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LARIMER COUNTY SHERIFF'S OFFICE
PROFESSIONAL STANDARDS SECTION

Confidential
Personnel Investigation

Case IA2025-00038

Contents
IA report (10 pgs.) (Sgt. Peranteaux)

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LARIMER COUNTY SHERIFF'S OFFICE
PROFESSIONAL STANDARDS SECTION

Investigative Report and Findings
Internal Affairs Case #IA2025-00038
Prepared by Sergeant Brian Peranteaux

Date of Incident: November 6, 2024

Location of Incident: Larimer County Jail

Case Report Number: IA2025-00038

Complainant: Lieutenant Gerry Baker, Jail Operations

Employees Involved: Deputy Gannon Brown, Operations
Deputy Zachary Reynolds, Jail Operations

Case Origin

Inmate [redacted] entered LCJ custody on April 27, 2025. Upon intake, [redacted] requested Protective Custody, stating that he had been sexually assaulted in October 2024. Corporal Megan Jobs initiated an investigation and confirmed that some aspects of [redacted] account were credible. She completed RMS report SO25-04127, which documented [redacted] timeframes and cellmate assignments during his October 2024 incarceration. Job subsequently notified LCSO Investigations and Professional Standards of the complaint.

On April 28, 2025, LCSO Investigator Justin Napolitano interviewed [redacted] The information [redacted] provided during this interview was sufficient to initiate a sexual assault investigation. [redacted] stated that he originally reported the assault in November 2024 and had been interviewed by unknown uniformed deputies at LCJ.

A review of body-worn camera (BWC) footage from November 6, 2024, confirmed that Deputy Gannon Brown interviewed [redacted] in a jail interview room. During this recorded interview, [redacted] alleged that he had been sexually assaulted by his then-cellmate, Inmate [redacted]

On November 6, 2024, Reynolds interviewed [redacted] who denied the sexual allegations, and the focus moved to physical threats and commissary theft.

Later that same day, Deputy Reynolds interviewed [redacted] who stated that his cellmate had touched his leg, stomach, buttocks and made lewd sexual comments to him. [redacted] also expressed concerns about physical threats and commissary-related issues. Reynolds documented

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the interviews in RMS report SO24-0010676 and later advised Brown that there was insufficient evidence to pursue criminal charges for the sexual assault allegation.

Brown did not document his interview with [redacted] in RMS. A behavior report was not written and counseling nor medical were advised of the allegations being made.

Neither Deputy Reynolds nor Deputy Brown notified LCSO Investigations or Professional Standards regarding [redacted] sexual assault allegation, as required.

Complaint

Deputy Gannon Brown is in violation of LCSO Rules of Conduct Policy 10000.2.1: (Violation of Rules) for not performing his duties as required by policies, procedures and responsibilities or orders.

Deputy Zachary Reynolds is in violation of LCSO Rules of Conduct Policy 10000.2.1: (Violation of Rules) for not performing his duties as required by policies, procedures and responsibilities or orders.

Documentation Review

LCSO policy related to this investigation
PowerDMS- LCSO policy signing, and acknowledgment are up to date for both employees.
RMS reports related to the incident
JMS cell occupancy, behavior reports
Body Worn Camera video related to this incident

Review of Personnel File for Deputy Gannon Brown

Hired Jan 2021

In November 2024, Gannon Brown was a Corporal assigned to the jail. Brown recently transferred to Patrol with the rank of Deputy.

Internal Affairs- On Nov 28, 2022, a Supervisor Inquiry was initiated for Deputy Gannon Brown who violated policy by using a defensive tactic restraint that was not agency approved, 2nd time in four months.

MakeNote Entries- Thirteen positive entries were documented

Review of Personnel File for Deputy Zachary Reynolds

Hired January 2018
Internal Affairs- None

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MakeNote Entries- Eleven positive entries

Interview With Deputy Zachary Reynolds

On May 2, 2025, at 1321 hours, I interviewed Deputy Zachary Reynolds in a conference room at the Larimer County Jail. I reviewed and had Reynolds sign the Notification and Confidentiality Warning. Reynolds was notified that he could have an attorney or FOP representation present and he declined representation. Reynolds was notified that our interview would be recorded.

I reminded Reynolds of the importance of being truthful and forthcoming and he agreed.

I asked Reynolds to provide a brief employment history with LCSO to include any prior law enforcement or military background. Reynolds told me he does not have prior law enforcement or a military background. His collateral duties include Field Training Officer, Jail Investigator, DTAC instructor and Evidence Technician.

I provided Reynolds some historical information, on November 6, 2024, inmate [redacted] reported that he had been sexually assaulted while in custody. When [redacted] returned to custody on April 17, 2025, he claimed he had previously reported this sexual assault to jail deputies.

