



**City of Phoenix**  
EQUAL OPPORTUNITY DEPARTMENT

**FINAL INVESTIGATIVE REPORT**

EOD-2022-00250

EOD Director v. Police Department

**Complainant:** Equal Opportunity Director

**Respondent:** Tyler Kamp, Police Lieutenant (Retired)<sup>1</sup>

**Basis:** Sex, Sexual Orientation

**Issue:** Harassment, Sexual Harassment

**Location:** Police Department  
Mountain View Precinct  
Phoenix, AZ

**Background:**

On February 26, 2022, Sgt. Matt Cormier notified Phoenix Police Professional Standards Bureau and EOD staff that [REDACTED] complained to him about being sexually harassed by Lt. Tyler Kamp and Sgt. Justin Gerish. This Final Investigative Report will discuss the investigation against Lt. Kamp.<sup>2</sup> EOD conducted an initial intake interview on March 4, 2022 and two follow-up interviews on March 22, 2022 and May 20, 2022 with [REDACTED]<sup>3</sup> [REDACTED] did not sign the complaint form and thus the complaint was converted into a Director's Charge.<sup>4</sup>

**Jurisdiction:**

On September 27, 2022, the Equal Opportunity Department filed a complaint against the Police Department alleging harassment based on sexual orientation and sex. Given an initial report date of February 26, 2022, the majority of incidents reported were timely and were investigated in accordance with Administrative Regulation (A.R.) 2.35.

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<sup>1</sup> Lt. Kamp retired from the Phoenix Police Department on September 11, 2021.

<sup>2</sup> EOS Leger conducted a separate investigation related to [REDACTED] complaints against Sgt. Gerish.

<sup>3</sup> In the course of these interviews, potential allegations were raised involving Sgt. Timothy Denny, but EOD determined that it did not have jurisdiction.

<sup>4</sup> While this matter was pending, [REDACTED] left her employment with the City and then returned as a [REDACTED].

**Information and Documents Received From (Listed alphabetically):**

<i>Name</i>	<i>Title/Role in Case</i>
██████████	██████████/Witness
Tyler Kamp	Police Lieutenant (Retired)/Respondent
Paula Zaragoza	Police Human Resources Officer/Investigative Assistance

**Investigative Findings**

The following summarizes the findings of this investigation:

**Allegation 1:** Since November 30, 2020, former ██████████ received text messages from Lt. Tyler Kamp in which he harassed her by asking her out for drinks or made sexually harassing comments about her appearance. For example, Lt. Tyler texted her “Yoga pants?? Shoot I missed it... Ummm ██████████ a little heads up next time pls.” ██████████ believed that Lt. Kamp was expressing disappointment that he had not been able to see her in her workout attire.

On or about the second week of July 2021, Lt. Kamp found ██████████ while on duty near a grocery store and asked her why she was not texting him back. In the same conversation, he told her that she had “really nice calves.” This comment was sexually harassing to her.

**Findings: Substantiated**

1. ██████████ provided several screenshots of text messages allegedly sent to her from Lt. Kamp beginning on November 30, 2020. The following are some of the messages sent to ██████████ by Lt. Kamp:
  - a. “Ur too cute haha maybe cuz ur 100 pounds :)”
  - b. “Wow thank you ██████████! Ur way too nice with ur comments... u definitely caught my eye as well with ur composure and fun positive attitude in general... and well, ur eyes and smile of course (emoji with the mouth covered) is that bad to admit??”
  - c. “You’re amazing ██████████ Those pictures are awesome. U weren’t kidding about being a hunter. So u hunt rifle and bow? I love the creek and big horn sheep also. I think I’m turned on lol...”
  - d. “Btw black clothes on a blonde is such a good look (upside smiling emoji)”

- e. “Yoga pants?? Shoot I missed it...” Ummm [REDACTED] a little heads up next time pls!!”
  - f. “Haha for wearing those pants... was that bad to admit??” “So was it bad that I admitted they look REALLY good on you?? Ok I guess it was (emoji with “cheesy” smiling face) sorry I didn’t mean anything by it.” [REDACTED] replied with the following text message: “You can say whatever you want haha as long as it goes along with what I expressed the other day! :) And you can’t treat me as someone you have to be weary of, that’s not fair. I was just asking for certain boundaries because I’m not that way and with training I have to back off from even family friends at work to get through this fun training phase!”
  - g. “Hey! Aren’t you proud of me??? I didn’t send u anything inappropriate on NYE.”
  - h. “Yes ur super easy going. Enrique told me “man she is cute!!” When u walked away. I said “eh she is alright” “haha” “Wow, u don’t bite on anything lol.”
  - i. “Oh and one thing I forgot to say cuz of my phone call, don’t get married when ur 20 (emoji face looking up)” ... “When I was 20 I wanted sex way too much haha” ... “Can’t argue with that! Love my kids. They are so special” “I was a virgin when I got married. So there is that haha. SO married was the answer,” “Sorry I’ve shared too much (Facepalm emoji)”
2. Lt. Kamp was interviewed for this investigation. In his interview, he did not remember sending the text messages detailed above to [REDACTED]. He stated that there was no relationship with [REDACTED] outside of work and denied that they had any physical interactions. Lt. Kamp stated in his interview, “I remember talking to her about quite a bit of things, to help her with training, then when she came to my chain of command, I advised her to go through Matt (Sgt. Cormier) so it didn’t seem like jumping chain. Any conversations occurred before she worked predominantly for me.”

