



Office of the Chief of Police
Disciplinary Order

Date: February 3, 2022
To: Officer Douglas Wilkinson #25646
From: Vanessa Wilson, Chief of Police
Re: EEO Case #21-46

Please be advised that I have reviewed the Human Resources report related to EEO #21-46 in its entirety and considered statements made during your Pre-Disciplinary meeting held on January 31, 2022. In making my determination, I make the following findings and orders:

1. **FINDINGS OF FACT:** I adopt as my findings of fact the Final Findings and Conclusion Report provided by Human Resources after an independent investigation was conducted.

As a result of the investigation, you are found to be sustained for the violations of City of Aurora Employee Manual Policy 1.2 Anti-Harassment Policy and Aurora Police Department Directive 10.9 Discrimination, Harassment and Sexual Harassment Complaint Procedure.

2. **DISCIPLINARY ORDER:** Based on the factual findings above, it is my determination that you be terminated effective on the date and time of this Order.
3. **NOTICE OF RIGHT TO APPEAL:** You have the RIGHT TO APPEAL this Order within ten (10) business days from the service of the order to file an appeal of the disciplinary order in writing with the Civil Service Commission as is more fully set out in the Home Rule Charter of the City of Aurora.

By Order of:

Vanessa Wilson
Chief of Police

VW/djc

APPROVED AS TO FORM:

K. Kandy Styr
Office of the City Attorney

February 3, 2022
Date

Received by this Office of the City Manager on February 3, 2022, at 9:14 a.m.

ORDER:

Approved XX, Disapproved _____, Modified as follows:

On February 3, 2022, at 10:07 a.m.

Jason D Batchelor
Jason Batchelor
Deputy City Manager

ACKNOWLEDGMENT OF SERVICE

I, Douglas Wilkinson, hereby certify that I received a true and correct copy of the above Disciplinary Order on the 3RD day of FEBRUARY, 2022, at 3:55 a.m./p.m.

D. Douglas Wilkin
(Signature)

CERTIFICATE OF PERSONAL SERVICE

The undersigned hereby certifies that on the 3RD day of February, 2022, I hand delivered a true and correct copy of the above Disciplinary Order to Douglas Wilkinson.

[Signature]
Signature of Person Affecting Service