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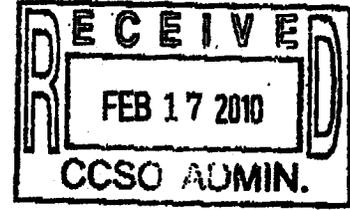
DEBATE JUDICIAL
CHECK NO. 7
DATE 2/10/10
SBO 5817, 18

Human Resources Department
325 2nd Avenue North
Great Falls, MT 59401
Tel. (406) 454-6739
Fax (406) 454-6772
www.co.cascade.mt.us

CASCADE COUNTY

February 12, 2010

Office of the Sheriff
Sheriff David Castle
3800 Ulm North Frontage Road
Great Falls, MT 59404



RE: Sexual Harassment Complaint

Dear Dave:

In accordance with Cascade County Personnel Policy 10.2, Sexual Harassment complaints are to be turned over to the Human Resource Director for investigation. In our phone conversation on 2/11/10 you informed me that due to the Civil Rights Act of 1964, you were charged with conducting sexual harassment complaints. Based on two legal opinions, the Civil Rights Act of 1964 does not state that the Sheriff is charged with investigating such complaints. This statement was again repeated to Kim Sayre by Dan O'Fallon on 2/12/10, along with the Sheriff's Office was going to conduct the investigation.

As you are fully aware, no type of disciplinary action is to be taken without the express approval of the HR Department and MACO.

You are being allowed to run this investigation only because I am out of the office due to personal injury and will not be returning to the office to be able to conduct an investigation in a timely manner. The County Attorney's office, which would do an investigation in my place, is short-staffed due to personal issues and also would not be able to conduct an investigation in a timely fashion in accordance with Policy 10.2.

Upon completion of your internal investigation, you must submit the entire investigative file to me and Jack Holston at MACO before being allowed to take any disciplinary action.

Best practice dictates having investigations conducted by a third neutral party, which would ensure that no negative inference would come back on your Office. I do not understand why you would be resistant to having professionals conduct the investigation which would provide a layer of protection of claims of bias.

If you have any questions, please contact me at 454-6740.

Sincerely,

Stacey Bird
Human Resource Director



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