



BrightonSM

To: Ashton Steely
CC: Deputy Chief Matt Domenico
Karen Borkowski-Surine' ACM
From: Paul Southard, Chief of Police
Date: 07/22/2022
Re: Notice of Termination

On July 13th 2022 a pre-discipline hearing related to I.A. # 22-02 was held at the Brighton Police Department. The purpose of this hearing was to allow you to present a response to Deputy Chief Domenico's recommendation for termination of your employment. You were present at this hearing as was your attorney, Bradley Hansen.

I have reviewed all of the supporting documentation, including the internal investigation and related material. I have also reviewed the letters of support from your co-workers.

Despite the favorable comments from your co-workers I find it troubling that you have chosen to continue to treat co-workers poorly after having been placed on a 90 day performance plan from September 5th, 2021 to December 4th, 2021. Four short months after completion of the performance plan you continued to display this toxic behavior which led to an investigation after a written complaint from a co-worker.

During the pre-discipline hearing you talked of supporting female officers because this type of workplace can be difficult for them. I find this statement to be disingenuous as your conduct and comments about the department not hiring any more women contradicts your statement.

I am not confident that you will be able to serve the citizens of Brighton in an unbiased respectful manner. Additionally, your treatment of co-workers, particularly women, is discriminatory and creates a hostile work environment that can't be tolerated by the Brighton Police Department.

Based on my review of this investigation, and having taken into account all relevant information, I am upholding Deputy Chief Domenico's recommendation for termination. This order is effective July 22, 2022.