

Print Requester	Booking #	Request Date	Requested Ink	Room	Location
NATHANIEL LINDELL	303724	01/08/26 11:01 CST	Color	3BLT	3BLT_20_L

From: Brianna Burton on 01/06/26 22:05 CST



**WISCONSIN DEPARTMENT OF CORRECTIONS**  
Governor Tony Evers / Secretary Kevin A. Carr

July 18, 2023

Interview Date: May 26, 2023

Nathan L. Kennedy  
Columbia Correctional Institution

CONFIDENTIAL- Delivered via phone and email

Dear Mr. Kennedy,

This letter is formal notice of the termination of your employment as an Education Director with the Division of Adult Institution, Columbia Correctional Institution, effective today, July 18, 2023 for violation of the following DOC Work Rule that applies to all Department employees:

WR #03 Disobedience, insubordination, inattentiveness, negligence, failure or refusal to carry out written or verbal assignments, directions, or instructions.

WR #16 Engaging in unauthorized activities while on duty, including but not limited to gambling, operating a personal business, soliciting, playing games, horseplay, or disorderly conduct or other disruptive or unsafe behavior.

DOC Additional Serious Act of Misconduct #5 Gross negligence or conduct by an employee which causes a substantial risk to the safety and security of our facilities, staff, the community or inmates, offenders or juvenile offenders under our care.

This discipline is based on the following facts:

On April 03, 2023 and April 06, 2023, you admitted you had sexual contact, including oral sex, with an intern in your office. Additionally, on April 20, 2023 you touched the intern's buttocks while in Restrictive Housing. Your behavior was inappropriate, unprofessional and grossly negligent. As a Career Executive at CCI, you are held to a higher standard and serve as an example to everyone.

You have no prior disciplines. However, in accordance with Executive Directive #2, "The Department may impose a more severe level of discipline, up to and including discharge, for serious acts of misconduct. Employees who are found to have engaged in serious misconduct may be terminated as an initial level of discipline depending on the serious of the behavior." Your actions are considered a serious act of misconduct. Department of Corrections staff are trusted to maintain integrity, accuracy, and truthfulness. You have tarnished your integrity and credibility by engaging in sexual contact while at work. Therefore, you have left me no choice than to terminate your employment.

If you believe this action is not based on just cause, you may appeal it through the grievance procedure set forth in Wis. Stats. s. 230.445, the Wisconsin Human Resources Handbook Chapter 430 Employee Grievance Procedure, and the DOC Grievance Policy 200.30.303. Grievances must be submitted using the DPM Adverse

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From: Brianna Burton on 01/06/26 22:06 CST

Employment Action Grievance form (DOA-15802) available on the Division of Personnel Management website at <https://dpm.wi.gov/Pages/home.aspx>. The grievance must be received by DOC Employment Relations staff electronically to [DOCBHRGrievances@wisconsin.gov](mailto:DOCBHRGrievances@wisconsin.gov), in person or via-inter-departmental mail no later than 14 calendar days after you became aware of, or should have become aware of, the decision that is the subject of the complaint.

As required by law, anything meeting the definition of "public record" in s.16.61, Wis. Stats is property of your employing agency. Unless authorized by an applicable Records Disposition Authorization (RDA), you may not destroy public records or take your agency's only copy of a public record. If you wish to take duplicates of public records with you upon your departure, you must obtain prior approval from your supervisor.

I also want to make you aware of the Employee Assistance Program which serves as a free, confidential referral service for obtaining outside services to support your well-being and resilience in work and life. Information about the program is available through Kepro, [REDACTED] or visit [REDACTED] use [REDACTED] as the username.

Sincerely,



Larry Fuchs  
Warden  
Columbia Correctional Institution

cc:

Payroll and Benefits Specialist  
ER  
HR  
P-file