

CONFIDENTIAL

STATE OF NEW JERSEY
DEPARTMENT OF LAW AND PUBLIC SAFETY
DIVISION OF CRIMINAL JUSTICE
INVESTIGATION REPORT

Bureau/Unit: Professional Standards	Division Case Number: CJ03-0929-XX	Case Title: Lords of Discipline
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Narrative:

Lords of Discipline Task Force

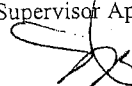
Report of Investigation and Findings

Executive Summary

In January 2003, a task force was assigned to investigate allegations of hazing and harassment by a group within the New Jersey State Police called the "Lords of Discipline." This task force included representatives of the Division of Criminal Justice, the Division of State Police, the Office of Government Integrity and the Office of State Police Affairs. This report concludes the investigation done by this task force.

Findings

1. Over two-hundred fifty (250) members of the New Jersey State Police were interviewed regarding the allegations without one substantive piece of evidence being uncovered that there is an organized group present that hazes and harasses individuals who are considered outsiders due to their race, gender, background, or physical appearance.
2. Fourteen (14) troopers were identified as claiming to be victims of some type of hazing and/or harassing conduct.
3. While no one claims that these individuals were not the victims of harassing behavior, only five identified the Lords of Discipline as being involved in this harassment.

Investigator Name, Badge #	Page 1	Supervisor Approval 	Review Date 2/22/05
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Date: January 5, 2005

Ronald E. Law #1346
Signature of

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4. There are no visible connections between the accused harassers. It appears that each incident is separate and arises out of situations that are unique from one another.
5. It appears that the allegations of harassment by the Lords of Discipline are limited to Troop A.
6. The Division of State Police has incorporated sensitivity training into its in-service training programs. Sergeants are also offered a one hour block of instruction on hazing as part of the Front Line Supervision Course.

Mission of the Task Force

In January 2003, then Acting Attorney General Peter Harvey assembled a task force to investigate allegations of an organized group of individuals in the New Jersey State Police known as the Lords of Discipline. This task force was made up of representatives from the New Jersey Division of Criminal Justice (DAG Thomas Goan, DAG Susan Kase, DCI Nancy Beiger, SI Lee Wittig, SI Ronald Rauer, Mgt. Spec. Marilyn Peterson), New Jersey State Police (Sgt. Ronnie Martin), Office of Government Integrity (Inv. Don Halfpenny) and Office of State Police Affairs (Inv. Ruben Contreras). This task force was given the responsibility of conducting a fair and thorough investigation into the Lords of Discipline to determine the existence of this group and any criminal misconduct perpetrated by its members.

The name "Lords of Discipline" is derived from a book written by Pat Conroy in 1982. This book was made into a movie by the same name in 1983. The book is the story of a student at a military college in the late 1960's. It deals with the issues of discipline and morality, the power of class and society over the individual and the power of racism. There is a group at this military academy, known as "The Ten", who take it upon themselves to ensure that those that don't "fit in" according to their standards are run out of the school.

It has been alleged that there is a secret organization within the New Jersey State Police who call themselves the Lords of Discipline. This group allegedly takes it upon themselves to discipline other troopers who don't conform to their way of thinking. This discipline varies from notes and blank transfer requests left in lockers and mail slots to the placing of salt on equipment to damaging personal property and other hazing and harassing behavior.

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Investigation

A. Background

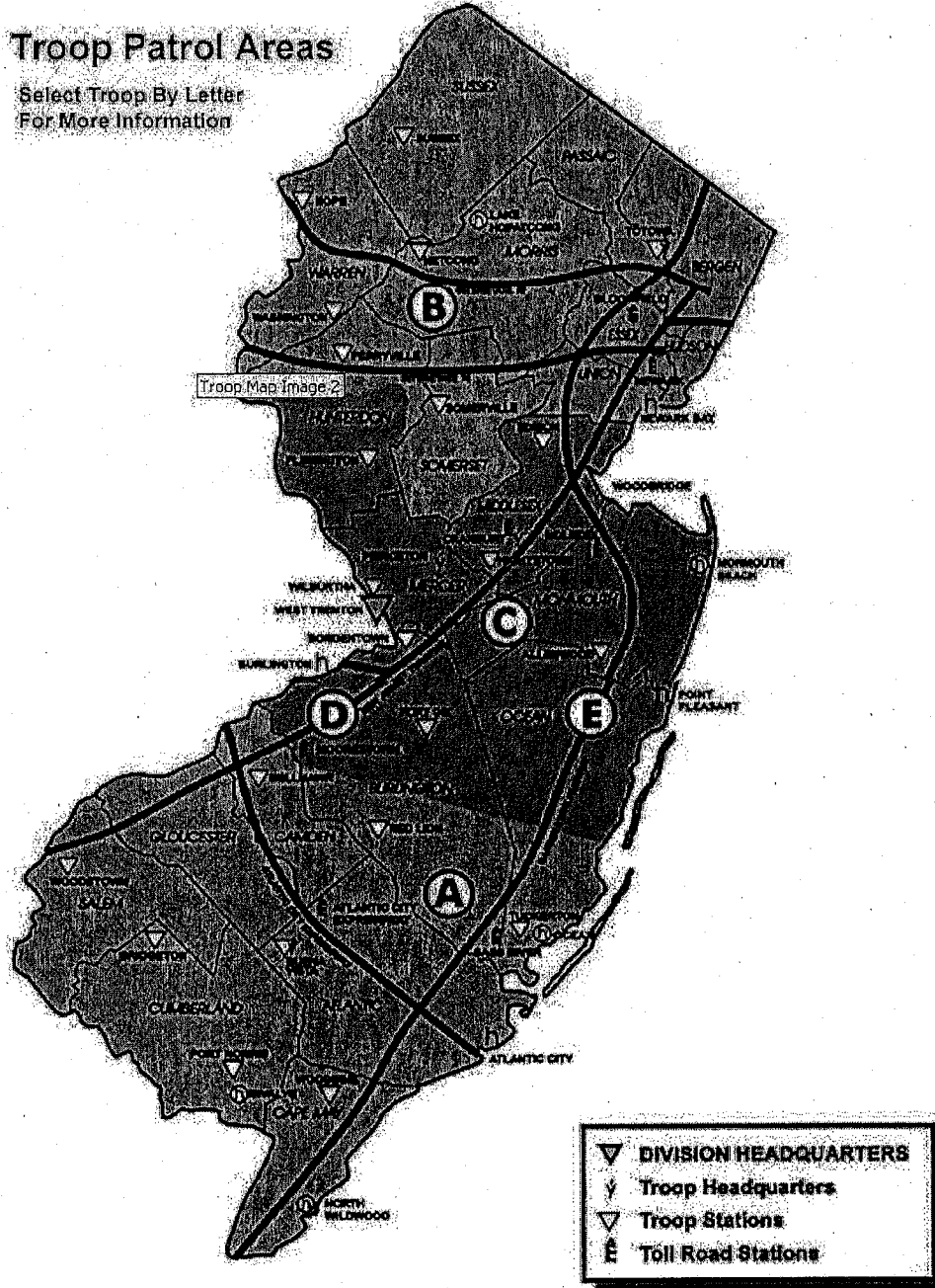
The New Jersey State Police was formed in 1921 by Herbert Norman Schwarzkopf, a graduate of West Point Military Academy. Schwarzkopf modeled the State Police organization after the military academy. The State Police motto of Duty, Honor, Fidelity was modified from the West Point motto of Honor, Duty, Country. Discipline, chain of command and rank are extremely important in the State Police.

