

Summary prepared by the Commission of Inquiry into QPS responses to domestic and family violence
Primary source material provided by the QPS in response to NTP 2.051, Item 37

Case study 7

In 2021, a complaint of bullying and unprofessional conduct was made against the Officer in Charge of the [REDACTED] Cross Cultural Liaison Office. The Officer-in-Charge was responsible for supervising thirteen Police Liaison Officers. There were 10 allegations in relation to bullying of his own staff and unprofessional conduct towards community members.

The allegations came to light as a result of a number of concerns that were raised with the acting District Officer of [REDACTED] at the time, regarding the Officer-in-Charge's relationship with his Police Liaison Officer group, and with community leaders.

The supervising officer prepared a report, and the matter was subsequently investigated by the Ethical Standards Command.

In July 2022, on recommendation from the ESC, the Chief Superintendent of the [REDACTED] District referred the matter to the Office of State Discipline. They declined to commence a disciplinary proceeding, instead referring the matter back to the district for local management resolution, in relation to the following behaviours:

- that he swore generally at and around his staff;
- that he had treated a specific Police Liaison Officer inappropriately, swearing and yelling at her in front of other officers, leaving her feeling belittled and ridiculed; and
- that he threatened three Police Liaison Officers over the security of their jobs, stating he would fire them, cause them to lose their job or be sacked and, in relation to one officer, stating, "I got you your job", and, "if it wasn't for me, you'd still be driving a taxi."

In approving the referral, Superintendent [REDACTED] noted, *"the subject member assumed responsibility for the supervisory management of Police Liaison Officers (PLO's), in 2013. In that time between assuming responsibility to the receipt of the complaint subject of this matter, there have been significant, identified and corroborated instances of abuse towards PLO members ... Excessive use of obscene and threatening language coupled with intimidatory behaviour and threats to the livelihood and employment of certain PLO's, represent to me a clear abuse of power (Misconduct), and a failure to properly manage in a fair and equitable way, members of the police community under his supervision."*