

Hispanic National Law Enforcement Association

Amended Complaint

October 31, 2016

Attorney General Loretta E. Lynch
U.S. Department of Justice, Civil Rights Division
950 Pennsylvania Avenue, N.W.
Office of the Attorney General, Main Washington, D.C. 20530

Dear Attorney General Lynch:

We are submitting this formal complaint on behalf of the Hispanic National Law Enforcement Association and the United Black Police Officers Association. We are addressing this request to you because of your continued commitment to holding law enforcement agencies throughout the United States accountable to the highest ethical and professional standards deserved by the communities they serve. We respectfully request that the Department of Justice, Civil Rights Division, conduct a thorough, impartial, and independent "Compliance Review" of the Prince George's County's Police Department's handling of allegations of misconduct as it relates to minority complainants' as well as the disparities in discipline of minority officers as compared to that of white officers. The department has also engaged in a pattern and practice of destroying files related to police involved shootings and other Internal Affairs cases in an effort to conceal and destroy evidence.

In addition, we are requesting that rampant discrimination, denial of promotions, and denial of transfers of Black and Hispanic officers within the department be addressed in the investigation. The current departments EEOC process is unclear and disconnected from the Internal Affairs process causing cases to slip through the cracks. When employees expose wrongdoing then they are targeted and retaliated against. Please see attached documentation for a more detailed look at the type of misconduct and corruption that is occurring in the Prince George's County Police Department under the leadership of Chief Henry P. Stawinski.

Over the past several years, I have personally met with former Chief Mark A. Magaw, Deputy Chief Henry P. Stawinski, Inspector General Carlos Acosta and other police department top officials in reference to lack of minorities in various specialty units, disparate treatment in assignments as compared to whites, Internal Investigative cover-ups, unequal treatment in the discipline of minorities in the internal investigative process, as well as the lack of minorities in key decision making positions that are reflective of the community amongst other minority community concerns.

P.O. Box 766, Cheltenham Maryland 20623 • WWW.HNLEA.COM • 240-244-9189



Joe Perez
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Sherron Johnson
Historian

Diamond Boy Luis
Public Information

Hispanic National Law Enforcement Association

Because of our commitment and persistence in addressing these concerns with the administration, we have seen some progress in correcting these issues after these discussions. As of late, however, the current administration has chosen to retaliate against those who raise concerns by vilifying complainants, arranging unwanted transfers, denying promotions, and sending a clear message throughout the agency that this is what happens when concerns of racial inequities are raised.

In 1997, HNLEA filed a complaint with the U.S. Department of Justice, Civil Rights Division regarding rampant discrimination, denial of promotions, and denial of transfers of Hispanic officers within the police department. In December of 2010, HNLEA again raised a concern with the DOJ, Civil Rights Division, that under the new police administration we were targeted for discrimination, retaliation, workplace harassment, arbitrary transfers without just cause, and delay of promotions. In order to give the Prince George's County Police Department administration an opportunity to address the concerns internally, we decided not to vigorously pursue the inquiry with DOJ. In addition, we did not follow through because we were concerned of retaliation and an uncomfortable work environment for our members (please see the attached 2010 complaint). Since this administration has been in place, we have had the most EEOC issues and many are worried about coming forward because of reprisal. This administration has targeted people who expose wrongdoings and has used them as examples by punishing them. Because of this, many are hesitant and agree that an investigation led by an outside entity would address this concern.

Approximately five years after HNLEA's 2010 complaint to DOJ, I have been recently transferred (effective October 30, 2016) because of my continued persistence in exposing wrongdoing to those in leadership positions. I was commander of the Administrative Investigation Section within the Internal Affairs Division. I am not under investigation or the subject of any type of discipline nor have I been in my 18 plus years with Prince George's County Police Department. I hold a Bachelor's and Master's degree from Johns Hopkins University and all of my evaluations continue to be outstanding. However, this complaint is not about me, it is about the negative patterns and practices that minorities face from the agency.

Attached please find my last email communication with the department's Inspector General office as an example of the department's unwillingness to work to protect the rights of all people. The patterns and practices that are evident and the recent unwillingness to engage in dialog is very concerning. Our goal is to have an outside entity look at our agency's policies and practices and make recommendations in order to prevent the further disharmony within the department and within the community it serves.

We would like to meet with you to discuss our concerns in detail. Attached please find several copies of signed United States Justice Department Civil Rights Complaint Consent/Identity Release forms from people who have been targeted and wronged. Your help in this matter will be greatly appreciated. I can be reached at 202-957-8822. We look forward to meeting with you soon in order for us to provide additional information.

Sincerely,



Joe Perez
HNLEA, President

Sincerely,



Thomas Boone
UBPOA, President



Hispanic National Law Enforcement Association

March 1, 2016

Luis Rodriguez
Executive Director

Joe Perez
President

Miguel I. Core
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Juan Damian
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Jose Fables
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Mario Chavez
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Sherron Johnson
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Luis Torres
Public Information

Mike Rodriguez
Past President

Ms. Vanita Gupta, Principal Deputy Assistant Attorney General
U.S. Department of Justice, Civil Rights Division
950 Pennsylvania Avenue, N.W.
Office of the Attorney General, Main Washington, D.C. 20530

Dear Assistant Attorney General Gupta:

We are submitting this formal complaint on behalf of the Hispanic National Law Enforcement Association and the United Black Police Officers Association. We are addressing this request to you because of your continued commitment to holding law enforcement agencies throughout the United States accountable to the highest ethical and professional standards deserved by the communities they serve. We respectfully request that the Department of Justice, Civil Rights Division, conduct a thorough, impartial, and independent review of the Prince George's County's Police Department's handling of allegations of misconduct as it relates to minority complainants' as well as the disparities in discipline of minority officers as compared to that of white officers. In addition, we request that rampant discrimination, denial of promotions, and denial of transfers of Black and Hispanic officers within the department be addressed in the investigation.

