## Annual Major Discipline Reporting Form Internal Affairs Policy & Procedures | Appendix L

Pursuant to Alterney General Law Enforcement Directive No. 2022-14, every state, county, and local law enforcement agency in New Jersey is required to submit to the Attorney General and the County Prosecutor, and publish on the agency's public website, a brief synopois of all complaints where a termination, reduction in rank or grade, and/or suspension of more than five days, as well as sustained findings listed in the above directive, regardless of the type or severity of discipline imposed, was assessed to an agency member. For the purposes of this report, plasse include all major disciplines in which a plea agreement was reached or final sanction was imposed during the time period listed below. In addition, include all discipline from earlier years which was has been on appeal, the final appeal was resolved during 2023, and the discipline remains in one of the enumerated categories. Instructions for completing the firm one artier form on the "instruction" above the contraction of the "instruction" and the "instruction" in the order of the contraction of the "instruction" and the "instruction" in the order of the contraction of the comment of the contraction of the contraction of the comment of the contraction of the contraction of the comment of the contraction of

|     |          | Disciplined Officer                         |               |             | Sanction |            |               |   |  | Synopsis                       |   |  |
|-----|----------|---|---------------|-------------|----------|------------|---------------|---|--|--------------------------------|---|--|
| No. | Rank     | First Name                                  | Last Name     | Terminated? | Demoted? | Suspended? | II Days Susp. | Resigned, retired,<br>transferred, or separated<br>while IA Pending | Specify other sanction type, if applicable | Sustained Charge               | Description   |  |
| 1   | Sergeant | William                                     | Bradsahw<br>, | No          | No       | No         |               | Yes   |  | Harassment in the<br>Workplace | Sergeant William Bradshaw was accused of making rude, obscene, or harassing comments to a female officer, based solely on her gender. The complaining officer gave three specific comments that were made. These comments were made at different times, and around different coworkers. In Part, our department policy on Harassment in the Workplace states the following: "It is a violation of this policy to use derogatory or demeaning slurs to refer to a person's protected class that may have the effect of harassing a person or creating a hostile work environment. Harassment or the creation of a hostile work environment can occur even if there was no intent on the part of an individual to harass or demean another."  An investigation found that at least 2 of the 3 reported incidents did occurr, and so the charges against Sergeant Bradshaw were sustained. |  |
| 2   | -        | -   |               |             |          |            |               |   |  |                                |   |  |
| 3   |          |   |               |             |          |            |               |   |  |                                |   |  |
| 4   |          |   |               |             |          |            |               |   |  |                                |   |  |
| 5   |          |   |               |             |          |            |               |   |  |                                |   |  |
| 6   |          |   |               |             |          |            |               |   |  |                                |   |  |
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| 10  |          | - NO. O. O |               |             |          |            |               |   |  |                                |   |  |
| 11  |          |   |               |             |          |            |               |   |  |                                |   |  |
| 12  |          |   |               |             |          |            |               |   |  |                                |   |  |