

IA-009-21

Mexican restaurant and the brewery, SA COLE drove back to the GEORGIA PUBLIC SAFETY TRAINING CENTER where he produced a bottle of alcohol, and SA COLE drank some of the alcohol and shared the alcohol with other Agents in the BASIC AGENT CLASS. SA COLE is an employee with the GEORGIA DEPARTMENT OF CORRECTIONS and the GEORGIA DEPARTMENT OF CORRECTIONS has been notified of SA COLE's alcohol consumption and driving his government vehicle and consuming alcohol in the parking lot of the GEORGIA PUBLIC SAFETY TRAINING CENTER.

**ALLEGATION #1: Sexual Harassment
POLICY STATEMENT 1023 – HARASSMENT AND
DISCRIMINATION IN THE WORKPLACE**

(Quamere Rooks)

FINDINGS: **Not Sustained** (For the purposes of this administrative investigation, at this time, the allegations of sexual harassment of SPECIAL AGENT MEGAN HIRSCH are not sustained. However, the allegations are being further investigated for potential criminal activity.)

ALLEGATION #2: Standards of Conduct

(Quamere Rooks; Megan Hirsch)

FINDINGS: **Sustained**

VIOLATION #1: POLICY STATEMENT 1006 (STANDARDS OF CONDUCT)

POLICY STATEMENT 1053 (CODE OF ETHICS)

POLICY STATEMENT 1006

As members of a law enforcement agency, it is imperative that employees never engage in behavior that violates the public trust or reflects negatively on the GBI.

The GBI requires its employees to conduct themselves both on-duty and off-duty in a manner that does not discredit either them or the GBI. Employees must not, at any time, engage in criminal, dishonest, immoral, or unethical conduct. GBI employment is a public trust, requiring adherence to the U. S. Constitution and Georgia Constitutions, state and federal laws, ethical principles and GBI policies.

In the absence of specific rules or standards, all employees will be responsible for the proper exercise of good judgment and ethical behavior. On-duty or off-duty conduct that tends to bring discredit to the GBI or impairs the operation or efficiency of the GBI will result in appropriate disciplinary action including dismissal from employment.

Employees must avoid any conduct creating the appearance that they are violating the law or the ethical standards of this policy

XVI.COURTESY

Employees shall, at all times, be courteous and professional when dealing with co-workers and the public. Employees shall be tactful in the performance of their duties, shall control their tempers, and shall exercise patience and discretion. In the performance of their duties, employees shall not use coarse, violent, profane, or insolent language or gestures, and shall not express any prejudice concerning sex, race, religion, politics, national origin, lifestyle, sexual orientation or similar personal characteristics

POLICY STATEMENT 1053

As members of a law enforcement agency, Georgia Bureau of Investigation employees must conduct themselves in a professional and ethical manner at all times.

GENERAL:

GBI employees must avoid even the appearance of impropriety, so as not to bring discredit upon themselves, the GBI, or the State of Georgia. Employees will be held to the Standards of Conduct described in GBI Policy Statement #1006. In the absence of specific rules or standards, employees will be responsible for the proper exercise of good judgment and ethical behavior.

Employees will abide by the Georgia Bureau of Investigation Code of Ethics (Attachment B).

GEORGIA BUREAU OF INVESTIGATION
CODE OF ETHICS

As an employee of the Georgia Bureau of Investigation (GBI), my fundamental duty is to maintain the public trust by true and faithful service and by defending the Constitutions of the United States and the State of Georgia.

As a GBI employee, I will live my private life as an example to all; maintain courageous calm in the face of danger or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of the GBI. Whatever is confided to me in my official capacity, I will keep confidential unless revelation is necessary in the performance of my duty.

As a GBI Employee, I will never permit personal feelings, prejudices, animosities, or friendships to influence my official decisions. I will perform my assigned duties without fear or favor, malice, or ill will, and never accepting gratuities. I will not engage in criminal, dishonest, immoral, or unethical conduct.

