



Cherokee Sheriff's Office

498 Chattin Drive
Canton, Georgia 30115
(678) 493-4200
Fax (678) 493-4109

"AN INTERNATIONALLY ACCREDITED LAW ENFORCEMENT AGENCY"



Frank Reynolds, Sheriff

TO: Lt. Colonel W. J. Smith 
FROM: Captain Kim Thompson
DATE: February 9, 2024
SUBJECT: Final Report of Internal Affairs Investigation

1. On February 5, 2024, I began an investigation on alleged misconduct against Deputy Dominic Freeman.
2. I completed several interviews to include Deputy Freeman.
3. The findings of the investigation are as follows:

Cherokee Sheriff's Office Policy #01-03-02- (F) (16) states:

*16. **HONESTY:** Employees shall not willfully, intentionally, or knowingly depart from the truth OR in any way be deceptive or provide misrepresentations, falsification, or material omissions in giving testimony, providing information (orally or in writing), or reporting in connection with any official duties. This includes the submission of fictitious or inaccurate reports or the falsification or misrepresentation of any facts or circumstance in official agency records. Upon the order of a superior, employees shall truthfully answer all questions specifically directed and narrowly related to the scope of employment and operations of the agency.*

On February 5th, 2024, I received an allegation that Deputy Dominic Freeman had submitted an essay to CID during an application process which was flagged for potential use of Artificial Intelligence (AI). Captain Hands had plugged the essay into several AI detection engines. The detection engines are used by educators to detect AI essays submitted by students. Captain Hands report showed Copyleaks noted one hundred percent AI content, GPTZero showed ninety-two percent, and Sapling which reports its findings in pieces showed seventy-nine, ninety-nine-, and seventy-four percent AI content. Captain Hands also used Copyleaks on three previous essays Deputy Freeman had submitted. The oldest essay showed one hundred percent human input,

and the second oldest also showed one hundred percent human input. The two most recent essays showed one hundred percent AI content.

Captain Hands interviewed Deputy Freeman after a copy of the Internal Investigation memo, AIC, and the employee rights were supplied to him. Deputy Freeman repeatedly denied using AI. Captain Hands pointed out the differences between his previous essays. Deputy Freeman explained the effort he put into the essay because he believed it was his last chance at CID.

Captain Hands explained to Deputy Freeman how the AI detection software works, and the evidence it produced from his essay. Deputy Freeman again denied using AI. Captain Hands asked Deputy Freeman if he had the original copy of the essay. Deputy Freeman said he didn't think so. According to Lieutenant McLeod, if the original documents existed the metadata could produce evidence of AI usage.

During the interview with Deputy Freeman, I asked what his thought process was while writing the essay? He said that this was his fourth or fifth time applying for the investigation unit, and he hadn't gotten the position. Deputy Freeman said he was going to use language that sounded like he knew what he was talking about. Deputy Freeman said to himself, "this is it." I am probably not going to get CID, so hopefully I am going to do my best. He explained his reports don't show his writing ability, and the reports are written for the average citizen to understand. Deputy Freeman stated he was writing the essay to show he knew how to write, and that he knew what he was doing.

Deputy Freeman sat down with Captain Hands. I asked him to tell me about the meeting. Deputy Freeman stated Captain Hands explained to him how an AI system tracks to see if someone wrote an essay or not. Captain Hands told Deputy Freeman that his essay was one hundred percent generated through an AI system. I asked Deputy Freeman how he felt about that? He said he didn't believe that was true because he "did not use an AI system." Deputy Freeman stated he wrote that paper and has three drafts. He sent the drafts to Corporal Garland. Corporal Garland read over the first and second drafts. Deputy Freeman stated his wife edited the final draft. Deputy Freeman said he told Captain Hands he wrote the paper.

A polygraph was then administered on Saturday February 3, 2024, by Dan Sosnowski. I questioned Deputy Freeman about the polygraph. I asked how he felt it went? Deputy Freeman stated he thought it went really good and they found out he was telling the truth. I asked if the answers were straight forward? Deputy Freeman said yes. I told him I had the polygrapher's report, and I read the results. The results showed that the physiological response observed rendered a significant reaction to questions two and three and therefore would be rendered as deception indicated. I read those questions to him.

(2) Did you use artificial intelligence to modify, reword, or rephrase your essay?

(answer: No)

(3) Other than Grammarly, did you utilize any other software to modify, reword, or

rephrase your essay?

(answer: No)

I asked if he could explain it? Deputy Freeman stated he was not sure how it's doing that, because he knows he didn't lie. He said he knows he wrote the paper.

I interviewed Corporal Garland who stated he assisted Deputy Freeman with editing the current essay submitted to CID along with previous essays. I told Corporal Garland that Deputy Freeman had been accused of using AI to author the essay. Corporal Garland said he didn't believe the accusation. With the issues Corporal Garland had and expressed to Deputy Freeman with the essay, he believes that if AI was used Deputy Freeman would not have submitted it. He said that he stressed to Deputy Freeman the needed to be able to explain all the content in the essay. Deputy Freeman told Corporal Garland the way he wrote the essay was his way to sell himself. He said it is what he is capable of, because of his education and training.

Deputy Freeman has continued to adamantly deny he used Artificial Intelligence, even after being presented with Captain Hands findings from AI detection software and the poly graph results. There are several concerning factors here when we examine the two tools here to measure someone's integrity. First, the accuracy of the polygraph testing has long been controversial. The main problem with polygraphs is they involve theories of a subject, rather than practical use. It has been said there is not a pattern of physiological reaction to someone's response which is one of a kind. This means that someone who is honest may just be nervous when telling the truth. Courts have also rejected the use of polygraph evidence due to its unreliability. The accuracy of polygraph results to this day continues to be a matter of debate.

Secondly, the accuracy of Artificial Intelligence detectors varies depending on the tools utilized, and have shown to have false positives. Figuratively speaking, the average accuracy of AI detection is sixty percent. Like polygraphs, the accuracy of AI detection is also debatable and there is much information out there showing AI biases and false positives. The Artificial Intelligence programs are consciously evolving, and the ongoing debate of accuracy for detection for both polygraphs and AI still continues. For the reasons mentioned above, this investigator cannot say with certainty AI was utilized for the essay in question, or that Deputy Freeman was untruthful during his polygraph. Therefore, The Office of Professional Standards has insufficient evidence to prove or disprove the allegation. The allegation of dishonesty is NOT SUSTAINED.

On February 5th, 2024, I received an allegation that Deputy Dominic Freeman had submitted an essay to CID during an application process which was flagged for potential use of Artificial Intelligence (AI). Captain Hands had plugged the essay into several AI detection engines. The detection engines are used by educators to detect AI essays submitted by students. Captain Hands report showed Copyleaks noted one hundred percent AI content, GPTZero showed ninety-two percent, and Sapling which reports its findings in pieces showed seventy-nine, ninety-nine-, and seventy-four percent AI content. Captain Hands also used Copyleaks on three previous essays Deputy Freeman had submitted. The oldest essay showed one hundred percent human input, and the second oldest also showed one hundred percent human input. The two most recent essays showed one hundred percent AI content.

Captain Hands interviewed Deputy Freeman after a copy of the Internal Investigation memo, AIC, and the employee rights were supplied to him. Deputy Freeman repeatedly denied using AI. Captain Hands pointed out the differences between his previous essays. Deputy Freeman explained the effort he put into the essay because he believed it was his last chance at CID.

Captain Hands explained to Deputy Freeman how the AI detection software works, and the evidence it produced from his essay. Deputy Freeman again denied using AI. Captain Hands asked Deputy Freeman if he had the original copy of the essay. Deputy Freeman said he didn't think so. According to Lieutenant McLeod, if the original documents existed the metadata could produce evidence of AI usage.

On February 3rd, 2024, Deputy Freeman submitted to a polygraph examination. The results documented by Daniel Sosnowski, the polygrapher, showed that the physiological response observed rendered a Significant Reaction to question two and three and therefore would be rendered as Deception Indicated.

(2) Did you use artificial intelligence to modify, reword, or rephrase your essay?

(answer: No)

(3) Other than Grammarly, did you utilize any other software to modify, reword, or rephrase your essay?

On February 5, 2024, I interviewed Deputy Dominic Freeman in the Internal Affairs Office. I supplied him with a copy of the AIC as well as the Employees Duties and Rights during an Internal Investigation. I read him the Cherokee Sheriff's Office Internal Affairs memorandum and Internal Investigation Warning (Garrity Warning). Deputy Freeman said he understood and signed both copies. I explained we had received an AIC complaint. I asked Deputy Freeman how many times he had put in an application to go to CID? Deputy Freeman said four. I asked if he had to do a written report? Deputy Freeman said yes. I asked if he had written one for the January (application)? Deputy Freeman said yes, he did. I asked if he remembered the other dates (for the CID applications). Deputy Freeman said he believed in July of last year and that he thought every six months. I asked if he did a report for the other times he applied? Deputy Freeman stated not the first time, but they answered questions in an essay form. I asked him if he knew what AI as it relates to a written document? Deputy Freeman said yes. I asked if he had ever used AI? Deputy Freeman said, "no I have not." I asked Deputy Freeman if he had an understanding in how it works. Deputy Freeman explained that all he knows that you put something in there and they can generate something, but he doesn't know exactly how it works. I again asked if he had ever used it (AI)? Deputy Freeman said no.

I asked Deputy Freeman what his thought process was while writing the latest essay? He said that this was his fourth or fifth time applying for the investigation unit, and he hadn't gotten the position either time. He stated they wanted him to do this or this, and he knows how Lieutenant Carter writes. Deputy Freeman said he was going to use language that sounded like he knew what he was talking about and reference a previous report. I asked if he had used the same language in the prior essay as he used in this one? He said he believed in the last essay but not the first two essays. Deputy Freeman said, "this is it." I am probably not going to get CID, so hopefully I am going to do my best bet. He explained his reports don't show his writing ability, and the reports they write for the average citizen to understand. Deputy Freeman stated he was writing the essay to the sergeants to say, "Hey, I know how to write, and I know what I am doing," and that is why used that language.

I stated that prior to coming to our office Deputy Freeman sat down with Captain Hands to discuss using AI on the last essay, and I asked him to tell me about the

meeting? Deputy Freeman stated he (Captain Hands) said they ran it through an AI system that tracks to see if someone wrote it or not, and they said the essay was one hundred percent generated through an AI system. I asked Deputy Freeman how he felt about that? He said he didn't believe that was true because he "did not use an AI system." Deputy Freeman stated he wrote that paper, and that he has the three drafts. He sent the drafts to Corporal Garland. Corporal Garland read over the first one and second draft. Deputy Freeman stated his wife edited the final draft. He said he knows he wrote that paper, because it was a report he had already written. Deputy Freeman explained he knew where to edit and turn it to paper form. He showed me the order of the drafts and the email exchange with Corporal Garland. I asked Deputy Freeman how the discussion went with Captain Hands? He said Captain Hands told him what his findings were. The finding wasn't saying he was guilty, but what they found out were submitting. Deputy Freeman said he told Captain Hands he wrote his paper, and he didn't understand how an AI said it was one hundred percent AI or any form of AI anything because he didn't use any AI.

I questioned Deputy Freeman if he was asked to take a polygraph? He said yes. I asked how he felt it went? Deputy Freeman stated he thought it went really good and they found out he was telling the truth. I asked him if he had taken a polygraph before? Deputy Freeman said only one when he got hired. I reiterated the statement that he felt really good, and he again said yes. I asked if the answers were straight forward? Deputy Freeman said yes. I told him I had the polygrapher's report, and I read the results. The results showed that the physiological response observed rendered a Significant Reaction to question two and three and therefore would be rendered as Deception Indicated. I read those questions to him.

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(answer: No)

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(answer: No)

I asked if he could explain it? Deputy Freeman stated he was not sure how it's doing that, because he said he knows he didn't lie. He said he knows he wrote the paper. I asked if he had any assistance? Deputy Freeman replied no. The only assistance he had was from Corporal Garland and his wife.

I told him with that being said and his statement being that he didn't use AI, I was placing him on Administrative Leave with pay. I asked Deputy Freeman to sign and date the memorandum. I again asked him if that was the statement he wanted to go with. Deputy Freeman said yes. I explained what would happen next. I asked Deputy Freeman if he had anything else to add to his statement. He said he would appreciate it if we would speak to Corporal Garland. I concluded the interview.

On February 6, 2024, I interviewed Corporal Cody Garland in the Internal Affairs Office. I supplied him with a copy of the AIC as well as the Employees Duties and Rights during an Internal Investigation. I read him the Cherokee Sheriff's Office Internal Affairs memorandum and Internal Investigation Warning (Garrity Warning). Corporal Garland said he understood and signed both copies. I clarified he was Deputy Freeman's supervisor and approved his along with other deputies' reports. I asked Corporal Garland if Deputy Freeman had sent him an essay to review? He said yes, and that he had been helping Deputy Freeman's CID "adventures." I asked if it was the first time, he had reviewed an essay for Deputy Freeman? Corporal Garland said no. Corporal Garland had helped Deputy Freeman with a previous essay that Deputy Freeman submitted to CID during another application period. I had Corporal Garland read over and confirm the drafts of the essays he helped edit. I asked Corporal Garland if the drafts sounded like something Deputy Freeman would write? Corporal Garland stated in a report no, but in the essay yes. After reading the first draft, he called Deputy Freeman and asked him if Deputy Freeman could define every single word in the essay. Deputy Freeman told Corporal Garland he could. Corporal Garland told me Deputy Freeman's essay was "wordy," but he was not going to say that Deputy Freeman did not write it. Corporal Garland told me Deputy Freeman's reports are written differently.

I handed Corporal Garland an essay to read that Deputy Freeman had previously submitted to CID. The essay was evaluated by AI detection software, and reported the essay was written by a human. I asked Corporal Garland if that essay was

“wordy.” He said no. Corporal Garland further explained that he also helped Deputy Freeman edit and make correction on that essay. I asked Corporal Garland if he believed the same person wrote both essays? He explained the first essay was overly descriptive. I asked if the essay represented Deputy Freeman’s report writing? Corporal Garland explained that he stresses to his staff that reports should be written at a fifth-grade level.

I told Corporal Garland that the accusation was that Deputy Freeman used AI to author the essay. I asked him what he thought. Corporal Garland said he didn’t believe it. With the issues Corporal Garland had and expressed to Deputy Freeman with the essay, he believes that if AI was used Deputy Freeman would not have submitted it.

I asked Corporal Garland if he had ever read an AI generated document? He said he has not read a research paper that has been written by AI. I asked Corporal Garland again if he believed Deputy Freeman utilized AI with writing the essay. He said he doesn’t think that’s something Deputy Freeman would do, but he didn’t know. Corporal Garland explained that they talked back and forth about parts of the essay. Deputy Freeman did not change the parts of the essay that Corporal Garland felt sounded not authentic.

I asked Corporal Garland if he wanted to add anything to his statement. He said that he stressed to Deputy Freeman that he needed to be able to explain all the content in the essay. Deputy Freeman told Corporal Garland that it was his way to sell himself, and it is what he is capable of because of his education and training. I asked if Deputy Freeman ever said that this was his last shot at getting in CID? Corporal Garland stated Deputy Freeman said he was going to keep on applying, and he was going to make them (CID) tell him no. I asked again if he believed Deputy Freeman had the capabilities to author the essay. Corporal Garland said yes. I concluded the interview.

Deputy Freeman wrote an essay on February 7th, 2024, on an iPad located in the Cherokee Sheriff’s Administration conference room. The iPad was not connected to the internet. That essay was plugged into the AI detection software and reported one hundred percent human.

I reviewed the following policy.

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During the interview with Deputy Freeman, I asked what his thought process was while writing the essay? He said that this was his fourth or fifth time applying for the investigation unit, and he hadn't gotten the position. Deputy Freeman said he was going to use language that sounded like he knew what he was talking about. Deputy Freeman said to himself, "this is it." I am probably not going to get CID, so hopefully I am going to do my best. He explained his reports don't show his writing ability, and the reports are written for the average citizen to understand. Deputy Freeman stated he was writing the essay to show he knew how to write, and that he knew what he was doing.

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average accuracy of AI detection is sixty percent. Like polygraphs, the accuracy of AI detection is also debatable and there is much information out there showing AI biases and false positives. The Artificial Intelligence programs are consciously evolving, and the ongoing debate of accuracy for detection for both polygraphs and AI still continues. For the reasons mentioned above, this investigator cannot say with certainty AI was utilized for the essay in question, or that Deputy Freeman was untruthful during his polygraph. Therefore, The Office of Professional Standards has insufficient evidence to prove or disprove the allegation. The allegation of dishonesty is **NOT SUSTAINED**.

