



**Rick Staly, Sheriff**  
**FLAGLER COUNTY SHERIFF'S OFFICE**

*"An honor to serve, a duty to protect."*

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**Internal Investigation Report**

**Internal Inquiry Incident #2018-0012**

**Sworn Employee**

**Detention Deputy Lauren Gadson**  
**Detention Deputy Mark Sousa**

**Internal Inquiry Incident #:**2018-0012

**Subject Employee:** Detention Deputy Lauren Gadson/Detention Deputy Mark Sousa

**Division:** Court/Detention Services

**Date of Hire:** Detention Deputy Gadson 4/1/15 and Detention Deputy Sousa 11/13/13

**Probation Status (if any):** Detention Deputy Sousa is on 6 months Disciplinary Probation

**Date of Most Recent Promotion:** None

**Previous Corrective Measures:** Detention Deputy Sousa had from IA #2018-0004 the following: 30 Day Suspension without Pay, 6 Month Disciplinary Probation with random alcohol testing while on duty, termination from C-SOT, with the ability to re-apply after 1 year.

**List of Witnesses:** Detention Deputy Colin Haggerty  
Detention Deputy Brian Capobianco  
Classification Specialist Laura Kruger  
Detention Deputy Lauren Gadson  
Detention Deputy Mark Sousa

**List of Exhibits:**

**Exhibit 1:** Authorization to Conduct Internal Investigation

**Exhibit 2:** Template Witness Interview for Detention Deputy Haggerty/Internal Investigation  
Confidentiality Acknowledgement Form Haggerty/Garrity Notice Haggerty

**Exhibit 3:** Audio Recorded Interview (Haggerty)

**Exhibit 4:** Template Witness Interview for Detention Deputy Capobianco/Internal Investigation  
Confidentiality Acknowledgement Form Capobianco/Garrity Notice Capobianco

**Exhibit 5:** Audio Recorded Interview (Capobianco)

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**Exhibit 6:** Template Witness Interview for Laura Kruger/Internal Investigation Confidentiality Acknowledgement Form Kruger/Garrity Notice Kruger

**Exhibit 7:** Audio Recorded Interview (Kruger)

**Exhibit 8:** Employee Notice of Internal Investigation Detention Deputy Gadson/Notice of Obtaining a Statement for IA Gadson/Template for Interview of Subject Employee Gadson/ Internal Investigation/Confidentiality Acknowledgement Form Gadson/Garrity Notice Gadson/ IA Evidence Review Form Gadson

**Exhibit 9:** Audio Recorded Interview (Gadson)

**Exhibit 10:** Employee Notice of Internal Investigation Detention Deputy Sousa/Notice of Obtaining a Statement for IA Sousa/Template for Interview of Subject Employee Sousa/ Internal Investigation/Confidentiality Acknowledgement Form Sousa/Garrity Notice Sousa/ IA Evidence Review Form Sousa

**Exhibit 11:** Audio Recorded Interview (Sousa)

**Exhibit 12:** Instagram photo with Detention Deputies Gadson, Sousa, Capobianco and Haggerty pictured

**Exhibit 13:** Instagram "Like" page that correlates to Exhibit 12

**Exhibit 14:** Partial FCSO Agency Email between Detention Deputy Gadson and Laura Kruger

**Exhibit 15:** Full FCSO Agency Email between Detention Deputy Gadson and Laura Kruger

**Incident and Complaint:** Commander Pasquariello was instructed to investigate a photo that was posted on Instagram By Detention Deputy Lauren Gadson under the name lauren\_687 #Family#NoLeoLeftBehind on March 29<sup>th</sup> 2018. In the photo Detention Deputies Gadson, Sousa, Capobianco and Haggerty can be seen sitting in a bar. Detention Deputy Mark Sousa is pictured with a glass in his hand that appears as alcohol and his middle finger pointed up resting on his chin. This photo was posted after Detention Deputy Mark Sousa was served his notice of discipline by Undersheriff Bisland on March 8<sup>th</sup> 2018 regarding Internal Investigation 2018-0004. In correlation to Internal Investigation 2018-0004 it was also revealed that there was an agency e-mail sent to Laura Kruger by Detention Deputy Gadson with the comment stating "Great Rat", during the same time period when Laura Kruger had reported the incident.

## **Investigation:**

On April 13<sup>th</sup> 2018, Commander Pasquariello was provided authorization to conduct Internal Investigation 2018-0012 by Undersheriff Bisland.

