

Montana State University Police Department
Professional Standards Investigation PS2020-001

Introduction

On January 8, 2020, at approximately 1533 hours, Officer Angela Roundtree assisted Officer Joshua Falkos on a traffic enforcement stop on Kagy Boulevard west of 7th Avenue, #CFS2000565. On January 8, 2020, at 1730 hours, Officer Roundtree requested Sergeant Thomas Luhrsen review video from her Body Worn Camera (BWC) associated with the enforcement stop on Kagy Boulevard because she felt a citizens' complaint would follow based on her actions during the stop.

Sergeant Luhrsen reviewed Officer Roundtree's BWC video and subsequently notified Lieutenant Randy Crandall of his findings. Sergeant Luhrsen conveyed that Officer Roundtree was unprofessional when engaging the driver during a traffic stop. Officer Roundtree's poor body language, condescending tone of voice, escalating responses, accusations, discourteous treatment, and her overall lack of self-discipline were clearly evident. Officer Roundtree stood squared up to a driver side door with arms crossed at chest level and a stern look on her face. She demonstrated poor officer safety by not maintaining a position of advantage and standing in the eastbound lane of traffic. Officer Roundtree's actions were inconsistent with her training and violated the police officer code of ethics.

Sergeant Luhrsen was instructed by Lieutenant Crandall to conduct a professional standards investigation, case # PS2020-001.

PS2020-001 – Investigative Summary

On January 8, 2020, at approximately 1533 hours, Officer Joshua Falkos initiated a traffic stop on Kagy Boulevard, west of 7th Avenue on a red 2007 Dodge Caliber (MT License Plate

), for exceeding the posted speed limit (48 MPH in a 35 MPH zone). Officer Falkos contacted the single occupant/driver of the vehicle, later identified as . Officer Falkos identified himself as an "MSU police officer" and advised he stopped her for speeding. told Officer Falkos she was not going more than 38 mph.

then stated, "I don't feel comfortable with white officers..." and inferred Officer Falkos stopped her specifically because she is a black female. then pulled out her cellular phone and stated she was going to record the stop for her safety. As a result, Officer Falkos requested that another officer respond to his location. Approximately two minutes later Officer Roundtree and Officer Katherine Licht, who were patrolling together as a single unit, arrived on scene and assumed an overwatch position on the passenger side of the vehicle. Officer Roundtree then changed her position by walking behind Officer Falkos on the driver side of the vehicle. Once positioned behind Officer Falkos, Officer Roundtree was able to hear state to Officer Falkos, "I am not resisting arrest; I don't want your gun to be pulled. I am a black woman in Bozeman, Montana, that went three miles over thirty-five." Officer Roundtree then stated, "Oh boy," which immediately caused Officer Falkos to turn his head toward Officer Roundtree and ask her if she wanted to speak with .

Officer Roundtree then relieved Officer Falkos and took the primary driver side position after confirming with Officer Falkos his reason for stopping . Officer Roundtree then began a dialog with , requesting produce her driver license, insurance,

and vehicle registration, which she did. Once Officer Roundtree received the required documents from [REDACTED] and handed them to Officer Falkos, Officer Falkos returned to his vehicle to verify [REDACTED] information. During this time, Officer Roundtree elected to maintain her position at the driver side of the vehicle and continue speaking with [REDACTED]. Officer Roundtree stated, "You must not come from here, huh?" [REDACTED] responded by stating calmly, "No, I'm from here. Like I said, I've been here for ten years." Officer Roundtree then stated, "Do you feel like you didn't break the law at all? I'm just wondering, because it seems like you are playing a game here that really isn't cool." This statement by Officer Roundtree elicited an assertive, direct, gesticulatory response from [REDACTED], in which she replied, "Black people are being killed all over the United States by white officers." At this point Officer Roundtree continued to engage [REDACTED], further escalating the situation by providing "okay" and "mmm hmm" responses, even though [REDACTED] had indicated multiple times she no longer wanted to speak with Officer Roundtree. This included Officer Roundtree stating, "Okay, you're playing a game and it's not cool. Nobody is going to like that; nobody wants to deal with it." Officer Roundtree then disengaged [REDACTED] momentarily to speak with Officer Licht, who was positioned on the passenger side of the vehicle. In speaking to Officer Licht, Officer Roundtree stated, "She's trying to get out of a citation by playing a game." [REDACTED] immediately responded to the statement stating, "I am not trying to get out of a citation!"

