

From the desk of:
Medaria Arradondo
Chief
Minneapolis Police Department
350 South 5th Street, Room 130
Minneapolis, MN 55415
(612) 673-3550



Demotion of Sergeant Richard Lillard #4151 to Police Officer

MPD IAU/Human Resources Investigation #18-16927

May 26th, 2020

This memo summarizes my approach and reasoning for my decision as Chief of the Minneapolis Police Department to permanently demote Sergeant Richard Lillard to Police Officer. This memo accompanies the enclosed Demotion Form. On September 28th, 2018, the Minneapolis Police Department Internal Affairs Unit along with the City of Minneapolis Human Resources Investigative Unit after receiving a complaint conducted a joint investigation (#18-16927), alleging Sergeant Richard Lillard made inappropriate comments to at least three female MPD sworn personnel, and allegedly hugged, and attempted to kiss, another female MPD sworn employee who was an officer at the time of the alleged incidents in which Sergeant Lillard would have held a higher rank of authority towards her when these incidents occurred.

Upon the completion of this thorough investigation I reviewed the investigative case file materials and made my decision. Sergeants must lead by example and demonstrate our department's core values of Trust, Accountability and Professional Service. Sergeants must also lead under the pillars of Procedural Justice, giving others Voice, Respect, building Trust and having Neutral interactions. Those that they supervise and those that they serve expect this and as chief I demand this. We must treat all employees with fairness and respect and keep our workplaces free from harassment and bias of any form.

Sergeant Lillard is a long-standing member of the MPD. Sergeant Lillard has been recognized for his service dating back from 1996, to 2010, where he has earned favorable letters, commendations and awards including being the recipient of our department's distinguished Medal of Valor. Sergeant Lillard was serving as a department Sergeant when I became chief in 2017. Sergeant Lillard completed the MPD's mandatory training on the City's Anti-Discrimination, Harassment and Retaliation Policy on 11/19/2013. Sergeant Lillard is also aware of our department's Vision Statement and the expectations I have for the role and responsibility of Sergeants. Sergeants are entrusted by me and those we serve to faithfully give proper instruction, guidance, coaching, training and discipline to subordinates when necessary. They should be the exemplary supervisor they would want to work for. They must be professional, active and fair. When Sergeants fail to lead in this manner, they can single handedly

destabilize our department's foundation. This becomes more egregious and creates severe doubt of our department's own accountability when that inappropriate conduct is carried out by a Supervisor.

After my review of the facts presented in this matter it was clear to me that Sergeant Lillard exhibited substandard performance and engaged in misconduct towards several female sworn employees including a sworn female employee who he outranked. Some of those substandard performance behaviors included:

- Not being professional with an MPD female colleague when you referred to her as "babe"
- Made explicit sexual comments to a sworn MPD female leader in which she had to direct him to leave her office on two occasions
- Conducted himself in such an unprofessional manner that several colleagues viewed his demeanor and reputation towards female employees as disrespectful and made them feel uncomfortable
- Created a hostile workplace environment that caused undue stress to a female subordinate

Sergeant Lillard also engaged in workplace misconduct. Sergeant Lillard used his rank and position as a sergeant to sexually harass a female subordinate. These actions became a part of his behavior and reputation which was widely known by several colleagues male and female that were assigned to the MPD Special Operations Center (SOC).

The facts of this case noted several instances of Sergeant Lillard engaging in misconduct including:

