

Memo

To: Rebecca Jones, Personnel Administration Director

From: Name NATACHA JEAN-FRANCOIS

Position CRISIS INTERVENTION SPECIALIST

Department INVESTIGATION

Supervisor Name JOSEPH KISSEL

Date: 14-Jan-13

Re: Appeal Request

Please be advised that I wish to request an appeal hearing for the following action:

CHECK THE APPROPRIATE BOX:

(Attach copy of action or form along with documents or memo supporting justification for appeal)

- | | <u>Date of Action</u> |
|---|---------------------------|
| <input type="checkbox"/> 1. Disciplinary Action:
<input type="checkbox"/> Suspension
<input type="checkbox"/> Demotion
<input type="checkbox"/> Removal/Termination
<input type="checkbox"/> Fine | <u>ON-GOING</u> |
| <input checked="" type="checkbox"/> 2. Performance Evaluation
Overall Rating is <u>ABOVE SATISFACTORY</u> | <u>1-25-11 TO 1-25-12</u> |
| <input type="checkbox"/> 3. Disability determination | <u></u> |
| <input type="checkbox"/> 4. Job Abandonment | <u></u> |
| <input checked="" type="checkbox"/> 5. Other | <u>SEE ATTACHED</u> |

Describe DISCRIMINATION, PERSONAL VENDETTA & MALICIOUS INTENT

You may contact me at:

1096 N.W. 127 STREET

Street Address

NORTH MIAMI, FLORIDA 33168

City, Zip Code

305 891-0294 EXT 23227 (305) 681-6238

Office Phone / Home Phone

786 255-6045

Cell Phone / Pager


Employee Signature

1/14/13

I am requesting an appeal for the Following reasons:

I am being unfairly targeted (discriminated against) by Sergeant Joseph Kissel because of his personal dislikes of me, bias towards female employees and his malicious intent to cause harm to me. And His personal bias is affecting his professional judgment.

I am being constantly (almost on a daily basis) harassed, monitored for the slightest issue just so that he can prove a point. His behavior is that of someone whose mission is to frustrate, manipulate and ultimately destroy one's image and reputation while promoting his own ambitious objectives.

Up until his arrival to the unit, I was being commended for my efforts and contributions to the North Miami Police Department (please see attached commendation and performance evaluation).

I have been singled out by Sergeant Joseph Kissel. I am being told to do things and adhere to rules and policies that do not even exist. For instance, in May 22, 2012 I was given a written Notice of Counseling for wearing a black dress slacks with an issued Polo shirt with the Police Department's logo on it; Thus, according to the sergeant, violating the "Dress Code." How can I violate a dress code which does not exist? In July 12, 2012, a dress code was formally introduced for Crime Analyst and Victim Advocate (SOP 300.07-Section XIX).

I filed a grievance in May 22, 2012 and sent it through the chain of command and nothing was done about it.

Section 16 of the North Miami Police Department General Rules and Regulations states: ...If there is sound reason to believe that such

directives or instructions are unlawful, inconsistent, or **unjust**, the member shall appeal to higher authority in the police Department.

Section 17 further indicates that “**Progressive discipline** in the Police Department shall be exercised with swiftness, firmness, and justice. Supervisors are forbidden to injure or discredit any employee by tyrannical or capricious conduct or by use of abusive language.” Yet, I am being psychologically tormented and discredit by Sergeant Joseph Kissel. Where is the justice in all of this?

Sergeant Joseph Kissel issued a written notice of counseling on May 22, 2012 for violating a non existing dress code for which the proposed consequences would result in disciplinary action. In his recent reprimand, he mentioned that I was served with a written Notice of Counseling for “failure to follow verbal directives;” While the actual Notice of Counseling clearly states “Violation of the dress code.” This violates the same progressive discipline rule that he mentioned.

Sergeant Joseph Kissel insinuated in his recent reprimand that he met with me as if a formal meeting took place. While returning from escorting a victim to the first floor and in passing in the hallway, he stopped me and told me that a certain “regular” mail (not “certified” as he wrote) was returned because it did not include the apt #. I informed the sergeant that the victim’s information was extracted from the police report where there was no apartment # noted (see attached). He informed that he found out that the victim share the same apt # with that of another (“other”) in the police report and for me to include it. I went back to my desk and re-address the envelop and placed it in the outgoing mail because I wanted the letter to quickly reach the victim before the holiday mail rush; not because I wanted to be

disrespectful as implied. The sergeant never uttered to me that the "hand written envelope did not meet the Investigative Section's professional expectations." This is the first time such "professional expectation" is being mentioned as most of the envelopes that have previous gone out and are continually being sent out by others in the same unit are hand written and legible. Does he means that he wants me to adhere to a "special rule" where only "me" should abide or is this rule universal? Where is the justice in all of this? I have been made a scapegoat!

In accordance with the progressive discipline rule as the Sergeant mentioned in his reprimand, I was never told that I was being counseled and warned for doing something that I have done quite well for the past two years.

Sergeant Joseph Kissel is insinuating that I am this type insubordinate employee who does not know how to follow simple directives. I have never had this type of incident with any other sergeant or supervisor from this job or any other past employment (please see attached performance & progressive conduct evaluation).

As a trained professional, I am aware and knowledgeable of what my professional expectations are and that of the institution I represent. I would never attempt to deliberately bring "discredit" upon myself or the institution I represent. This is a deliberate act from the Sergeant to discredit my reputation and paint me black. **The same things he is diligently accusing me of violating, I was praised, even commended for by a previous sergeant and other superiors** (see attached summary of evaluation).

Facts are more capturing than embellish words written to smear someone's image. I no longer feel safe around this sergeant because I am constantly watching my back. This is not a "harmonious" work place!

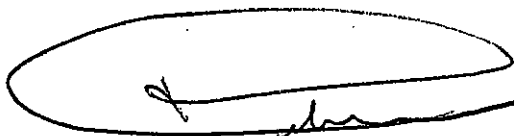
There is a lack of trust and feeling of discontentment. The atmosphere (not only for me but for other female employees in the investigation unit) is one of dislike, discontentment, and discouraging.

The environment is oppressive, abusive and even terrorizing. This sergeant preys on his female victims as if there is no tomorrow. He is walking with this absolute power in his hand where he can make or break anyone he chooses. He feels that he is above and you're beneath; and he can talk to you in a degrading manner. He lacks interpersonal skills and does not know how to address employees in a professional manner.

How can I assist victim of crimes through their issues while I am constantly being victimized (myself) and bombarded with issues at work which have not been properly addressed? How can one be expected to work in such toxic environment? I am even afraid to step into the building so that I don't violate any more rules and regulations that have not even come up yet.

I love my job and am very grateful for it! But that does not mean that I have to be subject to continuous harassment to the point where I am stressed out. I humbly request that an objective pair of eyes evaluate this situation so that I can continue to perform my tasks effectively.

Thank you.



1/14/13