



JOHN BEL EDWARDS
GOVERNOR

LAMAR A. DAVIS
COLONEL DEPUTY SECRETARY

State of Louisiana
Department of Public Safety and Corrections
Public Safety Services

December 9, 2022
4750/0501/BJB/22-23960
HQ-01-779

Trooper Clay Harris
Troop A

VIA PERSONAL DELIVERY
IA#22-00043; OLA #079116

Re: 160 HOUR SUSPENSION

Trooper Harris:

Pursuant to the authority granted by State Police Commission Rules 12.2 and 12.8, you are hereby notified of my intention to suspend you from duty without pay and allowances for 160 hours. You are suspended during the following periods:

1. Suspension begins December 12, 2022 at 0500 hours – ends December 18, 2022 at 1700 hours (60 hour suspension);
2. Report back to duty on December 21, 2022 at 0500 hours;
3. Suspension begins January 9, 2023 at 0500 hours – ends January 15, 2023 at 1700 hours (60 hour suspension);
4. Report back to duty on January 18, 2023 at 0500 hours;
5. Suspension begins February 6, 2023 at 0500 hours – ends February 10, 2023 at 1000 hours (40 hour suspension);
6. Report back to duty on February 10, 2023 at 1000 hours.

You are suspended for the following reasons:

On August 13, 2022, during a routine video review by Troop A supervisor Sgt. Kathryn Slaughter, she observed you make several inappropriate, biased-based comments to the driver, who is Hispanic. Sgt. Slaughter's review prompted an Internal Affairs investigation (hereinafter "IA"), and confirmed the following.

On July 11, 2022, at approximately 1934 hours, while working speed enforcement, you witnessed a white 2015 Chrysler 200 car traveling westbound on Interstate 12, in Livingston Parish, at 90 mph in a 70 mph zone. In an attempt to stop the Chrysler 200, you activated your overhead police emergency lights on your fully marked Louisiana State Police (hereinafter "LSP")

COURTESY • LOYALTY • SERVICE
"An Equal Opportunity Employer"
P.O. BOX 66614, BATON ROUGE, LOUISIANA 70896

Unit in an attempt to get the speeding vehicle to pull over and stop. Your Body Worn Camera (BWC) and In Car Camera (ICC) was initiated and began recording¹.

The Chrysler 200 pulled over near mile post 16.8 on Interstate 12. You then approached the driver's side of the vehicle, and instructed the driver, a Hispanic male (hereinafter "Mr. Kevin" – his last name is unknown), to produce his driver's license. Mr. Kevin replied that he did not have a driver's license. Then, as captured by your BWC, the following conversation between Mr. Kevin and you occurred:

YOU: "Why don't you have a driver's license? Because you are here illegally? Why don't you tell me the truth? You snuck over here, crossed the river, and broke every law you could to get here, right? You are not an American citizen."

MR. KEVIN: "I'm from Honduras."

YOU: "I am about to fix that for you. You are fixing to go back to Honduras, you and your car. Why are you here?"

MR. KEVIN: "My whole family is here."

YOU: "Your whole family is here illegal too? Y'all just got on a plane or boat and came over or did y'all sneak across the border?"

MR. KEVIN: "Why are you asking me all these questions?"

YOU: "You are not an American citizen. I don't trust you. You have no grounds to be here. I can do whatever I want. Look at me. Do you have any other questions? I have every right to ask you these questions, if you want, I will get I.C.E. agents out here and give you some more problems. Do you want to go there? I have asked you some very easy questions. I don't know if you murdered a bunch of people over there, and you snuck over here. I don't know if you are some kind of thief or rapist, or bank robber or anything like that. I don't know who you are and neither does the United States."

MR. KEVIN: "You know what? You are talking to me like a racist."

YOU: "No, I'm not talking to you like a racist. If you want to file a complaint, I will be glad to give you my boss's number. I don't have no care at all for that. Now, you were going 90 mph in a 70 mph speed zone. Do you understand that? Do you want the ticket or do you want to make this worse for yourself? If you are going to do

¹ The BWC and ICC recordings relating to the events described in the letter are maintained in Evidence.Com under ID#A2207110888.

the complaint thing, I'm going to arrest you. I'm going to take you to jail and have I.C.E. pick you up. Then you can go file your complaint. How do you want to do this?"

You then returned to your fully marked unit, where you remained for a brief period of time. Then, you exited your unit and returned to Mr. Kevin, wherein a brief conversation ensued, concluding with you letting Mr. Kevin go with a verbal warning.