On April 23<sup>rd</sup> 2018, Commander Miceli notified both Detention Deputy Lauren Gadson and Detention Deputy Mark Sousa by serving them an Employee Notice of Internal Investigation and the Internal Investigation Confidentiality Acknowledgement Form. They both signed each document.

### **Sworn recorded interview of Detention Deputy Colin Haggerty**

On Monday, April 23, 2018 at 1808 hours, Commander Pasquariello met with Detention Deputy Colin Haggerty for the purpose of obtaining a sworn statement.

Cmdr. Pasquariello asked "In the picture, are you and Detention Deputies Gadson, Capobianco and Sousa present?" Deputy Haggerty responded **"Yes."**

Cmdr. Pasquariello asked "Can you tell me the location of the picture?" Deputy Haggerty responded **"It was Farley's at European Village."**

Cmdr. Pasquariello asked "Can you tell me the date of when this picture was taken?" Deputy Haggerty responded **"I don't recall the exact date to be honest with you"**. Cmdr. Pasquariello asked "So you don't remember what night that was." Deputy Haggerty responded **"I know that it was the night of Sousa's birthday; I just don't know the actual physical date. It was around Sousa's birthday."** Cmdr. Pasquariello then asked "How long were you there approximately?" Deputy Haggerty responded **"Maybe two or three hours the most."**

Cmdr. Pasquariello asked "In the picture it shows Gadson and Sousa holding glasses. Who was drinking alcohol that night?" Deputy Haggerty responded **"All of us."** Cmdr. Pasquariello asked "So from what you remember Deputy Gadson, yourself, Deputy Sousa and Deputy Capobianco had some drinks that night, alcohol." Deputy Haggerty responded **"Yes."**

Cmdr. Pasquariello asked "In the picture it shows someone displaying the middle finger. Can you identify who that was?" Deputy Haggerty responded **"Deputy Sousa."**

Cmdr. Pasquariello stated "Are you familiar in General Order #159 the last paragraph states: Agency employees are reminded that you are still representing the agency while on social media sites, blogs, etc. and that any comments, activity or behavior that could bring discredit or create an unfavorable view of the agency, individual or administration may not be protected speech and could subject you to disciplinary action up to and including termination." Deputy Haggerty responded **"Yes."**

Cmdr. Pasquariello asked "Do you have anything else you remember from that night." Deputy Haggerty responded **"I was not there long, and I just got a call throughout the day saying everyone is meeting up at Farley's and when I got there I realized it was Sousa's birthday and I had a**

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**couple drinks cause I had to bring my kid to school the next day so I called it early and I was one of the first ones to leave, that was pretty much that, it was pretty much low key for me."**

The interview was concluded at 1815 hours.

**Sworn recorded interview of Detention Deputy Brian Capobianco**

On Monday, April 23, 2018 at 1826 hours, Commander Pasquariello met with Detention Deputy Brian Capobianco for the purpose of obtaining a sworn statement.

Cmdr. Pasquariello asked "In the picture, are you and Detention Deputies Gadson, Haggerty and Sousa present?" Deputy Capobianco responded **"Yes."**

Cmdr. Pasquariello asked "Can you tell me the location of the picture?" Deputy Capobianco responded **"That is Farley's."**

Cmdr. Pasquariello asked "Can you tell me the date of when this picture was taken?" Deputy Capobianco responded **"From what I see on here March 29<sup>th</sup>."** Cmdr. Pasquariello asked "Were you there for a special occasion?" Deputy Capobianco responded **"Yes."** Cmdr. Pasquariello asked "What was that?" Deputy Capobianco responded **"It was a birthday."** Cmdr. Pasquariello asked "Who's birthday?" Deputy Capobianco responded **"I believe it was for Deputy Sousa's birthday."** Cmdr. Pasquariello asked "And you were there on his actual birthday?" Deputy Capobianco responded **"I don't think it was his actual, I can't remember."** Cmdr. Pasquariello asked "How long were you there approximately?" Deputy Capobianco responded **"Like a couple of Hours."**

Cmdr. Pasquariello asked "In the picture it shows Gadson and Sousa holding glasses. Who was drinking alcohol that night?" Deputy Capobianco responded **"Everybody was there."** Cmdr. Pasquariello asked "So everyone in the group?" Deputy Capobianco responded **"Yes."** Cmdr. Pasquariello asked "you specifically saw everyone drinking to include yourself?" Deputy Capobianco stated **"Yes I was Drinking."**

Cmdr. Pasquariello asked "In the picture it shows someone displaying the middle finger. Can you identify who that was?" Deputy Capobianco responded **"It looks like Deputy Sousa."**

Cmdr. Pasquariello stated "Are you familiar in General Order #159 the last paragraph states: Agency employees are reminded that you are still representing the agency while on social media sites, blogs, etc. and that any comments, activity or behavior that could bring discredit or create an unfavorable view of the agency, individual or administration may not be protected speech and could subject you to disciplinary action up to and including termination." Deputy Capobianco responded **"Yes I've heard about that, Yes."**

Cmdr. Pasquariello asked Deputy Capobianco if he had anything else to add. Deputy Capobianco Responded **"I do not."**

This interview was concluded at 1832 hours.

