BUCKEYE, AZ

Investigative Report

Date investigation was opened: April 17, 2025

Investigator(s) name(s): Kerry Sheward, Human Resources Deputy Director, Rayne Gray, Assistant Fire Chief, and Annalyn Eden, Human Resources Generalist

Name, title and department of complainant: Fire Leadership – Reported by Jake Rhoades, Fire Chief, City of Buckeye Fire Department

Name, title and department of accused: Joe Frazier, Fire Captain and [redacted] City of Buckeye Fire Department

Background Information

On April 17, 2025, Human Resources was notified by Fire Chief, Jake Rhoades of alleged harassment involving three female City of Buckeye employees by [redacted] at [redacted] Additionally, on April 22, 2025, Human Resources was notified by Fire Chief, Jake Rhoades of allegations of prohibited conduct at Fire Station 702 involving Fire Captain, Joe Frazier and a high school student who was participating in the Rider Program. The Buckeye Police Department was contacted to investigate whether any criminal conduct occurred. The Buckeye Police Department did not find evidence of criminal conduct, and the matter was referred to Human Resources for an investigation into any potential policy violations. It was alleged the high school student spent the night, was seen sitting on Captain Frazier's lap, and that Captain Frazier received a text with a photo of the high school student posing in a cowboy hat, with no shirt on, flexing his abs, with his head down and his hand on his head. During the course of the investigation, further allegations surfaced. Multiple witnesses shared Captain Frazier and [redacted] had inappropriate conversations with Fire Cadets and Civilian Riders of a sexual nature while on duty.

[redacted]

[redacted]

[redacted]



[redacted]

On May 01, 2025, investigators interviewed [redacted] as a witness, who is assigned to Fire Station 702. When asked to describe his work environment, he shared he is a Fire Fighter in the back seat and works with his [redacted] Fire Captain, Joe Frazier and the Rovers who cover shifts due to a vacant Fire Fighter spot at the station. He shared they all get along very well as far as the crew dynamic goes. He also shared there hasn't

been any conflict with himself, his Captain or [redacted]. However, if there has been any concerns, he felt he has been able to address Captain Frazier, but also respects his rank as Captain and does not want to come across as if he is trying to dictate what they are doing as a crew or how they should operate, because that is not his place. [redacted] stated they have a lot of visitors at the station because Captain Frazier runs the Fire Cadet Program and as a result, they have a lot of riders at the station. When investigators asked [redacted] if he had witnessed any inappropriate or unprofessional behavior by Captain Frazier, he responded, "Yes". He went on to say, there are multiple instances, not only with one specific rider, but with cadet riders as well. [redacted] stated they do a lot of interview prep and help the cadets to prepare to become Fire Fighters. He shared there are great things Captain Frazier does for the cadets, and he isn't saying everything he does is bad, as he puts in a lot of time with them and he is dedicated to truly helping the cadets get hired. [redacted] stated the issue that he has is with some of the questions Captain Frazier asks the cadets. He shared some of the questioning was along the lines of sexual preference, when did they lose their virginity, and how many times had they had sex. [redacted] stated it made him uncomfortable because this is not something someone in his position should be questioning someone who is trying to get hired. He shared it was hard to speak up in the moment because it was an awkward situation to be in. He shared he would remove himself from the situation when Captain Frazier had riders and they started conducting interview prep because he didn't want to be around it, because he knew what was happening. [redacted] stated this happens a lot and said unfortunately it is a normal practice. [redacted] stated there were witnesses to this behavior and provided investigators with those names. He also added [redacted] was a witness and participated in the behavior. He shared Captain Frazier and [redacted] feed off of each other a little bit when it comes to things of that nature and both are willing participants with anyone that rides with them. He also noted, when one of them are not at the station, it occurs a little bit less or is non-existent, but when they are both together, it is worse. [redacted] added there was a particular rider, a high school student, [redacted], who had started riding with them for four or five months. He shared [redacted] had been riding with them almost every shift, except when he was in school. He stated, like any rider, they would coach him, teach him the expectations of the Fire Department, station etiquette, and spoke to him several times about reputation and work ethic. [redacted] shared from day one, they watch the cadets and riders' actions to see how they work, if they help clean, cook and do their part to help. [redacted] stated he had several conversations with [redacted] because he wasn't putting in the effort. He shared [redacted] would sit at the table and watch TV, and it was almost like they were taking care of him. He shared he voiced his opinion to Captain Frazier and said [redacted] needed to stop riding with them. He said Captain Frazier agreed, however, [redacted] continued to ride with them. [redacted] also shared an example of [redacted] lack of interest. He said he was showing a cadet and [redacted] how to put on their airpacks because they have time constraints. He said he found it odd that [redacted] only concern was where Captain Frazier was because he asked him multiple times. [redacted] also shared Captain Frazier allowed [redacted] to stay the night two times at the station, which is a violation of Fire Department policy. [redacted] could not recall the date the first time [redacted] stayed the night, but [redacted] slept both times on the west side of the station on the LA Unit side, which is the opposite side of the crew's bunks. [redacted] said after the first time [redacted] spent the night; he approached Captain Frazier and said it was not a good idea to have a high school student stay the night at the station and there is a policy stating riders

cannot be at the station past a certain time. [redacted] said Captain Frazier responded that it wouldn't happen again. He shared the second time [redacted] stayed the night, which was on March 15, 2025, he communicated to Captain Frazier that this was bad and it was never to happen again. He said he was nice the first time, but now he told him don't do it again and he needed to stop riding with them. [redacted] shared another situation that concerned him that occurred that same day on March 15, 2025. He stated he was out in the bay at the Fire Station, doing stuff on the truck and restocking. He shared there are two entrances into the station, there was one entrance towards the front of the station, which would be at the front of the truck when it is parked. There is a door that comes in and as soon as you come in and if you look to the left, you can see the recliner bay room area, where they can relax and watch TV. [redacted] shared when he walked in, he saw [redacted] sitting on Captain Frazier's lap and immediately said, *"Whatever this is, I don't want to be a part of this."* [redacted] said Captain Frazier responded by laughing and made a joke of it. He described them as sitting on a recliner and both being leaned back, torso-to-torso, but not with the footrest up. [redacted] stated he left and went to his room because he didn't want to be in that environment. When asked if there were any other witnesses, he stated to his knowledge there were not. He stated he didn't remember seeing anyone else in the room or in the Fire Fighter room.

[redacted] shared Captain Frazier showed him a photo that was texted to Captain Frazier from [redacted] posing in a cowboy hat, with no shirt on, flexing his abs, with his head down and his hand on his head. [redacted] asked Captain Frazier how he got the photo. He said [redacted] sent it to him and he meant to send it to his girlfriend.

