

TO: File
FROM: ^UEric Gandy, Chief of Police
CC:
DATE: June 26, 2025
RE: Office of Professional Standards Investigation #IA2025-005

Involved Employee

Police Service Technician James Goldener has been with the agency for almost 2 years.

Allegation

On various occasions starting around July 2024, PST Goldener made unprofessional and inappropriate physical contact with other female members, causing them to feel uncomfortable with some altering their routines in an effort to avoid contact with him. The appropriate general order for the allegation is as follows:

Harassment (213.80) - All forms of harassment in the workplace are prohibited, regardless of the source. Harassment is offensive or intimidating conduct that is repeated, unwanted, unwelcome, and impedes the ability of an employee(s) to perform job duties; or is so severe, persistent, or pervasive that it alters the terms and conditions of employment so as to create an abusive working environment because of any consideration of race, color, religion, national origin, disability, age, marital status, sex (including pregnancy and sexual harassment), gender identity, gender expression, sexual orientation, disability, genetic or family medical history information as defined by GINA, socioeconomic status, political status, or any other legally protected characteristics.

Offensive conduct may include, but is not limited to, offensive jokes, slurs, epithets, or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance. The victim does not have to be the person harassed but can be anyone affected by the offensive conduct. Corrective action or disciplinary action does not equate to harassment when properly applied and with just cause.

A. Harassment becomes unlawful when:

1. Enduring the offensive conduct becomes a condition of continued employment.
2. The conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or

lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.

On/Off-duty Conduct – Morale/Efficiency – Image/Public Confidence (213.49) - No member shall engage in conduct on or off-duty which adversely affects the morale or efficiency of the agency; nor shall any member engage in conduct on or off-duty which has a tendency to destroy public respect for the member and/or the agency and/or destroy confidence in the operation of the municipal service or which tends to affect the members performance in the work setting whether or not such act is a criminal offense.

Disposition

Based on the facts documented in the administrative investigation, the Discipline Review Board sustained the allegations against PST Goldener.

Discipline/Corrective Action

PST Goldener resigned prior to the determination of disciplinary action.