Officer Falkos then walked back to [REDACTED] vehicle and re-engaged as the primary officer on the driver side of the vehicle. Officer Roundtree took a secondary position behind and slightly to the left of Officer Falkos. Approximately forty seconds later while Officer Falkos was speaking to [REDACTED], Officer Roundtree stepped around Officer Falkos; stood with her body squared up to the driver side door; and folded her arms while staring at [REDACTED]. Officer Roundtree then re-engaged [REDACTED] interrupting Officer Falkos as he was speaking and stated, "Okay, I just want to say one thing ma'am." [REDACTED] immediately conveyed to Officer Roundtree again that she did not wish to speak with her and indicated she wanted to speak to Officer Falkos. Officer Roundtree responded by saying, "Please don't talk over me." This interaction immediately escalated the situation again. Officer Roundtree and [REDACTED] then began arguing back and forth for approximately one and a half minutes. During that time Officer Roundtree made multiple statements to [REDACTED]; such as, "You are not giving me a command" and indicating her belief [REDACTED] was trying to intimidate a police officer. [REDACTED] then threw her glasses on the floorboard of the vehicle, turned her upper body towards the window, and pressed it against the door while dropping her left arm out of view down to the floorboard of the car for approximately thirty seconds. Officer Roundtree did not move to a position of cover nor did she unfold her arms.

Officer Falkos then moved forward toward the driver and advised Officer Roundtree he was okay and indicated he would finish the traffic stop. As Officer Falkos once again re-engaged [REDACTED], Officer Roundtree did not leave her unsafe position. Officer Roundtree continued to stand with her arms folded and continued to stare in [REDACTED] direction as Officer Falkos spoke to [REDACTED]. After approximately one minute, Officer Roundtree stated, "This

is not where you came from” and abruptly walked away. Officer Falkos then gave a verbal warning for speeding and concluded the traffic stop at 1547 hours.

The specific allegations of this investigation are as follows:

Officer Falkos called Officer Roundtree to the scene to provide him assistance in de-escalating what he perceived to be a potentially volatile situation. However, Officer Roundtree did the opposite. Officer Roundtree escalated the event by making statements that were intentionally upsetting and argumentative toward . Additionally, Officer Roundtree’s body language and tone of voice also further escalated behavior towards Officer Roundtree and Officer Falkos during the traffic stop. Moreover, Officer Roundtree showed an extreme lack of officer safety by standing in the roadway directly squared up to a driver side window with her arms crossed. Officer Roundtree’s interaction with was unprofessional and perceived by to be racially biased.

PS2020-001 - Findings

1. Officer Roundtree never attempted to de-escalate the situation, instead elected to intentionally engage in conduct that was unprofessional, discourteous, and antagonistic in a manner that escalated the situation placing all parties involved in increased danger.
– **Sustained**

This sustained allegation is a direct violation of the following:

- **Montana State University Police Department Policy Manual – Code of Ethics**

My fundamental responsibility as a public safety officer is to serve the community, safeguard lives and property, protect the innocent, keep the peace, and ensure the constitutional rights of all are not abridged; I will perform all duties impartially, without favor or ill will and without regard to status, sex, race, religion, creed, political belief or aspiration. **I will treat all citizens equally and with courtesy, consideration, and dignity. I will never allow personal feelings, animosities, or friendships to influence my official conduct. I will enforce or apply all laws and regulations appropriately, courteously, and responsibly;** I will never employ unnecessary force or violence and will use only such force in the discharge of my duties as is objectively reasonable in all circumstances. I will refrain from applying unnecessary infliction of pain or suffering and will never engage in cruel, degrading, or inhuman treatment of any person; whatever I see, hear, or learn, which is of a confidential nature, I will keep in confidence unless performance of duty or legal provision requires otherwise; I will not engage in nor will I condone any acts of corruption, bribery, or criminal activity; and will disclose to the appropriate authorities all such acts. I will refuse to accept any gifts, favors, gratuities, or promises that could be interpreted as favor or cause me to refrain from performing my official duties; I will strive to work in unison with all legally authorized agencies and their representative in the pursuit of justice; I will be responsible for my professional development and will take reasonable steps to improve my level of knowledge and competence; **I will at all times ensure my character and conduct is admirable and**

will not bring discredit to my community, my agency, or my chosen profession. (§ 23.13.203, ARM) (Exhibit 7)