[redacted] shared two Fire Fighters contacted him and shared while he was out on vacation when Captain Frazier and [redacted] became aware that there may be an investigation, that [redacted] said the next time he saw him he was going to confront him at work. [redacted] stated he wanted it on record, and he did not want to come to work and have an interaction with someone who seems to think that he did something to them in that manner. [redacted] then requested to work at a different station as he could not work with either Captain Frazier or [redacted] shared he spoke to [redacted] and he agreed.

On May 01, 2025, Captain Frazier was interviewed as the accused. Captain Frazier stated the work environment is professional, they have fun, he has a good crew, and it is a teaching and learning environment. Captain Frazier stated he is the Co-Manager for the Cadet Program, and they have riders almost every tour. Captain Frazier shared the cadets are spread throughout, especially when it comes to testing and they get an influx of that. He shared there are no limits to how many times a cadet can ride and he wasn't sure how many times a rider can ride. Captain Frazier shared [redacted], a High School Student who was sent by [redacted], participated in the Rider Program and had been riding with them since February. He shared [redacted] was learning to become a cadet and himself and the crew were teaching him fire fighter skills. Captain Frazier said he was paired up with a cadet and they would go over interview prep and he would go on rides. He believed [redacted] rode with them about five times, but he was not sure if he rode with any other station. Captain Frazier also added [redacted] was not an EMT, but the cadets were certified, so [redacted] would stand back and observe. Captain Frazier shared during interview preparation the entire crew would be at the kitchen table and they would set it up like a standard interview panel and ask full-time fire fighter interview

questions. When investigators asked what occurred the day [redacted] sat on his lap, he responded, "*First of all,* [redacted] *never sat on my lap*." He went on to explain what occurred. He shared in the Fire Service when you have a ride-a-long or cadet and you are sitting in the recliners and they are invited to come and sit in the recliners, they tend to say no. He said there is a policy or an unwritten policy that you don't sit in the recliners. Captain Frazier also added, to sit in the recliners at the Fire Station is an earned position and a "no, no", which is a fire station standard. He shared the incident occurred on February 14, 2025. He shared it was late and he had asked [redacted] to sit down and watch a movie. [redacted] declined but pulled up a chair and Captain Frazier told him to sit in the open recliner. After repeating to come sit down, Captain Frazier shared he said if you are not going to come and sit down, none of us will sit down. [redacted] then came over and sat on the arm rest on the left of Captain Frazier's recliner. He stated he sat there for 45 seconds to a minute then Captain Frazier reclined it and threw him off of the back of the chair. [redacted] got up and sat in his own recliner and never sat in his lap. Captain Frazier claimed [redacted] were both present during the incident. Captain Frazier described [redacted] was to his left, but then said [redacted] were to his right. He then stated later in the interview; [redacted] was on his left and [redacted] was on his right. According to the police report, [redacted] denied sitting on Captain Frazier's lap and stated Captain Frazier has been nothing but a mentor to him in helping him to prepare for his career and the crew has been nothing but professional.

Captain Frazier also admitted [redacted] stayed the night at the Fire Station twice. He shared [redacted] Mom is paraplegic and could not come and get him on both occasions, so he made the decision because it was late. He stated he was not aware at the time it was a violation of policy and in hindsight knows there could have been different options or maybe called the Battalion Chief, but he made a command decision at the time, whether it was right or wrong. Investigators asked Captain Frazier if he asked any inappropriate, unprofessional or questions of a sexual nature of the cadets or riders, he responded he did not. Investigators asked Captain Frazier specifically if he had asked them if they were still virgins, how many women they had been with, or any other type of sexual questions, and his response was he had not. He stated he may have asked them if they have a girlfriend, but that was it.

Investigators also asked Captain Frazier if [redacted] reported [redacted] acted unprofessionally towards her. Captain Frazier said yes, he recalled it. Captain Frazier shared several months later he saw [redacted] and asked her why she didn't come to the station anymore. He said [redacted] described the situation and Captain Frazier asked her why she didn't wake him up or report it. Captain Frazier stated [redacted] said it wasn't a big deal, so he did not report it. He also stated he did not speak to [redacted] as he felt at that point it was hearsay, and no one woke him up when the incident occurred. He stated he was in the station when this took place, he assumed it was late and he said he asked her if she reported it to her supervisor and she said no. He also stated he asked if her body camera was on and that was the entire conversation and lasted about six seconds. During Captain Frazier's second interview, he said it wasn't his job to report it and said there was no validity to it.

On May 05, 2025, [redacted] was interviewed as a witness. [redacted] stated he was a Rover, so he was not assigned to a specific station and works at Fire Station 702 when needed. [redacted] stated the work environment at station 702 is pretty good, they all seemed to get along well, but sometimes there were strange things that

would happen. He shared there were a lot of cadet and riders that came through and one rider would be there quite often. He shared that rider was high school student, [redacted] and he had witnessed [redacted] stay the night on two (2) occasions on C shift. He confirmed [redacted] slept on the LA unit side of the building. When investigators asked if [redacted] was by himself, he responded, "*usually, ya*". He shared there was one time when he saw Captain Frazier go into the room with him for a little bit and when they exited the room, [redacted] was wearing Captain Frazier's clothes. [redacted] recalled prior to going into the room, [redacted] had jeans and a t-shirt on, but when he came out with Captain Frazier, he was wearing PT shorts and a black Buckeye Fire Union shirt. [redacted] stated he was in the kitchen when they came out and he saw them and thought that was weird. [redacted] also stated [redacted] did not help out at the station and when they went on calls, he would stand by Captain Frazier. [redacted] stated he asked, "*Why is he still here, he is still in high school*". He said he told [redacted] why don't you come back when you are ready to be a Fire Fighter.

When investigators asked [redacted] if he was present during the cadets interview preparation, he shared he was and they would conduct it around the dinner table. He said they asked them normal Fire Fighter questions. For example, what have you done to prepare and why do you want to be a Fire Fighter. When investigators asked if [redacted] had witnessed any unprofessional conversations or questions occurring with the cadets and riders, he shared he had not directly heard it. [redacted] shared Captain Frazier normally acts professionally and is trying to get to know them. He will guide them, tell them what we do for workouts, what we do on for our skills course and is thorough about explaining things. [redacted] said things had changed at the Fire Station during the previous tour on April 26th and 27th. He shared [redacted] came into the station, "super-upset". He said they had no clue what was going on and [redacted] addressed [redacted] and [redacted] in the bay and stated he and Captain Frazier were under investigation, and he was going to get down to it and figure out who it was and confront them. [redacted] shared it was like that all day and [redacted] kept fishing and kept trying to get at them, to the point where he and [redacted] slept with their doors locked, because they did not know how he was going to react. He shared he didn't feel safe and added Captain Frazier was mad as well. He shared Captain Frazier had a meeting with [redacted] and [redacted] in the bay and when he returned, he was mad. Captain Frazier then talked to [redacted] and when they returned [redacted] stated both Captain Frazier and [redacted] were super standoffish and hostile. [redacted] shared they tried to ask questions regarding the calls they were on, but they wouldn't have anything to do with them during that tour, which impacted their ability to do their job.