SHIELDS OF SHAME

CHEROKEE SHERIFF'S OFFICE
MEMORANDUM

To: Deputy Dominic Freeman
From: Captain Kim Thompson
Date: February 5, 2024
Subject: Administrative Leave

1. This is to inform you that an Internal Affairs Investigation has been initiated relative to a Code of Conduct violation involving your conduct .
2. A copy of the allegation is being supplied to you for your information. I have also supplied you with a copy of the "Employee's Duties and Rights during Internal Investigations."
3. You are hereby ordered not to discuss this case with any person other than the Internal Affairs Office, Chief Deputy, Sheriff, or legal council. Any efforts on the contrary will be considered obstruction of this investigation and a violation of a direct order.
4. You are placed on Administrative leave with pay pending the results of this investigation. You will be available 8:00 AM to 5:00 PM by phone Monday – Friday.



Signature

2/5/24

Date



Witness

02-05-2024

Date

2024-00008

CHEROKEE COUNTY SHERIFF'S OFFICE

DATE: 02 01 24

ALLEGATION/INQUIRY/COMMENDATION-REPORT FORM

I. Information Source:

Name: Lt G Carter Race: Sex: Age: Date of Birth:
Address: City: Zip:
Home Phone: Business Phone:

II. Deputy/Civilian Employee Information:

Name: Freeman, Dominic Rank: D/S I.D.#: 16514
Division: Unit Number:
Name: Rank: I.D.#:
Division: Unit Number:

III. Location of Incident:

498 Chattin Dr (CSO HQ)

Date: 01 26 24 Time: Case Number:

IV. Description of Incident: ☒ Allegation ☐ Inquiry ☐ Commendation

See Attached

V. Witness Information:

Name: See Attached Address: City:
Home Phone: Business Phone:
Name: Address: City:
Home Phone: Business Phone:

VI. Person Taking Report:

Name: Hands, LA Rank: Capt
Division: CID Shift: Badge Number: 669

VII. Supervisor's Comments/Recommendations:

Information provided by D/S Freeman about essay(s) and original source

VIII. Allegation/Inquiry/Commendation Information:

How A/I/C Received: ☐ Telephone ☐ Written Form ☒ Personal Contact

A/I/C Referred to:

☐ A/I/C Resolved on Initial Contact

Allegation/Inquiry Withdrawn

IX. Documentation Attached: ☐ Incident Report ☒ Written Statement ☐ Other

X. Division Commanders Review:

(Signature)

(Date)

☐ No further Action Required.

☒ Refer to COPS for further investigation.

☐ Recommend Formal Commendation.

Additional Comments:

COPS Findings: Not Sustained

- ☐ Sustained: The evidence is sufficient to prove the allegations.
- ☒ Not Sustained: The evidence is insufficient to either prove or disprove the allegations. RFP 2/9/2024
- ☐ Exonerated: The evidence shows that the incident occurred and was lawful or proper.
- ☐ Unfounded: The evidence shows that the allegation is false or not factual.
- ☐ Policy Failure: The evidence is sufficient to show that the incident occurred, but was a result of flawed policy or procedures.

XI. Service of Employee

I hereby certify that the allegations have been discussed and described to me. I have received a copy of the Employee Rights Form and acknowledge that I understand these rights.

D/S [Signature]
Employee Signature
L.F. McLeod
Witness Signature

2/1/24
Date
01 FEB 2024
Date

XII. Notification of Findings

I understand that the investigating officer has the duty to inform me of the outcome of this investigation (sustained, not sustained, exonerated, unfounded, or policy failure) and I hereby certify and affirm that he / she has done so. I further understand that the investigating officer is merely a finder of fact and will not determine if adverse disciplinary action will be taken.

[Signature]
Employee Signature
[Signature]
Witness Signature

2/1/24
Date
01 FEB 24
Date

Distribution: Division Commander
Internal Affairs

x [Signature]

2/9/24



Cherokee Sheriff's Office

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"AN INTERNATIONALLY ACCREDITED LAW ENFORCEMENT AGENCY"



Frank Reynolds, Sheriff

To: Lieutenant Colonel W.J. Smith

From: Major M.M. Anderson *mmak*

Date: February 1, 2024

Subject: Deputy Dominic Freeman

HTC w/ Smith

I have read the attached documentation reference the internal investigation into Deputy Freeman's actions and statements during his application process for the Criminal Investigations Division. It is my opinion that additional investigative tools and methods be employed prior to arriving at a conclusion on the matter. In accordance with Sheriff's Office Internal Investigations Policy 01-02-09 (H) (3) (e) I am requesting that Deputy Freeman be brought in for a polygraph examination. At your earliest convenience, please advise when a polygrapher may be available. Thank you for your assistance in this matter.

SHIELDS SHAME



To: Major MM Anderson

From: Captain LA Hands *lu*

CC: Captain JT Shinall

Date: 30 January 2024

Subject: Freeman, Dominic

On Friday, January 26, 2024 the Criminal Investigations Division held oral boards for a position within CID for Investigator (Deputy Sheriff Rank). At the conclusion of the board I was contacted by Lt. Carter, who was the chairperson. Lt. Carter advised that four individuals had passed the board, but there may be an issue with one, D/S Freeman. At the conclusion of the board D/S Freeman's essay, (a requirement to the application process) had been flagged for potential use of Artificial Intelligence (AI).

On Monday January 29, 2024 I plugged the essay (attached) into several different AI detection engines, Copyleaks, GPTZero, and Sapling. All are used by educators to detect AI essays or parts thereof of students' essays.

Copyleaks showed 100% AI content, GPTZero showed 92% with 3% missed AI and human, and Sapling, which can only be done in truncated pieces, showing 79.7, 99.7, and 74.2% respectively in approximately one third portions of the essay.

All members of the board, Lt. Carter, Sgt. Yarbrough, Sgt. Prescott, Sgt. Hayes, and Sgt. Haugh provided statements (attached).

On January 31, 2024 I purchased the 'pro' version of Copyleaks to ensure that there were no exceptions to the detection software, and to have the ability to input more reports. I input three additional essays that D/S Freeman has provided with his CID applications in the past. The oldest showed to be 100% Human input, the second showed to be 100% human with 10.9% plagiarized, the two most recent ones from his last two applications showed to be 100% AI content.

On February 1, 2024 I prepared an Allegation/Inquiry/Commendation Report Form (AIC) as I believe that D/S Freeman was untruthful in his statement to the CID Board that his essay was written by him. I then wrote an Internal Investigation Memo to D/S Freeman. I requested of his Precinct Commander, Lt. JB Anderson to have D/S Freeman report to the South CID Annex. In

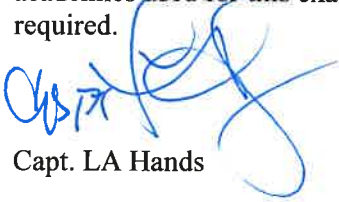
CID Documentation

the company of Lt. C. McLeod I provided D/S Freeman with a copy of the Internal Investigation memo, the AIC, and copy of his employee rights as prescribed in CSO Policy. D/S Freeman signed the AIC, the memo, and gave an interview (Attached).

To summarize, D/S Freeman stated repeatedly that he did not use AI, that he knew it was "his last chance" at CID so he essentially gave his best effort. I pointed out the differences between his previous essays, his reports, and the two in question essays, and he reiterated the effort that he put in, and that he had both his wife and Cpl. Garland review the essay.

I again explained to him the dynamics of the AI detection software and showed him the evidence that the essays were not written by him and that they were generated, which he refuted. I asked him if he still had his original copy of his essay and he stated he did not, that he did not think so. Lt. McLeod pointed out that if he does and he does not alter the metadata associated with the file that it might help shed light on the investigation.

Based on the inconsistencies in the provided writing samples, the inconsistencies in D/S Freeman's reports and the two 'flagged' essays, and the results from the software accepted by academics used for this exact purpose, I feel further avenues of investigation and interviews are required.



Capt. LA Hands

Cherokee Sheriff's Office

Memorandum

TO: Captain M. Anderson
FROM: Lieutenant G. Carter
DATE: January 30, 2024
SUBJECT: CID Promotion Process – Deputy Dominic Freeman

In January 2024, the Criminal Investigation Division posted for lateral applications for the position of Investigator. We received transfer requests from Deputy Rian Carpenter, Deputy Jakob Oler, Deputy Mason Sparks, Deputy Mason Yarbrough, and Deputy Dominic Freeman. As part of our structured interview process, the applicants were asked to provide a writing sample for the following topic:

A 1,000 word essay on the following topic in Microsoft Word: describe a situation where you had to use critical thinking and analytical skills to solve a complex problem during your patrol duties.

The purpose of this portion of the interview process is to allow for the assessors to get a better understanding of the applicants' natural writing style, essay composition, and overall logic.

Upon receiving all of the applicant's requested materials, I sorted their materials and created packets for the formal interview process. Skimming over Deputy Dominic Freeman's essay for minimum word count, I noticed word choices and phrases that were unnatural to previous writing samples he had submitted, as well as criminal incident reports. I reviewed the Word document's metadata and found the total editing time to be one minute. A total editing time of one minute for a document that contained over 1,000 words could only be accomplished if the author were to copy and paste the content from another source.

Having familiarity with artificial intelligence (AI) writing tools and its ability to rephrase supplied text, I found a free, online AI detector. I copy and pasted Deputy Dominic Freeman's essay into the AI detector and it found the entirety of his essay to be a "written by a robot." I took the essays of the other four applicants and subjected them to the same evaluation and found they were "written by a human." To test the validity of the AI detector, I took the content of Deputy Mason Yarbrough's essay, inputted into ChatGPT, an AI generator, and commanded it to "rephrase" the text that I had provided. I took the rephrased text, inputted into the same AI detector, and it found the text to be "written by a robot."

Throughout this empirical test process with free, online AI detectors, many had limited free uses, which forced me to utilize different AI detectors. Some would conclude all of the essays were "written by a human," while others would only flag Deputy Dominic Freeman's essay as "written by a robot." The approximate rate of Deputy Dominic Freeman's essay being detected as a product of AI was approximately 50% across all of the various free, online AI detectors. Using the same detectors, the rate of all other essays being detected as a product of AI was 0%.

Deputy Dominic Freeman's essay contained enough contextual content that I was about to compare the essay to his incident report (SO22-012575). The supplied essay was very verbose, but the fact pattern in both appeared consistent.

I reviewed the Word document metadata of the other applicants and found them all to have a total editing time over thirty-nine minutes, which I believe is commensurate to the task.

Seeking an objective viewpoint, I presented these findings to Sergeant Jason Yarbrough for his opinion. After discussing the results, discussing our limited understanding of how the AI detectors function, we concluded Deputy Dominic Freeman, as well as all other applicants, would need to be specifically asked if they used AI to modify or manipulate their submitted essay during the initial administrative questioning phase of the interview process.

Deputy Dominic Freeman had previously applied to transfer to the Criminal Investigation Division in July 2023, September 2022, and March 2022. Like this process, a 1,000 essay was requested. Deputy Dominic Freeman's July 2023 essay was detected as product of AI, while his applicant peers were not. Deputy Dominic Freeman's September 2022 and March 2022 essays did not get flagged as being a product of AI; this essays more closely mirrored his writing style found in his criminal reports. For Deputy Dominic Freeman's September 2022 and March 2022 interview, he was provided critique that he was not selected due to poor writing skills. For Dominic Freeman's July 2023 interview, he was provide critique that he was not selected because he did not interview well.

The formal interview process took place on January 26, 2024. I selected Sergeant Jason Yarbrough, Sergeant Steven Prescott, Sergeant Daniel Hayes, and Sergeant Robert Haugh to be raters; I chaired the board. During the administrative questions, all applicants were asked, to the effect of, was AI used to craft or manipulate their essay; all applicants said, "No." Concluding Deputy Dominic Freeman's interview, I dismissed him. I informed the board members that I suspect Deputy Dominic Freeman used AI to manipulate his essay. Sergeant Jason Yarbrough explained his empirical testing process and the results he observed. I told them board the original question could be too specific, and it needed rephrasing. Deputy Dominic Freeman was brought back in front of the board. I asked, to the effect of, what tools did you utilize to manipulate or edit your essay? Deputy Dominic Freeman responded, "Grammarly," and this was accessed via Internet. Once Deputy Dominic Freeman was dismissed, I instructed the board to rate him as if he were truthful, as further research need to be conducted. The board voted and selected Deputy Dominic Freeman to be an investigator.

Using a free Grammarly account, I attempted the same empirical test process as before. Deputy Mason Yarbrough's essay was submitted to Grammarly, Grammarly suggest approximately 8 corrections surrounding comma usage and tenses, I approved for all of the Grammarly corrections, and transferred the Grammarly modified text to an AI detector; no AI was detected. I found that Grammarly did not make verbose suggestions, nor apply a thesaurus.

I discussed these findings, the board's recommendations, and the objectivity I had applied in the attempt to dispel my belief that Deputy Dominic Freeman used AI to manipulate his essay with Captain Lee Hands.

SHIELDS OF SHAME

Cherokee Sheriff's Office

Memorandum

To: Major Mark Anderson via Chain of Command
From: Sergeant Robert Haugh
Date: January 30, 2024
Subject: CID Board Interview Concern

On Friday, January 26, 2024, CID line supervisors held a selection board for open positions in CID. The Board was chaired by Lieutenant G. Carter and had line supervisors including myself, Sergeant D. Hayes, Sergeant J. Yarbrough and Sergeant S. Prescott seated completing evaluations.

Each of the candidates were asked the exact same pre-determined questions by the chair, Lieutenant G. Carter. Among the questions was one in which each candidate was asked if they used any type of Artificial Intelligence (AI) programs in the completion of their essay assignment. Each candidate answered, "No." indicating they did not use any type of AI to complete the essay. Deputy Freeman completed answering questions much faster and shorter than the other candidates and had better than 10 minutes left when finished. After the conclusion of Deputy D. Freeman's interview, members of the board collectively noted how his essay was written much better than his typical reports included with his packet. Lieutenant G. Carter mentioned that he ran each candidate's essays through an AI detection system and only Deputy Freeman's came back as being suspected of being completed with an AI program. It was determined clarification was needed to ensure if it was, or not. He was brought back in and Lieutenant Carter asked Deputy Freeman if he ran his essay through any type of application or website and he said he did. When asked what service he used, he said Grammarly.

To: Major M. Anderson

From: Sergeant Daniel Hayes

Date: 01/30/2024

RE: Deputy Freeman

On 01/26/2024, I was a voting member of the Criminal Investigations selection board. We interviewed five applicants for the open Investigator positions. During each interview, the board chair, Lt. G Carter, asked each applicant if they used any artificial intelligence applications while writing their essays. Each applicant answered that they had not used any artificial intelligence.

Lt. Carter informed us that he checked all of the essays through an application that checked the essays to see if artificial intelligence was used. The board was informed Deputy Freeman's essay was the only essay to indicate artificial intelligence had been used.

Deputy Freeman was brought in after his interview and asked again if he used artificial intelligence or any applications while drafting his essay. Deputy Freeman stated he used an application called Grammarly, but nothing else.

We ultimately voted to recommend Deputy Freeman for the Investigator position based off his performance during the board and his resume. We were told the issue with the essay would be investigated further before a final determination was made.

Sergeant Daniel Hayes

Cherokee Sheriff's Office

Memorandum

To: Major Mark Anderson
From: Sgt. Jason Yarbrough
Date: January 30, 2024
Subject: D/S Dominic Freeman

On January 26, 2024 I was requested to attend an interview board for deputies that are attempting to transfer to the Criminal Investigations Division. There were five total applicants scheduled to be interviewed during the morning. Each applicant was told the same information and asked the same questions to provide a sense of fairness and standardization regarding the process. One of the questions asked of the applicants was (*paraphrased*) Have you used any artificial intelligence to assist you with the assigned essay that was part of the application packet? All of the applicants answered "no" to that question. After each applicant finished the interview process they were asked to step outside and wait for any follow-up questions. D/S Freeman was asked to return to the interview board for one follow-up question. He was asked if he had an assistance in writing the required essay and he responded "Only Grammarly". D/S Freeman was then dismissed from the interview board.

Prior to the interview board I met with Lieutenant Carter in regards to the packet D/S Freeman turned in for his CID board. We both read his essay and previous incident reports he completed while assigned to UPD. It appeared as if the same person did not write the essay and the reports. This opinion was based upon the composition and word choice of two apparent writing styles. The essay was then copied into a website that detects AI assisted reports (gptzero.me). That software gave a 92% probability of the essay being AI generated.