**Sworn recorded interview of Civilian Laura Kruger**

On Monday, April 27, 2018 at 0926 hours, Commander Pasquariello met with Laura Kruger for the purpose of obtaining a sworn statement.

Cmdr. Pasquariello asked "Was this e-mail sent after reporting Detention Deputy Sousa to supervisors regarding his fitness for duty?" Laura Kruger responded **"Yes."**

Cmdr. Pasquariello asked "On January 26, 2018, Detention Deputy Gadson responded to your email by stating in her own "Okay great rat" What was your perception of that term?" Laura Kruger responded **"I took it as a direct correlation to the incident that occurred I believe the day before, um between myself and Deputy Sousa when he arrived to work intoxicated."** Cmdr. Pasquariello asked "Were you offended?" Laura Kruger responded **"Yeah."**

Cmdr. Pasquariello asked "Did you report this to any supervisors or speak to Detention Deputy Gadson about this email?" Laura Kruger responded **"I replied back to her questioning her choice of words and she replied back to me that it was a typo. Other than that, um Commander Davis found out about it from Gadson's own admission to him and he asked me about it but I did not bring it to his attention she brought it to his attention."**

Cmdr. Pasquariello asked "What was there any outcome of this that Commander Davis did?" Laura Kruger responded **"He asked me if it happened, like what was the circumstances around it from her admission to him and I told him I got the email and I replied back to her and she replied back to me said it was a typo and that was the end of it and he had inquired if anyone else had said anything to me after the Sousa incident."**

Cmdr. Pasquariello asked "Were you satisfied on how the situation was handled?" Laura Kruger responded **"I did not know if it was or wasn't, nothing was ever else said about it."**

Cmdr. Pasquariello asked "That is all the questions I have for you, do you have anything else to add?" Laura Kruger responded **"No."**

This interview was concluded at 0932 hours.

**Sworn recorded interview of Detention Deputy Lauren Gadson**

On Wednesday, May 2<sup>nd</sup>, 2018 at 0855 hours, Commander Pasquariello met with Detention Deputy Lauren Gadson for the purpose of obtaining a sworn statement as a subject employee. Greg Forhan was present representing her from the PBA.

Cmdr. Pasquariello stated "I'm going to show you an exhibit from Internal Investigation that shows a picture of yourself, and Detention Deputies Capobianco, Haggerty and Sousa. This was a picture posted on your Instagram account on March 29th 2018 under the name of lauren\_687 #Family#NoLeoLeftBehind."

Cmdr. Pasquariello asked "Have you been able to look at the picture?" Deputy Gadson responded **"Yes Sir."**

Cmdr. Pasquariello asked "Did you take the picture?" Deputy Gadson responded **"Yes Sir."**

Cmdr. Pasquariello asked "Was lauren\_687 your Instagram account?" Deputy Gadson responded **"Yes."**

Cmdr. Pasquariello asked "Did you post this photo to your account?" Deputy Gadson responded **"Yes I did."**

Cmdr. Pasquariello asked "Was your account public where anyone can view?" Deputy Gadson responded **"I believe that it was private."**

Cmdr. Pasquariello asked "Were there any pictures of you on your Instagram account in a Flagler County Sheriff's Office uniform that would show you were employed by FCSO?" Deputy Gadson responded **"Yes."**

Cmdr. Pasquariello asked "Can you tell me if Deputy Sousa "liked" your photo that you posted on Instagram that shows him displaying the middle finger?" Deputy Gadson responded **"Yes he did."**

Cmdr. Pasquariello asked "Can you tell me the date of when this picture was taken?" Deputy Gadson responded **"March 28<sup>th</sup> on a Wednesday."**

Cmdr. Pasquariello asked "Can you explain the hash tag of #Family#NoLeoLeftBehind means?" Deputy Gadson responded **"Family was just in general, were all a family, the No Leo Left Behind it's based off the shirt I was wearing that night that was purchased a couple days before."**