On May 13, 2025, [redacted] was interviewed as a witness. [redacted] stated he is a Rover and is not assigned to a specific station. He shared the work environment in the Fire Department is generally positive, a great place to work, and he enjoys who he works with. [redacted] stated on his last tour he roved at station 702 and he said there was some tension there. [redacted] shared most of what he had heard on that tour came from [redacted] and it was about allegations raised against him and Captain Frazier. [redacted] shared [redacted] was very vocal about things and verbalized that it was a bunch of BS allegations and he knew who it was and said they were false allegations about molestation involving Joe. [redacted] shared [redacted] was frustrated and decided to suck him and [redacted] into it and the behavior continued all day. [redacted] shared later at 2:00 a.m., he was sitting at the table by himself

after running some calls and couldn't sleep. He stated [redacted] approached him and shared the allegations were not true and rambled on for an hour. He shared [redacted] tried to get him on his side and started to blame [redacted]. [redacted] stated he tried to talk him off the ledge, but [redacted] said he was g[redacted] [redacted] said [redacted] also referenced a conversation he and [redacted] had. He said [redacted] approached [redacted] about some issues he was having with him. [redacted] said he recorded the conversation and alluded that he was going to take everyone down that was saying anything against him and Captain Frazier. [redacted] stated [redacted] was pretty worked up and told him he shouldn't be telling him this, but there was a police investigation ongoing for penetration against Captain Frazier. [redacted] also shared [redacted], communicated to him that his gun was stolen from his car. This led to a conversation about the firearms policy at work and [redacted] alluded to the fact that he didn't care about the policy and made a statement about carrying guns on calls. He shared [redacted] said, better to be judged by twelve than be carried by six. He said [redacted] and Captain Frazier had a lot of pressure and he knew they were angry at another member, so that was concerning. He said he knew there had been tension and he referenced [redacted] as being a loose cannon and thought he should take precautions, so he locked his doors at night when he was at Fire Station 702. He also shared about a month prior, Captain Frazier had shared some off duty behavior regarding [redacted] and him talking about confronting members, so felt he knew enough about his character outside of work and he was a bit concerned for his safety.

When investigators asked [redacted] if he had witnessed any inappropriate or unprofessional behavior at station 702, he stated, in general terms, things can get loose on any truck between the guys, but not anything that can offend you. He went on to say, at station 702 there are times things need to tighten up when they have riders, cadets or guests. [redacted] shared there is a tendency especially from the front right seat, which is Captain Frazier, to say inappropriate things and he has no filter. [redacted] stated, "it is cringy, usually of a sexual nature" and when it occurs, he thinks, "awe man, pump the breaks, we have guests here". [redacted] shared he did not want to mis-quote exactly what Captain Frazier says, but said, it is typically about ass sex or something like that. [redacted] shared it occurs during ride-a-longs and shared it was a normal occurrence. He added he has not been at station 702 a ton, but when he is there and there are people there, inappropriate comments from Captain Frazier are not uncommon. When investigators asked [redacted] if he witnessed any inappropriate behavior between Captain Frazier and [redacted] he stated, he had not, other than the generalized comments that he referenced from Captain Frazier to the cadets and riders.

On May 16, 2025, [redacted] was interviewed as a witness. [redacted] shared he is currently a Rover; however, he recently held a bid spot at Fire Station 702. He shared his work environment currently is great and when he was at station 702 there wasn't any arguing or hostility and overall was fine. He stated he bid at station 702 because of how busy the station was and was assigned to that truck for about six (6) months. He shared during that time things started to surface about the station. [redacted] shared these things were regarding [redacted], [redacted] and some female police officers. He shared he was not a direct witness, but the information came from Captain Frazier, so he felt it was a reliable source. [redacted] stated Captain Frazier expressed to him [redacted] had dealings with a female police officer that was married and there was an investigation being

conducted. [redacted] stated Captain Frazier told him that the female police officer came up to him and shared [redacted] had cornered her and put his hands over her. She told him to back off and she was going to activate her body cam if he didn't get away from her. [redacted] stated Captain Frazier told him at the time he didn't know what to do. [redacted] stated he told him as a supervisor he should have immediately made a phone call about that. He told Captain Frazier he understood the dynamics of the Fire Department, but when it comes to things like that, there are lines. He stated he also told Captain Frazier he felt the female police officer entrusted him because he was a supervisor and he should have brought that information over for her. [redacted] also shared Captain Frazier stated, [redacted], which was [redacted] ex-girlfriend, was seeing someone new and now [redacted] was reaching out to [redacted] new boyfriend's ex-wife.

[redacted] also mentioned he locks his door at night when [redacted] is on shift because he made a comment that he carries a weapon with him at all times and he is an ex-Army Ranger. [redacted] shared once it got out that he was leaving the truck, things started getting a little weird and it was almost like [redacted] had different personalities. [redacted] said he also heard Captain Frazier made comments that his back seat was trying to take him down. [redacted] stated he called Captain Frazier to clear his name and let him know he didn't have anything to do with it and he didn't ask for an investigation to be opened. He said Captain Frazier made it seem like they were conspiring against him and it was a personal attack against him. He said Captain Frazier said he already knew who it was and said whatever had happened, whatever the incident was, there were only three people in the room.

When investigators asked [redacted] if he had heard anyone talk to the cadets or riders about anything of a sexual nature, he responded, "*Yes*". He shared it would occur around the kitchen, and it occurred every shift that they would have cadets and riders there. He shared Captain Frazier and [redacted] would talk to them about very explicit sexual stuff. He shared some comments were said in humor and some went too far. [redacted] said they talked to them about sucking dick and how they would do it. [redacted] stated [redacted] would come up with stories trying to be funny and talk about how he was at a truck stop and met up with a guy and he would say that the guy would fuck him in the ass and call him his little cum dispenser. He said they would ask them, what would that mouth do, and Captain Frazier would say, let me see that sweet little ass. [redacted] shared [redacted] was the one who would usually start things and did a lot of impressions saying sexually explicit stuff. He shared [redacted] would act like he was a prostitute that got picked up at a truck stop and go into detail about it. [redacted] shared [redacted] would talk to the cadets who were eighteen to nineteen years old that were trying to get on the department and when they would be changing or something and say, "Damn, what would your dick think?" [redacted] said Captain Frazier eggs [redacted] on, laughing or asking follow-up questions when he is doing impersonations of some prostitute on the street to keep the humor going, he shared it's just a lot of inappropriate stuff. [redacted] stated [redacted] would also ask them if they had ever tried their own semen and shared how a truck driver would make him drink his own semen. [redacted] also shared, they would ask what their sexual preferences were and if they were gay, he would ask what their favorite penis size was and if they were a catcher or a giver. [redacted] said they would ask if they had lost their virginity, when they lost it, how it was, and if they found out they were dating a new girl, they would ask if she would let them put it up her butt. [redacted] continued to share, they

would ask explicit things about how their sexual intercourse went their first time and if they were dating a new girl, and they would ask if she were a freak or a squirter. [redacted] shared both Captain Frazier and [redacted] participated, however it was like Captain Frazier was a different person when [redacted] was not around. He shared if [redacted] was not around, Captain Frazier did not act that way. He stated [redacted] usually initiated it and then Captain Frazier would egg it on or make smart remarks. He stated Captain Frazier would talk about the younger guys in the program and would say how he liked them young. [redacted] stated being a cadet, you are in a position where you are trying to get hired, so it is one of those things, what do they do, push back and hope no one takes it the wrong way or do they just go with it because they want a job.

