

Michael G. Cainkar

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Subject: Investigation

I conducted four telephone interviews based upon the information from Ashley. While telephone interviews (as opposed to person to person) are somewhat limiting, I believe I exhausted the witnesses' recollections.

The following is a summary:

Deputy Doug Brenner:

Deputy Brenner recalled an incident in 2015 which occurred at the Iroquois County Jail Deputy Room. Present in the room were Chief Douglas, Ashley and Deputy Brenner. Deputy Brenner observed Chief Douglas place his hands inside Ashley's uniform and run his hands up and down her duty vest. The incident lasted two or three seconds. Deputy Brenner was "stunned" by what he observed and "confronted" Chief Douglas. He admonished Chief Douglas that his conduct was inappropriate and not allowed at the jail facility. After being confronted, Chief Douglas made a comment, in Ashley's presence, that it was "OK," because the Chief "made her stand up so he could see how her ass (or butt) looked in the uniform when he bought it," or words to that effect. According to Deputy Brenner, there is no way Chief Douglas' actions were innocent or accidental. Deputy Brenner has known Chief Douglas for many years and was very surprised because he had never observed him engage in like conduct before. The Police Department currently purchases ammunition from Deputy Brenner's side business. The point being, he has nothing to gain by getting involved. The incident was mentioned to me by Ashley and is referenced in her interview summary.

Deputy Heeren:

While Ashley frequently complained to Deputy Heeren regarding Chief Douglas' comments and behavior, he never witnessed any occurrence which might be interpreted as contributing to a sexually hostile work environment. Ashley complained to Deputy Heeren about Chief Douglas touching her and about the Chief spreading rumors that she sexually active with the officers. However, Deputy Heeren has no personal knowledge relating to Ashley's allegations.

Sergeant Stanley:

Sergeant Stanley heard Chief Douglas comment several times about Ashley's body. He recalls at least 10 (probably more) occasions where the Chief commented (or words to the effect) about Ashley's "ass," that Ashley was "hot," that Ashley looked good in high heels, and similar inappropriate comments. He observed Chief Douglas place his hands on Ashley's shoulder (usually in the break room) at least five times. On one occasion he recalls Ashley telling the Chief that she did not like being touched. Sergeant Stanley also stated that Lt. King would frequently comment (loudly) around the station, on occasion in the Chief's presence, "what did I teach you, put it in the Butt." Recently, the Chief called Sergeant Stanley into his office and stated "you are either with us or against us." Sergeant Stanley complained that the Chief has recently put his work performance under a microscope, an act he interprets him as an act of retaliation for possibly cooperating in the investigation.

Officer Stua:

On one occasion Officer Stua recalled the Chief telling Ashley to "stand up and turn around" in her new uniform. According to Officer Stua, it was obvious that the comment was sexual. Officer Stua also observed the Chief rub Ashley's shoulders at least twice. Each act took approximately four or five seconds. It was obvious the Chief's actions were unwelcome. He observed the Chief smell Ashley's hair (in close proximity to her scalp), with the Chief commenting how nice her hair smelled. On several occasions in front of the Chief, Lt. King commented to Officer Stua "so how was she" or words to that effect. Chief Douglas called Officer Stua into his office after Thanksgiving and commented (similar to Sergeant Stanley) that "you are either with me or against me." Officer Stua heard the Chief commenting about Ashley

having sex with State troopers, a Manteno police officer and that a State Trooper had nude photographs on Ashley on his telephone.

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