



January 7, 2019

Detention Deputy Ansaf Khan  
Adult Detention Division  
401 South 4th Ave, Suite 100  
Minneapolis, MN 55415

**LETTER OF SUSPENSION**

Detention Deputy Khan:

On November 1, 2018, Lieutenant Otto and Lieutenant Sweitzer met with you to discuss an incident involving you and an inmate who had taken some of your chewing tobacco. You were offered union representation. Union Steward Jason Herlitz was present.

On October 15, 2018 you were assigned to work overtime on middle shift in Quad 11. An inmate reported to you and your partner that an inmate went behind the deputy desk and retrieved some used chewing tobacco from the deputy workstation trash can while you were on health and welfare rounds. You stated you investigated this by speaking with the suspected inmate. You stated you were "hot and heated" when you were speaking with the inmate and admitted to using derogatory names and that you swore at him. You admitted to not documenting this incident, and that you did not notify a supervisor until the next shift. Immediately after the incident you told your partner to "keep this between us". You further admitted to contacting your partner a second time during the following shift and said to keep the situation, "between us."

Your conduct is in violation of Hennepin County Sheriff's Office policy:

**340 Conduct**

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

340.3.5 (e) Employees shall use good judgment in carrying out their duties and responsibilities. Employees need to be aware of possible consequences of their actions.

340.3.5 (z) Tobacco use in and on any Hennepin County property or in any County-owned vehicle.

### 1008 Anti-Retaliation


1008.3 Real or implied threats or other forms of intimidation to dissuade the reporting of wrongdoing or filing of a complaint, or as a consequence of having reported or participated in protected activity.

On March 16, 2017 you received a one-day Letter of Suspension for 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.

For the above policy violations, you are hereby given this **Letter of Suspension**. Your suspension will be served for three (3) days without pay. Your supervisor will select the suspension date. This Letter of Suspension is to remind you of your duties and responsibilities as a member of the Hennepin County Sheriff's Office. If you wish to appeal this action, your rights and the procedures can be found in your union contract (Agreement between Hennepin County and MNPEA). You are not allowed to work voluntary overtime during the periods of your suspension.

I would like to remind you that the Sheriff's Office consider these violations serious and to warn you that you risk progressive discipline up to and including dismissal if you continue to repeat this unacceptable behavior.

Sincerely,



Major Tracey Martin,  
Detention/Court Services Bureau

Cc: Divisional File  
~~Internal Affairs Unit~~  
Sheriff's Office Personnel File  
County Personnel File