

From the desk of:
Medaria Arradondo
Chief of Police
Minneapolis Police Department
350 South 5th Street, Room 130
Minneapolis, MN 55415



TO: Officer Craig Brown
CC: MPD Internal Affairs
DATE: October 20, 2021
RE: Administrative Case # 20-02268

CHIEF'S DECISION:

- Discharge
- Suspension Duration: 30 hours
- Written Reprimand
- Permanent Demotion
- Temporary Demotion Duration:
- No Merit

SUMMARY OF BASIS FOR DECISION

This memo summarizes my approach and reasoning for my decision as Chief of the Minneapolis Police Department that the allegations against Officer Craig Brown are sustained. This memo accompanies the enclosed Discharge, Suspension Demotion Form.

Policies Violated:

- MPD Policy and Procedure 5-102 Code of Ethics
- MPD Policy and Procedure 2-110 Harassment (Reference City of Minneapolis Anti-Discrimination, Harassment & Retaliation Policy)

Facts Supporting Decision (see also Investigation Summary):

- In February of 2020, [REDACTED] reported to [REDACTED] that [REDACTED] had received text messages of a sexual nature from [REDACTED] Craig Brown. [REDACTED] HR opened an Anti-Discrimination, Harassment & Retaliation investigation in collaboration with Minneapolis Police Department Internal Affairs. [REDACTED] and Officer Brown were interviewed as were [REDACTED] who spoke with [REDACTED] and Officer Brown about the events as they were taking place. [REDACTED] also provided text messages she exchanged with Officer Brown.
- [REDACTED] reported that Officer Brown inquired about her relationship status several times with others and directly through texts with her. [REDACTED] stated that this made her feel uncomfortable. The text messages provided corroborate that Officer Brown did ask [REDACTED] if she was seeing someone in two separate texts.
- [REDACTED] Officer Brown he would make [REDACTED] comments to her, specifically 'Daddy's hungry, take him to Holiday' and repeated comments in reference to a 'Slippery When Wet' traffic sign remarking to her "That's what she said". [REDACTED]
- [REDACTED]
- [REDACTED] Officer Brown he texted her again regarding her relationship status [REDACTED] [REDACTED] stated that she would avoid answering these text messages due to feeling uncomfortable. [REDACTED]

- During the investigation, Officer Brown acknowledged asking others for [REDACTED] phone number and inquiring about her relationship status [REDACTED]
- [REDACTED]
- Officer Brown acknowledged that his text messages could be perceived as sexual in nature
- Officer Brown acknowledged that his “That’s what she said” comments could be perceived as sexual in nature
- Officer Brown acknowledged engaging in text conversations with [REDACTED] that were “flirtatious” in nature [REDACTED]
- During his Loudermill hearing, Officer Brown apologized and stated that he never meant to make [REDACTED] feel uncomfortable. He said his comments were made in an effort to connect and he has learned from this incident.

Based on the facts articulated in this investigation, I find the evidence supports the allegation that Officer Craig Brown violated MPD Policy and Procedure 2-110, Harassment, which references the City of Minneapolis Anti-Discrimination, Harassment & Retaliation Policy; his conduct toward [REDACTED] had the effect of unreasonably interfering with her work performance and created an intimidating, hostile or offensive work environment. This conduct is also a violation of MPD Policy and Procedure 5-102 Code of Ethics; Officer Brown’s conduct was unprofessional and offends the ethical standards of this department [REDACTED]

As Chief of Police, I am responsible for providing clear expectations for what is acceptable behavior in our workplaces as well as what will not be tolerated. [REDACTED]

[REDACTED]

[REDACTED] As Chief of Police with authority to discipline for violations of policy under Minn. Stat. §626.89 Subd. 17, I am imposing a suspension of 30 hours.

DocuSigned by:
Medaria Arradondo
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Medaria Arradondo
Chief of Police

10/20/2021