On September 8, 2022, you were interviewed by MT Kevin Ducote during a recorded interview conducted at Louisiana State Police – Office of Internal Affairs. During the interview, when asked by MT Ducote if you knew why he was interviewing you, you replied that you believed you were being interviewed because you treated the driver, a Hispanic male (Mr. Kevin), inappropriately, and it was unbecoming of you. Further, you acknowledged that you escalated the traffic stop by the way you treated Mr. Kevin; you stated that you pushed your own agenda on the driver and you were trying to scare him. In the interview, you were asked about your statements wherein you threatened to arrest Mr. Kevin, and call I.C.E., if he pursued making a complaint. You acknowledged that your behavior could be considered coercion. You further stated that your behavior was about your political beliefs and that was the motive, describing it as "...all the things going on in this country." During the interview, when asked if your actions portrayed you to be biased or racist during the traffic stop, you replied, "yes." You further stated that your behavior was unprofessional, biased, and unbecoming.

You are suspended from duty without pay and allowances for forty (40) hours because you engaged in bias-based policing in your interactions with Mr. Kevin on July 11, 2022. During the traffic stop, as evidenced above, your actions, statements, and your admission, reflected a clear bias against Mr. Kevin. Your conduct violated Louisiana State Police, Procedural Order 205 – BIAS-BASED POLICING, which states in pertinent part²:

.....

4. Prohibited Conduct

- i) Bias-based policing is strictly prohibited. Employees shall base all law enforcement and investigative decisions on observable behavior or specific, timely, and reliable information relevant to the location.

.....

You are suspended from duty without pay and allowances for forty (40) hours because your statements reflected a bias towards Mr. Kevin based on his Hispanic national origin and/or ethnicity. Further, your statements also failed to adhere to the required courtesy standard. Your

²(policy definition) Bias-Based Policing - Any policing style that discriminates in the application of law enforcement services based upon any characteristics, whether actual or perceived, such as race, color, ethnicity, national origin, ancestry, creed, religion, gender, gender identity, sexual orientation, economic status, age, cultural group, disability, housing status, or affiliation with any other similar identifiable group.

conduct violated Louisiana State Police, Procedural Order 901, Code of Conduct and Ethics, Section 8. – COURTESY, which states in pertinent part:

.....

- iv) Officers shall at all times, while on-duty or in uniform, refrain from using coarse, violent, profane or insolent language. Officers shall also refrain from voicing any bias or prejudicial language concerning race, religion, politics, national origin, lifestyle or similar personal characteristics.

You are suspended from duty without pay and allowances for forty (40) hours because you threatened to arrest Mr. Kevin if he pursued a complaint. Your conduct violated Louisiana State Police, Procedural Order 901, Code of Conduct and Ethics, Section 44. – CITIZEN COMPLAINTS, which states in pertinent part:

.....

- ii) Officers may attempt to resolve the complaint consistent with Departmental policies and procedures, but shall never attempt to dissuade any citizen from lodging a complaint against any officer or the Department.

Lastly, you are suspended from duty without pay and allowances for forty (40) hours because upon review of your BWC video by your supervisors, it was determined that your conduct toward Mr. Kevin during the traffic stop was offensive, and failed to adhere to the required standard of conducting yourself “..in such a manner as to reflect most favorably..” on yourself and the Department. Your actions violated Louisiana State Police Policy Order No. 901 - Code of Conduct and Ethics, Section 4. – CONDUCT UNBECOMING AN OFFICER, which states in pertinent part:

- i) A commissioned officer shall conduct himself at all times, both on and off-duty, in such a manner as to reflect most favorably on himself and the Department.
- ii) Unbecoming conduct is defined as conduct which:
 - a) Brings the Department or any of its subdivisions into disrepute.
 - b) Reflects discredit upon the officer as a member of the Department.
 - c) Impairs the operations or efficiency of the Department, the officer, or state service.
 - d) Detrimentially affects the morale of the Department's personnel.
 - e) May reasonably be expected to destroy public respect for State Police Officers and/or confidence in the Office of State Police.

.....

Trooper Clay Harris
LSP – Troop A
December 9, 2022
Page 5

Any future violations of this or any nature may result in more severe discipline, up to and including termination.

You have the right to appeal this action to the Louisiana State Police Commission. The time limits and procedure for appealing are contained in Chapter 13 of the State Police Commission Rules. A copy of Chapter 13 can be obtained from the State Police Commission. Their current mailing address is P.O. Box 66555, Baton Rouge, LA 70896-6555. Their current telephone number is (225) 925-7057 and their fax number is (225) 925-7058.

Your attention is directed to Louisiana State Police Policy and Procedure Order No. 201.5.iv, which states:

iv) No officer shall work escorts, paid off-duty details, or overtime in any pay period wherein he has taken leave without pay, been suspended without pay, placed on forced or administrative leave, or worked at a reduction in pay as a result of a disciplinary action unless authorized by the appointing authority.

Sincerely,



Colonel Lamar A. Davis
Superintendent, Louisiana State Police

c: Lt. Col. Chavez Cammon;
Lt. Col. Joseph Hasselbeck, III;
Major John Riles;
Captain Aaron Marcelle;
Internal Affairs;
Office of Legal Affairs;
Human Resources

COURTESY • LOYALTY • SERVICE
"An Equal Opportunity Employer"

P.O. BOX 66614, BATON ROUGE, LOUISIANA 70896