

Memorandum



To: File

From: Ralph Tranter
Commander, Investigations Division

Date: July 2, 1998

Subj: Supervisory and Sexual Harassment Complaint

Complainant: Hiestand, F. Anne (9-26-73)

Ms. Anne Hiestand was originally associated with the Tempe Police Department as a Americorp volunteer working on the sex offender notification program within Criminal Investigations Bureau. During the course of this assignment she applied for and accepted employment as a temporary Parking Enforcement Aide on April 14, 1997, assigned to the photo enforcement program in Traffic Bureau.

While employed as temporary Parking Enforcement Aide Ms. Hiestand became the focus of an administrative investigation involving unreported damage to one of the photo radar vans. She resigned from the City on December 22, 1997, after complaining of supervisory harassment during the administrative investigation of the damaged van, and sexual harassment by Traffic Lt. Tom Ryff and Traffic Officer Dan Kells during her tenure in Traffic Bureau.

Ms. Hiestand requested and submitted her voluntarily resignation and subsequently accepted employment with the Maricopa County Sheriff's Office as a Detention Officer where she is currently employed. She has not filed any further complaint, EEOC action, or other claim to date.

COMPLAINT BACKGROUND

On November 30, 1997, Parking Enforcement Aide Anne Hiestand and Parking Enforcement Aide Dan Foster reportedly discovered damage to photo radar van #1063. Ms. Hiestand reported this damage (\$800+) to her supervisor, Sgt. Charlie Barrett, who conducted an administrative investigation. All Parking Enforcement Aides were interviewed, including Ms. Hiestand, and each denied