- **Montana State University Police Department Policy 320 Standards of Conduct, Section 320.5.9 Conduct, subsection f.** - Discourteous, disrespectful or discriminatory treatment of any member of the public or any member of this department or the State. (Exhibit 8)
- **Montana State University Police Department Policy 320 Standards of Conduct, Section 320.5.9 Conduct, subsection m.** – Any other on- or off-duty conduct which any member knows, or reasonably should know is unbecoming as a member of this department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this department or its members. (Exhibit 8)
- **Montana State University Police Department, Department Mission and Values Statement – Professionalism:** Setting the example in everything we do by being fair, objective, and consistent in the performance of our duties. (Exhibit 9)
- **Montana State University Police Department, Department Mission and Values Statement – Excellence:** Seeking continuous improvement and learning for ourselves, while showing compassion and understanding towards others. (Exhibit 9)
- **Montana State University Police Department, Interdepartmental Memorandum, dated September 1, 2017, Patrol Expectations, Organizational Values – Professionalism** – Setting the example in everything we do by being fair, objective, and consistent in the performance of our duties. (Exhibit 10)
- **Montana State University Police Department, Interdepartmental Memorandum, dated September 1, 2017, Patrol Expectations, Organizational Values – Excellence** – Seeking continuous improvement for ourselves, while showing compassion and understanding toward others. (Exhibit 10)

The determination was based on the following:

- A review of Officer Roundtree’s Body Worn Camera (BWC) video (Exhibit 25) shows the following:
 - Officer Roundtree assisted Officer Falkos with acquiring _____ driver license, vehicle registration, and proof of insurance. After Officer Roundtree handed the documents to Officer Falkos she elected to maintain her position at the driver side of the vehicle and continue speaking with _____. During this time Officer Roundtree made multiple statements that clearly escalated the situation. Officer Roundtree stated, “You must not come from here, huh?” _____ responded by stating calmly, “No, I’m from here. Like I said, I’ve been here for ten years.” Officer Roundtree then stated, “Do you feel like you didn’t break the law at all? I’m just wondering, because it seems like you are playing a game here that really isn’t cool.” This statement by Officer Roundtree elicited a loud direct response from _____. Officer Roundtree continued to engage _____, further escalating the situation by providing “okay” and “mmm hmm” responses, even though _____ had indicated multiple times she no

longer wanted to speak with Officer Roundtree. Officer Roundtree continued stating “Okay, you’re playing a game and it’s not cool. Nobody is going to like that; nobody wants to deal with it.” Officer Roundtree then disengaged

momentarily to speak with Officer Licht, who was positioned on the passenger side of the vehicle. Officer Roundtree told Officer Licht, “She’s trying to get out of a citation by playing a game.” heard this comment and immediately responded by saying, “I am not trying to get out of a citation!”

- When Officer Falkos returned to vehicle and resumed primary position on the driver side of the vehicle, Officer Roundtree continued to stand behind Officer Falkos. After approximately forty seconds Officer Roundtree stepped around Officer Falkos and placed her body squared up to the driver door with her arms folded staring at . Officer Roundtree then re-engaged interrupting Officer Falkos as he was speaking stating, “Okay, I just want to say one thing ma’am.” immediately conveyed to Officer Roundtree that she did not wish to speak with her and indicated she wanted to speak to Officer Falkos. Officer Roundtree responded by saying, “Please don’t talk over me.” This immediately escalated the situation again, resulting in Officer Roundtree and arguing back and forth for approximately one and a half minutes. During that time Officer Roundtree made multiple statements to ; such as, “You are not giving me a command,” and suggested was trying to intimidate a police officer.
- Officer Falkos then stepped back in as primary officer and advised Officer Roundtree he was okay, and he would finish the traffic stop. Approximately one minute later, while Officer Falkos was speaking with , Officer Roundtree stated, “This is not where you came from” before abruptly walking away.
- Statements made by Officer Roundtree during her interview with Sergeant Luhrsen and Sergeant Amy Ross on January 15, 2020. (The transcription was broken into two sections and listed as Exhibit 5a and Exhibit 5b.)
 - Exhibit 5a:
 - Page 13 – Officer Roundtree acknowledged that she was dispatched to the traffic stop to provide backup for Officer Falkos.
 - Page 13 – Officer Roundtree acknowledged that she was the senior officer on the traffic stop.
 - Page 13 – Officer Roundtree acknowledged, as the senior officer on the scene, she had an enhanced level of responsibility.
 - Page 15 - Officer Roundtree indicated her reasoning for inquiring about where was from was a technique Officer Roundtree had used in the past to de-escalate situations. However, Officer Roundtree admitted it didn’t de-escalate anything with regard to her contact with .
 - Page 17 – Officer Roundtree acknowledged she told , “It seems like you’re playing a game that really isn’t cool.”

