

CW

TO: Dr. Pam McCauley

RE: EMPLOYEE: Dr. John Kent

FACILITY: ASPC-Health Services

This report requires review/recommendation.

The review/recommendation must be completed within thirty (30) days of receipt of this report.

Should circumstances prevent the review/recommendation of this report within the thirty (30) days, please call 542-3061 regarding an extension.

FOR ADMINISTRATIVE INVESTIGATIONS UNIT USE ONLY

Date Forwarded by AIU:

10-21-04

Date Returned to AIU:

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ARIZONA DEPARTMENT OF CORRECTIONS ADMINISTRATIVE INVESTIGATIONS UNIT CASE TRACKING REPORT INSTRUCTIONS

DO NOT REPRODUCE ANY
PORTION OF THE COMPLETED
ADMINISTRATIVE
INVESTIGATIONS UNIT REPORT

This is a confidential investigation. The contents of the investigation shall not be made available to any person outside the principal's chain command or Administrative Investigations Unit without permission from the Director or the Administrator of Inspections and Standards. When an Administrative Investigations Unit investigation is initiated for alleged employee misconduct, this form will be utilized to record the progress of the investigation from the opening of the case in Administrative Investigations Unit, to the final review and disposition by the approving authority. This tracking form will accompany all administrative investigations. The following information must be recorded on this form:

DATE OF OCCURRENCE – Date the alleged incident took place.

DATE LOGGED IN AT ADMINISTRATIVE INVESTIGATIONS UNIT – The time the investigation was opened and case number assigned.

STATUS REPORT DUE DATE – Investigators will submit a status report if investigation goes beyond 30 days stating reason(s) for delay and projected date of investigation completion.

DATE ASSIGNED TO INVESTIGATOR – This date will be within 3 days of the date logged in at Administrative Investigations Unit.

DATE INVESTIGATION COMPLETED – This date included the date when the investigation is ready to be sent to the approving authority.

DATE RELEASED TO THE APPROVING AUTHORITY/ASSISTANT DIRECTOR – The date the investigation is physically turned over to the approving authority or Assistant Director.

30-DAY REVIEW DATE – The date the case file, including final disposition, is returned to Administrative Investigations Unit. This 30-day period is from the day after the completed investigation is released to the approving authority.

REVIEW RECOMMENDATION:

The review of the investigation and recommendations by the chain-of-command should not take over 30 calendar days. Record the date received for review and the date the recommendation is made on the Complaint Worksheet/Discipline Recommendation form in the back of the investigative packet.

<u>07/08/04</u>	Date Of Occurrence
<u>09/23/04</u>	Date Logged in at Administrative Investigations Unit
<u> </u>	30-Day Status Report Due, if Applicable
	INVESTIGATION
<u>09/23/04</u>	Date Assigned to Investigator
<u>10/21/04</u>	Date Investigation Completed
<u> </u>	Date Released to the Approving Authority
<u> </u>	30-Day Review Date
<u> </u>	Date Returned to Administrative Investigations Unit

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INSPECTOR GENERAL'S OFFICE
ADMINISTRATIVE INVESTIGATIONS

RECEIVED
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04 OCT 27 PM 3:11

INMATE HEALTH SERVICES

MEMORANDUM

TO: Dr. Pam McCauley

FROM: Investigator Phil Schonig *PS*

DATE: October 27, 2004

SUBJECT: Dr. John Kent Investigation

Enclosed, you will find another memorandum from Dr. Kent reference his investigation and the allegations made against him. It seems Dr. Kent does not take responsibility for his own actions and blames others.

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Memorandum

To: Philip Schonig, Investigator II

FAX (602) 543-5237

From: John Kent, Ph.D., Psychologist II

Date: 10/25/2004

JOHN KENT, Ph.D. PSYCHOLOGIST II

Re: Additional Information: Telephone Conversation of Wednesday October 20, 2004 per my Telephone Messages of October 23, 2004

At approximately noon on Wednesday October 20, 2004, I was entering Central Unit and held Gate 2 for Carol Miller as she was leaving. She expressed concern for me as she had heard about the investigation. I clarified that I could not talk about the investigation, as it was confidential. She asked for my office extension (5247) as she said she wanted to talk with me. I gave her my extension

Later that day at approximately 1600 hours, Carol called me. She explained that she had forgotten my number but went through communications to reach me. We discussed a separate and previously embarrassing moment for us at work. Again, I told Carol that while I appreciated her concern, I could not talk about the investigation, as it was confidential.

Carol responded, "Well, if you're talking about Linda -----, I'm here to tell you you are wrong. She said that she never filed anything and that she had nothing against the guy and that the guy had done nothing to her, but she is upset with the man who [talked her into giving a statement]." I am not certain of the wording she used as I write this. It could have been "pushed," "pressed," "or "coerced," or "talked her into." This is because I focused I on the pronoun identifying the recruiter as a male. It was a shock.

With the identification of the instigator being male, I was drawn in. I queried Carol about who had put Linda up to this. I did not reveal anything to Carol; such Linda having provided several pages of testimony and Linda was regarded as having a good memory.

Carol told me that the male was "under" me and was definitely not a psychiatrist. He had a master's degree as compared to my doctorate. I asked one question: was he taller or shorter than I. She said he was clearly not taller than I.

With that, she clearly identified Mike King, Psychological Associate II, and Dr. Arnold's confidant, as the culprit in recruiting Linda to make a complaint against me. When I mentioned Mike, she clarified that it was not Mike VanErd [Psychologist II]. When I mentioned Mike King, Carol did not deny it. She said she hoped she wouldn't get in trouble over this.

From Carol's report, I think that Linda was both lying and telling the truth to Carol. Linda was lying to Carol to make herself look better in her friend's eyes; Linda was telling truth about Mike King recruiting her, Linda, to complain against me.

At the end of the telephone conversation, Carol offered me her home phone number in Gilbert, as she did not want to talk at work. I wrote down her telephone number but have not called.

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Memorandum

To: Philip Schonig, Investigator II

JOHN KENT, Ph.D., PSYCHOLOGIST II

FAX (602) 542-5237

From: John Kent, Ph.D., Psychologist II

Date: 10/26/2004

Re: Additional Information: Your Specific Questions/Allegations

First, regarding my telephone call to you last week per that anonymous letter to the Director alleging I bragged about \$200-300 an hour prostitutes, there has been mention of prostitution by my supervisor. Dr. Arnold mentioned prostitution herself on at least one occasion during staff meetings. I do not recall the exact date(s); however, these occurred before the merging of parts of Eymann and Florence mental health teams. At the time, Dr. Arnold mentioned something about prostitution with a rather titillating laugh. All ignored these comments as these were coming from our boss. I felt very uncomfortable at those moments because of Dr. Arnold's demeanor, looking down and exhibiting a peculiar laugh. It was too entertaining.

Regarding Raquel, I did invite her to lunch, but it was not my idea. Medical Records Librarian Ann Belcher initiated this about the time of Secretary's/Administrative Staff Week or Day. Ann suggested I take Raquel to lunch. Robert, the X-ray tech was present. Ann suggested it and Raquel chimed right in, "That's right, you owe me lunch." I was somewhat uncomfortable because it just did not feel right, and, initially, I balked at the idea. Nonetheless, I went along with it and Raquel reminded me on a few occasions that I owed her lunch for some thing she did for me at work. It became grist for the mill of jokes that we shared.

Regarding the joke of entering after the weekend and announcing, "Do you miss me?" That was reminiscent of "The Honey Mooners" and done in great jest. Robert was instrumental in getting me to tease Raquel with this outlandish greeting, as he knew it annoyed Raquel. However, Raquel noticed Robert's prompting of me and setting us up. Then, Raquel did something to get back at Robert. Perhaps it was scotch taping his desk and workstation or it was playfully punching him out. Whatever it was, Robert suggested afterwards that I should not say it again. This was all done in jest and no one took any of this seriously. Having been gullible and duped by Robert so many times, I did enter the room and said it one more time—for the express purpose of getting Raquel to take it out on Robert. Having made my point, that was the last time I said it—until I was reassigned in retaliation to Central Unit. When I called Robert's extension 5711, Raquel answered; I said this on the telephone to Raquel.

In that telephone call during the last week of September 2004, Raquel exclaimed to me, "If you knew what I knew, you'd go home and cry. They have plans for you. If you knew what I knew, you'd go home and cry."

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POB 866
FLORENCE, AZ 85232

Phone: (520) 862-4011 Extension 5700
Fax: (602) 258-7886
Mail Code #1000

TÖ: Phil Schen!y

FROM:

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[illegible]

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Thank You

Thank You
This IR was forwarded to me from South
Unit. Officer [REDACTED] has not returned to
work. [REDACTED] spoke to her by telephone
+ obtained a statement regarding Dr Kent's
interactions with her.

ARIZONA DEPARTMENT OF CORRECTIONS
INSPECTOR GENERAL'S OFFICE
ADMINISTRATIVE INVESTIGATIONS

RECEIVED
AZ DEPT. OF CORRECTION
04 OCT 26 PM 3:34
INMATE HEALTH SERVICES

MEMORANDUM

TO: Dr. Pam McCauley

FROM: Investigator Phil Schonig *PS*

DATE: October 26, 2004

SUBJECT: Dr. John Kent Investigation # 2004-1446

Enclosed you will find an information report (04-A02-3769) drafted by [REDACTED]. [REDACTED] conducted a telephone interview of [REDACTED] reference a comment made to her by Dr. Kent. [REDACTED] told [REDACTED] Dr. Kent confronted her in a dorm and stated, "You look like you're getting good sex at home." [REDACTED] stated she informed Dr. Kent she did not appreciate his comment.

Dr. Kent emailed a memorandum to me reference a conversation he had with [REDACTED] on October 20, 2004. Dr. Kent wrote [REDACTED] told him [REDACTED] never filed a report and had nothing against the "guy." Dr. Kent wrote he felt [REDACTED] was responsible for his investigation.

These documents are for your review and to be attached to my investigation.

