



MEMORANDUM

TO: Community Relations Committee

CC: Chief Alberti, Detective Andrew Beaulieu in his capacity as President of IBPO Local 367, Attorney John Clifford

FROM: Mayor Nicole LaChapelle

DATE: October 23, 2020 (Updated December 15, 2020)

SUBJECT: Internal Affairs Independent Review

Attorney John Clifford of Clifford and Kenney, LLC reviewed the Internal Affairs report (IA) dated September 29, 2020, and its findings by me. Attorney Clifford frequently represents the City in labor negotiations and personnel-related matters. He did not advise, assist, or participate in the IA in any manner.

I agree with Attorney Clifford's conclusion and guidance on conduct and transparency. The complaints received and my release of the report gravely underscore the distrust and fear that some community members, especially those identifying as BIPOC, hold toward policing.

The conversations about policing, bias, and hate in Easthampton have at best a nascent space in our government in this committee. The ongoing evolution of this committee is imperative to building a more trusting culture in the City.

Attorney Clifford's review follows:

- *The complaint alleged that Easthampton Police Department officers had engaged in conduct that violated the Easthampton Police Department Code of Conduct during a march by AKINE on August 1, 2020. These complaints were reported by local media sources and were the subject of significant interest on local social media sites. The investigation involved interviews of several witnesses and a detailed review of available video recordings, including video from surveillance cameras on area buildings.*
- *The investigation documented disturbing behavior by some individuals. Still, no member of the Easthampton Police Department was shown to have committed the acts alleged in media or social media accounts. None of the officers accused was proven to have engaged in behavior that violates the Easthampton Police Department Code of Conduct or any other applicable policy.*

- *Following a fair and thorough investigation, the accused officers were adequately exonerated.*
- *That being said, I [Attorney Clifford] remind all police officers and all City employees that municipal employees can be judged by the persons we associate with and that those associations can reflect poorly on the City.*
- *The IA report is a public record. I [Attorney Clifford] suggest you and the Chief consider releasing the report without being asked, in the interest of transparency.*

I agree with Attorney Clifford's conclusion and guidance on conduct as well as releasing the report. The complaints received and my release of the report gravely underscore the distrust and fear some community members hold toward policing.

The conversations about policing, bias, and hate in Easthampton have at best a nascent space in our government in this committee. The ongoing evolution of this committee is imperative to building a more trusting culture in the City.