



ADMINISTRATIVE INVESTIGATION

Issue – Allegations of inappropriate communications with staff.

Requesting Division/Facility: [REDACTED]

Subject(s) of Investigation: Jennie Hansen

CONFIDENTIAL



ADMINISTRATIVE INVESTIGATION REPORT

TO: Jim Anderson, Public Safety Chief
FROM: Skyler MacDonald, Human Resources (HR)
DATE: January 19, 2024

ISSUE STATEMENT: It was reported that Jennie Hansen was telling [REDACTED] inappropriate things about [REDACTED]. It was reported that Jennie told [REDACTED] that [REDACTED] were drunk while at a work conference in Oregon.

WITNESSES/INVESTIGATIVE LEADS:

Jennie Hansen (Warden, MWP) – Subject

[REDACTED] – Complainant

[REDACTED] – Witness

[REDACTED] – Witness

POLICY REFERENCE:

DOC 1.3.2 PERFORMANCE AND CONDUCT

D. Unacceptable Performance and Conduct

1. Performance and conduct behavior unacceptable for Department employees includes, but is not limited to, the following:

p. failure to maintain a courteous, productive and otherwise acceptable working relationship with fellow workers and the general public;

SYNOPSIS: On December 13, 2023, [REDACTED] reported that [REDACTED] approached [REDACTED] about comments made by Warden Jennie Hansen about [REDACTED] being drunk during a work conference held in Portland, Oregon. In [REDACTED] written statement [REDACTED] reports, "On 10/17/2023, [REDACTED] reported to me [REDACTED] that Warden Jennie Hansen was talking about me and the [REDACTED] regarding the WWICJJ Conference held on October 8-11th. It was reported that on one of the evenings during the conference, [REDACTED] were 'so drunk' sitting at the bar in the hotel lobby. It was reported that I was 'slumped over and drooling' on myself. At this point, (Jennie) reported to [REDACTED] that she (Jennie) pointed me [REDACTED] out to her husband and said, 'That's the [REDACTED]'. Now you can see why I have so many problems with [REDACTED]'"

[REDACTED] reported that [REDACTED] was in the hotel bar waiting with [REDACTED] for an Uber driver to deliver Voodoo Donuts. [REDACTED] confirmed that Warden Hansen and her husband came over and conversed with the three of them at the hotel bar. [REDACTED] reported watching the Uber Eats app on [REDACTED] phone to see where the delivery driver was.

During my conversation with [REDACTED] reported that [REDACTED] was worried about retaliation that would come from speaking out about Warden Hansen.



██████████ confirmed that, on December 21, 2023, ██████████ was at the hotel bar in Oregon with ██████████ and that Warden Hansen and her husband came to talk with them. ██████████ confirmed that they were waiting for Voodoo Donuts. ██████████ reported that Warden Hansen had bought ██████████ a drink from the bar. ██████████ reported that none of them were drunk, wasted, or slobbering. ██████████ confirmed that ██████████ and ██████████ were watching a phone, tracking the Uber guy with the donuts. ██████████ also said that it is clear Warden Hansen doesn't like ██████████. Warden Hansen has made many comments about ██████████. ██████████ reported that ██████████ tries to stay clear of Warden Hansen and stay in Warden Hansen's "good graces, so ██████████ head is not on the plate."

██████████ reported a recent incident that involved the comments of Warden Hansen. ██████████ reported, "Yesterday (12/20/23) during the jail holds meeting with lots of people and Probation and Parole, they were talking about an inmate who had been discharged from MWP and was in Oregon. They were talking about the homeless population in Oregon and the drug laws and the inmate's specific situation about being arrested. The warden said, ██████████ should know because ██████████ was walking around drunk among the homeless people.' ██████████ said, 'I was not walking around drunk in Oregon.' Then was quiet." During the interview with ██████████ ██████████ said that ██████████ was extremely scared to talk to me. ██████████ reported that ██████████ was shaking. ██████████ stated that ██████████ was scared of what Warden Hansen would do or say.

On January 4, 2024, ██████████ reported that ██████████ had said something to ██████████ that bothered ██████████ and wasn't appropriate. ██████████ reported that Warden Hansen said that ██████████ ██████████ were extremely intoxicated at the bar. At one point ██████████ head was bobbing, and sloshy drunk. Warden Hansen was acting out the bodily movements of being drunk to ██████████ ██████████ went to ██████████ to verify the comments made by ██████████.

On January 17, 2024, Warden Hansen confirmed that she was at the hotel bar with her husband that night in Oregon. Warden Hansen reported that there were several of DOC employees at the hotel bar and confirmed that ██████████ were there waiting for an Uber driver to deliver Voodoo Donuts. She stated that no one was drunk and reported that her husband bought drinks for ██████████ ██████████ Warden Hansen denied telling coworkers that ██████████ were drunk in Oregon.

FINDINGS:

The allegations of inappropriate communications with staff about ██████████ are substantiated. ██████████ confirmed hearing conversations they had with Warden Hansen regarding ██████████ being drunk in Oregon.

██████████ all confirm that Warden Hansen has made inappropriate comments regarding DOC staff members.

In addition, there were many comments made by ██████████ regarding Warden Hansen that are concerning.

- ██████████ reported Warden Hansen's comments and actions regarding a female Correctional Officer who identifies as a lesbian. ██████████ was talking with Warden Hansen when the Correctional Officer was introduced to Warden Hansen. The Correctional Officer walked off. Warden Hansen looked at ██████████ and said, "Male or female?" Then Warden Hansen cupped her hand in her crotch like lifting her balls. ██████████ replied "Female". Warden Hansen replied, "You sure?" Then repeated the cupping motion. ██████████ turned around and walked away.
- ██████████ reported that Warden Hansen will say inappropriate and unprofessional comments during meetings, for example "The only person's balls that matter are mine."



██████████ also reported about ██████████ being disrespectful to staff during meetings and downgrading staff's comments. ██████████ reported that ██████████ has screamed at ██████████ during meetings.

END OF REPORT