

04-01-19

The following is a true statement given by me referencing the hostile work environment at the Watseka, IL. Police Department, specifically in reference to DET. Ashly Butt.

Det. Butt was assigned to me during her Field Training program (FTO) from March of 2015 to the end of April 2015. During this time period every hour Det. Butt was working, I was with her. There were a few days that I had already scheduled time off for that she was assigned to FTO with PTLM Muench. One of these times was very early into the program and upon my return Det. Butt advised me that then Sgt. Douglas had asked to see her ass. I was very surprised and asked for an explanation and she stated she walked into the Squad room (a common area where we meet in between shifts) the first time in uniform and had sat down. Douglas advised her to stand up so she did thinking he wanted to see how her uniforms fit. He then told her to turn around so he could see how her ass looked. I advised Butt she needed to report this to the Chief (Roger Lebeck) and she advised me she didn't want to as she was scared of being let go during her probationary period. Since at the time I felt this was a one time comment by Douglas I agreed.

Over the next few weeks I observed both Douglas and Lt. King constantly use vulgar language in the prescence of Det. Butt. King in particular would constantly use words such as cunt and pussy. I spoke to him about it on an occasion and he stated,"shes fine with it." Douglas was not as crude but he would make comments about her yoga pants and if Butt was out walking her dog or cutting her grass he would make sure he told everyone working so they could go "check her out." This was common especially after Butt moved onto Sycamore St.

I overheard on at least (1) occasion Douglas asking Butt if she was "fucking someone." I don't recall the name but he asked her just like that. This occurred in the squad room as well. After many of these conversations I would speak with Butt and encourage her to go to Chief Lebeck, but she refused and advised she could take it she didn't want to create waves while on probation.

At some point in late April Butt graduated off the FTO program and was assigned to 1400-2200 shift. I was working 0600-1400 during this time and would meet with Butt and other Officers in the Squad room at turnover. On one occasion I was speaking with Butt who had her back to the door and observed Douglas enter behind her. He then placed both his hands on her shoulders and began rubbing them. I observed Butt dip down and pull away from him and state, "please don't touch me." Douglas just laughed and stated, "it's alright." Butt later advised me that Douglas touching her was becoming increasingly commonplace.

At some point Douglas became Chief of Police, replacing Lebeck, his behavior towards Butt became more commonplace in front of other Officers. There was a funeral for a fellow employee's friend and many Officers attended. I was working that day so was unable. When I again spoke with Douglas (I don't know if it was that day or the next) he told me, "oh god you should have seen what Butt wore to the funeral- she looked hot as hell." I had no idea what he was referring to and I later spoke with Butt who advised she was in the process of moving and could not locate many of her good clothes as they were packed away so she wore the best she could find and they were tight fitting, Douglas continued to speak of this for months and months constantly talking about it.

At one point Douglas hired the son of a friend of his, Clayton Cahoe. I had advised Douglas on several prior occasions that I had numerous concerns about Cahoe's credibility and his behavior in general. Douglas ignored me and hired him anyway. One day I was at the PD and was asked by PTLM Ryan Garfield if I "had seen the pictures." I told him I had no idea what he was talking about and he stated Cahoe had gotten ahold of several nude photos of Butt and had them on his phone. I later spoke with Douglas about them and he did nothing to correct the situation nor speak with Cahoe. I later gained knowledge that Both Douglas and King has not only saw the photos but King had them on his phone at one time with Douglas's knowledge.

During this time frame I observed a serious change in Butt's attitude and personality in general. She used to come in at shift change excited and happy. She now was coming in cold and standoffish. She would ask the prior shift if anything needed to be passed on then she would enter her squad and leave for

patrol. At one point midnight shift opened up and she took it immediately as it meant she would see less of Douglas and King. I spoke to her about this and she advised me that she was tired of the touching, comments, and lies from Douglas and King. She also advised me that she was applying for different jobs as she "wanted out."

At one point I believe word got to Douglas that Butt was looking for jobs elsewhere so she was appointed Detective. I am not saying this is the only reason that she was promoted: she was hard working and intelligent and I had angered King so this was also punishment to me. I advised Douglas that Butt had been applying for other positions and I didn't know if She was the best choice. His comment to me was, "I got her Butt isn't going anywhere, she's mine," This was his common attitude of her- that she was property and not a person.

In January of 2018 there was a fire at a local tavern called Shorty's. Det. Butt was assigned to work with the Fire Marshall, Kevin Smith as the fire was suspicious. I was on-scene speaking with Douglas when Butt approached me and asked me if I could attempt to locate Rebecca Williams as she was a suspect in the fire because she had been kicked out of the tavern the night before. Butt had no idea, but I, as well as Douglas did that Rebecca Williams was one of Lt. Kings Current girlfriends. Douglas advised me privately not to tell King as this was a part of the investigation and he didn't want King talking to her. I was not successful in locating Williams but was later given an attitude from King. He is constantly mad at someone at the PD and makes sure the rest of the Dept. knows who he is mad at so everyone will avoid them so he does not get mad at them too. I had no idea what I had done this time so I did what I normally do and ignored him. Butt later contacted me and advised that Williams was later located and interviewed by herself and Smith. Butt stated that during the interview Williams went off and told her and Smith everything about her and King's relationship. Butt stated that after the interview Smith made some comments to Douglas about it and Douglas ran to King and advised him. She stated she was then pulled in by King and threatened that if she spoke about anything in that interview to anyone that he knew about her personal life and he'd ruin her. A few days later King, still pissy

with me pulled me into the garage and began screaming at me about comments I had made about Williams being a suspect and demanded to know why I went looking for her. I told him that I was advised by the Chief and Butt to locate her and not tell him as Douglas knew of their relationship as well. He stated that wasn't true and I said we can ask him as Douglas was in his office, with the door opened and knew what was happening. We went to Douglas's office and I asked Douglas did you not tell me to locate Rebecca Williams as she was a suspect in the fire. Douglas coward out and did not back me up. King then began literally screaming at me and threatened to beat my ass. He was so angry that his secret may get out that he was spitting on me while yelling. Douglas, who knew this had nothing to do with WPD but King's affair sat there at his desk looking down and spinning a pen in his fingers. King then yelled I better get out so I left.

