

**CITY OF MINNEAPOLIS
OFFICE OF POLICE CONDUCT REVIEW**

COMPLAINT INFORMATION					
Case Number	Precinct	CCN	Date of Incident	Time	Preference
18-02946			November 01, 2017		No Preference
Location of Incident		City/State/Zip		Date of Complaint	
				February 16, 2018	
Complainant Name (Last, First, Middle Initial)			Sex	Race	DOB
Joint Supervisors					
Home Address		City/State/Zip		Primary Telephone	
JURISDICTION		CATEGORY			
OPCR Ord. § 172.20(2)		INAPPROPRIATE LANGUAGE OR ATTITUDE			
BADGE/NAME		ALLEGED POLICY VIOLATIONS			
1341 ; Crofton, Jesse		MPD P&P § 5-105 (C)(2) – PROFESSIONAL CODE OF CONDUCT			
ALLEGATION SUMMARY					
It is alleged that an officer on a social media site posted culturally insensitive and racist material.					
SUPERVISOR ASSESSMENT					
INQUIRY (INTAKE – COMPLAINT FILED) ☐ MEDIATION ☐ Refer to Mediation COACHING ☐ Refer to Precinct INVESTIGATIONS ☐ Preliminary Investigation ☐ Civilian Investigator: _____ ☐ Sworn Investigator: _____ ☐ Admin Investigation: Investigator			3401 ☐ Draft ☐ Final approved DISMISS ☐ Reckoning Period Expired ☐ No Basis ☐ Failure to State a Claim ☐ Failure to Cooperate ☐ Exceptionally Cleared ☐ Lack of Jurisdiction ☐ Withdrawn ☐ Duplicate ☐ Refer to Dispatch ☐ Refer to EIS ☐ Refer to: _____		
FINAL APPROVED INVESTIGATIVE REPORT ☐ Refer to Panel					
IAU Supervisor					Date
Director – Office of Police Conduct Review					Date

**CITY OF MINNEAPOLIS
OFFICE OF POLICE CONDUCT REVIEW**

Office of the Chief of Police

5-102.01 Code of Ethics, D

5.102.01
CODE OF
ETHICS

MERIT - AGREED

Termination

07/16/2020

Date _____

2

**Minneapolis Police Department
Discipline Worksheet**

Officer Jesse Crofton, #1341

11/1/2017

OPCR 18-02946

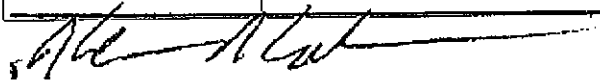
Employee's Name and ID Number

Date of Incident

Administrative Case Number

Discipline Panel Recommendation

Policy Number	Policy Description	Category	Disposition
5-102.01	Code of Ethics	D	Merit



07/29/2020

Deputy Chief of Professional Standards

Date

INVESTIGATIVE REPORT

Complaint Number: 18-02946

Investigator: Liisa M Hill

Officer (s): Jesse Crofton

Case Type: Administrative

Date of Incident: November 01, 2017

Complaint Filed: February 20, 2018

CASE OVERVIEW

It is alleged that Officer Jesse Crofton posted culturally insensitive and racist material on his social media site (Facebook).

ALLEGATIONS

Allegation 1: Officer Jesse Crofton violated Minnesota Law Enforcement Ethics when he posted culturally insensitive and racist material on his social media account (Facebook). **MPD P&P § 5-102.01 MINNESOTA LAW ENFORCEMENT CODE OF ETHICS**

CASE INVESTIGATION

I. Statement of Officer Jesse Crofton

On April 23, 2018, Officer Crofton was interviewed by Investigator Liisa M. Hill. Officer Crofton was shown several Facebook screen shots, which had the name Spartan Crofton as the originator, or the individual reposting to others the content of the article on social media. Investigator Hill asked Officer Crofton if his Facebook name was 'Spartan Crofton' to which he replied "Yes".¹ Officer Crofton was shown a screen shot, which Spartan Crofton shared with the *Americans against radical Islam*. Officer Crofton was asked if he remembered reposting that specific article, to which Officer Crofton replied he didn't know, and that he shares a lot of stuff. Officer Crofton did recall sharing a link to an article regarding two injured in a stabbing incident at the Mall of America, Macy's store. The subject of that

¹ Officer Crofton's Statement, page1, para 55

arrest was Muslim. Officer Crofton stated he did remember reposting that link. Officer Crofton also remembered reposting the link to *Jarheads Family*, an article regarding a man who was killed protecting his wife during a carjacking. The bottom of the article states, "Muslim Thug smiles at widow, cries at murder trial, Judge's six words slaps smirk off his face".² Officer Crofton was shown an article about a woman in a hijab, with the heading, "Muslim Brat Demands Nestle Give in to her, there response is priceless".³ That post was shared with *Jarheads 4 Jarheads*. Officer Crofton stated he remembers the incident, but not necessarily his comment, but since his comments (Spartan Crofton's) were noted in the post, Officer Crofton stated it sounded like something he wrote. Officer Crofton added his was only commenting about Western culture.