Sergeant Jason Yarbrough

Cherokee Sheriff's Office

Memorandum

TO: Major M. Anderson

FROM: Sergeant S. Prescott

DATE: January 30, 2024

SUBJECT: Criminal Investigations Division Selection Board

On the morning of January 26, 2024, I was asked to partake as a representative of the Criminal Investigations Division selection board to assess potential applicants. Prior to beginning the structured board, Lieutenant G. Carter asked all five (5) applicants if they utilized any form of Artificial Intelligence (A.I.) during the construction/drafting of their application essay. All applicants subsequently answered the question, "No." Deputy D. Freeman was brought back in upon conclusion of his structured board and was asked again if he utilized any form of Artificial Intelligence or any other modification program during the construction/drafting of his essay at which time he answered that he only used "Grammarly."

157 Foster
(must present)

During a seemingly routine response to a distress call on September 8, 2022, at 911 Victoria Landing Drive, my role as a law enforcement officer took an unexpected turn. Tasked with investigating the disappearance of a runaway juvenile female, my analytical and critical thinking skills became paramount in unraveling a multi-jurisdictional crime that took place in multiple states. As I delved into the details provided by concerned parents, I discovered a digital dimension to the juvenile's interactions, leading to the revelation of explicit content and potential criminal activities. What started as a task of locating a missing teenager, evolved into a multifaceted investigation involving child molestation, drug sales, and a web of explicit relationships.

Deputy Foster and Corporal Garland arrived on the scene and spoke with the parents stating that their female child left the residence. The child recently was a runaway and had gotten in trouble with law enforcement before this incident. It was informed to us that the child was seen walking away from the residence and speaking to a male who wasn't on the camera footage.

Faced with this delicate situation, I used critical and analytical thinking to unravel the difficulties of the case. I carefully assessed the available information, considering various factors such as the juvenile's behavior, potential motives, and any available clues about the unknown individual she was seen with.

I strategically pieced together and broke down the details provided by the parents, combining them with any available surveillance footage, and collaborating with fellow officers to gather additional insights. This methodical approach allowed me to form a full understanding of the circumstances surrounding the juvenile's disappearance. While I identified potential patterns and connections, I swiftly coordinated with my coworkers and strategically deployed search efforts to locate the runaway juvenile.

With my knowledge of the area, I remembered there was a nearby park within walking distance from the residence. I decided to canvas the area in search of the runaway female. My attention was drawn to what appeared to be the silhouette of a young male and female on the playground engaged in conversation. I instructed both parties to come to my patrol vehicle.

After a brief conversation, I identified the female as the runaway juvenile we were attempting to locate. Upon successfully locating the juvenile and the accompanying male, I initiated a thorough interview. My focus was on

understanding how they initially met and unraveling the intentions behind their association.

During the interview with both individuals, I gained the knowledge that the male in question was 17 years old, while the reported missing juvenile was only 14 years old at the time. I also discovered the male was from another county and caught an Uber to this location to use illegal narcotics with the juvenile. This apparent age difference and the realization they aren't from the same school raised immediate suspicion as to how they met.

Delving into the details during the interview process, I uncovered that the two had been communicating through Snapchat and Instagram, shedding light on the digital aspect of their interaction. This discovery highlighted the evolving landscape of juvenile interactions with unknown individuals, furthering the importance of utilizing digital communication platforms when investigating our youth. As I continued to piece together the information gathered from the interviews, it became evident that the situation required subtle handling.

Based on the juvenile's age, I spoke with Corporal Garland, a former member of the Criminal Investigation Division, due to his expertise in interviewing juveniles. Corporal Garland and I were able to ask the proper questions to not taint the investigation. This line of questioning helped us gain key information about the juvenile's Snapchat usage.

Given my knowledge, Snapchat's ability to delete messages after they appear and the large number of teenagers using social media, creates a common usage among teens to send nude photos. I believe there could've been more messages being sent from the female to other individuals or the potential of a Child Molestation.

Following the interview with the juvenile female, it was discovered that explicit photographs of her were in her phone. In response to this alarming revelation, the matter was promptly reported to the Criminal Investigation Division.

Subsequently, both parties' cell phones were seized as part of the ongoing investigation.

Having obtained the sole permission from the parents of the juvenile female, a thorough exploration of the cell phone was conducted. The investigation unearthed a disturbing revelation: the juvenile female had not only stored explicit photographs but had also maintained detailed notes recording her and two of her

other juvenile female friends' involvements in various sexual relationships with males.

These findings, both alarming and deeply concerning, prompted a heightened sense of urgency in the ongoing investigation. The explicit nature of the content discovered defined the need for a more detailed examination surrounding the circumstances involving the juvenile female's experiences.

The thorough notes added a complex layer to the investigation, as they provided crucial insights into the changing aspects involved. Furthermore, the discovery of additional explicit photographs helped reveal that she and her friends were receiving compensation for their actions with other males via Cash App.

The seized cell phone, now a key piece of evidence, served as a critical component in understanding the extent and implications of the juvenile female's activities. The collaboration with the Criminal Investigation Division has become even more imperative as the case takes on a multifaceted nature, encompassing not only the initial concerns but also delving into the broader context of the juvenile's personal experiences and relationships.

By taking my time to dissect the entire situation, I was able to locate the juvenile female. I also realized there was child molestation occurring, and discovered a male who was a part of multiple drug sales.

This case led to the Criminal Investigation Division locating multiple males in Cherokee County asking the juvenile female to perform lewd acts on the purchaser or herself. This information also provided evidence that there were other males in different states offering to pay the juvenile female money. The investigation became large enough for the Criminal Investigation Division to seek help from Homeland Security. With their help came the arrest of a High School Track coach in Illinois and a filmmaker in New York.

After a lengthy investigation, both individuals were found with an alarming amount of child pornography in their possession. Lastly, it led to the Cherokee Multi-Agency Narcotics Squad gaining tips on drug usage and sales from the juvenile male's cell phone.

In conclusion, the investigation into the runaway juvenile at 911 Victoria Landing Drive exemplifies the dynamic and multifaceted nature of law enforcement work. Employing a combination of critical thinking and analytical prowess, I successfully located the missing teenager, only to uncover a series of alarming revelations. The

involvement of digital communication platforms, explicit content, and potential criminal activities added layers of complexity to the case.

SHIELDS OF SHAME

SOS POLYGRAPH SERVICES

Polygraph Testing, Consulting, Training Seminars

February 4, 2024

Captain Erik Britt
Cherokee County Sheriff's Department
498 Chattin Drive
Canton, GA

Via E-Mail: erbritt@cherokeega.com

On February 3, 2024, Dominic Freeman submitted to a polygraph examination at the request of his police agency. It was requested to assess whether Dominic had used some form of artificial intelligence to assist him in writing his essay that he submitted for consideration to be promoted to the CID Unit.

Prior to the examination being administered, the examiner, Daniel Sosnowski did discuss the main relevant issues to be discussed and asked on the polygraph exam with Dominic prior to his exam. Dominic stated that the information he was providing was the same information he has revealed to Captain Britt as well other individuals involved in this matter.

CLIENT'S BACKGROUND

Dominic stated that he was born on [REDACTED] 1992, and has been employed by the Cherokee County Sherriff's Department as a road deputy. He stated that he has been employed there for about 6-7 years.

On the day of the examination, a Polygraph Work Sheet was completed by the examiner in the presence and with the knowledge of Dominic. He stated he normally sleeps about 6-8 hours and on the night prior to his exam he had received about 9 hours of sleep. He also stated that he slept well and did eat not anything prior to his exam.

Dominic stated that he was taking his prescription medication as prescribed to him at the time of the exam. Dominic stated that he was in pretty good health at the time of the interview. The interview and the examination were conducted at the Cherokee County Sheriff's Office, 498 Chattin Drive, Canton, Georgia. The office where the examination took place conformed to the American Polygraph Association Standards of Practice.

Dominic was allowed to explain his side of the story in an uninterrupted fashion and manner.

Polygraph Process:

Prior to the actual polygraph examination being conducted, a pretest interview was conducted with Dominic to learn the circumstances surrounding the incident.

Captain Eric Britt
Re: Dominic Freeman
Page 2 of 3
February 4, 2024

The pretest interview conducted by the examiner was non-accusatory and conducted in accordance and conforms to the American Polygraph Association Standards of Practice.

The polygraph examination was videotaped in its' entirety as prescribed by the American Polygraph Association Standards of Practice. The pretest interview which was conducted allowed the examinee to explain his side of the story in an unhurried and uninterrupted fashion. This also allowed the examiner to develop and formulate the proper relevant and comparison questions needed to conduct a proper exam.

After conducting the proper pretest interview, all the relevant and comparison questions were developed based on the information provided by the Cherokee County Sheriff's Department and Dominic. All the questions asked on the examination were reviewed with Dominic prior to his examination as prescribed by the American Polygraph Association Standards of Practice.

During the pretest interview Dominic was asked several different questions in an attempt to learn information about his opinions about key indicators of someone who was possibly involved in the investigation at hand.

Dominic denied using any type of artificial intelligence software to assist him with the writing of his essay. He also stated that he did not believe that the software used by the investigators was accurate. He further stated that he enjoys writing papers and was proud of his ability to write,

When asked why he thought that someone would use any form of AI, he stated that it was his belief that it was the fact that what people wanted to hear.

When asked what should happen to a person who would use AI to submit any type of a paper his response was that the person should not be considered to be creditable, and that person would need to rewrite the paper. He further stated that if the essay which was submitted to CID was found to have used AI, and that the person was lying that the essay should not be able to use the essay.

A subsequent polygraph examination was conducted on Dominic using a Stoelting CPSpro computerized polygraph system, was used for the collection of polygraph tests (test data). The instrument makes a continuous recording of autonomic responses associated with respiration, electrodermal activity, and cardiovascular functions. The instrument also includes an activity sensor designed to record peripheral behavior activity and cooperation during the examination as prescribed by the American Polygraph Association Standards of Practice.

Prior to gathering the physiological data required to interpret and score the polygraph charts, an acquaintance test was conducted as prescribed by the American Polygraph Association Standards of Practice.

Captain Eric Britt
Re: Dominic Freeman
Page 3 of 3
February 4, 2024

The polygraph examination administered to Dominic was conducted by Daniel E. Sosnowski who has been conducting polygraph exams since 1980. Mr. Sosnowski is a Past President of the American Polygraph Association. He has received the required minimum thirty (30) hours of continuing education as prescribed by the American Polygraph Association Standards of Practice. (See Attached CV)

The polygraph examination administered incorporated an Air Force Modified General Question Technique and has published validity. The technique used is recognized by the American Polygraph Association Standards of Practice.

He was then asked to sign below the questions stating that he agreed with his responses to the questions. Based on the information provided and reviewed with Dominic, the following questions were asked.

POLYGRAPH QUESTIONS FORMULATED AND ASKED ON TEST:

- (1) Did you personally write the essay that you submitted in its entirety?
(Answer: Yes)
- (2) Did you use artificial intelligence to modify, reword, or rephrase your essay?
(Answer: No)
- (3) Other than Grammarly, did you utilize any other software to modify, reword, or rephrase your essay? (Answer: No)
- (4) Do you feel that the artificial intelligence detectors utilized during your investigation are accurate? (Answer: No)

RESULTS OF EXAMINATION:

Upon completing the evaluation, it was the opinion of Mr. Sosnowski that the physiological responses observed on Dominic's exam would be rendered as Significant Reactions at the above listed questions and therefore would be rendered as Deception Indicated. The questions which displayed the most significant reactions would be questions #2 and #3.

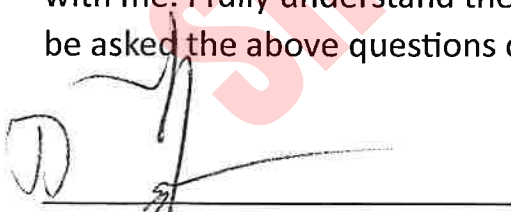
Sincerely,
Daniel E. Sosnowski
Daniel E. Sosnowski, M.S.

POLYGRAPH EXAMINATION QUESTIONS

Please remain still, the test is about to begin:

1. Do some people call you Dominick? *Yes*
2. Regarding the essay that you submitted; do you intend to answer those questions truthfully? *Yes*
3. Since employed at Cherokee County Sheriff's Office, have you lied about anything to stay out of some type of trouble? *No*
4. Did you personally write the essay that you submitted, in its entirety? *Yes*
5. Did you use artificial intelligence to modify, reword, or rephrase your essay? *No*
6. Since employed at Cherokee County Sheriff's Office, do you recall misleading or lying to anyone to make yourself look better? *No*
7. Other than Grammarly, did you utilize any other software to modify, reword, or rephrase your essay? *No*
8. Do you feel the artificial intelligence detectors, utilized during your investigation, are accurate? *No*
9. Since employed at Cherokee County Sheriff's Office, do you recall being involved in any behavior that you had to hide, coverup, or lie about? *No*

The polygraph examiner has reviewed the above polygraph examination questions with me. I fully understand the above questions and I give my written consent to be asked the above questions during the polygraph examination.



Examinee Signature

Daniel E. Sosnowski
Polygraph Examiner

2/3/24

Date

Polygraph Official Report

Reason:	Agency:
Specific Issue IAD	Cherokee County Sheriff's Dept.
Position:	Polygraphist:
Deputy Sheriff	Dan Sosnowski
Examinee:	Date: February 3, 2024
Dominic Freeman	

() Based on the polygraph chart recordings of the above examinee, it is the polygraphist's opinion that the physiological responses, which are indicative of deception, **WERE NOT NOTED** when the examinee answered the questions posed.

☒ Based on the polygraph chart recordings of the above examinee, it is the polygraphist's opinion that the physiological responses, which are indicative of deception, **WERE NOTED** when the examinee answered the questions posed. Therefore, it is the polygraphists' opinion that the examinee is withholding background information.

() Based on the polygraph chart recordings of the above examinee, it is the polygraphist's opinion that the physiological responses were erratic to the point that an **INCONCLUSIVE** opinion is rendered.

BIOGRAPHICAL DATA SHEET

- 1) Are you presently under a doctor's care, including pregnancy? YES ____ NO ☒
If yes, please explain _____
- 2) Has a doctor prescribed you to take any medication in the last 12 months?
YES ☒ NO ____ Name of Medication FOR THE FLU
- 3) In the last 24 hours have you taken any prescription medication? YES ____ NO ☒
Name of Medication _____
Last Taken _____ How Much Taken _____
- 4) In the last 24 hours have you consumed any alcohol or illegal drugs? YES ____ NO ☒
Type of alcohol or drug _____
Last Taken _____ How Much Taken _____
- 5) Are you experiencing any physical discomfort besides being nervous at this time?
YES ____ NO ☒ If yes, please explain _____
- 6) Have you previously taken a polygraph examination?
YES ☒ NO ____
- 7) Please check the appropriate box if you have had any of the following:
- | | | |
|---------------------------------|----------|--|
| a) Heart Problems | YES ____ | NO ☒ |
| b) High Blood Pressure | YES ____ | NO ☒ |
| c) Respiratory or Lung Problems | YES ____ | NO ☒ |
| d) Recent Surgery | YES ____ | NO ☒ |
| e) Other | YES ____ | NO ☒ |

AUDIO/VIDEO TAPING: I also consent to and authorize S.O.S. Services, Inc. or its representatives listening to, observing and/or making audio or video recordings of my conversations, statements, and responses while this process is conducted. I understand that the reason for the taping is to protect what was said during the course of the interview. I also consent to and authorize use of such recordings as well as what was heard or observed, for the purposes of providing instruction.

Signature: _____ Date: 2/3/24

CONSENT TO POLYGRAPH AGREEMENT

TO THE EXAMINEE:

I, the undersigned, authorize the examiner to give me a polygraph examination. I also authorize the examiner to conduct a pre-test interview with me to determine the facts of this case as they are known to me. I hereby grant permission to the examiner to use any equipment and methods deemed necessary for the proper administration of the examination. I also authorize the examiner to place the attachments needed to conduct the polygraph test to my body.

I do hereby specifically waive all rights of privacy that I have or may ever have with reference to the taking of said examination and making known the results and opinions arising from said examination. I do hereby authorize SOS Polygraph Services, Inc., its officers and employees or its agents, to disclose both orally and in writing the said results and opinions to my therapist, any court which has jurisdiction and/or probation/ parole officer on whose behalf the test is being conducted, including employees and or/representatives of the client for whatever use they may determine.

I do hereby release and covenant to forever hold free from all harm, liability or damage to me because of the examination and opinions SOS Polygraph Services, Inc., together with its officers, employees or its agents who may use the results and opinions of this examination. I remise, release, waive and forever discharge SOS Polygraph Services, Inc. from all action or cause of action, claim or demand, liability or legal actions which I have now or may ever have resulting directly or indirectly or remotely both from taking said examination and the oral and written opinions rendered because of said examination.