Reynolds recalled an inmate alleging he was sexually assaulted by his cellmate. Reynolds recalled Deputy Brown approached him regarding a potential PREA (Prison Rape Elimination Act) case and requested his assistance in conducting an interview. They discussed the individuals involved and the nature of the allegation. Brown asked that Reynolds conduct interviews with [redacted] and [redacted] to determine if there was any substantiating evidence to pursue criminal charges.

Reynolds stated that he understood that if the situation met "PREA criteria" the case should be referred to LCSO Investigations. Reynolds told me he interviewed [redacted] who alleged that [redacted] had touched him inappropriately on the leg, back, and buttocks and had made lewd comments, including telling [redacted] he would "rearrange his guts." Reynolds distinctly remembered that comment from the interview. [redacted] also spoke about being assaulted and being accused of commissary thefts.

Reynolds claimed he was uncertain of the appropriate next steps, Reynolds placed [redacted] temporarily in booking and proceeded to interview [redacted] Reynolds informed [redacted] of the allegations, and [redacted] denied all inappropriate behavior. [redacted] stated that he had no issues with his cellmate, emphasized that he was new to the pod, and asserted that he was not gay nor would he engage in such behavior, particularly considering his prior prison experience.

Reynolds stated, based on the available information, he could not substantiate [redacted] claims. Reynolds informed Deputy Brown that he was unsure of the "strength" of the case. Reynolds proposed solution was to separate [redacted] and [redacted] and "thoroughly" document

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the incident. Reynolds advised Brown that if further incidents occurred and could be substantiated, they could then pursue criminal charges.

I inquired about Deputy Reynolds' experience with PREA investigations. Reynolds confirmed this was his first such investigation. He explained that his role was typically to conduct preliminary fact-gathering interviews and that "such cases" would then be referred to LCSO Investigations. Reynolds stated, "Being new to the investigations cadre, I was under the impression that I was supposed to do more, but I was not sure." Reynolds did not share with Brown that he was unsure how to proceed.

When asked whether he had provided [redacted] with counseling, medical attention, or a victim's pamphlet which details the rights afforded to victims under Colorado law. Reynolds admitted that he did not provide any of those services.

At the time of the November 2024 investigation, Reynolds was a jail investigator for approximately three months. When asked whether Sergeant Scott Sposato provided the investigative team with specific guidance, Reynolds recalled general instructions to investigate assaults and VPO (violation of protective orders) but did not specifically remember any direction regarding PREA cases.

When asked to reflect on the appropriateness of his actions in this investigation, Reynolds stated, "At the time, yes, but looking at it now, I could have done a lot better." He believed at the time that unless he had "solid proof" of a crime, there was no need to immediately involve LCSO Investigations.

Reynolds also indicated that he suspected [redacted] may have been uncomfortable with his cellmate or potentially manipulating the situation, citing that [redacted] eye contact was "weird." However, I made it clear that eye contact, or the lack thereof, is not an indicator of whether a sexual assault did or did not occur. Factors such as shame, trauma, or fear may heavily influence a victim's demeanor and ability to maintain eye contact. Reynolds agreed and noted that he had no training related to sex crimes but would certainly evaluate such claims differently in the future.

Reynolds did not have anything else to add to the investigation.

Reynolds Report

Briefed on Incident

I was called by Corporal GANNON BROWN to meet him in the Deputy Workstation office for a case he had found. When I spoke to Corporal BROWN he said that when he was in One North Inmate [redacted] *approached him and said that he had been touched inappropriately by his cellmate. Corporal BROWN also relayed to me that his former cellmate that he was accusing was Inmate* [redacted] *Corporal BROWN had not yet interviewed* [redacted] *about the situation and only had*

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[redacted] *say he was touched on his legs, back, and stomach area. He stated that he was not ever physically penetrated by* [redacted] *just touched.*

Interview with [redacted]

I went and spoke with [redacted] *about the incident and he claimed to not know anything about the situation. I explained to him why I was speaking to him and asked him about the interactions that he had with his cellmate. He explained to me that it was a young kid that made some poor decisions and was buying things in the pod that he could not pay for. He admitted to helping feed him with his commissary and then just helping call people for him on his behalf. Overall though he said the week they were together was not bad and he had no issues. I asked him about his gang affiliations and tried to determine whether or not he was maybe trying to get* [redacted] *to join up with him. He admitted* [redacted] *talking about it but not much beyond that.* [redacted] *admitted during the conversation that he wanted to assault* [redacted] *after he had stolen his commissary. He stated that while they were together though he was getting angry with the fact that he was always asking for stuff and so he had no interest in being friends with him. Towards the end of the conversation though he did state that should the two of them cross paths again he is, "gonna beat him up." After that I ended the conversation and escorted him back to One South.*