Cmdr. Pasquariello asked "Did you witness Detention Deputy Sousa drinking alcohol that night when the photo was taken?" Deputy Gadson responded **"Yes I did."**

Cmdr. Pasquariello asked "Were you aware of the Flaglerlive news article published on March 28th 2018 titled Sheriff's Jail Deputy Suspended After Reporting to Work Drunk; Supervisory Issues a Concern?" Deputy Gadson responded **"I knew about the incident, yes."** Cmdr. Pasquariello asked "Did you know the news article came out that night?" Deputy Gadson responded **"Not that I can recall."**

Cmdr. Pasquariello asked "Were you aware that in the article there was a photo of you standing in the control room?" Deputy Gadson responded **"Yes actually, Yes."**

Cmdr. Pasquariello asked "Were you aware that in the article there was a photo of Deputy Sousa?" Deputy Gadson responded **"I don't recall."**

Cmdr. Pasquariello asked "Are you familiar in General Order #159 the last paragraph states: Agency employees are reminded that you are still representing the agency while on social media sites, blogs, etc. and that any comments, activity or behavior that could bring discredit or create an unfavorable view of the agency, individual or administration may not be protected speech and could subject you to disciplinary action up to and including termination." Deputy Gadson responded **"Yes sir."**

Cmdr. Pasquariello asked "Did you believe by posting this photo on Instagram would be favorable to the agency?" Deputy Gadson responded **"I didn't believe that it would not be or that it would be an issue."**

Cmdr. Pasquariello asked "On January 26th 2018, did you send Laura Kruger an email at 0718 hours an agency email that started from a response that you sent back that says "Okay Great Rat" in response to an email from her?" Deputy Gadson responded **"Yes."**

Cmdr. Pasquariello asked "Can you explain what that means, or why it stated "Okay great rat?" Deputy Gadson responded **"Yeah I can, I was on night shift at the time and I was a fairly new booking officer so Laura would always send me emails in the morning saying that you know ok you messed up on this or something we need to fix so I would get off of work and I would take a shower and lay down and always check my email because I knew that either one she was going to email me or not so from my phone I had my work email I wrote that to her, but my intention was not to put Okay Great Rat from what I thought I put was Okay Great and then the rest of my conversation with her, I guess I might have missed auto typed and then on our cell phones they do try and fix the best they can and that came up and I didn't realize that was on there because I did not proof read it until she sent me an email back asking about it."**

Cmdr. Pasquariello asked "Did you speak to Laura Kruger about this in any attempt to apologize?" Deputy Gadson responded **"Absolutely."**

Cmdr. Pasquariello asked "What was the end result?" Deputy Gadson responded **"I thought we had, I thought she understood that it was not intentional at all, I spoke with her that day, I responded to her saying I was sorry and that it was on autocorrect and that I was half asleep and typing on my phone and then I spoke with her I believe two more times after that once was through Facebook messenger where I again told her that was not my intentions and I apologized to which she said understood and like I said I thought we were Ok and then I spoke to her again in person."**

PBA Attorney Greg Forhan added at the end asked a clarifying question for Deputy Gadson and asked "He asked you about whether your Instagram thing was set on private or not, to clarify it actually wasn't set on private right?" Deputy Gadson responded **"From what I was told, yeah."** Attorney Forhan asked "But you thought it was set on private?" Deputy Gadson responded **"Absolutely, any type of social**

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media that I have is on private from what I thought it was on private. I have Facebook and Instagram and I thought both of them were on private."

The interview was concluded at 0907 hours

**Sworn recorded interview of Detention Deputy Mark Sousa**

On Thursday, May 3rd, 2018 at 1800 hours, Commander Pasquariello met with Detention Deputy Mark Sousa for the purpose of obtaining a sworn statement as a subject employee.

Cmdr. Pasquariello stated I'm going to show you an exhibit from Internal Investigation that shows a picture of yourself, and Detention Deputies Capobianco, Haggerty and Gadson. This was a picture posted on your Instagram account on March 29th 2018 under the name of lauren\_687 #Family#NoLeoLeftBehind.