- Page 17 – Officer Roundtree acknowledged she believed her actions, demeanor, and comments escalated the situation.
- Page 17 – Officer Roundtree was asked if her actions were consistent with the Montana State University Police Department’s policies. Officer Roundtree responded stating, “I don’t know if policy applies. I can tell you that I should not have gotten upset. I should have stayed calm.”
- Page 17 – Officer Roundtree was asked if her actions during the traffic stop exhibited an example of professionalism. Officer Roundtree stated, “No.”
- Page 18 – Officer Roundtree was asked if she believed that she maintained a professional standard in accordance with the law enforcement code of ethics. Officer Roundtree stated, “I don’t think I was professional in this case.”
- Page 18, 19 – Officer Roundtree was asked to read the Code of Ethics (Exhibit 7) and then was asked if her performance during the traffic stop was consistent with what she read. Officer Roundtree stated, “Once again, I will say that I was not professional during the interaction.”
- Page 19 – Officer Roundtree acknowledged she self-reported her conduct to Sergeant Luhrsen and stated, “I screwed up. And this is not a typical response for me during a call.”
- Page 20 – Officer Roundtree acknowledged the traffic stop had become a volatile situation and indicated her demeanor was not helpful.
- Page 20 – Officer Roundtree acknowledged on January 5, 2020, she had completed a de-escalation daily training bulletin scenario (Exhibit 12), which stated responding officers should generally **not** do the following:
 - Use stances or tactics that can be interpreted as aggressive
 - Argue, speak with a raised voice, or use threats to obtain compliance
- Page 22 – Officer Roundtree acknowledged _____ asked Officer Roundtree to stop talking to her but admitted she continued to engage _____ stating, “I didn’t say much, but I did say something. I shouldn’t have said anything.”
- Page 24 – Officer Roundtree was asked why she re-engaged _____ after Officer Falkos came back to the window. In response to this question Officer Roundtree stated, “I was extremely overwhelmed by the feeling that she was not only going to do that to us on this traffic stop, but she was going to do this again to another officer on another traffic stop at some point. I should have shut up, but I didn’t.”
- Page 24 – Officer Roundtree was asked if any of her actions or comments were professional. Officer Roundtree answered the question stating, “No. As I’ve said repeatedly, no.”
- Page 30 – Officer Roundtree was asked whether or not her statement to the driver was appropriate, Officer Roundtree stated, “No.”
- Page 30, 31 – Officer Roundtree was asked to read MSU Policy 320.5.9 Conduct (Exhibit 8), specifically sections F and M; the Mission and Values statement (Exhibit 9); and a portion out of an Interdepartmental Memo on Patrol

Expectations (Exhibit 10). Upon the completion of these readings Officer Roundtree was asked if her actions were in compliance with those directives and she replied, "No."

- Page 32 – Officer Roundtree was asked if she has ever had an emotional response in this line of work where it probably wasn't ok. Officer Roundtree replied, "I know I've gotten aggravated in the past, but what cop doesn't."
- Page 33 – Officer Roundtree was asked to recall another event where she showed a lack of professional restraint of her emotions while backing up another officer, Case #1801284. During this encounter Officer Roundtree ordered a student to go into a dorm room and retrieve narcotics. Officer Roundtree acknowledged the case and stated, "I came into that building pissed because I had a co-worker that was refusing to work."

Exhibit 5b:

- Page 1 – Officer Roundtree acknowledged the manner in which she interacted with _____ was not consistent with the professional standards of the Montana State University Police Department and her professional code of ethics.