I understand that my GBI employment requires personal integrity and ethical behavior. I will be true to the GBI Code of Ethics and I will constantly strive to achieve these ideals.

ALLEGATION #3: Driving State Issued Vehicles After Consuming Alcohol

**(Thad Jobe; Quamere Rooks; Charlie Johnston; Eric White,
Brandon (Dennis) Crocker)**

FINDINGS: Sustained

**VIOLATION #1: POLICY STATEMENT 1028 – CONSUMPTION OF
CONTROLLED SUBSTANCES AND ALCOHOL**

POLICY STATEMENT

The critical law enforcement mission of the GBI justifies controls to ensure that GBI employees are both physically and mentally prepared to perform their duties.

I. PROHIBITED CONDUCT

Employees should never cause themselves to be mentally or physically unfit for duty. The following conduct is strictly prohibited:

C. Alcohol

1. Consumption of Alcohol-Prohibited Conduct

- a. The consumption of alcoholic beverages by on-duty employees unless otherwise authorized by this policy during approved undercover investigations.
- b. The consumption of alcoholic beverages during working hours, including that time allotted for meal periods or any period of leave taken if the employee intends to return to work.
- c. The consumption of alcoholic beverages on GBI premises.
- d. The consumption of alcoholic beverages in GBI vehicles.
- e. The operation of GBI vehicles after consumption of alcoholic beverages.

ALLEGATION #4: Violations of GBI Academy Regulations and Violations of GPSTC Rules and Regulations

(Charlie Johnston; Megan Hirsch; Quamere Rooks; Jason Cole-GDC)

FINDINGS: Sustained

VIOLATION #4: GBI ACADEMY REGULATIONS and GPSTC RULES AND REGULATIONS

GBI ACADEMY REGULATIONS

- 1. No smoking, dipping tobacco, or eating in the classroom.
- 2. Agent Candidates WILL BE in their classroom seats ON TIME for each class session.
- 3. Sleeping or inattention during class WILL NOT be tolerated.

4. No Basic Agent Candidate is allowed to travel to G.B.I. Headquarters or contact other GBI personnel concerning official business without approval of the Class Coordinator or Training Coordinator. Basic Agent Candidates should refer to the GBI Policy Manual for proper chain of command procedures concerning GBI related business.
5. While Basic Agent Candidates are attending the Basic Agent Course their immediate supervisor will be the Special Agent in Charge of the GBI Training Unit.
6. Any Basic Agent Candidate that receives notification of a required court appearance will notify, in writing, the Class Coordinator or the Training Coordinator.
7. ABSOLUTELY no outside reading material, i.e. newspapers/magazines will be brought into the classroom.
8. If, for any reason, a Basic Agent Candidate must be absent from the Academy, he/she MUST notify the Class Coordinator or Training Coordinator, in writing, prior to the absence unless an emergency situation exists. If an emergency does occur, the candidate MUST notify SAC Bill Bodrey at 404-304-9116 without fail and state the nature of the emergency.
9. Any physical injury and/or state vehicle accident MUST be reported to the Class Coordinator or Training Coordinator immediately.
10. All Basic Agent Candidates are required to lodge at the G.P.S.T.C. Sunday night through Thursday night without exception. Meals are furnished by the Training Center during this time.
11. Curfew for all Basic Agent Candidates is 10:00 p.m. with announced exceptions.
12. Physical Training is required for all Basic Agent Candidates. Candidates will be furnished a set of standards at the beginning of the course.
13. There will be no facial hair for male Basic Agent Candidates during the course. Both male and female candidates are expected to maintain appropriate haircuts.
14. Basic Agent Candidates are expected to abide by the G.P.S.T.C. regulations whenever applicable (see attached copy).
15. Basic Agent Candidates are reminded they are representing the GBI/GDC at all times and WILL govern their conduct accordingly.
16. Basic Agent Candidates WILL NOT store firearms or ammunition in their rooms. Firearms are to be locked in vehicle trunks.