[redacted] shared when he started at the station, he was told [redacted] had been riding at station 702 and [redacted] made jokes about [redacted] always running around asking where Captain Frazier was. [redacted] said when people came to the station to ride they are there because they want to get hired and want to be a Fireman. He went on to say there is a certain culture and criteria you need to meet when you are there, and [redacted] wasn't helping. He recalled one day they were doing dishes and [redacted] sat in his seat and watched a movie instead of getting up and helping them. [redacted] made comments to [redacted] like, "oh, is the movie good?" He shared normally a [redacted] at that point would say, hey go help the crew, so he found that to be awkward. [redacted] said he thought, OK, this is weird, this kid isn't helping, he is always worried about where the captain is, and usually the cadets or riders are with a new fireman, very rarely with a captain unless they are a family member and they would take them under their wing.

[redacted] recalled there was one kid, but couldn't remember his name, who had blonde hair, was young, around 20 years old that he witnessed rubbing Captain Frazier shoulders. [redacted] stated everyone was in the day room and the cadet and Captain Frazier were talking about interview stuff, and he came around the corner and saw it. [redacted] asked, "*Why are you doing that*?", and Captain Frazier said he had a cramp. [redacted] said he saw at least two cadets in the dining room area doing this with Captain Frazier. [redacted] stated the second time he saw this, [redacted] was rubbing Captain Frazier shoulders. Both occurrences happened while Captain Frazier was sitting on a chair in the dining room. When investigators asked [redacted] if he reported these incidents, he stated he did not and shared you are stuck between a rock and a hard place. These are the people that you work with and live with. [redacted] stated he made the decision to leave the Fire Station because things were out of control.

On May 23, 2025, [redacted] was interviewed as a witness and accused. [redacted] described the work environment at station 702 as cohesive and very professional. He shared they like to have a good time, they laugh, keep the moral high and foster a good culture at the station. [redacted] stated he has reported to Captain Frazier for about two years. He stated he had worked with him over the course of his career on other trucks and on different crews. He said they have an amazing relationship and have a front seat mentality in terms of how they coordinate operating their truck and have good communication. When asked if he had witnessed any inappropriate or unprofessional behavior by Captain Frazier, he stated he had not witnessed that. [redacted] also said he had not witnessed anything unprofessional regarding Captain Frazier and rider [redacted]. He stated they go over interview preparation with [redacted] and talk to him about the culture of the fire service, normal

ride along procedures, how calls operate, skills courses and physical fitness activity. He said it is nothing but a professional environment and relationship since he has been there.

Investigators asked [redacted] if he witnessed [redacted] sitting on Captain Frazier's lap, he responded, "No ma'am". [redacted] stated he, [redacted] and Captain Frazier were getting ready to watch a movie in the day room and [redacted] was in the kitchen. Captain Frazier called [redacted] to come into the day room and told him to take a seat in the recliner next to him. [redacted] laughed and said no, so he and Captain Frazier gave him a hard time. [redacted] started to take a seat to the left of Captain Frazier in a recliner that was open. [redacted] said he was to the right of Captain Frazier and [redacted] was the right of him. He said [redacted] got ready to sit in the recliner and Captain Frazier said, no, get up. [redacted] went to get up and Captain Frazier said no, sit back down. [redacted] then got ready to try to sit on the arm of the chair, not on Captain Frazier's chair recliner, but the one that [redacted] had gotten out of and Captain Frazier then said go ahead and go back to the kitchen and think about what you did. [redacted] also confirmed [redacted] spent the night two times. He stated he slept in the dorm room opposite their dorm rooms, and he was in the room by himself. [redacted] stated he is a bit of a night owl, so he was in the kitchen until 3:00 in the morning and at no point did he see [redacted] come out of the room. When asked if he was aware that it was a violation of policy for [redacted] to stay the night, he stated he was not aware of that, but he did know they have a rider policy that they are able to stay until 11:00 p.m.

[redacted] stated he found out there may possibly be an investigation regarding Captain Frazier and [redacted] when he was contacted by a Sergeant from the Buckeye Police Department (PD). He stated the Sergeant asked him how old [redacted] was or if he knew his last name. [redacted] told investigators after Buckeye PD contacted him, he called Captain Frazier and shared they were alluding to something inappropriate going on at the station. [redacted] stated he called Captain Frazier because he felt Captain Frazier needed to be made aware and he wanted to know what was going on. He stated the only individual he talked to about the situation was Captain Frazier, however, he attempted to contact [redacted] [redacted] via text message and spoke to [redacted] about it on another shift. [redacted] [redacted] said he told [redacted] that there was an investigation potentially going on and that Buckeye PD had contacted him, and they were going to be looking into a few things that were going on at the station and he asked [redacted] if he ever felt uncomfortable at the station. He stated [redacted] responded, no he hadn't and had nothing but an enjoyable relationship with them at the station. When [redacted] was asked why he asked [redacted] [redacted] if he felt uncomfortable about anything, he stated because [redacted] was there when the [redacted] thing had gone on, even though he wasn't present when it happened. [redacted] said Captain Frazier told him [redacted] had come down to the station and said there were morale or issues going on at our station that he may need to discuss, so Captain Frazier was upset because he didn't know where any of it was coming from and it seemed like there was more than that specific thing that he was notified was going on. [redacted] [redacted] said there was an opportunity to find out whether or not other members of their crew were uncomfortable about being at the station. When investigators asked [redacted] why he didn't let PD handle it, he stated he did not think there was anything inappropriate with him doing it for the right reasons, in good faith to be able to call members of his crew to figure out what was going on. He said the Sergeant didn't say he wasn't at liberty to speak about anything but did say not to say anything further about the phone call. [redacted] stated if it was to the point where they were put on notice and he had to sign paperwork, then, yes, he would not

discuss those details. [redacted] said it wasn't long after that he heard rumors that Captain Frazier was inappropriately touching riders at our station. [redacted] also stated he heard from Captain Frazier that [redacted] was bidding off of the truck due to rumors he heard about [redacted], so [redacted] had a conversation with [redacted] stated he and [redacted] conversation was long and professional, however, [redacted] shared he found it bizarre [redacted] would bid off of the truck due to rumors. The rumors [redacted] shared with him was that he heard there was an incident with [redacted] and that he had cornered her. [redacted] told [redacted] "*Why would you interject yourself into something, one, you don't know anything about, but then you would want to act on rumors and put up your bid spot."* [redacted] stated he heard the rumor and that it was regarding him inappropriately touching her at his station, and this was why she and others weren't coming back to his station. [redacted] said he shut the rumor down and had never done anything inappropriate at work. When [redacted] was asked if he cornered [redacted] in the kitchen at the station, he stated he did not do that.