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ARIZONA DEPARTMENT OF CORRECTIONS

Information Report

Report Number 2004-ADD-3769
 Report Date 2004 10/20/04
 Page 171

Staff Involved	To	R. Rowland		Title	Captain		Unit	ASPC-F ; South	
	From	[REDACTED]		Title	[REDACTED]		Unit	ASPC-F ; South	
Intelligence Category 1	Subject		Officer [REDACTED]						
	Employee Name (Last, First M.I.)		[REDACTED]		Title	CO II		Badge Number	[REDACTED]
Intelligence Category 2	Employee Name (Last, First M.I.)		[REDACTED]		Title	[REDACTED]		Badge Number	[REDACTED]
	Source Type		Source's Last Name		Source's ADC Number				
Inmates Involved	Inmate Name (Last, First M.I.)		ADC Number		Unit		HU/BED	Involved As:	
	Inmate Name (Last, First M.I.)		ADC Number		Unit		HU/BED	Involved As:	
Summary	Time		Date		Location				
	1300		10/19/2004		ASPC-F ; South				
Action Taken	<p>Summary</p> <p>On the above date and approximate time I called [REDACTED] at her place residence. I asked officer [REDACTED] if Dr. Kent had ever made any inappropriate comments to her. Specifically if Dr. Kent had ever said anything to the effect of "you look like you're getting good sex at home." Officer [REDACTED] stated that she remembered the incident. That she was standing outside her dorm when Dr. Kent had walked up and she smiled. Dr. Kent then stated to her "you look like your getting some thing at home", Officer [REDACTED] then stated "Excuse me?" and Dr. Kent replied "you look like your getting good sex at home." Officer [REDACTED] then informed Dr. Kent that she did not appreciate his comments. Dr. Kent then left. I then asked thanked officer [REDACTED] and informed her that she may be contacted further regarding this issue. Officer [REDACTED] then stated that wouldn't be a problem and the conversation was ended. I then reported the conversation to the Capt</p>								
	Employee's Signature				Title				
[REDACTED]				Lieutenant #347					
<p>Comments/Action Taken</p> <p>Report for information and tracking.</p>									
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Employee's Signature				Title					
[REDACTED]				Lieutenant #347					

Distribution: (✓ Check all that apply)

- ☒ DAVID ARNOLD
- ☐ _____
- ☐ _____

Entered into Data Base

By _____

Date _____

ARIZONA DEPARTMENT OF CORRECTIONS

Information Report Supplemental Sheet

Report Number _____
Report Date _____
Page _____

To _____	Date _____
Comments/Action Taken 	
Employee's Signature _____	Job Title _____

To <u>DW</u>	Date <u>10/20/04</u>
Comments/Action Taken <u>This report was due to information I (as a supervisor) became aware of + had the Lieutenant check/verify. Forwarded to District Arnold for further action.</u>	
Employee's Signature <u>District Arnold</u>	Job Title <u>Captain</u>

To _____	Date _____
Comments/Action Taken 	
Employee's Signature _____	Job Title _____

To _____	Date _____
Comments/Action Taken <div style="text-align: right;"><u>PROPERTY OF AZ. DEPT. OF CORRECTIONS</u> SPECIAL SERVICES BUREAU I&I 1645 W. JEFFERSON - ROOM 2206 PHOENIX, AZ 85007 <u>DO NOT DUPLICATE</u></div>	
Employee's Signature _____	Job Title _____

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HEALTH SERVICES DIVISION

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FLORENCE, AZ 85232

Phone: (520) 868-4011 Extension 5700
Fax: (602) 258-7886
Mail Code #1000

FAX NUMBER TRANSMITTED TO: ()

Confidential

TO: Phillip Schonig

FROM: [REDACTED]

DATE: 9/27/04

DOCUMENTS	NUMBER OF PAGES
	(including cover sheet)
Thank You	

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Thank You

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ARIZONA DEPARTMENT OF CORRECTIONS

MEMORANDUM

DATE: September 23, 2004
TO: Administrator P. McCauley
HEALTH SERVICES
FROM: Curtis Workman, Supervisor *CW*
SUBJECT: Administrative Investigation

04 SEP 27 AM 7:12
HEALTH SERVICES

This confirms that Administrative Investigations Case 2004-1446 has been initiated involving the following principal:

PSYCHOLOGIST John T Kent

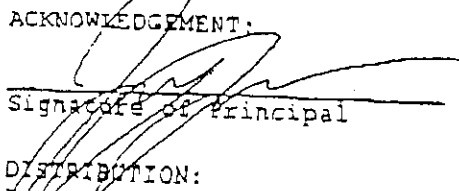
Psychologist II John Kent allegedly has made numerous inappropriate and sexually explicit remarks to ADC staff and has made unwelcome romantic overtures to female staff.

Under provisions of Department Order 601, Administrative Investigations, Principals must be notified of the information below:

- a. Allegation(s): SB Violation Of Standards Of Conduct For State Employees, Class 5
- b. Investigator: Schenig, Phillip
- c. That principals in an investigation are required to cooperate fully in the conduct of the investigation;
- d. That principals are entitled to provide written input and identify witnesses to the investigator who can be reached at (602) 542-3061;
- e. That required statements, tests or examination results can be used against them in disciplinary actions or civil hearings, but will not be admissible in subsequent criminal actions; and
- f. That the investigation is a confidential process.
- g. Do not discuss this investigation with any one other than your chain of command or the investigator.

A copy of this memorandum has been faxed to you to expedite notification of the principal(s). You are to obtain acknowledgment of the notification and return via "fax" (602) 542-5237 to Professional Standards Bureau Administrator/Administrative Investigations Unit Manager AS SOON AS POSSIBLE.

ACKNOWLEDGEMENT:


Signature of Principal

27 Sept 2004
Date

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GroupWise WebAccess Message Item

Page 1 of 1

Mail Message

Novell

Close Next Delete From This Mailbox Delete From All Mailboxes Forward Reply to Sender Reply All Move Delete Read Later Properties

From: [REDACTED]
To: PAM MCCAULEY
Date: Monday - September 27, 2004 1:18 PM
Subject: Administrative Investigation

Dr. Kent signed the form. He stated "This smacks of retaliation". I asked him, "By whom, for what?" and he did not answer. I reminded him that these issues were raised by him in his call to Employee Relations and he said "Yeah, right" and left.

cc: Phillip Schoney - FYI

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ARIZONA DEPARTMENT OF CORRECTIONS
INSPECTOR GENERAL'S OFFICE
ADMINISTRATIVE INVESTIGATIONS UNIT

CONFIDENTIAL REPORT

TO: Dr. Pam McCauley, Warden, ASPC-Health Services

FROM: Phillip E. Schonig, Special Investigator
Administrative Investigations Unit

DATE: October 21, 2004

SUBJECT: Investigative Report # 2004-1446

SYNOPSIS

Psychologist II John Kent allegedly has made numerous inappropriate and sexually explicit remarks to ADC staff and has made unwelcome romantic overtures to female staff.

An administrative investigation was requested and conducted.

INVESTIGATIVE LEADS

STAFF:

Kent, John, Dr.

- Principal

- Witness

- Witness

- Witness

- Witness

- Witness

- Witness

ALLEGATIONS

Kent, John, Dr.

ALLEGATION #1

Violation of standards of conduct for state employees, 5b, CLASS 5

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NARRATIVE

On September 21, 2004, Inspector General Greg Lauchner sent an email to Administrative Investigations Unit Supervisor Curt Workman with a request to conduct an administrative investigation on Dr. John Kent for allegedly making numerous inappropriate and sexually explicit remarks to ADC staff and making unwelcome romantic overtures to female staff. Dr. Pam McCauley shall be the approving authority for this administrative investigation. Copies of memoranda and information reports were also submitted with the request to conduct an administrative investigation.

On July 08, 2004, [REDACTED] drafted information report # 04-A02-2291 (ADDENDUM A). [REDACTED] wrote on July 08, 2004, at 0715 hours, she entered dorm seven and Dr. John Kent asked to speak with her. [REDACTED] wrote Dr. Kent told her that her name had come up during a staff meeting a few weeks prior and asked her if she was off probation. [REDACTED] wrote she told Dr. Kent just had just gotten off probation.

[REDACTED] wrote she told Dr. Kent she was not aware of any reason why her name would be brought up, but she was on D.I. 200 for excessive sick leave use. [REDACTED] wrote she called Lt. Lisa Johnson and told her about the conversation she had with Dr. Kent. There was a notation at the end of the information report which indicated a voice message was left for Dr. Kent and he was advised not to discuss information from management team meetings and officers were to receive information through their chain of command.

On August 17, 2004, [REDACTED] sent Dr. Pam McCauley an email (ADDENDUM B) reference a staff issue. [REDACTED] wrote [REDACTED] told her a male officer said Dr. Kent repeatedly wanted to talk with him about his (Dr. Kent's) sex life and interest in female officers at South Unit.

[REDACTED] sought information from Dr. McCauley on how to handle the information that Dr. Kent may be talking about inappropriate sexual issues at work and that female officers may be uncomfortable with his comments.

[REDACTED] wrote she spoke to Dr. Kent on the telephone on August 17, 2004, to address this issue and make it clear this was not appropriate work place conversation. [REDACTED] wrote she spoke to Dr. Kent on August 19, 2004, at 0930 hours about his discussions in the health unit. [REDACTED] wrote Dr. Kent did not confirm nor deny such conversations, but did acknowledge that these were not appropriate topics for work place conversations.

On September 10, 2004, [REDACTED] drafted a confidential information report (ADDENDUM C). [REDACTED] wrote on August 13, 2004, [REDACTED] discussed with her, his concerns over Dr. Kent's conversations about his personal sexual escapades. [REDACTED] wrote [REDACTED] told her Dr. Kent talked about scrapes on his elbows in association with his sexual conduct outside of work. [REDACTED] wrote [REDACTED] told her about Dr. Kent pursuing female security staff at South Unit. [REDACTED] wrote she relayed this information to [REDACTED]

On September 11, 2004, [REDACTED] sent a memorandum (ADDENDUM D) to Anne Marie Smith-Whitson, Equal Opportunity Coordinator reference employee relations contact by Dr. John Kent. [REDACTED] wrote she was contacted by [REDACTED] on August 13, 2004 reference [REDACTED] conversation with [REDACTED] about Dr. Kent discussing his sexual activities at work and his interest in various female staff members.

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██████████ wrote she contacted Deputy Warden McConnell on August 17, 2004 to determine if she was aware of any information reports being written about Dr. Kent's language or approaches to female staff. ██████████ wrote that DW McConnell had not received any information reports but would contact her if any are submitted.

██████████ wrote she contacted Dr. Kent on August 18, 2004, and told him she had received information he had been discussing his sexual activities at the health unit and discussing his romantic interest in female staff members. ██████████ wrote she advised Dr. Kent that such conversations were not appropriate in the work place and even if the conversation was not offensive to the person he was talking to, it could be overheard by others who might be offended. ██████████ wrote she told Dr. Kent such conversations may be perceived as creating a hostile work environment.

██████████ wrote Dr. Kent said, "Those types of conversations are clearly inappropriate in the work place." ██████████ wrote Dr. Kent did not inquire about the source of her information. ██████████ wrote it has been her experience in supervising Dr. Kent that he typically is not willing to admit any errors or wrongdoing but corrects his behavior after she has addressed it.

██████████ wrote she received a message from ██████████ in late June 2004, who wanted to discuss a staff issue. ██████████ wrote ██████████ told her Dr. Kent seemed to come up with lots of reasons to speak with her or be around her at South Unit. ██████████ wrote ██████████ told her she had heard from other staff members that Dr. Kent has inquired about her. ██████████ wrote ██████████ said Dr. Kent can speak with her about any work related issue, but beyond that was unwelcome. ██████████ wrote ██████████ told her Dr. Kent has not made any inappropriate remark toward her nor have any of his actions crossed the line into a hostile work environment at this point.

██████████ wrote Dr. Kent had requested approval for secondary employment to offer psychotherapy services in an office in Florence. ██████████ wrote Dr. McCauley brought up an issue of dual relationships since the town of Florence was so small and many of the residents are employed by ADC. ██████████ wrote this issue was discussed with Dr. Kent and he disagreed with Dr. McCauley and felt he should be able to treat ADC employees as long as they were not working in his unit. ██████████ wrote Dr. Kent's request for secondary employment was denied.

On September 13, 2004, ██████████ drafted a confidential information report (ADDENDUM E). ██████████ wrote a few months back, Dr. Kent came into the dorm she was assigned, and said, "I don't know how to go about this." ██████████ wrote she thought she had done something wrong and an inmate had complained about her to Dr. Kent.