The State Police is broken down into five Troops. Troop A covers the southern part of New Jersey. Troop B covers the northern part of the state. Troop C covers the central region of New Jersey. Troop D patrols the New Jersey Turnpike. Troop E patrols the Garden State Parkway. Following is a map showing the different Troops and barracks in the State Police:

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Troop Patrol Areas

Select Troop By Letter
For More Information



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The State Police, along with all law enforcement organizations in the country, was staffed with predominately white males until the late 1960's - early 1970's. It was not until October 1961 that the first black trooper was hired. Additionally, September 1965 saw the hiring of the first Hispanic trooper and January 1975 the hiring of the first female trooper. As part of an effort to increase the number of women in the State Police, an all women's class was run at the State Police Academy in 1980. There were 32 women who graduated from this class in June 1980, with 14 still currently in the State Police. As of 2004 there were 2658 members of the State Police. The racial and gender breakdown is as follows:

	<u>Males</u>	<u>%</u>	<u>Females</u>	<u>%</u>
White	2145	80.7%	92	3.5%
Black	201	7.6%	9	0.3%
Hispanic	158	5.9%	2	0.1%
Asian	31	1.2%	0	0.0%
American Indian	<u>20</u>	<u>0.7%</u>	<u>0</u>	<u>0.0%</u>
Total Males	2555	96.1%	103	3.9%

During the 1990's, a group of 13 minority troopers filed a lawsuit against the New Jersey State Police claiming discrimination.

In 1999 the New Jersey State Police and the United States Attorney's Office agreed upon a Consent Decree. This Decree addressed allegations that the State Police engaged in the practice of racial profiling by depriving persons of rights, privileges, or immunities secured or protected by the Constitution and the laws of the United States. This Consent Decree addressed the following matters:

1. Policy requirements: State troopers may not rely to any degree on the race or national or ethnic origin of motorists in selecting vehicles for traffic stops and in deciding upon the scope and substance of post-stop actions.
2. Traffic Stop Documentation: State troopers engaged in patrol activities will document the race, ethnic origin and gender of all motor vehicle drivers who are the subject of a traffic stop and also will record information about the reason for each stop and any post-stop action that is taken.
3. Supervisory Review of Individual Traffic Stops: Supervisors will regularly review trooper reports concerning post-stop enforcement action and procedures and patrol car video tapes of traffic stops to ensure that troopers are employing appropriate

Narrative Continued:

practices and procedures.

4. **Supervisory Review of Patterns of Conduct:** The State will develop and implement an early warning system, called the "Management Awareness Program," that uses computerized information on traffic stops, misconduct investigations, and other matters to assist the State Police supervisors to identify and modify potentially problematic behavior.
5. **Misconduct Allegations:** The State Police will make complaint forms and informational materials available at a variety of locations, will institute a 24-hour toll-free telephone hotline, and will publicize the State Police toll-free number at all State-operated rest stops located on limited access highways.
6. **Training:** The State Police will continue to implement measures to improve training for recruits and incumbent troopers. The training will address such matters as supervisory issues, communication skills, cultural diversity, and the nondiscrimination requirements of the Decree.
7. **Auditing by the New Jersey Attorney General's Office:** The State Attorney General's Office will have special responsibility for ensuring implementation of the Decree. The Office will conduct various audits of State Police performance, which will include contacting samples of persons who were the subject of a State Police traffic stop to evaluate whether the stops were appropriately conducted and documented.
8. **State Police Public Reports:** The State Police will issue semiannual public reports containing aggregate statistics on certain law enforcement activities, including traffic stop statistics.
9. **Independent Monitor:** An Independent Monitor, who will be an agent of the court, will be selected by the United States and the State of New Jersey to monitor and report on the State's implementation of the Decree.
10. **Decree Term:** The basic term of the Decree will be five years, however, based on the State's record of compliance, the United States and the Independent Monitor may agree to a request by the State to shorten the term of the Decree if the State has been in substantial compliance for at least two years.

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B. Complainants

Since 1996 various complaints filed by members of the New Jersey State Police allege the complainants were hazed and/or harassed by other members of the New Jersey State Police who were members of the Lords of Discipline.

This investigation identified fourteen (14) individuals who have been hazed or harassed. Following is a brief synopsis of the circumstances surrounding each of these individuals who have been hazed and/or harassed:

1. Kimberly Zollitsch #4852

Kimberly Zollitsch graduated from the State Police Academy in July 1988. She was stationed at Bridgeton in 1988 and transferred to Port Norris in 1989. On April 18, 1996 Tpr. Zollitsch signed a Discrimination Complaint Processing Form stating that
called her names and were responsible for damaging her car and tampering with her locker. This harassing conduct occurred from the time of her graduation from the academy through assignments to the Port Norris and Woodbine Stations. Zollitsch claims that this harassing conduct consisted of derogatory pictures, fliers and poems being posted around the station. These pictures, fliers and poems ridiculed Zollitsch's weight, perceived sexual orientation and overall law enforcement abilities. Additional conduct included vandalizing her personal vehicle, damaging her locker and destroying Division-issued clothing and equipment. In 1999 Zollitsch filed a lawsuit alleging sexual harassment and that the Lords of Discipline vandalized her locker and slashed the tires on her personal vehicle. An investigation by the State Police Internal Affairs Bureau determined that Tpr. Zollitsch had been subjected to conduct violative of Department policy. However, this investigation did not confirm that the harassing behavior was conducted by members of the Lords of Discipline. Zollitsch stated during an interview with State Police Internal Affairs on May 24, 1996 that
are known as 'Lords of Discipline'."

Tpr. Zollitsch's attorney, Phillip Moran, was contacted in an attempt to schedule an interview with Tpr. Zollitsch. Moran refused to allow his client to be interviewed by the Attorney General's Task Force.

2. John Oliva #5760

A lawsuit was filed against the New Jersey State Police by Trooper John Oliva. Oliva claims that the Lords of Discipline were harassing him for his opposition to racial profiling. Oliva claimed that he received a note that he believes was sent by the Lords of Discipline. This note was threatening

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in tone and ended with "We are watching you Oliva." Oliva's locker and its contents were vandalized and he contends the Lords of Discipline left a threatening letter inside his locker. Oliva committed suicide in October 2002.

John Oliva graduated from the State Police Academy in November 1998. Oliva had more than 10 years law enforcement experience prior to joining the State Police. Oliva was assigned to the Bellmawr station. While at Bellmawr, Oliva's _____ was _____ Oliva believed that _____ was engaging in racial-biased road stops. Oliva then claimed that he was being hazed and harassed because of his profiling complaints. In July 2002 an internal investigation into racial profiling charges determined that both Oliva and _____ were to be charged.

Oliva claimed that the Lords of Discipline physically destroy and sabotage a targeted troopers belongings and equipment wreaking fear and emotional distress. The Lords of Discipline leave threatening messages and letters in an attempt to instill fear in their victims. Oliva claimed that he received various notes from the Lords of Discipline and that his locker and contents had been vandalized.

Oliva claimed the Lords of Discipline were harassing him because of his previous law enforcement experience. He claims that he was being harassed because he complained about racial profiling techniques. However, he was found to have engaged in this practice. In fact, the NJSP had given Oliva the opportunity to resign from the outfit or face disciplinary action and face the possibility of not being re-enlisted in the NJSP.

A thorough investigation conducted by the NJSP Office of Professional Standards into the allegations made by Tpr. Oliva determined that most of the allegations could not be proven, being classified as either "Unfounded" or "Insufficient Evidence".

3. Amy Johnson #3483

Amy Johnson was a member of the all-female class that graduated from the N.J.S.P. Academy in 1980. Johnson retired on a disability pension in 1999. Johnson has filed four complaints alleging she was the victim of various violations of the N.J.S.P. Affirmative Action Plan prohibiting discrimination, harassment and hostile environments in the workplace.

The first complaint was filed on March 10, 1996 alleging sexual discrimination by _____ Johnson claims _____ repeatedly belittled, criticized and embarrassed her in front of her subordinates. Johnson further believed that _____ was advising other officers that he would reward them if they "fucked" with Johnson and that _____ was trying to make Johnson look bad to keep her from becoming a squad supervisor in the future.

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On February 10, 1998 Johnson filed a second complaint against _____ alleging sexual discrimination. Johnson claims that _____ historically hated female troopers and gave her poor evaluations based on her female gender.

