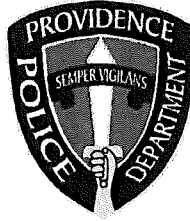


Jorge O. Elorza
Mayor

Hugh T. Clements Jr.
Chief of Police

Steven M. Paré
Commissioner



Providence Police Department
325 Washington Street
Providence, Rhode Island 02903

"Building Pride in Providence"

IN THE MATTER OF

PROVIDENCE POLICE DEPARTMENT

vs.

Office of Professional Responsibility Case Number: CR2022-001

OFFICER JEANN LUGO

COMPLAINT AND NOTICE PURSUANT TO THE
LAW ENFORCEMENT OFFICERS' BILL OF RIGHTS

To: Officer Jeann Lugo, FID #543

[REDACTED]

In accordance with R.I.G.L. §§ 42-28.6-2 (d), 42-28.6-4 (b), and 42-28.6-4 (c), you are hereby notified of the following charges and specifications which are deemed to be in violation and breach of applicable law, contractual mandates, policies, rules, regulations and standards of conduct governing law enforcement officers of the Providence Police Department. You have five (5) days from your receipt of this Complaint and Notice within which to submit a written request for a hearing to Colonel Hugh T. Clements, Jr. Chief of Police, Public Safety Complex, Providence Police Department, 325 Washington St, Providence, RI 02903 with a copy of said request and all further communications to Commander Thomas Verdi, Deputy Chief at the aforesaid address. Failure to submit a written request for a hearing within the time set forth shall act as a waiver of your right to a hearing under the Law Enforcement Officers' Bill of Rights ("LEOBOR").

Be further advised that the recommended penalty is **termination** of your employment with the Providence Police Department.

Charge 1

Violation of the Providence Police Department Rules and Regulations OBEDIENCE TO LAWS AND RULES:

Section 200.2, which states in part, to wit: “Department members shall comply with all Federal and State laws, City Ordinances, and all orders, rules, oaths, procedures and policies (i.e., all directives) of the Department and the City of Providence.”

Specification 1

On June 24th, 2022 protesters were gathered at the Rhode Island State House demonstrating the U.S. Supreme Court decision on abortion rights. You, while off duty, were involved in a disturbance in which you were observed on video striking a female identified as Jennifer Rourke, age 40, on the left side of her face with your right hand. You then struck Jennifer Rourke a second time in the area of her face with your left hand and then walked away.

Jennifer Rourke filed an assault report as well as a civilian complaint naming you as the person responsible for the assault. The Rhode Island State Police conducted a criminal investigation and found that there was sufficient probable cause to charge you in this case. On June 25th, 2022 you were subsequently charged by the Rhode Island State Police with Simple Assault in violation of RIGL 11-5-3 and Disorderly Conduct in violation of RIGL 11-45-1. You were arraigned by a Bail Commissioner and released on Personal Recognizance pending a re-arraignment on July 8th, 2022.

Your above-described misconduct has been prominently reported in the print and electronic media, bringing dishonor, discredit, embarrassment, and reputational harm to the Providence Police Department (“Department”).

Charge 2

Violation of the Providence Police Department Rules and Regulations STANDARD OF CONDUCT:

Section 200.5 which states in whole or in part, to wit: “Personnel shall conduct their private and professional lives in such a manner as to avoid bringing discredit upon themselves or the Department.”

Specification 2

Specification 1 is hereby restated and incorporated by reference and made a part hereof.

Charge 3

Violation of the Providence Police Department Rules and Regulations COURTESY:

Section 200.12, which states in whole or part, to wit: “Members shall be civil, orderly, diligent, discreet, courteous and patient as a reasonable person is expected to be in any situation, and shall not engage in any verbal or physical altercation, whether on duty or off duty, with any member of the department, employee of the city or citizen.”

Specification 3

Specification 1 is hereby restated and incorporated by reference and made a part hereof.

Charge 4

Violation of the Providence Police Department Rules and Regulations RULES GOVERNING CONDUCT:

Section 200.6, which states in whole or part, to wit: “Any act or omission, contrary to good order, discipline, or accepted standards of conduct either on or off duty, shall subject a member or employee to disciplinary action.”

Specification 4

Specification 1 is hereby restated and incorporated by reference and made a part hereof.

Charge 5

Violation of the Providence Police Department Rules and Regulations DEMEANOR:

Section 200.13, which states in whole or in part, to wit: “Personnel shall neither commit nor omit any act which detracts from a professional image. Whether on-duty or off-duty, members are under continuous scrutiny by the public. Personnel shall maintain the confidence of the public and must take care to conduct themselves in a manner so as to bring credit to themselves, the Department, and the City of Providence.”

Specification 5

Specification 1 is hereby restated and incorporated by reference and made a part hereof.

Charge 6:

Violation of Rhode Island General Law SIMPLE ASSAULT or BATTERY:

11-5-3 Simple assault or battery. – (a) Except as otherwise provided in § 11-5-2, every person who shall make an assault or battery or both shall be imprisoned not exceeding one year or fined not exceeding one thousand dollars (\$1,000), or both.

Specification 6

Specification 1 is hereby restated and incorporated by reference and made a part hereof.

Charge 7

Violation of Rhode Island General Law: DISORDERLY CONDUCT:

11-45-1. Disorderly Conduct(a) A person commits disorderly conduct if he or she intentionally, knowingly, or recklessly: (1) Engages in fighting or threatening, or in violent or tumultuous behavior;

Specification 7

Specification 1 is hereby restated and incorporated by reference and made a part hereof.

Officer Lugo, your disturbing, egregious, assaultive and unprofessional behavior while off duty, has brought discredit to your name and has tarnished the proud reputation of the Providence Police Department.

Based on the facts and circumstances presented to me, I have lost confidence in your capacity and ability to exercise self-control, and to conduct yourself in a civil, respectful and professional manner. Accordingly, I recommend that you be **terminated from employment** as a Providence police officer.

Should you so elect, you may waive your right to a hearing before a LEOBOR hearing committee on this Complaint and Notice and resign from the Department. In that case, you will turn in your badge, identification card, portable radio, weapon and all other equipment and uniforms that were issued to you to the Human Resource Bureau. Your police powers shall be terminated at that point. As noted above, if you fail to act within the mandatory LEOBOR time periods, you will be deemed to have waived your right to a hearing under LEOBOR.

During the LEOBOR process and any allowable appeals, your employment with the Department will be suspended in accordance with R.I.G.L. 42-28.6-13.

THE SEVEN (7) CHARGES AND SPECIFICATIONS SET FORTH ABOVE IN THIS COMPLAINT AND NOTICE ARE SIGNED AND DULY SWORN TO BY THE CHIEF HUGH T. CLEMENTS, JR.

Hugh T. Clements, Jr.
Colonel Hugh T. Clements, Jr.
Chief of Police

6-28-2022
Date

STATE OF RHODE ISLAND
PROVIDENCE, SC.

SWORN AND SIGNED BEFORE ME THIS ___ DAY OF JUNE, 2022, BY CHIEF OF POLICE,
COLONEL HUGH T. CLEMENTS, JR.

Donna M. Pietrunti
NOTARY PUBLIC

COMMISSION EXPIRES: 2/23/2023

Copies:

- Steven M. Pare, Commissioner of Public Safety
- Michael Imondi, FOP President
- Human Resource Bureau
- Vincent F. Ragosta, Jr., Esq.

