

Case A

Mr. Edward Adams is the Deputy Chief of Police for the Moore County Sheriff's Department, a small but populous county in the state of Indiana. On January 23, 2018 at approximately 1:41pm CST, Mr. Adams allegedly shared a post on Twitter to wish one of his fellow police officers a Happy Birthday. In his tweet, Mr. Adams wrote "Just wanted to say happy birthday to my colleague and respected officer Kris House who lives life and walks his own path and ask him to never forget his true identity." Beneath the sentence was an image of a local resident, a transgender individual whose photo had been taken with no permission from their personal account.

Two hours later, three Moore county residents called the office of the Sheriff and left three separate voicemails complaining about the incident involving the two officers. One of the complaints came from a close friend of the transgender individual mocked in the Twit. The allegations against Mr. Adams focused on the Deputy's inappropriate behavior and demanded that the Sheriff addressed the problem immediately.

After retrieving the voicemails, the Sheriff immediately called Mr. Adams on his personal phone and asked that he deleted the tweet in which he allegedly mocked the transgender resident. Unfortunately, the tweet had been already shared by several members of the local community and it was too late to correct the problem. The Sheriff did not investigate the incident any further. The issue was considered closed and no apologies were made to the transgender resident mocked on Twitter.

Should the Moore County Sheriff's Department have a policy that seeks accountability for cases of social media misconduct? What would be a fair resolution for this case? Because police officers are public figures and are expected to be leaders in our communities, should they be reprimanded when their behavior clearly indicates that they are biased against certain groups in our communities? Would it be appropriate to demand that officer Adams completes a SAFE TALK training and certification? Anything else?



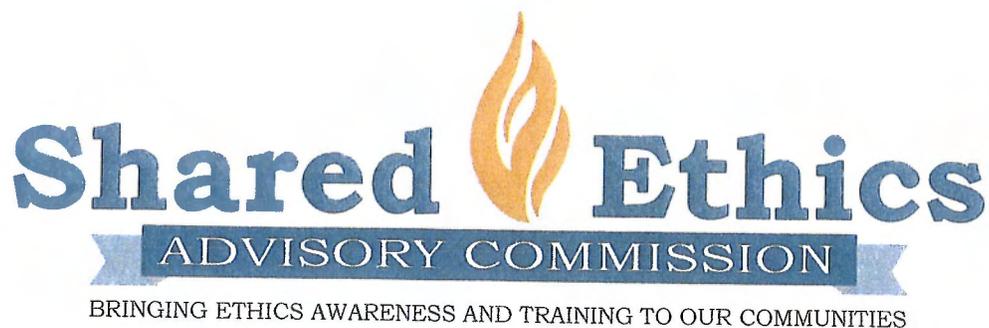
BRINGING ETHICS AWARENESS AND TRAINING TO OUR COMMUNITIES

Case B

FACTS: The mayor of a small town in northwest Indiana has a small staff of three employees. He is a middle-aged man and his employees are all women. Two are full-time and one is part-time. The part-time employee has indicated that her goal is to obtain a full-time position in the mayor's office. In fact, she is working on her undergraduate degree in public administration at a local university.

The atmosphere in the small office is generally friendly and the four employees work well together and occasionally socialize outside of work. At a recent event where the four individuals went to a local bar on a Friday night after work, the two full-time women left early to go home. They left their part-time colleague with the mayor. The two had another drink. Shortly afterwards, the mayor began stroking the hair of the employee. She became uncomfortable and left the bar. The bar tab was charged to the city.

Afterwards, she was unsure of whether she was the victim of sexual harassment. Among the issues she considered were that she was out socially with the mayor (as opposed to work), she never vocally objected to his actions and that her body was not touched (just her hair). One of her concerns is that, if she speaks up, her job will be in danger. What do you think? Was this a case of sexual harassment? What should she do if she wants to protect her job? What should be her next step(s)? Does it matter who paid the bar tab?