2. Officer Roundtree demonstrated poor officer safety by placing herself in a position of increased risk.

- Sustained

This is a direct violation of the following:

- **Montana State University Police Department, Interdepartmental Memorandum, dated September 1, 2017, Officer Safety** – Officer Safety should be your number one concern. You are expected to maintain a high level of situational awareness and seek back-up when needed. Always err on the side of caution. **You are expected to do whatever is necessary to protect yourself and others. This is accomplished by using authorized officer safety tactics, maintaining your training requirements, keeping your equipment clean and serviceable, and being aware of changing conditions.** There may be times when it becomes necessary for you to address an officer safety concern with a peer or even a supervisor. When it comes to officer safety everyone is expected to immediately speak up and address the risk. (Exhibit 10)

The determination was based on the following:

- A review of Officer Roundtree's Body Worn Camera (BWC) video footage (Exhibit 25) showed:
 - Officer Roundtree standing squared to the driver side door.
 - Officer Roundtree stepping around Officer Falkos as he was speaking with _____ from a position of safety, positioning her body farther out into the lane of traffic.
- A review of Officer Falkos' Body Worn Camera (BWC) video (Exhibit 26), showed:
 - Officer Roundtree squared to the driver side door with her arms folded facing _____ . Officer Roundtree failed to move to a position of advantage despite

throwing her glasses on the floor of the vehicle, turning in her seat towards the door, and dropping her left hand down and out of view for approximately 30 seconds. During this time, Officer Roundtree's positioning did not change even though behavior indicated she was becoming more upset.

- Officer Roundtree stood in the middle of the road, behind Officer Falkos, requiring traffic to drive around her.
- A review of Officer Falkos' patrol vehicle dash camera (Exhibit 31) showed:
 - Officer Roundtree stood in the roadway squared up on the driver side door with her arms folded throughout portions of the encounter with .
- Statements made by Officer Roundtree during her interview with Sergeant Luhrsen and Sergeant Ross on January 15, 2020. (Exhibit 5a)
 - Page 22 – Officer Roundtree acknowledged at a certain point during the traffic stop she stepped into the lane of traffic and positioned herself directly facing the driver. When Officer Roundtree was asked why she did this she stated, "Because I was being a dumbass."
 - Page 22, 23 – Officer Roundtree acknowledged that standing in a lane of traffic during the traffic stop was not consistent with her training.
 - Page 23 – Officer Roundtree acknowledged standing with arms crossed did not provide a position of advantage.
 - Page 23 – Officer Roundtree acknowledged her positioning in the middle of the lane of traffic placed her at risk of being struck by approaching vehicles. Officer Roundtree elaborated further stating, "It was not a good position at all" and "It was dumb."
 - Page 26 – Officer Roundtree was asked if it was ever safe to stand with her arms folded during a traffic stop. Officer Roundtree stated, "No."
 - Page 26 – Officer Roundtree was asked if she thought she was in danger from during the traffic stop. Officer Roundtree replied, "No, but I was being a dumbass because I was standing in the wrong spot and I shouldn't have re-engaged her. I should have gone to the other side like I did, finally, in the end."
 - Page 26 – Officer Roundtree was asked where she was trained to stand during a driver side approach. Officer Roundtree stated, "Behind the second bar, it would be the B pillar."
 - Page 28 – Officer Roundtree was asked to explain her body positioning and stance after Officer Falkos re-engaged the driver. She replied, "I am way too focused on the situation instead of thinking about my typical officer safety."

3. Officer Roundtree demonstrated racial bias (Exhibit 14) based on her statements to during the traffic stop.

- Not Sustained

made statements at the beginning of the traffic stop that inferred she was stopped by Officer Falkos because of her race. Officer Falkos asked Officer Roundtree to assume the lead position in the traffic stop in an effort to de-escalate the situation. During Officer Roundtree's initial interaction with , Officer Roundtree asked, "You must not come from here, huh?" This statement was included in other unremarkable comments made by Officer Roundtree while talking with . responded to the comment by calmly telling Officer Roundtree she has lived in Bozeman for ten years.

Later in the traffic stop Officer Roundtree stated abruptly, "This is not where you came from" before quickly walking away. responded, "Did you just tell me to go back to where I came from...?" was clearly upset and appeared greatly offended by the comment. It was later determined that misunderstood Officer Roundtree's comment but; nevertheless, found the comment to be offensive.

told investigators she felt the statement was motivated by race because the comment was used a second time, after already stated she was from Bozeman. Officer Roundtree denied the comment was racially motivated.

Giving equal weight to both and Officer Roundtree's perspective of the event, the investigation was unable to establish racial bias within the preponderance of evidence needed to sustain the allegation.

