



### Summary of the Basis for Decision:

The facts noted in the case investigation support the conclusion that Officer T. Lor violated Minneapolis Police Department Policies. I concur with the recommendation from the Police Conduct Review Panel that there is merit to one allegation, the use of force.

#### Allegation #1

- On 11/4/2020 Officer Lor was assigned to the Bicycle Rapid Response Team (BRRT) and was ordered to the area of 9<sup>th</sup> St. Between 22<sup>nd</sup> and 23<sup>rd</sup> Av. S. to move a crowd from the area.
- At 19:57 hours, Deputy Chief Fors announced on the radio that, "In preparation for any arrest activities, rules of engagement, use of force directives, party can OC streamers authorized to stop assaultive and riotous behavior."
- Officer Lor reported that in a short period of time, the crowd was shining "green lasers and high-powered flashlights" at officers, he observed the crowd grabbing officers bicycles and someone throw a water bottle at officers that nearly missed his head.

## 13.43 - Personnel Data

- AT 22:05:24, Officer Lor and another officer were pushing their bicycles towards a group standing in front of them, in an attempt to move them back as the officers were being directed to do. The bike's front tire made contact with one of the females and the contact was captured on BWC video.
  - Officer Lor described that BRRT training involves using a bike like a riot baton. When an order is received to push the crowd back, the bike is used in a pushing motion to push the crowd back. Similar to a riot baton, contact is often made with the crowd that is being pushed.

## 13.43 - Personnel Data

- The Police Conduct Review Panel note in their decision to recommend merit that:

## 13.43 - Personnel Data

- Officer Lor used the bike on the woman in the white sweater. Body camera video shows Lor twice lift the bike up and strike her with the front tire. This was not a push, but rather a strike with no justification for the level of force. The panel recommended merit to this portion of the allegation

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- The panel notes that the way the allegation was written, it had merit because of the portion involving the use of force with the bike.
- Officers of the MPD were facing an unruly crowd as has been documented with BWC video. The crowd had also been given a directive to move back and some members of the crowd were verbally and physically resisting including failing to move and reaching out to touch or grab officers' bikes. A water bottle containing an unknown substance was thrown at officers.

## 13.43 - Personnel Data

- The panel recommended merit for the allegation that Lor's use of his bike against the woman was unreasonable because it rose to the level of a strike rather than a push. I concur. The motion that can be seen in the video particularly in the final contact between the bike tire and the woman is more dynamic than a slow push and would be more properly described as a strike. While the woman is not complying with the directive to get back, she does not appear to be engaging in actions that could cause imminent harm to an officer.

## 13.43 - Personnel Data

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As the interim Chief of Police, I am responsible for providing clear expectations for what is acceptable behavior in our workplaces as well as what will not be tolerated.

I hold officers of the Minneapolis Police Department to a high standard. I expect them to live up to our oath of office, our professional code of ethics and our department's core values of trust, accountability, and professional service. With this conduct, Officer Lor failed to meet our standards as articulated in training and policy: force should only be used when in proportion to the threat of harm to officers or others or to the extent of threatened property damage. The use of force must be legally justified, reasonably proportionate to the threat posed, and balanced with the societal interest at stake. The force used when Officer Lor struck the woman with his bike tire was not reasonable under the circumstances and undermines the public trust.

As interim Chief of Police with authority to discipline for violations of policy under Minn. Stat 626.89 Subd. 17, I am issuing a 20-hour suspension without pay to Officer Lor. Additionally, the officer will be directed to participate in appropriate use of force refresher training coordinated by the MPD Training Division to address the matters in this case.

Allegation #1 – Use of Force – **Sustained**

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DocuSigned by:

*Amelia Huffman*

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Amelia Huffman

Interim Chief of Police

CC: OPCR Case File  
Inspector Peterson

Enclosure: Discipline Form