Johnson made a complaint against _____ Johnson alleges that _____ gave her a box of chocolates for Valentine's Day 1992 accompanied by a card signed "this card fits you cunt" and signed by _____. Johnson also alleges that _____ constantly referred to her as a "useless female assistant". Johnson further alleges that _____ fondled her buttocks.

During numerous interviews of Johnson conducted by the Attorney General's EEO/AA Units, Johnson never identified the individuals she accused of violating the affirmative action policy as members of LOD. Johnson never brought up LOD during any of the interviews conducted pertaining to the complaints she has filed. The only mention of LOD made by Johnson came in a newspaper article in the March 30, 2003 edition of the Philadelphia Inquirer wherein she stated "that when troopers deny the existence of the LOD, they'd probably say there's no Holocaust."

Attempts to interview Johnson through her attorney, Clifford Van Syoc were unsuccessful.

4. Justin Hopson #6172

Justin Hopson graduated with the 129th Class from the N.J.S.P. Academy in March 2002. Hopson was assigned to the Tuckerton Station. Hopson alleges he was harassed by members of the Lords of Discipline while stationed at the Tuckerton Station. This harassment began after Hopson did not agree with a DUI charge his _____ filed against an individual. Hopson did not believe that the person charged was the driver of the vehicle. Because he would not agree with the charge, other troopers felt he was not a team player. Hopson claims that as a result of his vigilance in bringing to the attention of the station commander an unlawful arrest that he has been subjected to harassment by members of the Lords of Discipline. Hopson stated he has been the victim of the following actions:

- ▶ notes left on his locker
- ▶ chewing tobacco spit on his vehicle
- ▶ cartoon pictures left on his vehicle
- ▶ bumped into over a dozen times
- ▶ bubble gum in his locker
- ▶ everyone would leave when he entered a room
- ▶ called "salty"

Hopson states that on May 24, 2002 he was bumped into by _____ who was wearing a black

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Lords of Discipline t-shirt. Hopson alleges that [redacted] is one of the troopers who have harassed him. Hopson believes [redacted] is a member of the Lords of Discipline because he was wearing the Lords of Discipline t-shirt.

The State Police Office of Professional Standards investigated the complaints made by Hopson. During interviews conducted in this investigation, the following troopers acknowledged having heard of the Lords of discipline prior to reading any articles in the news media dealing with hazing and/or harassment:

- [redacted] admitted owning a Lords of Discipline t-shirt. Stated he had heard of the Lords of Discipline, but could provide no further details.
- [redacted] heard someone joke about the Lords of Discipline when stationed at Tuckerton Station.
- [redacted] saw someone wearing a Lords of Discipline t-shirt.
- [redacted] saw a blue Lords of Discipline t-shirt at Tuckerton Station.
- [redacted] heard of the Lords of Discipline in the mid 1990's during an EEO hearing.
- [redacted] heard of the Lords of Discipline while in the State Police Academy.
- [redacted] heard of the Lords of Discipline while in the State Police Academy.
- [redacted] heard of the Lords of Discipline while in the State Police Academy. Was told it could be found in Troop A.
- [redacted] saw someone wearing a Lords of Discipline t-shirt.
- [redacted] heard of the Lords of Discipline in the Academy and that it was in Troop A.
- [redacted] saw [redacted] wearing a blue Lords of Discipline t-shirt.
- [redacted] saw a Lords of Discipline t-shirt at the Stafford Pool & Fitness Club five years earlier. Heard the Lords of Discipline would write anonymous notes to young troopers pointing out errors in their military bearing.
- [redacted] Heard of the Lords of Discipline while in the Academy. Pointed out to new troopers the conduct which they considered prohibited.
- [redacted] heard of the Lords of Discipline after a classmate filed a complaint with internal affairs.
- [redacted] heard rumors that the Lords of Discipline let troopers know when they are going down the wrong path.
- [redacted] saw [redacted] wearing a Lords of Discipline t-shirt.

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thought the Lords of Discipline was a group of troopers engaged in hazing. He had no other details.

saw someone wearing a Lords of Discipline t-shirt at Golds Gym prior to entering the State Police. Does not believe the group exists.

heard the Lords of Discipline existed before he was stationed at Port Norris.

Hopson based his opinion that the Lords of Discipline exists from the t-shirt was wearing. All the other information Hopson discussed during his interview came from articles he has read either in newspapers or on the State Troopers Fraternal Association (STFA) web site.

Sometime prior to May 14, 2004 Hopson forwarded a letter to Senator John Adler, Chairman of the N.J. Senate Judiciary Committee. In this letter Hopson complained about continuing brutalization of other State troopers by the Lords of Discipline. Hopson also claimed that he has experienced continuing harassment since the N.J.S.P. Office of Professional Standards started its investigation. Hopson was interviewed concerning the issues he raised in his letter to Sen. Adler. Hopson stated during this interview that the incidents he cited in his letter to Sen. Adler were public knowledge and in the newspapers. Hopson did not have any new information concerning the Lords of Discipline. (Book E, # 26)

5. Emblez Longoria #4896

Emblez Longoria has filed five (5) complaints with the U.S. Equal Employment Opportunity Commission and two civil suits against the State Police. These complaints and civil suits were filed alleging discrimination based on national origin involving harassment, hazing and retaliation by both administrators and other members of the State Police. The initial civil suit was filed on January 27, 1999 in U.S. District Court. This suit was dismissed without prejudice so that Longoria could pursue his claims in state court. There were no references to the Lords of Discipline in this initial civil suit. The second civil suit was filed on November 16, 2001 in Camden County Superior Court. In this suit Longoria alleges that the State Police tolerated, condoned and encouraged the existence of at least two anonymous and secret organizations known as the Phantom and the Lords of Discipline.

Longoria filed his initial EEO complaint on October 25, 1999 alleging discrimination based on national origin because he was approached by superiors prior to appearing on a national television show and advised that his appearance could result in disciplinary action for violation of State Police Rules and Regulations. Longoria was to discuss discrimination in the workplace on this television show. An investigation by the EEO/AA Unit of the Department of Law and Public Safety failed to

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substantiate the allegations made by Longoria in this complaint.

The second EEO complaint was filed on November 12, 1999 and alleged that he was denied three different detective positions because of his national origin. Longoria also alleged that because of his Hispanic origin he was subjected to heightened supervision. An investigation by the EEO/AA Unit failed to substantiate the allegations made by Longoria in this complaint.

Longoria filed his third EEO complaint on March 9, 2000. In this complaint Longoria restated the threat of disciplinary action if he appeared on television and a scheduled appearance before a State Legislative Committee. Longoria alleges that his superiors retaliated against him for filing this complaint by requiring him to relinquish his firearm. An investigation by the EEO/AA Unit failed to substantiate the allegations made by Longoria in this complaint.

The fourth complaint was filed on June 13, 2003 and alleges retaliation because of his previous three complaints. Longoria alleges the State Police harassed him by instituting an internal investigation on information that was over four years old and they denied him the benefit of an annual well-trooper physical examination. An investigation by the EEO/AA Unit failed to substantiate the allegations made by Longoria in this complaint.

The fifth complaint was filed on August 12, 2002. Longoria alleges he was retaliated against because of his prior complaints and the retaliation consisted of an unfavorable assignment, a denial by his superiors to make up a promotional examination, a negative performance notice for inappropriate activity from four years earlier, multiple transfers over a short period of time and the notification that he was the subject of an internal investigation for faxing a State Police administrative document to the news media. An investigation by the EEO/AA Unit failed to substantiate the allegations made by Longoria in this complaint.