Cmdr. Pasquariello asked "Have you been able to look at the picture?" Deputy Sousa responded **"Yes."**

Cmdr. Pasquariello asked "Can you tell me the date of when this picture was taken?" Deputy Sousa responded **"It was taken the night of the 28<sup>th</sup>."**

Cmdr. Pasquariello asked "Did you know this picture was posted on Instagram?" Deputy Sousa Responded **"I knew that morning, I did not know the time she posted it".**

Cmdr. Pasquariello asked "Did you "like" the picture for approval under the Instagram account?" Deputy Sousa responded **"I probably hit "Like" I hit like under all my friends pictures usually, if it has us in it."**

Cmdr. Pasquariello asked "Were you aware of the Flaglerlive news article published on March 28th 2018 titled Sheriff's Jail Deputy Suspended After Reporting to Work Drunk; Supervisory Issues a Concern? Deputy Sousa responded **"Yes but I did not find out until the day afterwards when a family member texted me saying it was in, on-line."**

Cmdr. Pasquariello "Where you aware that there was a photograph of yourself in the article? Deputy Sousa responded **"I did not really read the article, I just skimmed the headline, I did not really want to see what Flaglerlive had to say but I would assume there was a picture they usually put one."**

Cmdr. Pasquariello asked "In IA 2018-0004 you stated to Detective Doyle that you were drinking much more over the past couple of weeks because of everything that has been taking place and that you were trying to get help, to include EAP, do you remember stating that? Deputy Sousa responded **"Yes."**

Cmdr. Pasquariello asked "In IA 2018-0004 you stated that you were seeing a therapist every Friday since that incident. You advised that the counseling is helping significantly. You then advised that you were not drinking at all since the date of the incident. Do you remember stating that? Deputy Sousa responded **"Yes."**

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Cmdr. Pasquariello asked "Were you drinking alcohol that night?" Deputy Sousa responded **"That night, Yes."**

Cmdr. Pasquariello "How many drinks did you have prior to this picture?" Deputy Sousa responded **"I really don't know, I had dinner there so I was there for a few hours, I really don't remember."**

Cmdr. Pasquariello asked "Where did you go after you left the Farley's?" Deputy Sousa responded **"I was with my cousin and he drove me home."**

Cmdr. Pasquariello asked "Are you familiar in General Order #159 the last paragraph states: Agency employees are reminded that you are still representing the agency while on social media sites, blogs, etc. and that any comments, activity or behavior that could bring discredit or create an unfavorable view of the agency, individual or administration may not be protected speech and could subject you to disciplinary action up to and including termination. Deputy Sousa responded **"Yes."**

Cmdr. Pasquariello asked "In this photo does it show you displaying the gesture of holding up your middle finger under your chin with a drink of alcohol in your hand?" Deputy Sousa responded **"It appears that way but we were taking a lot of I guess you can say silly pictures the whole night, that was probably was just one of the quick poses I did, it looks like it was a surprise picture judging by other people's faces there was no intention for it, I can see how it can be perceived the wrong way now but it really had no meaning what so ever we were all just joking around the whole night and silly poses and stuff."**

Cmdr. Pasquariello asked "What does that gesture mean in the photo?" Deputy Sousa responded **"In the photo I'm literally just scratching my chin with it, we have inside jokes where we do that to each other with like play our glasses up will use the middle finger to each other, it's really just an inside thing, like I said it really did not mean anything towards anything it was just taking random photos throughout the night just different poses and silly things, we were just celebrating my birthday and that was actually the first night I had some drinks, the EAP has been helping, like I stated earlier drinking is not really my problem it is depression, unfortunately I use drinking as a crutch but EAP has been helping I haven't drank because of that, this was just socially I haven't evenly that whole, I've been getting that personal issue aside and it has not been effecting me anymore and I'm moving on with my life, I can see how this is perceived and I apologize for that but I did not mean any disrespect or any misperceptions in this photo."**

Cmdr. Pasquariello asked "Did you believe in this photo that your activity is offensive which discredits the agency, behavior that could create an unfavorable view on this agency?" Deputy Sousa responded **"At the time No I did not."**

Cmdr. Pasquariello asked "Do you have anything else you would like to add?" Deputy Sousa responded **"Like I said before, I apologize if it was perceived the wrong way or like I can understand where it is coming from, drinking has never really been an issue for me, I wasn't going to EAP for that, I was going for my mental issues the depression and he's pretty much got me through that and it was just really a rough time with the break up and the kids and all that, and I**

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got past that by then, and I apologize for how this appears and it was not meant in any disrespect or any malice."

The interview was concluded at 1819 hours.

