

**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
--	---------------------------------------	------------------------------------

Narrative:

## Lords of Discipline Task Force

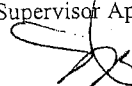
### Report of Investigation and Findings

#### 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
----------------------------	--------	---	------------------------

Date: January 5, 2005

Ronald E. Law #1346  
Signature of

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

Narrative Continued:

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.

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

Narrative Continued:

## Investigation

### A. Background

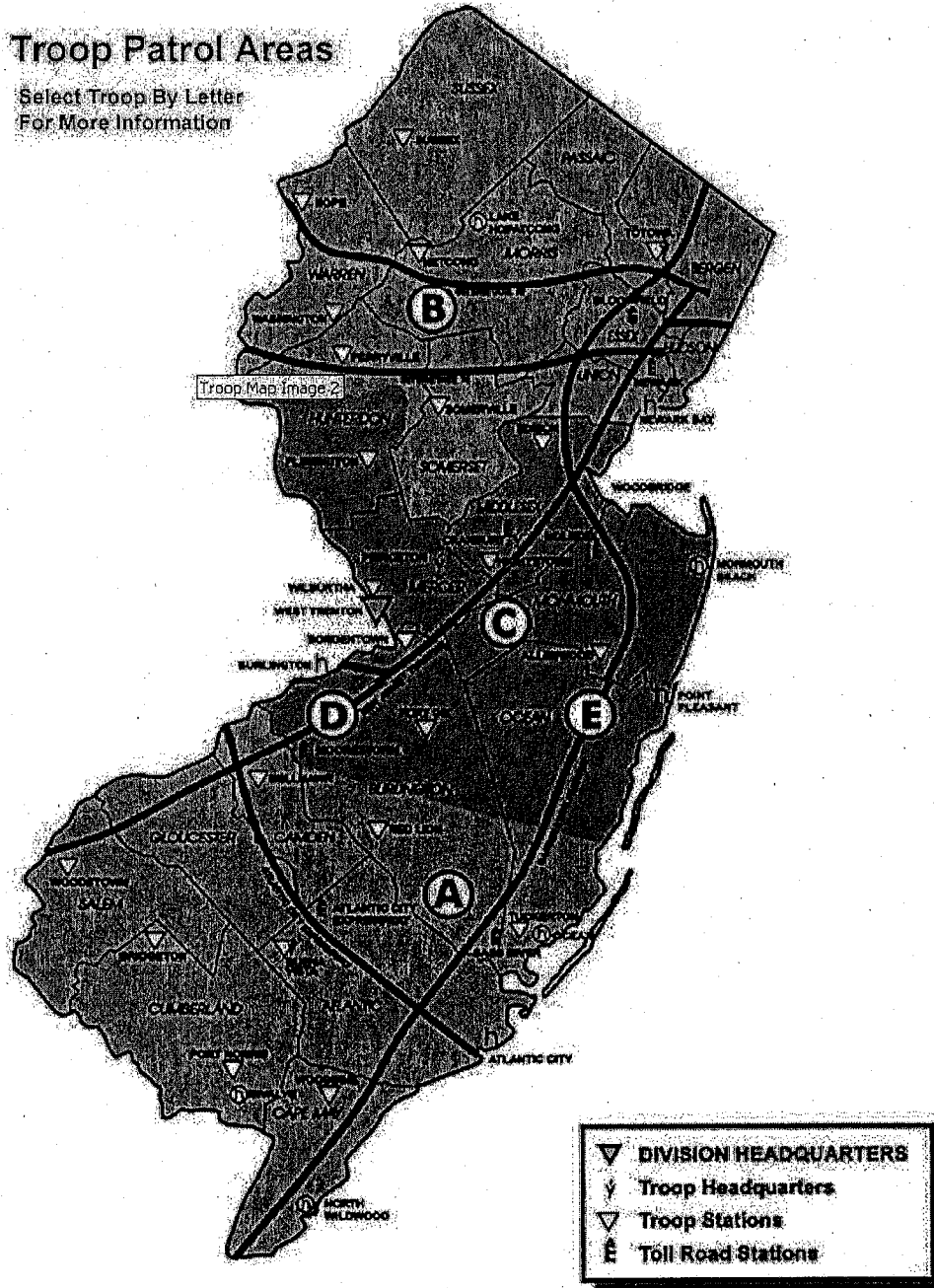
The New Jersey State Police was formed in 1921 by Herbert Norman Schwarzkopf, a graduate of West Point Military Academy. Schwarzkopf modeled the State Police organization after the military academy. The State Police motto of Duty, Honor, Fidelity was modified from the West Point motto of Honor, Duty, 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:

Narrative Continued:

### Troop Patrol Areas

Select Troop By Letter  
For More Information



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

Narrative Continued:

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.

Bureau/Unit:  
**Professional Standards**

Division Case Number:  
**CJ03-0929-XX**

Case Title:  
**Lords of Discipline**

Narrative Continued:

## **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

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

Narrative Continued:

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.



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

Narrative Continued:

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

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

Narrative Continued:

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.

Bureau/Unit:  
**Professional Standards**

Division Case Number:  
**CJ03-0929-XX**

Case Title:  
**Lords of Discipline**

Narrative Continued:

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

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

Narrative Continued:

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

Bureau/Unit:

Professional Standards

Division Case Number:

CJ03-0929-XX

Case Title:

Lords of Discipline

Narrative Continued:

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

Bureau/Unit:

Professional Standards

Division Case Number:

CJ03-0929-XX

Case Title:

Lords of Discipline

Narrative Continued:

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.