██████████ wrote she asked Dr. Kent what did she do and Dr. Kent said, "It's when you smiled at me and gave me your radio" [sic]. ██████████ wrote a few weeks prior, she had given Dr. Kent her portable radio and she checked out another radio.

██████████ wrote Dr. Kent asked to talk to her and she agreed. ██████████ wrote Dr. Kent handed her a piece of paper with his cell phone and home phone numbers. ██████████ wrote she told Dr. Kent she lived with someone. ██████████ wrote she later told ██████████ about her interaction with Dr. Kent. COII ██████████ wrote she learned a few days later from ██████████ that Dr. Kent had been asking about her and ██████████ from staff members in the health unit.

On September 13, 2004, [REDACTED] drafted a confidential information report (ADDENDUM F). [REDACTED] wrote for the last three months, Dr. Kent had made comments about his sexual experiences with women. [REDACTED] wrote on one occasion Dr. Kent stated on a Monday morning he was so exhausted and, when asked why he was so exhausted, Dr. Kent stated he had three women over the weekend.

[REDACTED] wrote on another occasion Dr. Kent stated he had rug burns on his knees and palms because he was having sex on the couch and had to move to the carpet for more room. [REDACTED] wrote he did see abrasions on both of Dr. Kent's palms. [REDACTED] wrote Dr. Kent had made comments about [REDACTED] and her like for horses. [REDACTED] wrote Dr. Kent said [REDACTED] liked the feeling of power between her legs.

On September 13, 2004, [REDACTED] submitted a memorandum (ADDENDUM G) to Dr. Arnold. Lt. Johnson wrote on or about June 23, 2004, she held a conversation with [REDACTED] to discuss observed behavior of Dr. Kent.

[REDACTED] wrote on several occasions Dr. Kent had entered the yard office and asked her to go to lunch with him. Lt. Johnson wrote she politely declined Dr. Kent's offers and advised, as the shift commander, she could not leave the unit. [REDACTED] wrote Dr. Kent then asked if she would be interested in having dinner with him some evening. Lt. Johnson wrote she made it clear she did not want to have dinner with Dr. Kent.

[REDACTED] wrote Dr. Kent began to loiter around the yard office. [REDACTED] wrote she was advised by [REDACTED] in the health unit that Dr. Kent frequently asked him if she was married, had a boyfriend and tried to show his interest in her.

[REDACTED] wrote about that time Dr. Kent gave [REDACTED] his cell phone and home phone numbers. [REDACTED] wrote she asked [REDACTED] if she told Dr. Kent to stop or she was not interested. [REDACTED] wrote [REDACTED] told her she told Dr. Kent she had a boyfriend, but felt Dr. Kent was trying to be nice and he was lonely. [REDACTED] wrote she told [REDACTED] if Dr. Kent stepped over the line, she was to advise her right away. [REDACTED] wrote [REDACTED] advised her Dr. Kent came to her in a dorm and told her she was talked about during the morning meeting regarding her attendance and he was giving her a "heads up" in case she got into trouble. Lt. Johnson wrote she instructed [REDACTED] to draft an information report.

On September 17, 2004, Anne Marie Smith-Whitson submitted a memorandum (ADDENDUM H) to Steven Ickes, Division Director, Program Services. Ms. Smith-Whitson wrote she received a phone call from Dr. Kent on September 09, 2004. Ms. Smith-Whitson wrote Dr. Kent denied the allegations that he had discussed his sex life or was "sexualizing female officers." Ms. Smith-Whitson wrote Dr. Kent told her he had a "hunch" [REDACTED] was responsible for spreading gossip. Dr. Kent stated he was bothered [REDACTED] did not support him in regard to these allegations.

Ms. Smith-Whitson wrote Dr. Kent advised he did not feel comfortable with providing a written statement to her so she could contact his chain of command because Dr. McCauley had denied his request for secondary employment. Ms. Smith-Whitson wrote Dr. Kent advised he wanted to address his concerns through the Arizona Department of Administration and was provided contact information for ADOA.

Ms. Smith-Whitson recapped information provided to her from [REDACTED] and which have been included in this administrative investigation under addenda A through G. Ms. Smith-Whitson wrote, based on the information provided, it appears Dr. Kent may be engaging in behavior in the workplace that is, at least, unprofessional and is a violation of Department policy to hold conversations of a sexual nature, discussing the intimate details of one's sexual experiences and repeatedly approaching staff members for dates. Ms. Smith-Whitson wrote it would be in the best interest of the Department and the employees involved for management to take immediate steps to further investigate these matters.

On August 23, 2004, the Employee Relations Unit received an anonymous letter (ADENDUM I) addressed to Director Dora Schriro and was postmarked from Phoenix, Arizona on August 17, 2004. The writer advised the reason the letter was anonymous was because he/she was afraid of Dr. Kent as he would always talk about his gun collection.

The author wrote Dr. Kent always approaches female employees and acts as if he's romantically interested and had been seen hanging out in his car at shift change. The author wrote Dr. Kent talks to male staff members about prostitutes and stated he had paid \$200 to \$300 for his "dates" and goes into detail about his sexual activities with the prostitutes.

The author wrote ADC is a law enforcement agency and no employee should engage in illegal activities and, if staff is involved, they should not discuss it at work. The author wrote he/she would especially expect more of someone who is supposed to be a mental health professional. The author wrote he/she felt Director Schriro should know what is going on and is hoping the Director will help.

On September 27, 2004, Dr. Arnold sent Dr. McCauley an email (ADDENDUM J) to advise she had Dr. Kent sign the administrative investigation acknowledgement form and he said, "This smacks of retaliation." [REDACTED] wrote she asked Dr. Kent by whom or what was the retaliation, but he did not answer. [REDACTED] wrote she reminded Dr. Kent these issues were raised by him in his call to Employee Relations and Dr. Kent said, "Yeah, right," and left.

On October 07, 2004, [REDACTED] drafted a confidential information report (ADDENDUM K). [REDACTED] wrote he was reassigned to South Unit on October 04, 2004 and on his first day he was approached by [REDACTED] who welcomed him back.

[REDACTED] wrote [REDACTED] told him she hoped they never got Dr. Kent back. [REDACTED] wrote [REDACTED] told him Dr. Kent had been asking her personal questions she found uncomfortable. [REDACTED] wrote [REDACTED] told him on a Monday morning she gave Dr. Kent a small smile and Dr. Kent said, "Looks like you must have had some really good sex this weekend." [REDACTED] wrote [REDACTED] was very embarrassed by Dr. Kent's comment and would try to avoid him from that point.

[REDACTED] was admitted to a hospital for an unknown reason or amount of time and was not able to be interviewed.

[REDACTED] wrote [REDACTED] told him on her first day with ADC, Dr. Kent stood at her desk, introduced himself, and then told [REDACTED] how fit he was and raised his shirt and pants leg to show her his muscles. [REDACTED] wrote [REDACTED] told him she told Dr. Kent she was not interested. [REDACTED] wrote [REDACTED] told him Dr. Kent had made several "suggestive remarks" to her and she had to remind Dr. Kent she was married and did not appreciate his comments.

██████████ wrote ██████████ told him Dr. Kent constantly talked to her no matter how many times she told Dr. Kent to leave her alone. ██████████ wrote ██████████ told him that Dr. Kent would phone her and say, "Do you miss me?" ██████████ said she told Dr. Kent she did not miss him and to please stop calling her.

The following information does not include the entire text of the individual interviews. Only information which was considered pertinent to the actual incident or of significance is included. The complete audio tape recordings generated from these interviews were submitted to the Records Retention Unit.

██████████ On October 08, 2004, ██████████ was interviewed. ██████████ read and signed the Administrative Investigations Complaint Advisory (ADDENDUM L). ██████████ stated Dr. Kent approached her in a dorm one day and asked her if she was doing OK. ██████████ stated Dr. Kent told her he was in a morning meeting and her name had come up and he asked her if she was off probation. ██████████ stated Dr. Kent did not explain why her name was brought up during the morning meeting.

██████████ stated she called ██████████ and told her about the conversation she had with Dr. Kent. ██████████ stated she was concerned that she was discussed during the morning meeting and felt it might be because she was placed on the D.I. 200 list for excessive sick leave use.

██████████ stated Dr. Kent came into dorm five another day and told her he did not know how to talk to her. ██████████ stated she thought an inmate had filed a complaint on her to Dr. Kent. ██████████ stated Dr. Kent told her she had smiled at him when she had given him her portable radio on the yard one day. ██████████ stated Dr. Kent had stopped her on the yard and asked her where he could get a portable radio. ██████████ stated she instructed Dr. Kent he could obtain a radio at main control and offered hers, as she was en-route to main control and would get another radio.

██████████ stated Dr. Kent then handed her a piece of paper with his home and cell phone numbers. ██████████ stated she told Dr. Kent she lived with somebody and he replied, "Well, that's OK." ██████████ stated Dr. Kent left her dorm and she threw away the paper with Dr. Kent's phone numbers.

██████████ stated she later found out from ██████████ that Dr. Kent had been asking questions about her and ██████████ from other medical staff members. ██████████ stated Dr. Kent learned enough about her that he knew she raised horses and Dr. Kent would try to talk with her about horses. ██████████ stated she was uncomfortable around Dr. Kent and advised ██████████

██████████ stated Dr. Kent did not ask her out, but she felt he wanted to because Dr. Kent gave her his home and cell phone numbers. ██████████ stated Dr. Kent would go out of his way to say "Hi" to her, but she would try to avoid him. ██████████ stated Dr. Kent did not say anything to offend her, but his attention made her feel uncomfortable at work.

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COII Patrick Cox

On October 12, 2004, [REDACTED] was interviewed. [REDACTED] read and signed the Administrative Investigations Complaint Advisory (ADDENDUM L). [REDACTED] stated he is assigned to work the health unit. [REDACTED] stated one day Dr. Kent told him he had abrasions on his hands and knees because it got a little tight on the couch and they had to move to the carpet. [REDACTED] stated Dr. Kent discussed having sex with a female.

[REDACTED] stated Dr. Kent told him [REDACTED] liked horses and liked the feeling of power between her legs. [REDACTED] stated Dr. Kent asked him questions about [REDACTED] reference to her marital status and stated he thought [REDACTED] was good looking. [REDACTED] stated Dr. Kent asked him if he knew any single female staff members. [REDACTED] stated Dr. Kent did not tell him he hired prostitutes, but did say he had "dates" over the weekend.

[REDACTED] stated Dr. Kent did not get into graphic details of his sexual experiences, but he would talk about the dates he had on the prior weekends. [REDACTED] stated Dr. Kent's discussions about his abrasions to his hands and knees were the most graphic Dr. Kent got. [REDACTED] stated he discussed his conversations with [REDACTED] because he has known her for a long time and felt Dr. Kent's conversations about his dates were not appropriate for the work place. [REDACTED] stated Dr. Kent opened his mouth and said things at the wrong time. [REDACTED] stated he felt Dr. Kent would brag about his weekends. [REDACTED] stated he felt Dr. Kent was "trolling" for female staff members. [REDACTED] stated he was not offended by Dr. Kent's conversations.

On October 12, 2004, [REDACTED] was interviewed. [REDACTED] read and signed the Administrative Investigations Complaint Advisory (ADDENDUM I). [REDACTED] stated she was in the health unit on August 13, 2004, and had a conversation with [REDACTED]. [REDACTED] stated she had known [REDACTED] for a long time. [REDACTED] stated [REDACTED] came into her office and wanted to discuss some concerns he had reference discussions he had with Dr. Kent.

