

HENNEPIN COUNTY SHERIFF'S OFFICE

September 13, 2021

Detention Deputy Lauri Paulson
Adult Detention Division
401 S. 4th Av, #100
Minneapolis, MN 55415

Employee ID: 011835697

WRITTEN REPRIMAND

Dear Deputy Paulson,

The Non-Discrimination and Respectful Workplace (NDRW) team has completed its investigation into allegations stemming from your comments at a June 11, 2021 training session. NDRW investigators have concluded that you violated the Hennepin County Administrative NDRW policy as it related to discrimination and sexual harassment by making remarks that were disrespectful and discriminatory. In addition, it has been determined that you violated HCSO Policy 340.3.3 Discrimination, Oppression, Harassment or Favoritism and 1058.4 Prohibited Speech, Expression and Conduct.

For violating the above-stated policies, you are hereby receiving a **written reprimand**.

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).

In the future you are expected to adhere to all Sheriff's Office policies. Any future violations will be handled in a progressive manner up to and including dismissal.

Sincerely,

Captain Troy Otto

cc: Divisional File
HCSO Personnel
IAU – Discipline File

Served by Capt. Otto 9/13/2021

Lauri Paulson 091321



HENNEPIN COUNTY

MINNESOTA

Date: 07/29/21
To: Lauri Paulson
From: Investigator NDRW Team
Subject: Investigation Results

We have completed the investigation into allegations of discrimination and sexual harassment related to sex, gender expression/gender identification brought against you based on your comments at a June 11, 2021 training session.

NDRW investigators have concluded that you have violated the Hennepin County Administrative NDRW policy as it relates to discrimination and sexual harassment by making remarks that were disrespectful and discriminatory.

In addition, we determined that you have violated the Sheriff Department policies 340.3.3 Discrimination, Oppression, Harassment or Favoritism and 1058.4 Prohibited Speech, Expression and Conduct by making remarks that were disrespectful and discriminatory.

This concludes our investigation of the allegations and we consider the investigation completed. However, this matter is not considered closed until management has determined an appropriate course of action.

Any reprisal or retaliation against anyone who participated in the investigation is prohibited.

CC: Sandra Thoma Human Resources Business Partner
Mary Jerde- Captain Sheriff Department Internal Affairs
Case File