The determination was based on the following:

- Statements made by during her interview with Sergeant Ross on January 21, 2020. (Exhibit 6)
 - Page 1 – said she observed Officer Falkos pass her, then turn on his lights. stated, "So I pulled over and that's when the altercation, I guess everything started."
 - Page 1 – indicated she was a little apprehensive and stated, "I have been profiled before by the Bozeman PD."
 - Page 1 – stated, "I was always real cautious in doing that. So, I was like here we go again." went further to indicate she was really tense during the traffic stop.
 - Page 2 – indicated she felt Officer Roundtree started to antagonize her during the traffic stop.
 - Page 2 – indicated after the first-time Officer Roundtree told her "You're not from around here," stated, "Maybe [Officer Roundtree] means more to this than what she's putting on. Also, I found that she was giving her opinion."

- Page 3 - indicated Officer Roundtree said she was “playing a game”, which made her angry.
- Page 3 – was asked if she felt Officer Roundtree’s comments were racially motivated. stated, “When she asked me the first time, no. No, I really didn’t,” referring to Officer Roundtree’s statement “You are not from around here, huh?” further stated, “Okay this is the second time that you’re saying this. So, what exactly do you mean by that?”
- Page 5 – Sergeant Ross stated her review of Officer Roundtree’s BWC video showed Officer Roundtree being aggressive and antagonistic. Sergeant Ross asked if she felt Officer Roundtree’s actions were motivated by race. responded stating, “I do believe it was, on her part, motivated by race.” went further stating, “I do think she was motivated by race. Maybe not at first, but I think as she progressively got angrier, she just let it all hang out.”
- Page 5 - was asked what stood out to her the most. replied, “How abrasive she was... and I guess how she was so combative.”
- Statements made by Officer Roundtree during her interview with Sergeant Luhrsen and Sergeant Ross on January 15, 2020. (Exhibit 5a)
 - Page 14 – Officer Roundtree acknowledged making the statement “Oh boy” when she first stepped up behind Officer Falkos. When asked to clarify what she meant by that statement, Officer Roundtree indicated she heard making statements about being a black woman and knew the traffic stop “wasn’t the best situation.”
 - Page 27 – Officer Roundtree was asked why she asked “Do you know what I am?” Officer Roundtree stated, “Because I am part native... Cree specifically. And I thought that also would help her realize she was dealing with someone that was not pure white... I’m trying to support we’re not racist because I know that’s the narrative she’s trying to build.”
 - Page 29 – Officer Roundtree was asked about her final statement to , stating, “This is not where you came from.” Officer Roundtree replied stating her meaning for the statement “had to do with her experiences somewhere else where they were racist, as she was indicating.” Officer Roundtree went further to state “But Montana officers are not racist.” Officer Roundtree also stated she was defensive due to feeling was inferring she and Officer Falkos were racist.
 - Page 30 – Officer Roundtree continued to explain her position on why she stated was not from here, referring to Montana. Officer Roundtree stated, “My references had nothing to do with any sort of racist thing.”
 - Page 38 – Officer Roundtree was asked if at any point in time during the traffic stop she used any terminology that could be perceived as racist. Officer Roundtree responded stating, “I don’t think so.”
 - Page 39 – Officer Roundtree was asked if she has ever used the phrase “This is not where you came from.” Officer Roundtree responded, stating, “Not that I