It was also reported [redacted] was harassing [redacted] and [redacted]. [redacted] stated he and [redacted] had previously had a relationship, but had since broken up, however, they have not had any issues and have been nothing but cordial and professional at work and have a good relationship. [redacted] also denied any allegations of harassment regarding [redacted]. He stated they have a friendship, and they would talk outside of work. He said the last time he texted her was in September. Investigators had a text message provided by [redacted] from [redacted] dated February 23, 2025, and a Facebook message [redacted] said she received on March 14, 2025.

When investigators asked [redacted] about telling others he carries his gun or had it in his vehicle, he denied he carried his gun on him, and said he never shared that information with anyone. He did confirm he stored his gun in his vehicle, with a magazine, but not employed in the firearm. He shared it was safely stored and separate. [redacted] stated he believed he was within policy regarding that.

[redacted] also denied all allegations of him or Captain Frazier saying anything inappropriate, unprofessional or of a sexual nature to cadets or riders. [redacted] said neither he or Captain Frazier asked any cadet or riders what their sexual preference was, when they lost their virginity, how many times they had sex, or how many women they had slept with. He also stated he did not ask them if they had tried their own semen, that there was a truck driver that would make him drink his semen, asked them if their girlfriends were a freak or a squirter, if she would let them put it in her butt, sucking dick and how they would do it, and shared stories when he was at a truck stop and he met up with a guy that would fuck him in the ass and he was a cum dispenser. Investigators also asked if he or Captain Frazier made statements such as, what would that mouth do, let me see that sweet little ass, or if he did impersonations of a prostitute, he responded no. [redacted] also denied while changing with the cadets that he said, what would your dick think and shared he had never changed in front of cadets. [redacted] went on to say he had never seen or heard that kind of behavior or those words out of Captain Frazier or any member of his crew's mouth.

On May 30, 2025, [redacted] was interviewed as a witness. [redacted] shared he has been with the Fire Department for about two-and-a-half years. He

shared he is a Rover and he has been at station 703 and it has been great. He shared he has roved at station 702 and did his probationary fire fighter rotations there, which was over a year ago. [redacted] stated he intended everything to be great at station 702 because he knew Captain Frazier and [redacted] for quite a while. He shared Captain Frazier was a mentor to him and they used to work the ambulances together for Buckeye Valley. He shared when he was at station 702 for his probationary year, things were 80% good until younger cadets and riders started showing up. [redacted] shared one of the riders was a high school student and someone that he had known for quite a while that they called Fun Dip (his real name is [redacted], because that was his favorite candy. He shared they were excited to have him around and show him what it took to have a career in the Fire Service. However, [redacted] shared when it got down to a more intimate setting, around the table, vulgar comments were made. He shared Captain Frazier would tell them to rub one off before an interview to relieve stress. He stated this was a common thing and there were three individuals that he believed were involved with this type of interaction. He said it was Fun Dip, [redacted] and [redacted], who was now a Fire Fighter Recruit. [redacted] shared he knew this was the type of person Captain Frazier was coming in; however, he didn't expect him to act like this during first impressions with the cadets and riders. He shared he was pretty open and vulgar about certain things and it caught him off guard. For example, there were three cadets/riders on their first day, they did not come prepared and didn't bring workout clothes. Captain Frazier allowed them to go into his room, and he assumed changed, because they came out with different clothes on. [redacted] did not feel it was weird that he let them borrow a shirt but said everything changed when Captain Frazier closed the door. [redacted] shared that is abnormal at the fire house. [redacted] stated that all three cadets and/or riders would change at various, different times, all separate interactions, but Captain Frazier did the same exact thing with each of them. He shared Captain Frazier would stay in the room with them while they changed. [redacted] said typically, if they needed to change, there is a restroom right around the corner from the gym. [redacted] shared their bunk rooms are very small, so they would be close, and it could be intimate in there. [redacted] stated he brought this up because it was weird behavior and they are very young and vulnerable. [redacted] stated they would be behind closed doors for three minutes up to ten minutes and one time being greater than ten minutes. He shared the time it was greater than ten minutes, he believed it was [redacted] or possibly Fun Dip. [redacted] shared at times Captain Frazier would have them come into his bunk room to talk to them. [redacted] stated that generally when someone needs to talk, they go into the captain's office, not into a bunk room. [redacted] also shared [redacted] was allowed to stay the night and how that was weird to him. He did share he slept on the side that the LA Units sleeps, and he didn't see anything abnormal happen at that time, but the fact that he stayed the night, was weird. He mentioned [redacted] Mom would drop him off and it was almost as if they were babysitting him. [redacted] shared [redacted] did not have any interest in the Fire Service. When investigators asked [redacted] if he heard anyone speak to any cadet's or riders about anything of a sexual nature, he corroborated he heard Captain Frazier ask what their sexual preference was, when did they lose their virginity, how many times they have had sex, how many women they had slept with and would ask these types of questions on a common basis and it was pervasive?. [redacted] also shared [redacted] would tag along and ask follow-up questions and shared [redacted] expressed to him he had a gun. He recalled Captain Frazier pulling him and [redacted] aside and shared he had enough of [redacted] and shared a story about

[redacted] and [redacted] getting into a verbal dispute and [redacted] went to her house and beat her door down and laid his hands on her. [redacted] said that made him feel uncomfortable.

On June 03, 2025, Fire Captain Joe Frazier was interviewed for a second time as the accused. Investigators inquired again about the allegations that [redacted] was sitting on Captain Frazier's lap as the reported incident was described differently than what Captain Frazier and [redacted] shared. Investigators asked if it could have been a different date. Captain Frazier stated he looked back in Telestaff to try to find the date and said this was the best day he could come up with because of the person who was based at the station that day. He shared [redacted] was there that day, so he believed that was the date. It was shared with Captain Frazier it was reported [redacted] and [redacted] were not in the day room during the incident. Captain Frazier stated they absolutely were in the day room.

