

From: [Eric Linton](#)
To: [Tu Bella](#)
Cc: [Heather Vseer](#); [Nicole Stojka](#)
Subject: RE: Grievance Letter
Date: Wednesday, February 11, 2026 10:39:25 AM

I have reviewed your grievance dated December 1, 2025. As a result of your grievance, I had an outside independent investigation conducted. Based on that investigation, I find that your grievance was not substantiated. As a result, I am upholding the decision of the Police Chief.

If you would like a copy of the independent investigation, subject to redaction, please submit a request under the Open Records Act to the City Clerk's Office.



Eric Linton, ICMA-CM, AICP
City Manager

City of Dunwoody
4800 Ashford Dunwoody Road
Dunwoody, Georgia 30338
P 678.382.6704
F 678-533-0790
eric.linton@dunwoodyga.gov

From: Tu Bella [REDACTED]
Sent: Monday, December 1, 2025 1:30 AM
To: Eric Linton <Eric.Linton@dunwoodyga.gov>
Cc: Heather Vseer <Heather.Vseer@dunwoodyga.gov>; Nicole Stojka <Nicole.Stojka@dunwoodyga.gov>
Subject: Grievance Letter

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December 1, 2025

Re: Formal Grievance Regarding Discriminatory Treatment, Unequal Application of Policies, and Retaliatory Actions

Dear City Manager Linton,

I am submitting this letter as a formal grievance regarding the circumstances surrounding my administrative leave, subsequent termination, and the overall inequitable and discriminatory treatment I experienced while employed with the City of Dunwoody Police Department. Throughout my employment, I adhered to departmental policies and acted in full transparency during my recent internal affairs investigations for a GCIC/NCIC violation. However, the Department's actions toward me stand in stark contrast to how similar and in some cases more serious matters involving other personnel were handled. The pattern of these disparities has led me to believe that race was a contributing factor in how decisions were made in my case.

1. Disparate Responses to Employee Misconduct and Concerns Regarding a Command Staff Member

It is my understanding that a major, Major Kreig faced serious personal legal matters, including charges related to stalking and a temporary protection order. It is also my understanding that his legal matters were broadcasted on social media given his position and rank with the Department. Despite the gravity of these issues and the clear potential to affect the integrity of the Department, I am not aware of any administrative action taken against him. However, in my case, the Department was aware that I had been experiencing ongoing harassment from an individual in Virginia. Despite this knowledge, when a summons warrant originating from this individual was issued, I was immediately placed on administrative leave. This action disregarded my repeated reports and placed me at professional and personal risk while those engaged in far more serious conduct within the Department faced no comparable scrutiny or consequences. The Department has also failed to take any action against the individual/s who has been harassing me regardless of the insurmountable evidences provided to the Detective over the case. The Detective over my case was successful in tracking an email address belonging to my harasser, yet no actions have been taken against this individual. Although this individual's actions (taking a summons warrant against me) proved to be retaliatory given my open case with the Department, I was still placed on administrative leave. The lack of punitive response shown to Major Kreig is deeply concerning, particularly in light of the swift punitive measures taken against me.

2. Officer Involved in Sexual Misconduct and Policy Violations

Upon my return from vacation, I was also made aware of concerns regarding another officer (Officer Kitt) who allegedly violated policy and made a sexually inappropriate and offensive comment about "wanting to get a female officer out of her panties," which may constitute a violation of both workplace sexual harassment policy and professional conduct standards. Despite the seriousness of this violation, no disciplinary action was taken against this officer and the other officers who failed to report the violation. To my knowledge, the Deputy Chief, Chief, and HR were made aware of this gross misconduct by these officers. It is important to note that the Department's policy states that everyone must be equally held to the same standard regardless of race, sex, or protected activity, and that retaliation is not allowed. Specifically the City of Dunwoody Acknowledgment of Attendance of Nonharrassment and EEO Training states, "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." It further states, "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

inappropriate 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 statement is signed by ALL employees at the conclusion of the yearly EEOC training offered by the Department. Furthermore, the Department's 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." I was informed that no disciplinary actions were taken against Officer Kitt for his gross misconduct because he was "truthful" during his questioning regarding the sexual assault message he sent to another officer via MCT. Well, I too, was fully forthcoming during my internal affairs investigation, yet I was terminated for a GCIC/NCIC violation, demonstrating a clear inconsistency in how honesty and race is weighed as a mitigating factor.

3. Racial Discrimination and Unequal Treatment

Given these patterns, the only clear distinguishing factor between my situation and those of the other officers who received protections or no consequences is RACE. The unequal application of policy has caused me to believe that I was singled out and disciplined more harshly than my white counterparts.

4. Impact on My Mental Health and Pregnancy

While I am not seeking re-employment with the Department, and would never compromise my self-worth by working under leadership that has demonstrated discriminatory treatment, I must highlight the severe harm these actions have caused me. The stress created by the Department's decisions has had a direct and dangerous impact on my mental and physical health. My healthcare provider has informed me that my elevated and prolonged stress levels have significantly increased my risk of a miscarriage. As a direct result of this situation, I am now facing loss of wages and the loss of my health insurance coverage. This has placed me under extreme emotional and financial strain, and it has created a very real fear for my own health and the health of my unborn child. No employee should ever be placed in a situation where discrimination and retaliatory decisions contribute to the endangerment of their pregnancy or mental well-being.

5. Requested Action

Given the concerns and discrepancies I have raised, I believe it is in everyone's best interest that I be given the option to resign rather than be terminated. I will not accept termination under these circumstances, particularly in light of the pattern of disparate treatment I have experienced as a Black employee. I am choosing to take control of my professional future, and I will not allow a department that has demonstrated discriminatory behavior to claim justification for ending my employment. I respectfully request that this grievance be formally documented and reviewed, and that I receive written confirmation that it has been added to my personnel file. I also ask that the Department examine the disparities outlined above, including:

- The inconsistent application of disciplinary policies

- The lack of action taken in cases involving severe misconduct by other officers
- The potential racial bias present in the Department's decision-making processes

I am seeking acknowledgement of the harm caused, not reinstatement. My goal is to ensure that my experience helps prevent future discriminatory or retaliatory actions against other officers.

Thank you for your attention to this matter. I expect written acknowledgment of receipt of this grievance and notification of the next steps within the timeline mandated by Department's policy.

Sincerely,
Ramatu Kamara

Email: [REDACTED]

Phone: [REDACTED]