I am aware that this examination is a condition of my evaluation. I am also aware that I may discontinue the test at any time and that I am free to leave at any time. I certify that I have read the above information and that I understand its contents.

DATE: 2/3/24 TIME: 230 LOCATION: CC 50

Da Sanchez
Examiner

xx

[Signature]
Examinee's Signature

While dealing with a vast majority of calls in the Uniform Patrol Division, deputies are faced with unseen circumstances that will both shock and alarm those who are unprepared. During a seemingly routine runaway juvenile distress call, turned out to encompass much more than expected. The following essay will exhibit how using critical and analytical thinking on an everyday call helped to discover vast majority of complexities. While utilizing my intellectual and analytical prowess at [REDACTED] it revealed a juvenile who was a part of illegal narcotic sales and usage, sexual servitude from multiple minor juvenile females, and how the impressionable juvenile minds can be taken advantage of. This multi-jurisdictional investigation opens up a grand investigation leading to multiple arrests.

On September 8, 2021, I received a distress call at the residence of [REDACTED] about a runaway juvenile female. The relayed message from the parents was their daughter's friends are unaware her location. This revelation became quite alarming due to the unknown danger the female may be facing with her. Based on the unknown details of the missing juvenile disappearance, I began to travel to the residence in an attempt ascertain the whereabouts of the juvenile. Analyzing the information provided, I needed to make haste in arriving to the dwelling and carefully formulate a plan of action to discover what lead up this occurrence.

Deputy Foster and Corporal Garland arrived at the residence and began talking with the parents of the child. Deputy Foster notified me that the juvenile female left the residence at 11:55 pm on foot speaking to an unknown male. The parents on the scene were unable to provide the description of who their daughter was speaking too but said they didn't condone their daughter's behavior of leaving the residence. This discovery added another layer to the investigation causing me to act swiftly.

With this alarming discover from my colleagues, I began to critically and analytically formulate a plan to discover the nature of the juvenile and discover the dangers into her disappearance. Utilizing the information from the parents, provided with security camera footage and investigative discoveries from the deputies on the scene, I began to formulate ideas that could allow me to reveal

the juvenile female tendencies. My intimate knowledge of the area I was privy to the information that there was nearby park walking distance from the residence.

Canvassing the area, my attention was drawn to the playground by the silhouette of a male and female sitting engaged in conversation. I began speaking with them and discovered they both appeared young in age. The thought of why these two were outside in the late-night hours of the evening made me ponder of the causation of their meeting.

With my previous calls for service involving juvenile male and females at night, I believed that there could be a potential of sexual intercourse, underage consumption of alcohol or illegal narcotic usage afoot. Adding complexities to the case.

While speaking with them I discovered the male was 17-years-old and resided in another county, while the female was merely 14 years-old. The young juvenile female identified herself as the runaway child which added a large relief as to her safety and whereabouts.

Based on the age variance between the two and the distance travelled for their meeting, it became apparently alarming to discover how they met. I began a dialogue with the male who stated he believed the juvenile female was 16 years of age. While engaged in conversation with the male, I smelled the strong odor of unburnt marijuana, which played into the previous suspicion I had of the illegal narcotic usage between the two juveniles. The male was in possession of a large bag of unburnt marijuana. He conveyed the nature of their interaction was to engage in the illegal use of the narcotic which was alarming of in itself.

My critical and analytical expertise allowed me to locate the juvenile female, and discover the immediate nature of the interaction. However, I continued to inquire with her of their interactions but there still was a troubling discovery I needed to unravel.

The juvenile female conveyed she had been interacting with the male via Instagram and Snapchat. Her predominant form of communication with the male was through Instagram due to him being banned from using Snapchat.

To my knowledge, Snapchat's ability to delete messages after they appear creates a common usage among teens to have illicit conversation to include sending nude

photographs. This investigation is sheds light on the dilemmas that law enforcement face when investigating juveniles who utilize social media and the vast challenges in an investigation. Especially in an attempt to prevent such acts from being taken advantage of.

With this encumbering revelation, I determined this situation required careful analysis and needed to be handled with extreme care. I communicated with Corporal Garland back at the residence providing details of how the two juveniles contacted one another.

At the time, Corporal Garland had freshly been promoted from the Criminal Investigation Division where he inspected copious amounts of crimes. I was aware of his interview tactics and experiences with handling delicate juvenile crimes. Utilizing my critical rationality, I requested Corporal Garland to interview the juvenile female because he had the knowledge and training on how to ask the appropriate questions to not taint the investigation.

While back at the dwelling of the juvenile female, I gained the sole permission from the parents to examine the juvenile's phone. This investigation rapidly twisted from a measly runaway juvenile call to the unearthing of illicit photographs, Human Trafficking, the sale of drugs and sexual deviancy displayed by the female. Due to the disturbing detection within the juvenile female's phone it was determined the Criminal Investigation Division and the Cherokee Multi-Agency Narcotics unit needed to be involved.

As the investigation unfolded it was discovered the juvenile female and two of her underage friends had gained compensation from a multitude of unknown males within the county and other states for her to perform sexual acts. Furthermore, the juvenile male had contacted the female declaring he would be able to provide her with any illegal narcotic she required.

Carefully assessing information on hand both the juvenile female and male's cellphones became paramount in discovering the intricate details of this investigation. I deduced that the phones needed to be taken into evidence for further examination.

The aptitude of the investigation became so large that the Criminal Investigation Division required Homeland Security assistance in opening an even more in-depth

investigation as to the complex discoveries in the cell phones. The multi-jurisdictional investigation lead to the arrest of a high school track coach and a film producer both of which reside in another state.

In conclusion, using my critical and analytical intellect on a runaway juvenile call and taking my time to evaluate the information given to me on the scene through thorough interviews, I determined there was a larger crime that had been committed. Employing my analytical and critical prowess, I was able to open a multi-jurisdictional investigation leading to not only the return home of a runaway juvenile, but the arrest male who was involved in drug sales and two individuals who are separately taking part in sexual misconduct with multiple juveniles not just in this county but within the state at which they resided in as well.



Plagiarism and AI Content Detection Report

New Scans 6:12 PM

Scan details

Scan time:
February 7th, 2024 at 18:12 UTC

Total Pages:
5

Total Words:
1216

Plagiarism Detection

	Types of plagiarism		Words
0%	Identical	0%	0
	Minor Changes	0%	0
	Paraphrased	0%	0
	Omitted Words	0%	0

AI Content Detection

	Text coverage		Words
0%	AI text	0%	0
	Human text	100%	1216

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Plagiarism Results: No results found!

Plagiarism Report Content

While dealing with a vast array of calls in the Uniform Patrol Division, deputies face unforeseen circumstances that shock and alarm the unprepared. I had the opportunity to respond to a seemingly routine runaway juvenile distress call that turned out to encompass much more than expected. The following essay will exhibit how using critical and analytical thinking on an everyday call helped to discover the vast majority of complexities. While utilizing my intellectual and analytical prowess at [REDACTED], I revealed a juvenile who was part of illegal narcotic sales and usage, sexual servitude from multiple minor juvenile females, and how impressionable juvenile minds can be taken advantage of. This multi-jurisdictional investigation opens up a grand investigation leading to multiple arrests.

On September 8, 2021, I received a distress call at the residence of [REDACTED] about a runaway juvenile female. The relayed message from the parents was their daughter's friends were unaware of her location. This revelation became quite alarming due to the unknown danger the female may face. Based on the unknown details of the missing juvenile's disappearance, I began to travel to the residence in an attempt to ascertain the whereabouts of the juvenile. Analyzing the information provided, I needed to make haste in arriving at the dwelling and carefully formulate a plan of action to discover what led up to this occurrence.

Deputy Foster and Corporal Garland arrived at the residence and began talking with the juvenile's parents. Deputy Foster notified me that the juvenile female left the residence at 11:55 pm on foot speaking to an unknown male. The parents on the scene were unable to describe who their daughter was speaking to but said they didn't condone their daughter's behavior of leaving the residence. This discovery added another layer to the investigation causing me to act swiftly.

With this alarming discovery from my colleagues, I began to critically and analytically formulate a plan to discover the nature of the juvenile and discover the dangers surrounding her disappearance. Utilizing the information from the parents, provided with security camera footage, and investigative discoveries from the deputies on the scene, I began to formulate ideas that could allow me to reveal the juvenile female's tendencies. With my intimate knowledge of the area, I was privy to the information that there was a nearby park within walking distance from the residence.

Canvassing the area, my attention was drawn to the playground by the silhouette of a male and female sitting engaged in conversation. I began speaking with them and discovered they both appeared young. The thought of why these two were outside in the late-night hours made me ponder the causation of their meeting. With my previous calls for service involving juvenile males and females at night, I believed that there could be a potential for sexual intercourse, underage consumption of alcohol, or illegal narcotic usage afoot, adding complexities to the case.

While speaking with them, I discovered the male was 17 years old and resided in another county, while the female was merely 14 years old. The young juvenile female identified herself as the runaway child bringing relief as to her safety and whereabouts.

Based on the age variance between the two and the distance traveled for their meeting, it became alarming to discover how they met. I began a dialogue with the male who stated he believed the juvenile female was 16 years of age. While engaged in conversation with the male, I smelled the strong odor of unburnt marijuana, which played into the previous suspicion I had of the illegal narcotic usage between the two juveniles. The male was in possession of a large bag of unburnt marijuana. He conveyed that the nature of their interaction was to engage in the illegal use of the narcotic which was alarming in itself.

My critical and analytical expertise allowed me to locate the juvenile female and discover the immediate nature of the interaction. However, I continued to inquire with her of their interactions but there still was a troubling discovery I needed to unravel.

The juvenile female conveyed she had been interacting with the male via Instagram and Snapchat. Her predominant form of communication with the male was through Instagram due to him being banned from using Snapchat.

To my knowledge, Snapchat's ability to delete messages after they appear creates a common usage among teens to have illicit conversations including sending nude photographs. This investigation sheds light on the dilemmas that law enforcement faces when investigating juveniles who utilize social media and the vast challenges in an investigation. Especially in an attempt to prevent such acts from being taken advantage of. With this encumbering revelation, I determined this situation required careful analysis and needed to be handled with extreme care. I communicated with Corporal Garland back at the residence providing details of how the two juveniles contacted one another.

At the time, Corporal Garland had freshly been promoted from the Criminal Investigation Division where he inspected copious amounts of crimes. I was aware of his interview tactics and experiences with handling delicate juvenile crimes. Utilizing my critical rationality, I requested Corporal Garland to interview the juvenile

female because he had the knowledge and training on how to ask the appropriate questions to not taint the investigation.

While back at the dwelling of the juvenile female, I gained the sole permission from the parents to examine the juvenile's phone. This investigation rapidly twisted from a measly runaway juvenile call to the unearthing of illicit photographs, Human Trafficking, the sale of drugs, and sexual deviancy displayed by the female. Due to the disturbing detection within the juvenile female's phone, it was determined the Criminal Investigation Division and the Cherokee Multi-Agency Narcotics unit needed to be involved.

As the investigation unfolded it was discovered the juvenile female and two of her underage friends had gained compensation from a multitude of unknown males within the county and other states for her to perform sexual acts. Furthermore, the juvenile male had contacted the female declaring he would be able to provide her with any illegal narcotic she required.

Carefully assessing the information on hand, both the juvenile's cell phones became paramount in discovering the intricate details of this investigation. I deduced that the phones needed to be taken into evidence for further examination.

The aptitude of the investigation became so large that the Criminal Investigation Division required Homeland Security assistance in opening an even more in-depth investigation into the complex discoveries in the cell phones. The multi-jurisdictional investigation led to the arrest of a high school track coach and a film producer, each residing in other states.

In conclusion, using my critical and analytical intellect on a runaway juvenile call and taking my time to evaluate the information given to me on the scene through thorough interviews, I determined a larger crime that had been committed. Employing my analytical and critical prowess, I was able to open a multi-jurisdictional investigation leading to not only the return home of a runaway juvenile but also the arrest of a male who was involved in drug sales and two individuals who were separately taking part in sexual misconduct with multiple juveniles not just in this county but within the state at which they resided in as well.



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Canvassing the area, my attention was drawn to the playground by the silhouette of a male and female sitting engaged in conversation. I began speaking with them and discovered they both appeared young in age. The thought of why these two were outside in the late-night hours of the evening made me ponder of the causation of their meeting.

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	Text coverage		Words
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After a lengthy investigation, both individuals were found with an alarming amount of child pornography in their possession. Lastly it led to the Cherokee Multi Agency Narcotics Squad gaining tips from drug usage and sales from the juvenile male's cell phone.

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Furthermore, the discovery of additional explicit photographs points helped reveal that she and her friends were receiving compensation for their actions with other males via Cash App.

The seized cell phone, now a pivotal piece of evidence, serves as a critical component in understanding the extent and implications of the juvenile female's activities. The collaboration with the Criminal Investigation Division has become even more imperative as the case takes on a multifaceted nature,

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Instead of returning the missing juvenile home you analyzed there were more potential crimes occurring

Yeah that's what I was thinking . I am currently at 452 so I should be good for the weekend .

When is it due

Next Friday

Ah

Fri, Jan 5 at 8:17 PM

Interview is the 26th



This one flows better. The words are still a lot (for me) but if that's how you want to roll with it go ahead but interview like that as well.

I sent you screenshots of stuff that didn't make sense or needs capitalization.

I see what you meant so i changed some more and also switched the beginning of the sentences you said didn't make sense.

Thank you

All good! Hell yeah man

Overall it sounds better ?

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Include Older Results
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- Sent Items By Date ↑
- Cody L. Garland revised 1/11/2024
- Cody L. Garland revised 1/11/2024
- Cody L. Garland 2024 CID paper When you come in tonight 1/10/2024
- Older
- Cody L. Garland what do you think of this 7/29/2023
- Alex Sloop RE: Justin Slocum SO22-015... Heading that way now 5/30/2023
- Alex Sloop Re: Justin Slocum SO22-015... What time ? Going to see if it 5/30/2023
- Alex Sloop Re: Justin Slocum SO22-015... Hello, I can possibly meet 5/28/2023
- Sydney H. Nix I'm punch for 04/25/2023 4/25/2023

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 - SO23-01406
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DRAFT 1

In the midst of a seemingly routine response to a distress call on September 8, 2022, at [REDACTED] my role as a law enforcement officer took an unexpected turn. Tasked with investigating the disappearance of a runaway juvenile, my analytical and critical thinking skills became paramount in unraveling the complexities of the case. As I delved into the details provided by concerned parents, I discovered a digital dimension to the juvenile's interactions, leading to the revelation of explicit content and potential criminal activities. What started as a task of locating a missing teenager, evolved into a multifaceted investigation involving child molestation, drug sales, and a web of explicit relationships.

On the date of September 8, 2022, I was tasked with responding to a dispatched call at [REDACTED] regarding a runaway juvenile. The concerned parents provided crucial information, indicating that their daughter had been observed walking away and engaging in conversation with an unknown individual.

Faced with this delicate situation, I employed a combination of critical and analytical thinking to unravel the complexities of the case. I carefully assessed the available information, considering various factors such as the juvenile's behavior, potential motives, and any available clues about the unknown individual she was seen with.

In navigating this challenging scenario, I strategically pieced together synthesizing the details provided by the parents, cross-referencing with any available surveillance footage, and collaborating with fellow officers to gather additional insights. This methodical approach allowed me to form a comprehensive understanding of the circumstances surrounding the juvenile's disappearance.

Utilizing my analytical expertise, I identified potential patterns and connections that allowed me to swiftly coordinate with my coworkers and strategically deployed search efforts to locate the runaway juvenile. The application of critical thinking not only guided my decision-making process but also facilitated a swift and effective response to the situation at hand.

Armed with my knowledge of the area, I decided to go to the nearby park in search of the runaway female. As I canvased the area, my attention was drawn to the silhouette of a male and female on the playground. The male and female were engaged in conversation. I observed both individuals appeared young in age. After

Draft of the essay for CID and AI detection

a brief conversation, I identified the female as the runaway juvenile we were attempting to locate.

Upon successfully locating the runaway juvenile and the accompanying male, I initiated a thorough interview to gain insights into the circumstances surrounding their interaction. My focus was on understanding how they initially met and unraveling the intentions behind their association.

During the interviews with both individuals, I gained the knowledge that the male in question was a 17-year-old, while the reported missing juvenile was only 14 years old at the time. This apparent age difference raised immediate concerns and required a deeper investigation of the nature of their connection.

Delving into the details during the interview process, I uncovered that the two had been communicating through Snapchat, shedding light on the digital aspect of their interaction. This discovery highlighted the evolving landscape of juvenile interactions and the importance of considering digital communication platforms in understanding the dynamics of such cases.

