



## PORT ISABEL POLICE DEPARTMENT

110 W. HICKMAN ST. • PHONE (956) 943-1242 • FAX (956) 943-1949  
PORT ISABEL, TEXAS 78578

### DISCIPLINARY ACTION FORM

#### DISCIPLINARY ACTION:

VERBAL \_\_\_\_\_ WRITTEN \_\_\_\_\_ SUSPENSION \_\_\_\_\_ DISCHARGE \_\_\_\_\_ DEMOTION  X

TO THE EMPLOYEE: RENE CAMACHO

YOUR PERFORMANCE HAS BEEN FOUND UNSATISFACTORY FOR THE REASONS SET FORTH BELOW. YOUR FAILURE TO IMPROVE OR AVOID A RECURRENCE WILL BE CAUSE FOR FURTHER DISCIPLINARY ACTION. (IF NOT TERMINATED).

On June 11, 2018, Officer \_\_\_\_\_ came forward to Sgt. Garza to complain about Sgt. Rene Camacho feeling uncomfortable working with him and requested not to be in his shift any longer. Officer \_\_\_\_\_ wrote a statement regarding the incident involving Sgt. Camacho. Officer \_\_\_\_\_ stated that Sgt. Camacho made her feel disrespected. Officer \_\_\_\_\_ stated Sgt. Camacho has no filter in things he says and is very unprofessional with women. When Sgt. Camacho called me to the Washington Park to meet him, Sgt. Camacho asked why I was upset, I advised him my eye hurt and I needed to make a doctor's appointment. Sgt. Camacho then stated, "you should tell them to stop throwing it on your face", I was shocked by what he said and uncomfortable and also upset. Officer \_\_\_\_\_ stated that she felt with his comment that she lets men ejaculate on her face and for that reason her eye was hurting. Officer \_\_\_\_\_ stated she left the park and contacted her fiancé about this situation and her fiancé became very upset wanting to confront Sgt. Camacho.

On June 26, 2018, Officer \_\_\_\_\_, wrote a statement concerning issues with Sgt. Camacho. One of the issues was when Officer \_\_\_\_\_ was riding with Sgt. Camacho during her field Training. Sgt. Camacho told Officer \_\_\_\_\_ not to do this, Sgt. Camacho then threw a cooking wrapper out the window and littered. On incident was when Sgt. Camacho was in the Squad Room and Sgt. Camacho made a comment about watching porn on his phone and masturbating to it. Sgt. Camacho also calls out to his officer as bitch, weii, and pinche puto, but he want his officers to call him Sgt. Officer \_\_\_\_\_ went on to say in her statement that Sgt. Camacho calls in patrol on certain Zones yet he does not even patrol them thus lying to dispatch. Officer \_\_\_\_\_ stated that Sgt. Camacho makes her feel uncomfortable with his sexual comments. Other females and officers look at each other when he makes

those sexual comments. Officer [redacted] stated that 99% of the department does not want to work with Sgt. Camacho but fear retaliation if they complain. Officer [redacted] stated she wants this addressed and is fearing retaliation and wants help. This was explained in the statement Officer [redacted] worked.

2.10 DETAILS: Sexual Harassment

Sexual harassment had been held to be a violation of 42 U.S.C.A., Sec. 2000e, seq. No sexual harassment will be tolerated in the Police Department. Such activities will be considered grounds for disciplinary action.

Sexual harassment means sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's

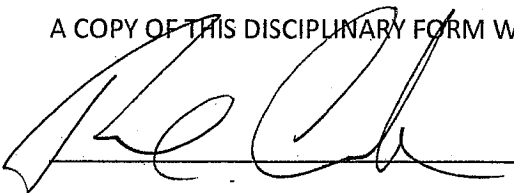
employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

This type of activity could constitute and tends to create a hostile working environment that we don't tolerate.

In accordance with Chapter IX, Section 909, you are advised that you have ten days from the date of this letter to file a written appeal. You have the right to have your appeal heard by a Grievance Committee. At the hearing you will have the right to confront witnesses, present evidence, and to have representation. The decision for the Grievance Committee will be final.

**Sgt. Rene Camacho will be demoted to patrol officer effective immediately.**

A COPY OF THIS DISCIPLINARY FORM WAS PERSONALLY DELIVERED TO ABOVE EMPLOYEE BY:



EMPLOYEE

6-28-18

DATE



SUPERVISOR

06/28/18

DATE

On June 10, 2018 while working shift I was advised by Sgt. R. Camacho #208 to meet him at the Washington park. I arrived at the park where Sgt. R. Camacho was in his patrol unit and I stayed in mine. I rolled down my window and asked him what he needed. Sgt. R. Camacho asked me if my fiancé) and I had gone out the night before to which I responded, "no". Sgt. R. Camacho then asked me why I seemed upset and I said, "My eye has been hurting a lot, I need to make a doctor appointment sometime this week". Sgt. R. Camacho then stated, "You should tell them to stop throwing it on your face"! I was shocked by what he said and felt very uncomfortable and also upset. I asked Sgt. R. Camacho, "what did you just say", and he laughed and said, "nothing". I took his comment as if he was saying that I let men ejaculate on my face and for that reason my eye was hurting. After I left the park I contacted (my fiancé) and advised him of what Sgt. R. Camacho had just said to me. I told that I was very upset and felt disrespected especially because he and Sgt. R. Camacho are really close friends. was also upset and told me he wanted to confront Sgt. R. Camacho and I told him not to get involved that I would take action of this situation with my supervisors at work.

