



DEDICATED TO PUBLIC SAFETY

RICHARD W. STANEK  
HENNEPIN COUNTY SHERIFF

PROFESSIONAL STANDARDS DIVISION

March 16, 2017

Ansaf Khan  
PSF/ADD Division  
401 S. 4<sup>th</sup> Av, #100  
Minneapolis, MN 55415

**LETTER OF SUSPENSION**

Dear Detention Deputy Khan,

In regards to the Internal Affairs case #2016-022, it has been determined you violated the Sheriff's Office and Hennepin County policies listed below. This case involved your use of rude, vulgar and disrespectful language towards a family member, threatening sexual acts against others and offering alcohol in exchange for sexual favors. In your investigative interview, you admitted to leaving the voicemails and admitted they were inappropriate conduct for an employee of our office. The content of the voicemails was not only inappropriate but also extremely discourteous and vulgar.

The investigation is complete and a finding of **Sustained** has been determined for violations of the following Hennepin County Sheriff's Office policies:

**340.3 CONDUCT THAT MAY RESULT IN DISCIPLINE**

(v) Any on- or off-duty conduct that any employee knows or reasonably should know is unbecoming a member of the Office or that is contrary to good order, efficiency or morale, disgraceful or that tends to reflect unfavorably upon the Office or its members.

**340.3.3 DISCRIMINATION, OPPRESSION, HARASSMENT OR FAVORITISM**

(b) Discourteous or disrespectful treatment toward any member of the public, any employee of this office, or person in custody.

**HR Rule 16.3**

g. No employee shall conduct himself/herself in any manner which shall reflect negatively on the County. Such conduct will be considered to be misconduct (or gross misconduct) and shall be subject to disciplinary action unless the employee can prove to

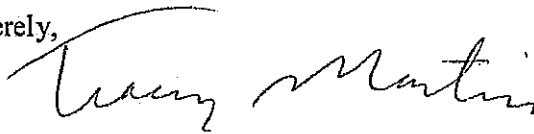
the appointing authority the existence of significant mitigating circumstances sufficient to modify or eliminate the disciplinary action.  
Such conduct shall include, but not be limited to, the following behaviors: verbal, written or physical threats to or actual hostile or sexual touching of another person;

For violation of the above listed Hennepin County Sheriff's Office and County wide policies, you are hereby given a **One (1) Day Suspension** without pay. Your suspension day will be selected and communicated to you by your supervisor. You may not work any overtime assignments during your suspension.

If you wish to grieve this discipline, your rights and the procedures are contained in the Labor Agreement between Hennepin County and the Minnesota Public Employees Association (MNPEA).

Additionally you must understand that any future violation of Hennepin County Sheriff's Office directives, policies or procedures may result in progressive discipline in accordance with Hennepin County Sheriff's Office disciplinary procedures.

Sincerely,



Major Tracey Martin  
Detention/Court Services Bureau

cc: Chief Mike Carlson  
Captain David Zimmer  
Captain Mike Wresh  
HCSO Personnel  
IAU – Discipline File  
Deborah Johnson – County HR  
Todd Olness – County Labor Relations