Captain Frazier was asked if he received a text of a photo from [redacted] in a cowboy hat, with his head down, hand on his hat, with no shirt on, flexing his abs. Captain Frazier responded, no he did not. He stated they found it on Facebook, and it was more of a joke. He said he did not receive any picture, nor did he send [redacted] any pictures. Captain Frazier stated this was corroborated from what [redacted] mother states from Buckeye Police when they came to look at his phone. According to the police report, when the police officer reviewed [redacted] text messages, [redacted] had a photo sent by Captain Frazier of a picture of females walking around with their buttocks exposed in their shorts.

When Captain Frazier was asked if he been behind closed doors with [redacted] or any other cadets, he said, "*No! Absolutely not*." Captain Frazier also stated he was not in a room with [redacted] while he changed into PT shorts and a Fire Department shirt. Captain Frazier stated he had never been in a room alone with [redacted] and said, [redacted] had never had a Buckeye Fire Department t-shirt. Captain Frazier stated [redacted] was lent a hat one day because of his hair and if they were going to work out, [redacted] went in and changed into PTs, but he certainly did not go in there with him. Captain Frazier said he has never done that with anybody and doesn't even do that with his own crew. Captain Frazier stated if he needed to have a conversation with one of the cadets or riders, he would have it in the kitchen where he is always sitting, almost all day long. He also added he doesn't go into the captain's office unless they are dismissing a cadet from the program and then he would have a witness and the door stays open.

Captain Frazier also denied he had cadets rub his shoulders. He stated if they walked up and did one of these (Captain Frazier rubbed the top of his shoulder), he said he didn't consider that rubbing his shoulders and he certainly didn't sit there and enjoy it.

Captain Frazier denied all sexually explicit comments that were reported and stated that he does not talk that way. Captain Frazier stated he did not ask the cadets what their sexual preference is and as a gay man, would not ask people their preferences. He stated he did not ask cadets that shared they were gay, what their favorite penis size was and if they were a catcher or giver. He also denied talking to the them about sucking dick and how they would do it. He also denied saying, "Let me see that sweet ass." to the cadets. Captain Frazier also stated he did not make a comment that he liked them young or to rub one off before they interviewed to relieve stress. He stated he never asked them how many times they have had sex and if they were dating a girl, would she let them put it up her butt and if she was a freak or a squirter.

When asked if he had witnessed [redacted] tell cadets or riders how he would meet up with a guy at a truck stop and this guy would fuck him up the ass and call him his little cum dispenser, he responded, “Never.” When asked if he witnessed [redacted] impersonate a prostitute, Captain Frazier responded [redacted] does plenty of impersonations, but he had never heard anything like that. He shared that [redacted] does impersonations all the time, but he doesn’t do them of a sexual nature. Captain Frazier also stated he had not heard [redacted] ask them if they have tried their own semen and how a truck driver would make him drink his own semen. When asked if he eggs [redacted] on when he is saying unprofessional things, Captain Frazier said, “*No, I don’t, in fact as the captain and leader that I am, if anything was ever said, the first thing that I would say is, no, in the truck*.” He added that means for anyone saying things, including the people in his back seat, which he is assuming are involved in this. He shared he does not allow that kind of business on his truck. He shared when they are driving down the street, he has heard his crew say, “*oh look at the titties on that bitch*.” He shared he doesn’t talk like that and doesn’t tolerate it and anybody that works for him knows that. He shared he doesn’t allow that business on his truck and his back seat does it a lot and he has to shut it down. He shared he doesn’t like people talking about their wives and girlfriends at that table and he doesn’t like when they ask him what he does behind closed doors with his partner. When asked who he was referring to when he said “they”, he responded, “*Anybody at any Fire Station anywhere on the planet and he has it done multiple times*”. When Captain Frazier was asked for names, he stated, “*As the gay Captain here, I build a wall, and I shut things down around me and I certainly wouldn’t go out of my way to expose that*.” Captain Frazier said when it comes to the Fire Department people make cat calls and it is usually OK, because that is how they deal with stress, people joke. He stated we have to have a way to break the tension and sometimes it is dark humor. When asked what kind of dark humor, Captain Frazier stated he wasn’t going to be explicit because he didn’t know and didn’t remember. He said things are said, we live together forty-eight hours, a third of their lives, it is no different than living at home. It is how you would talk to a sibling, if it gets out of hand, it is his job to shut it down. He stated if anyone that had worked for his truck had come to him and said [redacted] said or did something, he would have acted. Additionally, he shared no one came to him and said they had a problem with him and if they didn’t feel comfortable, no one went to his Chief. He felt it was pure hate for [redacted]. He stated they all hate him, and they have hated him since the [redacted] incident. Captain Frazier stated he got accused by [redacted] of protecting [redacted], but when he asked what he had done or missed, he received no answer from [redacted]. Captain Frazier added, [redacted] has done nothing to break policy, and he said, “*I don’t care if we are friends, I don’t care if we went on a cruise together, my job comes first.”* Captain Frazier stated they had a duty to come to their boss if they saw something and he would have reacted. He said they didn’t even give him an opportunity and now he is facing this. Captain Frazier also told investigators [redacted] was, “*Cock blocking people from coming on his truck*.” He stated [redacted] called [redacted] and told him not to bid on his truck because of [redacted].

When investigators asked Captain Frazier if he heard [redacted] say he was going to confront [redacted], he said he did not hear him say this. When asked if he had shared concerns regarding [redacted] beating down [redacted] door and showing up in the middle of the night, he stated he had never spoken about anything [redacted] had called him about. He stated [redacted] would call him and he would let her vent. When it was shared there were reports that he shared this information, he responded, *“There are reports*

of a lot of things I have done, that I didn't do. I kept that confidential and she knows that." Captain Frazier stated this all started when [redacted] came to him and said he was bidding off of the truck and it was due to the police officer incident. Captain Frazier told investigators, *"If that was his way of letting me off easy because he just wanted to leave, well, I just wish he would have been more up front, said I don't like* [redacted]*, so I am getting off of your fucking truck."*

On June 04, 2025, [redacted] was interviewed as a witness. [redacted] shared he was a cadet in the program at Fire Station 702 for about a year. He shared they would work out, participate in interview preparations, attend cadet meetings, attend events and/or outreach programs and go on ride-a-long's at least two times a month. [redacted] recalled there would be times they made jokes, but nothing serious. When investigators asked [redacted] if Captain Frazier told him to rub one out before an interview to help relieve stress, he confirmed Captain Frazier said this. He also shared [redacted] told a story about an incident that happened at a Love's Gas Station. He went on to say [redacted] said there was a trucker and something inappropriate happened. When investigators asked if this was the story about the trucker fucking him up the ass, he said it was. [redacted] also shared they would ask him about who he was dating etc. but felt like they were trying to get to know him. [redacted] remembered a time when he was sitting at the table, and [redacted] saw a big jug of mayonnaise on top of the fridge and said something along the lines of wanting to lube him up. During the next ride along, [redacted] grabbed the mayo and put it on the table and walked away. [redacted] stated he didn't take offense to [redacted]. [redacted] also shared Captain Frazier nick named him, "Sweet baby Cobs". [redacted] recalled jokes were made to relieve stress and make each other laugh. He shared it surprised him that the jokes were taken to this level and said, "*I figure jokes like that would stay in the Fire House and if someone's feelings were hurt, they would speak with the person and get it resolved*." When investigators asked [redacted] where he changed for workouts, he shared he always changed in an empty bedroom or a stall in the bathroom and there was never anyone in the room with him.