6.

was interviewed on March 21, 2001 by employees of the NJ State Police Internal Affairs Bureau. was interviewed in the investigation into allegations of harassment made by Trp. John Oliva. stated that was the victim of hazing and harassing behavior one time while stationed at Troop A - Woodbine. stated that in locker was vandalized while was on vacation. stated received a telephone call at home from Tpr. John Oliva advising hat he believed locker had been flipped over. Oliva further stated he felt that was responsible for flipping the locker. spoke with , about this incident. was upset about the incident and posted a note indicating that turning over lockers would not be tolerated. said thought may have flipped the locker

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because _____ thought _____ had thrown _____ Daily Planner in the trash and was upset with _____ admitted that _____ had turned _____ locker over because _____ thought _____ had thrown away _____ Daily Planner. _____ never mentioned that the Lords of Discipline was responsible for this incident. The only comment _____ made about the Lords of Discipline was that _____ saw a listing of "Rules for Recruits" posted on the wall in the Absecon Station in _____ with the letters LOD across the top.

7.

_____ was interviewed on January 24, 2001 by employees of the NJ State Police Internal Affairs Bureau. _____ was interviewed _____ in the investigation into allegations of harassment made by Trp. John Oliva. _____ stated _____ was the victim of hazing and harassing conduct on three occasions while stationed at Troop A - Woodbine.

_____ stated that the first incident occurred when _____ returned to work after calling out sick during a set of midnight shifts, on the advice of the _____, and found a note inside _____ locker that read "Hey Boot - Welcome back, have a nice vacation? Always good to see a junior call out and leave the work for everyone else. Someone doesn't get it." _____ further advised that uniforms were on the bottom of _____ locker. _____ did not identify the Lords of Discipline as being responsible for these actions.

The second incident occurred when _____ found a bogus transfer request in _____ mailbox which expressed displeasure with the fact that _____ took time off for an athletic event _____ did claim that the Lords of Discipline were responsible for this incident.

The third incident occurred when _____ found a note in _____ box stating _____ don't even think about it!" _____ said this was in reference to _____ contemplating requesting a transfer to Troop A - Bridgeton. _____ did not claim that the Lords of Discipline were responsible for this incident.

8.

_____ was interviewed on January 30, 2001 by employees of the NJ State Police Internal Affairs Bureau. _____ was interviewed _____ in the investigation into allegations of harassment made by Trp. John Oliva. _____ stated _____ was the victim of hazing or harassing conduct on one occasion. _____ stated that _____ advised _____ to request a troop transfer to Troop C so that _____ could be closer to home. _____ was driving 80 miles each way while assigned to Troop A - Woodbine. _____ prepared a troop transfer request. A few days later _____ found about six copies of the transfer request with additional comments

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typed on it. These comments were something along the lines of "When you have enough time and printed enough summons and have done the job you were supposed to do then you can request a troop transfer, until then, life is tough." [redacted] did not know who was responsible for this incident but did not identify the Lords of Discipline as being responsible.

9.

[redacted] was interviewed on March 12, 2001 by employees of the NJ State Police Internal Affairs Bureau. [redacted] was interviewed [redacted] in the investigation into allegations of harassment made by Trp. John Oliva. During this interview [redacted] stated [redacted] was a victim of hazing and harassment while stationed at Troop A - Port Norris. [redacted] stated that on at least three occasions the contents of [redacted] locker were displaced and [redacted] uniform sleeves were tied together with salt placed in the pockets. [redacted] does not know who is responsible for these incidents, but did not attribute them to the Lords of Discipline.

On another occasion [redacted] stated that when [redacted] returned from vacation [redacted] learned that [redacted] uniforms had been thrown in the shower. [redacted] further stated that [redacted] uniforms were sent to the dry cleaners and paid for out of the station fund. [redacted] was not sure who was responsible for throwing the uniforms in the shower. [redacted] did not attribute this incident to the Lords of Discipline.

[redacted] also stated that on three occasions notes were left taped to [redacted] locker or mailbox. One note misspelled [redacted] name as [redacted] and contained an outline of shifts that they worked. [redacted] believes this was in reference to compensatory time that [redacted] used to leave work early. The second note was a copy of a fictitious summons made out in [redacted] name for speeding, which [redacted] believes makes reference to [redacted] allegedly being clocked speeding on [redacted] way to work. The third note directed [redacted] to go back to being a local police officer. [redacted] has no idea what this note referenced. [redacted] never made reference to the Lords of Discipline when discussing these notes.

[redacted] further advised [redacted] received a bad evaluation when assigned to the Woodstown Station. [redacted] believes this poor evaluation resulted from [redacted] failure to notify [redacted] that [redacted] was switching shifts on New Year's Eve. Again, no mention of Lords of Discipline was made by [redacted] concerning this incident.

[redacted] stated [redacted] was the victim of two incidents when [redacted] was stationed at the Bellmawr Station. The first incident occurred when someone left a copy of "The Salty Dog" magazine in [redacted] box. The second incident occurred when [redacted] returned to work after cutting [redacted] finger when off-duty. A note was left in [redacted] box with a picture of a knife and the caption "You should have cut off your arm and saved everybody the misery". [redacted] did not mention that the Lords of Discipline were responsible for either of these incidents.

Narrative Continued:

10. Christopher Bastos #6179

Bastos graduated from the NJSP Academy in the 130th class on June 28, 2002. Upon graduating from the State Police Academy, Bastos was assigned to the Red Lion Barracks. He claims that he was the target of derogatory remarks and hazing. Bastos alleges that while in the Academy twice referred to Bastos as a "token", adding that the only reason Bastos was hired by the N.J.S.P. was because he was Hispanic. Bastos alleges committed the following actions:

- ▶ Referred to Bastos as "Bastido"
- ▶ Failed to take corrective action when stated to Bastos "I'll bend you over and fuck you in the ass".
- ▶ Failed to take corrective action against who would watch pornography on the television in the station.
- ▶ Used the term "boococky" (ejaculate) numerous times.
- ▶ Made various comments about African-Americans, calling black troopers names such as "Busta Rhymes", "Snoop Dog", "Shaft", and "Magilla Gorilla."
- ▶ Asked about the sexual preference of a female trooper.
- ▶ Failed to take any action when a derogatory remark was made on a Mobile Video Recorder (MVR) about a female troopers "ass".

Bastos made the following allegations about

- ▶ Called Bastos by the name "Chris Bastard" and "Bastard" while in the Red Lion Station.
- ▶ Regularly watched pornography on the television in the Red Lion Station.
- ▶ Made comments about African-Americans "swinging from the trees".
- ▶ Made a derogatory comment about a female troopers ass.
- ▶ Stated to Bastos "I'll bend you over and fuck you in the ass".
- ▶ Called other troopers "cocksuckers".

On December 24, 2002 Bastos filed a formal complaint with the N.J.S.P. EEO/AA alleging hazing and harassment by administrators at the Red Lion station. Bastos has made no claim that any of the actions taken against him were done so by members of the Lords of Discipline. Bastos never mentioned the Lords of Discipline when he was interviewed by members of the N.J.S.P. Professional Standards Bureau on December 26, 2002.

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11.

alleges was discriminated against by the State Police because alleges that was working as an undercover officer in an unlicensed bar when the bar was raided by the State Police. During this raid, claims was assaulted by troopers and made fun of because was. An investigation into this complaint by the State Police Office of Professional Standards determined the complaint was "Unfounded."

There was no mention of the Lords of Discipline in or of being involved in the alleged discrimination against

12. John Villamil #5110

John Villamil filed a lawsuit on July 14, 2003 against the State Police for racial discrimination because he is Hispanic. Villamil claims that he was told that the only reason he was accepted into the state police was because of his "minority ancestry." Villamil alleges that his locker was vandalized, his uniforms were tied into knots and had salt scattered through his locker. Villamil further claimed that he was requested by to translate even though he is not fluent in Spanish. then allegedly became enraged at Villamil. Villamil went out on stress leave shortly after this incident. After he returned to the Red Lion Station in February 2003 he was charged by State Police Office of Professional Standards for sending an inflammatory e-mail about

There was no mention of the Lords of Discipline being involved in this alleged racial discrimination against Villamil. This lawsuit is pending.