After speaking with [redacted] *about the situation I believed that he did not touch* [redacted] *but did in fact make* [redacted] *feel threatened. To the point where* [redacted] *who is quite a bit younger than* [redacted] *was afraid that he could actually be assaulted. Now the two of them were not even in the same housing unit at this point so I did not have a need to separate them.*

I reviewed some Jail level Behavioral notices from when [redacted] *was removed for an unrelated incident. In reviewing the behavioral notices there is one that states that when* [redacted] *had his stuff brought to him all the edible commissary was gone. When figuring out why the commissary was taken* [redacted] *told that deputy that he had distributed it throughout the pod.*

Speaking with Deputy

With that I spoke with Deputy MATTHEW FOX about the incident as he was one that wrote the Behavioral Report. He explained to me that same thing, that when he asked [redacted] *he admitted to giving it all away. Deputy FOX also explained that he had asked for* [redacted] *to pack up* [redacted] *items which in turn leaves the possibility for* [redacted] *in fact giving away all of* [redacted] *items. Deputy FOX also mentioned that when he looked into the cell he saw a ramen in* [redacted] *red cup and he said that* [redacted] *has not ordered commissary since being in custody.*

Interview with [redacted]

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I spoke with [redacted] about the incident and he explained to me that [redacted] touched him on his leg, back, buttocks area and then made very lewd comments to him about wanting to "rearrange his guts." I spoke to him about the situation and he said that he did not want to say anything about this at the time because he was afraid of what his cell mate would do. He also made mention that he was nervous that his cellmate had friends that would go and hurt him should he say anything. I inquired about that and he said that now the two of them are not together anymore he is more comfortable. He started to speak about how the commissary was actually that someone came into the cell and took the commissary and then he was forced not say anything. He also mentioned that while in One North later he had been told by some other inmates that he should just admit that he is a snitch. He told me that he told them that he did not do anything with [redacted] commissary and would just return to his cell. I finished the conversation with [redacted] and had him escorted back to One North by a program staff member to help keep him from getting painted a "snitch."

During the conversation with [redacted] though he was a lot more descriptive with the threats and feeling unsafe around [redacted] than with the touching. He did say that he was touched and he did not like it but that was brief. He sat still and avoided eye contact pretty well during the conversation.

Outcome

I was unable to develop any sort of Probable Cause for the touching case. I have reasonable suspicion that something occurred however based on the BR's I read, speaking with Deputy FOX, and the interview with [redacted] where he admitted that he wanted to beat up [redacted] I believe [redacted] made some poor decisions in the pod and was afraid of what [redacted] would do to him. I spoke with the Sergeant about this incident and what I believed happened. A keep separate was put in place.

Interview With Deputy Gannon Brown

On May 5, 2025, at 1306 hours, I interviewed Deputy Gannon Brown in my office at the Larimer County Sheriff's Office. I reviewed and had Brown sign the Confidentiality Warning. Brown was notified that he could have an attorney or FOP representation present, he declined representation. Brown was notified that our interview would be recorded.

I reminded Brown of the importance of being truthful and forthcoming and he agreed that he would.

I asked Brown to provide a brief employment history with LCSO to include any prior law enforcement or military background. Brown stated he has been employed at LCSO for five years and obtained the rank of Corporal. His collateral duties include being a member of SERT and a Field Training Officer and teaching various courses in the mini academy.

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Brown is currently taking part in the Field Training Program with LCSO Patrol Operations.

I provided Brown with historical information to enhance his memory. I told Brown on November 6, 2024, inmate [redacted] reported that he had been sexually assaulted while in custody. When [redacted] returned to custody on April 17, 2025, he claimed that he had previously reported this sexual assault to security staff.

Brown vaguely recalled the incident, we reviewed his BWC video that was recorded on November 6, 2024. Brown asked if he had written a report or a behavior report and I told him that he did not.

After reviewing his body worn camera video Brown commented "I could have sworn that jail investigations were handling stuff like that. As far as notifying investigations, obviously I completely dropped the ball on that."

Brown agreed that he failed to take appropriate action after receiving the sexual assault allegation from [redacted] Brown was also aware that jail investigators do not conduct sexual assault investigations but gather information to provide to LCSO Investigators.

Brown stated, "I apologize, I completely dropped the ball. We do make mistakes but that was a pretty big blunder. I feel bad that come to find out it was legitimate. I just completely spaced contacting investigations, that is on me."

During the interview, Brown mentioned that he "thought" he had informed the security Sergeant. The security Sergeant on duty was Josh Prehm. After speaking with Prehm he was not notified of this allegation. Prehm did notify LCSO Investigations of an unrelated PREA allegation that was also made on November 6, 2024, related to two female inmates.