Interview timeline:

April 22, 2025, 9:50 am – Intake Session with [redacted] – HR conference room – Investigators: Kerry Sheward and Annalyn Eden (HR Generalist)

April 28, 2025, 3:45 pm – Intake Session with [redacted] – HR conference room – Investigators: Kerry Sheward and Annalyn Eden (HR Generalist) – Union Representative: Jason Woliver, Police Officer

April 30, 2025, 4:01 pm. – Intake Session with [redacted] – HR conference room – Investigators: Kerry Sheward and Annalyn Eden (HR Generalist) – Union Representative: Jason Woliver, Police Officer

May 01, 2025, 2:03 pm. – Witness Interview with [redacted] - HR conference room – Investigators: Kerry Sheward and Rayne Gray

May 01, 2025, 3:11 pm – Accused Interview with Joe Frazier, Fire Captain - HR conference room – Investigators: Kerry Sheward and Rayne Gray – Union Representative: Brett Gunsalus Fire Fighter

May 5, 2025, 9:54 am- Witness Interview with [redacted]- HR conference room – Investigators: Kerry Sheward and Rayne Gray

May 13, 2025, 2:37 pm – Witness Interview with [redacted]- Ironwood conference room – Investigators: Kerry Sheward and Rayne Gray – Union Representative: Daniel Galatzer-Levy, Fire Fighter

May 16, 2025, 1:30 pm – Witness Interview with [redacted] Ironwood conference room – Investigators: Kerry Sheward and Rayne Gray – Union Representative: Brett Gunsalus, Fire Fighter

May 23, 2025, 8:59 am – Witness/Accused interview with [redacted]– Ironwood conference room – Investigators: Kerry Sheward and Rayne Gray – Union Representative: Brett Gunsalus, Fire Fighter

May 30, 2025, 11:03 am – Witness interview with [redacted]– HR conference room – Investigators: Kerry Sheward and Rayne Gray

June 03, 2025, – Accused second interview with Joe Frazier, Fire Captain-HR conference room – Investigators: Kerry Sheward and Rayne Gray - Union Representative: Brett Gunsalus. Fire Fighter

June 04, 2025 – Witness interview with [redacted] Glendale Regional Training Center – Investigators: Kerry Sheward and Rayne Gray

Summary of evidence that confirms or denies allegation:

Allegation 1: [redacted] harassed [redacted]

Findings: Not Substantiated

Investigators did not substantiate allegations of harassment against [redacted]. [redacted] denied all claims, and there were no witnesses or evidence to support the accusations.

Note: During the course of the investigation, it was discovered [redacted] reported her incident to Captain Frazier, [redacted] supervisor. Captain Frazier failed to report the incident and stated it was not his job to report it and there was no validity to it. This is a violation of the City of Buckeye's Human Resources Sexual Harassment Policy, Reporting Potential Sexual Harassment.

Allegation 2: [redacted] behaved in a manner which caused co-workers to have concerns for their safety.

Findings: Substantiated

Three witnesses stated [redacted] said he was going to confront [redacted] regarding the accusations against him and Captain Frazier. [redacted] admitted he was "*pissed off*" about the investigation, however, he denied he wanted to confront [redacted]. [redacted] admitted he texted Fire Fighter Schuelke to call him and wanted to ask him what was going on but stated [redacted] did not respond to him. [redacted] comments were part of the concerns that caused [redacted] to request to be removed from Fire Station 702. Additionally, witnesses shared [redacted] told them he

carried a gun in his vehicle and on calls. Witnesses stated they did not feel safe when [redacted] was working, so they slept with their doors locked at night. [redacted] denied he carried his gun on him but admitted he kept his firearm in his car while at work and felt it was within policy. He also stated he did not communicate to anyone that he carried his firearm or had it in his vehicle. This behavior is in violation of the City of Buckeye's Human Resources Policies Guideline 1105: Workplace Violence: Prohibited Conduct, 2. Making threatening or harassing remarks or phone calls including threats as well as more casual remarks which can be reasonably interpreted as threatening or harassing and, Crisis Situations: a. discussing weapons or bringing them to the workplace.

Allegation 3: Fire Captain, Joe Frazier allowed a high school student to stay the night at the Fire Station on two occasions.

Findings: Substantiated

Per Captain Frazier's admittance, he stated he allowed [redacted], a high school student to spend the night at the Fire Station on two occasions, which is a violation of the Fire Department Rider policy. The policy states the hours of ride-a-longs will be restricted to 8:00 a.m.- 11:00 a.m. and all participants and students must leave by 11:00 p.m. unless on an emergency incident or with written approval of the Fire Chief. Captain Frazier stated he was not aware of the policy; however, [redacted] stated that he reminded Captain Frazier of the policy after the first time [redacted] stayed the night. Additionally, Captain Frazier was the Co-Manager of the Program, and as such, is expected to know and comply with the policies of the program.

Allegation 4: Captain Frazier had a High School student sitting on his lap.

Findings: Not Substantiated

Investigators were not able to substantiate [redacted] sat on Captain Frazier's lap. The incident that was reported to investigators was described differently than what Captain Frazier and [redacted] share occurred. The witness stated the incident occurred on March 15, 2025, when he walked in from the bay area and looked to his left to the day room and saw [redacted], the high school student sitting on Captain Frazier's lap on a recliner. He stated both were leaned back, torso-to-torso, and they did not have the footrest up. The witness also stated he did not see anyone else in the day room with them. Captain Frazier denied [redacted] sat on his lap and he looked at Telestaff to try to find the date, which he believed was February 14, 2025, due to who was working at the station, so that was the best day he could come up with. When asked if [redacted] didn't sit on his lap, how did he associate that date with it, he said because [redacted] was there, so it had to that day. Additionally, Captain Frazier and [redacted] recollection of the incident did not completely align, however according to the police report in which [redacted] was interviewed, [redacted] told the officer that he was sitting on the arm of the chair next to Joe and not on his lap.

Allegation 5: The High School student texted Captain Frazier a photo of himself posing in a cowboy hat, with no shirt on, flexing his abs, with his head down and his hand on his head.