As I continued to piece together the information gathered from the interviews, it became evident that the situation required subtle handling. To my knowledge, Snapchat's ability to delete messages after they disappear creates a common usage among teens to send nude photos. I believe there could be more messages being sent from the female to other individuals or the potential of a Child Molestation that could've occurred.

Due to the juvenile's age, I spoke with Corporal Garland about this. He recently was promoted out of the Criminal Investigation Division and had knowledge of how to interview a juvenile by asking the proper questions to not taint the investigation. Corporal Garland asked the juvenile female about the usage of her Snapchat.

Following the interviews with the juvenile female, it was discovered that explicit photographs of her in the nude were present on her phone. In response to this alarming revelation, the matter was promptly reported to the Criminal Investigation Division. Subsequently, the juvenile female's and 17-year-old's cell phone were seized as part of the ongoing investigation into this incident.

Having obtained the sole permission from the parents of the juvenile, a thorough exploration of the cellphone was precisely commenced. The investigation unearthed a disturbing revelation: the juvenile female had not only stored explicit

photographs but had also maintained detailed notes recording her involvement in various sexual relationships with males.

These revelations, both alarming and deeply concerning, prompted a heightened sense of urgency in the ongoing investigation. The explicit nature of the content discovered underscores the need for a more comprehensive examination of the circumstances surrounding the juvenile female's experiences.

The detailed notes on her relationships add a complex layer to the investigation, as they may provide crucial insights into the changing aspects involved. Furthermore, the discovery of additional explicit photographs points to a potential pattern of behavior that requires careful analysis.

The seized cell phone, now a pivotal piece of evidence, serves as a critical component in understanding the extent and implications of the juvenile female's activities. The collaboration with the Criminal Investigation Division has become even more imperative as the case takes on a multifaceted nature, encompassing not only the initial concerns but also delving into the broader context of the juvenile's personal experiences and relationships.

With my analytical and critical thinking and taking my time to dissect the entire situation I was able to locate the juvenile female and also realize there was a child molestation occurring and also discover a male who was a part of multiple drug sales.

In conclusion, the investigation into the runaway juvenile at [REDACTED] exemplifies the dynamic and multifaceted nature of law enforcement work. Employing a combination of critical thinking and analytical prowess, I successfully located the missing teenager, only to uncover a series of alarming revelations. The involvement of digital communication platforms, explicit content, and potential criminal activities added layers of complexity to the case.

DRAFT 2

During a seemingly routine response to a distress call on September 8, 2022, at [REDACTED] my role as a law enforcement officer took an unexpected turn. Tasked with investigating the disappearance of a runaway juvenile, my analytical and critical thinking skills became paramount in unraveling a multi-jurisdictional crime that took place in multiple states. As I delved into the details provided by concerned parents, I discovered a digital dimension to the juvenile's interactions, leading to the revelation of explicit content and potential criminal activities. What started as a task of locating a missing teenager, evolved into a multifaceted investigation involving child molestation, drug sales, and a web of explicit relationships.

Deputy Foster and Corporal Garland arrived on the scene and spoke with the parents stating that their juvenile child left the residence. The juvenile child recently was a runaway and who has gotten in trouble with law enforcement prior to this incident. It was informed to us that the juvenile was seen walking away from the residence and speaking to a male who wasn't on the camera footage.

Faced with this delicate situation, I employed a combination of critical and analytical thinking to unravel the complexities of the case. I carefully assessed the available information, considering various factors such as the juvenile's behavior, potential motives, and any available clues about the unknown individual she was seen with.

I strategically pieced together synthesizing the details provided by the parents, combining them with any available surveillance footage, and collaborating with fellow officers to gather additional insights. This methodical approach allowed me to form a full understanding of the circumstances surrounding the juvenile's disappearance.

Utilizing my analytical expertise, I identified potential patterns and connections that allowed me to swiftly coordinate with my coworkers and strategically deploy search efforts to locate the runaway juvenile. The application of critical thinking not only guided my decision-making process but also facilitated a swift and effective response to the situation at hand.

With my knowledge of the area, I remembered there was a nearby park within walking distance from the residence. I decided to go to the park in search of the runaway female. As I canvased the area, my attention was drawn to the silhouette

of a male and female on the playground. The male and female were engaged in conversation. I observed both individuals appeared young.

After a brief conversation, I identified the female as the runaway juvenile we were attempting to locate. Upon successfully locating the juvenile and the accompanying male, I initiated a thorough interview. My focus was on understanding how they initially met and unraveling the intentions behind their association.

During the interviews with both individuals, I gained the knowledge that the male in question was a 17-year-old, while the reported missing juvenile was only 14 years old at the time. I also discovered the male was from another county and caught an Uber to this location to use illegal narcotics with the juvenile. This apparent age difference and the realization they aren't from the same school raised immediate suspicion as to how they met.

Delving into the details during the interview process, I uncovered that the two had been communicating through Snapchat and Instagram, shedding light on the digital aspect of their interaction. This discovery highlighted the evolving landscape of juvenile interactions with unknown individuals and the importance of considering digital communication platforms these juveniles are currently using. As I continued to piece together the information gathered from the interviews, it became evident that the situation required subtle handling.

To my knowledge, Snapchat's ability to delete messages after they appear and the large number of teenagers using social media, creates a common usage among teens to send nude photos. I believe there could be more messages being sent from the female to other individuals or the potential of a Child Molestation that could've occurred.

Due to the juvenile's age, I spoke with Corporal Garland about this. He recently was promoted out of the Criminal Investigation Division and knew how to interview a juvenile by asking the proper questions to not taint the investigation. Corporal Garland asked the juvenile female about the usage of her Snapchat.

Following the interview with the juvenile female, it was discovered that explicit photographs of her were within her phone. In response to this alarming revelation, the matter was promptly reported to the Criminal Investigation Division.

Subsequently, the juvenile female and 17-year-old's cell phones were seized as part of the ongoing investigation into this incident.

Having obtained the sole permission from the parents of the juvenile, a thorough exploration of the cellphone was precisely commenced. The investigation unearthed a disturbing revelation: the juvenile female had not only stored explicit photographs but had also maintained detailed notes recording her and two of her other juvenile friend's involvements in various sexual relationships with males.

These revelations, both alarming and deeply concerning, prompted a heightened sense of urgency in the ongoing investigation. The explicit nature of the content discovered underscores the need for a more detailed examination of the circumstances surrounding the juvenile female's experiences.

The thorough notes on her relationships add a complex layer to the investigation, as they may provide crucial insights into the changing aspects involved. Furthermore, the discovery of additional explicit photographs points helped reveal that she and her friends were receiving compensation for their actions with other males via Cash App.

The seized cell phone, now a pivotal piece of evidence, serves as a critical component in understanding the extent and implications of the juvenile female's activities. The collaboration with the Criminal Investigation Division has become even more imperative as the case takes on a multifaceted nature, encompassing not only the initial concerns but also delving into the broader context of the juvenile's personal experiences and relationships.

With my taking my time to dissect the entire situation, I was able to locate the juvenile female. This realize there was child molestation occurring, and also discover a male who was a part of multiple drug sales.

As we gained the results of my analyzing that nature of this case lead to the criminal investigation division locating multiple males in Cherokee County asking the juvenile female to perform lewd acts on the purchaser or herself. With this discovery we were able to obtain information on males in the county and other males in different states offering to pay the juvenile female money. The investigation became large enough for the criminal investigation division to seek help from Homeland Security. With their help came the arrest of a High School Track coach in Illinois and a film maker in New York.

After a lengthy investigation, both individuals were found with an alarming amount of child pornography in their possession. Lastly it led to the Cherokee

Multi Agency Narcotics Squad gaining tips from drug usage and sales from the juvenile male's cell phone.

In conclusion, the investigation into the runaway juvenile at [REDACTED] [REDACTED] exemplifies the dynamic and multifaceted nature of law enforcement work. Employing a combination of critical thinking and analytical prowess, I successfully located the missing teenager, only to uncover a series of alarming revelations. The involvement of digital communication platforms, explicit content, and potential criminal activities added layers of complexity to the case.

SHIELDS OF SHAME

During a seemingly routine response to a distress call on September 8, 2022, at [REDACTED], my role as a law enforcement officer took an unexpected turn. Tasked with investigating the disappearance of a runaway juvenile female, my analytical and critical thinking skills became paramount in unraveling a multi-jurisdictional crime that took place in multiple states. As I delved into the details provided by concerned parents, I discovered a digital dimension to the juvenile's interactions, leading to the revelation of explicit content and potential criminal activities. What started as a task of locating a missing teenager, evolved into a multifaceted investigation involving child molestation, drug sales, and a web of explicit relationships.

Deputy Foster and Corporal Garland arrived on the scene and spoke with the parents stating that their female child left the residence. The child recently was a runaway and had gotten in trouble with law enforcement before this incident. It was informed to us that the child was seen walking away from the residence and speaking to a male who wasn't on the camera footage.

Faced with this delicate situation, I used critical and analytical thinking to unravel the difficulties of the case. I carefully assessed the available information, considering various factors such as the juvenile's behavior, potential motives, and any available clues about the unknown individual she was seen with.

I strategically pieced together and broke down the details provided by the parents, combining them with any available surveillance footage, and collaborating with fellow officers to gather additional insights. This methodical approach allowed me to form a full understanding of the circumstances surrounding the juvenile's disappearance. While I identified potential patterns and connections, I swiftly coordinated with my coworkers and strategically deployed search efforts to locate the runaway juvenile.

With my knowledge of the area, I remembered there was a nearby park within walking distance from the residence. I decided to canvas the area in search of the runaway female. My attention was drawn to what appeared to be the silhouette of a young male and female on the playground engaged in conversation. I instructed both parties to come to my patrol vehicle.

After a brief conversation, I identified the female as the runaway juvenile we were attempting to locate. Upon successfully locating the juvenile and the accompanying male, I initiated a thorough interview. My focus was on

understanding how they initially met and unraveling the intentions behind their association.

During the interview with both individuals, I gained the knowledge that the male in question was 17 years old, while the reported missing juvenile was only 14 years old at the time. I also discovered the male was from another county and caught an Uber to this location to use illegal narcotics with the juvenile. This apparent age difference and the realization they aren't from the same school raised immediate suspicion as to how they met.

Delving into the details during the interview process, I uncovered that the two had been communicating through Snapchat and Instagram, shedding light on the digital aspect of their interaction. This discovery highlighted the evolving landscape of juvenile interactions with unknown individuals, furthering the importance of utilizing digital communication platforms when investigating our youth. As I continued to piece together the information gathered from the interviews, it became evident that the situation required subtle handling.

Based on the juvenile's age, I spoke with Corporal Garland, a former member of the Criminal Investigation Division, due to his expertise in interviewing juveniles. Corporal Garland and I were able to ask the proper questions to not taint the investigation. This line of questioning helped us gain key information about the juvenile's Snapchat usage.

Given my knowledge, Snapchat's ability to delete messages after they appear and the large number of teenagers using social media, creates a common usage among teens to send nude photos. I believe there could've been more messages being sent from the female to other individuals or the potential of a Child Molestation.

Following the interview with the juvenile female, it was discovered that explicit photographs of her were in her phone. In response to this alarming revelation, the matter was promptly reported to the Criminal Investigation Division.

Subsequently, both parties' cell phones were seized as part of the ongoing investigation.

Having obtained the sole permission from the parents of the juvenile female, a thorough exploration of the cell phone was conducted. The investigation unearthed a disturbing revelation: the juvenile female had not only stored explicit photographs but had also maintained detailed notes recording her and two of her

other juvenile female friends' involvements in various sexual relationships with males.

These findings, both alarming and deeply concerning, prompted a heightened sense of urgency in the ongoing investigation. The explicit nature of the content discovered defined the need for a more detailed examination surrounding the circumstances involving the juvenile female's experiences.

The thorough notes added a complex layer to the investigation, as they provided crucial insights into the changing aspects involved. Furthermore, the discovery of additional explicit photographs helped reveal that she and her friends were receiving compensation for their actions with other males via Cash App.

The seized cell phone, now a key piece of evidence, served as a critical component in understanding the extent and implications of the juvenile female's activities. The collaboration with the Criminal Investigation Division has become even more imperative as the case takes on a multifaceted nature, encompassing not only the initial concerns but also delving into the broader context of the juvenile's personal experiences and relationships.

By taking my time to dissect the entire situation, I was able to locate the juvenile female. I also realized there was child molestation occurring, and discovered a male who was a part of multiple drug sales.

This case led to the Criminal Investigation Division locating multiple males in Cherokee County asking the juvenile female to perform lewd acts on the purchaser or herself. This information also provided evidence that there were other males in different states offering to pay the juvenile female money. The investigation became large enough for the Criminal Investigation Division to seek help from Homeland Security. With their help came the arrest of a High School Track coach in Illinois and a filmmaker in New York.

After a lengthy investigation, both individuals were found with an alarming amount of child pornography in their possession. Lastly, it led to the Cherokee Multi-Agency Narcotics Squad gaining tips on drug usage and sales from the juvenile male's cell phone.

In conclusion, the investigation into the runaway juvenile at [REDACTED] exemplifies the dynamic and multifaceted nature of law enforcement work. Employing a combination of critical thinking and analytical prowess, I successfully located the missing teenager, only to uncover a series of alarming revelations. The

involvement of digital communication platforms, explicit content, and potential criminal activities added layers of complexity to the case.

SHIELDS OF SHAME



Plagiarism and AI Content Detection Report

New Scans 7:56 PM

Scan details

Scan time:
February 5th, 2024 at 19:56 UTC

Total Pages:
5

Total Words:
1010

Plagiarism Detection

	Types of plagiarism	Words
0%	Identical	0%
	Minor Changes	0%
	Paraphrased	0%
	Omitted Words	0%

AI Content Detection

	Text coverage	Words
	AI text	100% 1010
	Human text	0% 0

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Plagiarism Report Content

In the midst of a seemingly routine response to a distress call on September 8, 2022, at [REDACTED] my role as a law enforcement officer took an unexpected turn. Tasked with investigating the disappearance of a runaway juvenile, my analytical and critical thinking skills became paramount in unraveling the complexities of the case. As I delved into the details provided by concerned parents, I discovered a digital dimension to the juvenile's interactions, leading to the revelation of explicit content and potential criminal activities. What started as a task of locating a missing teenager, evolved into a multifaceted investigation involving child molestation, drug sales, and a web of explicit relationships.

On the date of September 8, 2022, I was tasked with responding to a dispatched call at [REDACTED] regarding a runaway juvenile. The concerned parents provided crucial information, indicating that their daughter had been observed walking away and engaging in conversation with an unknown individual. Faced with this delicate situation, I employed a combination of critical and analytical thinking to unravel the complexities of the case. I carefully assessed the available information, considering various factors such as the juvenile's behavior, potential motives, and any available clues about the unknown individual she was seen with.

In navigating this challenging scenario, I strategically pieced together synthesizing the details provided by the parents, cross-referencing with any available surveillance footage, and collaborating with fellow officers to gather additional insights. This methodical approach allowed me to form a comprehensive understanding of the circumstances surrounding the juvenile's disappearance.

Utilizing my analytical expertise, I identified potential patterns and connections that allowed me to swiftly coordinate with my coworkers and strategically deployed search efforts to locate the runaway juvenile. The application of critical thinking not only guided my decision-making process but also facilitated a swift and effective response to the situation at hand.

Armed with my knowledge of the area, I decided to go to the nearby park in search of the runaway female. As I canvased the area, my attention was drawn to the silhouette of a male and female on the playground. The male and female were engaged in conversation. I observed both individuals appeared young in age. After

a brief conversation, I identified the female as the runaway juvenile we were attempting to locate.

Upon successfully locating the runaway juvenile and the accompanying male, I initiated a thorough interview to gain insights into the circumstances surrounding their interaction. My focus was on understanding how they initially met and unraveling the intentions behind their association.

During the interviews with both individuals, I gained the knowledge that the male in question was a 17-year-old, while the reported missing juvenile was only 14 years old at the time. This apparent age difference raised immediate concerns and required a deeper investigation of the nature of their connection.

Delving into the details during the interview process, I uncovered that the two had been communicating through Snapchat, shedding light on the digital aspect of their interaction. This discovery highlighted the evolving landscape of juvenile interactions and the importance of considering digital communication platforms in understanding the dynamics of such cases.

As I continued to piece together the information gathered from the interviews, it became evident that the situation required subtle handling. To my knowledge, Snapchat's ability to delete messages after they disappear creates a common usage among teens to send nude photos. I believe there could be more messages being sent from the female to other individuals or the potential of a Child Molestation that could've occurred.