He further stated, “In no way did I harass her at all. We did have conversations before she worked under me. It was very, the conversations were both ways, they, she sought out my personal cell phone number. It was more than a friendly basis. Even the last week I worked on the job, it was a friendly encounter. Any accusations coming from her to me is coming from left field. At no time was there any indication that we weren’t friends, or that any conversations weren’t mutual. A mutual friend reached out to me when I was in Africa, she [REDACTED]

██████████ was struggling in our squad. She (██████████) sought my counsel on what to do. This seems odd and absurd that she would make allegations against me. Any friendly conversations we had if you want to call them flirty or banter was completely mutual and solicited from her.” He described his friendship with ██████████ as a “big brother relationship” and that he engaged in general banter with her and many other people he worked with. Lt. Kamp denied that he was flirting with ██████████

Lt. Kamp stated that after he retired, he went to Africa where he lost his phone and therefore was unable to provide any screenshots of the text messages he exchanged with ██████████. He stated that he did not engage with ██████████ after he learned that she sought his advice while he was in Africa.

Lt. Kamp stated that ██████████ never indicated to him that his messages or conduct was unwanted. Lt. Kamp does not know why ██████████ would complain about him several months after he retired. He stated that he wrote positive remarks in the last PMG he authored for her and that she made similar comments in return. EOD obtained ██████████ PMG for the time period she worked under Lt. Kamp’s chain of command. She did not make any negative comments in her PMG about Lt. Kamp.

3. ██████████ provided a text message reply to Lt. Kamp after he invited her out for drinks. She said she did not want to come off as being “rude,” but wanted to keep things in check and did not know if it would be appropriate to go out with him for drinks. Lt. Kamp denied this interaction, but a text message from him on December 10, 2020, shows that he invited ██████████ for drinks. In addition, on December 8, 2020, he texted her the following:

“Birthday girl!” “Ur giving me too many excuses to take u out for a drink haha”

4. ██████████ said Lt. Kamp informed her that Sgt. Virginia Bolenbaugh was jealous of her and started a rumor at the precinct that ██████████ was hooking up with the entire SAU unit. Lt. Kamp denied making this comment to ██████████
5. Lt. Kamp stated that he is aware of a situation where, in his words, ██████████ was making “crazy accusations” or “exaggerating” and “making things up.” This allegedly involved ██████████ making “salacious allegations” against a female officer she was rooming with that “didn’t make any sense.” He did not know the name of this officer.

6. [REDACTED] alleged that while she was working near a grocery store in July 2021, Lt. Kamp asked her why she was not responding to his texts and told her that she had “really nice calves.” Lt. Kamp denied making this comment to [REDACTED].

**Allegation 2:** Lt. Kamp sent several inappropriate texts about staff members that made [REDACTED] uncomfortable, including a text asking if an officer she worked with was “...gay and just didn’t know it...” The inappropriate texts continued through July 2021.

**Findings: Untimely but would otherwise be Substantiated**

1. [REDACTED] provided several screenshots of text messages that were allegedly sent to her from Lt. Kamp. The following screenshot showed that on December 30, 2020, Lt. Kamp texted [REDACTED] this message:

“The million dollar question everyone asks about (Sgt.) Barker is if he is gay and just doesn’t know it...maybe you can get the insight lol.”

Lt. Kamp denied sending this text message to [REDACTED].

**Conclusion:**

Regarding **Allegation 1**, [REDACTED] reported that Lt. Kamp sent sexually harassing text messages to her. The evidence provided by [REDACTED] corroborated her allegations. Although Lt. Kamp denied sending the messages, [REDACTED] provided screenshots as part of the investigation. She further alleged that Lt. Kamp encountered her at a grocery store and told her that she had “nice calves” sometime in July 2021. Although Lt. Kamp denied this allegation, [REDACTED] evidence of text messages she received from Lt. Kamp showed that Lt. Kamp had previously complimented [REDACTED] physical characteristics such as her eyes and smile, and called her “cute.” He also complimented her clothing choices by stating, “black clothes on a blonde is such a good look (upside down smiling emoji)” and asking her “so was it bad that I admitted they look REALLY good on you??” “Ok I guess it was (emoji with ‘cheesy’ smile face).” Lt. Kamp also texted her that he was “turned on” by her. Given these texts, Lt. Kamp more likely than not told [REDACTED] that she had “really nice calves.”

[REDACTED] formally complained about Lt. Kamp’s sexual harassing conduct on February 26, 2022. The harassing text messages he sent to [REDACTED] are beyond the 300-day threshold for jurisdictional purposes. However, his comment to her about having “nice calves,” which occurred sometime in July 2021, would be considered part of the ongoing harassment and therefore make all of the text messages timely.

Based on the preponderance of the evidence, a violation of A.R. 2.35 occurred in **Allegation 1**.

Regarding **Allegation 2**, [REDACTED] reported that Lt. Kamp sent her a text message commenting that another Police employee was “gay and didn’t know it.” The evidence provided by [REDACTED] corroborated this allegation. The text about Sgt. Barker was untimely and therefore was not a violation of A.R. 2.35. However, EOD has determined that retired-Lt. Kamp did send this text to [REDACTED]

Because Lt. Kamp is retired from the City of Phoenix, EOD will refer this matter to the Police Department to determine if the findings need to be reported to AZPOST.

**Report Date:** January 23, 2023

**Prepared by:**

*Erik Chavarria*  
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Erik Chavarria  
Equal Opportunity Specialist

1/23/2023  
\_\_\_\_\_  
Date

**Reviewed by:**

*Renee Parker-Weathersby*  
\_\_\_\_\_  
Renee Parker-Weathersby  
Human Resources Supervisor

1/23/2023  
\_\_\_\_\_  
Date