17. Basic Agent Candidates will ONLY be dismissed from class by the Class Coordinator, Training Coordinator, Firearms Coordinator or the supervisor of the GBI Training Unit (Classroom instructors CANNOT dismiss the class for the day).
18. Basic Agent Candidates are to SECURE all razors, scissors and other potentially dangerous items in their locked closet. Candidates should always be cognizant that their rooms are cleaned by inmates. (There will be periodic room inspections to check for neatness and for any violations).
19. Basic Agent Candidates WILL NOT conduct any personal business during training hours. Personal phones calls are allowed during breaks and should not interrupt class time.
20. During the Basic Agent Course, candidates will be given written tests covering the course material. Candidates are required to score a minimum of 80% on each test. Should a candidate score below 80%, the candidate will receive a test review. After the review, a make-up test will be administered.
21. Basic Agent Candidates will receive approximately 80 hours of firearms training during the basic course. According to P.O.S.T. rules, all peace officers attending a basic mandate course are required to qualify two times on the P.O.S.T. Basic Semi-Auto Pistol Qualification Course with a minimum score of 80%. Failure to attain two scores of 80% or greater will may result in the disqualification of the candidate from the basic course.
22. According to P.O.S.T. rules, all candidates are required to attend a minimum of 95% of the basic course to be qualified to graduate. There are no excused absences or exceptions. Failure to meet the attendance requirement will result in the disqualification of the candidate from the basic course.
23. Electronics such as cell phones, iPads, computers and other similar devices are not permitted in the classroom. There will be a designated area to place your electronic devices in during class until which time you have a break. All messages will be returned during class breaks unless there is an emergency. In this case, the candidate will make the emergency call from the Training Unit office.
24. Proper dress attire for normal classroom attendance will be a shirt and tie for males and similar business attire for female candidates. There will be announced exceptions to this standard during the course. These exceptions will be provided by the GBI Training Staff.
25. Violations and infractions of rules and regulations will be handled with progressive discipline dependent upon the severity of the offense. Basic Agent Candidates should be guided in all questions and cases by the GBI Policy and Directives Manuals which will be the final authority in all discipline cases when applicable.

GPSTC RULES AND REGULATIONS

WATER



AGUA WASSER
EAU H2O
VODA

Only **PLAIN WATER** is allowed in the classroom.

The water must be in an easily identifiable, clear container that can be sealed.



Food and any drink other than plain water are **not allowed** in the classroom, at any time.



Smoking, dipping, chewing, and vaping are **never allowed** in the classroom, barrack rooms, or any inside area.

These activities must be limited to the **designated outdoor areas**.



NO ALCOHOL on campus.

NO GAMBLING on campus.

Duty Weapons

UNIFORM requirement: Class A
Class B
Class C



Secure
Your
Weapon



Carrying of duty weapons on campus is allowed **only** when specific uniforms are worn:

- Class A
- Class B
- Class C

Some classes do not allow firearms. Check with your instructor for clarification.

Firearms **must be secured** in the trunk of your vehicle when not worn.

GYM

Monday - Thursday
8:00 a.m. to 9:00 p.m.
Friday 8:00 a.m. to 4:30 p.m.



Rack your weights!

The gymnasium, weight room, and agility area **hours of operation** are:

Monday - Thursday
8:00 a.m. to 9:00 p.m.

Friday
8:00 a.m. to 4:30 p.m.

All weights **must be re-racked** when no longer in use. Failure to do so can result in the loss of gym privileges.

Equipment **must be disinfected** after use. Disinfectant wipes and sprays are provided.

No food or drinks allowed; **plain water only**.



NO ALCOHOL on campus.

NO GAMBLING on campus.



Students are **prohibited** from having guests on campus.

Exceptions include:

- Agency sponsored family days.
- Graduation.

DIRECTOR FRED MAYS: 06/07/2021
SpeakWrite: 06/08/2021