13.

graduated from the N.J.S.P. Academy in . In April 2003 was notified that claims was the victim of racial discrimination and believes was discriminated against in the following manner:

- ▶ claims was told should have a black sounding nickname.
- ▶ was told by Trooper coaches that must have smoked marijuana because is black and from the city.
- ▶ was teased about having ear pierced.
- ▶ was taunted because did not follow NASCAR racing.

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Narrative Continued:

- ▶ was teased about not listening to rock music.
- ▶ believes his were overly critical of because is black.

was repeatedly asked by members of the Lords of Discipline Task Force if believed that the were part of an organized group out to discriminate against. repeatedly said no, but that felt that the may stick together because they graduated from the same State Police class. These troopers were identified as being

never mentioned that felt the Lords of Discipline were involved in any manner in the discriminatory treatment. believes was the victim of as stated above.

14.

was interviewed by members of the NJ State Police Internal Affairs Bureau on February 6, 2001. was interviewed in the investigation into allegations of harassment made by Tpr. John Oliva. stated that was personally harassed on three occasions. The first two incidents occurred on when was assigned to Troop A - Port Norris.

i stated that first incident occurred when someone stapled closed the arms and legs of Class A uniform. did not indicate that the Lords of Discipline were responsible for this incident.

stated that the second incident occurred when someone blew apart one of sneakers by placing a firecracker in the sneaker. This occurred outside the Port Norris Station. did not state that the Lords of Discipline were responsible for this incident.

further advised that the third incident occurred in when was stationed at Troop A - Absecon. Someone turned locker over. did not state that the Lords of Discipline was responsible for this incident.

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Narrative Continued:

C. Interviews of Upper Level Management

The Task Force interviewed _____ management personnel of the State Police who were in these positions as of April 2003. These interviews were conducted to determine their knowledge of the Lords of Discipline. These included interviews of

Academy Class Assignment

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Narrative Continued:

be interchangeable. _____ said _____ believes that the Lords of Discipline are individuals who take it upon themselves to mete out discipline to other troopers who do not conduct themselves in a manner they feel is appropriate. _____ advised that the female troopers held two separate conferences in the mid-1990's to discuss the challenges of being a female in the State Police. _____ advised that no one ever brought up the Lords of Discipline during either of these conferences. _____ further stated that Trooper Amy Johnson attended both of these conferences and never mentioned the Lords of Discipline. _____ stated that _____ was under consideration to be transferred to Tuckerton Station as an Acting Lieutenant in December 2002. However, _____ did not want to place _____ in that position because _____ felt it would be unfair to _____ because if the problems with the Lords of Discipline at the station. _____ added _____ did not know what individuals _____ was referring to when _____ stated that the Lords of Discipline were causing problems at Tuckerton Station.

_____ (Book E, # 4)

_____ was interviewed on April 16, 2003

_____ stated _____ never heard of the Lords of Discipline prior to the newspaper articles. _____ stated _____ had heard of troopers who had salt placed on their uniforms in the 1970's and a trooper who milk poured into their locker. _____ stated _____ was the subject of harassment when _____ was a trooper in _____ was falsely suspected of providing information to a news agency. An unknown individual threw _____ summons book in the trash. _____ received a written reprimand because _____ did not have _____ summons book properly secured.

_____ (Book E, # 5)

_____ was interviewed on April 21, 2003.

_____ stated _____ first heard of the Lords of Discipline while assigned to the _____ with respect to the Trooper Zollitsch EEO/AA complaint. _____ stated that _____ believes the Phantom and the Lords of Discipline are the same. _____ further stated that _____ does not believe that the Phantom or Lords of Discipline are organized groups of troopers but a culture within the State Police. _____ characterized it as an internal policing by rogue troopers who administer their own form of justice. _____ further stated that it appears to be a mind-set more prevalent in the field Operations Section. _____ stated _____ was the subject of hazing or harassing incidents during _____ career with the State Police. _____ added that the acts were committed by individuals and not by a group. _____ advised _____ dealt with these incidents personally and did not make formal complaints. _____ stated that _____ provided testimony during the early _____ concerning harassment that _____ observed

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Narrative Continued:

that was directed toward _____, indicated that believes that strong management is needed to end this type of harassing behavior. _____ added that training must be reinforced and that there should be a zero tolerance for troopers disrespecting other troopers.

_____ (Book E, # 6)

_____ was interviewed on April 29, 2003. _____ was the _____ stated _____ first heard the Lords of Discipline when _____ was transferred to _____ unit. _____ advised _____ that _____ was completing an internal investigation on the Lords of Discipline. _____ further advised that _____ did not inquire about the investigation because information concerning internal investigations is spread on a need-to-know basis. _____ stated the only other times _____ has heard the Lords of Discipline was in newspaper articles. _____ also stated _____ is not aware of any secret organizations within the State Police. _____ stated _____ has heard of troopers having salt placed in their equipment or having their lockers displaced. _____ further stated that _____ has never witnessed this type of activity. _____ believes these types of incidents served as a wake-up call or behavior modification for troopers with bad attitudes.

(Book E, # 7)

_____ was interviewed on April 10, 2003. _____ stated _____ has heard of the Lords of Discipline through Trooper Zollitsch's and Trooper Oliva's complaints. _____ also stated _____ has heard of the Phantom and referred to it as a way of remaining anonymous when writing anything against the Superintendent. _____ advised _____ has heard of troopers having their lockers displaced, but never witnessed any of these incidents.

_____ (Book E, # 8)

_____ was interviewed on May 15, 2003. _____ stated that _____ has only heard of "The Lords of Discipline" as a movie and in various newspaper articles. _____ stated _____ does not believe that the Lords of Discipline is a formal group, but rather rogue troopers. _____ stated that _____ has heard of troopers having salt placed on their equipment, lockers displaced and fingerprint ink placed in troopers hats, but has never witnessed any of these incidents.

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Narrative Continued:

(Book E, # 9)

_____ was interviewed on May 14, 2003. _____ stated _____ did not recall hearing the term "Lords of Discipline" before reading it in the newspapers. _____ stated _____ considers the Lords of Discipline the same as the "Phantom" and characterized it as an informal group or mechanism to bring troopers into an unofficial norm. _____ stated that during _____ career _____ has heard of troopers having their shoes nailed to the floor, uniforms cut while in a locker and lockers placed in the middle of a roadway, but has never personally observed any such incidents. _____ also said _____ has heard of the term "salty", but has never observed any salt on anyone's equipment. _____ added that _____ was never subjected to any type of hazing or harassing behavior.

(Book E, # 10)

_____ as interviewed on April 10, 2003. _____ stated _____ never heard of the Lords of Discipline prior to reading about it in the newspapers. _____ added that _____ had heard of other troopers having their lockers displaced but never personally witnessed any incidents. _____ stated _____ never witnessed any troopers being mistreated.

(Book E, # 11)

_____ was interviewed on April 23, 2003. _____ stated _____ never heard of the Lords of Discipline prior to the newspaper articles.

During this time _____ never received any complaints from any troopers assigned to these station other than complaints concerning promotions.

(Book E, # 12)

_____ was interviewed on April 9, 2003. _____ stated that _____ first heard of the Lords of Discipline in the newspapers. _____ stated _____ had heard war stories about troopers having their lockers displaced or salt being placed on their equipment _____ stated that one of

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Narrative Continued:

classmates, had salt placed in locker in 1979 when was reading a newspaper, smoking a cigar, with feet up on a desk after being on the job for just 2 days.

(Book E, # 13)

was interviewed on June 3, 2003.

Previously, in the Professional Standards Bureau. stated first heard of the term Lords of Discipline during the John Oliva investigation in December 2000. stated that Oliva said he thought the Lords of Discipline were behind the harassing treatment he (Oliva) was being subjected to. further stated that does not believe the Lords of Discipline is an organization. believes it is more of a mentality of some troopers. believes these troopers take it upon themselves to discipline other troopers who do not conform to an unknown manner of behavior.

