



PROBABLE CAUSE COMMITTEE RECOMMENDATION TO COUNCIL Investigations Division

		Officer Status:	File Review Required
Case Number:	009-777-01-21	Officer Name:	Alishia Gibbs
Is the Officer on POST Probation?	☐ YES ☒ NO	Officer Certification:	Basic Jailer
If Yes, Case Number:		Is the Probation History Included?	☐ YES ☐ NO
Is there a companion case?	☐ YES ☒ NO		
If Yes, Case Number(s):			
Did Parent Agency Complete Internal Investigation?	☒ YES ☐ NO		
Was there a Criminal Investigation?	☒ YES ☐ NO		
If Yes, agency responsible for criminal case:	Crisp County Sheriff's Office		
Is criminal case included?	☒ YES ☐ NO		
Is criminal case concluded?	☒ YES ☐ NO		
Is Officer Currently Employed?	☐ YES ☒ NO		
If Yes, Current Agency:			
Did Officer submit a response to POST?	☐ YES ☒ NO		
If arrested: Did Officer self-report?	☐ YES ☐ NO		
Polygraph/Voice Stress Administered?	☐ YES ☒ NO		
Results of Polygraph/Voice Stress:	Please select:		
Is a juvenile involved?	☐ YES ☒ NO		

Executive Summary

On 01/19/2021, a POST investigation was initiated on Officer Alicia Gibbs for violation codes Undue Force, and Resigned in Lieu of Termination.

On 01/07/2021, a complaint was initiated on Officer Gibbs for violating Crisp County Sheriff's Office Standard Operating Procedures for Unnecessary Violence, Utilizing Body Worn Cameras, and Violation of Oath of Office.

On 01/11/2021, Officer Gibbs was interviewed criminally and administratively regarding the allegation that she struck an inmate and cut off the body camera of another employee. The Internal Affairs Investigation sustained the complaints and Officer Gibbs was allowed to resign in lieu of termination.

This summary is based on the following facts and events detailed in the narrative summary.



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The following is a synopsis of the materials provided to POST investigators:

On 01/07/2021, Officer Gibbs was on duty at Crisp County Sheriff's Office, assigned to the jail division. On this date, Inmate Seliene Poole was confined in a padded cell when she called for help. Officer Manders responded to Inmate Poole's cell where Inmate Poole stated that she had fallen and was unable to get up. Officer Manders then called for Officer Gibbs to meet her at Inmate Poole's cell. Officer Gibbs arrived at Inmate Poole's cell and tried to assist her in getting up off the floor. Inmate Poole yelled that it hurt and she was unable to move. Officer Manders and Officer Gibbs verbally stated to Inmate Poole that they felt she was faking. Inmate Poole called Officer Gibbs several racial slurs at which point Officer Gibbs tried to lunge toward Inmate Poole. Officer Manders intervened, placing her body between Officer Gibbs and Inmate Poole, while telling Officer Gibbs "no." Officer Gibbs continued to fight against Officer Manders in effort to get to Inmate Poole. Officer Gibbs told Officer Manders to cut her body worn camera off, eventually reaching up and cutting Officer Manders' body camera off herself.

In surveillance video obtained from the jail, Officer Gibbs can be seen reaching her arm down at Inmate Poole. Officer Manders was placing herself between Officer Gibbs and Inmate Poole while it appeared that Officer Gibbs was reaching over Officer Manders. Eventually, Officer Gibbs walks away.

Investigator Miller was assigned to criminally investigate the complaint. She conducted an interview with Officer Manders. She described Officer Gibbs "smushing" Inmate Poole's nose. Inmate Poole simultaneously grabbed Officer Gibbs arm, leaving a scratch. Inmate Poole then yelled out that Officer Gibbs hit her. Officer Manders stated that she told Officer Gibbs that the jail's Hawkeye camera caught everything to which Officer Gibbs replied "I was just poking at her." Officer Manders finished up with Inmate Poole by having EMS take her to the hospital. She then notified her Major about the incident.

On 01/11/2021, Officer Gibbs was interviewed by Investigator Miller about the incident. She essentially stated that she did not recall making physical contact with Inmate Poole. She agreed that she was angry. Officer Gibbs stated that she made sure Officer Manders camera was turned on. When Investigator Miller confronted her about her statements to Officer Manders, Officer Gibbs admitted to cutting off Officer Manders body camera. She stated that her intent was to go in and sit Inmate Poole up against the wall.

Internal Affairs Investigator Sergeant Bray then came in to talk to Officer Gibbs about the incident. Officer Gibbs admitted to cutting off Officer Manders body camera. Sergeant Bray then confronted her about her own body camera. Since the beginning of her employment with Crisp County Sheriff's Office, 08/21/2021, Officer Gibbs had not

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worn her body camera while on duty and had no archived video footage on file. It was determined that she had received Crisp County Sheriff's Office policy and knew that while on duty, her body camera was to be worn.

At the conclusion of the investigation, Officer Gibbs was given the opportunity to resign in lieu of termination. Officer Gibbs wrote out a resignation letter, effectively ending her employment with Crisp County Sheriff's Office on 01/11/2021.

The case file was turned over to the Crisp County District Attorney's Office for review. No charges were filed against Officer Gibbs.

On 07/11/2023, Investigator Oliver interviewed Officer Gibbs on the phone. She did not fully recall the incident, citing that it had been a while. She agreed that she did cut off Officer Manders camera and stated that they just "play like that." She denied striking Inmate Poole and did not recall lunging toward her at any point. She stated that she was never shown the surveillance footage of the incident. She stated that her body camera was not functional and that she had been waiting for a new one but did not follow up on that herself. A copy of the interview was downloaded to a disc and placed in the case file.

The incident report, Internal Affairs report, separation documents, surveillance videos, Officer Manders body cam video, Officer Gibb's recorded interview, and separation from her prior employer, Henry County Sheriff's Office is contained in the case file.

DISCIPLINARY HISTORY

None noted.

CRIMINAL HISTORY

Noted Above

VIOLATION

It is hereby asserted this individual is in violation of the following sections of O.C.G.A. 35-8-7.1 (a)(7),(8) as attached:

In accordance with O.C.G.A. 35-8-7.1 (b) (1), the Probable Cause Committee makes the following recommendations to the Council:

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Chairman, Probable Cause Committee
Date:

Chairman, P.O.S.T. Council
Date:

SHIELDS OF SHAME