Due to the juvenile's age, I spoke with Corporal Garland about this. He recently was promoted out of the Criminal Investigation Division and had knowledge of how to interview a juvenile by asking the proper questions to not taint the investigation. Corporal Garland asked the juvenile female about the usage of her Snapchat.

Following the interviews with the juvenile female, it was discovered that explicit photographs of her in the nude were present on her phone. In response to this alarming revelation, the matter was promptly reported to the Criminal Investigation Division. Subsequently, the juvenile female's and 17-year-old's cell phone were seized as part of the ongoing investigation into this incident.

Having obtained the sole permission from the parents of the juvenile, a thorough exploration of the cellphone was precisely commenced. The investigation unearthed a disturbing revelation: the juvenile female had not

These revelations, both alarming and deeply concerning, prompted a heightened sense of urgency in the ongoing investigation. The explicit nature of the content discovered underscores the need for a more comprehensive examination of the circumstances surrounding the juvenile female's experiences. The detailed notes on her relationships add a complex layer to the investigation, as they may provide crucial insights into the changing aspects involved. Furthermore, the discovery of additional explicit photographs points to a potential pattern of behavior that requires careful analysis.

The seized cell phone, now a pivotal piece of evidence, serves as a critical component in understanding the extent and implications of the juvenile female's activities. The collaboration with the Criminal Investigation Division has become even more imperative as the case takes on a multifaceted nature, encompassing not only the initial concerns but also delving into the broader context of the juvenile's personal experiences and relationships.

With my analytical and critical thinking and taking my time to dissect the entire situation I was able to locate the juvenile female and also realize there was a child molestation occurring and also discover a male who was a part of multiple drug sales.

In conclusion, the investigation into the runaway juvenile at [REDACTED] exemplifies the dynamic and multifaceted nature of law enforcement work. Employing a combination of critical thinking and analytical prowess, I successfully located the missing teenager, only to uncover a series of alarming revelations. The involvement of digital communication platforms, explicit content, and potential criminal activities added layers of complexity to the case.

SHIELDS OF SHAME

AI content detector report

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In navigating this challenging scenario, I strategically pieced together synthesizing the details provided by the parents, cross-referencing with any available surveillance footage, and collaborating with fellow officers to gather additional insights. This methodical approach allowed me to form a comprehensive understanding of the circumstances surrounding the juvenile's disappearance.

Utilizing my analytical expertise, I identified potential patterns and connections that allowed me to swiftly coordinate with my coworkers and strategically deployed search efforts to locate the runaway juvenile. The application of critical thinking not only guided my decision-making process but also facilitated a swift and effective response to the situation at hand.

Armed with my knowledge of the area, I decided to go to the nearby park in search of the runaway female. As I canvased the area, my attention was drawn to the silhouette of a male and female on the playground. The male and female were engaged in conversation. I observed both individuals appeared young in age. After

a brief conversation, I identified the female as the runaway juvenile we were attempting to locate.

Upon successfully locating the runaway juvenile and the accompanying male, I initiated a thorough interview to gain insights into the circumstances surrounding their interaction. My focus was on understanding how they initially met and unraveling the intentions behind their association.

During the interviews with both individuals, I gained the knowledge that the male in question was a 17-year-old, while the reported missing juvenile was only 14 years old at the time. This apparent age difference raised immediate concerns and required a deeper investigation of the nature of their connection.

Delving into the details during the interview process, I uncovered that the two had been communicating through Snapchat, shedding light on the digital aspect of their interaction. This discovery highlighted the evolving landscape of juvenile interactions and the importance of considering digital communication platforms in understanding the dynamics of such cases.

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photographs but had also maintained detailed notes recording her involvement in various sexual

The detailed notes on her relationship [redacted] add a complex layer to the investigation, as [redacted] may provide crucial insights into the changing aspects involved. Furthermore, the discovery of additional explicit photographs points to a potential pattern of behavior that requires careful analysis.

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With my analytical and critical thinking and taking my time to dissect the entire situation I was able to locate the juvenile female and also realize there was a child molestation occurring and also discover a male who was a part of multiple drug sales.

In conclusion, the investigation into the runaway juvenile at [redacted] exemplifies the dynamic and multifaceted nature of law enforcement work. Employing a combination of critical thinking and analytical prowess, I successfully located the missing teenager, only to uncover a series of alarming revelations. The involvement of digital communication platforms, explicit content, and potential criminal activities added layers of complexity to the case.

SHIELDS OF SHAME



Plagiarism and AI Content Detection Report

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Scan details

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February 5th, 2024 at 20:0 UTC

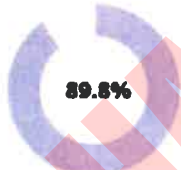
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Plagiarism Detection

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AI Content Detection

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	Human text	10.2% 124

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Plagiarism Report Content

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Faced with this delicate situation, I employed a combination of critical and analytical thinking to unravel the complexities of the case. I carefully assessed the available information, considering various factors such as the juvenile's behavior, potential motives, and any available clues about the unknown individual she was seen with.

I strategically pieced together synthesizing the details provided by the parents, combining them with any available surveillance footage, and collaborating with fellow officers to gather additional insights. This methodical approach allowed me to form a full understanding of the circumstances surrounding the juvenile's disappearance.

Utilizing my analytical expertise, I identified potential patterns and connections that allowed me to swiftly coordinate with my coworkers and strategically deploy search efforts to locate the runaway juvenile. The application of critical thinking not only guided my decision-making process but also facilitated a swift and effective response to the situation at hand.

With my knowledge of the area, I remembered there was a nearby park within walking distance from the residence. I decided to go to the park in search of the runaway female. As I canvased the area, my attention was drawn to the silhouette

of a male and female on the playground. The male and female were engaged in conversation. I observed both individuals appeared young.

After a brief conversation, I identified the female as the runaway juvenile we were attempting to locate. Upon successfully locating the juvenile and the accompanying male, I initiated a thorough interview. My focus was on understanding how they initially met and unraveling the intentions behind their association.

During the interviews with both individuals, I gained the knowledge that the male in question was a 17-year-old, while the reported missing juvenile was only 14 years old at the time. I also discovered the male was from another county and caught an Uber to this location to use illegal narcotics with the juvenile. This apparent age difference and the realization they aren't from the same school raised immediate suspicion as to how they met.

Delving into the details during the interview process, I uncovered that the two had been communicating through Snapchat and Instagram, shedding light on the digital aspect of their interaction. This discovery highlighted the evolving landscape of juvenile interactions with unknown individuals and the importance of considering digital communication platforms these juveniles are currently using. As I continued to piece together the information gathered from the interviews, it became evident that the situation required subtle handling.

To my knowledge, Snapchat's ability to delete messages after they appear and the large number of teenagers using social media, creates a common usage among teens to send nude photos. I believe there could be more messages being sent from the female to other individuals or the potential of a Child Molestation that could've occurred.

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The thorough notes on her relationships add a complex layer to the investigation, as they may provide crucial insights into the changing aspects involved. Furthermore, the discovery of additional explicit photographs points helped reveal that she and her friends were receiving compensation for their actions with other males via Cash App.

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As we gained the results of my analyzing that nature of this case lead to the criminal investigation division locating multiple males in Cherokee County asking the juvenile female to perform lewd acts on the purchaser or herself. With this discovery we were able to obtain information on males in the county and other males in different states offering to pay the juvenile female money. The investigation became large enough for the criminal investigation division to seek help from Homeland Security. With their help came the arrest of a High School Track coach in Illinois and a film maker in New York.

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The thorough notes on her relationships add a complex layer to the investigation, as they may provide crucial insights into the changing aspects involved. Furthermore, the discovery of additional explicit photographs points helped reveal that she and her friends were receiving compensation for their actions with other males via Cash App.

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After a lengthy investigation, both individuals were found with an alarming amount of child pornography in their possession. Lastly it led to the Cherokee

Multi Agency Narcotics Squad gaining tips from drug usage and sales from the juvenile male's cell phone. In conclusion, the investigation into the runaway juvenile at [REDACTED] exemplifies the dynamic and multifaceted nature of law enforcement work. Employing a combination of critical thinking and analytical prowess, I successfully located the missing teenager, only to uncover a series of alarming revelations. The involvement of digital communication platforms, explicit content, and potential criminal activities added layers of complexity to the case.

137 February
(must recheck)

During a seemingly routine response to a distress call on September 8, 2022, at [REDACTED] my role as a law enforcement officer took an unexpected turn. Tasked with investigating the disappearance of a runaway juvenile female, my analytical and critical thinking skills became paramount in unraveling a multi-jurisdictional crime that took place in multiple states. As I delved into the details provided by concerned parents, I discovered a digital dimension to the juvenile's interactions, leading to the revelation of explicit content and potential criminal activities. What started as a task of locating a missing teenager, evolved into a multifaceted investigation involving child molestation, drug sales, and a web of explicit relationships.

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Faced with this delicate situation, I used critical and analytical thinking to unravel the difficulties of the case. I carefully assessed the available information, considering various factors such as the juvenile's behavior, potential motives, and any available clues about the unknown individual she was seen with.

I strategically pieced together and broke down the details provided by the parents, combining them with any available surveillance footage, and collaborating with fellow officers to gather additional insights. This methodical approach allowed me to form a full understanding of the circumstances surrounding the juvenile's disappearance. While I identified potential patterns and connections, I swiftly coordinated with my coworkers and strategically deployed search efforts to locate the runaway juvenile.

With my knowledge of the area, I remembered there was a nearby park within walking distance from the residence. I decided to canvas the area in search of the runaway female. My attention was drawn to what appeared to be the silhouette of a young male and female on the playground engaged in conversation. I instructed both parties to come to my patrol vehicle.

After a brief conversation, I identified the female as the runaway juvenile we were attempting to locate. Upon successfully locating the juvenile and the accompanying male, I initiated a thorough interview. My focus was on

understanding how they initially met and unraveling the intentions behind their association.

During the interview with both individuals, I gained the knowledge that the male in question was 17 years old, while the reported missing juvenile was only 14 years old at the time. I also discovered the male was from another county and caught an Uber to this location to use illegal narcotics with the juvenile. This apparent age difference and the realization they aren't from the same school raised immediate suspicion as to how they met.

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Based on the juvenile's age, I spoke with Corporal Garland, a former member of the Criminal Investigation Division, due to his expertise in interviewing juveniles. Corporal Garland and I were able to ask the proper questions to not taint the investigation. This line of questioning helped us gain key information about the juvenile's Snapchat usage.

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other juvenile female friends' involvements in various sexual relationships with males.

These findings, both alarming and deeply concerning, prompted a heightened sense of urgency in the ongoing investigation. The explicit nature of the content discovered defined the need for a more detailed examination surrounding the circumstances involving the juvenile female's experiences.

The thorough notes added a complex layer to the investigation, as they provided crucial insights into the changing aspects involved. Furthermore, the discovery of additional explicit photographs helped reveal that she and her friends were receiving compensation for their actions with other males via Cash App.

The seized cell phone, now a key piece of evidence, served as a critical component in understanding the extent and implications of the juvenile female's activities. The collaboration with the Criminal Investigation Division has become even more imperative as the case takes on a multifaceted nature, encompassing not only the initial concerns but also delving into the broader context of the juvenile's personal experiences and relationships.

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SHIELDS OF SHAME

131
Law enforcement officers and deputies often ask themselves why they choose to continue in their profession. I believe that motivation in this line of work is an internal construct. In this discussion, I will explain why I believe this to be the most effective form of motivation for my current assignment, and what my supervisors can expect from me in the position I have applied for.

Motivation is a subjective concept that varies from person to person. It is the primary force that drives individuals to perform their daily activities. Motivation is the innate desire to give your best effort and achieve a goal. It provides the necessary energy, guidance, and perseverance to accomplish tasks. In my opinion, motivation is an internal construct that comes from within.

Internal motivation is a drive that originates from within an individual. It pertains to a person's inherent inclination or desire to participate in an activity or pursue a goal for personal satisfaction and interest, rather than for any external reward.

Currently, I serve in the Uniform Patrol Division, where I believe that internal motivation is the key to success. Internal motivation, which comes from within, drives me to achieve my goals and strive for a better career. To achieve this, I set meaningful goals and continuously push myself to improve with each call. After each call, I reflect on my actions and identify areas for improvement, so I can enhance my performance in the future.

Self-Motivated officers are proactive when it comes to problem-solving. They take the initiative to address challenges and find creative solutions to complex situations.

While speaking to my fellow coworkers in uniform patrol I have learned that people derive their motivation from within. Each coworker has informed me that they have set their individual goals and they know the route they must set themselves up to do so.

People are often driven to accomplish their goals, which helps them finish tasks and attain both their objectives and have a sense of achievement in the work. As individuals rise in rank to supervisory positions, a significant portion of motivation comes from within, making self-inspiration even more crucial. A supervisor's role includes setting a good example and maintaining a positive attitude above all else.

Maintaining motivation is crucial for those working in law enforcement. Their job can be physically and emotionally taxing, so staying focused and committed to their duties is essential. Motivation provides deputies with the drive to perform to the best

of their abilities and handle challenging situations with professionalism and integrity.

When responding to calls for service or engaging in self-initiated tasks, workers require a sense of purpose to keep going. In the patrol division, many deputies work for extended periods before seeking advancement to positions like investigators or specialized units. These roles can serve as internal motivators since they require distinct training and offer continued interest in law enforcement. To achieve these goals, deputies must set objectives for themselves and take the necessary steps to attain them. As for the criminal investigation division, I believe that investigators must possess internal motivation.

When it comes to the Criminal Investigation Division, having internal motivation is crucial. Investigative work can be emotionally and mentally exhausting, as deputies are required to tackle complex cases, face challenging situations, and work tirelessly to uncover the truth. Deputies with internal motivation are more likely to remain dedicated to their cases and exhibit a greater level of perseverance.

When working in a Criminal Investigation Division, it is important to value and encourage intrinsic motivation. Investigators in the Criminal Investigation Division should be motivated by a desire for justice, a willingness to solve intricate cases, and a dedication to making a positive impact on society. Creating a work atmosphere that emphasizes the inherent worth of the job can aid in building a team of devoted and resilient investigators.

Having internal motivation can help investigators develop a sense of responsibility and empathy toward victims and their families. When investigators are intrinsically motivated, they have a sincere desire to bring closure to those impacted by crimes, which can result in more comprehensive and compassionate investigations.

To be an effective crime solver, one must have a strong sense of pride and integrity in their role. Motivated investigators take pride in their investigative skills and remain committed to upholding the law, even in the face of external pressures or potential temptations.

If you have been assigned to the Criminal Investigation Division, it is important to understand that it demands a great deal of perseverance, dedication, and a strong commitment to seeking justice. Motivation, which is influenced by internal and external factors, plays a significant role in how effective and successful police officers can be in this division. If you have been assigned to the Criminal

Investigation Division, it is important to understand that it demands a great deal of perseverance, dedication, and a strong commitment to seeking justice. Motivation, which is influenced by what is on the inside. To flourish in this division, one must comprehend the demanding nature of the work and embrace perseverance, dedication, and an unyielding commitment to seeking justice.

In conclusion, the choice to continue in the law enforcement profession is deeply rooted in individual motivation, specifically internal motivation. The intrinsic drive propels deputies and investigators in their roles to pursue personal satisfaction and growth. In the Uniform Patrol Division, I recognize the significance of internal motivation as it fuels commitment to setting meaningful goals and continuously improving performance. Similarly, speaking with fellow coworkers highlights that each person derives motivation from within, setting individual goals to advance in their careers. In the Criminal Investigation Division, internal motivation is critical due to the emotionally and mentally demanding nature of the work. It drives investigators to persistently seek justice, uphold integrity and provide closure for victims and families. Creating an atmosphere that values intrinsic worth helps build a dedicated and resilient team of investigators. Ultimately, internal motivation serves as a potent force that sustains law enforcement deputies and officers' perseverance, dedication, commitment to service society and upholding the law.

151 Howard

While working at the Cherokee County Sheriff's Office, I have noticed the following three concerns in the agency: Retention, Communication between the divisions of the agency, and Career path development.

One of the issues the agency is faced with is retention. As a new employee, many were expecting to receive new uniforms and equipment after being hired. In most cases, this was not the case. New employees are given equipment that has been previously worn. When something is wrong with the equipment it seems, we have to perform leaps and bounds before being able to get anything replaced. Especially, trying to go through the Quartermaster. In addition, Uniform Patrol encounters issues with patrol vehicles having high mileage and receiving appropriate repairs in a timely manner.

Deputies begin their law enforcement careers with hopes of entering into patrol. After completion of the academy, they must go back to the jail and continue to do the same duties in the jail. When they go back to the jail they see their peers getting all their "new" equipment. They begin to believe if they leave they will be taken care of. They feel as though they will not have these issues with another agency.