(Book E, # 14)

was interviewed on May 1, 2003.

stated knowledge of the Lords of Discipline comes from newspaper articles. first heard of the Lords of Discipline when reading an article, but could not recall what the incident was the article was written about. stated does not believe the Lords of Discipline is an actual organization.

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Narrative Continued:

D. Interviews of Current and Former members of N.J.S.P.

During the course of this investigation over two hundred thirty (230) interviews of current or former members of the New Jersey State Police were conducted or reviewed. Some of these interviews were conducted during previous investigations completed by the New Jersey State Police Professional Standards Bureau.

No relevant information with regard to the Lords of Discipline was gleaned through the interviews of the following individuals:

Trooper	Badge #	Graduating Class	Date of Interview
			06/26/97
			04/15/03
			04/15/03
			02/07/01
			12/12/01
			04/15/03
			02/27/01
			02/07/01
			04/15/03
			05/30/97
			02/16/01
			01/08/03
			02/07/01

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Narrative Continued:

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Trooper	Badge #	Graduating Class	Date of Interview
			04/23/03
			04/23/03
			04/10/01
			04/23/03
			04/23/03
			04/23/03
			04/15/03
			04/23/03
			04/23/03
			02/01/01
			02/01/01
			02/01/01
			02/08/01
			04/23/03
			02/01/01
			04/15/03
			07/14/03
			04/03/97
			04/23/03
			02/05/01
			04/23/03
			03/20/01

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Narrative Continued:

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Trooper	Badge #	Graduating Class	Date of Interview
			06/19/96
			02/20/01
			02/07/01
			02/01/01
			07/14/03
			02/22/01
			04/15/03
			02/16/01
			03-24-97
			02/07/01
			03/20/97
			03/12/01
			03/17/97
			04/23/03
			03/19/97
			03/14/97
			02/08/01
			03/12/01
			03/14/97
			02/17/98
			04/23/03
			04/23/03

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Narrative Continued:

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Trooper	Badge #	Graduating Class	Date of Interview
			06/19/96
			02/01/01
			04/15/03
			04/15/03
			03/24/97
			07/14/03
			03/24/97
			02/01/01
			03/19/97
			03/18/97
			03/20/97
			03/19/97
			03/21/01
			03/12/01
			04/23/03
			03/20/01
			04/02/01
			02/22/01
			04/23/03
			04/23/03
			07/16/03

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Narrative Continued:

	Trooper	Badge #	Graduating Class	Date of Interview
87				02/05/01
88				03/07/01
89				02/07/01
90				07/31/03
91				04/23/03
92				08/6/03
93				04/15/03
94				07/14/03
95				07/10/03
96				04/23/03
97				07/15/03
98				04/23/03
99				04/15/03
100				07/17/03
101				08/05/03
102				02/01/01
103				07/17/03
104				08/06/03
105				07/22/03
106				07/23/03
107				02/22/01
108				04/23/03
109				04/15/03

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Trooper	Badge #	Graduating Class	Date of Interview
			02/01/01
			08/06/03
			08/06/03
			07/29/03
			07/24/03
			2/27/01
			08/05/03
			02/01/01
			03/21/01
			07/16/03
			08/06/03
			07/29/03
			02/14/01
			07/31/03
			07/31/03
			08/06/03
			03/07/01
			07/18/03
			07/29/03
			02/02/01
			02/20/01
			08/06/03
			07/24/03

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Narrative Continued:

	Trooper	Badge #	Graduating Class	Date of Interview
133				03/09/01
134				07/14/03
135				02/16/01
136				08/06/03
137				08/08/03
138				03/19/01
139				04/15/03
140				07/31/03
141				02/05/01
142				04/15/03
143				07/08/03
144				04/15/03
145				07/23/03
146				02/01/01
147				03/08/01
148				07/29/03
149				07/31/03
150				04/15/03
151				04/23/03
152				04/23/03
153				07/23/03
154				07/17/03
155				07/24/03

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Narrative Continued:

Trooper	Badge #	Graduating Class	Date of Interview
			04/23/03
			07/08/03
			04/23/03
			07/15/03
			07/23/03
			07/15/03
			08/06/03
			04/23/03
			07/17/03
			04/23/03
			07/23/03
			04/23/03
			07/24/03
			07/22/03
			04/23/03
			07/23/03
			07/22/03
			07/14/03
			07/10/03
			04/23/03
			07/15/03
			07/17/03
			08/05/03

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Narrative Continued:

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Trooper	Badge #	Graduating Class	Date of Interview
			07/15/03
			08/05/03
			07/24/03
			07/17/03
			07/15/03
			07/17/03
			07/10/03
			08/05/03
			07/14/03
			03/24/03
			07/15/03
			08/06/03
			07/10/03
			04/23/03
			07/17/03
			08/06/03
			08/06/03
			07/10/03
			08/06/03
			04/23/03
			07/22/03
			07/14/03
			07/14/03

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Narrative Continued:

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Trooper	Badge #	Graduating Class	Date of Interview
			07/14/03
			04/23/03
			04/23/03
			07/14/03
			07/24/03
			07/17/03
			04/23/03
			07/14/03
			04/23/03
			08/05/03
			07/22/03
			01/10/03
			07/14/03
			07/22/03
			08/06/03
			04/23/03
			08/06/03
			01/16/03
			07/14/03
			07/14/03
			07/14/03
			07/15/03

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Narrative Continued:

(Book E, # 15)

was interviewed on February 1, 2001, by the State Police Internal Affairs Bureau. stated that was aware of the Lords of Discipline and first heard of the term in while stationed at the Absecon Station. stated that heard of a list of duties that the station recruits had to do was posted. These duties included cleaning the station and making coffee. said heard the Lords of Discipline appeared at the bottom of the list but never specifically saw it. further stated that does not believe the Lords of Discipline exists but that it is a concept.

(Book E, # 16)

was interviewed on July 22, 2003 by members of the Lords of Discipline Task Force. During this interview stated graduated from the from the State Police Academy on stated heard about the Lords of Discipline while was stationed at Woodbine Station. heard it was an organization that disciplined new troopers. stated that during the one year was assigned to Woodbine Station did not observe any evidence that the Lords of Discipline existed. also stated that does not believe that such an organization exists. further added that Tpr. Justin Hopson. remembers Tpr. Hopson indicating was having problems with some individuals at Tuckerton Station but does not recall Tpr. Hopson making any reference to the Lords of Discipline.

(Book E, # 17)

was interviewed on June 12, 2003. stated first heard the Lords of Discipline around while stationed at the Woodstown Station. However, could not recall the name of the trooper heard it from. added that the Lords of Discipline were a group of individuals whose job was to weed out the undesirables in the Troop A area. stated believed that this group included high ranking officials within the State Police. explained that believed high ranking officials were involved because they permitted the Lords of Discipline to exist. described the tactics used by the Lords of Discipline as putting a watermelon in a black troopers locker, stealing equipment, threats to cause bodily harm, use of threatening letters, harassing telephone calls, trashing lockers, urinating on equipment, and cutting tires. stated was a victim of the Lords of Discipline when they tossed locker and stole some equipment. was not sure what equipment was stolen. stated was told when retired that equipment was missing but it was not identified. said

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Narrative Continued:

became friendly with Trooper John Oliva. stated that Trooper Oliva told that was having problems with certain troopers. However, was unable to recall the names of the troopers that Trooper Oliva was having problems with. stated that Trooper Oliva complained that the Lords of Discipline were trying to make him change his ways. also stated that remembered a trooper by the name of who had salt placed in locker. added that stated that had a watermelon placed in locker when stationed at Newark Station. advised was harassed when a rumor was being passed around that was videotaping other troopers making car stops. stated that the trooper who was spreading these rumors on unrelated issues. named this trooper as

(Book E, # 18)

was interviewed on May 23, 2003. stated has heard various rumors about the Lords of Discipline, mostly in connection with the Woodbine Station. further stated that does not believe the Lords of Discipline is an organized group of troopers. added that early in career offensive racial terminology was frequently used. added that the State Police has improved tremendously over the years in regard to racial tolerance.

did not involve allegations about the Lords of Discipline.