[REDACTED] stated [REDACTED] told her Dr. Kent talks about his sexual experiences in the health unit and most recently discussed about getting abrasions on his hands and knees from having sex on the carpet at his residence. [REDACTED] stated [REDACTED] told her Dr. Kent appeared to be "stalking" female staff members by asking him a lot of questions about [REDACTED] and [REDACTED].

[REDACTED] stated [REDACTED] told her for three days in a row he saw Dr. Kent sitting in his car in the staff parking lot at the end of day shift at 1330 hours. [REDACTED] stated Dr. Kent works 0800 hours to 1700 hours and should not be in the staff parking lot at 1330 hours.

[REDACTED] stated she worked with Dr. Kent at Central Unit for over a year. [REDACTED] stated whenever a new female staff member came to Central Unit, Dr. Kent would show an interest in the new female staff member, especially if the new female staff member was younger than Dr. Kent.

[REDACTED] stated Dr. Kent did not "put the make" on her, but he would discuss his weekend and make comments about females he met over the weekend. [REDACTED] stated she would "shut down" Dr. Kent before he would say anything she would find offensive by changing the conversation topic. [REDACTED] stated she could sense when Dr. Kent's conversations were heading to a sexual nature and she would change the topic.

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[REDACTED] stated Dr. Kent was evasive about talking about his personal life unless the conversation dealt with getting a woman or discussing his dates.

[REDACTED]

On October 12, 2004, [REDACTED] was interviewed. [REDACTED] read and signed the Administrative Investigation Complaint Advisory (ADDENDUM L). [REDACTED] stated when she first came to ADC, Dr. Kent stood in her doorway and tried to discuss his attempts to gain muscle mass. [REDACTED] stated Dr. Kent raised his shirt to show her his muscles and she gave him a look that showed she was not interested and he left.

[REDACTED] stated Dr. Kent came to her office on a Monday and asked her if she missed him. [REDACTED] stated she told Dr. Kent the only person she missed was her husband and Dr. Kent turned and walked away.

[REDACTED] stated Dr. Kent had discussed the number of women he dated but she could not remember anything specific. [REDACTED] stated she would give Dr. Kent a look which indicated she was not interested in what Dr. Kent had to say and he would turn and walk away.

[REDACTED] stated she had not spread any rumors about Dr. Kent. [REDACTED] stated Dr. Kent was the one who would discuss his personal life with staff members. [REDACTED] stated Dr. Kent did not get into graphic details about his sex life other than discuss about dating four or five women.

[REDACTED]

On October 12, 2004, [REDACTED] was telephonically interviewed because she was on extended medical leave in Tucson for eight weeks. [REDACTED] was read the Administrative Complaint Advisory (ADDENDUM L) and she verbally agreed to the advisory and agreed to be interviewed on the telephone.

[REDACTED] stated in June 2004, Dr. Kent asked her to go to lunch with him several times. [REDACTED] stated she politely turned down Dr. Kent's offer to go to lunch with him and finally she told him as the shift commander, she cannot leave the unit for lunch. [REDACTED] stated Dr. Kent then asked her to go out to dinner and she declined his offer.

[REDACTED] stated she found out from [REDACTED] that Dr. Kent had asked him questions about her. [REDACTED] stated Dr. Kent asked the health staff if she was married and what type of things did she like to do off duty. [REDACTED] stated Dr. Kent would "hang out" at the yard office for no apparent reason when she was in the office.

[REDACTED] stated Dr. Kent had not made any inappropriate comments in her presence. [REDACTED] stated [REDACTED] had contacted her to advise Dr. Kent had told her that her [REDACTED] name had been brought up in a morning staff meeting and Dr. Kent had given her his personal phone numbers. [REDACTED] stated she told [REDACTED] to document the conversations on information reports.

[REDACTED] stated Dr. Kent had not "crossed over the line" with her, but it was just uncomfortable having him hang around the yard office for no reason.

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MRL II Raquel Bustos

On October 13, 2004, [REDACTED] was interviewed. [REDACTED] read and signed the Administrative Investigations Complaint Advisory (ADDENDUM L). [REDACTED] stated she worked with Dr. Kent at Central Unit. [REDACTED] stated each time she saw Dr. Kent he would always ask if she missed him.

[REDACTED] stated when Dr. Kent called her on the telephone, he would ask her if she missed him. [REDACTED] stated it got to the point when she saw Dr. Kent walking toward her, she would turn away to avoid him. [REDACTED] stated each time Dr. Kent asked her if she missed him, she told him, "No."

[REDACTED] stated Dr. Kent had said things she felt were inappropriate but could not recall what he said because it had been over a year since she worked with Dr. Kent. [REDACTED] stated Dr. Kent had asked her to go to lunch with him, but when he found out she had a boyfriend, Dr. Kent did not ask her out again.

Dr. John Kent

On October 14, 2004, Dr. John Kent was interviewed. AIU Supervisor Curt Workman was present during the interview. Dr. Kent read and signed the Administrative Investigations Complaint Advisory (ADDENDUM L).

Dr. Kent stated he did have a discussion with [REDACTED] about her name being mentioned during a morning staff meeting. Dr. Kent stated his intention was to advise [REDACTED] so she could look out for herself. Dr. Kent stated he apologized to the Deputy Warden about discussing the morning meeting with an officer. Dr. Kent stated he may have given [REDACTED] his home and cell phone telephone numbers. Dr. Kent stated he may have given [REDACTED] his personal phone numbers so they could meet for coffee.

Dr. Kent stated he did ask [REDACTED] to go out with him for lunch, but he only asked her once and she declined his offer. Dr. Kent stated he could not remember asking [REDACTED] out for dinner. Dr. Kent stated he did ask health staff if [REDACTED] was married. Dr. Kent stated he was interested in [REDACTED] based upon her job performance which impressed him.

Dr. Kent stated he did not feel he loitered around the yard office when [REDACTED] was present.

Dr. Kent stated he did not recall having a conversation with [REDACTED] about having abrasions on his hands and knees. Dr. Kent asked how many information reports were written by [REDACTED]. Dr. Kent was told AIU was in possession of one information report drafted by [REDACTED]. Dr. Kent stated when he heard he was under investigation, he pulled [REDACTED] into his office and asked [REDACTED] if he (Dr. Kent) had said anything reference the allegations. Dr. Kent stated [REDACTED] told him he was forced to write the information report and they were just "fishing."

Dr. Kent stated he did tell [REDACTED] he had a good weekend but could not remember the details of the conversation. Dr. Kent was asked again if he discussed his weekend with [REDACTED] and getting abrasions on his hands. Dr. Kent stated, "I believe I did, yes."

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Dr. Kent stated he did not think he made a comment about [REDACTED] liking horses and the feeling of power between her legs. Dr. Kent said he could have made a similar statement about people who ride motorcycles. Dr. Kent stated, "Humor is humor."

Dr. Kent stated he did not remember asking [REDACTED] out to lunch. Dr. Kent stated [REDACTED] did some work for him and he may have jokingly asked her out to lunch. Dr. Kent stated he was trying to be humorous when he asked medical staff if they missed him. Dr. Kent stated he would walk into medical records and say, "Do you miss me?"

Dr. Kent stated he doubted he told [REDACTED] "You look like you had some really good sex this weekend." Dr. Kent stated [REDACTED] had discussed her difficult childhood with him and he was shocked she would claim he made this statement.

Dr. Kent stated his memory is not that good and the allegations are shocking and embarrassing. Dr. Kent stated he did not lift his shirt or pants to show [REDACTED] his muscles. Dr. Kent stated he never heard [REDACTED] tell him his comments were inappropriate.

Dr. Kent stated he only discussed his sex life with [REDACTED] Dr. Kent denied talking about his girlfriends or dates with other staff members.

Dr. Kent stated he may have gone to his personal vehicle during the days to make personal phone calls on his cell phone. Dr. Kent stated he did not hang out in his car at shift change.

The anonymous letter mailed to Director Schiro was discussed with Dr. Kent. Dr. Kent stated there was no truth to the allegations present in the anonymous letter.

Dr. Kent stated he felt he has been more open about his personal life with staff members than he should have been. Dr. Kent stated it was disturbing and a shock to get this complaint and maybe he better correct himself. Dr. Kent stated he filed his own complaint with the Arizona Department of Administration against staff who filed this complaint against him.

Dr. Kent stated some of the comments he was alleged to have said sound possible he could have said them. Dr. Kent stated remembering some of the comments was difficult. Dr. Kent stated he tried to get along well with folks but its apparent he did not do a good job.

Dr. Pam McCauley was briefed on the results of the interviews. Dr. McCauley requested the investigative report be forwarded to her officer for review.

OTHER INFORMATION

If an additional investigation is requested, please forward a memorandum, in appropriate format, identifying specific issues to be addressed. Return the administrative investigation report with your request.

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ARIZONA DEPARTMENT OF CORRECTIONS

Information Report

Report Number 2001 A2 2291

Report Date 7-8-04

Page 1 of 2

Staff Involved	To	Title		Unit
	From	Title		Unit
Intel	Subject			
	Employee Name (Last, First M.I.)			
Inmates Involved	Employee Name (Last, First M.I.)		Title	Badge Number
	Employee Name (Last, First M.I.)		Title	Badge Number
Summary	Intelligence Category 1		Intelligence Category 2	
	Source Type	Source's Last Name	Source's ADC Number	
Action Taken	Inmate Name (Last, First M.I.)	ADC Number	Unit	HU/BED
	Inmate Name (Last, First M.I.)	ADC Number	Unit	HU/BED
Time	Date	Location		
	Summary			
Comments/Action Taken	Employee's Signature			
	Title			
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☒ Deputy Warden[illegible]

☐ _____

Entered into Data Base

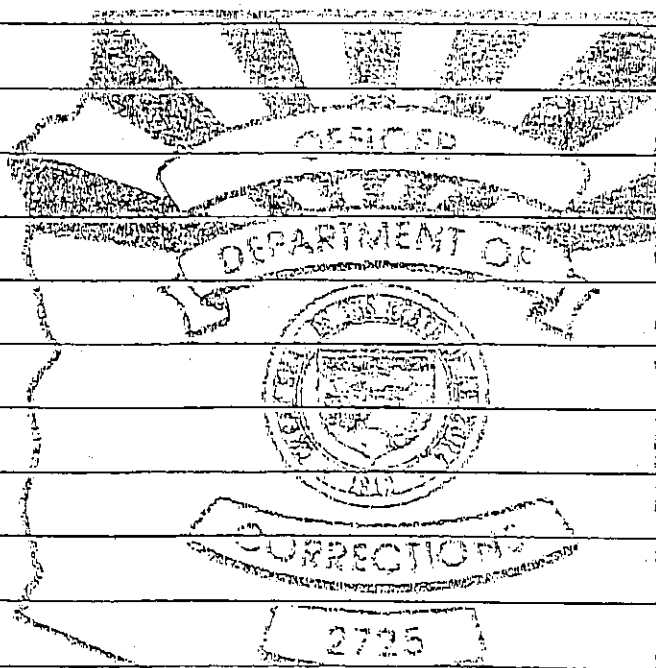
By

Date _____

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ARIZONA DEPARTMENT OF CORRECTIONS
CONTINUATION SHEETDate: 7-8-04
Report #: _____
Page: 2 of 2To be used as a continuation sheet for all reports
Indicate sections being continued

name would be brought up but I was on DI-200. He then said well he just wanted to let me know. I then called [REDACTED] and advised her of the conversation. Also officer [REDACTED] was in Door 7 when Dr. Kent asked to speak to me outside.