Brown took full responsibility for his actions and did not have anything else to add to the investigation.

Deputy Gannon Brown's BWC transcript is attached to this case

Report Summary

On April 27, 2025, [redacted] was arrested and transported to LCJ. During his intake and subsequent interactions, [redacted] alleged he had been sexually assaulted by his cellmate, [redacted] while previously incarcerated at LCJ between September 23, 2024, and October 10, 2024. [redacted] claimed that LCJ staff had been made aware of the assault during that prior incarceration.

Upon review of JMS records, no documentation was found to corroborate [redacted] assertion that staff had been previously notified. However, after further investigation I found AXON BWC footage dated November 6, 2024, recorded by Brown and Reynolds which depicts an interview

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with [redacted] in an LCJ interview room. The content of the interview pertained directly to the alleged sexual assault that [redacted] reported.

Following the interview with [redacted] Deputy Brown notified Deputy Zach Reynolds, who initiated an investigation under case number SO24-0010676.

Deputy Reynolds chose to interview the suspect, [redacted] before obtaining a detailed account of the allegations from [redacted] During the interview, [redacted] denied the sexual assault allegations.

After interviewing Inmate [redacted], Reynolds determined there was insufficient probable cause to pursue criminal charges. Reynolds relayed his findings to Brown and both inmates were separated.

Upon my review of the interviews conducted by Brown and Reynolds with [redacted] it is my determination that Reynolds erred in his assessment by failing to establish sufficient probable cause.

Neither Deputy Brown nor Deputy Reynolds notified LCSO Investigations or Professional Standards of the sexual assault allegation, as required by policy and the Prison Rape Elimination Act (PREA) standards. This failure resulted in a breakdown of the investigative process and delayed appropriate response to [redacted] allegations. Brown did not document his interview with [redacted] in either an RMS report or a behavior report and counseling/medical were not notified.

[redacted] and [redacted] were cellmates in the One South housing unit from September 25, 2024, to October 3, 2024. [redacted] explained to Reynolds that he delayed reporting the allegation because he was afraid and feared that [redacted] would disclose the incident to others.

After gathering information from [redacted] Corporal Job notified LCSO Investigations. On April 28, 2025, LCSO Investigator Justin Napolitano interviewed [redacted] The information [redacted] provided during this interview was sufficient for Napolitano to initiate a sexual assault investigation.

The case was assigned to LCSO Inv. Lorenzo Lujan who is seeking to have an interview with suspect [redacted] RMS lists the pending criminal charge as Unlawful Sexual Contact- Forcible Fondling.

Deputy Brown conducted a fact-gathering interview with [redacted] during which [redacted] provided detailed information consistent with what he later shared in his interview with Investigator Napolitano months afterward.

Deputy Brown should have made the required notifications to LCSO Investigations and Professional Standards and documented the allegation in an RMS report and not involve

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Reynolds. Additionally, Deputy Reynolds, who joined the jail investigator cadre in August 2024 had not received appropriate training to conduct sexual assault investigation, further contributing to the quality of his investigation and findings.

Per Sergeant Scott Sposato who leads the jail investigations cadre, the cadre does not conduct sex assault investigations other than the initial fact-gathering piece. The information gathered from that initial interview is presented to LCSO Investigations for review.

Findings Pertaining to the Investigation for Internal Affairs Case IA2025-00038

Deputy Gannon Brown

LCSO Rules of Conduct Policy 10000.2.1: (Violation of Rules) for not performing his duties as required by policies, procedures and responsibilities or orders.
Deputy Brown conducted a fact-gathering investigation into the sexual assault allegation but did not consult with LCSO Investigations, nor did he notify Professional Standards. As a result, the inmate's allegations were not properly addressed.

Therefore, I recommend that these violations be found as ***Improper Conduct***

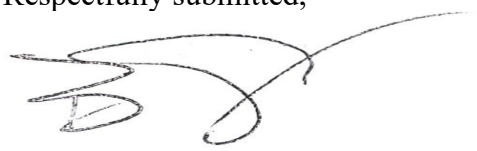
Deputy Zachary Reynolds

LCSO Rules of Conduct Policy 10000.2.1: (Violation of Rules) not performing his duties as required by policies, procedures and responsibilities or orders.

Deputy Reynolds conducted a sexual assault investigation despite not having the necessary training to properly handle such cases. As a result, the inmate's allegations were not adequately addressed, and the required notifications to LCSO Investigations and Professional Standards were not completed.

Therefore, I recommend that these violations be found as ***Improper Conduct***

Respectfully submitted,



Brian Peranteaux, Sergeant June 12, 2025

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