I stated earlier that Butt had confided in me that she was testing with several other Departments in an attempt to rid herself of Douglas and King but the harassment never ended. She had advised me that she had used me as a reference for her Il. St. Police application. They never, called but I later had a conversation with King who advised he and Douglas had spoken to Ken Massey, an Investigator with Il. St. Police that was conducting Butt's background check. King stated that after their interview with Massey that he (Massey) had stated that Butt would never work for St. Police as long as he had anything to do with it. King and Douglas had spoke of rumors and lies about her just so she would be trapped here.

It was also around this same time King would be in the squad room and anytime Butt was around he'd yell, "put it in the Butt." Directed at her then laugh. This went on for months- with Douglas present for most of it. I finally asked Butt what it meant and she stated she had no idea she just ignores him anymore. This abuse had been going on for a period of years now but again Butt was afraid to file a complaint as she felt it would affect her getting hired elsewhere and she wanted out. She looked weary and drained she still spoke with me but it was less and less and she advised she was leaving one way or another but knew, due to my

time served here, I was trapped and she didn't want them taking it out on me after she left.

On November 23<sup>rd</sup>, 2018 I was contacted by radio after our annual Christmas parade by Chief Douglas to meet him in his office. I did and could tell he was angry about who knew what at this point. He started in that he thought we had an understanding. I had no idea where this was going and he stated well you know what's going on around here. I asked with what and he yelled, "with Butt." I knew that he had been leaked information about Butt finally filing a complaint after she was free from here and had taken a job with Rantoul PD. I'm sure either the mayor or Douglas's long- time friend turned Alderman Mark Garfield had leaked it not only to him but that PTLM Stua and I had given statements. I did not want to lie because the only way he could have known was if he had been told so I advised him I heard she filed a complaint. He exploded on me for the next 30 min, at least. He called me a "rat" multiple times. Advised me that he thought I was on "their side" looked me straight in the eyes and stated," nothings going to happen to me unless people around here start making up shit." Towards the end I had enough and we began yelling at each other- this with multiple people in the building including wives and he was also aware my wife was out of town and my 14 year daughter, who was in the parade, was waiting in the rain and the cold as I was to pick her up and made him aware of this several times but he seemed more worried about yelling at me than the welfare of my child.

After this meeting the next shift that Stua and I were relived by Douglas and King they came in with serious attitudes. King for weeks would say nothing to us- he'd enter the squad room then go and sit in front of the computer and ignore us. Douglas began, and still does questioning everything we do. I have been called in at least (4) more times to Douglas's office and nit picked for everything. Stua has been called in at least (6) times. These meetings are for one sole purpose- to intimidate us. I had been doing the Departments scheduling the last several years with little complaints. Douglas, without reason, suddenly took it away from me and began doing it himself. I have never in 17 ½ years of service been treated like this until I gave the City attorney a statement.

In August 2018, PTLM Ryan Garfield suffered a serious back injury. I volunteered to go to midnights to cover his shifts as it would be easier on the entire Dept. Now after Douglas has become aware of my statement I have been advised that PTLM Marcott- King's new toy, who is still on probation, has been locked into dayshift and I cannot return to days after working them for over 9 years! This is punishment for all Officers to see what happens if you are not on "their side."

I would also like to note that when I came to this Dept. Douglas and I had children of the same ages and we quickly became friends. Through the years we coached Little League, Soccer, Boy scouts, and attended numerous family events together. I have never seen him be a "tochy " person. He has never touched me nor have I witnessed him touch other Officer's until Butt Arrived.

There is also one incident and I cannot remember the timeline but PTLM Garfield was still employed here. King and Garfield took a trip to TN together. King took one of his girlfriends with him and sent Butt a photo, on a city phone of him receiving oral sex from her.

All the above statements are true and correct to the best of my memory. I have not made up or falsified any of this. I'm sure there are more incidents that I cannot recall as I know now I should have noted all of these things. I also regret and know as a Sergeant that I failed Det. Butt by not moving forward why Lebeck was still Chief as I know he wouldn't have allowed any of this to happen. Once Douglas made Chief I knew there was no use in pursuing it and it would have hurt her chances of not getting out of here.

Chief Douglas and LT King have made this a terrible place to work and my wife and I have talked seriously about me resigning to get away from them and the stress they cause. Through their head games and lies they spread to turn us against one another for their own amusement, they have destroyed this department and my will to continue working here. I cannot even begin to fathom what Ashley Butt dealt with that I have no knowledge of.



VERIFICATION

VERIFICATION

The undersigned states that he is a witness in this case and that he declares under penalty

of perjury the aforementioned statements in this document are true and correct to the best of his

knowledge, information, and belief.

Date: april 14<sup>th</sup>, 2019



[signature]

Sgt. Bill I. Stanley

[printed name]