

#### **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 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 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.

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

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

<sup>&</sup>lt;sup>2</sup> EOS Leger conducted a separate investigation related to against Sgt. Gerish.

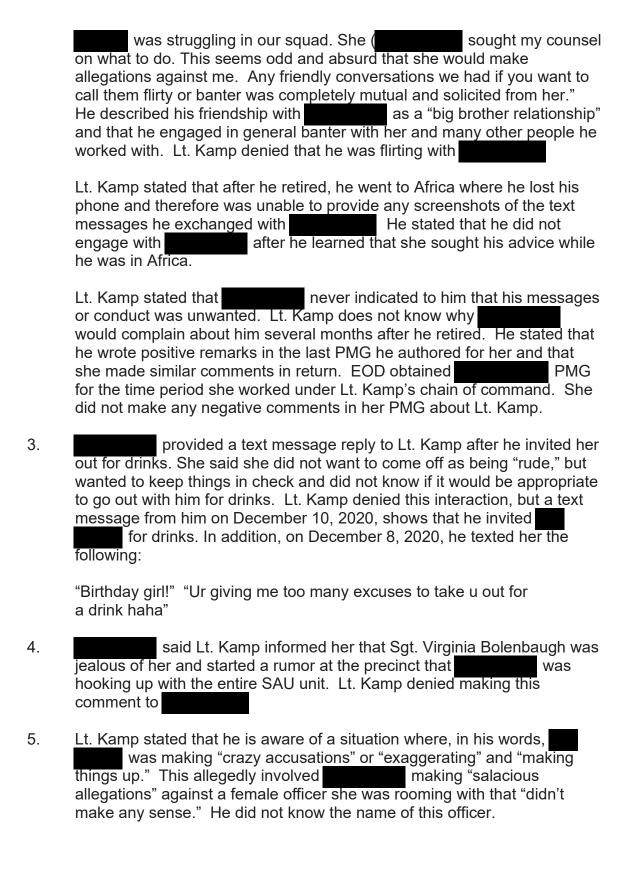
<sup>&</sup>lt;sup>3</sup> In the course of these interviews, potential allegations were raised involving Sgt. Timothy Denny, but EOD determined that it did not have jurisdiction.

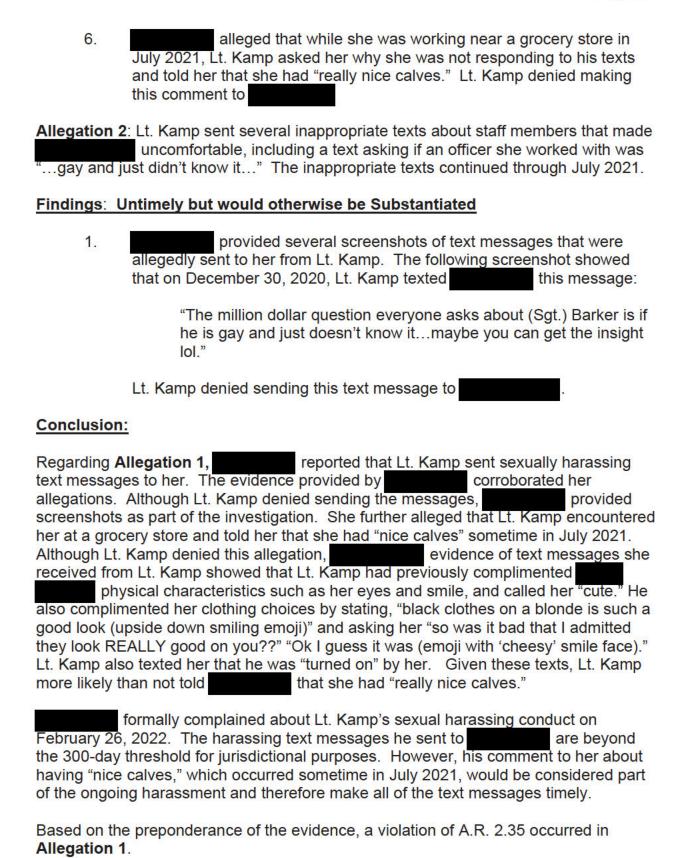
# Information and Documents Received From (Listed alphabetically):

<i>Name</i> Tyler Kamp Paula Zaragoza	/Witness Police Lieutenant (Retired)/Respondent Police Human Resources Officer/Investigative Assistance
Investigative Find	<u>lings</u>
The following sumr	marizes the findings of this investigation:
text messages from drinks or made sex Tyler texted her "Y next time pls."	received n. Lt. Tyler Kamp in which he harassed her by asking her out for sually harassing comments about her appearance. For example, Lt. oga pants?? Shoot I missed it Ummm a little heads up believed that Lt. Kamp was expressing disappointment that ole to see her in her workout attire.
near a grocery stor	cond week of July 2021, Lt. Kamp found while on duty re and asked her why she was not texting him back. In the same old her that she had "really nice calves." This comment was sexually
Findings: Substa	<u>ntiated</u>
	provided several screenshots of text messages allegedly sent r from Lt. Kamp beginning on November 30, 2020. The following are 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 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." 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 the stated that there was no relationship with the stated 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





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commenting that another Police employee very provided by corroborated this a	ed that Lt. Kamp sent her a text message was "gay and didn't know it." The evidence llegation. The text about Sgt. Barker was of A.R. 2.35. However, EOD has determined
Because Lt. Kamp is retired from the City of Police Department to determine if the finding	
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Prepared by:	
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Equal Opportunity Specialist	
Reviewed by:	
Rence Parker-Weathersby	1/23/2023
Nence Farker-Weathersby	Date
Human Resources Supervisor	