informal Complaints  NO FURTHER ACTION REQUIRED.

Formal Complaints  Additional investigation required (Recommendation):

Complainant coming in to allege assault from Officer J Williams wants to show injuries and damaged property requested to speak with on shift supervisor from the incident

If the officer is charged with a violation of Rules & Regulations or Policy & Procedures as a result of this complaint, will the complainant attend an Administrative Hearing to testify?

Supervisor's Signature: \_\_\_\_\_ Date: 06/27/2019

Supervisor's Name: LONG, MARCUS LEE IV Code #: 1334

#### FOR USE BY INTERNAL AFFAIRS UNIT ONLY

Date PD-82 Received in Internal Affairs Unit: \_\_\_\_\_

##### Informal Complaint

Date Placed in Preliminary File: \_\_\_\_\_ File Name: \_\_\_\_\_

Approved By: \_\_\_\_\_

##### Formal Complaint

Control Number Assigned: \_\_\_\_\_ Date Assigned: \_\_\_\_\_

Type of Complaint: \_\_\_\_\_

Investigated By: \_\_\_\_\_ Services  internal Affairs Unit

## Investigative Process:

At 1130 hours Mr. Audain met with me at the police department. I met Mr. Audain in the lobby of the police department. Halfway through the lobby Mr. Audain started limping and making sighs and other noises as if he was in pain. We walked to my office and spoke about the event in an effort to get his side of the story. Mr. Audain provided more questions to me than answers to my own questions and made mention at least twice that he had an attorney and this would be moving forward with the courts. He advised me that his neck was injured and that he has documented his injuries and has a neck brace. No neck brace was present at the time of our interview and he showed me minor scratches on his legs. Mr. Audain showed me a video he was taking while Officer Williams was in physical contact with him trying to arrest him where he was arguing with Officer Williams and asking why he was being arrested. He also showed me a picture he took during the struggle of a College Park Officer with their arm around his neck which he claims was a strangle hold. I requested copies of these videos and provided him a business card with my email address to forward both items to me. I noted his phone, which he used to video and photograph the event, had a shattered screen. He likewise inquired about body camera footage and other items and was informed about the open records procedure to obtain them. In an effort to get the facts that he wanted to provide rather than back and forth questions, I provided him written statement forms and asked him to fill out the statement forms and return them to me. He was again reminded that he has my card with contact information.

During our conversation the topic turned to his daughter which was supposedly left in a vehicle unattended. He told me the vehicle was running so she was not hot. I asked him if he thought it proper or reasonable to leave a 9 year old child in the sole control of a running and operational motorvehicle. He pointed out that Georgia has no law that prevents him from leaving a minor in his car and no law against having a verbal disagreement with another person. He also told me that there are 19 states that do have a law that prevents such but Georgia was not one of them. He told me has freedom of speech and used that in dealing with Officer Williams as well as Security when he was engaged by them. He also told me that Officer Williams had her pride hurt when she tried to handle him "like she was a man, that girl thinks she`s a man". I asked him would it have mattered if she were a man during the arrest. He responded "She felt like she had a point to prove". He then told me that Officer Williams assaulted him without ever telling him that he is under arrest or why, attacking him from behind as he was walking away which he feels was improper. He said she never ordered him to stop or to said he was under arrest or that he was being charged. He also accused Officer L. Smith of assaulting him at the behest of Officer Williams. When I inquired what he meant by this, he said that Officer Williams called for back up and Officer Smith threw him to the ground and assaulted him on arrival. He also told me that he has a security guard that is a witness other than the two statements we have that has a different vantage point and opinion as to the validity of the arrest and action taken. I requested this information, which was not provided. He told me that the two security guards that gave statements are friends of Officer Williams and are not unbiased in this matter. I then escorted Mr. Audain from the department and noted he left my office and walked out without a limp.

statements. I was told to draw a case number and open an investigation per Chief Williford through Lt. Duffey and Major Patterson.

#### Scope:

To investigate the allegations that was reported in relation to an officer requesting urine from other officers because she consumed an edible brownie containing THC. The urine was requested to avoid a positive drug urinalysis after an on duty auto accident.