Over the past five years I have personally met with Chief Mark A. Magaw, Deputy Chief Henry P. Stawinski, Inspector General Carlos Acosta and other police department top officials in reference to lack of minorities in various specialty units, disparate treatment in assignments as compared to whites, Internal Investigative cover-ups, unequal treatment in the discipline of minorities in the internal investigative process, as well as the lack of minorities in key decision making positions that are reflective of the community amongst other minority community concerns. Because of our commitment and persistence in addressing these concerns with the administration, we have made some progress in correcting these issues after these discussions. As of late, however, the administration has chosen to retaliate against those who raise concerns by vilifying complainants, arranging unwanted transfers, denying promotions, and sending a clear message throughout the agency that this is what happens when concerns of racial inequities are raised.

P.O. Box 766, Cheltenham MD 20623 240-244-9189

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Five years after HNLEA's 2010 complaint to DOJ, I am still in the same division but in a less prestigious assignment as a result of exposing wrongdoing. I am currently the commander of the Administrative Investigation Section. I am not under investigation or the subject of any type of discipline nor have I been in my 17 years with the Prince George's County Police Department. I hold a Bachelor's and Master's degree from Johns Hopkins University and all of my evaluations continue to be outstanding. I am recently promoted to the rank of Captain. I say this to say that I have more to lose than to gain by going outside of the police department and the police department has a pattern and practice of retaliation against people who expose wrongdoings.

Attached please find my last email communication with the department's Inspector General office as an example of the department's unwillingness to work to protect the rights of all people. The patterns and practices that are evident and the recent unwillingness to engage in dialog is very concerning. Our goal is to have an outside entity look at our agency's policies and practices and make recommendations in order to prevent the further disharmony within the department and within the community it serves.

We would like to meet with you to discuss our concerns in detail. Attached please find a copy of the United States Justice Department Civil Rights Complaint Consent/Identity Release form. Your help in this matter will be greatly appreciated. I can be reached at 202-957-8822. We look forward to meeting with you soon.

Sincerely,



Joe Perez
HNLEA, President



Luis Rodriguez
Executive Director

Joe Perez
President

Wendell C. Brantley
Vice President

Marcos Rodriguez
2nd Vice President

Cesar Pacheco
3rd Vice President

Mike Rodriguez
Secretary

Alex Salinas
Treasurer

Jose Perez
2nd Treasurer

Paul Campbell
Sgt at Arms

Oscar Rodriguez Jr.
Historian

Hispanic National Law Enforcement Association

December 3, 2010

Assistant Attorney General Thomas E. Perez
U.S. Department of Justice, Civil Rights Division
950 Pennsylvania Avenue, N.W.
Office of the Assistant Attorney General, Main
Washington, D.C. 20530

Dear Assistant Attorney General Perez:

As you are aware, in late October 2010, members of the Hispanic National Law Enforcement Association (HNLEA) were made aware of a "hit list" compiled to retaliate against officers who have supported the current Chief of Police, Roberto L. Hylton (See attached Hit List). Chief Hylton is an Afro/Hispanic American. As far as one can tell, all of the officers included in the "Hit List" are minorities. I would like to bring this up as a concern based on experiences and the history of the Prince George's County Police Department relating retaliation and discrimination. We would like to meet with you to discuss this concern in detail. Attached please find a copy of the United States Justice Department Civil Rights Complaint Consent/Identity Release form.

In 1997 HNLEA filed a complaint with the U.S. Department of Justice Civil Rights Division regarding rampant discrimination, denial of promotions, and denial of transfers of Hispanic officers within the department (See attached Articles). Since that complaint, the police department has hired approximately one hundred Hispanic officers and has ensured Hispanic Officers equal opportunities for transfers and promotions throughout the agency. We currently have the first Afro/Latino Chief of Police in the history of the Prince George's County Police Department. We have Hispanic officers in the Homicide Division, Training & Education, Public Affairs, The Office of the Chief, Personnel, Recruiting, Professional Compliance Division as well as every district station throughout the county. We can finally provide better service to the Hispanic community as well as the community in general. It is of the utmost importance that when even one Spanish speaking family member is killed or victimized that we can provide them with the same level of expertise and service as when English speaking family member is killed or victimized.

I am currently assigned to the Professional Standards Division, Special Investigative Response Team (S.I.R.T.). I investigate officers suspected of Criminal Misconduct and any other cases involving Spanish speakers. I hold a Master's degree from Johns Hopkins University and all of my evaluations are outstanding. I strongly feel that under the new police administration we will be targeted for discrimination, retaliation, workplace harassment, arbitrary transfers without just cause, and delay of promotions.

Many of us have worked hard, furthered our education, diligently studied to be a more qualified candidate in the current promotional system and then tested, in order to be promoted to the next rank. There are several of us sitting on the top of the promotional lists. However, because we have been targeted on the "Hit List" by the incoming Police Administration, will be held over so that we will not have as many Hispanics in positions of authority or in key positions that can have an impact on the integrity of the agency as a whole.

Your help in this matter will be greatly appreciated. I can be reached at 240-244-9189. We look forward to meeting with you soon.

Sincerely,

Joe Perez
President, HNLEA

P.O. Box 543, Cheltenham Maryland 20623 • WWW.HNLEA.COM • 240-244-9189

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