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Received 7/16/04. Left Dr. Kent a voice mail about IR + advised him that it is inappropriate to discuss information from Mgt Team Mtgs. Advised Dr. Kent that officers are to receive info through their Chain of Command. (Dr. Kent RDO 7/16/04. I was on vacation 7/9-7/23/04)

7/26/04 - Dr. Kent advised me that he received the voice mail, met with DW McConnell + apologized for his act.

GroupWise WebAccess Message Item



Novell.

Mail Message

Close Next Delete From This Mailbox Delete From All Mailboxes Forward Reply to Sender Reply All Move Delete Read Later Properties

From: [REDACTED]
To: PAM MCCAULEY
Date: Tuesday - August 17, 2004 3:31 PM
Subject: Staff issue

I have a staff issue to discuss with you. [REDACTED] told me that when she was at South Unit on Friday the health unit officer (male) relayed some troubling information to her. He said that Dr. Kent repeatedly wants to talk to him about his (Dr. Kent's) sex life and his interest in female officers at the unit. The health unit officer said that a couple of female officers have written IR's about his comments to them. I spoke to DW McConnell and she has not received any IR's about the issue nor heard of any inappropriate comments. The officer does not want to write an IR about his private conversations with Dr. Kent.

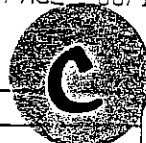
So, I am left with second hand information that Dr. Kent is talking about inappropriate sexual issues at work and that female officers are uncomfortable with his comments but nothing very specific and nothing in writing. I am reluctant to talk to Dr. Kent without something in writing - as you know, he becomes very defensive whenever I try to address his behavior.

On the other hand, if a problem exists, I do not want to be in a position of having known of it but not addressing it. What do you suggest? Should I talk to the officer's supervisor about requesting an IR, talk to Dr. Kent without any specifics, or wait to see if any problems are brought to my attention?

8/17/04 - Spoke to Dr McCauley by phone
Was advised to address the issue with Dr Kent
& make it clear that this is not appropriate
work place conversation.

8/19/04 0930 - Spoke to Dr Kent, Described what
I had heard about his discussions in the
health unit. Dr Kent did not confirm
nor deny such conversations but acknowledge
that those are not appropriate topics for
work place conversations.

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ARIZONA DEPARTMENT OF CORRECTIONS
INFORMATION REPORT
 Report # Confidential
 Report Date 9-10-04
 Page 1 of 1


To (first line supervisor)	Title	Unit
From (primary)	Title	Unit
Subject <u>Information on Staff conduct</u>		

STAFF INVOLVED	STAFF NAME (Last, First, MI)	Title	Badge Number
	STAFF NAME (Last, First, MI)	Title	Badge Number

INTEL	INTELLIGENCE CATEGORY 1:		INTELLIGENCE CATEGORY 2:	
	SOURCE TYPE:	SOURCE LAST NAME:	SOURCE ADC #	

INMATES INVOLVED	INMATE'S NAME (LAST, FIRST, MI)	ADC #	UNIT	HU/BED	INVOLVED AS:
	INMATE'S NAME (LAST, FIRST, MI)	ADC #	UNIT	HU/BED	INVOLVED AS:

Time	Date	Location
<u>AM</u>	<u>8/13/04</u>	<u>SEC Health Unit</u>

SUMMARY	SUMMARY
	<p>On the above date, and meeting [redacted] discussed with me his concern over John Kent's (psychologist) conversations about his personal sexual escapades. [redacted] mentioned something about [redacted] mentioning scrapes on his elbows in association with his sexual conduct outside of work. Also [redacted] mentioned [redacted] Kent pursuing female security staff on South Unit. I notified Dr. S. Acord regarding above.</p> <p>Signature <u>[redacted]</u></p>

ACTION TAKEN	Comments/Actions Taken
	<p><u>Forwarded to Equal Opportunity Coordinator</u></p>

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 BY: _____
 DATE: _____



ARIZONA STATE PRISON COMPLEX - FLORENCE
Mental Health

Memorandum

To: Anne Marie Smith-Whitson, Equal Opportunity Coordinator, Fax: 602-542-5682

From: Susanne Arnold, Ph.D., Psychologist III *S. Arnold, Ph.D.*

Date: 9/11/04

Re: Employee Relations Contact by John Kent, Psy.D.

This information is provided in response to issues raised by Dr. John Kent as detailed in your e-mail of 9/9/04.

Inappropriate Work-Place Conversations

On the afternoon of Friday 8/13/04, I was contacted by one of my subordinates, [REDACTED]. She stated that when she was at the health unit at South Unit, [REDACTED] told her that Dr. Kent had been talking about his sexual activities and that he frequently spoke of his interest in various female staff members. It was [REDACTED] understanding that some female security staff members were writing IR's about Dr. Kent due to his pursuing them. [REDACTED] indicated that officer [REDACTED] did not want to write an IR about his personal discussions with Dr. Kent.

On Tuesday, 8/17/04 I followed up by contacting DW McConnell and asked if she was aware of any IR's written about Dr. Kent's language or approaches to female staff. She stated that she had not received any IR's of the sort but would contact me if she received any. I then informed my supervisor of the situation (see attached copy of e-mail). Dr. McCauley advised me to address the issue with Dr. Kent.

I was not at work on Wednesday 8/18/04 but contacted Dr. Kent when I returned to work on Thursday 8/19/04. I told him that I had received information that he had been discussing his sexual activities at the health unit and that he had been discussing his romantic interest in female staff members. Please note that I did not use the word "sexualizing" as Dr. Kent describes. I advised Dr. Kent that such conversations are not appropriate in the work place and that even if the conversation is not offensive to the person he is talking to, it could be overheard by others who would be offended. I advised him that such conversations may be perceived as creating a Hostile Work Environment. Dr. Kent listened to what I had to say then stated "Those types of conversations are clearly inappropriate in the work place" and said something to the effect of "ok, thanks". He did not inquire about the source of my information and has not said anything to me about the issue since the initial conversation. I have received no further reports of

conversations of a sexual nature. It has been my experience in supervising Dr. Kent that he typically is not willing to admit any errors or wrongdoing but corrects his behavior after I have addressed it. It appeared in this case that my verbal re-direction had been sufficient to correct his work place behavior and I was prepared to address the issue more formally if there were any further reports of inappropriate conversations.

Interactions with Female Staff

With regard to the issue of Dr. Kent pursuing female security staff. An issue did come to my attention, which I addressed with him. In late June, I received a message that [REDACTED] from South Unit wanted to talk to me about a staff issue. I called her and she stated to me that Dr. Kent seemed to be coming up with lots of reasons to talk to her and be around her. She said that she heard from security staff that he frequently inquired about her. She stated that she did not mind him talking to her about work related issues but indicated that any contact beyond that was unwelcome. I asked her specifically if he had made any inappropriate comments to her, she said "no". She also told me that a female officer ([REDACTED]) complained to her about Dr. Kent talking to her. She said that she advised her subordinate to make it clear to him that the conversations were unwelcome and report back to her if they continued but she believed the situation had stopped. I asked if Dr. Kent's actions had crossed the line into a Hostile Work Environment issue. She said that it had not reached that point with her or her subordinate.

I told her that I would advise him to limit his conversations with her to work related issues. I then called Dr. Kent and informed him of my conversation with [REDACTED]. He said "Uh-Oh", then he said "I'd better talk to [REDACTED]. I didn't intend to offend her." He stated that occasionally he needs to talk to her about work issues and I assured him that there was no problem in talking to her about issues necessary in the performance of the job but that anything beyond that was not welcome. I was at South Unit approx 1 1/2 weeks later and followed up with Lt. Johnson. She stated "Whatever you said to Dr. Kent worked. He hasn't been bothering me at all."

I did receive a copy of an IR written by [REDACTED] (see attached). It did not address Sexual Harassment. It stated that Dr. Kent had inappropriately communicated some information to her that had been discussed in his unit's Management Team meeting. I discussed this issue with Dr. Kent when I received the IR. He accepted responsibility for his actions in this case and met with DW McConnell to apologize for his actions.

Application for Secondary Employment

Dr. Kent has requested approval for secondary employment. He intends to offer psychotherapy services in an office in Florence. The hours didn't conflict with his work hours, so I signed it and forwarded it to Dr. McCauley. Dr. McCauley wisely caught something I had missed. Since the town of Florence is so small, with so many of the residents employed by the Dept. of Corrections, she was concerned about the issue of dual-relationships, which are not allowed

according to our professional ethics. She wanted a statement on the form that clearly indicated that Dr. Kent would not provide services to Dept. of Corrections employees. I discussed the issue with Dr. Kent. He took the form back to the unit with him then called me. He stated that he disagreed with Dr. McCauley and thought he should be allowed to treat Dept. employees so long as they did not work at his unit. He stated that he was going to read the policy on secondary employment. I gave him the policy number and actually read the policy to him over the telephone. The policy doesn't specifically mention the provision of psychological services to employees and I advised him that this particular type of conflict of interest is unique to our profession. He stated that he had a full understanding of the issue of "dual relationships" and disagreed with Dr. McCauley. I instructed him to write his position in the form of a memo, that I would attach it to his request for secondary employment and re-submit it to Dr. McCauley for her review. I am still awaiting the memo. It was never communicated to him that his request for secondary employment had been "denied" so I'm unclear as to why he is taking that position.

Additional Documentation

In response to your request for information, I have attached the following documents:

- Copy of email from myself to Dr. McCauley
- IR regarding Dr. Kent's passing along information to [REDACTED]
- IR from [REDACTED]
- IR from [REDACTED]
- Statement from [REDACTED]
- IR from [REDACTED]

Supervision of Dr. Kent

I have supervised Dr. Kent since approx. August 2001. During that time, I have formally addressed his workplace conduct ~~three~~^{four} times and informally several additional times:

12/24/01 PACE entry & Notice of Necessity to Improve
11/25/02 PACE entry, Notice of Necessity to Improve, assignment of training books
"Winning at Human Relations" and "The Business of Listening"
2/10/04 PACE entry
6/13/02 Letter of Instruction

Based on the information I had received and Dr. Kent's response to my discussions with him, I believed that the issues described in this memo had been corrected. However, now that I have the IR from [REDACTED] and see the extent of his discussions of his sexual activities and the offensive comment made about [REDACTED], I believe that further actions is needed.

After you have had an opportunity to review the information, please contact me to discuss this issue. You may reach me by email or at (520) 868-4011 ext. 5208. Thank you for your time and attention to this matter.