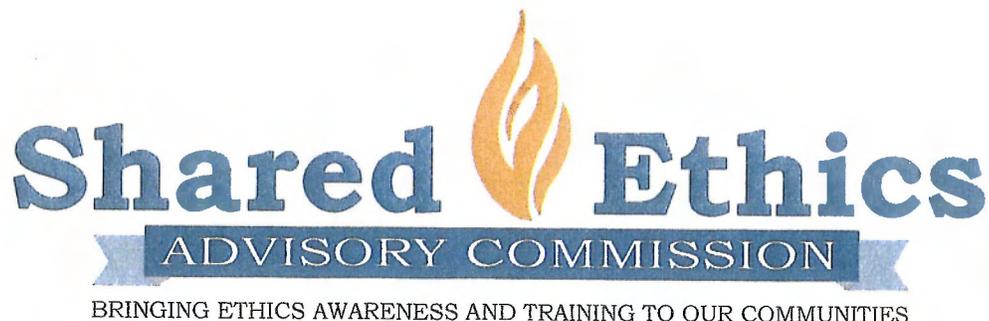


Case C

FACTS: In a small town in northwest Indiana, one enterprising individual has found a way to make ends meet. He has two jobs on the town payroll. He works as a city EMT exclusively on night shifts and works as the city clerk during the day. His duties as EMT do include some on-call work at various times and he can be called in the case of an emergency or short staffing situation. He had been working both jobs (with the apparent awareness of both of his supervisors at both jobs, but without the knowledge of his co-workers, any ethics officers at either workplace or tax-paying citizens). His evaluations from both employees are good, but not exemplary.

The ethics officer assigned to review ethical violations and conduct ethics audits for northwest Indiana governmental officers is tipped off about this employee serving in two positions at the same time. The local newspaper also publishes the story and taxpayers are outraged. One of the issues raised is that the local unemployment rate is very high and one of these jobs could have gone to a local unemployed individual. The EMT/clerk alleges that he is competent at both jobs and, in fact, synergies are likely to result when a governmental employee learns multiple positions well. Furthermore, he argues, the city saves money by providing one set of benefits to him (as opposed to two sets of benefits if two individuals were hired).

What do you think? Is this an ethical violation or not? Should this be allowable? Should there be a policy about this? Does the community benefit by this practice or does it lose since another member of the community could be employed?



Case Studies

9. Case A: Should the Moore County Sheriff's Department have a policy that seeks accountability for cases of social media misconduct? (Multiple Choice)

Responses		
	Percent	Count
Yes	90.16%	110
No	5.74%	7
Not Sure	4.10%	5
Totals	100%	122

10. Case A: Because police officers are public figures and are expected to be leaders in our communities, should they be reprimanded when their behavior clearly indicates that they are biased against certain groups in our communities? (Multiple Choice)

Responses		
	Percent	Count
Yes	83.06%	103
No	9.68%	12
Not Sure	7.26%	9
Totals	100%	124

11. Case A: Would it be appropriate to demand that Officer Adams completes an appropriate training? (Multiple Choice)

Responses		
	Percent	Count
Yes	74.63%	100
No	10.45%	14
Not Sure	14.93%	20
Totals	100%	134

12. Case A: What is a Fair Resolution for this case? (Multiple Choice)

Responses		
	Percent	Count
Public apology from Deputy Chief and Sheriff	22.96%	31
Public apology on social media	8.15%	11
Adopt an accountable social media policy	36.30%	49
Department public statement what happened	8.15%	11
Social media training for whole department	24.44%	33
Totals	100%	135

13. Case A: What is the Biggest Ethical Issue? (Multiple Choice)

Responses		
	Percent	Count
Unstructured or Absent policies	33.33%	46
Lack of disciplinary follow through/sanction	9.42%	13
Not recognizing optics of public servants	10.14%	14
Lack of clarity in personnel policies	12.32%	17

Lack of a thorough investigation	16.67%	23
Unawareness of off-duty/on-duty distinction	7.25%	10
Lack of evidence that subject(s) was offended	10.87%	15
Totals	100%	138

14. Case B: Was this a case of sexual harassment? (Multiple Choice)

Responses		
	Percent	Count
Yes	56.46%	83
No	21.77%	32
Not Sure	21.77%	32
Totals	100%	147

15. Case B: Does it matter who paid the bar tab? (Multiple Choice)

Responses		
	Percent	Count
Yes	86.11%	124
No	12.50%	18
Not Sure	1.39%	2
Totals	100%	144

16. Case B: What is an appropriate next step? (Multiple Choice)

Responses		
	Percent	Count
She should report it to a personnel/HR	15.83%	22
She should have a conversation with mayor	25.18%	35
She should document how she felt in writing	18.71%	26
She should seek counsel from a trusted individual	5.04%	7
She should bring ethical training into the office	4.32%	6
Find and follow a process to report incident	30.94%	43
Totals	100%	139