On June 11, 2018, the following day of the incident I contacted Sgt. M. Garza via-cell phone to address the issue, because my supervisor Sgt. L. Cooper was out on sick leave. Sgt. M. Garza stated I would need to go into the station for a follow-up regarding our conversation. On June 12, 2018 I was advised by Sgt. Garza to go to the station for a video recorded statement of the issue that happened on June 10, 2018 with Sgt. R. Camacho. Upon arrival, I met with Sgt. Garza and Detective J. Montes where I was interviewed. I advised both of them of the situation and how I felt disrespected. Sgt. R. Camacho has no filter in the things he says and sometimes is very unprofessional with women. I understand I work in a career where is mainly for men however, I do not appreciate for any co-worker to feel the need to speak to a female officer with disrespect. I want for Sgt. R. Camacho to understand that I did not like his comment and I do not want this to happen again. I would like to come to work and have a friendly and respectful environment, one where we all work together as a team. My intentions for this complaint is not to have Sgt. R. Camacho terminated I would just want to have this incident documented and addressed the best way possible.

Respectfully,

Officer

June 26, 2018

Tuesday

### Formal Statement

To whom it may concern,

First and foremost I want to thank you for taking your time from your busy schedule. My name is \_\_\_\_\_ and I am currently working for the Port Isabel police department as a patrol officer for the last six months in which my first month was as a dispatcher. So technically the last five months as a patrol officer. In all the jobs that I have had to this point in my life I know that this the one I truly enjoy and love. The reason I enjoy and love working for this department is that I get to help people overcome difficult situations. Some examples are when citizens fall to victims of abuse, citizens that can't defend themselves against bullies, and that's just to name a few. Seriously the list could go on and on of why I love this job.

When I started on patrol I had to go through a Field Training Officer program (FTO) just like every department does. What happens is that the rookie/new officer is placed with a ranking officer or a senior officer to learn the way the department runs on a day to day basis. I had the privilege of working with professionals like Sergeant L. Cooper and Sgt. R. Brandriff. When riding with these individuals they showed me the upmost curiosity, respect, and were very professional. They were patient and showed me what needed to be done the right way. Now on the other hand I also rode along with Sgt. R. Camacho approximately 3 times. Sgt. Camacho showed me differently. One example is when riding with him he had some grandma vanilla cookies and opened them. He then turned to me and said "this is what you're not supposed to do." As I looked to him he grabbed the wrapper and threw it out the window. I was in disbelief of what he had just done. I was thinking to myself here we are supposed to uphold the law and Sgt. Camacho is breaking them. I thought of saying something but being the new hire I was and am afraid of being retaliated. Another time in the squad room I was on the computer typing a report when Sgt. Camacho made a comment to another officer about watching Porn on his phone and masturbating to it. Sgt. Camacho also is constantly advising all employees to address him as Sergeant but he then goes around calling other officers bitch, joto, weii and pinche puto. These are just a few that I could recall. When riding with Sgt. Camacho he would call out to dispatch that he patrolled a certain zone but in actuality he had not even been in that zone at all.

Sgt. Camacho makes me feel uncomfortable with his sexual comments. Even other female and male officers look at each other when he makes those comments. Sgt. Camacho showed up to a call and stood by and wanted to charge a male subject for cruelty to animals even when the elements for that charge were not there. Sgt. Camacho shows up makes contact with subjects and then an officer shows up and he tells them arrest this guy etc.... Now I know that myself and speaking to other officers I feel that if we do not follow his directive we could get in trouble. About 99% of the department does not want to work with Sgt. Camacho but do not voice it fearing of retaliation. People are supposed to love going to work which I do except when Sgt. Camacho is on duty because he also goes on his power trip due to him being a Sergeant. I was very hesitant in filing this formal statement due to being retaliated against like I mentioned before. I thought to myself if I did not file this formal complainant then he will continue with unethical tactics and maybe down the line cause the City of Port Isabel a major lawsuit.

I am looking for some help in this issue and was wondering if anyone reading this statement can help? We protect the citizens of Port Isabel! Who is protecting us as the employee (Police Officers)?

Again I love and enjoy working for the City of Port Isabel because they have giving me an opportunity to better myself and my daughter. All I want is to do what's right and I hope this is the right thing. Please take this statement into consideration and help me and our department.

Thank you in advance for your time.

Sincerely

Officer

Port Isabel Police Department

110 West Hickman Street