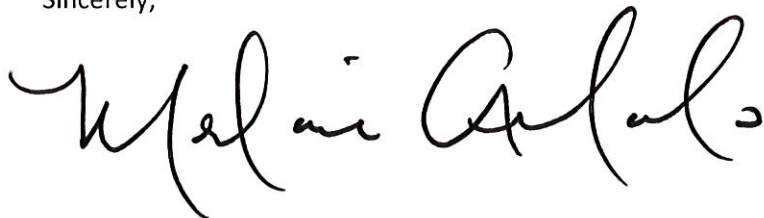
- Sergeant Lillard's misconduct that offended at least (2) reasonable persons (three female sworn personnel with one of those being a subordinate and two male sworn personnel) who worked within the SOC Unit
- As a supervisor while working a special event engaged in explicit sexual comments directed at a female subordinate that made her feel uncomfortable
- At the conclusion of a work related informational meeting physically and uninvited hugged a female subordinate and attempted to kiss her on her mouth in which she said stop at least two times trying to get out of his grasp, tried to push him away and used her hand to avoid him kissing her on her mouth
- Violated the City of Minneapolis' Anti-Discrimination, Harassment & Retaliation Policy, ordinances and MPD policies.

As Chief of Police I am responsible for providing clear expectations on what is acceptable behavior in our workplaces as well as what will not be tolerated. Supervisors are given great responsibility and authority and as such are held to a higher standard. They are to lead by example. Sergeant Lillard failed in this regard.

Workplace harassment or discrimination of any form will not have refuge in the Minneapolis Police Department and that is non-negotiable. Sergeant Lillard engaged in conduct that both verbally and

physically should never be experienced by or tolerated from any member of the MPD. The conduct he exhibited directed at female employees was inappropriate and especially egregious towards the female subordinate because of the authority and responsibility he holds as a Sergeant. Policing, especially as a supervisor, involves a great deal of autonomy. I simply cannot trust him to hold a position of power of any employee in the MPD. Sergeant Lillard's actions ultimately created a hostile work environment as that term is defined in City policy and training. A limited suspension or temporary demotion will not change the damage and impact Sergeant Lillard's conduct had on those involved employees or the hostile workplace environment he created. By making the decision to permanently demote Sergeant Lillard I'm reaffirming the importance of the leadership role of a Minneapolis Police Sergeant. That you are leading in a way that exemplifies professionalism, instruction, guidance, fairness and respect. That you comply with city and MPD policies and by example foster compliance in others. A position that our future leaders will want to aspire to not run from. I'm also leading our department's transformational culture change which values and respects our MPD women leaders in a male dominated profession. Our women leaders will have equal support, respect and opportunities as their male colleagues. All our department members and those we serve must also know that acts of misconduct will be taken seriously and those involved will be held accountable for their actions. If there is no accountability, then our vision and our words become hollow. This erodes trust, harms morale and greatly limits effectiveness as an organization. Sergeant Lillard has forfeited his opportunity to serve as a Minneapolis Police Sergeant.

Sincerely,

A handwritten signature in black ink, appearing to read "Medaria Arradondo". The signature is fluid and cursive, with the first name "Medaria" being more prominent and the last name "Arradondo" following in a similar style.

Medaria Arradondo Chief of Police

Enclosure: Demotion Form

NOTICE OF DISCIPLINE

June 18, 2020

Officer Richard Lillard
Juvenile Investigations
Minneapolis Police Department

RE: IA Case #18-16927

Officer Lillard,

The finding for IA Case #18-16927 is as follows:

<u>Policy Number</u>	<u>Sub-Section</u>	<u>Policy Description</u>	<u>Category</u>	<u>Disposition</u>
		Violation of the City of Minneapolis Anti-Discrimination, Harassment and Retaliation Policy		Merit

As a result, you will be permanently demoted to the rank of Officer.

This case will remain in IA files per the record retention guidelines mandated by State Law.

Be advised that any additional violations of Department Rules and Regulations may result in disciplinary action up to and including discharge.

Sincerely,



Medaria Arradondo
Chief of Police

By: Michael Kjos, Assistant Chief of Police
Henry Halvorson, Deputy Chief, Professional Standards Bureau

NOTICE OF RECEIPT

Acknowledgement of receipt:

I, Officer Richard Lillard, acknowledge that I have received my Notice of Discipline for IA Case #18-16927.



Officer Richard Lillard



Date of Receipt



Commander Giovanni Veliz



Date

CC: IA Case File
Cmdr. Veliz