A solution for the agency can be inspections of deputy's equipment monthly. There could be a shift inspection of assigned duty gear to ensure that all deputies have adequate working equipment. The agency can also start getting rid of those items so deputies aren't assigned the faulty equipment in the future. Also, during these inspections deputy's vehicle can be inspected and those with major issues need to be addressed with the county garage. There has been issues with deputies feeling once your vehicle goes to the county garage the employees there will not fix the issues they had. We can ensure the garage is properly performing the needed repairs on the vehicles. They also can have a stock of the items needed for the repairs due to most cases the garage having to wait for parts leaving deputies without their vehicles for an extended period of time.

The second issue the agency is faced with is Communication Between the Divisions. Cherokee County has multiple divisions led by different people. The agency is faced with the issue of miscommunication between each division.

As deputies come out of the come out of the jail there isn't much communication from the deputies in uniform patrol as to what to expect. In addition, deputies in Uniform Patrol have calls of service where they are unsure of what to do. In most scenarios, they just document a report and send it to the

Criminal Investigation Department. They aren't sure what the Criminal Investigation Department is looking for or the type of questions they should ask while on scene. Then, they just write a report and turn the investigation over with the expectation that an investigator will handle it. This causes a hardship on the investigations department because it causes more work which could've been done while deputies were on scene.

Another problem with communication in between the different divisions are precinct in the agency have different levels of experience with the deputies that are assigned there. The deputies are trained differently as they have gone through their careers. If we have an incident where S.W.A.T. is deployed, some deputies might not know what the S.W.A.T. operator is looking for. Then, a member of S.W.A.T. will worry about what the person is not doing and not fully give their 100 percent when doing what they are trained to do.

The solutions the agency could do to fix these issues are better preparing deputies when they come out to Uniform Patrol. Have the supervisors in the adult detention center help them align with trainings or study the laws that individuals coming need to know. The agency can implement mandatory meetings between the field training officers and the supervisors of the adult detention center. These meetings can consist of how to better prepare those coming out of the expectations they have for the deputies coming out to Uniform Patrol.

For the deputies in Uniform Patrol, they can add another section during in-service where somebody from the Criminal Investigation Department and S.W.A.T. can teach a block about what they are expecting. The representative from the Criminal Investigations Department can explain what they are looking for in reports and better explain what deputies can do better while on scene to help them with their investigation.

Also, while deputies are going through in-service, members from S.W.A.T. can come assist with training with building clearing and what they are expecting from the deputies that are working with them on scene. This will help better all deputies and supervisors on to be able to work better as a unit.

The final issue I've noticed is career path development. The agency has several different career paths deputies can choose as they progress in their law enforcement careers. Some individuals are chosen for different positions, while there are individuals whom may want to choose a similar career path but are unsure what steps they need to take to make themselves the best candidate for the

position. Individuals are working in uniform patrol and the jail attempting to grow and move into the positions they see fit for themselves. People can build a career in the adult detention center or in uniform patrol but have no guidance on how to move on from where they are now.

The agency can fix this issue by setting a guideline and standard for what deputies can do to better align themselves with getting in the position they want. The guideline will consist of a graph which shows the different divisions in the agency. Each graph will show the different divisions and positions in the agency and how to get to the position, training courses each individual needs to take, and what experience each division is looking for in those positions. I believe that will better help those trying to progress. Deputies will have annual evaluations which look into what the individual wants to do and structure a plan to get them where they want to be.

With the agency addressing these problems with the given solutions, I feel it will help us better progress, retain and attract more people to work for the Cherokee County Sheriff's Office.

While working at Cherokee County Sheriff's Office we are required to read, sign and abide by the policies that have been established. I would like to speak on one of the Cherokee County Sheriff's Office in particular. Sheriff's Office policy 01-03-08 Employee Assistance Program (EAP). The policy states as following:

"The sheriff's office has a clear concern for the career, health, and wellbeing of its employees. Therefore, the sheriff's office will provide assistance when necessary for the wellbeing of any employee. Additionally, the sheriff's office will make every effort to identify employees, sworn or civilian, who exhibit behavior that may be indicative of underlying problems and assist in the resolution of any employee problems identified".

This policy was enacted to assist employees who are dealing with personal and mental issues that are affecting their ability to perform their duties in the agency on a day to day basis. I believe this policy needs to be a few changes for a various amount of reasons.

The first reason I believe the policy needs to be changed is because I believe the policy is not proactive it is reactive. While being a police officer can be a rewarding job, it can be mentally taxing as well. With every assignment comes the possibility of witnessing something that can be disturbing. Incidences of child abuse, suicide, domestic violence, officer-involved shootings, and more can be a regular part of the job. Over time, it takes a toll. Based on study conducted by the National Alliance of Mental Illness (NAMI), police officers report much higher rates of depression, burnout, PTSD, and anxiety than the general population. In addition, at least 25% of law enforcement have considered have experienced suicidal ideation at least once in their life. As peace officers we are given the tools to apply directly to the job but not necessarily the aftermath.

The Sheriff's Office can set a standard throughout for all of its employees to partake in quarterly mental health evaluations. In addition, all employees may be required to show proof they have seen a therapist in a timely manner. This enacts a new proactive standpoint on keeping the mental health status of our Deputies

Providing a requirement for the Sheriff's office employees to go and see a trained individual for their mental health gives an individual whom may need that help the break they need. With the policy changing to a more proactive standpoint I believe we can have a higher chance of at least combating these issues. Further showing the employees of Cherokee County they have an avenue to talk about the problems they are dealing with in and outside of work.

Secondly, I believe the Sheriff's Office can look in the three free counseling sessions that are offered. Based on my personal experience, I believe that you need to have more than three sessions to be able to find the right person each individual is comfortable with. Being able to open up and entrust in an individual whom you have never met before is a tough task. You are telling this person the vulnerable aspects of your life. What you go through on a daily basis at work and home is a hard task to do and a lot of people struggle with it. The program provides multiple counselors who are near the individual who is seeking assistance. I believe the agency should offer at least 7 free sessions. The sessions allow you to get to know the therapist and actually gain the comfortability to be able to open up to that person. Having more sessions allows the person to gain a better grasp of if the therapist. This is beneficial to the person

allowing them to be more comfortable when it is time to open up. Also, if you find yourself unable to open up with the first therapist, there are more sessions to find an appropriate one. This way your free sessions can cover getting a therapist who will benefit your well-being.

Another issue I see with this policy is the debriefing after a critical incident occurs. Employees are required to debrief after any serious incident to determine if they are in good mental health and see if they are fine. There have been numerous calls for service at which deputies are faced with shooting victims, suicide attempts and many other various crimes. The deputies on scene have to find a way to process what they have just seen. This is all occurring while factoring in what they could've experienced in their lives leading up to that moment. They have to process child death when they have children at home and constantly dealing with multiple calls for service where death is involved.

What I believe can be implemented is after Deputies experience one of these calls, there can be an addition to the policy to where employees go to see a therapist and talk about their experience. How they are handling it and their mental health when processing what occurred. The policy states that this is what needs to be done after a critical incident but this is not commonly practiced. Once that becomes common practice I feel the Sheriff's Office will have a better understanding of where the employee's mindsets are.

I believe the mental health of our employees is not to be taken lightly. Public stigma attached to mental illness continues to exist in society as a whole, and particularly within male-dominated workplaces. Law enforcement agencies are characterized by a male-dominated culture where a mentally tough, dependable and controlled demeanor is valued. The expression of emotion is seen as a weakness. Critically, both public stigma and self-stigma, when individuals internalize the public stigma around mental health, can act as barriers to help-seeking, and may prevent or delay opportunities for early intervention for officers in distress. A lot of individuals are not willing to disclose their innermost thoughts or show any signs of vulnerability. We must foster an environment where individuals are comfortable to open up and not feel as though they will be looked down on by their fellow coworkers.

The Employee Assistance Program policy 01-03-08 is a great approach to taking the right steps to ensuring the mental health of the deputies. We have to continue to take a very proactive stance instead of a reactive one. This would ensure the mental health of our employees is shown as a priority. The agency can try to make the change increasing the three free sessions to help those seeking a therapist to find the appropriate therapist for the Deputy. Lastly, to continue to ensure deputies are debriefed and required quarterly to seek out a therapist. With these changes, I believe this will be an even better policy for the Sheriff's Office and accomplish the task at hand.



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I strategically pieced together and broke down the details provided by the parents, combining them with any available surveillance footage, and collaborating with fellow officers to gather additional insights. This methodical approach allowed me to form a full understanding of the circumstances surrounding the juvenile's disappearance. While I identified potential patterns and connections, I swiftly coordinated with my coworkers and strategically deployed search efforts to locate the runaway juvenile.

With my knowledge of the area, I remembered there was a nearby park within walking distance from the residence. I decided to canvas the area in search of the runaway female. My attention was drawn to what appeared to be the silhouette of a young male and female on the playground engaged in conversation. I instructed both parties to come to my patrol vehicle.

After a brief conversation, I identified the female as the runaway juvenile we were attempting to locate. Upon successfully locating the juvenile and the accompanying male, I initiated a thorough interview. My focus was on understanding how they initially met and unraveling the intentions behind their association.

During the interview with both individuals, I gained the knowledge that the male in question was 17 years old, while the reported missing juvenile was only 14 years old at the time. I also discovered the male was from another county and caught an Uber to this location to use illegal narcotics with the juvenile. This apparent age difference and the realization they aren't from the same school raised immediate suspicion as to how they met.

Delving into the details during the interview process, I uncovered that the two had been communicating through Snapchat and Instagram, shedding light on the digital aspect of their interaction. This discovery highlighted the evolving landscape of juvenile interactions with unknown individuals, furthering the importance of utilizing digital communication platforms when investigating our youth. As I continued to piece together the information gathered from the interviews, it became evident that the situation required subtle handling.

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SHIELDS OF SHAME

AI content detector report

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Law enforcement officers and deputies often ask themselves why they choose to continue in their profession. I believe that motivation in this line of work is an internal construct. In this discussion, I will explain why I believe this to be the most effective form of motivation for my current assignment, and what my supervisors can expect from me in the position I have applied for.

Motivation is a subjective concept that varies from person to person. It is the primary force that drives individuals to perform their daily activities. Motivation is the innate desire to give your best effort and achieve a goal. It provides the necessary energy, guidance, and perseverance to accomplish tasks. In my opinion, motivation is an internal construct that comes from within.

Internal motivation is a drive that originates from within an individual. It pertains to a person's inherent inclination or desire to participate in an activity or pursue a goal for personal satisfaction and interest, rather than for any external reward.

Currently, I serve in the Uniform Patrol Division, where I believe that internal motivation is the key to success. Internal motivation, which comes from within, drives me to achieve my goals and strive for a better career. To achieve this, I set meaningful goals and continuously push myself to improve with each call. After each call, I reflect on my actions and identify areas for improvement, so I can enhance my performance in the future.

Self-Motivated officers are proactive when it comes to problem-solving. They take the initiative to address challenges and find creative solutions to complex situations.

While speaking to my fellow coworkers in uniform patrol I have learned that people derive their motivation from within. Each coworker has informed me that they have set their individual goals and they know the route they must set themselves up to do so.

People are often driven to accomplish their goals, which helps them finish tasks and attain both their objectives and have a sense of achievement in the work. As individuals rise in rank to supervisory positions, a significant portion of motivation comes from within, making self-inspiration even more crucial. A supervisor's role includes setting a good example and maintaining a positive attitude above all else.

Maintaining motivation is crucial for those working in law enforcement. Their job can be physically and emotionally taxing, so staying focused and committed to their duties is essential. Motivation provides deputies with the drive to perform to the best of their abilities and handle challenging situations with professionalism and integrity.

When responding to calls for service or engaging in self-initiated tasks, workers require a sense of purpose to keep going. In the patrol division, many deputies work for extended periods before seeking advancement to positions like investigators or specialized units. These roles can serve as internal motivators since they require distinct training and offer continued interest in law enforcement. To achieve these goals, deputies must set objectives for themselves and take the necessary steps to attain them. As for the criminal investigation division, I believe that investigators must possess internal motivation.

When it comes to the Criminal Investigation Division, having internal motivation is crucial. Investigative work can be emotionally and mentally exhausting, as deputies are required to tackle complex cases, face challenging situations, and work tirelessly to uncover the truth. Deputies with internal motivation are more likely to remain dedicated to their cases and exhibit a greater level of perseverance.

When working in a Criminal Investigation Division, it is important to value and encourage intrinsic motivation. Investigators in the Criminal Investigation Division should be motivated by a desire for justice, a willingness to solve intricate cases, and a dedication to making a positive impact on society. Creating a work atmosphere that emphasizes the inherent worth of the job can aid in building a team of devoted and resilient investigators.

Having internal motivation can help investigators develop a sense of responsibility and empathy toward victims and their families. When investigators are intrinsically motivated, they have a sincere desire to bring closure to those impacted by crimes, which can result in more comprehensive and compassionate investigations.

To be an effective crime solver, one must have a strong sense of pride and integrity in their role. Motivated investigators take pride in their investigative skills and remain committed to upholding the law, even in the face of external pressures or potential temptations.

If you have been assigned to the Criminal Investigation Division, it is important to understand that it demands a great deal of perseverance, dedication, and a strong commitment to seeking justice. Motivation, which is influenced by internal and external factors, plays a significant role in how effective and successful police

commitment to seeking justice.

In conclusion, the choice to continue in the law enforcement profession is deeply rooted in individual motivation, specifically internal motivation. The intrinsic drive propels deputies and investigators in their roles to pursue personal satisfaction and growth. In the Uniform Patrol Division, I recognize the significance of internal motivation as it fuels commitment to setting meaningful goals and continuously improving performance. Similarly, speaking with fellow coworkers highlights that each person derives motivation from within, setting individual goals to advance in their careers. In the Criminal Investigation Division, internal motivation is critical due to the emotionally and mentally demanding nature of the work. It drives investigators to persistently seek justice, uphold integrity and provide closure for victims and families. Creating an atmosphere that values intrinsic worth helps build a dedicated and resilient team of investigators. Ultimately, internal motivation serves as a potent force that sustains law enforcement deputies and officers' perseverance, dedication, commitment to service society and upholding the law.

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AI content detector report

Law enforcement officers and deputies often ask themselves why they choose to continue in their profession. I believe that motivation in this line of work is an internal construct. In this discussion, I will explain why I believe this to be the most effective form of motivation for my current assignment, and what my supervisors can expect from me in the position I have applied for.

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If you have been assigned to the Criminal Investigation Division, it is important to understand that it demands a great deal of perseverance, dedication, and a strong commitment to seeking justice. Motivation, which is influenced by internal and external factors, plays a significant role in how effective and successful police officers can be in this division. If you have been assigned to the Criminal Investigation Division, it is important to understand that it demands a great deal of perseverance, dedication, and a strong commitment to seeking justice. Motivation, which is influenced by what is on the inside. To flourish in this division, one must

to pursue personal satisfaction and growth. In the Uniform Patrol Division, I recognize the significance of internal motivation as it fuels commitment to setting meaningful goals and continuously improving performance. Similarly, speaking with fellow coworkers highlights that each person derives motivation from within, setting individual goals to advance in their careers. In the Criminal Investigation Division, internal motivation is critical due to the emotionally and mentally demanding nature of the work. It drives investigators to persistently seek justice, uphold integrity and provide closure for victims and families. Creating an atmosphere that values intrinsic worth helps build a dedicated and resilient team of investigators. Ultimately, internal motivation serves as a potent force that sustains law enforcement deputies and officers' perseverance, dedication, commitment to service society and upholding the law.

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Plagiarism Report Content

While working at Cherokee County Sheriff's Office we are required to read, sign and abide by the policies that have been established. I would like to speak on one of the Cherokee County Sheriffs Office in particular.

Sheriff's Office policy 01-03-08 Employee Assistance Program (EAP). The policy states as following:

"The sheriff's office has a clear concern for the career, health, and wellbeing of its employees. Therefore, the sheriff's office will provide assistance when necessary for the wellbeing of any employee. Additionally, the sheriff's office will make every effort to identify employees, sworn or civilian, who exhibit behavior that may be indicative of underlying problems and assist in the resolution of any employee problems identified".

This policy was enacted to assist employees who are dealing with personal and mental issues that are affecting their ability to perform their duties in the agency on a day to day basis. I believe this policy needs to be a few changes for a various amount of reasons.

