



ARIZONA DEPARTMENT OF PUBLIC SAFETY
DISCRIMINATION COMPLAINT ACCEPTANCE

Print Form

Complaint Number

Professional Standards No.

FILING DATE Dec 10, 2009		COMPLAINANT'S NAME Joseph P. Wilson		BADGE NO. 7150
DIVISION/BUREAU District III Holbrook		LOCATION Teec Nos Pos, AZ	PHONE NUMBER 928-524-6177	
KIND OF DISCRIMINATION ALLEGED (CHECK APPROPRIATE BOX)				
<input checked="" type="checkbox"/> RACE	<input type="checkbox"/> COLOR	<input type="checkbox"/> RELIGION	<input checked="" type="checkbox"/> NATIONAL ORIGIN	<input type="checkbox"/> SEX
<input type="checkbox"/> AGE	<input type="checkbox"/> DISABILITY	<input type="checkbox"/> PREGNANCY	<input checked="" type="checkbox"/> RETALIATION	
NAME OF ACCUSED	BADGE NO.	DIVISION/BUREAU	LOCATION	PHONE NO.
Sgt. Jeff Eavenson	4492	District III	Holbrook	928-524-6177

1. Describe how you are/were being discriminated against. (List who did what, when, and where)

The discrimination occurred through the Probationary period of my first year with the Arizona Department of Public Safety.

The discrimination occurred with the evaluation process and not being consistent with the other officers (level III) in my squad.

I was held at a higher standard than was required by my other officers. My current evaluations still reflect a below standard rating.

The supervisor rating my performance is Sgt. Jeff Eavenson. I am completing a more detailed report of events and evaluations .

2. Describe why you believe you are/were being discriminated against? Be specific.

I am a member of the Navajo Tribe. I am assigned to Teec Nos Pos, AZ. This allows me a rural pay increase. With this increase and the tax exemptions, my pay rate would be similar to the pay rate of a starting Sergeant. I have been told that I would be held at a higher standard than the other officers in my squad. There are officers that have been on the Department for 6 years and cannot properly do a simple DUI report. These same officers, within my squad, cannot properly do a simple accident report without the assistance of a supervisor or senior officers. This is the first time in my 15 year law enforcement career that I have had an internal affairs investigation, or even a complaint, filed on me. The complaint was for inefficiency, and later reduced to improper procedure for not properly submitting a burned wallet with no value. I have observed serious policy violations with my supervisor and officers without the same penalty opposed on them. I have been placed on an unfit for duty evaluation, for the same personal reasons my supervisor and other officers are experiencing and they have not been set for the unfit for duty evaluation.

3. How long has this alleged discrimination been taking Place? _____ days _____ weeks 12 months.

DISCRIMINATION COMPLAINT ACCEPTANCE - Continued**4. Describe any adverse effects (i.e. problems) this alleged discrimination has had or is having on you regarding your employment at DPS.**

These last 10 months have been the hardest and trying times for me and my family. I have recently resigned my position, as an officer, with the Department of Public Safety. I have tried to address the issue with my Chain of Command without any support. There has been serious hardships placed on my family and me without the support of my supervisors or agency. I have been instructed to use my leave options for FMLA, without the opportunity of light duty, at the end of my administrative leave (in April). This was addressed with my AHP representatives and they concurred that this was unfair employment practice. I have been without pay and benefits for my family for 5 months, while I was in therapy for an unknown ailment. It was also unfair to place me in this position without telling me the mental problem I needed to fix with my fitness for duty evaluation. I made every effort to talk with my lieutenant and human resources to find a way to fix the problem with no success. I was advised that there were administrative rules preventing them from telling me the results of the psychological evaluation. This created more hardship for me and my family. I sought my own assistance and therapy options without the help of my agency.

5. Provide the names of other employees who are aware of this alleged discrimination.

Officer Andy Beck (retired) #4010.

6. List those in the chain of command with who you have discussed your complaint and the outcome.

None. I had made attempts to talk with Lt. Parks and I was denied a meeting.

7. Provide any other important information, documentation, etc.

I am enclosing a more detailed report. This report will have more detailed information on these questions.

8. What do you propose as a solution to your complaint?

At this point, I have lost trust with my agency and leadership. I have chosen to work with a representative with the EEO/AA to help with my solution. I believe officers assigned to the Northeast District have always felt isolated and detached from the agency. I hope this complaint allows administrators to be more aware of the recklessness of their field supervisors in the rural areas.

SIGNATURE

X *Joseph P. Wilson #7150*

DATE

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