Officer Crofton shared a post from *Jars Heads Family* regarding a father of a migrant family of ten, who the article states refuses to work for his hundred and forty seven thousand dollars in benefits per year, but is a full time student. The heading is "Jobless Migrant Family of Ten Demands Mansion, Council Has Perfect Response". The picture appears to be that of a Muslim or Somali family. Officer Crofton's response, "Just an FYI, this seems to be the norm in the United States."⁴ Officer Crofton stated he did remember making the above comment. When Officer Crofton was shown another post regarding Somali Pirates, from *Viral Leaks*, Officer Crofton stated he could not recall posting or sharing it.

In other posts, Officer Crofton comments on the Justine Damond shooting and a video clip of a Muslim wedding (only screen shot provided), which he makes a comment on the post originated by *Jarhead's Family*. Officer Crofton was asked about the Facebook post "Muslim Thug smiles at widow....." which was posted by the *Angry Patriot*. Officer Crofton was asked if he is a regular follower of the *Angry Patriot*, to which he responded that he did not believe that he follows 'the *Angry Patriot*, or goes to that site. He only reads and responds to posts shared on Facebook. Officer Crofton added he does follow *Jarheads Family* or *Jarheads 4 Jarheads*, mainly because he was a Marine.

Officer Crofton was asked if he ever made any comments on social media which may be construed to be derogatory to Somalis, Africans, African American or Muslims. Officer Crofton stated "I don't believe so. I, I don't know how other people feel".⁵ Officer Crofton added that he does not specifically read or post articles relating to race or gender, but instead where someone is victimized. Officer Crofton stated that the person who made the complaint against him pulled specific posts out of a long timeline of his Facebook activity. Officer Crofton was asked if he has any problems with Somalis, Africans, African Americans or Muslims. Officer Crofton then responded, "No, I've worked with some of the best Somali individuals in the Marine Corp and I've worked with some of the best Somali individuals now".⁶ When asked if his Facebook activity could be construed as offensive or prejudicial, Officer Crofton responded, "No, ma'am".⁷

² Facebook Post dated November 1

³ Facebook Post dated June 6

⁴ Facebook Post dated October 2

⁵ Officer Crofton's Statement page 3, para 50

⁶ Officer Crofton's Statement page 4, para 40

⁷ Officer Crofton's Statement page 5 para 50

DISCUSSION

The Minneapolis Police Department's Policy and Procedure Manual states in part:

MPD P&P § 5-102.01 MINNESOTA LAW ENFORCEMENT CODE OF ETHICS: *"As a Minnesota Law Enforcement Officer, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional rights of all to liberty, equality and justice.*

I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both by personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear of favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession...law enforcement."

During Officer Crofton's interview with Investigator Hill, he stated he could not recall making derogatory comments on social media with regards to Somalis, Africans, African Americans or Muslims. Officer Crofton also stated he does not specifically read or repost articles relating to race, religion or national origin, but responds to where someone has been victimized. However, after review, Officer Crofton's Facebook account shows consistent postings and reposting's of articles that contain derogatory comments about Muslims, Africans and individuals of Middle Eastern Ancestry. The previous section shows prime examples of content that may be construed as derogatory towards a specific race and/or religion, and would be offensive. Officer Crofton's writes, "Rot and die POS!!!"⁸ (piece of shit) in response to *Jar Heads Family* post of "Muslim Thug Smiles as Widow cries at murder trial...." Officer Crofton comments, "Just an FYI, this seems to be the norm in the United States."⁹ When referring to a post from *Jars Heads Family* about the father of a migrant family of 10, who not only refuses to work for his \$147,000 benefits per year but is a full time student.....In another post from *Viral Leaks*, which states, Still the best!!; Somali pirates taken out by Cargo ship private security. Officer Crofton writes, "that's how it should be. Finish those fu****s."¹⁰ Officer Crofton shared a December 17, post from *Americans Against Radical Islam*. The post features a picture of Middle Eastern women in hijab's, with the caption; The Definition of Stupidly, Fleeing the failed, third world shit hole you lived in, only to demand that the country you fled to change their social and economic structure to become like the failed, third world shit hole you fled!

⁸ Officer Crofton's (Spartan Crofton) response, November 1 Facebook post

⁹ Officer Crofton's (Spartan Crofton) response, October 2 Facebook post

¹⁰ Officer Crofton's (Spartan Crofton) response, September 26 Facebook post

CLOSING

1. *Did Officer Crofton violate the Minnesota Law Enforcement Code of Ethics?*

Officer Crofton stated he does not follow radical or prejudicial websites, or persons who espouse those ideas. Yet, in reviewing Officer Crofton's Facebook Account, he responds and comments on social media posts that may be construed as derogatory toward certain races and religions.

The key question is this: whether it is an ethical violation to repost and comment in a derogatory fashion on social media where content was viewable by the general public as well as Minneapolis Police Department employees and fellow officers. As stated in the above Code of Ethics "I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service".

I confirm that the information I provided in this case is true to the best of my knowledge.