(Book E, # 19)

was interviewed on June 2, 2003. graduated from the stated first heard about the Lords of Discipline from the newspapers. stated that does not believe it is an organized group, rather a term used to command fear. advised that had heard of other trooper's lockers having salt placed in them as well as lockers being displaced. was unable to recall the details concerning these incidents. further advised that being in the State Police was difficult because were not easily accepted by the male troopers. However, toward the end of career felt was being more accepted by the males.

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Narrative Continued:

(Book E, # 20)

was interviewed on March 12, 2003. had written a memo to then concerning views of racism and sexism within the state police and proposed solutions.

In this memo states that believes that racism and sexism exist in the State Police. further stated that believes that the Lords of Discipline exists and equates them to the Ku Klux Klan. stated believes the Lords of Discipline are comprised of a rogue body of troopers who have taken the old "Phantom" concept to a much higher level. further stated that believes there are a small number of individuals who bring a skewered racist/sexist philosophy to the workplace and attempt to impose those philosophies upon others to think in kind. stated believes they covertly and overtly act out against and/or are intolerant of those that are different.

stated during that interview that on a number of occasions was the subject of racism while in the State Police. further stated that personally addressed these situations when they happened rather than report them to superiors. stated was pleased with the results when addressed these situations with the offenders. When questioned on specific information regarding the Lords of Discipline, was unable to name any individuals who may be involved in the Lords of Discipline.

(Book E, # 21)

as previously a member of the State Police. He was interviewed on February 20, 2003. stated does not believe the Lords of Discipline is a well-organized group with a structured leadership. believes it exists because the subculture allows it to exist. also stated that the Lords of Discipline will "screw" with all troopers and not just minorities and women.

stated that it was rumored that the members of the Lords of Discipline evolved from the 111th class, which is the graduating class of complainant Kimberly Zollitsch. stated that members of the 114th, 115th and 116th classes were all made aware of the Lords of Discipline while in the Academy. added that members of the 115th and 116th classes who were initially assigned to Woodbine or Port Norris Stations found a list of rules and regulations from the Lords of Discipline hanging in their lockers when they reported for their first day of duty.

further stated that sergeants in Troop A often took part in "salting" lockers. also made the claim that Lieutenants and Captains, as well as previous administrations of the State Police, were aware of the Lords of Discipline and did not nothing to stop the harassment.

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Narrative Continued:

(Book E, # 22)

_____ was interviewed on May 7, 2003.
 _____ stated _____ has heard of the Lords of Discipline, but does not believe it is an organized group.
 _____ added that _____ believes the behavior associated with the Lords of Discipline was permitted to continue by supervisors within the State Police. _____ advised that _____ had filed a _____ when _____ was on the receiving end of retaliation after _____ submitted a safety report when _____ was a _____ asked _____ a list of questions concerning the Lords of Discipline. _____ stated _____ told _____ that _____ had not been harassed by the Lords of Discipline and had no information concerning the Lords of Discipline.
 _____ further stated that there were no references to the Lords of Discipline in _____ complaint. _____ also stated _____ was the class coordinator for the _____. Two of the recruits from this class contacted _____ to discuss problems they were having at Red Lion Station. These recruits were _____ complained about other troopers not backing _____ up on motor vehicle stops and calling _____ names such as "Bastard", or _____ advised that _____ did not mention the Lords of Discipline when discussing the problems _____ was having at Red Lion Station. _____ told _____ that _____ had candy stolen from locker and that other troopers were not voluntarily re-paying _____ when _____ picked up and paid for meals. _____ stated that _____ did not mention the Lords of Discipline when discussing the problems _____ was having at Red Lion Station.

(Book E, # 23)

_____ was interviewed on April 8, 2003.
 _____ graduated from the _____ State Police class which was an _____ previously spent time in the State Police Internal Affairs Investigation Bureau. _____ stated that _____ has conducted internal investigations into hazing and/or harassing allegations against troopers. Some of these allegations were substantiated.
 _____ advised that _____ never saw any evidence that indicated any of these hazing/harassing incidents were committed by an organized group of troopers. _____ further stated that these acts were committed by individuals for retaliation or to a new trooper perceived as not conducting themselves with State Police tradition. _____ stated that _____ believes the Lords of Discipline is an "action", not a person. _____ advised that _____ conducted part of the investigation concerning _____ stated that during _____ initial statement _____ never mentioned the Lords of Discipline.

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Narrative Continued:

(Book E, # 24)

_____ was interviewed on April 30, 2003. _____ stated _____ first heard of the Lords of Discipline during the _____ harassment complaint investigation. _____ made references to harassment by the Lords of Discipline. _____ stated _____ does not believe the Lords of Discipline to be an organized group, but "cowards" who hid behind the name. These troopers use it to bring young troopers into line. _____ stated _____ was involved in both the _____ and _____ investigations. Both of these investigations resulted in allegations being substantiated against individuals. However, no evidence was revealed to substantiate the existence of an organized group of troopers known as the Lords of Discipline.

(Book E, # 25)

_____ graduated from the State Police Academy in the _____ was a classmate of _____ was interviewed by the _____ on January 10, 2003 _____ in the Tpr. Justin Hopson investigation at Tuckerton Station. _____ failed to provide a full, complete, and truthful statement on _____. It was alleged that _____ had knowledge concerning who was responsible for creating and posting harassing notes against Tpr. Hopson.

_____ was asked a series of questions concerning the Lords of Discipline. _____ stated _____ heard that the Lords of Discipline was generated out of Port Norris or Bridgeton Stations. _____ was unsure of who heard this from. _____ explained that the Lords of Discipline sounds like a bunch of people that got together and police their own. _____ further added that _____ does not know anybody who is in the Lords of Discipline and does not know if this organization exists. _____ stated that _____ had overheard other troopers talking about the "Old State Police" that didn't tolerate anybody who got out of line. During this conversation _____ said _____ heard the term "Lords of Discipline" used. _____ identified the troopers involved in this conversation as _____

_____ stated that _____ never heard Tpr. Hopson use the term "Lords of Discipline".

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Narrative Continued:

Confidential Source (Book E, #27)

On [redacted] a Confidential Source ([redacted]) was interviewed. ([redacted]) provided what he/she stated was hearsay information concerning the Lords of Discipline. ([redacted]) provided the following information:

- > [redacted] and [redacted] and are alleged to be members of the LOD.
- > [redacted] and [redacted] brought the LOD to [redacted] to deal with non-conformers. During the time that former [redacted] ran the [redacted] assigned to the [redacted] brought [redacted] and [redacted] to the [redacted]. While they were [redacted] throw up in [redacted] after [redacted] was assigned as [redacted] threw [redacted] and [redacted] out of the [redacted] assigned [redacted] and [redacted] to [redacted] and they were "profiling like hell."
- > [redacted] would "hold court" at a [redacted] with troopers from the [redacted] and [redacted] area. [redacted] would send word who was to be disciplined. [redacted] and [redacted] were told who needed to be dealt with so they did not embarrass the organization.
- > [redacted] asked for people to be sent to [redacted] and then took care of [redacted] own discipline problems internally. When [redacted] was "knee deep" into the "good old boy" system and defended [redacted]
- > In 1998 [redacted] was still running the [redacted] meetings and assigning disciplines.
- > [redacted] assigned [redacted] to [redacted]. On [redacted] a trooper called in sick to the [redacted], then was off the next two days. When this trooper returned to duty [redacted] found [redacted] locker in the parking lot in the Station Commanders parking spot. The trooper lacerated his hand while trying to move the locker and was transported to [redacted]
- > [redacted] became [redacted] in late 2000 or early 2001. developed "statistical analysis" and "covered it" as [redacted]. These statistics were not used as part of the violators survey, only statistics from the Turnpike compiled by [redacted] were used.
- > [redacted] was a sergeant in Troop A who was [redacted]. However, [redacted] did not receive a non-pay suspension because the LOD took care of him.
- > The staff that was working in [redacted] and part of the LOD are now [redacted]

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Narrative Continued:

running. These include
Also, made some "good old boys" in charge.
is assigned to and was a member.