ARIZONA DEPARTMENT OF CORRECTIONS

Information Report

Report Number _____

Report Date 9-13-04Page 1 of 2

Staff Involved	To	[REDACTED]		Title	[REDACTED]		Unit	South		
	From	[REDACTED]		Title	[REDACTED]		Unit	South		
Intel	Subject <u>Confidential</u>									
	Employee Name (Last, First M.I.)					Title		Badge Number		
	Employee Name (Last, First M.I.)					Title		Badge Number		
	Intelligence Category 1					Intelligence Category 2				
Inmates Involved	Source Type			Source's Last Name			Source's ADC Number			
	Inmate Name (Last, First M.I.)			ADC Number		Unit		HU/BED		Involved As:
	Inmate Name (Last, First M.I.)			ADC Number		Unit		HU/BED		Involved As:
	Time		Date		Location					
Summary	<p>On the above date and approximate time I was directed to write a file by [REDACTED] of an event that took place several months ago. While working day shift in dorm 5 Dr. Kent [REDACTED] in my post. [REDACTED] was already at my post. [REDACTED] asked Dr. Kent if he was making house calls Dr. Kent replied, "I do what I have to."</p>									
	Employee's Signature					Title				
Action Taken	Comments/Action Taken									
Employee's Signature					Title					

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Date _____

ARIZONA DEPARTMENT OF CORRECTIONS
CONTINUATION SHEETDate: 9-13-04
Report #: _____
Page: 2 of 2To be used as a continuation sheet for all reports.
Include sections being continued.

[REDACTED] then left. Dr Kent then said "I don't know how to go about this" I took this comment as that I had ^{done} something wrong and an inmate had complained to Dr Kent about me. I then said, "What did I do?" He said, "It's when you smiled ^{at} me and gave me your radio" (That is in reference to a few weeks prior Dr Kent stopped me up by the yard office and asked me where to get a radio - I was working ~~the~~ in the yard that day, I told him he was suppose to pick up me at Main Control but he could just have mine and I would go and get another) He then said "Can I talk to you?" I said "Sure" He then said, "Here is my phone numbers and he proceeded to give me his cell phone number, work number and home number. I then told Dr Kent that I live with someone. I didn't realize till this point ~~in~~ what his intension were. I told my supervisor [REDACTED] because he made me uncomfortable. At this point I didn't feel he really crossed any lines. I found out later in a few days that he was asking [REDACTED] in medical about myself and [REDACTED] I again advised [REDACTED] of this information. Later in June Dr Kent approached me and I wrote an I-R on that incident.

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ARIZONA DEPARTMENT OF CORRECTIONS
INFORMATION REPORTReport # Confidential
Report Date 9-13-04
Page 1 of 2

To (first line supervisor)	<u>Arnold</u>	Title	<u>Psych III</u>	Unit	<u>Mental Health</u>
From (print)	[REDACTED]	Title	[REDACTED]	Unit	<u>S.U.</u>
Subject	<u>staff behavior</u>				

STAFF INVOLVED	STAFF NAME (Last, First MI)	<u>Kent, John</u>	Title	<u>Psych II</u>	Badge Number	
	STAFF NAME (Last, First, MI)	[REDACTED]	Title	[REDACTED]	Badge Number	[REDACTED]

INTEL	INTELLIGENCE CATEGORY 1:	INTELLIGENCE CATEGORY 2:		
	SOURCE TYPE:	SOURCE LAST NAME:	SOURCE ADC #	

INMATES INVOLVED	INMATE'S NAME (LAST, FIRST, MI)	ADC #	UNIT	HU/BED	INVOLVED AS:
	INMATE'S NAME (LAST, FIRST, MI)	ADC #	UNIT	HU/BED	INVOLVED AS:

SUMMARY	Time	Date	Location
	<u>10:30</u>	<u>9-13-04</u>	<u>S.U. medical</u>
SUMMARY			
<u>Sometime during the last three months DR. Kent made comments about his sexual experiences with women. On one occasion DR. Kent stated on a Monday morning how exhausted he was, when asked why he was so exhausted DR. Kent explained he had three women over the weekends. On another occasion DR. Kent stated he had rug burns on his knees and palms, when asked why, DR. Kent</u>			
Signature <u>[REDACTED]</u>			

ACTION TAKEN	Comments/Actions Taken
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	Signature _____ Date _____

Distribution: (check all that apply)

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[] _____BY: _____
DATE: _____

Form: 40000029

Rev. 08/04/94

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CONTINUATION SHEETDate: 9-13-04
Report #: Confidential
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explained while having sex on the couch he had to move to the carpet on the floor, meaning the couch was to small for sex. I [REDACTED] observed abrasions on both palms. DR. Kent made comments about officer [REDACTED] in why she liked horses. DR. Kent stated she likes horses, the feeling of power between her legs. Report written on 9-13-04 by [REDACTED] End of report

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ARIZONA DEPARTMENT OF CORRECTIONS
ARIZONA STATE PRISON COMPLEX - FLORENCE
SOUTH UNIT

MEMORANDUM

TO: Susanne Arnold, Psychologist III

FROM: [REDACTED] Day Shift

DATE: September 13, 2004

SUBJECT: Staff Behavior

I am writing this memo to confirm our conversation on or about June 23, 2004 regarding observed behavior of Dr. John Kent. On that day I advised you that I was a little concerned about his behavior towards me. On several occasions Dr. Kent entered the yard office asking me to go to lunch with him. I politely declined his offers and explained to him that as a shift commander I am not able to leave the unit. He then asked me if I would be interested in having dinner with him some evening and I made it clear that I would not. Dr. Kent began to loiter around the yard office and on one occasion brought in a bowl of fruit and asked my staff to advise me it was from him. I was advised by the health unit officer, [REDACTED] that Dr. Kent would frequently ask questions about me wanting to know if I was married, had a boyfriend and just showing an interest in me. Several of my staff members also noticed Dr. Kent's increased visits to the yard office.

I also advised you of Dr. Kent's similar behavior towards [REDACTED]. On one occasion [REDACTED] stated to me that Dr. Kent has asked her out and gave her his phone number. She also advised me that Dr. Kent made some types of comments to her about me. I asked [REDACTED] if she told him to stop and that she wasn't interested, she stated no because she felt he was trying to be nice and that he is lonely. She also stated that she advised him she has a boyfriend. I directed her that if at any point she feels he is stepping over the line with her, she should make it clear to him that his behavior is unwelcomed and she needs to notify me ASAP. During the month of June, [REDACTED] called me upset because she stated that Dr. Kent approached her and told her that she was being talked about in the morning meeting regarding an attendance issue and that he was giving her a "heads up" in case she gets in trouble. I directed [REDACTED] to document this conversation.

I advised you that Dr. Kent's behavior had not crossed the line that I was aware of but you may want to speak with [REDACTED] regarding statements Dr. Kent has made about me to him. I did advise you that Dr. Kent's increased presence in the yard office without official business was starting to become uncomfortable. Approximately 2 weeks after our first conversation, you were touring the yard and I advised you at that time that since our initial conversation I have had no further issues with Dr. Kent.



ARIZONA DEPARTMENT OF CORRECTIONS
EQUAL OPPORTUNITY UNIT

MEMORANDUM

CONFIDENTIAL

TO: Steven Ickes, Division Director, Program Services

FROM: Annemarie T. Smith-Whitson, Coordinator, Equal Opportunity Unit

DATE: September 17, 2004

SUBJECT: Assessment: JOHN KENT, Psychologist II

On September 9, 2004, I received a phone call from Dr. John Kent, Psychologist II, ASPC-Florence, South Unit, who advised of the following information.

- Approximately three weeks ago his supervisor, Dr. Susanne Arnold, Psychologist III, called him and advised him that an unnamed employee had complained that he (Dr. Kent) was overheard discussing his sex life and was "sexualizing female officers." Dr. Kent advised that he denied the allegations and was upset that this type of gossip was circulating about him.
- Dr. Kent stated that he believes [REDACTED] is the individual who is spreading the gossip that he was supposedly discussing his sex life and "sexualizing female officers." He stated this was "a hunch" but believed he was correct in his assumption.
- Dr. Kent stated that he was bothered by the fact that Dr. Arnold did not seem to be supportive of him in regard to the particular allegations.

After discussing the above topics with him, Dr. Kent advised that he did not feel comfortable with providing a written statement to me so that I could contact his chain of command, specifically, Susanne Arnold, and Pam McCauley, Administrator, Mental Health Programs, because Dr. McCauley had denied his request to work secondary employment. Dr. Kent then advised that he wanted to address his concerns through the Arizona Department of Administration. Therefore, he was given the contact information for ADOA.

As Dr. Kent expressed concerns that other staff members were spreading, what he believed, to be unsubstantiated rumors, his chain of command was contacted to gather additional information so that an assessment of the situation could be compiled for management's review. On September 13, 2004, Dr. Arnold, provided the following information:

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John Kent, Psychologist II
September 17, 2004
Page 2

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- On July 8, 2004, [REDACTED], ASPC-Florence, South Unit, submitted an Incident Report, #2004-A02-2291, wherein she advised that Dr. Kent told her that her name was brought up in a management meeting and asked if she was off of probationary employment status. [REDACTED] related that she informed Dr. Kent that she just achieved permanent employment status and did not have any idea why her name would have been mentioned. She concluded that she informed [REDACTED] of this interaction with Dr. Kent.

On July 16, 2004, Dr. Arnold noted on the bottom of this report that she spoke with Dr. Kent regarding his conversation with [REDACTED]. Dr. Arnold advised that she informed him that it was inappropriate to discuss information from management meetings and that officers were to receive information from their chain of command. Dr. Arnold further noted that Dr. Kent met with [REDACTED] Deputy Warden, and apologized for his actions. (Exhibit 1, [REDACTED] Incident Report dated July 8, 2004)

- On August 17, 2004, Dr. Arnold authored an e-mail to Dr. McCauley wherein she advised that [REDACTED] reported that she was approached by [REDACTED] ASPC-Florence, South Unit, who advised her that Dr. Kent had repeatedly attempted to talk to him about his (Kent's) sex life and his interest in female officers assigned to South Unit. [REDACTED] also is said to have related to [REDACTED] that several female officers had written Incident reports regarding Dr. Kent's behavior.

Dr. Arnold checked with Deputy Warden McConnell, and found that there were not Incident Reports written by officers regarding this type of behavior on Dr. Kent's part. She expressed to Dr. McCauley that she was reluctant to further pursue the matter with Dr. Kent because the information was second-hand in nature.

The e-mail had two handwritten notes below the original text wherein Dr. Arnold advised that on August 17, 2004, she spoke to Dr. McCauley and was directed to address the issue with Dr. Kent and make it clear to him that the type of behavior described, was not appropriate within the work place.

On August 19, 2004, Dr. Arnold advised that she spoke to Dr. Kent regarding the allegations and he neither confirmed, nor denied that the conversations took place. However, Dr. Arnold related that Dr. Kent acknowledged that the conversations described to him were not appropriate topics for the workplace. (Exhibit 2, Dr. Arnold's e-mail dated August 17, 2004)

- On August 23, 2004, the Employee Relations Unit received an anonymous letter addressed to Dora Schriro, Director, and postmarked from Phoenix, Arizona, on August 17, 2004. A copy of this letter was sent to Dr. McCauley on August 25, 2004, by the Employee Relations Unit.

John Kent, Psychologist II
September 17, 2004
Page 3

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- The writer advised that the reason the letter was anonymous was because he/she was afraid of Dr. Kent as he (Kent) would "always" talk about hi gun collection and he/she did not know how dangerous Dr. Kent was.

The writer alleged that Dr. Kent "... seems to always be approaching female employees and acting as if he's romantically interested and lately he has been hanging out in his car at shift change." Other allegations include that Dr. Kent talks to male officers about prostitutes and that he (Kent) has specifically paid prostitutes for sex.

