

EXO INVESTIGATIVE SUMMARY FOR CLASS I VIOLATION

Investigation No. PSB19-0068

Employee(s) Involved:

- Officer Robert Marshall #7078 (VCB)

Investigator:

- Sergeant Jason Robidoux (PSB)

Investigation Summary:

On February 23, 2018, Detective Robert Marshall violated the Department's Social Media Use policy when he posted inappropriate content on his personal Facebook account. The Facebook post contained a racially insensitive comment associated with being black. The Facebook post was discovered by the Plain View Project (PVP) and released to the public and various media outlets on June 1, 2019. Detective Marshall's Facebook post caused major reputation damage to the Phoenix Police Department, exposed himself and the Phoenix Police Department to public mistrust, and violated the basic Department values.

Operations Order(s) violated:

- Operations Order 3.27.9.B.(6), (New 08/13): "Department personnel are free to express themselves as private citizens on social media sites to the degree that their speech does not impair working relationships of this Department, are detrimental to the mission and functions of the Department, that undermine respect or public confidence in the Department, cause embarrassment to the Department or City, discredit the Department or City, or undermine the goals and mission of the Department or City."
- Operations Order 1.1.2.B.(3), (01/99): "We respect and honor the inherent dignity of all people, including ourselves, and pledge fair and equal treatment for all."

☐ Written Reprimand

☒ 8 Hour Suspension

☐ 24 Hour Suspension

☐ Deviate to: _____


Michael J. Kurtenbach, Executive Assistant Chief

10-18-19
Date