It should be noted that Confidential Source was interviewed
During this interview stated that he/she had no knowledge of the Lords of
Discipline other than what he/she had read in the newspapers.

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Narrative Continued:

E. Interconnections Between Hazing Incidents

A chart was completed and is seen on the next page that depicts the connections between hazers, incidents and principals.

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Narrative Continued:

**Alleged Victims and Hazers
Showing Connections to
Lords of Discipline
12/9/03**

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Narrative Continued:

The chart reveals that there were ten (10) troopers who were identified as hazers during this investigation. These ten (10) troopers come from various graduating classes and were stationed at a range of stations, although most were in Troop A (South Jersey).

It is also seen that the connections between the incidents are infrequent. Of the principals in the two (2) cases involving female troopers (Kimberly Zollitsch and Amy Johnson), only one person, (), was named as a principal. Two other classmates of () were involved in the Oliva case, but () was only involved to give testimony and () was, by that time, a victim of hazing

The largest number of principals or defendants were named in the Oliva case, but many involved supervisors and managers up the line who were named as defendants in the lawsuit. () seemed to link Oliva and (), as a defendant in the Oliva case and was interviewed regarding () as well, () and admitted flipping () locker in retaliation for () believing () had taken a personal item of (). The third connection between the Oliva case and other hazing is through () who was a () and had supervised (), another hazing victim.

One individual ties three (3) hazing victims together: () was a principal in the Hopson investigation, but was interviewed regarding Oliva () as well. Hopson ties to Oliva through ()

There are no known ties between the Bastos incident, the Longoria incident or the () incident, to the others.

This chart also reflects those who were named as being involved in or tied to the Lords of Discipline in some way. Most of these individuals, however, were named by their victims as LOD members, rather than by the State Police populace at large. The only concrete reflection of the Lords of Discipline were the t-shirts purchased by () and worn by (). The t-shirts, however, appear to have been purchased after the *Trentonian* article about the "Lords of Discipline" and may have been a reaction to that article.

Complainant

Accused Hazers

Academy Class

Kimberly Zollitsch #4852
111th Class

John Oliva #5760
118th Class

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Narrative Continued:

Complainant

Accused Hazers

Academy Class

Amy Johnson #3483
96th Class

Justin Hopson #6172
129th Class

Christopher Bastos #6179
130th Class

Emblez Longoria #4896
111th Class.

unknown

unknown

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Narrative Continued:

Complainant

Accused Hazers

Academy Class

unknown

unknown

John Villamil #5110
113th Class

unknown

F. Measures Taken by N.J.S.P.

The N.J.S.P. have incorporated sensitivity training into their in-service training. The lesson plans and powerpoint instruction given during in-service training contain numerous references to treating each other, both civilian and enlisted personnel, with dignity and respect. These principals are addressed at length during the in-service training. Additionally, a one-hour block of instruction on hazing is offered to sergeants as part of the Front-Line Supervision Course.

Findings

A total of 14 troopers have been identified during this investigation as having claimed to be victims of some type of hazing and/or harassing conduct. There are close to 2700 troopers in the New Jersey State Police. The number of troopers who have claimed to have been hazed and/or harassed is indeed a small percentage of the entire organization, less than 1/2 of 1%. While no one claims that these individuals were not the victims of harassing behavior, only a few have identified the Lords of Discipline as being involved in this harassment. Kimberly Zollitsch claims that the two troopers who constantly harassed her were members of the Lords of Discipline. However, Zollitsch did not make this claim until 1999, three (3) years after her initial complaint was filed in 1996. Justin Hopson claims he was the victim of Lords of Discipline harassment. Hopson

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Narrative Continued:

bases his opinion that the Lords of Discipline exists on the t-shirt that [redacted] was wearing. Hobson has no other evidence that Lords of Discipline was behind the harassing conduct he endured. [redacted] stated [redacted] with Hopson and during this time [redacted] recalled Hopson indicating he was having problems with some individuals at Tuckerton Station, but never made any reference to the Lords of Discipline. [redacted] was interviewed by the State Police regarding the Hopson investigation. [redacted] stated that Hopson never mentioned the Lords of Discipline to [redacted]. Emblez Longoria alleges in a complaint that the Lords of Discipline or the Phantom made a harassing telephone call to his residence. Longoria has no other evidence that the Lords of Discipline were behind any of the alleged hazing or harassing behavior. Amy Johnson only mentioned the Lords of Discipline to a newspaper reporter. She never mentioned Lords of Discipline during any of the interviews during the investigations of her complaints. John Oliva claimed the Lords of Discipline were behind the harassment that he endured. However, he was unable to supply solid proof that any one was indeed a member of the Lords of Discipline.

It appears that the allegations of harassment by the Lords of Discipline are limited to Troop A. There have been five troopers who have claimed they were harassed by the Lords of Discipline (Zollitsch, Johnson, Oliva, Hopson, and Longoria). Each of these troopers were stationed in Troop A. There are approximately 490 troopers assigned to Troop A. These five troopers represent approximately 1% of all troopers assigned to Troop A.

Allegations have been made that the Lords of Discipline target minorities and females. However, the five troopers who claim to have been harassed by the Lords of Discipline are two white females, two white males and one Hispanic male.

Additionally, allegations were made that the troopers responsible for the hazing and harassing behavior came from one or two Academy classes. However, troopers that have been alleged to have been involved in hazing and/or harassing behavior have come from the following Academy classes: 68th, 74th, 79th, 80th, 83rd, 87th, 88th (2), 90th, 92nd (2), 93rd, 94th (3), 95th, 98th (2), 101st (3), 102nd, 111th (3), 115th and 118th (2).

While no one claims that these fourteen troopers, and others who may not have come forward and filed complaints, were not subjected to harassing behavior, there has been no evidence that an organized group of individuals is responsible for the harassment. There are no visible connections between the accused harassers. It appears that each incident is separate and arises out of situations that are unique from one another. One trooper doesn't like how another trooper acts and feels that he must let that trooper know that his actions are unwelcome. So Trooper A makes it uncomfortable for Trooper B to work by drawing up cartoons, creating false transfer requests or making verbal comments. Sometimes the actions are taken to extreme levels and property and equipment are damaged. These are certainly childish ways to deal with differences between people. There has been no evidence uncovered during this investigation that would suggest such an organized group exists.

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Narrative Continued:

The vast majority of troopers who were interviewed during this investigation stated that as recent graduates of the State Police Academy and as junior troopers in the barracks they were responsible for certain menial tasks such as taking out the garbage, cleaning the kitchen, making coffee, getting the troop cars washed, etc. This was part of being a junior trooper. These tasks usually continued until the next class graduated from the Academy. Most of the troopers indicated they had no problems with completing these menial tasks and did not consider the tasks to be demeaning.

Additionally, the N.J.S.P. have incorporated sensitivity training in their in-service training programs. Sergeants are also offered a one hour block of instruction on hazing as part of the Front Line Supervision Course.

Lords of Discipline Task Force

Table of Exhibits

Book A

1. Kimberly Zollitsch #4852
2. Amy Johnson #3483

Book B

1. John Oliva #5760

Book C

1. Justin Hopson #6172
2. Christopher Bastos #6179

Book D

1. Emblez Longoria #4896
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Book E

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Book F

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Book I

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Book J

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Book K

1. Consent Decree
2. Lords of Discipline Database
3. New Jersey State Police Timeline
4. New Jersey State Police Lesson Plan - Front Line Supervision & Leadership Course
5. New Jersey State Police Lesson Plan - Leadership/Cultural Awareness/Ethics

Book L

1. N.J.S.P. Graduating Classes - 111th Class through the 130th Class