#### Investigation Process:

On January 25th, 2021 I began looking into the accusations at hand by pulling the report and RMS entries on Officer J. Williams. Call history from the night of the incident was provided by Supervisor Mingo. I also reviewed the written statements and still shots of photographs of text messages that were provided by Lt. Silvers from the officers. Body worn camera footage was also checked. On January 26th, 2021, I made contact with Officer Williams via telephone and told her to bring in her duty weapon, agency ID and Badge so I could provide her a copy of her Notice of Administrative Leave form. Officer Williams came to the station the same day and turned in the requested items. I contacted Officer Hall, Jones, Morris, Stalling, Bussey and Gray to report to the station for interviews. After interviewing the said officers I called Officer J. Williams in for an interview.

Based on the information, admission and evidence received during the course of the investigation, I find reason to believe that the accusations of requesting urine from fellow officers and consuming a brownie containing THC is factual.

#### Findings:

The following relevant standards of conduct were reviewed in reference to Officer J. Williams:

1. SOP 5.0.1. IV.G. Conduct Unbecoming an Officer which states: "...The conduct of a public employee, on and off duty, reflects upon this agency. Employees must avoid conduct which might discredit themselves or adversely affect the morale, operations or efficiency of the department..." Officer J. Williams engaged in illegal activity on January 15th, 2021 by eating an edible (brownie) that contained THC, an illegal substance, while off duty on vacation in Florida. Officer J. Williams then solicited officers to provide urine in an attempt to cover up a potential positive urinalysis after an officer involved accident. Sustained

2. SOP 5.0.III.A.1 Oath of Office - "...I further swear that I am qualified to hold the office to which I am appointed and during my continuance in office I will, to the best of my skill and ability, faithfully discharge all the duties required of me as a police officer, and execute the orders of my superior officers, and I will be governed by the laws, rules and ordinances applicable to the Police Department..." Officer Williams did NOT uphold the laws, rules or policy of the department when she consumed an illegal substance (Brownie containing THC). She also attempted to cover up or hide the incident from the College Park Police Department by asking other officers to provide urine for her use in the required drug test following an officer involved accident. Sustained

## Finding

The following relevant standards of conduct were reviewed in reference to:

### Officer I. Morris

SOP 5.0.III.B.33 "Truthfulness - Always speak the truth regarding police matters, declining comment where law or the contents of this manual forbid revealing facts within your knowledge." Officer Morris has a duty to be truthful in his written and spoken words, especially in regards to police actions. He was specifically asked about messages that was sent and if he still had them. I asked him if he still had the text messages and he said he doesn't keep any text messages. I asked him what time did Officer Williams call him and he stated that he only had call history from yesterday. He advised that he set his phone up to erase the call log daily. Lt. Duffey asked him to show him the settings where you can delete daily. Officer Morris started looking for the setting and then stated "it doesn't delete the text messages just the call log". He advised that he deletes his own messages the next day and sometimes daily.

Officer Morris was asked why would he delete a message that could be important later. Officer Morris stated "I didn't think that message was really important since I wrote down what we said". Lt. Duffey asked Officer Morris again to show him the setting that deletes the call log and Officer Morris looked in his phone for over a minute until he was asked did you delete his call log. Officer Morris then advised that his call log dates back to 10/24/2020. He was told then it should be there. Officer Morris stated "I probably delete it" He was asked why would you delete that message and he stated "I was nervous that I wasn't supposed to speak to her".

Officer Morris stated that "I was nervous that I wasn't supposed to speak to her" but still called Officer Williams again after the day of the incident. He advised that he called to check on her but Officer Williams advised that Officer Morris called and told her that Officer Hall was the one that told on her. Officer Morris was untruthful in this investigation. Sustained

