

Hello Nicole Stojka and Heather Vseer,

I am writing to formally document and request assistance regarding workplace concerns that I believe involve discrimination and subsequent retaliation. I want to ask for your help in making sure the policies are being followed fairly.

My initial concerns were detailed in my grievance regarding Case 25005129, which is attached. In that grievance, I raised issues regarding procedural irregularities, inconsistent disciplinary standards, and the possibility of improper external influence on the handling of my discipline. The following additional incidents and developments have led me to believe that I may be experiencing discrimination on the basis of race, sex, and protected employee activity.

Comments About My Call

On October 14, 2025, during roll call at Brookrun Park, Lt. Fecht told Officer Smith (who is white) that even though my language violated policy, “no arrests should have been made” and it was “just a party.”

No one told this to me directly, even though I was the officer who made the arrest decisions. I only learned about it later. It felt unfair that this was being discussed openly with others but not communicated to me.

October 31, 2025 Sexual Comment on MCT

At a staff meeting on November 5, 2025, we were told that an officer made a sexual comment over MCT on October 31, 2025.

Even though our annual training makes it clear that these types of comments must be reported to HR, the recipient did not report it to HR and no discipline was given. It was only mentioned casually at roll call following .

This is concerning because employees, including myself, have been investigated or disciplined for failure to report policy violations pursuant to the City of Dunwoody employee handbook, specifically equal employment opportunity (EEO) and no harassment section, and code of conduct policy A-32 10.01. In this case, nothing happened, even though it involved a white male officer making a sexual comment toward a female coworker. I do not understand why the standards are different.

November 5, 2025, Meeting with Chief Carlson and Deputy Chief Fladrich

Noted in my grievance, I held an adverse hearing meeting regarding the disciplinary action following case 25005129. It was following the staff meeting held at an earlier time on the same date. I spoke about what was told to me on November 2nd and how it is confusing to me that the standard is not always held and I have never received discipline action regarding my language. Body camera footage is semi - annually reviewed (to my knowledge and what is noted in Guardian tracking) . It is unclear to me why this particular incident called for this reprimand when I could have been formally or informally made aware of this prior regarding other incidents.

Relevant Policy Requirements

The Department's policy states that everyone must be equally held to the standard regardless of race, sex, or protected activity, and that retaliation is not allowed.

Specifically the City of Dunwoody Acknowledgment of Attendance of Nonharrasment and EEO Training provides, "I understand that the City of Dunwoody provides equal opportunity to all without regard to race, color, religion, sex (including pregnancy, sexual orientation, and gender identity or expression), national origin, age, disability, citizenship status, military or veteran status, genetic information, or any other classification protected by applicable federal, state, and local laws and does not tolerate unlawful discrimination, harassment, or retaliation."

"I have been provided with a copy of City policy, have been given the opportunity to ask questions, and understand that I must report any concerns or appropriate behavior in writing to anyone with supervisory responsibility at the City of Dunwoody, including but not limited to my

immediate supervisor, any Department Head, the Human Resources Director, or the City Manager”. This is a form signed by all staff.

Code of Conduct Policy A-32 10.01 also states that “Employees shall adhere to all standard operating procedures, policies, special orders and memorandums issued by the department and City, and all current City of Dunwoody Employees Handbook rules. Employees who witness a violation of a standard operating procedure, policy, special order, memorandum, or city of Dunwoody employee handbook will report the violation to their supervisor. Violations made by supervisors will be reported directly to the Chief of Police.”

This is one of the policies listed as the reason for my current administrative leave with pay pending the outcome of an Internal Affair investigation. Another employee, who is a Black man, was even terminated for the same kind of violation, which is why I am so concerned about consistency. Another former employee, Susan Oh, was given the option to resign in May of 2025 pending an investigation regarding an unpleasant comment made to an employee which does not align with the situation that occurred on October 31st. Jakori Edwards was recently terminated following the same violation of policy. Ramatu Kamara was terminated following an investigation in reference to policy violations, however she was told “congratulations on your pregnancy” following her termination when she had not made that information to staff at the time. This was told to her by a lieutenant on day shift following her termination, furthering my concern that this will not be handled confidentially and concern of retaliation. All of this is noting that these harsh reprimands are with people of color when there are other races violating the same policy. I would like to also note that I was informed that I would need to be present for the adverse hearing meeting following an IA investigation interview today 11/24/2025. Due to upcoming holidays and preapproved time, I was under the impression a scheduled suspension day was to be held on Tuesday, and made it known I was to be out of town 11/25/2025. I was advised that Chief Carlson experienced a death in the family 11/23/2025 and it is unlikely anything would be scheduled this week due to unforeseen circumstances and holidays coming up that is recognized by the city. I received a phone call at approximately noon 11/24/2025

following my hearing that the Chief requests a meeting on 11/26/2025 at 1000 hrs, the day before Thanksgiving and an already scheduled off day that aligns with the rest of my shift's work week. If I were to not be in attendance that would be considered AWOL due to receiving pay with Admin Leave. Normally when there is a death, bereavement is granted and I was under the impression I would not hear from the Chief following an interview until next week due to all circumstances listed. The act of having to respond immediately and make myself available during a time of what would be considered bereavement, holidays coming up and preapproved time, seems retaliatory and done with malicious intent.

IA Investigation Started Right After Filing My Grievance

Shortly after I filed my grievance in Case 25005129, I was placed on administrative leave and told I was being investigated because I was allegedly present while another officer accessed information for someone else and did not report it.

I understand the policy, but the timing felt directly connected to me filing the grievance. At the same time, the October 31 sexual comment, which clearly should have been reported pursuant to policy, did not result in any action at all.

The difference in how these situations are being treated makes me worry that I am being held to a different standard and am being treated more harshly.

Request for HR Intervention

Based on everything above, I am concerned that I may be treated differently because I am a Black woman, I made an arrest involving someone with political connections, and I raised concerns about my discipline and the way it was handled.

I am formally requesting that HR:

- Review how my disciplinary issues and the IA investigation are being handled;
- Look at whether similar situations involving other officers were handled differently;

- Make sure the policies are being enforced the same way for everyone, no matter their race, gender, or who is involved in the incident; and
- Make sure I am protected from retaliation moving forward.
- Confirmation that my complaint is being handled confidentially

I am not trying to cause problems - I just want to work in a respectful and fair environment.. I just want to be treated fairly and held to the same standards as everyone else. I appreciate your time and help with this situation.

I am also sending this primarily and only to HR with the understanding that due to the listed above, confidentiality and retaliation is at stake on my behalf.

I confirm that the information provided is accurate to the best of my knowledge.