Findings: Not Substantiated

Investigators were not able to substantiate if [redacted] texted Captain Frazier a photo of himself posing in a cowboy hat, with no shirt on, flexing his abs, with his head down and his hand on his

head. Captain Frazier stated he found the photo on [redacted] Facebook page, and it was more of a joke. Captain Frazier said they found the photo when they were all sitting at the kitchen table, [redacted] included, pulled it up on Facebook as they often do with other people that are there, to see what they are about before they start to invest in them as cadets. According to the police report, [redacted] said Captain Frazier had gotten the picture from Facebook and showed it to him. [redacted] said Captain Frazier told him in order to be a fireman he needed to strive to have the same physique by the time he goes to the academy. The police officer reported upon reviewing the text messages from Captain Frazier, he observed a message from [redacted] to Captain Frazier asking about Country Thunder, and Captain Frazier responded with a couple of messages of females walking around with their buttocks exposed in their shorts but did not see a text of a photo as described.

Allegation 6: Fire Captain Joe Frazier and [redacted] had ongoing inappropriate conversations with Fire Cadets and Civilian Riders of a sexual nature in the workplace.

Findings: Substantiated

[redacted] confirmed Captain Frazier had inappropriate conversations with cadets and riders of a sexual nature. [redacted] was a cadet in the program and experienced this behavior by both Captain Frazier and [redacted] confirmed Captain Frazier told him to rub one off prior to interviews to relieve stress and [redacted] made a comment about lubing him up with mayonnaise. [redacted] were both bid in spots at Fire Station 702 and witnessed this behavior regularly. [redacted] are Rovers and when they are assigned to station 702 observed the behavior and said it is a normal thing. The comments that have been substantiated are severe and pervasive and in violation of the City of Buckeye's Human Resources' and Fire Department's Sexual Harassment policies.

Policy Violations: Fire Engineer, Ryan Clark

Human Resources Policies and Guidelines:

- **Guideline 420: Sexual Harassment:**
  - Verbal abuse of a sexual nature, sexually related comments and jokes sufficiently severe or pervasive.
  - Graphic, suggestive or degrading comments about employees, their body, their dress, or their appearance.
  - Unwelcome sexual advances, flirtations, invitations, comments, and/or propositions.
- **Guideline 1105: Workplace Violence – Prohibited Conduct & Crisis Situations**
  - Making threatening or harassing remarks or phone calls including overt threats as well as more casual remarks which can be reasonably interpreted as threatening or harassing
  - Discussing weapons or bringing them to the workplace
- **Guideline 1205: Corrective Action – Prohibited Conduct:**
  - i. Failure to exercise good judgement, or being discourteous in dealing with fellow employees, supervisors, visitors, or the general public.

Fire Department Policies

1012.3.3 Sexual Harassment

The Department prohibits all forms of discrimination and discriminatory harassment including sexual harassment. It is unlawful to harass an applicant or a member because of that person's sex. Sexual harassment includes but is not limited to unwelcome sexual advances, requests for sexual favors, or other verbal, visual, or physical conduct of a sexual nature when:

c. Such conduct has the purpose or effect of substantially interfering with a member's work performance or creating an intimidating, hostile, or offensive work environment.

Conduct and Behavior: Causes for Disciplinary Action

Conduct: Level 1

k. Engaging in hazing or bullying, offensive, obscene or uncivil language: verbal
n. Subjecting another to sexual harassment or illegal or protected category harassment.

Conduct: Level 2

a. Engaging in conduct that brings discredit to the Department or the person as a member of the Department or which impairs the operation, discipline, good order, or efficiency of the Department of its members.
d. Use of offensive, verbal, or written communication or gestures against any City employee.

Performance: Level 1

a. Engaging in any on or off-duty conduct which any employee knows or reasonably should know is unbecoming of a Member of the Department or which is contrary to good order, efficiency or morale or which tends to reflect unfavorably upon the Department or its members.
j. Disgraceful conduct adversely affecting the employee/employer relationship, whether on or off-duty.

Policy Violations: Fire Captain, Joe Frazier

Human Resources Policies and Guidelines:

- **Guideline 420: Sexual Harassment:**
  - Verbal abuse of a sexual nature, sexually related comments and jokes sufficiently sever or pervasive.
  - Graphic, suggestive or degrading comments about employees, their body, their dress, or their appearance.
  - Unwelcome sexual advances, flirtations, invitations, comments, and/or propositions.
  - Reporting Potential Sexual Harassment: All employees, including but not limited to supervisors or directors who become aware of possible unlawful sexual harassment of an employee, either as a result of having a discussion or written

statement directly from the employee, from any other reliable source of information, or from personal observation, must report the situation to the Human Resources Director or Deputy City Manager immediately.

- **Guideline 1205: Corrective Action – Prohibited Conduct:**
    - i. Failure to exercise good judgement, or being discourteous in dealing with fellow employees, supervisors, visitors, or the general public.

Fire Department Policies

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The Department prohibits all forms of discrimination and discriminatory harassment including sexual harassment. It is unlawful to harass an applicant or a member because of that person's sex. Sexual harassment includes but is not limited to unwelcome sexual advances, requests for sexual favors, or other verbal, visual, or physical conduct of a sexual nature when:

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k. Engaging in hazing or bullying, offensive, obscene or uncivil language: verbal
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a. Engaging in conduct that brings discredit to the Department or the person as a member of the Department or which impairs the operation, discipline, good order, or efficiency of the Department of its members.
d. Use of offensive, verbal, or written communication or gestures against any City employee.

Performance: Level 1

a. Engaging in any on or off-duty conduct which any employee knows or reasonably should know is unbecoming of a Member of the Department or which is contrary to good order, efficiency or morale or which tends to reflect unfavorably upon the Department or its members.
j. Disgraceful conduct adversely affecting the employee/employer relationship, whether on or off-duty.

Performance: Level 2

a. Failure to take reasonable action while on-duty and when required by law, statute, resolution or approved Department practices, procedures, or policies.
h. Any knowing or negligent violation of the provisions of the Department manual, operating procedures or other written directive of an authorized supervisor. Employees shall

familiarize themselves with this manual and be responsible for compliance with each of the policies contained herein.

Supervisor Responsibilities: Level 1

c. Misuse and/or abuse of supervisory authority.

331 Ride Along Program:

The hours of ride-alongs will be restricted to 8:00 a.m. to 11:00 p.m. All participants and students must leave by 11:00 p.m. unless on an emergency incident or with written approval of the Fire Chief.

Redaction Log

Redaction Reasons by Exemption

Reason	Description	Pages (Count)
		1(32) 2(6) 3(35) 4(29) 5(28) 6(45) 7(40) 8(36) 9(35) 10(44) 11(40) 12(35) 13(23) 14(25) 15(25) 16(27) 17(18) 18(15) 19(1) 20(1) 21(1)