The first reason I believe the policy needs to be changed is because I believe the policy is not proactive it is reactive. While being a police officer can be a rewarding job, it can be mentally taxing as well. With every assignment comes the possibility of witnessing something that can be disturbing. Incidences of child abuse, suicide, domestic violence, officer-involved shootings, and more can be a regular part of the job. Over time, it takes a toll. Based on study conducted by the National Alliance of Mental Illness (NAMI), police officers report much higher rates of depression, burnout, PTSD, and anxiety than the general population. In addition, at least 25% of law enforcement have considered have experienced suicidal ideation at least once in their life. As peace officers we are given the tools to apply directly to the job but not necessarily the aftermath.

The Sheriff's Office can set a standard throughout for all of its employees to partake in quarterly mental health evaluations. In addition, all employees may be required to show proof they have seen a therapist in a timely manner. This enacts a new proactive standpoint on keeping the mental health status of our Deputies. Providing a requirement for the Sheriff's office employees to go and see a trained individual for their mental health gives an individual whom may need that help the break they need. With the policy changing to a more proactive standpoint I believe we can have a higher chance of at least combating these issues. Further showing the employees of Cherokee County they have an avenue to talk about the problems they are dealing with in and outside of work.

Secondly, I believe the Sheriff's Office can look in the three free counseling sessions that are offered. Based on my personal experience, I believe that you need to have more than three sessions to be able to find the right person each individual is comfortable with. Being able to open up and entrust in an individual whom you have never met before is a tough task. You are telling this person the vulnerable aspects of your life. What you go through on a daily basis at work and home is a hard task to do and a lot of people struggle with it. The program provides multiple counselors who are near the individual who is seeking assistance. I believe the agency should offer at least 7 free sessions. The sessions allow you to get to know the therapist and actually gain the comfortability to be able to open up to that person. Having more sessions allows the person to gain a better grasp of if the therapist. This is beneficial to the person allowing them to be more comfortable when it is time to open up. Also, if you find yourself unable to open up with the first therapist, there are more session to find an appropriate one. This way your free sessions can cover getting a therapist who will benefit your well-being.

Another issue I see with this policy is the debriefing after a critical incident occurs. Employees are required to debrief after any serious incident to determine if they are in good mental health and see if they are fine. There have been numerous calls for service at which deputies are faced with shooting victims, suicide attempts and many other various crimes. The deputies on scene have to find a way to process what they have just seen. This is all occurring while factoring in what they could've experienced in their lives leading up to that moment. They have to process child death when they have children at home and constantly dealing with multiple calls for service where death is involved.

What I believe can be implemented is after Deputies experience one of these calls, there can be an addition to the policy to where employees to go see a therapist and talk about their experience. How they are handling it and their mental health when processing what occurred. The policy states that this is what needs to be done after a critical incident but this is not commonly practiced. Once that becomes common practice I feel the Sheriff's Office will have a better understanding of where the employee's mindsets are.

I believe the mental health of our employees is not to be taken lightly. Public stigma attached to mental illness continues to exist in society as a whole, and particularly within male-dominated workplaces. Law enforcement agencies are characterized by a male-dominated culture where a mentally tough, dependable and controlled

foster an environment where individuals are comfortable to open up and not feel as though they will be looked down on by their fellow workers.

The Employee Assistance Program policy 01-03-08 is a great approach to taking the right steps to ensuring the mental health of the deputies. We have to continue to take a very proactive stance instead of a reactive one. This would ensure the mental health of our employees is shown as a priority. The agency can try to make the change increasing the three free sessions to help those seeking a therapist to find the appropriate therapist for the Deputy. Lastly, to continue to ensure deputies are debriefed and required quarterly to seek out a therapist. With these changes, I believe this will be an even better policy for the Sheriff's Office and accomplish the task at hand.

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Plagiarism Report Content

While working at the Cherokee County Sheriff's Office, I have noticed the following three concerns in the agency: Retention, Communication between the divisions of the agency, and Career path development. One of the issues the agency is faced with is retention. As a new employee, many were expecting to receive new uniforms and equipment after being hired. In most cases, this was not the case. New employees are given equipment that has been previously worn. When something is wrong with the equipment it seems, we have to perform leaps and bounds before being able to get anything replaced. Especially, trying to go through the Quartermaster. In addition, Uniform Patrol encounters issues with patrol vehicles having high mileage and receiving appropriate repairs in a timely manner.

Deputies begin their law enforcement careers with hopes of entering into patrol. After completion of the academy, they must go back to the jail and continue to do the same duties in the jail. When they go back to the jail they see their peers getting all their "new" equipment. They begin to believe if they leave they will be taken care of. They feel as though they will not have these issues with another agency.

A solution for the agency can be inspections of deputy's equipment monthly. There could be a shift inspection of assigned duty gear to ensure that all deputies have adequate working equipment. The agency can also start getting rid of those items so deputies aren't assigned the faulty equipment in the future. Also, during these inspections deputy's vehicle can be inspected and those with major issues need to be addressed with the county garage. There has been issues with deputies feeling once your vehicle goes to the county garage the employees there will not fix the issues they had. We can ensure the garage is properly performing the needed repairs on the vehicles. They also can have a stock of the items needed for the repairs due to most cases the garage having to wait for parts leaving deputies without their vehicles for an extended period of time.

The second issue the agency is faced with is Communication Between the Divisions. Cherokee County has multiple divisions led by different people. The agency is faced with the issue of miscommunication between each division.

As deputies come out of the jail there isn't much communication from the deputies in uniform patrol as to what to expect. In addition, deputies in Uniform Patrol have calls of service where they are unsure of what to do. In most scenarios, they just document a report and send it to the Criminal Investigation Department. They aren't sure what the Criminal Investigation Department is looking for or the type of questions they should ask while on scene. Then, they just write a report and turn the investigation over with the expectation that an investigator will handle it. This causes a hardship on the investigations department because it causes more work which could've been done while deputies were on scene.

Another problem with communication in between the different divisions are precinct in the agency have different levels of experience with the deputies that are assigned there. The deputies are trained differently as they have gone through their careers. If we have an incident where S.W.A.T. is deployed, some deputies might not know what the S.W.A.T. operator is looking for. Then, a member of S.W.A.T. will worry about what the person is not doing and not fully give their 100 percent when doing what they are trained to do.

The solutions the agency could do to fix these issues are better preparing deputies when they come out to Uniform Patrol. Have the supervisors in the adult detention center help them align with trainings or study the laws that individuals coming need to know. The agency can implement mandatory meetings between the field training officers and the supervisors of the adult detention center. These meetings can consist of how to better prepare those coming out of the expectations they have for the deputies coming out to Uniform Patrol. For the deputies in Uniform Patrol, they can add another section during in-service where somebody from the Criminal Investigation Department and S.W.A.T. can teach a block about what they are expecting. The representative from the Criminal Investigations Department can explain what they are looking for in reports and better explain what deputies can do better while on scene to help them with their investigation.

Also, while deputies are going through in-service, members from S.W.A.T. can come assist with training with building clearing and what they are expecting from the deputies that are working with them on scene. This will help better all deputies and supervisors on to be able to work better as a unit.

The final issue I've noticed is career path development. The agency has several different career paths deputies can choose as they progress in their law enforcement careers. Some individuals are chosen for different positions, while there are individuals whom may want to choose a similar career path but are unsure what steps they need to take to make themselves the best candidate for the position. Individuals are working in uniform patrol and the jail attempting to grow and move into the positions they see fit for themselves. People

different divisions in the agency. Each graph will show the different divisions and positions in the agency and how to get to the position, training courses each individual needs to take, and what experience each division is looking for in those positions. I believe that will better help those trying to progress. Deputies will have annual evaluations which look into what the individual wants to do and structure a plan to get them where they want to be.

With the agency addressing these problems with the given solutions, I feel it will help us better progress, retain and attract more people to work for the Cherokee County Sheriff's Office.

SHIELDS OF SHAME



Cherokee Sheriff's Office
Office of Professional Standards

498 Chattin Drive
Canton, Georgia 30115
678-493-4200

Fax (678) 493-4186

"A NATIONALLY ACCREDITED AND STATE CERTIFIED LAW ENFORCEMENT
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INTERNAL INVESTIGATION WARNING

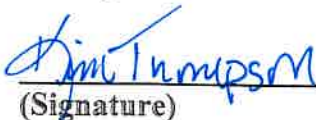
I wish to advise you that you are being questioned as part of an official investigation of the CHEROKEE COUNTY SHERIFF'S OFFICE. You will be asked questions specifically directed and narrowly related to the performance of your official duties or fitness for office. You are entitled to all rights and privileges guaranteed by the Laws and The Constitution of this State and The Constitution of the United States, including the right not to be compelled to incriminate yourself.

I further wish to advise you that if you refuse to testify or to answer questions relating to the performance of your official duties or fitness for duty, you will be subject to departmental charges, which could result in your dismissal from the Sheriff's Office. If you do answer questions neither your statements nor any information or evidence that is gained by reason of such statements can be used against you in any subsequent criminal proceeding. However, these statements may be used against you in relation to subsequent departmental charges.

In addition to the above rights, you have the right to have counsel present during this questioning.


(Signature)

2/5/24
(Date)


(Signature)

2-05-2024
(Date)

Cherokee Sheriff's Office

Memorandum

To: Deputy Dominic Freeman

From: Captain Kim Thompson

Date: February 5, 2024

Subject: Internal Affairs Investigation

1. This is to inform you that an Internal Affairs Investigation has been started in regards to a situation which was reported on .
2. A copy of the allegation is being supplied to you for your information. I have also supplied you with a copy of the "Employee's duties and rights during Internal Investigations."
3. You are hereby ordered not to discuss this case with any person other than the Internal Affairs Office, Chief Deputy, Sheriff, or legal counsel. Any efforts on the contrary will be considered obstruction of this investigation and a violation of a direct order.



(Signature)

2/5/24

(Date)

Kim Thompson

(Witness)

02-05-2024

(Date)



Cherokee Sheriff's Office
Office of Professional Standards

498 Chattin Drive
Canton, Georgia 30115

678-493-4200

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In addition to the above rights, you have the right to have counsel present during this questioning.


(Signature)

2-6-24
(Date)

Captain Kim Thompson
(Signature)

02-06-2024
(Date)

Cherokee Sheriff's Office

Memorandum

To: Cpl. Cody Garland

From: Captain Kim Thompson

Date: 02-06-2024

Subject: Internal Affairs Investigation

1. This is to inform you that an Internal Affairs Investigation has been started in regards to a situation which was reported on .
2. A copy of the allegation is being supplied to you for your information. I have also supplied you with a copy of the "Employee's duties and rights during Internal Investigations."
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(Signature)

2-6-24

(Date)

Captain Kim Thompson

(Witness)

02-06-2024

(Date)



To: D/S Dominc Freeman
From: Captain LA Hands
Date: 01 February 2024
Subject: Internal Investigation

1. This is to inform you that an Internal Investigation has been started in regards to a situation that was reported on January 26, 2024.
2. A copy of the allegation is being supplied to you for your information. I have also supplied you with a copy of the "Employee's duties and rights during Internal Investigations".
3. You are hereby ordered not to discuss this case with any person other than the Internal Affairs Office, Chief Deputy, Sheriff, or legal counsel. Any efforts on the contrary will be considered obstruction of this investigation and a violation of a direct order.

Signature

Witness

Date

Date

EMPLOYEE DUTIES AND RIGHTS DURING INTERNAL INVESTIGATIONS:

1. SCOPE OF QUESTIONING DURING INTERVIEW

a. Prior to an interview conducted by the Office of Professional Standards Officer or his designee, concerning allegations of criminal or administrative misconduct, the employee will be given a proper Garrity warning, indicating that:

- (1) S/he can be required to answer all questions specifically, narrowly and directly related to the performance of his or her official duties;
- (2) Refusal to comply with an order to answer such questions is a violation of the agency's Code of Conduct which may subject the employee to further discipline up to, and including dismissal; and
- (3) Any required self-incriminatory admission made during the interview may only be used in subsequent administrative or civil proceedings, and shall not be used against the employee in future criminal proceedings.

b. If an employee begins to disclose incriminating evidence of a criminal nature that is beyond the scope of the original investigation, the "Garrity interview" must either be terminated or the interview must be refocused to its original area.

2. EMPLOYEE DUTIES: During any internal investigation, agency employees have a duty to fully cooperate with the investigator. Additionally, employees involved in an internal investigation, in any capacity, shall:

- a. Be honest and forthright in all aspects of the investigation;
- b. Comply with **ALL** instructions from the investigating officer, including those relating to Aids to Investigations listed below;
- c. Adhere to the Employee Rules of Conduct outlined in 01-03-02 and the agency's [Code of Conduct SOP](#); and

d. **FINANCIAL DISCLOSURE:** (CALEA 52.2.6d) During the course of corruption, fraud, embezzlement, drug trafficking, white collar, or other similar investigation, an employee may be required to provide certain investment, banking, credit card, real estate, or other financial documents.

e. **POLYGRAPH EXAMINATION:** (CALEA 52.2.6 e)

(1) In the event an employee is ordered to take a polygraph, the person making the original complaint must also agree to submit to a polygraph, but only if the individual is not an agency employee. In such cases, the individual making the complaint must take the polygraph before the employee under suspicion UNLESS the employee either initiates the request for a polygraph or agrees to take the examination before the complainant.

(2) When a polygraph examination is conducted, the questioning will be limited to the performance of an employee's official duties as related to the matter under investigation.

f. **SEARCH OF PROPERTY:**

(1) Property belonging to the agency is subject to inspection when there is reasonable suspicion that evidence of work-related misconduct will be found therein. Such property includes, but is not limited to, vehicles, desks, files, and storage lockers.

(2) However, employee property of a purely private nature, such as a purse, athletic bag, or closed luggage may not be searched without the employee's consent or probable cause.

4. **EMPLOYEE RIGHTS DURING AN INTERNAL INVESTIGATION:**

a. **NOTIFICATION:** (CALEA 52.2.5) Prior to any interview conducted by or special examination directed by the Office of Professional Standards Officer, the employee under suspicion will receive a confidential written notification of the complaint. This notification will include the employee's rights and responsibilities relative to the investigation and a copy of the original complaint or a summary adequately listing the relevant facts.

b. CONDUCT OF INTERVIEWS:

(1) Whenever possible, interviews will be conducted while the employee is on duty, unless the seriousness of the investigation is such that an immediate interview is required.

(2) Unless placed under arrest, an employee has the right to leave the interview at any time.

(3) Employees under investigation shall not be subjected to offensive language, nor threatened with transfer, dismissal, or disciplinary action during an interview. No promise or reward shall be made by the investigator as an inducement to answer any questions.

c. RECORDINGS: Interviews of employees under suspicion conducted by the Office of Professional Standards Officer shall be recorded. Any interruptions will be noted, and any relevant discussions transpiring during breaks will be summarized on the tape recorder and verified for accuracy by the employee.

d. STATUS OF INVESTIGATIONS: Employees under suspicion or their supervisor may contact the Office of Professional Standards Officer to ascertain the status (on-going, completed, or forwarded to the Commander, Headquarters Operations for appropriate action) of the investigation.

e. OBSERVER AT INTERVIEW:

(1) Employees will be permitted to have an attorney (at their own expense), supervisor or other agency representative with them during any interview concerning allegations of misconduct.

(2) Such individuals are limited to acting only as observers during the interview and are not permitted to participate in the proceedings.

d. Not discuss any part of the investigation except as permitted by the Office of Professional Standards Officer or Division Commander, as appropriate.

3. AIDS TO INVESTIGATIONS: During the course of an internal investigation, it may become necessary to perform certain examinations and/or to obtain personal information from an employee to help establish a conclusion of fact. Such examinations, procedures, and/or requests for information must be narrowly related to a particular open investigation and will not be used randomly in order to establish the basis upon which to initiate an inquiry.

a. MEDICAL OR LABORATORY EXAMINATION: (CALEA 52.2.6a)

(1) An employee may request in a timely manner, an intoximeter, blood, urine, psychological, or medical examination if it is believed that such measures would be beneficial to his or her defense.

(2) The agency may require that an employee submit to a medical examination or other appropriate testing procedure upon the direction of the Sheriff or his designee, when it is probable that the examination will produce relevant evidence.

(3) An on-duty supervisor is required to direct an employee to submit to a breath, blood, or urine test when a level of inebriation or drug usage is suspected as the factor directly related to an employee's duty performance or operation of an agency vehicle.

b. PHOTOGRAPHS: (CALEA 52.2.6b) If it becomes necessary to take or provide a photograph of an employee, the photograph in the official agency personnel file shall normally be used. However, when such photographs are out-dated or otherwise inappropriate to the matter under investigation, an employee may then be directed to have a photograph taken by investigative personnel.

c. LINE-UP: (CALEA 52.2.6c) If an identification or photographic line-up is solely for administrative purposes, and criminal prosecution is not anticipated, an employee may be required to participate in the line-up.