Investigator: Liisa M Hill

May 31, 2018

Date:

EVIDENCE

1. Statements

- a) Officer Jesse Crofton

2. Records

- a) Officer Crofton's Facebook Account Screen Shots

DISCHARGE, SUSPENSION OR INVOLUNTARY DEMOTION FORM

Please enter the requested information directly into the form and provide a copy to the employee once completed and signed.

Employee Name: Jesse Crofton	Employee ID: 001341
Job Title: Officer	Job Code:
Department: Minneapolis Police Department	
Is this employee a Veteran? ☒ Yes ☐ No ☐ Unknown	
Has this employee passed probation? ☒ Yes ☐ No	

NATURE OF ACTION:

☒ Discharge: Effective Date: July 17, 2020 At 12:12 ☐ a.m. ☒ p.m.

☐ Probationary Release: Effective Date: At ☐ a.m. ☐ p.m.

☐ Suspension without pay:

Total Working Days (or hours):

Beginning on:

Ending on:

☐ Demotion:

☐ Permanent – Effective Date:

☐ Temporary – Beginning on:

Ending on:

Demoted to:

Job Title: Job Code: at the following hourly rate of pay or annual salary: \$

REASON(S) FOR THIS ACTION: (Check applicable boxes below and attach Letter of Determination that includes specific violations)

☒ Violation of Civil Service Commission Rule 11.03 – Subdivision: B19, B20

☐ A. Substandard Performance

☒ B. Misconduct

☒ Violation of the Department Rule(s), Law(s), Ordinance(s), or Regulation(s) 5-102.01

NOTICE TO CLASSIFIED EMPLOYEES OF LEGAL RIGHTS

DISCHARGE AND PROBATIONARY RELEASE AND SUSPENSION AND INVOLUNTARY DEMOTION

Probationary Employees – Employees, including veterans separated from the United States military service under honorable conditions, who have not passed an initial hiring probationary period do not have a right to a hearing before the Civil Service Commission (CSC).

Veteran Employees (Permanent) - Employees holding a permanent position with the City or Park Board of Minneapolis, and who is a veteran separated from the United States military service under honorable conditions and who has passed an initial hiring probationary period, has a right to a hearing prior to discharge from employment or involuntary demotion. Temporary employees who are veterans do not have a right to a hearing.

Permanent Non-Veteran Employees have a right to a hearing by the CSC upon written request. Non-veterans who have passed probation are permanent employees.

Disciplinary Suspension or Demotion - Employees may be suspended without pay for disciplinary reasons for periods not to exceed 90 calendar days. Suspensions of 31 to 90 calendar days may be appealed by the employee to the CSC.

Employees may be demoted for disciplinary reasons and/or for substandard performance, either temporarily (up to 180 days) or permanently. Permanent employees may appeal any permanent demotion and/or salary decrease.

NOTICE TO CLASSIFIED EMPLOYEES OF LEGAL RIGHTS continued

REQUESTING A HEARING

IMPORTANT: The employee should refer to the Civil Service Rules and/or the appropriate labor contract to determine what, if any, appeal rights he or she may have. The employee may choose whether to appeal this action through the Civil Service Commission or through processes available through a labor contract, but may not appeal through both.

Requesting a Hearing: Non-Veterans - A written request for hearing must be postmarked or received by the Civil Service Commission within 15 calendar days from the date disciplinary action was provided to the employee. The 15 days are counted from the first day after the notice was provided to the employee. If the 15th day falls on a Saturday, Sunday, or legal holiday, the request may be served on or before the following business day. The date of postmark must be within that 15-day period. The request for a hearing may be accompanied by the employee's statement of his or her version of the case.

Requesting a Hearing: Veterans - A written request for hearing must be received by the Civil Service Commission within 30 calendar days of receipt by the employee of the notice of intent to discharge. The 30 days are counted from the first day after receipt of the notice by the employee. If the 30th day falls on a Saturday, Sunday, or legal holiday, the request may be served on or before the following business day. The request for a hearing may be accompanied by the employee's statement of his or her version of the case. A failure to request a hearing within the provided 30 day calendar period constitutes a waiver of the right to a hearing.

ALL REQUESTS FOR A HEARING AND APPEALS MUST BE MAILED WITHIN THE REQUIRED TIMELINES TO:

Minneapolis Human Resources Department/Civil Service Commission
250 South 4th Street, Room 100
Minneapolis, MN 55415

NOTIFICATION TO EMPLOYEE:

☒ The employee was given an opportunity to respond to the written charges at a pre-determination meeting held on: Date: July 14, 2020

☐ The employee failed to appear at the pre-determination meeting.

☒ A copy of this form and relevant accompanying information was given to the employee on July 17, 2020.
☐ A copy of this form and relevant accompanying information was sent by US mail, to the employee's address of record provided by employee.

Signature of Department Head: Melaine Assalomb

Date: July 17, 2020

Signature of Person Mailing/Delivering Notice: LT. Brian Sando

Date: July 17, 2020

Entered into COMET-HR by: _____ Date: _____