- remember, no.” Officer Roundtree was then asked if the comment was based on any racial bias. Officer Roundtree responded stating, “No.”
- Page 39 – Officer Roundtree was asked why she stated, “This isn’t where you came from,” as her final statement to . Officer Roundtree answered stating, “This is the first time I’ve had someone indicate I was racist on a traffic stop. So, I was taking into consideration that, perhaps, her experiences when she lived somewhere else was some sort of racist experience or someone else had one of those. Who knows where she got those ideas from, but it wasn’t from here because we’re not racist here. So, thus, of course, I haven’t used that or made that statement because I’ve never had someone accuse Montana cops as being racist. That’s not how we are here. Maybe in other places you deal with racism, but this is not that place. I’m a hundred percent not racist. That’s not me.”
 - A review of Officer Roundtree’s Interdepartmental Letter to Lieutenant Crandall (Exhibit 3) discovered the following:
 - Page 1, Paragraph 1 – Officer Roundtree indicated she made the statement “You must not be from here” in an attempt to start a narrative to ease her worries about law enforcement and hoped to make feel better about her and Officer Falkos.
 - Page 1, Paragraph 1 – Officer Roundtree indicated she thought might have been from somewhere else and perhaps her statements were reflective of wherever she lived prior.
 - Page 1, Paragraph 2 – Officer Roundtree indicated that she was “protective of Falkos and of law enforcement in general.” And “felt her accusations were awful and I felt she was trying to intimidate Falkos into not issuing her a citation by indicating he was racist.”
 - Page 1, Paragraph 2 – Officer Roundtree stated, “This upset me as I’m definitely not racist nor are any of our officers.”
 - Page 2, Paragraph 1 – Officer Roundtree indicated that she was part of a minority group and thought, “If she realized I’m part native it would help.”
 - Page 2, Paragraph 1 – Officer Roundtree “wanted her to realize we were not racist officers.”
 - Page 2, Paragraph 1 – Officer Roundtree stated that her last statement to , “this is not where you came from” was to “get her to realize Montana law enforcement officers are not racist.”
 - Page 2, Paragraph 1 – Officer Roundtree stated, “This is the first time that I’ve experienced this. I am not excusing my reaction, but I would hope it is considered that I’ve never had a citizen complaint and have a long history of very different interactions with the public.”

Past Applicable Training

A review of Officer Roundtree's training documentation (Exhibit 16) discovered the following:

- Officer Roundtree completed the following training:
 - Street Survival – October 4, 2006
 - Crisis Intervention Training – February 22, 2010
 - Service in Excellence Training – February 10, 2015
 - Ethics Training – November 16, 2015
 - Managing & Responding to Student Protests and Demonstrations – June 9, 2016
 - Crucial Conversations – May 12, 2017
 - Bullet Proof - Policing in Today's Society – July 13, 2018
 - Racial Profiling – October 4, 2019
 - Ethics Training – October 4, 2019

A review of Officer Roundtree's initial training from the Montana Law Enforcement Academy in 2006 (Exhibit 17) discovered the following:

- Officer Roundtree received training in week 1 of the academy on:
 - Ethics in Law Enforcement
 - Prohibitions Against Racial Profiling and Cultural Awareness
 - Managing Verbal Conflict

[REDACTED]

- [REDACTED]
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]
- [REDACTED]
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Chronological Summary

1. On January 8, 2020, Sergeant Luhrsen was informed by Officer Roundtree that she was involved in a traffic stop that may result in a citizen complaint.
2. On January 8, 2020, Sergeant Luhrsen initiated an investigation into a self-reported unprofessional demeanor allegation. CFS #2000565. (Exhibit 4)
3. On January 9, 2020, Sergeant Luhrsen received Interdepartmental Memorandum for Lieutenant Crandall from Officer Roundtree. (Exhibit 3)
4. On January 10, 2020, Sergeant Luhrsen received Interdepartmental Memorandum for Lieutenant Crandall from Officer Falkos. (Exhibit 2)
5. On January 10, 2020, Sergeant Luhrsen placed Officer Roundtree on Administrative Leave and assigned her to administrative duties starting on January 13, 2020.
6. On January 11, 2020, Sergeant Luhrsen was directed to conduct a formal investigation into the situation surrounding CFS #2000565 by Lieutenant Crandall.
7. On January 14, 2020, Lieutenant Crandall advised Officer Roundtree in writing of a pending interview for January 15, 2020. (Exhibit 18)
8. On January 15, 2020, Sergeant Luhrsen received Interdepartmental Memorandum for Lieutenant Crandall from Officer Licht. (Exhibit 1)
9. On January 15, 2020, Sergeant Luhrsen and Sergeant Ross conducted an interview with Officer Roundtree. (Exhibit 5a and 5b)
10. On January 21, 2020, Sergeant Ross conducted an interview with [REDACTED] (Exhibit 6)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Montana State University Police Department
Professional Standards Investigation PS2020-001

Sergeant Thomas Luhrsen: _____

Date: _____

Investigating Officer

Lieutenant Recommendation

☐ I concur with this recommendation

☐ I do not concur with this recommendation

Lieutenant Randy Crandall: _____

Date: _____

Assistant Chief of Police Recommendation

☐ I concur with this recommendation

☐ I do not concur with this recommendation

A/Chief Michael Stanley: _____

Date: _____

Chief of Police Recommendation

☐ I concur with this recommendation

☐ I do not concur with this recommendation

Chief Frank Parrish: _____

Date: _____