The writer concludes that as a member of a law enforcement agency, Dr. Kent should not engage in illegal activities or brag that he had done so in the workplace. (Exhibit 3 , Anonymous letter received August 23, 2004)

- On September 10, 2004, [REDACTED] authored an Incident Report detailing her conversation with [REDACTED] on August 13, 2004, about Dr. Kent's comments about his sex life. [REDACTED] reported this information to Dr. Arnold, not [REDACTED]. This report was written at the request of Dr. Arnold so that the information could be forwarded to the Equal Opportunity Unit. (Exhibit 4 , [REDACTED] Incident Report Dated, September 10, 2004)
- On September 11, 2004, Dr. Arnold authored a memorandum to Annemarie T. Smith-Whitson, Coordinator, Equal Opportunity Unit, detailing her interaction and actions regarding Dr. Kent's behavior. (Exhibit 5, Dr. Arnold's memo dated September 11, 2004)
- On September 13, 2004, [REDACTED] authored an Incident Report, wherein he advised that over the last three months Dr. Kent had made comments about his (Kent's) sexual experiences with women. [REDACTED] related a specific conversation where Dr. Kent allegedly said he was exhausted because he, "... had three women over the weekend." [REDACTED] described another conversation wherein he asserts that Dr. Kent stated that he (Kent) had rug burns on his knees and palms from having sex on a carpet. [REDACTED] further advised that Dr. Kent has made comments about [REDACTED] and why she liked horses, "... the feeling of power between her legs." This report was written at the request of Dr. Arnold so that the information could be forwarded to the Equal Opportunity Unit. (Exhibit 6, CO II [REDACTED] Incident Report dated September 13, 2004)
- On September 13, 2004, [REDACTED] authored an Incident Report, wherein she described an event where Dr. Kent went to her duty post at ASPC-Florence, South Unit, and gave her his home, cell and work telephone numbers and made a comment about the manner in which she smiled at him on a previous occasion when she issued him a radio. [REDACTED] advised that this interaction with Dr. Kent made her feel uncomfortable. She further advised that she later found out that

Dr. Kent had asked [REDACTED] about her and [REDACTED]. This report was written at the request of Dr. Arnold so that the information could be forwarded to the Equal Opportunity Unit. (Exhibit 7, [REDACTED] Incident Report dated September 13, 2004)

On September 13, 2004, [REDACTED] authored a memorandum to Dr. Arnold wherein she advised that on or about June 23, 2004, she spoke to Dr. Arnold and voiced her concerns regarding Dr. Kent. [REDACTED] stated that on several occasions Dr. Kent entered the Yard Office and asked her to go to lunch with him. [REDACTED] reported that she declined the invitations. Dr. Kent then asked her to go to dinner with him and she stated that she made it clear to him that she would not. [REDACTED] related that after her refusals for the lunch and dinner dates Dr. Kent began to loiter around the Yard Office to the point that her subordinate staff took notice and on one occasion brought her a bowl of fruit.

[REDACTED] also advised that [REDACTED] informed her that Dr. Kent had asked him about her and [REDACTED], such as if he [REDACTED] knew if she [REDACTED] was married or had a boyfriend. [REDACTED] concluded that she did not believe that Dr. Kent's behavior crossed the line but that his continued presence in the Yard Office, without an official purpose, had become uncomfortable. She further suggested that Dr. Arnold speak to [REDACTED] about the specific comments Dr. Kent may have made to him. This report was written at the request of Dr. Arnold so that the information could be forwarded to the Equal Opportunity Unit. (Exhibit 8, [REDACTED] memorandum dated September 13, 2004)

Summary:

Based on the information provided it appears that Dr. Kent may be engaging in behavior in the workplace that is, at the least, unprofessional. Conversations of a sexual nature, discussing the intimate details of one's sexual experiences and repeatedly approaching staff members for dates, if true, would constitute a violation of Department policy. Therefore, it would be in the best interests of the Department and the employees involved, for management to take immediate steps to further investigate these matters.

cc: Pam McCauley, Administrator, Mental Health Programs
Richard Eimerman, Employee Assistance Administrator
File

Director Schiro,

There is an employee who is not representing the department well or living up to the ethical standards we are supposed to follow. His name is John Kent, he is one of the psych. doctors at South Unit. I am writing this anonymously rather than going through official channels because I am afraid of him. He is a very strange person and always talks about his gun collection so I don't know how dangerous he is.

He seems to always be approaching female employees and acting as if he's romantically interested and lately he has been hanging out in his car at shift change. It is giving people the creeps. I don't know if anyone has written him up but someone should.

Also, he talks a lot to male staff members about prostitutes. He says he pays \$200 to \$300 for his "dates" and goes into detail about his sexual activities with the prostitutes. We are a law enforcement agency, none of us should be engaging in illegal activities. If staff are, they shouldn't be bragging about it at work. I would especially expect more of someone who is supposed to be a mental health professional. I feel you should know what's going on and I'm hoping that you will help.

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URGENT

Director Schiro

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Mail Message

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From: SUSANNE ARNOLD
To: PAM MCCAULEY
Date: Monday - September 27, 2004 1:18 PM
Subject: Administrative Investigation

Dr. Kent signed the form. He stated "This smacks of retaliation". I asked him, "By whom, for what?" and he did not answer. I reminded him that these issues were raised by him in his call to Employee Relations and he said "Yeah, right" and left.

CC: Phillip Schoney - FYI

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ARIZONA DEPARTMENT OF CORRECTIONS
INFORMATION REPORT

Report # Confidential
Report Date 10-7-04
Page 1 of 2

To (first line supervisor) Susanne Arnold
From (print) [REDACTED]
Subject INMATE let from STAFF

Title Psychologist III Unit ASPC-F
Title [REDACTED] Unit ASPC-F/5a/cb6

STAFF INVOLVED

STAFF NAME (Last, First MI) Kent, John Title Psychologist III Badge Number
STAFF NAME (Last, First, MI) Title Badge Number

INTEL

INTELLIGENCE CATEGORY 1: INTELLIGENCE CATEGORY 2:
SOURCE TYPE: SOURCE LAST NAME: SOURCE ADC #:

INMATES INVOLVED

INMATE'S NAME (LAST, FIRST, MI) ADC # UNIT INVOLVED AS:
INMATE'S NAME (LAST, FIRST, MI) ADC # UNIT INVOLVED AS:

Time 1300 Date 10-7-04 Location ASPC-F

SUMMARY

SUMMARY
I WAS REASSIGNED to South Unit ASPC-F Florence on Oct 4-04.
On my first day back on South Unit I was approached by
[REDACTED] (female) who welcomed me back AND said
"I hope we never have to see each other back again." I
asked her why she said that and she told me that
Kent had been asking her personal questions that
she found very uncomfortable. She also stated that
this began the first day he was on the unit. She

Signature [Signature] CONT

Comments/Actions Taken

ACTION TAKEN

Signature

Date

Distribution: (check all that apply)

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DATE:

ARIZONA DEPARTMENT OF CORRECTIONS
CONTINUATION SHEET

Date: 10-7-04

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Page: 2 of 2

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Then told me that on one Monday Morning, she gave him a "small smile to be polite" - at this point, Dr. Kent soon to [REDACTED] "Looks like you must have had some really good sex this weekend!" [REDACTED] said she was very embarrassed and attempted to avoid speaking to Dr. Kent after that time. When I reached the medical bldg, on the same day, the MRL [REDACTED] told me that on his first day, Dr. Kent stood in front of her desk, introduced himself, and then proceeded to tell [REDACTED] "how fit he was" and pulled up his shirt and pants legs to "show her his muscles." She told me that she told Kent she "really wasn't interested," but added that Dr. Kent "didn't seem to pay any attention" to what she was saying to him - she also stated that Dr. Kent made several "suggestive" remarks to her and she reminded him that she was married and didn't appreciate his comments. She told me that after several such incidents, he finally stopped. In addition to the above incidents, the Assistant MRL at Central Unit told me she was sorry to hear that Dr. Kent had been reassigned to Central Unit. She stated that he was "constantly talking to me, no matter how many times I told him to leave me alone." Moreover, the Assistant MRL ([REDACTED]) said that Dr. Kent called her repeatedly on her work phone and asked her "Do you miss me? - I know you do." Despite being told "No, I don't miss - please stop calling me." This report is FYI.

ARIZONA DEPARTMENT OF CORRECTIONS



Administrative Investigations – Complaint Advisory

Investigator's Name: Phillip E. Schonig	Case Number: 2004-1446
Interviewee's Name: [REDACTED]	Interview Date: October 07, 2004

Complainant's Name: Dr. Pam McCauley	<input type="checkbox"/> Anonymity granted
--------------------------------------	--

The Complainant alleges: Psychologist II John Kent allegedly has made numerous inappropriate and sexually explicit remarks to ADC staff and has made unwelcome romantic overtures to female staff.

This is to advise you that you are being interviewed as part of an administrative investigation being conducted by the assigned investigator(s) of the Arizona Department of Corrections (ADC) under the authority granted the Director by Arizona Revised Statute 41-1604. Any information obtained from an employee during an administrative interview is not admissible in any criminal action against the employee.

You are advised that this investigation is confidential. You are not to discuss any part of this investigation with anyone other than your chain of command.

- ☐ I have read and understand the Department of Correction's employee Handbook regarding Administrative Investigations.
- ☐ I understand that this is an official administrative investigation being conducted by investigators of ADC.
- ☐ I acknowledge that the investigator has identified him/herself to my satisfaction.
- ☐ I acknowledge that I can provide in writing, to the investigator any names of witnesses who have or might have information relevant to this investigation.
- ☐ I acknowledge that all of my questions, where appropriate, have been answered.
- ☐ I acknowledge that I have not been threatened or coerced, nor have any promises have been made to me by the investigator.
- ☐ I understand that statements I make during this investigation (interview) are subject to verification by polygraph.
- ☐ I acknowledge reading and understanding the contents of this document.
- ☐ I have received a signed copy of this document.

