

From the desk of:
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Demotion of Sergeant Andrew Stender #6791 to Police Officer

MPD IAU/Human Resources Investigation [REDACTED]

May 14, 2020

This memo summarizes my approach and reasoning for my decision as Chief of the Minneapolis Police Department to permanently demote Sergeant Andrew Stender to Police Officer. This memo accompanies the enclosed Demotion Form.

On December 4th, 2017, the Office of Police Conduct Review (OPCR) joint supervisors initiated a complaint investigation (#17-22150), alleging Sergeant Stender had engaged in harassment [REDACTED]. Upon the completion of this thorough investigation I reviewed the investigative case file materials and made my decision.

Sergeants must set the proper example of leadership and exhibit by example 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 Stender is a long-standing member of the MPD. Sergeant Stender has been recognized for his service and has a history of favorable letters, commendations and awards dating back from November of 1997 to March of 2017. By and large, these address knowledge, his skill in giving presentations and offering training on skills and technique. Sergeant Stender was serving in his role as Sergeant when I became chief in 2017. Sergeant Stender is also aware of our department's Vision Statement and the expectations I have for the role and responsibility of Sergeants. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

After my review of the facts presented in this matter it was clear to me that Sergeant Stender exhibited substandard performance and engaged in misconduct [REDACTED]. As a supervisor Sergeant Stender failed to perform his supervisory duties at a minimal acceptance standard. Some of those substandard performance behaviors included but were not limited to:

- Not being professional [REDACTED]
- Treating [REDACTED] unfairly
- Creating unfair job practices [REDACTED] that showed favoritism [REDACTED]
- Creating a hostile workplace environment that caused undue stress [REDACTED]

Sergeant Stender also engaged in workplace misconduct. Sergeant Stender used his rank and position as a sergeant in the [REDACTED] to harass and retaliate [REDACTED]. These repeated actions became a part of his leadership behavior which was widely known by many [REDACTED]. The facts of this case noted several instances of Sergeant Stender engaging in misconduct including but not limited to:

- Sergeant Stender's misconduct that offended at least (2) reasonable persons [REDACTED]
- Interfering with the professional development of [REDACTED]
- Specifically singling out [REDACTED]
- Being discourteous including not talking to or responding to [REDACTED]
- Exhibited mental harassment which included following [REDACTED] and contacting [REDACTED] phone calls when he was directed and warned not to make any attempts to have any communication [REDACTED]
- 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 Stender 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 Stender was given a specific directive not to have any contact [REDACTED] yet he violated that directive. Sergeant Stender had created a hostile work environment as that term is defined in City policy and training that caused [REDACTED] to have to choose sides in fear of falling out of favor with him and facing repercussions of intimidation, denied [REDACTED] opportunities and an induced stressful work shift. A limited suspension or temporary demotion will not change the behavior of Sergeant Stender or the hostile workplace environment he created.

By making the decision to permanently demote Sergeant Stender 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. [REDACTED]

[REDACTED] 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 our effectiveness as an organization. Sergeant Stender has forfeited his opportunity to serve as a Minneapolis Police Sergeant.

Sincerely,



Medaria Arradondo

Chief of Police

Enclosure: Demotion Form