### Officer A.Gray

SOP 5.1.IV.D "Employee Responsibilities"- In the performance of their duty, officers are called upon to make difficult decisions and must exercise discretion in situations where rights and liabilities are affected by conduct and judgment. Decisions are not made easily and involve choices which may cause hardship or discomfort. Police Officers must be faithful to their oath of office, the mission statement of this Agency, the principles of professional police service, and the objectives of the Department. In the discharge of their duty, they must not allow personal motives to govern decisions and conduct. Officer Gray did not report the incident and deleted the correspondence through messages and telephone between him and Officer Williams involving this situation. Officer Gray stated "I deleted the outgoing call log because I didn't want to get in trouble". He also stated "I didn't want to get involved in it and if she did get caught like she did, it would look bad on me, because I was the one contacted whether I said no or not". He also advised that he kept some of the messages just in case she made it seem that he played a role in it. Officer Gray stated "I know it doesn't

justify anything but I didn't want to get in trouble". Officer Gray was asked why didn't he report the incident to his supervisor. Gray stated "I already knew that Silvers knew so what good would it do by me telling" He also stated "I didn't want to get her in trouble". Sustained

Officer H. Bussey

SOP 5.1.IV.D "Employee Responsibilities"- In the performance of their duty, officers are called upon to make difficult decisions and must exercise discretion in situations where rights and liabilities are affected by conduct and judgment. Decisions are not made easily and involve choices which may cause hardship or discomfort. Police Officers must be faithful to their oath of office, the mission statement of this Agency, the principles of professional police service, and the objectives of the Department. In the discharge of their duty, they must not allow personal motives to govern decisions and conduct. Officer Bussey was asked why didn't he report the incident to his supervisor; he stated "I was thinking about it". Officer Bussey failed to report the incident and failed to disclose that he spoke with Officer Williams after the incident. Officer Bussey left and called me advising that he had more to tell me and did not want to get in trouble for holding anything back. Sustained

Officer L. Stalling

SOP 5.1.IV.D "Employee Responsibilities"- In the performance of their duty, officers are called upon to make difficult decisions and must exercise discretion in situations where rights and liabilities are affected by conduct and judgment. Decisions are not made easily and involve choices which may cause hardship or discomfort. Police Officers must be faithful to their oath of office, the mission statement of this Agency, the principles of professional police service, and the objectives of the Department. In the discharge of their duty, they must not allow personal motives to govern decisions and conduct. Officer Stalling received the call from Officer Williams at 22:05 hours per call log and received his written statement for at approximately 23:33 hours from Lt. Silvers. Officer Stalling was asked why he didn't report the incident; he stated "I was still in shocked that she asked me to do something like that. Stalling also stated "I was hoping she would be alright". Sustained

On 02/11/2021 Officer Williams tendered a resignation in Lieu of Termination.

On 02/25/2021 Officer Morris resigned

On 02.25/2021 Officer Stalling received a 3 day suspension and a last chance letter as well as a 3 day suspension for a previous infraction.

On 02/25/2021 Officer Bussey received a 7 day suspension, extended probation, and a last chance letter.

On 02/25/2021 Officer Gray received a 7 day suspension, extended probation, and a last chance letter.

Grievance Process actions:

On March 17th, 2021 A grievance hearing was held on behalf of Officer Morris. At the conclusion of the grievance hearing, Officer Morris was reinstated as an Investigator with provided back pay. He returned to work on 3/18/2021.

On March 29th, 2021 Chief Williford rescinded the suspension portion of both Officer Gray and Bussey, leaving in place the remainder of the actions taken against them.

On August 11, 2021 it was noted that Officer Stalling only served four of his total six days

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This inquiry pertains to: OFFICER MISCONDUCT  
(State the general nature of the inquiry)

The purpose of this interview is to obtain information, which will assist in the determination of whether administrative action is warranted.

You are going to be asked a number of specific questions regarding the performance of your official duties.

Your cooperation in this investigation will include any lawful request or action deemed necessary, by the authority of the Chief of Police, including submittal to a polygraph examination.

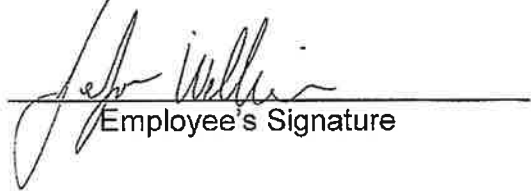
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**ACKNOWLEDGMENT**

I have read and understand my rights and obligations as set forth above.

  
\_\_\_\_\_  
Signature of Department official  
Conducting Inquiry

  
\_\_\_\_\_  
Employee's Signature

  
\_\_\_\_\_  
Witness

01/28/2021  
\_\_\_\_\_  
Date