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Interviewee's Signature [REDACTED]	Date: 10-7-04
Investigator's Signature P. Schonig	Date: 07 OCT 04

ARIZONA DEPARTMENT CORRECTIONS



Administrative Investigations – Complaint Advisory

Investigator's Name: Phillip E. Schonig	Case Number: 2004-1446
Interviewee's Name: [REDACTED]	Interview Date: October 12, 2004

Complainant's Name: Dr. Pam McCauley	<input type="checkbox"/> Anonymity granted
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The Complainant alleges: Psychologist II John Kent allegedly has made numerous inappropriate and sexually explicit remarks to ADC staff and has made unwelcome romantic overtures to female staff.
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<p>This is to advise you that you are being interviewed as part of an administrative investigation being conducted by the assigned investigator(s) of the Arizona Department of Corrections (ADC) under the authority granted the Director by Arizona Revised Statute 41-1604. Any information obtained from an employee during an administrative interview is not admissible in any criminal action against the employee.</p> <p>You are advised that this investigation is <u>confidential</u>. You are not to discuss any part of this investigation with anyone other than your chain of command.</p>

<p><input checked="" type="checkbox"/> I have read and understand the Department of Correction's employee Handbook regarding Administrative Investigations.</p> <p><input checked="" type="checkbox"/> I understand that this is an official administrative investigation being conducted by investigators of ADC.</p> <p><input checked="" type="checkbox"/> I acknowledge that the investigator has identified him/herself to my satisfaction.</p> <p><input checked="" type="checkbox"/> I acknowledge that I can provide in writing, to the investigator any names of witnesses who have or might have information relevant to this investigation.</p> <p><input checked="" type="checkbox"/> I acknowledge that all of my questions, where appropriate, have been answered.</p> <p><input checked="" type="checkbox"/> I acknowledge that I have not been threatened or coerced, nor have any promises have been made to me by the investigator.</p> <p><input checked="" type="checkbox"/> I understand that statements I make during this investigation (interview) are subject to verification by polygraph.</p> <p><input checked="" type="checkbox"/> I acknowledge reading and understanding the contents of this document.</p> <p><input checked="" type="checkbox"/> I have received a signed copy of this document.</p>	<p>PROPERTY OF AZ. DEPT. OF CORRECTIONS SPECIAL SERVICES BUREAU I&I 1645 W. JEFFERSON - ROOM 2206 PHOENIX, AZ 85007 DO NOT DUPLICATE</p>
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Interviewee's Signature [REDACTED]	Date: 10-12-04
Investigator's Signature P. Schonig	Date: 12 OCT 04

ARIZONA DEPARTMENT OF CORRECTIONS



Administrative Investigations – Complaint Advisory

Investigator's Name: Phillip E. Schonig	Case Number: 2004-1446
Interviewee's Name: [REDACTED]	Interview Date: October 12, 2004

Complainant's Name: Dr. Pam McCauley	<input type="checkbox"/> Anonymity granted
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Interviewee's Signature [REDACTED]	Date: 10-12-04
Investigator's Signature P. Schonig	Date: 12 OCT 04

ARIZONA DEPARTMENT OF CORRECTIONS

Administrative Investigations – Complaint Advisory



Investigator's Name: Phillip E. Schonig	Case Number: 2004-1446
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Interviewee's Signature <i>[Signature]</i> [REDACTED]	Date: 10/12/04
Investigator's Signature <i>[Signature]</i>	Date: 1200704

ARIZONA DEPARTMENT (CORRECTIONS



Administrative Investigations – Complaint Advisory

Investigator's Name: Phillip E. Schonig	Case Number: 2004-1446
Interviewee's Name: [REDACTED]	Interview Date: October 12, 2004

Complainant's Name: Dr. Pam McCauley	<input type="checkbox"/> Anonymity granted
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Interviewee's Signature [REDACTED]	Date: 10-12-04
Investigator's Signature P. Schonig	Date: 12 Oct 04

ARIZONA DEPARTMENT OF CORRECTIONS



Administrative Investigations – Complaint Advisory

Investigator's Name: Phillip E. Schonig	Case Number: 2004-1446
Interviewee's Name: [REDACTED]	Interview Date: October 13, 2004

Complainant's Name: Dr. Pam McCauley	<input type="checkbox"/> Anonymity granted
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Interviewee's Signature [REDACTED]	Date: 10/13/04
Investigator's Signature [Signature]	Date: 130e704

ARIZONA DEPARTMENT OF CORRECTIONS



Administrative Investigations – Complaint Advisory

Investigator's Name: Phillip E. Schonig	Case Number: 2004-1446
Interviewee's Name: Dr. John Kent	Interview Date: October 14, 2004

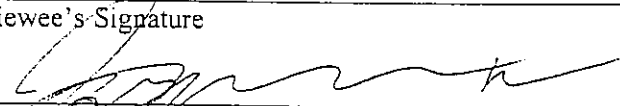
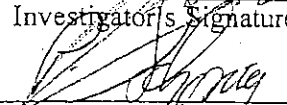
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Interviewee's Signature 	Date: 14 Oct 2004
Investigator's Signature 	Date: 14 Oct 04

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ARIZONA DEPARTMENT OF CORRECTIONS

MEMORANDUM



DATE: September 23, 2004
TO: Administrator P. McCauley
HEALTH SERVICES
FROM: Curtis Workman, Supervisor *CW*
SUBJECT: Administrative Investigation

04 SEP 27 AM 7:12
HEALTH SERVICES

This confirms that Administrative Investigations Case 2004-1446 has been initiated involving the following principal:

PSYCHOLOGIST John T Kent

Psychologist II John Kent allegedly has made numerous inappropriate and sexually explicit remarks to ADC staff and has made unwelcome romantic overtures to female staff.

Under provisions of Department Order 601, Administrative Investigations, Principals must be notified of the information below:

- a. Allegation(s): SB Violation Of Standards Of Conduct For State Employees, Class 5
- b. Investigator: Schonig, Phillip
- c. That principals in an investigation are required to cooperate fully in the conduct of the investigation;
- d. That principals are entitled to provide written input and identify witnesses to the investigator who can be reached at (602)542-3061;
- e. That required statements, tests or examination results can be used against them in disciplinary actions or civil hearings, but will not be admissible in subsequent criminal actions; and
- f. That the investigation is a confidential process.
- g. Do not discuss this investigation with any one other than your chain of command or the investigator.

A copy of this memorandum has been faxed to you to expedite notification of the principal(s). You are to obtain acknowledgment of the notification and return via "fax" (602)542-5237 to Professional Standards Bureau Administrator/Administrative Investigations Unit Manager AS SOON AS POSSIBLE.

ACKNOWLEDGEMENT:

[Signature]
Signature of Principal

27 - Sept 2004
Date

DISTRIBUTION:

Program Division Director S. ICKES
1 cc File

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PAST PUNITIVE ACTION

Name

Kent, John , Dr.

State Hire Date:

August 20, 2001

Allegation: ..

Abusive or profane language

Date:

April 30, 2004

Discipline:

Letter of Instruction

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**ARIZONA DEPARTMENT OF CORRECTIONS
COMPLAINT WORKSHEET/DISCIPLINARY
RECOMMENDATIONS**

	Report No. 2004-1446	Final Action Required By Dr. Pam McCauley, Warden, ASPC- Health Services
Employee's Name Dr. John Kent	Classification/Title Psychologist II	ID/SSN [REDACTED]
Date of Occurrence July 8 th , 2004	Date Reported to PSB September 23, 2004	Location of Occurrence ASPC-Health Services

INSTRUCTIONS FOR COMPLAINT WORKSHEET/DISCIPLINARY RECOMMENDATIONS

SECTION I - FINDINGS: When the investigation is completed, the investigative packet, along with the Complaint Worksheet/Recommendation will be forwarded through channels to the approving authority who will determine if the investigation is sustained, not sustained, exonerated or unfounded. The approving authority will so indicate on the form, sign, date and return the packet directly to the first level supervisor for recommendation(s).

SECTION II - RECOMMENDATIONS: After the supervisor's recommendation(s), the packet will be returned through the chain-of-command for each supervisor to make their recommendation(s).

SECTION III - FINAL DISCIPLINARY ACTION: The final decision will be made by the Approving Authority and explained in the comments.

SECTION I - FINDINGS

Approving Authority Findings

Allegation #1: Violation Of Standards Of conduct For State Employees 5b, class 5

☒ Sustained

☐ Not Sustained

☐ Exonerated

☐ Unfounded

Signature <i>[Signature]</i>	Title <i>MAHOM</i>	Date <i>2/17/05</i>
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SECTION II - RECOMMENDATIONS

Recommendation(s)

NO have Suspension

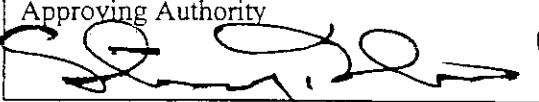
Signature <i>[Signature]</i>	Title <i>SMITH</i>	Date Received	Date Released
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Recommendation(s)

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Signature	Title	Date Received	Date Released
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COMPLAINT WORKSHEET/DISCIPLINARY RECOMMENDATION (continued)

Recommendation(s)			
Signature	Title	Date Received	Date Released
Recommendation(s)			
Signature	Title	Date Received	Date Released
Recommendation(s)			
Signature	Title	Date Received	Date Released
<p align="center">SECTION III - FINAL DISCIPLINARY ACTION</p> <p>Description of Action/Comments</p> <p align="center"><i>to be suspended with pay.</i></p>			
Approving Authority 	Title <i>Prog. Dir.</i>	Date <i>SA?</i> <i>2-18-05</i>	

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Arizona Department of Corrections



JANET NAPOLITANO
GOVERNOR

1601 WEST JEFFERSON
PHOENIX, ARIZONA 85007
(602) 542-5497



DORA B. SCHRIRO
DIRECTOR

January 20, 2005

John Kent, PhD.
Arizona State Prison Complex - Florence
1305 East Butte Avenue
Florence, Arizona 85232

EIN 38203

Psychologist ^{II}

Dear Dr. Kent:

This letter is official notice of your suspension without pay from the Department of Corrections.

This period of suspension will begin at 8 a.m. on Monday January 31, 2005, and continue to 5 p.m. on Friday, February 4, 2005. You are to report at work at 8 a.m. on Monday February 7, 2005, following the suspension. This suspension constitutes 40 hours of Leave Without Pay.

This action is taken under the authority of the Department of Administration Personnel Rules (Arizona Administrative Code [A.A.C.] R2-5-801 for "cause" as outlined in A.R.S. 41-770, and A.A.C. R2-5-501, Standards of Conduct.

As a Psychologist ^{II} assigned to the Counseling and Treatment Services Unit at ASPC-Florence, your responsibility includes providing for the programming and treatment of seriously mentally ill inmates. In this capacity, you are expected to conduct yourself at all times in a professional manner in accordance with the Standards of Conduct and the Code of Ethics of the Department. Professional conduct and respectful treatment of staff and inmates reinforces the positive aspects of treatment and programming and supports both safety and security.

The specific reasons for your suspension are:

1. During a period in mid-2004, you verbally interacted with several female staff at ASPC-Florence in a manner which was often viewed as unwelcome, overly personal and either romantically or sexually motivated.

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John Kent
January 20, 2005
Page Two

2. You admitted that while at work, you discussed intimate details of your personal life with a male correctional officer, to include specific details of your sex life.

Your actions constitute a violation of State/Department rules and Orders. Continued violation will result in more severe disciplinary action, including dismissal from State Service.

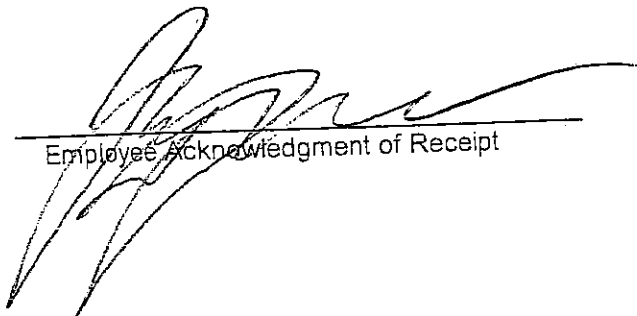
You may utilize the employee grievance procedure if you feel the suspension is unjust. Grievances must be filed within ten working days after the effective date of the action being grieved. See A.A.C. R2-5-701 and R2-5-702, and Department Order #517, Employee Grievances.

Sincerely,



Steve Ickes
Program Division Director

cc: Central Office Personnel File
Payroll Manager
Employee Relations Unit
Institution/Work Unit Personnel File


Employee Acknowledgment of Receipt

1-26-2005
Date

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