#### **Discussion:**

Detention Deputy Gadson did post a photo on Instagram on March 29<sup>th</sup> 2018 that pictured herself and other Flagler County Sheriff's Employees Sousa, Capobianco and Haggerty. On Laura Gadson's Instagram account at the time it was public and also displayed images of her in FCSO uniform in other photo's showing she was an employee of the Flagler County Sheriff's Office. The particular photo in question shows them in a local bar (Farley's) celebrating Mark Sousa's birthday. In the photo it can be seen that Mark Sousa had a drink in his hand displaying the middle finger. This photo was posted the day after Flaglerlive posted a story regarding Detention Deputy Mark Sousa and his sustained Internal Investigation 2018-0004.

On January 26<sup>th</sup> 2018 there was an email chain sent between Detention Deputy Gadson and Laura Kruger. At 0718 hours Detention Deputy Gadson wrote an email to Laura Kruger starting with the term "Okay great rat". (This email was sent after Laura Kruger had reported that Mark Sousa appeared intoxicated at work.) Detention Deputy Gadson did send a follow up email at 0726 apologizing stating that it was an autocorrect mistake made by her phone. She also sent a follow apology on January 29<sup>th</sup> through Facebook Messenger. At the time of this incident Laura Kruger did say she felt offended by the comment.

Detention Deputy Mark Sousa admitted during his interview that he was drinking alcohol but did not know how many. In this photo he can be seen looking in the direction of the camera displaying the middle finger on his right hand towards his chin and also extended the middle finger of his left hand that was on his glass. Everyone in the photo can be seen looking in the direction of the camera with some sort of expression. Detention Deputy Mark Sousa gave different reasons or accounts for this gesture to include just doing a silly pose for a surprise picture, scratching his chin and having inside jokes about this type of pose. Detention Deputy Mark Sousa knew of the posting of this picture on Instagram by his own admission of hitting the like button. At no time during his interview he state that he asked for this photo to be taken down or removed from Lauren Gadson's Instagram account. This photo was posted the day after an article was posted on Flaglerlive regarding Detention Deputy Mark Sousa and his sustain Internal Investigation charge of coming to work while intoxicated. Also published in the article was a picture of Detention Deputy Sousa. With the photo posted of Detention Deputy Mark Sousa holding a glass with alcohol in it and displaying the middle finger on an Instagram account that was public does perceive offense behavior that discredits the Flagler County Sheriff's Office.

## Findings:

This investigation for **Detention Deputy Lauren Gadson** is **SUSTAINED** for the following violation on General Order 020:

### **Unbecoming Conduct** (Category 9):

Personnel shall conduct themselves at all times, both on and off duty, in such manner as to reflect most favorably on the FCSO. This includes, but is not limited to, electronic communications on social media (e.g., Facebook, Twitter, Myspace, etc.) and internet sites. Conduct unbecoming shall include that which brings the FCSO into disrepute or reflects discredit upon the personnel as a member of the FCSO, or that which impairs the operation or efficiency of the FCSO or personnel.

This investigation for **Detention Deputy Lauren Gadson** is **NOT-SUSTAINED** for the following violation on General Order 020:

### **Courtesy and Respect** (Category 1):

Personnel will be courteous and respectful to their superiors, fellow personnel, and members of the public.

This investigation for **Detention Deputy Mark Sousa** is **SUSTAINED** for the following violations on General Order 020:

### **Unbecoming Conduct** (Category 9):

Personnel shall conduct themselves at all times, both on and off duty, in such manner as to reflect most favorably on the FCSO. This includes, but is not limited to, electronic communications on social media (e.g., Facebook, Twitter, Myspace, etc.) and internet sites. Conduct unbecoming shall include that which brings the FCSO into disrepute or reflects discredit upon the personnel as a member of the FCSO, or that which impairs the operation or efficiency of the FCSO or personnel.

### **Use of Alcohol Off Duty** (Category 9):

Personnel, while off duty, shall refrain from consuming intoxicating beverages to the extent that it results in offensive behavior which discredits the agency, or renders the personnel unfit to report for their next regular tour of duty.

**To be Completed by the Investigating Supervisor or Official:**

"I, the undersigned, do hereby swear, under penalty of perjury, that, to the best of my personal knowledge, information, and belief, I have not knowingly or willfully deprived, or allowed another to deprive, the subject of the investigation of any rights contained in ss. 112.532 and 112.533, Florida Statutes.

W.B.P.  
Signature

5-16-18  
Date

Sworn to and subscribed before me, the undersigned, this 16 day, May month, year 2018

Sheri A. Goie  
Notary



Jack Bishop 5-16-18  
Reviewing Supervisor Printed Name

05-16-18  
Date

[Signature] #599  
Signature of Reviewing Supervisor